



Scottish Police Federation

5 Woodside Place Glasgow G3 7QF

JCC Circular 44 of 2014

Ref: CS/LS

27 October 2014

Dear Colleague

JCC Agenda and Papers November 2014 - Information

I refer to the above and attach herewith the agenda and agenda papers for the above meeting.

Yours sincerely

Calum Steele
General Secretary

SCOTTISH POLICE FEDERATION

JOINT CENTRAL COMMITTEE

AGENDA

The next meeting of the Joint Central Committee will be held at the Glynhill Hotel, Renfrew on 4th and 5th November 2014. Separate Committees will meet at 10am and the Joint Committee will meet at 11am.

1. Attendance and Opening
2. Minutes of Previous Meeting
3. Legal Advice and Assistance
4. Police Negotiating Board
5. Scottish Police Consultative Forum
6. Scottish Police Authority
7. Joint Negotiating Consultative Committee
8. Local Negotiating Consultative Committees
9. Finance Standing Committee
10. Legislation & Regulation Standing Committee
11. Operational Duties Standing Committee
12. Conduct Subject Committee
13. Equality Subject Committee
14. Health and Safety Subject Committee
15. Police Related Charities
16. JCC Circulars issued since last meeting
17. Commonwealth Games
18. Area Elections
19. Motion
20. Correspondence
21. Competent Business
22. Closure

Please note that all items of Competent Business should be notified to the Chairman in advance of the meeting.

Agenda papers are enclosed. If you cannot be in attendance please ensure these papers are passed to your replacement.

AGENDA PAPER

Meeting	JOINT CENTRAL COMMITTEE
Date	4/5 November 2014
Venue	Glynhill Hotel, Renfrew
Item No.	1
Subject	Attendance and Opening
Lead	Chairman
Summary	The Separate Committees are to meet immediately at 10 am. The JCC will commence at 11am.
Action Required	
Notes Recommendations Future Actions	

AGENDA PAPER

Meeting	JOINT CENTRAL COMMITTEE
Date	4/5 November 2014
Venue	Glynhill Hotel, Renfrew
Item No.	2
Subject	Minutes of Previous Meeting
Lead	Chairman
Summary	The Minutes of the last meeting were circulated with JCC Circular 39 of 2014.
Action Required	
Notes Recommendations Future Actions	

AGENDA PAPER

Meeting	JOINT CENTRAL COMMITTEE
Date	4/5 November 2014
Venue	Glynhill Hotel, Renfrew
Item No.	3
Subject	Legal Advice and Assistance
Lead	Deputy General Secretary
Summary	To receive a report from the Deputy General Secretary.
Action Required	
Notes Recommendations Future Actions	

AGENDA PAPER

Meeting	JOINT CENTRAL COMMITTEE
Date	4/5 November 2014
Venue	Glynhill Hotel, Renfrew
Item No.	4
Subject	Police Negotiating Board
Lead	General Secretary
Summary	<p>There had been a PNB Scotland meeting on 7 October 2014 in Edinburgh.</p> <p>The Official Side had clarified that it had not rejected the Staff Side's claim on maternity pay and said it would circulate its position in the near future.</p> <p>There was an issue relating to the Independent Chair, his term of appointment and meetings beyond that.</p> <p>The PNB Scotland Constitution would be addressed in future legislation.</p> <p>The General Secretary and the Official Side Secretary had met with ACAS to discuss failures to agree and dispute resolution.</p> <p>A PNB Circular had been issued incorporating the agreement on the additional travel allowance for the CWG.</p> <p>Mercers had been engaged to examine whether a change to Northern Ireland Firefighters Pensions could have implications for the police.</p> <p>It was agreed that a PNB Equality Working Party be established.</p>
Action Required	To note the above.
Notes Recommendations Future Actions	

AGENDA PAPER

Meeting	JOINT CENTRAL COMMITTEE
Date	4/5 November 2014
Venue	Glynhill Hotel, Renfrew
Item No.	5
Subject	Scottish Police Consultative Forum
Lead	General Secretary
Summary	<p>There had been a meeting held on 7 October 2014 in Edinburgh.</p> <p>Work continues on Conduct Regulations for senior officers.</p> <p>It was agreed that the English type caution would not be used in Scottish Conduct interviews.</p> <p>It was agreed that PSoS would set up a priority meeting to discuss working time and inspectors/superintendents hours.</p> <p>Work continues on Senior Leadership Development.</p> <p>All PNB Circulars are to be reviewed to establish their continuing relevance.</p>
Action Required	To note the above.
Notes Recommendations Future Actions	

AGENDA PAPER

Meeting	JOINT CENTRAL COMMITTEE
Date	4/5 November 2014
Venue	Glynhill Hotel, Renfrew
Item No.	6
Subject	Scottish Police Authority
Lead	General Secretary
Summary	<p>There was a meeting held on 8 October 2014 in Stirling attended by Malcolm MacDonald, David Hamilton and Gordon Dixon. The following information was provided on a Central Meeting Register Form:</p> <ul style="list-style-type: none"> • Visor Restructure SCD- approved • People & Development Organisational Change Programme- approved • Citation Restructure- approved • SPA Permanent Structure- approved • Leadership & Professional Development Restructure – to go for consultation • Forensic Services Scene Examination- West moved to HR JNCC and consultation • OCCTU RESTRUCTURE Update SCD- noted • ICT Restructure Update Staffing Profile- noted • Re-engagement of Leavers- 3 staff who left via ER/VR have been re-engaged, 2 via an employment agency. In future all applicants for ER/VR will be sent letters and an FAQ will be placed on Force Intranet <p>Open Session</p> <ul style="list-style-type: none"> • Redundancy Modification Order- verbal update on standing item • PNB Update- verbal from John Gillies made mention of draft SOP on allowances & Expenses • SPA HR Update- mention made re Pathways to Policing • VR/ER update- 757 staff redundancies approved bring cost saving of £1.5 million 15 applications outstanding. There has been 869 redundancies since creation of Police Scotland • HR & Remuneration Committee Appeals and Operations sub-committee update • Scrutiny Organisational Change EIA covered by Equality Act and assurance that any EIA's have an assurance and value and not just issued. • Performance Reporting • H&S Performance report- concerns re under reporting of Near-Miss • People & Development Performance matrix- informed of tenders being sought from providers for HR & SMP. To take place by 1st April 2015. • SPA/PSOS Staff Harmonisation- noted and issue of a communication strategy • Employee Engagement: Employee Opinion Survey- source provider to carry out staff survey • Chief Constable's Transfer Reimbursement of Expenses SOP/Policy- approved • Career Break SOP/Policy- to determine what constitutes a career break

	<ul style="list-style-type: none">• Ill health Retirement SOP/Policy- item deferred due to on-going consultation• Equality & Diversity• SPA Equality Outcomes- Noted• PSOS E&D Staff Associations Engagements-update 25 proposals made and to be communicated to staff associations• Stonewall Engagement – Pre-engagement consultations/future communication plan
Action Required	
Notes Recommendations Future Actions	

AGENDA PAPER

Meeting	JOINT CENTRAL COMMITTEE
Date	4/5 November 2014
Venue	Glynhill Hotel, Renfrew
Item No.	7
Subject	Joint Negotiating Consultative Committee
Lead	General Secretary
Summary	<p>There was a meeting held on 9 October 2014 in Stirling. The following information was submitted on a Central Meeting Register Form.</p> <p>Action Log:</p> <p>Chief sought assurances that SPF access to the PSoS systems was progressing well. Advised due to be installed in Paisley office by end of following week with other offices shortly thereafter</p> <p>Chief sought update that minutes at LNCCs being taken. They are!</p> <p>Regional Updates:</p> <p>ACC Wayne Mawson provided update for each of the areas. He highlighted that concerns over blanket approach to rest day cancellation and police response resources had been raised at each Area.</p> <p>He also highlighted that NO concerns over stop search raised at any.</p> <p>Additional issues of half pay/nil pay for ill health retirements been flagged in East and concerns over commutation payments (up to six week delay) raised in North.</p> <p>Minutes of all LNCCs to be sent to SPF (Local & National)</p> <p>Chief agreed to establish reviews on</p> <ol style="list-style-type: none">1. Rest day cancellation approach - chaired by ACC Higgins2. Review of resources and availability - chaired by Supt Ritchie. <p>SPF to be invited to both</p> <p>It was also agreed that SPF be invited to all half pay / nil pay appeals</p> <p>Federation Update:</p> <p>CWG Inspecting ranks issue still unresolved – Discussed and report due soonest</p> <p>BST - raised issues – The General Secretary later reported to the Leg & Reg SC that he had written to the Chief Constable about the recent Force Memo on British Summer Time. He had proposed that shift starting times could be advanced or retarded as appropriate as a no cost/no detriment proposal. He awaits a response.</p> <p>Ill-Health Retiral:</p> <p>Nicky Page identified SPF not content. Confirmed this was case and more improvements could be made. John Gillies identified paper had been pulled</p>

	from HRRC the previous day but was to return in November. In interim asked Graeme Ednie liaise to see what other issues are resolvable - HOWEVER if by next HRRC no agreement reached, the SOP will be submitted for approval with concerns appended for info.
Notes Recommendations Future Actions	

AGENDA PAPER

Meeting	JOINT CENTRAL COMMITTEE
Date	4/5 November 2014
Venue	Glynhill Hotel, Renfrew
Item No.	8
Subject	<p>Local Negotiating Consultative Committees:</p> <p>East met on 3 October 2014. The following information was submitted on a Central Meeting Register Form:</p> <p>Meeting after our request was minuted.</p> <p>Main Points raised by us</p> <ol style="list-style-type: none">1. Blanket memos re cancellation of rest days2. OBL's throughout the division, linking in to a piece of work we are going to do regarding how many times and how far below OBL's we are in the area and the reasons for that3. Attendance management. We have worst two divisions in Force for sickness. Why? What procedures can we look at to improve that4. Morale. Highlighted to make sure that they are aware of the state of morale and the fact that we have raised it5. Force trialling an additional ACC. Mike McCormick going to C3 and Criminal Justice with Kate Thomson replacing him from 13.10.2014 <p>West met on 3 October 2014. The following information was submitted on a Central Meeting Register Form:</p> <p>Action Log</p> <p>7/14 Update re SNV list for Diploma Action Point – Susan Beaton to make enquiries regarding an Officer who was on the SNV list as the result of a Grievance resolution and report back to Andrea MacDonald.</p> <p>18/14 'Due Notification' Looking for clarity regarding this matter. Agreed that it is a national matter and should be remitted to the EERP.</p> <p>Stop and Search Update</p> <p>ACC Mawson provided a brief update regarding the pilot being run in the Fife area.</p> <p>Ch Supt Speirs asked if consideration could be given to running a parallel pilot in an area in the West, given that stop and search had been in force there for some considerable time to ascertain if it makes a difference. ACC Mawson will consider this.</p>

	<p>General Update</p> <p>ACC Mawson updated the meeting.</p> <p>In terms of the savings which have to be made by PSoS this year, things are on track. There is approx. £3 or 4m still to find and then it will all start again on 01.04.15, the following year will however be the biggest challenge. The estate portfolio will play a big part in this.</p> <p>A plan has been presented to the Leadership Board in terms of the way in which Firearms Licencing works within the Force at present and a proposal to amend this to provide greater effectiveness and efficiency.</p> <p>The Police Scotland Volunteer Scheme is working well. Within the next 6 months there will be one in every territorial Division. Glasgow and Edinburgh have asked for two per Division. The existing participants have gained recognition at national award ceremonies.</p> <p>Issues from the Unions</p> <p>Nothing raised.</p>
Lead	General Secretary
Summary	To receive reports.
Action Required	
Notes Recommendations Future Actions	

AGENDA PAPER

Meeting	JOINT CENTRAL COMMITTEE
Date	4/5 November 2014
Venue	Glynhill Hotel, Renfrew
Item No.	9
Subject	Finance Standing Committee
Lead	General Secretary
Summary	<p>The FSC met on 15 October and the Minute will be circulated when available.</p> <p>Accounts will be circulated on the day for JCC approval.</p>
Action Required	To note and receive reports from the General Secretary.
Notes Recommendations Future Actions	

AGENDA PAPER

Meeting	JOINT CENTRAL COMMITTEE
Date	4/5 November 2014
Venue	Glynhill Hotel, Renfrew
Item No.	10
Subject	Legislation and Regulation Standing Committee
Lead	Chairman
Summary	The Legislation & Regulation Standing Committee met on 15 October and the Minute will be circulated when available.
Action Required	To receive reports from subject leads where appropriate.
Notes Recommendations Future Actions	

AGENDA PAPER

Meeting	JOINT CENTRAL COMMITTEE
Date	4/5 November 2014
Venue	Glynhill Hotel, Renfrew
Item No.	11
Subject	Operational Duties Standing Committee
Lead	Chairman
Summary	The Operational Duties Standing Committee met on 15 October 2014 and the Minute will be circulated when available.
Action Required	To receive reports from subject leads where appropriate.
Notes Recommendations Future Actions	

AGENDA PAPER

Meeting	JOINT CENTRAL COMMITTEE
Date	4/5 November 2014
Venue	Glynhill Hotel, Renfrew
Item No.	12
Subject	Conduct Subject Committee
Lead	David Kennedy
Summary	The last meeting of the Conduct Subject Committee was held on 14 October 2014 and the Minute will be circulated when available.
Action Required	To receive a report from David Kennedy
Notes Recommendations Future Actions	

AGENDA PAPER

Meeting	JOINT CENTRAL COMMITTEE
Date	4/5 November 2014
Venue	Glynhill Hotel, Renfrew
Item No.	13
Subject	Equality Subject Committee
Lead	Jackie Muller
Summary	The last meeting of the Equality Subject Committee was held on 14 October 2014 and the Minute will be circulated when available.
Action Required	To receive a report from Jackie Muller.
Notes Recommendations Future Actions	

AGENDA PAPER

Meeting	JOINT CENTRAL COMMITTEE
Date	4/5 November 2014
Venue	Glynhill Hotel, Renfrew
Item No.	14
Subject	Health and Safety Subject Committee
Lead	Peter Jones
Summary	The last meeting of the Health and Safety Subject Committee was held on 14 October 2014 and the Minute will be circulated when available.
Action Required	To receive an update from Peter Jones.
Notes Recommendations Future Actions	

AGENDA PAPER

Meeting	JOINT CENTRAL COMMITTEE
Date	4/5 November 2014
Venue	Glynhill Hotel, Renfrew
Item No.	15
Subject	Police Related Charities: Police Treatment Centre - Stewart Ross St George's Trust - Stewart Ross Scottish Police Benevolent Fund - Martin Bertram Scottish Police Bravery/Lewis Fulton - Chairman Police Dependants' Trust - Chairman National Police Memorial Day - Chairman
Lead	Chairman
Summary	To receive reports.
Action Required	
Notes Recommendations Future Actions	

AGENDA PAPER

Meeting	JOINT CENTRAL COMMITTEE
Date	4/5 November 2014
Venue	Glynhill Hotel, Renfrew
Item No.	16
Subject	JCC Circulars issued since last meeting
Lead	General Secretary
29/2014	HMICS Thematic Inspection of Police Custody Arrangements in Scotland - Information
30/2014	Travel expenses for Police Officers deployed to the Commonwealth Games - Information
31/2014	Subject & Standing Committee Minutes 29/30 July 2014 - Information
32/2014	Pay, Pensions and the Financial Climate - Information
33/2014	Tax Efficient Developments within the SPF - Information
34/2014	The Gardaí Winning the 'right to strike' - Information
35/2014	The Police Service of Scotland Referendum Guidance - Information
36/2014	HMICS Updated Annual Scrutiny Plan 2014/2015 - Information
37/2014	SPF Voluntary Fund - Information
38/2014	SPA - Armed Policing Call for Evidence - Consultation
39/2014	JCC Minutes August 2014 - Information
40/2014	Central Meeting Register - Information
41/2014	SPF - Election of Area Officers - Information
42/2014	Scrutiny of the SG's Draft Budget 2015-16 - Consultation
Action Required	
Notes Recommendations Future Actions	

AGENDA PAPER

Meeting	JOINT CENTRAL COMMITTEE
Date	4/5 November 2014
Venue	Glynhill Hotel, Renfrew
Item No.	17
Subject	Commonwealth Games
Lead	Deputy General Secretary
Summary	<p>Following a number of meetings between SPF and the CWG Financing Team, most overtime queries have been resolved.</p> <p>While undoubtedly individual claims may still prove controversial, the bulk of the issues have been dealt with and outstanding matters can be resolved as they arise.</p> <p>This item can be removed from the Agenda.</p>
Action Required	
Notes Recommendations Future Actions	

AGENDA PAPER

Meeting	JOINT CENTRAL COMMITTEE
Date	4/5 November 2014
Venue	Glynhill Hotel, Renfrew
Item No.	18
Subject	Area Elections
Lead	General Secretary
Summary	<p>Elections to Area Committees are governed by Rule 7 of the Police Federation (Scotland) Rules. These Rules require the JCC to determine the process for election and the month of the year in which they shall take place.</p> <p>General Secretary to report.</p>
Action Required	
Notes Recommendations Future Actions	

AGENDA PAPER

Meeting	JOINT CENTRAL COMMITTEE
Date	4/5 November 2014
Venue	Glynhill Hotel, Renfrew
Item No.	19
Subject	Motion
Lead	General Secretary
Summary	<p>Motion</p> <p>That this East Area Committee asks the JCC to engage with the Force Executive to seek an agreed definition of “exigency of duty”.</p> <p>Explanatory note</p> <p>The term “exigency of duty” is the most over used phrase currently within Police Scotland.</p> <p>Its use in a myriad of situations which actually relate to poor planning has devalued it in some areas to the point where it is almost meaningless.</p> <p>PNB Circular 86/9 lays out a framework for the term “exigency of duty” and would be the basis of any agreement.</p> <p>This motion seeks engagement between the Force and the SPF to reach an agreed position which would be applied consistently across the Force giving clarity to both managers and staff in relation to what is an exigency.</p> <p>To receive a report from the General Secretary.</p>
Action Required	
Notes Recommendations Future Actions	

AGENDA PAPER

Meeting	JOINT CENTRAL COMMITTEE
Date	4/5 November 2014
Venue	Glynhill Hotel, Renfrew
Item No.	20
Subject	Correspondence
Lead	General Secretary
Summary	
Action Required	
Notes Recommendations Future Actions	

AGENDA PAPER

Meeting	JOINT CENTRAL COMMITTEE
Date	4/5 November 2014
Venue	Glynhill Hotel, Renfrew
Item No.	21
Subject	Competent Business
Lead	General Secretary
Summary	
Action Required	
Notes Recommendations Future Actions	