



Scottish Police Federation

5 Woodside Place Glasgow G3 7QF

JCC Circular 23 of 2016

Ref: CS/LS

4 July 2016

Attachments: Rule Change Motion

Dear Colleague

Election of Equality Secretary / Assistant to the General Secretary

I refer to the above and write to advise you that I have been advised by Jackie Muller, SPF Equality Secretary of her intention to retire from the police service and the Joint Central Committee early in 2017.

I know we all wish Jackie well in whatever the future holds for her and we will have ample opportunity to thank her for all she has contributed to the SPF over the years.

Jackie's notified intention to retire now triggers the requirement for an election for her successor.

Elections for Officers of the Joint Central Committee are covered by Rule 10 of the Police Federation (Scotland) Rules 2013. Rule 10.2.1 states;

A member seeking election as an Officer as mentioned in Rule 10.1 shall intimate in writing his or her intention to stand for election to the General Secretary and shall give not less than 28 days' notice. For the purpose of this Rule 'in writing' shall include by facsimile or electronic mail.

The next meeting of the Joint Central Committee shall be on the 22nd and 23rd August 2016 and the election will be amongst the first items of business.

Accordingly, I will require any nominations by close of business day (1700 hours) on **Monday 25th July 2016.**

Candidates in this election should note that a proposal to re-designate the role specific secretaries as Assistants to the General Secretary will be put to the Joint Central Committee in advance of this election. Details are attached. This motion is designed to ensure officials are not limited to their single sphere of work. If this proposal is supported all nominations received in terms of this notification will remain valid. Elections will thereafter be conducted in accordance with the rules.

Yours sincerely

Calum Steele
General Secretary

Motion for consideration by the Joint Central Committee on 22nd August 2016.

That the Joint Central Committee change the Police Federation (Scotland) Rules to re-designate the Conduct Secretary, Equality Secretary and Health and Safety Secretary as “Assistants to the General Secretary” by making the following changes. (Deletions are show by strike through; additions are shown in red text).

4.7 Subject to the provisions of Rules 3.2.5 and 20 the ~~Conduct Secretary, Equality Secretary and Health & Safety~~ Assistants to the General Secretary elected in terms of Rule 10.1 and any Treasurer elected in terms of Rule 10.1.1 shall be additional ex-officio non-voting members of the Joint Central Committee.

10.1 The Joint Central Committee shall elect four yearly, a ~~Conduct Secretary, an Equality Secretary and a Health and Safety Secretary~~ from the members of, and nominated by, the relevant Joint Central Committee Subject Committee or 3 Assistants to the General Secretary from the members of the Joint Central Committee.

Delete Rule 10.1.1

10.2.1 A ~~member seeking~~ Elections to a post as mentioned in Rule 10.1 shall be conducted under the provisions of rule 3 of these rules intimate in writing his or her intention to stand for election to the General Secretary of the Joint Central Committee and shall give not less than 28 days' notice. For the purposes of this Rule 'in writing' shall include by facsimile or electronic mail.

Delete Rules 10.2.2 to 10.2.7

10.3 The members of their rank in the Area Committee from which elections were made under Rule 10.1 and 10.1.1, shall during their appointment, appoint in each case one other member of the Area Rank Committee to serve on the Area Committee as a replacement.

10.4 The ~~Conduct Secretary, Equality Secretary, Health & Safety Secretary~~ Assistants to the General Secretary and subject to Rule 10.1.1, the Treasurer, shall be additional members of their appropriate Area Rank Committee during the period that they hold office.

Rule 11

11.1 The Joint Central Committee may establish any standing or sub-committee and for any purpose and duration and with membership as appears to be appropriate for the good and efficient working of the Committee.

Delete Existing Rule 11.1.1

11.1.2 Participation in ~~Subject~~ **standing** or sub-committee meetings may be by video/audio conferencing.

And renumber as 11.1.1

11.2 Each Area Committee shall ~~elect from their number no more than nine members to each of the Conduct, Equality, and Health Safety Area Subject Committees~~ be entitled to establish sub-committees as determined the Joint Central Committee.

Delete Rules 11.3 to 11.5

11.6 Area subject-Committees will meet no more than four times a year and each meeting shall last for no more than half a day.

And renumber as Rule 11.3

11.7 Minutes of meetings of all Area ~~subject~~-committees shall be kept and published for information of the members and a copy shall be sent to the General Secretary.

And renumber as Rule 11.4

12.5 Subject to the provisions of Rule 12.6 the Officials provided for by Rules 3.1, 6.1, **and** 10.1 ~~and 10.1.1~~ do not have a vote at any Central Conference.

The fully amended rules to read;

4.7 Subject to the provisions of Rules 3.2.5 and 20 the Assistants to the General Secretary elected in terms of Rule 10.1 shall be additional ex-officio non-voting members of the Joint Central Committee.

10.1 The Joint Central Committee shall elect four yearly, 3 Assistants to the General Secretary from the members of the Joint Central Committee.

10.2.1 Election to a post as mentioned in Rule 10.1 shall be conducted under the provisions of rule 3 of these rules.

10.3 The members of their rank in the Area Committee from which elections were made under Rule 10.1 shall during their appointment, appoint in each case one other member of the Area Rank Committee to serve on the Area Committee as a replacement.

10.4 The Assistants to the General Secretary shall be additional members of their appropriate Area Rank Committee during the period that they hold office.

- 11.1 The Joint Central Committee may establish any standing or sub-committee and for any purpose and duration and with membership as appears to be appropriate for the good and efficient working of the Committee.
- 11.1.1 Participation in standing or sub-committee meetings may be by video/audio conferencing.
- 11.2 Each Area Committee shall be entitled to establish sub-committees as determined the Joint Central Committee.
- 11.3 Area sub-committees will meet no more than four times a year and each meeting shall last for no more than half a day.
- 11.4 Minutes of meetings of all Area sub-committees shall be kept and published for information of the members and a copy shall be sent to the General Secretary.
- 12.5 Subject to the provisions of Rule 12.6 the Officials provided for by Rules 3.1, 6.1, and 10.1 do not have a vote at any Central Conference.

Explanatory Note

The current designations Conduct, Equality and Health & Safety Secretary are arguably overly restrictive and do not reflect the breadth of the actual roles undertaken. Additionally the current designations can be seen as a disincentive to ensure that the best person is assigned a particular task and the use of these designations has had the unintended consequence of deskilling others.

Assistants to the General Secretary may very well retain national subject brief(s) whilst also being available to take on other tasks.

These changes do not remove responsibilities in these arenas but allow for more equitable distribution of work amongst officials.