



Scottish Police Federation

5 Woodside Place Glasgow G3 7QF

Joint Central Committee Minutes

Minutes of the Joint Central Committee meeting held at the SPF Training and Meeting Facility, Unit 29, City Quay, Camperdown Street, Dundee, DD1 3JA on Tuesday 6th and Wednesday 7th November 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

North Area Committee:

Gary Brown
Gordon Forsyth
Karen Harrison
Neil Macdonald
Gordon Milne
Fraser Robertson

East Area Committee:

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

West Area Committee:

Paul Connelly
Lorna Hogarth
Gary Mitchell
Brendan McMahon
Jenny Shanks
Joe Thomson

Assistants to the General Secretary (AGS)

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

Also in attendance

Susan Fraser	Business Supervisor
Doug Keil	Business Manager
David Ross	Policy & Co-ordination Officer
Lesley Stevenson	Business Administrator

Observers

Mike McEwan	BTP
James Thomson	NAC Deputy Secretary
David Threadgold	NAC Vice Chair

Apologies were received from John Munn in the West Area, who was replaced by Brendan McMahon.

The Chair opened the meeting, welcomed everyone and thanked them for their attendance. In particular she welcomed Fraser Robertson who was attending his first meeting since becoming a substantive representative on the North Area Committee.

Martis Media attended the meeting to take photographs of JCC Members.

Humza Yousaf MSP, Cabinet Secretary for Justice attended the meeting, addressed ongoing issues and answered questions from members.

2 Minute of Previous Meeting

The Minute of the previous meeting was circulated with JCC Circular 46 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 meeting 68 new applications were approved for consideration of legal advice and assistance. These comprised; 16 criminal legal defence cases; 1 civil legal defence case; 3 misconduct case; 8 RTAs; 16 personal injury cases; 1 CICA case; 11 employment dispute cases; 1 property protection case; 6 contract dispute cases and 5 miscellaneous cases.

Paul Connelly made an appeal on behalf of a member from his area. The appeal was not supported by the JCC.

Allard & Others v Devon and Cornwall

It was reported that responses were still being received from members and that discussions with the actuary acting on behalf of the SPF were continuing. It was noted that the Deputy General Secretary had prepared a documented update which would be circulated to all members after being approved by solicitors. The Deputy General Secretary shared his frustrations that progress on this issue was painfully slow.

Holiday Pay Claim

The Committee was advised that after a prolonged period of negotiation, including meetings involving Counsel from both sides, an agreement to resolve this matter was on the cusp of being achieved. The Committee was advised the proposed resolution was of even greater value than was anticipated. The Committee was also advised that a significant holiday pay case in Northern Ireland the preceding day would be examined to establish if there were any relevant factors, before signing off on the proposed resolution here.

CICA

It was reported that over the last two years, the CICA appeals had been monitored. A meeting was to be sought with CICA relative to officers being the victims of assault.

4 Police Negotiating Board (PNB)

The General Secretary reported that there had been no formal meetings of the PNB since the last JCC other than the meeting held to note the pay award.

He reported on the protracted negotiations that had taken place and the very challenging environment against which the significant pay award had been secured. He advised that the front loading of the award added considerable value, not just in take home pay but also in pension benefits.

The General Secretary further updated the Committee that the shortening of pay scales and the top up to the Inspectors' pay scale were also significant. He added that securing CRTP as a fixed increment removed bureaucracy and secured the future value of police pay.

In conclusion the General Secretary advised that the support for the strategic approach detailed at the beginning of the year had been a key factor in securing the award. He also advised that the willingness of individual officers to stand up and be counted if called upon had also added considerable weight to the overall negotiating strategy.

5 Pensions

The General Secretary explained that the Police Pension Scheme was to be revalued. This was a four yearly requirement in all public sector pension schemes and was a key part of the 2013 public sector pension reforms.

He advised that the methodology for determining the SCAPE (superannuation contributions adjusted for past experience) discount rate had indicated there was a need to increase the employer contribution by 1%. HM Government has indicated that they will assist in funding the employer for this increase for the next year (with no commitment beyond that). This has the potential to add considerable cost pressure to the police budget in the years ahead. Almost immediately after the SCAPE discount rate was announced the Government announced their intention to review the assumptions and methodology for its future.

The Committee was advised that a further consequence of the revaluation of the Scheme was that pension benefits looked likely to increase. This was a welcome development and once confirmed would represent significant benefit for members. By way of a note of caution, the General Secretary advised that the increased accrual and considerable pay increase could put some officers at risk of breaching Annual Allowance limits. This was something every officer should be alert to.

Finally, the General Secretary explained that revised commutation tables for the PPS 1987 Scheme had been circulated. In simple terms this represented a considerable gain for retiring members.

6 Scottish Police Consultative Forum (SPCF)

The General Secretary reported that the last meeting was held on 11 September 2018. It was noted that this Group was created as a replacement for the Police Advisory Board (Scotland) PABS. The Committee expressed the view that this arrangement should be monitored to ensure that the service had the correct mechanisms for dealing with non-negotiable subjects.

7 Scottish Police Authority (SPA)

It was reported that a Forum to bring the SPA, Staff Associations and PSoS together was planned for 30 November 2018. It was hoped that this would be a positive development which would allow improved discussion at SPA and Force level.

The Vice Chair reported that he had attended recent meetings of the SPA where he felt the new Chair and Chief Executive were showing a change of direction, which was welcomed.

A recent meeting held in Dunkeld, had examined issues including accountability, mental health, local policing and centralisation. He recommended that members of the Committee familiarise themselves with the workings of the SPA using their archived livestream links on their website.

8 Scottish Police Budget & Finance

The General Secretary reported that in truth no one really knew what to expect from the budget at this time. The Government had previously committed to protecting the revenue position and there was no reason to believe this would change. However many of the significant “reform” proposals, not least digital data and ICT, were reliant on considerable capital funding and he considered it unlikely this would be forthcoming.

He advised the Committee that 2019/20 was expected to be a difficult year. He reminded the Committee of the previously mentioned increase to employers’ pension contributions.

9 Joint Negotiating Consultative Committee (JNCC)

The next meeting of the JNCC was scheduled for 3 December 2018.

WPRB

It was reported that the next meeting of the Working Practices Review Board was to be held on 30 November. A meeting had been held relative to the Workforce Agreement and whether it would be implemented or not. The primary focus was the operation of shift patterns and whether to adapt or amend them. It was noted that Roads Policing and OSD require to amend shifts, many of which were under discussion and this matter will be raised at the JNCC meeting. Flexible working was discussed and it was highlighted that the matter needs to be reviewed on an individual basis. Dog handlers will be discussed and the constant referral to legacy practices. The working operation for CHIS handlers is being reviewed with a proposal to centralise the shift pattern.

People and Operations Delivery Group

The last meeting of this group was on 1 November 2018 and the Chair, ACC Higgins expressed disappointment that so few ACCs were in attendance. Amongst the matters discussed were stop/search and the reduction in searches being recorded; vehicle compensation and operational elements; half pay letters and the review of the process used; and vehicle safety.

10 2026 Update

The Vice Chair gave an update on mobile data and its roll out which was expected in January/February 2019. He said this would allow the completion of administrative tasks on mobile devices. He also addressed the new intelligence and crime packages and the reduction in double keying on different systems. He gave an update on CAMS, the THRIVE methodology, STORM and FAÇADE. Updates were also given on the Custody Programme Board, CAMS, firearms, the Wellbeing Survey, the Research Advisory Group and the C3 People Board.

11 Finance Standing Committee (FSC)

The Finance Standing Committee met on 22 October 2018 and the Minute was circulated with JCC Circular 44 of 2018.

12 Legislation and Regulation Standing Committee

The Legislation and Regulation Standing Committee met on 22 October 2018 and the Minute was circulated with JCC Circular 44 of 2018.

13 Operational Duties Standing Committee

The Operational Duties Standing Committee met on 22 October 2018 and the Minute was circulated with JCC Circular 44 of 2018. The Committee noted the content.

The General Secretary specifically reported on work ongoing in relation to Brexit and the considerable policing implications, including the potential requirement for mutual aid.

14 Conduct Subject Committee

The Conduct Subject Committee met on 2 October 2018 and the Minute was circulated with JCC Circular 45 of 2018.

The AGSC said that an update was given at that meeting relative to the nature of the situations members found themselves in.

She told the Committee that an updated version of the 2014 Conduct Regulations Standard Operating Procedure (SOP) had been published and the changes provided a more streamlined version. It also included the new structure of the Professional Standards Department, headed by the ACC for Professionalism and Assurance. Members discussed whether a SOP was required at all, given that there is guidance which accompanies the regulations.

The AGSC advised that no misconduct meetings/hearings would be held in December.

15 Equality Subject Committee

The Equality Subject Committee met on 10 October 2018 and the Minute was circulated with JCC Circular 45 2018.

16 Health and Safety Subject Committee (H&S)

The H&S Subject Committee met on 1 October 2018 and the Minute was circulated with JCC Circular 45 2018.

The AGSH gave an update on vehicle safety, procurement and health screening.

17 Integration of BTP into PSoS

The General Secretary said that he had attended the latest meeting of the Joint Programme Board and that another had been scheduled for today. It appeared the Scottish Government had moved towards a joint accountability model albeit it was unclear if this was to be an

interim or final position.

18 Police Related Charities

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

The AGSE told the Committee that the PTC was progressing with the extension to Harrogate. Planning permission was anticipated for late December to early January with a completion date set for April 2020.

In 2018 to date, both centres had treated 3057 patients both in traditional physiotherapy and the psychological programme. The demand for the psychological wellbeing programme over the last year had increased by 12%, an ever upward trend.

Current waiting times for both centres is around 3-4 weeks which follows a period of no waiting times over the summer months. The PTC is undertaking a short study to confirm that this is down to the combinations of annual leave and the upsurge in events affecting the constituent forces.

It was noted that there had been a fall in subscribing numbers of 1252 over the year, partly offset by Derbyshire and Staffordshire joining as constituent forces.

The St George's Children's Trust remains in a healthy financial position. At the last three meetings of the Trustees three applications were considered for Scotland.

The AGSE said he had circulated a list to all Equality Leads for the latest batch of officers recommended for ill health retiral and said that once confirmed, membership of St George's should be checked and an application submitted for support.

He asked the Committee that when dealing with members, could they promote the work of this charity and the benefits of being a subscribing member.

Scottish Police Bravery Awards

The event is scheduled to take place on 29 November 2018 in Edinburgh. Eight awards will be given out with one overall winner.

Police Dependants' Trust

The last meeting was held on 24/25 October 2018. A Trustee Strategy Planning Day had been scheduled for 22 November 2018.

A mental health wellbeing survey was launched at the end of October 2018 and to date, PSoS had provided the biggest response. The Committee was asked to encourage as many people as possible to participate in the survey.

It was noted that PSoS was being considered to pilot a programme of introducing wellbeing rooms into police offices.

A 12 month Peer Support pilot project had been launched for officers who had to leave the service due to ill health retirement before completing their service.

National Police Memorial Day (NPMD)

The event was held in Belfast on 29/30 September 2018 and was well attended. It will be held in Scotland in 2019 with a civic reception on 28 September followed by the Service in the Royal Concert Hall on 29th September. HRH Prince Charles has renewed his patronage and is likely to attend. The next meeting will be held on 28 November 2018.

Scottish Police Memorial Trust

The event was held on 5 September 2018 and was well attended. A debrief had been held and no serious issues were highlighted. It was noted that the event will take place on 4 September 2019 and again members were asked to attend.

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.

The Vice Chair told the Committee that a new P&D Policy Hub was being progressed and should be launched in the near future.

The Vice Chair said that the issue of attendance management continues to be a difficult matter particularly relative to the removal of self-certification. He said that the Force were keen to use the Bradford Score and it was noted that this matter would be raised at JNCC.

21 EuroCOP/ICPRA

The General Secretary reported on a meeting of ICPRA held on 24/25 September 2018 where amongst other things the following items were debated;

- wellbeing
- working time
- shifts
- workforce security
- police use of mobile devices in the workplace
- International police deployments
- terrorism

The General Secretary reported that the work of the Police Federation of Australia in respect of wellbeing had provided some new ideas and the Deputy General Secretary was to explore the potential benefits for Scotland. He also reported that the speaker on Terrorism had been secured to address the SPF conference in 2019.

He further reported that the issues arising from police officers use of mobile devices, and in particular where these devices permitted personal use, has personal security implications for officers.

The General Secretary reported the last meeting of EuroCOP was held on 29/30 October 2018 in Lithuania where suicide prevention, PTSD and ASD had been discussed. He reported that the meeting itself was preceded by a one-day conference on wellbeing. This had been exceptionally well received. He also reported that Brian Jones had given a presentation on vehicle safety that he had been instrumental in developing.

22 Correspondence

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

He said that he had received a letter from Fiona Morris, Deputy Secretary of the West Area Committee, relative to her retiral from the service. Best wishes were sent to Fiona for the future.

He also said that he had received an invitation from the British Transport Police to their Conference in Edinburgh in 2019, a letters of thanks from Grampian Child Bereavement Network for gifts given to them and the PTC for supporting their research projects.

23 Competent Business

The Committee discussed the Deep Dive in Forth Valley which had been well received by the membership. There had been a number of issues highlighted particularly around lack of capacity.

The Chair updated members on plans for Conference 2019 and the SPF 100th Anniversary. Formal invitations would be sent out in the near future. She updated that the arrangements for the dedication ceremony in Bannockburn for murdered Constable James Campbell was progressing well.

The General Secretary advised the Committee that his current period of office ran to October 2020. Despite this he advised of his intention to seek re-election early and at the next meeting of the JCC in February. He advised that it was his intention to retire from the police service in 2023 and this would allow the JCC time to either elect a new General Secretary early or provide time to identify a potential replacement.

The Deputy General Secretary reported that his current period of office was due to come to an end in February 2019 and was accordingly advising the Committee of his intention to seek re-election then.

24 Closure

The Chair thanked everyone for their attendance and inputs at the meeting and advised that the next meeting would be held on 12 and 13 February 2019 in the SPF Training and Meeting Facility, 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