



Scottish Police Federation

5 Woodside Place Glasgow G3 7QF

JCC Circular 48 of 2014

Ref: CS/DJK/LS

3 November 2014

Dear Colleague

Subject and Standing Committees 14/15 October 2014 - Information

I refer to the above and attach herewith the Subject and Standing Committee minutes from the meetings on 14/15 October for your information.

Whilst this circular is primarily for your information, any comments you may have on its content should be submitted to me no later than 10 days after its date of publication.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Calum Steele', written over a horizontal line.

Calum Steele
General Secretary



Scottish Police Federation

5 Woodside Place Glasgow G3 7QF

Joint Central Committee Conduct Subject Committee

Ref: CS/DJK/LS

MINUTES

14 October 2014

1. Attendance

North Area Committee	Brian Dick
East Area Committee	Gordon Dixon
West Area Committee	Jim Foy
West Area Committee	Philip Maguire
Deputy General Secretary	Robert Milligan (meeting Chairman)
Chairman	Brian Docherty
Vice Chairman	Graeme Ednie
Conduct Secretary	David Kennedy
Business Administrator	Lesley Stevenson

Apologies were received from John Ferguson.

2. Opening of Meeting

The Chairman opened the meeting by welcoming everyone to the Conduct Subject Committee meeting. Chief Superintendent Ellie Mitchell attended the meeting and gave a presentation to the Committee on Professional Standards.

3. Minutes of Previous Meeting

The Minutes of the previous meeting had been circulated JCC Circular 31 of 2014 and were approved.

4. Legal Assistance

The Conduct Secretary told the Committee that there had been 37 criminal cases to date. He also told the Committee that Peter Watson had left Levy & McRae and had started his own firm, PBW Law. It was noted that Levy & McRae would continue to administer the DAS Scheme via the helpline.

5. Complaints Against the Police

The Conduct Secretary gave an update to the Committee informing them that the total number of complaint cases recorded by Police Scotland in the financial year to date had reduced by 10%

The number of complaint cases recorded in the East increased by 9.3%

The number of complaint cases recorded in the North decreased by 25.5%

The number of complaint cases recorded in the West decreased by 11.2%

The total number of allegations recorded in complaints cases in the financial year to date by Police Scotland was 2047. Currently each unique complaint case contained 1.43 allegations. The majority of allegations (83.3%) concern on duty allegations, followed by quality of service (14.7%) and off duty allegations (2%). The greatest number of assault allegations was recorded in Greater Glasgow Division, accounting for 25 (or 21.4%) of the 117 allegations recorded by Police Scotland in the year to date. In relation to 'custody' related locations, allegations account for 5% of on duty allegations (85).

Members discussed legal funding for on duty cases through the Police Authority, the database and communications between area leads and the heads of local professional standard departments.

6. Conduct

The Committee was informed that the Vice Chairman had given an update at the Chairs and Secretaries meeting relative to conduct training and dates had been set for all Areas. Included in the training is

Basic – first point of contact

Intermediate – warnings and misconduct meetings and

Advanced – Misconduct hearings and appeals.

A meeting will be arranged with Chief Superintendent Ellie Mitchell to progress the matter relative to Operational Statements.

The Deputy General Secretary told the Committee that a number of members are being provided with a solicitor and then seeking to change that solicitor. It was noted that the cost of this would not be funded by the SPF.

7. Performance

The Committee was informed that the Vice Chairman had given an update at the Chairs and Secretaries meeting relative to performance training and dates had been set for all Areas. Included in the training is Basic – first point of contact, Intermediate – warnings and misconduct meetings and Advanced – Misconduct hearings and appeals.

8. Police Appeals Tribunal

It was noted that currently there was one PAT waiting to start.

9. Police Investigations and Review Commissioner

It was noted that there had been 23 reviews since the last meeting. Kate Frame has been appointed as the new Commissioner and there have been no issues reported to date. There were some concerns as to how some officers were being interviewed by PIRC and it was noted that if required a federation representative can attend.

10. National Vetting

The Conduct Secretary circulated a draft Warnings report.

11. Reclassifying Offences

The Committee was informed that the Conduct Secretary was awaiting a meeting with Derek Penman, HMICS. He would provide an update at the next meeting.

12. Competent Business

There were no items.

13. Closure

Date of next meeting: 20 January 2015

The Chairman thanked everyone for their contribution to the meeting and wished them a safe journey home.



Scottish Police Federation

5 Woodside Place Glasgow G3 7QF

Joint Central Committee Equality Subject Committee

Ref: CS/DJK/LS

MINUTES

14 October 2014

1. Attendance

North Area Committee	Graham Sloan
North Area Committee	Steve Thomson
East Area Committee	Andy Malcolm
West Area Committee	Andrea MacDonald
Vice Chairman	Graeme Ednie (Chair of Meeting)
Equality Secretary	Jackie Muller
Business Administrator	Lesley Stevenson

Apologies were received from Nigel Bathgate, Pam Fleming and Neil Cameron, John Campbell, Grahame Gosling. No apologies were received from Ben Merrick.

2. Opening of Meeting

The Chairman opened the meeting by welcoming all present.

3. Minute of Previous Meeting

The Minute of the previous meeting had been circulated with JCC Circular 31/2014 and was approved.

4. Scottish Police Staff Associations Equality Working Group

The Committee was informed that the last meeting was held on 28 May 2014. The Committee discussed the CAV Toolkit which had previously been circulated for comment. SPF comments had been submitted to PSoS and a revised version had been circulated but it did not appear that the Federation comments had been incorporated. This would be raised at a future meeting.

It was agreed that an item 'PNB SSC Equality Working Party' would be added to the next agenda.

5. Maternity/Paternity/Adoption

The Equality Secretary told the Committee that she had attended a meeting on 9 September with the Force to discuss the SOP relative to the above. A further draft is awaited.

The Committee was informed that the Maternity FAQ was now on the SPF website and committee members were advised to direct members to it.

6. Part-time/Flexible Working

The Equality Secretary told the Committee that she attended a meeting on 9 September and that she had been informed that the updated SOP would be published by 19 September. It was still awaited and the Equality Secretary had made contact on 13 October with the Force seeking an update.

It was noted that this item could be removed from future agendas when the SOP was published.

7. Disability

The Equality Secretary told the Committee that she attended a meeting on 9 September with the Force and that a further Disability SOP was awaited.

The Equality Secretary suggested addressing the subject of Disability at the SPF Annual Conference 2015 and asked members for their views. The matter was discussed by the Committee and members agreed to explore this idea.

8. Training/Legal Updates

No legal updates were available.

The Equality Secretary told the Committee that it was proposed modular training continues to be developed so that a library of training packages would be available for various levels of learning:

- Basic (all reps)
- Intermediate (Members of equality committees/full time officials)
- Advanced (Area equality leads/full time officials)
- External (any identified training for Equality Secretary and/or area equality leads - tends to be new legislation etc)

9. Monitoring

It was agreed that on future agendas this item would be changed to Monitoring/Positive Action.

The Equality Secretary reported that she would be attending the Scottish Women's Development Forum on 21st October and the Scottish Muslim Police Association on the 22nd October to promote the positive action work.

10. Fitness Testing

The Equality Secretary told the Committee that she was still in correspondence with the Force regarding apparent indirect discrimination. It is hoped that a meeting would be held later in October to discuss how the Force justify their actions in this respect.

The Committee discussed standard tests for specialists, EIAs and recruitment issues.

11. Area Updates

Graham Sloan told the Committee that the NAC ESC met on 2 October 2014 and had discussed annual leave and the right to a family life. It had become clear to the Committee that the allocation of annual leave had been dealt with differently across the country and that some officers had responded more negatively than others to the new arrangements as a result.

Andy Malcolm told the Committee that the EAC ESC met on 29 September 2014. He provided the following information:

The last East Area Equality Committee Meeting was held on 29 September 2014.

Flexible Working – most of the previously highlighted individual cases in ‘E’ and ‘J’ Division as a result of the shift pattern changes have been resolved with individual officers either having their patterns trialled over extended period, and none have so far come back to renegotiate after the trial period has been completed or after some negotiation an amicable position has been reached. There are no issues so far in ‘P’ where they continue to work their existing shift pattern. In Forth Valley, so far there have been no reported problems although with shift changes there it is a likely issue for the future.

‘J’ division, however are about to change their current pattern for the second time this year and the chosen shift pattern will be determined following the ballot which closes on 03/10/2014. This will no doubt raise the potential for reviews of some flexible arrangements.

Other non-territorial Divisions have also changed shift arrangements but only one case is so far on-going where the operational profile for the OSUs has caused the issue along with the individual’s situation.

Disability – this remains an on-going area in its widest sense. We have had a number of officers as a result of SPF intervention posted to roles and in areas which satisfy their needs and also satisfy an operational need where they have been on long-term restricted duties.

In Forth Valley Division DOSU/PAD officers a number of whom were on permanent redeployment were all sent a letter advising of their need to attend Attendance Support Meetings to review their status. This caused considerable angst to those in receipt of the letter considering that they attended work daily and fulfilled their roles. Stewart Ross met with a Chief Inspector who signed this letter and a degree of back tracking is now apparent. The source of the letter was HR.

A similar situation emerged in ‘E’ Division at the start of Police Scotland where individuals on restricted roles felt pressured to reconsider their future within the service but this approach was challenged and a more practical approach has since been adopted.

'E' Division would appear to be the champions of the Performance Regulations with three attempts to invoke them so far that I am aware of. The first was resolved to the benefit of the individual officer, at that time, where procedural anomalies were highlighted to the Division although the officer remained under the Performance Regulations, it was under more favourable terms. The second case was withdrawn after appeal in relation to both the finding of unsatisfactory performance and a breach of procedure. The third case has been deferred back to Attendance Support mechanisms.

Ill-health cases are still predominant throughout the Division along with half-pay and no-pay situations. In recent weeks there has been moves to have officer's pay reinstated following Appeals both written and in person to the ACC. But the issue of individual officers who are suffering from very serious conditions the initial callous approach to reduce pay is on-going and will continue to be challenged.

There have also been a number of officers, who have been in the SMP process for some considerable time, have now been accepted for Ill-Health retirement. This has brought some level of comfort to a number who have been in 'no man's land' for many months.

There are no cases meantime in relation to Maternity/Paternity/Adoption.

Andrea MacDonald told the Committee that the WAC ESC met on 30 September. It was reported that there were 39 members on half pay and 24 on no pay. There had been two successful medical appeals and also discussed was the buy-back of pension entitlement.

The Chairman requested the Minutes of Area ESC Meetings be included within the papers for the JCC ESC. This would ensure that all attendees would have advanced sight of ongoing business; updates could be condensed and contained to the developments of, or questions relating to, ongoing business. The Meeting agreed to ensure Minutes were forwarded to the Equality Subject Secretary as requested.

12. Sickness Monitoring & Attendance Management

The Equality Secretary told the Committee that Graham Sloan, John Campbell and Nigel Bathgate were to organise a meeting to progress this matter as SPF was having no success reversing no pay decisions. Graeme Ednie reported that in relation to member services, sick pay claims were a significant concern. Members agreed that this matter should be raised in a motion for Annual Conference.

13. Uniform/PPE

The Equality Secretary told the Committee that she had sent a letter to ACC Higgins on 4th August regarding the above issue and has requested a PSoS Dress Policy and associated EIA, a PSoS Procurement policy in relation to UPPE and documentation how the equality impact has been considered relative to both items. Concerns are relative to women, pregnancy, religion and transsexual officers. ACC Higgins has passed this to Colin Heppenstall and a response is awaited. It was noted the Equality Secretary would link in with Peter Jones, H&S Secretary on this matter.

Graham Sloan raised the matter of elasticated trousers and it was noted that a policy and tender document were required before this could be progressed.

14. Competent Business

There were no items.

15. Closure

Date of next meeting: 20 January 2015

The Chairman thanked everyone for their contribution to the meeting and wished them a safe journey home.



Scottish Police Federation

5 Woodside Place Glasgow G3 7QF

Joint Central Committee Health & Safety Subject Committee

Ref: CS/DJK/LS

MINUTES

14 October 2014

1. Attendance

North Area Committee	Graham Sloan (replacing J Crawford)
North Area Committee	Steve Thomson (replacing L Burns)
East Area Committee	Amanda Givan
East Area Committee	Brian Jones
West Area Committee	Gary Mitchell
Health & Safety Secretary	Peter Jones
Vice Chairman	Graeme Ednie (Meeting Chairman)
Business Administrator	Lesley Stevenson

Apologies were received from Martin Bertram, Davie Smith, John Crawford and Linsey Burns. No apologies were received from Paul Redwood.

2. Opening of Meeting

The Chairman opened the meeting and thanked everyone for their attendance.

3. Minute of Previous Meeting

The Minute of the previous Health & Safety Subject Committee meeting had been circulated with JCC Circular 31/2014 and was approved.

The H&S Secretary told the Committee that he had recently attended the ROSPA conference where he had received a number of useful inputs in relation to mental health issues, the Management of Operational Road Risk and the provision of OHU in the workplace. He would carry out further work on these issues and would update at the next meeting.

The H&S Secretary reported that he and the three area leads now had force wide access to accident/incident reports on SCoPE. Work was still ongoing in relation to system logins.

4. Joint UK H&S Meeting

The Committee was informed that the last meeting of this group met on 18 September and the minute would be circulated later that day. Matters discussed included body armour and musculoskeletal damage. The PSNI had again raised "second impact

syndrome" and a forthcoming report on the subject. RIDDOR and PAVA were also discussed.

5. Association of Police Health & Safety Advisors (APHSAs)

The last meeting of this group was held on 4 September 2014 however the H&S Secretary was unable to attend. Minutes will be circulated when received.

6. Force Executive H&S Meeting

There was no update.

7. North Area Committee Update

The Chairman requested the Minutes of Area H&S SC Meetings be included within the papers for the JCC H&S SC. This would ensure that all attendees would have advanced sight of ongoing business; updates could be condensed and contained to the developments of, or questions relating to, ongoing business. The Meeting agreed to ensure Minutes were forwarded to the Health & Safety Subject Secretary as requested.

Graham Sloan told the Committee that the NAC meeting was held on 29 September where Davie Smith was elected as Chair and Linsey Burns was elected as Vice Chair.

8. East Area Committee Update

There had been no meeting.

9. West Area Committee Update

The WAC meeting was held on 1 October. The Committee discussed CID officers not receiving covert jackets. The H&S Secretary said he would speak to Colin Heppenstall about this matter. The Committee also discussed the poor condition of police vehicles.

Amanda Givan told the Committee that a pilot was being trialled in Fife Division where the policing model was being reviewed, returning 104 community constables back to response duties therefore improving the available staffing levels.

Gary Mitchell told the Committee that a small working party was being set up to look at operational base levels (OBLs) due to the serious concerns about numbers on the streets. The H&S Secretary said that he had asked for OBLs to be added to divisional meeting agendas.

10. Uniform/PPE/OST

The Minute of the last meeting held in August had been circulated. The group last met on 7 October 2014 and the Minute would be circulated when received.

The Committee was informed that the new issue of body armour was to commence shortly following the withdrawal of a complaint regarding the contract. ACC Higgins had asked for work to be done on why body armour is much heavier in the UK. Colin Heppenstall would be doing some work on this matter.

The Committee also discussed PAVA and a dress code for uniform.

It was noted that the H&S Secretary would liaise with the Equality Secretary on uniform issues.

11. National Operational Planning

The Committee discussed the British Open in St Andrew's in July 2015.

12. National Incidents Statistics

The H&S Secretary had circulated statistics to the Committee which were discussed. He told the Committee that he was to receive the next quarterly report at the end of October which he would circulate to all.

13. National Federation Training

The Vice Chairman said he was carrying out a training needs analysis relative to H&S. Members reported that many of their representatives required a basic level of training before anything more advanced was delivered.

The H&S Secretary agreed to liaise with the Vice Chairman on this matter.

14. SPF Custody Sub Group

There had been no meetings. A meeting will be scheduled in the near future.

H&S Inspections and security surveys have been carried out (at the request of Custody Division) at Hamilton, Paisley and Kirkcaldy's Custody areas following the HMICS Thematic Inspection report which singled out these three stations. There were undoubtedly issues at these stations due to their age and general lack of maintenance both from legacy times and recently. Work would continue with Custody Division in this respect.

Issues over backfilling had also been raised by the H&S Secretary at a meeting with Chief Superintendent Shearer and Superintendent Halliday who were both aware of the issue. This matter would be monitored closely and the Committee was asked that any information from the representatives be sent to him.

15. Operational Support Division (OSD) SPF Sub Group

There had been no meetings. A meeting would be scheduled in the near future.

Operational Support Division would be holding their H&S meeting the following day where all concerning issues would be raised.

A meeting would also be sought in the near future with Superintendent Carle who now has responsibility for Roads Policing H&S since its creation as a separate Division.

It was agreed that Brian Jones would sit on the Roads Policing sub group.

16. ACPOPOPS (Association of Chief Police Officers Public Order Policing Strategy)

There was no update. It was agreed that Peter Jones would attend the Training, Tactics and Equipment Working Group meeting on 30 October at the SPC.

17. Public Order Monitoring Group

It was noted that the H&S Secretary would raise the matter of representation on the Public Order Monitoring Group with the SPF Chairman.

18. Competent Business

There were no items.

19. Closure

Date of next meeting: 20 January 2014

The Chairman thanked everyone for their contribution to the meeting and wished them a safe journey home.



Scottish Police Federation

5 Woodside Place Glasgow G3 7QF

Joint Central Committee Legislation and Regulation Standing Committee

Ref: CS/DJK/LS

MINUTES

15 October 2014

1. Attendance

Gordon Dixon	East Area Committee
Graham Sloan	North Area Committee
David Hamilton	North Area Committee
Andrea MacDonald	West Area Committee
Malcolm Macdonald	West Area Committee
Brian Docherty	Chairman
Calum Steele	General Secretary
Robert Milligan	Deputy General Secretary
Graeme Ednie	Vice Chairman
David Kennedy	Conduct Secretary
Peter Jones	H&S Secretary
Lesley Stevenson	Business Administrator

2. Opening of Meeting

The Chairman opened the meeting by welcoming everyone and by thanking them for attending.

3. Minutes of Previous Meeting

The Minute of the last meeting had been circulated with JCC Circular 31 of 2014 and were approved.

4. Consideration of JCC Consultations

The Committee discussed two live consultations as follows:

The Smith Commission and The Scottish Government Draft Budget

The Committee agreed responding to the Draft Budget was challenging as the greater detail could only be known by the service.

The Committee further agreed a draft submission to the Smith Commission should be circulated amongst members prior to a final decision being taken.

5. Regulations and Determinations

Members discussed issues which had been agreed at the PNB SSC meeting including mileage in relation to transfers, temporary stations, maternity provisions, CAV and travelling expenses.

The General Secretary reported 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.

6. Competent Business

There were no items.

7. Closure

Date of next meeting: 21 January 2015

The Chairman thanked everyone for their contribution to the meeting and wished them a safe journey home.



Scottish Police Federation

5 Woodside Place Glasgow G3 7QF

Joint Central Committee Operational Duties Standing Committee

Ref: CS/DJK/LS

MINUTES

15 October 2014

1. Attendance

David Hamilton	North Area Committee
Graham Sloan	North Area Committee
Gordon Dixon	East Area Committee
Andrea MacDonald	West Area Committee
Malcolm Macdonald	West Area Committee

Calum Steele	General Secretary
Brian Docherty	Chairman
Robert Milligan	Deputy General Secretary
Graeme Ednie	Vice Chairman
David Kennedy	Conduct Secretary
Peter Jones	H&S Secretary

Business Administrator	Lesley Stevenson
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2. Opening of Meeting

The Chairman opened the meeting by welcoming everyone and thanking them for attending.

3. Minutes of Previous Meeting

The Minute of the last meeting had been circulated with JCC Circular 31 of 2014 and was approved.

4. Accelerated Careers Development Programme

There was no update.

5. Police Diploma

There was no update.

6. Special Constabulary

Gordon Dixon reported that PSoS were attempting to recruit more special constables and that a recent Basic course at the SPC had comprised 23 ex-special constables. An issue had arisen due to a misunderstanding that special constables did not have Member Services cover and would lose the protection of Police Authority insurance cover as soon as they became regular officers.

7. CBRN

David Hamilton had submitted an update on operational support officers with beards and stubble. He reported that this affected the seal of the gas mask and operational support had sought views on the advice to be given to staff. They had proposed advising staff to be clean shaven and that confidence testing would be carried out to reinforce the point. This was noted.

8. Mutual Aid

The Chairman reported that in relation to Operation Ismay approximately 80 overtime claims and queries were being considered. The following update was submitted to the Central Meeting Register:

The vast majority related to notification and the vast majority of them related to officers who were on holiday in early to mid August and did not receive notification of the requirement to work until less than 15 or 5 days before the relevant dates. In almost all of these cases the group agreed that the enhanced rate claims should be paid. There were a small number, probably less than 5, where a significant question mark was raised about the veracity of the claim, for example an officer who acknowledged he could have read the relevant memo over 3 duty days but was too busy to do so or to speak to his colleagues or supervisors about the operation and as a result received only 14 days' notice of the requirement. In this and a small number of other similar claims, further and better information is going to be sought from the individual or the supervisor before a final determination is made on the claim.

A small number of officers had claimed 16 hours overtime for each day of the deployment and neglected to deduct normal core hours. It appeared that this arose from the commonly held misconception that being held in reserve attracted '16 hours overtime' per day when we of course know that the provisions are:

To be compensated at the rate for being held in reserve, i.e. 24 hours minus a maximum of 8, an officer must:*

- 1. be serving away from their normal place of duty*
- 2. be obliged to stay in a particular specified place*
- 3. not be allowed to return home*
- 4. be given proper sleeping accommodation*
- 5. be stood down from immediate operational availability and, according to the particular circumstances, be allowed reasonable freedom of movement while remaining contactable in case an emergency requiring his/her recall should arise.*

**Core hours as normally worked by the officer concerned will also have to be deducted whether that be 8,9 or 10 hours or whatever the actual case is. In recent operations, CWG and NATO, the notional core hours on a rest day within the deployment*

There were a number of claims made by officers in 'B' and 'N' Divisions which appeared excessive in relation to the time taken to travel from there to Glasgow. It was explained that Buckie, Cullen Keith etc,

were considerable distances north of Aberdeen and Mallaig was "a long way away" and that this accounted for the increased travel time. This was accepted and the claims will be paid.

A number of claims had been made for hardship allowances but from the information provided it was clear that the claims did not match the conditions as laid down in PNB Circular 95/8.

Dog Handlers had claimed a 'kennel hour' for the first and last day of the operation. This was not approved for the first day as this was subject to Held in reserve but was approved for the last day.

A number of firearms officers had claimed 'recalls' as they put it, for 0430 starts. There was insufficient information relative to rostered shifts, rest days and due notice but in any case this would not amount to a 'recall' but rather a claim under Annex 8 3) h) – minimum compensation for working on a rest day. Further information would be sought.

A number of officers had been persuaded by colleagues from the Metropolitan Police that a core 8 day applied for duties at Operation Galatea (close protection – London) rather than their own individual core hours. Claims made on this basis would be refused.

It was reported that most issues relative to the Ryder Cup had been resolved.

9. Consideration of JCC Consultation

There were no specific consultations relating to this Committee.

10. SPC Working Group on Probationer Training

The Vice Chairman reported that there had been no meetings but that he was in the process of arranging a meeting with Chief Inspector Stuart Ord. There was some information to the effect that this group had ceased to exist and the Vice Chairman said he would investigate this further.

11. Post Incident Procedures

It was reported that there would be a PIM Refresher Course held in Aberdeen on 23 October and David Kennedy, David Hamilton and Stewart Ross would attend.

The Vice Chairman reported that work was ongoing to design a training package on this subject.

12. Workforce Agreements (WFAs)

The next meeting of this group would be held on 22 October which would be Superintendent Jim Jennings' last meeting before being replaced by Stevie Diamond. Members discussed the introduction of new shift systems and EIAs.

13. Custody

Andrea MacDonald provided an update from the West LNCC held on 03/10/14 where concerns were raised about the lack of training being given to Custody Staff especially Sergeants carrying out the role of Duty Officer. After discussion regarding this matter it was agreed the West Area officials would take snapshots of the situation in the coming weeks. The result would be reported back at the next West LNCC.

At that meeting Andrea also raised the issue of the constant abuse of variations and the backfilling for Custody and said it was one of the main causes for concern. It was agreed that ACC Mawson would look into this and report back to the West LNCC.

14. Force Firearms Monitoring Group

Andrea MacDonald provided an update of the meeting held on 3 October 2014.

15. Area Committee Elections

Members discussed the requirements for the elections.

16. Communications

The Committee discussed media requests and it was noted that all requests should be directed to Woodside Place. Social Media was also discussed and it was agreed that corporate consistency required to be maintained.

JCC Circular 40/2014 had been issued introducing the Central Meeting Register. Members discussed exactly how this should be used.

17. CWG - Compensation for Inspecting Ranks

There was no update.

18. Competent Business

The General Secretary reported that he had met Laura Salmond of Levy & McRae to discuss the European Court decision on Holiday Pay. He asked members to consider whether any potential claimants existed in their Areas.

19. Closure

Date of next meeting: 21 January 2015

The Chairman thanked everyone for their contribution to the meeting and wished them a safe journey home.