



Scottish Police Federation

5 Woodside Place Glasgow G3 7QF

Joint Central Committee Minutes

Minutes of the Joint Central Committee meeting held at the DoubleTree by Hilton Dunblane Hydro on Tuesday 31 October and Wednesday 1 November 2017.

1. Attendance And Opening

SPF Office Bearers:

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

North Area Committee:

Gary Brown
Gordon Forsyth
Karen Harrison
Neil Macdonald
Gordon Milne (Day 1 only)
Steven Thomson

East Area Committee:

Stephen Clark
Steven Herd
Heather Macdonald
Andy Malcolm
Grant McDowall
Wilkie McCloskey

West Area Committee:

Martin Bertram
Paul Connelly
Lorna Hogarth
John Munn
Jenny Shanks
Joe Thomson

Assistants to the General Secretary (AGS)

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

Also in attendance

Mike McEwan	British Transport Police Federation
Dougie Brownlee	British Transport Police Federation
Doug Keil	Business Manager
David Ross	Policy & Co-ordination Officer
Lesley Stevenson	Business Administrator

Apologies were received from Malcolm Macdonald who was replaced by Lorna Hogarth and Phil Maguire who was replaced by Jenny Shanks.

The Chair opened the meeting, thanked everyone for their attendance and invited all to take an active part. In particular she welcomed Steven Herd to his first meeting since being elected

back onto the JCC and Heather Macdonald to her first meeting as Deputy Secretary of the EAC.

2 Minute Of Previous Meeting

The Minute of the previous meeting had been circulated with JCC Circular 40 of 2017 and was accepted as a true record.

The General Secretary reported that following the Motion at the previous meeting of the JCC relative to the Deloitte Report, he had raised the matter with the DCC Livingston. A response was awaited.

3 Legal Advice and Assistance

The Deputy General Secretary informed the Committee that since the last JCC there had been 45 new cases as follows; 16 criminal legal defence cases – 7 on duty and 9 off duty; 4 on duty misconduct cases; 5 RTAs – 3 on duty and 2 off duty; 2 on duty FAIs; 8 personal injury cases – 2 on duty and 6 off duty; 4 on duty employment dispute cases; 1 off duty employment dispute cases (ex-police officer); 3 off duty contract dispute cases and 2 other off duty cases. A further 8 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. Consideration was being given to the value of the claims and the arrangements which should be implemented in the future to determine their validity.

Holiday Pay Claim

The Deputy General Secretary reported that a meeting was to be arranged with PSoS in which resolution to the claims was to be progressed. A date was awaited.

Held in Reserve

The Deputy General Secretary reported that a Force memo regarding outstanding claims had been published on 7 October 2017. He asked the Committee to inform members with claims to submit them as soon as possible. On the basis of legal advice, it had been agreed that claims arising prior to 23 June 2012 could not be considered. Any retired officers who believed they had a claim would be able to obtain a claim form from the Retired Police Officers Association.

4 PNB

The General Secretary provided a detailed input to the Committee on the general negotiating environment, and how the SPF had responded to its challenges, and answered questions from the floor.

The General Secretary reminded the Committee that the SPF was not responsible for implementing the pay agreement and any disquiet regarding delays should be directed towards the service itself. The General Secretary thereafter reminded the Committee that

compensation for excessive disruption to rest day had to be implemented on the 1st May 2018 and sought views from the Committee on that matter.

The Committee overwhelmingly expressed the view that the compensation has to fairly reflect impact of continual disturbance on members.

The General Secretary thereafter updated the Committee on the ongoing discussions surrounding an overnight (etc) allowance in light of the Held in Reserve Judicial Review victory. The Committee agreed that the approach being followed was one that met with their expectations.

The General Secretary reported that the UK Police Remuneration Forum (the successor body to the Staff Side of the UK PNB) met in Belfast on the 28th September and the organisation present discussed the strategy for pay claims for the forthcoming year. The General Secretary advised that for the sake of preserving negotiating integrity, the matters discussed would not be recorded in the minute. The Committee agreed.

Thereafter the Committee engaged in a detailed discussion on the expectations and approaches for future pay negotiations.

5 Pensions

The General Secretary reported that he and other members of the Scheme Advisory Board (SAB) had received training on 4 October 2017 relative to the re-evaluation of the CARE police pension scheme. In truth this training was little more than an awareness exercise of the methodologies and assumptions utilised by the Government Actuaries Department (GAD) during revaluation. Despite this, the training was useful and helped develop his existing knowledge. He said that Government Actuary's Department (GAD) had undertaken analysis of employment data and mortality rates and it was hoped that the Staff Side would obtain sufficiently detailed information to send to Mercers for independent analysis.

The Vice Chair gave an update on a recent Police Pension Board meeting that he and the Business Manager had attended and said that Annual Benefit Statements and Annual Allowance Statements had now been issued. He said that the calculator which was available online had been deemed a success. An additional pensions calculator would be available on the website in the near future. The Committee discussed the internal dispute resolution process and Staff Side representation on the Board.

The General Secretary said that the Scheme Advisory Board had met on the 30th October 2017 and amongst other matters considered the attrition rate, auto enrolment and GAD assumptions. The Committee raised no questions.

6 Scottish Police Consultative Forum (SPCF)

The General Secretary reported that the Forum met on 3 October 2017 and the main item discussed was the Policing 2026 Strategy. Members expressed concerns that the project was change management orientated as opposed to covering service specific considerations. Members also expressed views that it displayed a lack of leadership, vision, direction and understanding.

7 Scottish Police Authority (SPA)

The Committee was advised that Mr. Kenneth Hogg had been appointed Interim Chief Officer of the SPA. The closing date for the position of SPA Chair had passed and it was widely reported that there were five applicants for the post. It was reported that the General Secretary and Chair had attended the SPA Strategic Police Forum and they gave a brief summary of the proceedings.

The Vice Chair reported that he had attended the SPA Board meeting in Inverness in September and a further meeting was to be held that day in Stirling and the following month in Dundee. It was reported that SPF had full participation rights on the People Committee and that Andy Malcolm had attended the last meeting at the request of the General Secretary.

Following discussion on the opportunity presented by attending these meetings the Committee agreed that any examples of wellbeing issues should be sent to the SPF Chair in order that she can raise them at the next People Committee and Wellbeing Group.

8 Scottish Police Budget & Finance

The General Secretary reported that he was preparing a submission to the Justice Sub-Committee on "Financial Planning by the Scottish Police Authority and the PSoS for 2018-19". He said that similar to previous years, there had been a lack of engagement with either the SPA or PSoS around the budget and how it would be utilised. Whilst the SPF submission would be based on its experiences and publicly available documents, it would by necessity, be general in its nature, not least as the draft budget had not yet been published. Members agreed that the General Secretary should include in the submission, 'custody capacity', 'reserves and reform funding', 'public sector pay policy' and 'the general economics and cost of policing'.

The General Secretary identified to the Committee that the issue of VAT was once again becoming a political hot potato. He advised that the Chancellor recently suggested European Law prevented the exempting of the PSoS. As a consequence he had made contact with European police unions and was able to establish similarly structured police forces were not liable for VAT.

9 Local Negotiating Consultative Committees (LNCCs)

There had been no meetings of this Group since the last JCC.

10 Joint Negotiating Consultative Committee (JNCC)

The next meeting of this Group is scheduled for 20 November 2017.

11 2026 Update

The General Secretary reported that a lot of discussion was now taking place in respect of the 2026 strategy; albeit nothing tangible had yet been produced. Members thereafter discussed the Policing 2026 Strategy and its sixteen different workstreams and in particular concerns about custody, resourcing and telematics were raised.

12 Finance Standing Committee (FSC)

The Finance Standing Committee met on 11 October 2017 and the Minute was circulated with JCC Circular 43 of 2017.

The following recommendation was put to the JCC:

The FSC agreed that the SPF Trustees undertake further investigation in respect of diversifying the SPF property portfolio and report back accordingly to the JCC on 31 October/1 November 2017.

This recommendation was acknowledged by the Committee and an update duly given.

The Business Manager reported on a commercially sensitive property related situation which had arisen unexpectedly and explained to the Committee as much of the detail as possible. After a full debate, it was agreed that the Trustees should proceed with investigations into this matter and bring it to a conclusion if necessary before the next meeting.

The following recommendation was put to the JCC:

The FSC agreed that the SPF Trustees undertake further investigation in respect of investment in student accommodation.

An amendment was agreed as follows:

The JCC agreed that the SPF Trustees undertake further investigation in respect of diversifying the SPF property portfolio particularly in respect of investment in student accommodation.

This recommendation was agreed by the Committee.

13 Legislation and Regulation Standing Committee

The Legislation and Regulation Standing Committee meeting, scheduled for 11 October 2017, was cancelled. The next meeting would be rescheduled as soon as possible.

14 Operational Duties Standing Committee

The Operational Duties Standing Committee meeting, scheduled for 11 October 2017, was cancelled. The next meeting would be rescheduled as soon as possible.

The Committee discussed the SPF Communications; Media Release; Social Media & Website Policy which had been circulated for consultation. No amendments had been proposed. The document would be adopted as Policy.

The Committee discussed the potential of the SPF employing a communications professional. Work would begin on this in the near future.

15 Conduct Subject Committee

The Conduct Subject Committee met on 10 October 2017 and the Minute was circulated with JCC Circular 43 of 2017.

Amanda Given, the AGS (Conduct) reported that DCC Rose Fitzpatrick had now taken responsibility for all misconduct matters within the Force. She further reported that all full time office bearers in the Area Offices were now trained in the 2014 Regulations and the majority of Area Committee representatives were also trained. She was working on a conduct course which would incorporate processes and procedures at hearings and meetings.

Concerns had been highlighted in respect of the statement read to a number of officers subjected to interview under Regulation 12 of the Misconduct Regulations. It was clear that the statement used was not the version previously agreed by the SPF, however, was the same version contained in the PSoS SOP. The SPF had never been consulted on the SOP.

Regular meetings continue with Professional Standards Department and have been deemed very useful, often resulting in positive outcomes for SPF members. The AGS (C) was to meet the PIRC Head of Investigations on 7 November and will provide an update at the next meeting. She asked that any examples be sent to her prior to that meeting.

16 Equality Subject Committee

The Equality Subject Committee met on 10 October 2017 and the Minute was circulated with JCC Circular 43 of 2017.

Nigel Bathgate, the AGS (Equality) said it had been identified that the Force was applying age and sex grading in relation to Firearm's officer fitness testing. A further issue in relation to fitness testing failure rates throughout Force areas had also been identified. He had written to the Force on both issues and a reply was awaited.

Menopause Awareness Training will be held at the SPC on 13 December 2017 and invitations had been sent.

It was reported that there been no meeting of the PNB Equality Working Group since June 2017. The Official Side delivered an early paper on the areas around Special Leave which has been muted in various fora. Their proposal will form part of further discussions at the next EWG meeting. Other items on their agenda include volunteer reserve force leave, compassionate leave, caring responsibilities, sporting facilities, wellbeing leave and continuous professional development.

The Force Equality and Diversity Governance Group met in October and flexible/agile working continues to feature, however, little movement had been made despite the Force continually presenting a desire to progress the issue.

The SPF and ASPS previously met with Diversity Staff associations outwith Force arrangements however this ceased some years ago. A meeting was held in October to explore reconvening this group. A further meeting will be held in December.

The AGS(E) said that a report by the Coalition for Racial Equality and Rights had been issued highlighting the under representation from BME communities in Police Scotland and effectively criticising senior officers who deny any form of institutional racism in the Force. Areas of concern include recruitment, retention and progression as well as engagement with BME communities. He hoped to raise the matter with the relevant Diversity Association and expects it to feature on the agenda of the meeting in December.

17 Health and Safety Subject Committee (H&S)

The H&S Subject Committee met on 19 October 2017 and the Minute will be circulated when available.

Brian Jones, the AGS (Health & Safety) reported that during the last quarter, 438 officers had been assaulted; 152 of which during arrest. A further 253 were injured due to slips, trips and falls and in road traffic collisions. 283 near miss reports were submitted over the last quarter with a total of 1126 Scope Reports submitted. The number of RIDDOR reportable incidents was 57.

He reported that following meetings between himself, Peter Jones (previous H&S Secretary) and Armed Policing Senior management, the redeployment of equipment from the TAC vest to the utility belt action had now been discharged. A new risk assessment had been introduced to ensure all equipment was deployed to meet ergonomic requirements of individual officers not a blanket instruction to remove kit to create a corporate image. Following its introduction, no further complaints had been received.

He reported that the SPF Vice Chair was to liaise with C3 senior management to address the concerns regarding the apparent reluctance of ITFC's to deploy armed policing to incidents of extreme violence.

It was noted that the last meeting of the Body Armour Working Group was held in Stirling on 16 October 2017 and the Minute was awaited. Amongst the matters discussed was the 4000 units unaccounted for and a large number outwith their warranty period. It was reported that PSoS were looking to introduce lighter/more flexible body armour however the level of protection would be slightly lower than at present.

He said that the NPCC for H&S last met on 26 October 2017 in London and amongst the matters discussed was anticoagulants and fitness for policing, DVI vaccines and temporary traffic police signs.

The Committee discussed a recent memo issued by ACC Higgins relative to the control of custodies and the introduction to maintain hands on all custodies and it was agreed that the SPF would speak with ACC Higgins on this matter and report back to the Committee.

18 Police Related Charities

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

The AGS(E) reported that the PTC and St George's Trust were to meet the following day. He said that a motion relative to extending the eligibility group to police staff and CSi type roles had been discussed at the last PTC Finance & HR Committee meeting however it had been recommended that this be rejected when the Trustees met on 1 November 2017.

The AGS(E) shared a snapshot of membership data with the Committee informing them that over 80% of those eligible in PSoS were signed up to the PTC and just under 30% of the enrolled membership was from PSoS.

Scottish Police Bravery Awards

It was noted that the Bravery Awards will be held in Edinburgh on 30 November 2017.

Preparations were well under way for the event.

Police Dependants' Trust

There had been no meetings of this Group since the last JCC. The next meeting would be held the following day, however, the Chair was unable to attend as she was attending the PTC Trustees meeting.

National Police Memorial Day

The NPMD was held in Cardiff on 23/24 September 2017 and was a success. The next NPMD will be held in Belfast on 29/30 September 2018.

Police Arboretum Memorial Trust

The Committee discussed the arboretum and its request for donations however agreed not give a donation at this time. The Committee strongly expressed the view that as forces were increasingly failing in their duties to those who are sick and injured or otherwise curtailed, and as a consequence were expecting federations to pick up the pieces, that the least they could do was remember those officer who had died on duty.

19 JCC Circulars Issued Since Last Meeting

A paper was circulated and was noted.

20 Standard Operating Procedures (SOPs) Issued Since Last Meeting

A paper was circulated and noted.

21 EuroCOP/ICPRA

The General Secretary reported on links between ICPRA and the International Labour Organisation and advised that for the first time ever police officers were represented at a worker's symposium at the ILO.

He further reported on the autumn EuroCOP conference where terrorism and violence were the main items discussed. The Chair said that she would be seeking nominations to attend the next meeting in May 2018.

22 National Selection Panels for Promotion

It was reported that no invitations to any panels had been received. The Committee discussed the promotion process and it was noted that the Force was looking into the matter in general.

23 Correspondence

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

24 Competent Business

The Committee was informed that Martin Bertram, WAC Chair, had submitted his resignation from the Committee. Thanks were given to Martin for all his work on the JCC and best wishes were given for his future.

It was noted that the Voluntary Fund Amnesty was underway and would continue until 31 December 2017.

The General Secretary reported on the recent party political conferences and said that he raised the VAT liability issue at each of them. It was hoped that progress was made relative to 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 13/14 February 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