



Scottish Police Federation

5 Woodside Place Glasgow G3 7QF

Joint Central Committee Minutes

Minutes of the Joint Central Committee meeting held at the Apex City Quay Hotel & Spa, 1 West Victoria Dock Road, Dundee, DD1 3JP on Tuesday 13th and Wednesday 14th February 2018.

1. Attendance And Opening

SPF Office Bearers:

Calum Steele	General Secretary / Treasurer
David Kennedy	Deputy General Secretary
Andrea MacDonald	Chair
David Hamilton	Vice Chair

East Area Committee:

North Area Committee:

Gary Brown
Gordon Forsyth
Karen Harrison
Angus Morrison
Steven Thomson

Stephen Clark
Steven Herd
Heather Macdonald
Grant McDowall
Wilkie McCloskey
Allan Symington

West Area Committee:

Paul Connelly
Phil Maguire
Gary Mitchell
Fiona Morris
Emma-Louise Smith

Assistants to the General Secretary (AGS)

Amanda Givan, AGS (Conduct)
Nigel Bathgate, AGS (Equality)
Brian Jones, AGS (H&S) (Day 1 only)

Also in attendance

David Ross	Policy & Co-ordination Officer
Lesley Stevenson	Business Administrator

Observers

Dougie Brownlee	British Transport Police Federation
Stuart Cowan	British Transport Police Federation

Apologies were received from Andy Malcolm, Malcolm Macdonald and Joe Thomson who were replaced by Allan Symington, Fiona Morris and Emma-Louise Smith respectively. Apologies were also received from Gordon Milne and John Munn who were not replaced at the meeting.

The Chair opened the meeting, thanked everyone for their attendance and invited all to take an active part.

Kirsty Garrick, Head of People Engagement, Police Scotland attended the meeting on Day 2 and gave an input on the People Strategy.

2 Minute Of Previous Meeting

The Minute of the previous meeting had been circulated with JCC Circular 2 of 2018 and was accepted as a true record.

3 Legal Advice and Assistance

The Deputy General Secretary informed the Committee that since the last JCC there had been 109 new cases as follows; 28 criminal legal defence cases; 14 misconduct cases; 22 RTAs; 7 FAs; 11 personal injury cases; 3 CICA cases; 10 employment dispute cases; 1 property protection case; 3 contract dispute cases and 10 other cases. A further 11 cases had been rejected.

Allard & Others v Devon and Cornwall

The Deputy General Secretary gave an update on this issue and said that he hoped the matter would be resolved in the near future.

Holiday Pay Claim

The Deputy General Secretary reported that he and the General Secretary had recently met with PSoS HR regarding this matter. The meeting had not been as positive as had been hoped. A further meeting has been scheduled for 20 February 2018.

Held in Reserve

The Deputy General Secretary reported that PSoS was now paying held in reserve claims. Any disputed claims would be discussed at a meeting scheduled for 14 March 2018. He also said that the service had confirmed that they will be updating members who are on long term sick leave or suspension.

4 PNB

The General Secretary reported that the PNB last met on 1 February 2018 in Glasgow where items on the agenda included annual leave in hours; compensation for excessive disruption to rest days; pay and maternity/adoption regulations. He advised that this was the first full meeting of the PNB since the 2017 pay agreement had been reached and that much of the business discussed was simply a formal noting of progress.

He advised in particular that the Staff Side had pressed the need for progress on the outstanding matter of a rest day disruption allowance. Staff Side also raised concerns that the practice of attending court from night shift showed absolutely no signs of being addressed and this would be considered an act of considerable bad faith if allowed to continue. The Official Side representative, ACC Williams provided an assurance that he would take personal responsibility to progress an end to this practice.

Members from the West Area highlighted that this practice was one which was particularly problematic for them and urged the continuing pressure to terminate the practice.

The General Secretary notified the Committee that Staff Side representatives had also held lengthy discussions over the approach to be adopted in the 2018 pay negotiations. The Committee agreed that for obvious reasons much of the strategic approaches should not be formally minuted.

The Committee discussed the prevailing financial environment, the decline in wage value, and the pay expectations of workers (including in other sectors) amongst other things. The General Secretary asked the Committee for their views on approaches the Staff Side could consider in respect of its pay strategy and a number of proposals were tabled.

The General Secretary thereafter shared a draft letter for the 2018 pay claim with the Committee. The letter was debated at considerable length and its content received the unanimous endorsement of those in attendance.

The General Secretary reminded that Committee that the JCC was not the determining body on the pay claim as that responsibility sat with the Staff Side. That being said it was highly unlikely the Staff Side could not be heavily guided by the views of its largest constituent member. He advised the claim would be submitted in the near future following further Staff Side deliberations.

The General Secretary said he hoped that an overnight allowance would be agreed in the near future. A Staff Side claim had been discussed on a number of occasions and it was believed that the Official Side accepted the principal and outstanding matters were mainly to do with the level of payments.

5 Pensions

The General Secretary reported that a nominee was required to replace Doug Keil, Business Manager on the Scottish Police Pensions Board as his term of office was to expire in March 2018. Members were asked to consider a suitable replacement. The following day, it was agreed that David Ross, SPF Policy & Co-ordination Officer would be nominated as the representative to replace Mr Keil in the Board.

The General Secretary reported that the Scheme Advisory Board last met on 14 December 2017 but was unable to make much progress on the scheme valuation as HM Treasury Directions (which are crucial in influencing the valuation) were still awaited.

The General Secretary gave an update on the UK Police Practitioners Consultative Forum and said a consultation was about to be launched on the required changes to police injury benefits for those in the 2006 Scheme. Other items discussed included survivor benefits, same sex marriages and other matters which may require legislative provisions.

He also advised that at the Forum a particularly nuanced issue in respect of survivor benefits had been identified. Whilst this issue affected a tiny number of people, the impact could be substantial and it was encouraging that officials had brought it to the table in the first instance.

The last meeting of the Police Pension Practitioner Group was held on 30 January 2018 and amongst the items discussed was the effectiveness of the arrangements of the SPPA and SPA

and the service level agreement between those two bodies. It was reported that the Vice Chair (of the SPF) had written a letter to the SPPA in respect of its handling of the annual benefit statements and other concerns. Copies were also sent to both the SPA and the Cabinet Secretary for Justice.

6 Scottish Police Consultative Forum (SPCF)

The General Secretary reported that the Forum met on 1 February 2018 in Glasgow. Amongst the matters discussed was the integration of the BTP into PSoS, working time for supervisory ranks and the 2026 Project.

2026 – the General Secretary advised that the Forum was provided with yet another briefing on the 2026 project. The SPF Vice Chairman raised concerns that assumptions were being made that the proposals will deliver benefits to operational policing. During subsequent discussions it became apparent that whilst the opportunity to voice concerns existed at many levels, there was a considerable risk these could get lost in corporate machinery.

SPF members present stressed the importance of proper and meaningful engagement with staff as a change programme delivered in partnership with the workforce has an exponentially greater likelihood of success than one imposed upon them.

The General Secretary also advised that he requested a clear organisational chart from Police Scotland so it is clear where each part of the 2026 strategy sits as there is a risk of strands being lost due to the sheer volume of activity. This was agreed.

Working Hours – the Forum was updated on the “Wellbeing” activities being promoted by the force. Whilst these were welcomed the Forum was advised that actual working practice and policy were often at odds with each other. For example pressure not to accurately record working time was being experienced, and it was difficult to reconcile an un-evidenced reduction in ranks with a wider wellbeing message.

The Vice Chairman highlighted that a simple IT solution was required but there appeared to be no appetite to explore this. Staff Side representatives also identified that there may be the need for additional performance support for those who appeared to struggle with adherence to policy.

BTP - The General Secretary reported that he advised that whilst the SPF had no representative role for members in the BTP, it was clear that much of what was being done in the integration project assumed SPF contentment. He pressed the Chair to extend a formal invite (to the Forum) to the BTP Federation and others associated with the project. This was the only forum where all the relevant stakeholders were present and it could provide an ideal opportunity to track progress and identify issues.

He reported that Police Service of Scotland representatives suggested they could arrange more detailed sessions with the SPF on the proposed BTP integration and the Chair agreed to explore inviting the BTP associations to the Forum.

Whistleblowing - The General Secretary reported that he also raised the Whistleblowing issue as it appeared little support was being offered to those who had been involved in very public commentary in recent months. He advised that the comments were noted by representatives of the Service, the SPA and subject to supportive comment from the Forum Chair.

7 Scottish Police Authority (SPA)

It was reported that the SPF Chair and Vice Chair attended the last meeting of the SPA which had been chaired by the new Chair of the SPA, Susan Deacon. She said that the work of the SPA would be reported at these meetings under four heading namely, People Committee, Police Committee, Finance Committee and the SPA General.

It was noted that a meeting of the People Committee would be held the following day.

A meeting of the Police Committee was expected to be scheduled in the near future.

8 Scottish Police Budget & Finance

It was noted that this item would be taken in conjunction with the SPA Finance Committee update.

A paper from the Finance Committee was shared with the Committee and discussed.

9 Joint Negotiating Consultative Committee (JNCC)

It was noted that the last meeting of the JNCC was held on 20 November 2017 and the SPF took two papers to the meeting; one relative to events planning and one on meeting structure and demand.

The Vice Chair had attended the meeting and said that the main item discussed was event planning. The Deputy General Secretary raised concerns that a paper submitted to the JNCC had been shared amongst others (absent context) and in advance of formal discussions. This had caused not inconsiderable difficulties and risked undermining the purpose of the JNCC.

The issue of working time and court from nightshift was discussed and whilst representatives from the Police Service of Scotland suggested the new workforce agreement would resolve the issues, SPF attendees identified that this was an issue of simple regulatory non-compliance which required to be addressed urgently.

The Vice Chairman advised the meeting that at the conclusion of the JNCC some concerns were raised in respect of the proposed force governance structure which showed four of five sub-groups chaired by the Deputy Chief Officer.

Gary Mitchell said that a private company had been engaged to look at re-designing the recruitment process.

The General Secretary reported that the current Workforce Agreement was due to end on 1 July 2018. Work was ongoing relative to a new Workforce Agreement.

10 2026 Update

The Vice Chair gave an update and reported that there were 13 programmes on the 2026 project namely;

Digital enabled policing;
Cyber;
Corporate services transformation;

Commercial excellence;
Innovation;
Integration of the BTP;
Local approach to policing;
Custody and criminal justice;
PSoS partnerships and collaboration;
The learning organisation;
A rights based approach to policing;
Our people and demand,
Productivity and analytics.

Members discussed the PSoS proposal to put telematics into police vehicles and they expressed serious concern about the usage of information gathered in this way. There were also significant concerns expressed about the cost and scepticism relative to forecasted savings.

The General Secretary said that the Carleton University Change Survey was underway and said that everyone should encourage members to participate.

11 Finance Standing Committee (FSC)

The Finance Standing Committee met on 24 January 2018 and the Minute was circulated with JCC Circular 8 of 2018. The Chair reported that Laura Kennedy, Finance Administrator was to leave the SPF at the end of the month. Nicola Montgomery, Administrator in the West Area Office had successfully applied for the position of Finance Administrator. She was to begin on 1 March 2018. The Committee noted the minute and a number of general questions were asked and answered.

12 Legislation and Regulation Standing Committee

The Legislation and Regulation Standing Committee met on 24 January 2018 and the Minute was circulated with JCC Circular 8 of 2018.

The General Secretary said that the implications of the Criminal Justice Act would be monitored and that there were still uncertainties in relation to the integration of BTP.

13 Operational Duties Standing Committee

The Operational Duties Standing Committee met on 24 January 2018 and the Minute was circulated with JCC Circular 8 of 2018.

The Chair reported that work was continuing in respect of the SPF employing a communications professional.

14 Conduct Subject Committee

The Conduct Subject Committee met on 23 January 2018 and the Minute was circulated with JCC Circular 7 of 2018.

Amanda Givan, the AGS (Conduct) reported that ACC Alan Speirs now had delegated authority from the DCC Designate to carry out all matters relevant to the 2014 Regulations. It was hoped that this would continue in his new role.

The AGSC said that members would be aware that SPF had been endeavouring to have the force recognise that the current practice of “with cause” drugs testing and the processes within the Substance Misuse SOP were at odds with the Misconduct Regulations. She was pleased to confirm that the Force appeared to agree with the SPF position and it was hoped that the Regulations would be adhered to in future.

Since the last JCC, the AGSC had provided an input on the Presenting Officers course run by PSD in respect of the old regulations. She had also been invited to provide an input to the newly created introduction to Anti-Corruption Unit course later in the month. She had been asked by PSD to assist them in providing training in respect of the 2014 regulations and misconduct meetings.

She reported that she had met with the Head of Investigations at PIRC on 7 November 2017 where it had been agreed that an open dialogue approach in respect of ongoing cases would be in place.

The AGSC reported that there had been concerns recently relative to the length of time to note a statement/interview a witness and some practices could at best be described as less than fair. She had ensured that the Force was aware of the SPFs concerns.

The Committee discussed the Diploma in Police Leadership and Management. Numerous officers were contacted by Diploma staff in December and advised that a recent essay submitted by them had been identified by the Turnitin Software as not meeting the academic standards expected. The software scans essays and effectively compares to assess possible plagiarism. The correspondence sent to officers involved was particularly aggressive and advised that PSD would be in touch to investigate. Enquiries revealed that PSD were unaware of this correspondence and Training, Leadership and Development have been advised to deal with this matter themselves as opposed to assuming misconduct in the first instance.

15 Equality Subject Committee

The Equality Subject Committee met on 23 January 2018 and the Minute was circulated with JCC Circular 7 of 2018. A number of areas were highlighted and will be the subject of work ongoing including the subject for Conference 2019.

The AGSE said that the Menopause Awareness training held in December at the SPC had received positive feedback and it was thought that the Force would be looking to carry out something similar in the near future. He gave thanks to all involved in the event.

There has been no formal Equality Working Group since June 2017. A meeting of the SS EWG has been scheduled for 27 February in Livingston with a number of items to be discussed with a view to potential claims to be submitted through the Equality Working Group of PNB.

The AGSE referred to the previous JCC meeting where he had spoken about the report by the Coalition for Racial Equality and Rights (CRER). The report centred on Police Scotland's engagement with black and minority ethnic communities. He had met with them in early January and had an open and constructive session with them. The Force have also met with them and were encouraged by the initiatives that the Force have in place. CRER did not anticipate the level of press coverage their report generated. On a separate matter, they anticipate involvement in terms of opinion from them in respect of a current high profile death following police contact.

16 Health and Safety Subject Committee (H&S)

The H&S Subject Committee met on 23 January 2018 and the Minute was circulated with JCC Circular 7 of 2018.

A paper had been circulated with the Agenda and was noted. Contained in that paper and in the Minutes of the H&S Subject Committee were matters including:

Quarterly figures relative to officers injured/assaulted;
Apparent reluctance of ITFC's to deploy armed policing to incidents of extreme violence;
Temporary places of duty;
Response officers not receiving standard driving courses;
Custody;
Officers being unable to refresh due to call demand;
Assaults on police plea bargained away;
The state of the fleet;
Historical exposure to asbestos;
Fire safety;
Noise at work;
H&S and Wellbeing Performance Report;
RIDDOR stats;
Dynamic risk assessment trial;
Vehicle equipment: corrosive substances kit; Portable signs; breathe screening devices and water safety;
Uniform/PPE: trousers; maternity wear; high-vis jackets; cycle officers, mounted branch, and mountain rescue equipment lists, Kevlar gloves, snow gate duty kit, covert body armour;
Body armour monitoring group;
Taser working group;
APSHA;
NPCC H&S Welfare Strategic Group;
National Tactical Training Equipment Working Group;
Joint UK H&S Executive Group;
National Custody Group;
Accident investigations;
Taser

Members agreed that taser should be issued more widely and discussed whether a compulsory issue would be acceptable or not. Further debate on this question would be held with PSoS.

Members discussed wellbeing and counselling services which were being considered for staff and the recording of working time.

17 Integration of BTP into PSoS

The General Secretary reported that a three day event was to be held the following week at Dalmarnock, "Police Officer Ts and Cs" and he was to attend with David Ross, SPF Policy & Coordination Officer. It had been reported that further consideration was being given to the timescale of the integration.

18 Police Related Charities

Police Treatment Centre (PTC) & St George's Trust

The AGSE reported that the last Board of Trustees meeting was held at Castlebrae the previous week. He said that over the last year 3282 officers had been treated at the Centre, a reduction of 2% from the previous year. Of that figure, 800 were treated under the Psychological Wellbeing Programme a cost saving of £17m to the public purse.

As a result of demand for the psychological wellbeing programme and the noticeable shift from purely physiotherapy treatments, there was a need to expand facilities and an architect has been tasked with designing a 30 bed extension in Harrogate to cover the increasing demand.

The PTC was successful in a bid for a Libor at the end of 2017, to the extent that the PTC was the largest single beneficiary of Libor monies with a grant of £1.5m. The aforementioned expansion project formed the basis for the grant but is predicated on match funding. The PTC hope to raise the additional funds through a strenuous fundraising campaign in the wider public and through active courtship of the constituent Forces and no doubt Federations.

The AGSE reminded the Committee that beneficiaries of the St George's Children's Fund does not have to be the children of officers who have died but can also include those who have left the service as a result of incapacity and following the death of a spouse or partner.

Scottish Police Bravery Awards

It was noted that the next Bravery Awards ceremony was scheduled to be held on 29 November 2018 in the Holyrood Hotel, Edinburgh. Work had already begun and nominations would be sought in March.

Police Dependants' Trust

It was noted that the PDT and the National Police Fund merger was now complete. It was further noted that they were looking to get clinical expertise on the Board of Trustees and recruiting would begin in April for a suitably qualified independent Trustee.

National Police Memorial Day

It was noted that the next NPMD was to be held on 29/30 September 2018 in Belfast. Members of John Alcock's family would be lighting the candle on behalf of Scotland.

Scottish Police Memorial Trust

The next SPMT service would be held at the SPC on 5 September 2018 and members were asked to attend if possible. A meeting of the Trustees was to be held on 22 March 2018 and Andy Malcolm was to attend on behalf of the Chair.

19 JCC Circulars Issued Since Last Meeting

A paper was circulated and noted.

20 Standard Operating Procedures (SOPs) Issued Since Last Meeting

A paper was circulated and noted.

21 EuroCOP/ICPRA

The General Secretary gave an update and said that the next meeting of EuroCOP would be held on 3/4 May 2018 and representatives to attend had been identified.

The next meeting of ICPRA Council is scheduled for September 2018.

The General Secretary reminded the Committee that the SPF will celebrate its 100th anniversary in 2019 and as part of the anniversary celebrations, it might be appropriate for the SPF to seek to host EuroCOP and ICPRA meetings. He reminded the Committee that the SPF was one of the founding members of ICPRA and last hosted a meeting of Council in 2004.

The meeting noted that in that time ICPRA had made considerable progress and is the recognised international police association body. It was particularly noteworthy that in September the ICPRA Chairman was able to attend and participate in a symposium at the International Labour Organisation (ILO). This was the first time police officers had ever been represented in a worker capacity at the ILO.

The General Secretary also advised the Committee that ICPRA would likely be invited to participate in the International Labour Conference later in the year and that this truly was a matter of considerable magnitude. He stressed that whilst the benefits of this were unlikely to be realised by the police officers of today that decisions from the ILO would inevitably impact on the work of future generations of police officers.

The General Secretary reported that the Autumn EuroCOP meeting had attendees (delegates and observers) from police unions and associations from every European country. This was the first time that had ever occurred and reinforced the importance of a body that wielded such influence. He reported that in conjunction with other bodies and a university in the Netherlands, EuroCOP was seeking to embark on a police research project that would extend across the whole of Europe and that it was hoped considerable grant funding would be available to support this.

The meeting asked about the costs of hosting EuroCOP and ICPRA and was advised that whilst the meetings would take care of their own costs, the hosts should give consideration to a social programme. Host costs would therefore be modest. After discussion the Committee agreed the SPF should seek to host ICPRA Council in 2020 as well as a meeting of EuroCOP in 2019 and/or its next Congress in 2020.

22 National Selection Panels for Promotion

It was noted that the Chair and Vice Chair would be meeting with Carol Lloyd, Head of Leadership & Development at the SPC the following week to discuss the promotion process in general. An update would be provided after that meeting.

23 Correspondence

The General Secretary identified and made available to the Committee, a number of items of correspondence.

In particular, he made reference to an invitation from the Canadian Police Association to their Biennial Conference in Vancouver, August 2018. Members discussed the invitation and the potential of the SPF attending and after a vote, agreed that a representative from the SPF could attend.

He also said he had received a letter of thanks from Martin Bertram, former WAC Chair on his resignation from the JCC. Best wishes were given to Martin.

He referred to a letter from Colin Gall, President of the PSoS Pipe Band seeking a donation. He had replied informing them that a donation had previously been given for a three year period.

A letter was received from Malcolm Macdonald, WAC Secretary, intimating his retiral from the JCC and PSoS on 4 May 2018. Thanks was given to Malcolm for all his work on the JCC and best wishes were sent to him for the future.

The Committee was informed that Sheena Joss, Administrator in the North Area Office, Dundee, was due to retire. Thanks was given to Sheena for all her work over the years and best wishes were sent to her for the future.

24 Competent Business

The General Secretary said that the Party Political Conference season was about to begin and asked for volunteers to attend the party conferences. A number of members said they could attend and it was noted that arrangements would be made in the near future.

The Committee was informed that an approach was made from an ex officer from Sydney, Australia who was doing a PhD on Policing in the Age of Austerity looking to get views across all ranks, duty types and policing locations to gain a variety of perspective of policing in austerity. He was attending a meeting with the General Secretary on 20 February 2018 and volunteers were sought to meet with him on 21, 22 or 23 February 2018. Paul Connelly said that Lorna Hogarth, himself and Phil Maguire could meet with him covering all three ranks. Arrangements would be made to facilitate this.

25 Closure

The Chair thanked everyone for their attendance and inputs at the meeting and said that the next meeting would be held on 8 and 9 May 2018 in the SPF NAC Office, Unit 29, City Quay, Camperdown Street, Dundee, DD1 3JA.

She closed the meeting by wishing everyone a safe journey home. A vote of thanks was given to the Chair.

Andrea MacDonald
Chair

Calum Steele
General Secretary