



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 21st and Wednesday 22nd August 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
Shirley Moran

East Area Committee:

Stephen Clark
Heather Macdonald
Andy Malcolm
Wilkie McCloskey
Grant McDowall
Paul Redwood

West Area Committee:

Paul Connelly
Lorna Hogarth
Gary Mitchell
John Munn
Jenny Shanks
Joe Thomson

Assistants to the General Secretary (AGS)

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

Also in attendance

Kirsteen Brown	Executive Administrator
Doug Keil	Business Manager
David Ross	Policy & Co-ordination Officer
Lesley Stevenson	Business Administrator

Observers

David Threadgold	NAC Vice Chair
Gordon Wason	British Transport Police Federation

Apologies were received from Steven Herd in the East Area, who was replaced by Paul Redwood, and from Fraser Robertson in the North Area who was replaced by Shirley Moran.

The Meeting noted that Lorna Hogarth would now be replacing Fiona Morris as a substantive representative from the West Area on the Committee, and Fraser Robertson would be replacing Steven Thomson as a substantive representative from the North Area.

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

Professor Linda Duxbury, Carleton University attended the meeting on day one to present the findings from the first part of the SPF sponsored research project. Colleagues from ASPS, HMICS and the Scottish Government also attended on day one.

2 Minute of Previous Meeting

The Minute of the previous meeting was circulated with JCC Circular 35 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 104 new applications were approved for consideration of legal advice and assistances. They were; 30 criminal legal defence cases; 4 civil legal defence cases; 1 misconduct case; 10 RTAs; 4 FAI cases; 21 personal injury cases; 1 CICA case; 7 employment dispute cases; 1 property protection case; 8 contract dispute cases and 11 miscellaneous cases. A further 6 applications had been rejected.

Grant McDowall made an appeal on behalf of an East Area member whose application for legal advice/assistance had been rejected by the Deputy General Secretary. After discussion, the Committee rejected the appeal.

Allard & Others v Devon and Cornwall

The Deputy General Secretary updated the Committee and said he hoped that a settlement might be reached before the next meeting of the JCC in November. He provided the Committee with an explanation as to the complexities in the claims, and how these contributed to the ongoing time drag with settlement.

Holiday Pay Claim

The General Secretary reported to the Committee that the Holiday Pay Claim was close to reaching a settlement and he hoped to be able to update the Committee at the next JCC meeting in November.

Held in Reserve

The Deputy General Secretary gave an update to the Committee and said that some officers had been paid the value of their claims but others were still awaiting payment.

4 Police Negotiating Board (PNB)

The General Secretary reported that there had been no formal meetings of the PNB since the last JCC.

He advised the Committee that since submitting the Staff Side pay claim of 3.5% for 2018/19 the two sides of the PNB had met on only two occasions despite the Staff Side pushing for progress on this issue. He said that in May, the Official Side had indicated it was eager to secure a pay agreement and had made an offer, which sought to provide differential wage increases between the ranks. The Staff Side sought independent expert advice on the offer and that advice supported its view that the offer fell far short of the claim submitted and the offers being made across other sectors.

A further meeting took place in June when the Staff Side formally rejected the Official Side's offer. Since that time the Staff Side had pressed the Official Side for further meetings but to no avail.

The General Secretary stated that it appears that the Official Side is keen to move the pay settlement date from September to April and consequently it may be that it will make either a 19-month or 31 month offer to achieve this. Members of the Committee expressed anger and frustration at the lack of movement from the Official Side. The Committee discussed future actions in relation to pay.

The Committee discussed Operations Roll, and Unicorn and the recent PNB agreements which altered conditions relative to re-rostering and resourcing.

5 Pensions

Prior to the Vice Chair reporting to the meeting on the Pension Board, the General Secretary reminded the Committee that the Vice Chair did not sit on the Pension Board as a representative of the JCC but rather sat in a pseudo trustee capacity.

The Vice Chair said there had been no meetings of the Pensions Board since the JCC last meeting. The next meeting is scheduled for September.

He reported that the Annual Benefit Statements (ABS) should be sent out to members in September. He had assisted the SPPA with their rewrite of the ABS Statements, which should hopefully be easier to understand for members. The Board was hopeful that the SPPA would achieve better compliance levels than previously.

The Committee noted that it had recently been discovered that some people had their taper dates confused, and in other cases the incorrect letters had been sent to people.

It was reported that the Service Improvement Group were working on annual allowances and other policy matters. A new Service Level Agreement between SPPA, SPA and PSoS had been agreed. The meeting agreed this was a move in the right direction.

The SPF Policy & Co-ordination Officer gave an update on the recent Pensions Practitioners Meeting he had attended and said that the Pensions Regulator had provided an update suggesting matters were improving.

Gary Mitchell said that two of his members had recently reported that they had received excellent responses to queries posed to the SPPA.

6 Scottish Police Consultative Forum (SPCF)

The General Secretary reported that there had been no meetings of the SPCF since the last JCC.

7 Scottish Police Authority (SPA)

The General Secretary gave an update on a recent meeting that he and the Chair attended in Edinburgh. He said they had met with the Chair of the Authority; Susan Deacon who amongst other things advised a number of Committee's within the SPA meeting structures had been disbanded. The Permanent Officials agreed that there was a good working relationship with the SPA Chair, and regular dialogue with its officials.

8 Scottish Police Budget & Finance

There was nothing to report meantime in respect of the 2019/2020 budget and allocations.

9 Joint Negotiating Consultative Committee (JNCC)

The Committee was advised that the last meeting was held on 19 June 2018. The SPF intended to again raise concerns over the lack of progress in resolving pay on promotion issues for Constables and Inspectors. The working group, established to resolve pay anomalies, completed its work several months ago and despite agreements on resolution, a number of issues remained outstanding. As a consequence of frenetic activity immediately before the meeting, where assurances on progress were received, the item was not formally raised.

The meeting also considered a proposal on the standardisation of Dog Handler allowances. After much discussion, the proposals were not supported and it was agreed more work was required from the PSoS in order to resolve this.

The next meeting of the JNCC is scheduled to take place on the 4th September.

10 2026 Update

The Vice Chair gave a full update on the various elements of the 2026 project and members discussed a range of related issues. Members of the Committee expressed their frustration at the apparently unrelenting growth in the corporate machinery within the PSoS, whilst the actual police side of the business was under extreme pressure. The Committee was assured these frustrations were being shared loudly and clearly within the PSoS itself, the SPA, and the Scottish Government.

11 Finance Standing Committee (FSC)

The Finance Standing Committee met on 1 August 2018 and the Minute was circulated with JCC Circular 37 of 2018. The following recommendation from the meeting was put to the Committee:

"That the JCC supports the PTC and Aberdeen University research project relative to Psychological Wellbeing."

The Committee discussed and approved the recommendation.

The Financial Risk Register was circulated to all and discussed. The Committee was asked to consider the register and inform the General Secretary of anything they wished to be included. The matter would be discussed at the next meeting of the Finance Standing Committee.

The General Secretary updated the Committee on the work of ICPRA and in particular mentioned registration with the International Labour Organisation and a Police research library. He said there was a proposal to increase fees from \$1000 a year and sought the approval of the Committee to agree to up to \$5000 dollars per annum if this was the amount requested. This was approved by the Committee.

He said that he had recently attended the Scottish Police Credit Union golf event where a number of raffle prizes had been obtained by the SPF for recirculation to other charitable causes.

The General Secretary said that there was an opportunity to rebrand the Glasgow Police Pipe Band to include Scottish Police Federation in the name. This would be comparable to the same financial sponsorship as has been provided to the PSoS pipe bands over recent years. This was approved by the Committee.

The Committee discussed the venue for Conference 2021 onwards and agreed that the red lines were accommodating all in the same venue in single room accommodation with an appropriate meeting room. The Committee agreed the ongoing threat provided additional considerations for the Conference venue. The Committee agreed this matter was one for the National Office Bearers and that they should report to the Finance Standing Committee to report to the JCC as necessary.

The Committee also discussed the 100th Anniversary of the SPF, an exhibition of the work of the SPF and the Centenary dinner. The Chair and General Secretary said that the exhibition would be based on 10 words describing the activities of the SPF, an SPF tartan had been commissioned and the Glasgow Police Pipe Band and Police Scotland Choir would be performing.

12 Legislation and Regulation Standing Committee

The Legislation and Regulation Standing Committee met on 1 August 2018 and the Minute was circulated with JCC Circular 38/2018. The Committee noted that the Independent Review of the Impact of Policing on Affected Communities during the 1984-85 Miners Strike was now ongoing and was being led by John Scott QC.

13 Operational Duties Standing Committee

The Operational Duties Standing Committee met on 1 August 2018 and the Minute was circulated with JCC Circular 38 of 2018. The Vice Chair reported on the Modern Apprenticeship Programme and concerns relative to how it would affect the recruitment process. It was noted that the JCC does not endorse the proposals.

The Committee discussed the promotion process particularly around separate lists for specialisms and remote locations.

14 Conduct Subject Committee

The Conduct Subject Committee met on 31 July 2018 and the Minute was circulated with JCC Circular 38 of 2018.

15 Equality Subject Committee

The Equality Subject Committee met on 8 August 2018 and the Minute was circulated with JCC Circular 38 of 2018.

It was reported that a number of claims had been submitted and agreed at the last PNB Equality Working Group. The next meeting would be held in November where it was expected that there would be analysis of the Equal Pay Audit.

16 Health and Safety Subject Committee (H&S)

The H&S Subject Committee met on 24 July 2018 and the Minute was circulated with JCC Circular 38 of 2018.

An update paper had been circulated and was noted. The Committee also discussed body armour and the BMW X-Drive.

17 Integration of BTP into PSoS

The General Secretary reported on the work being done relative to the integration of BTP into PSoS. He said he expected a Ministerial statement on this matter in the near future.

18 Police Related Charities

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

The PTC and St George's Trust had both held their AGMs since the last JCC and had reported financially stable positions.

Scottish Police Bravery Awards

The event is scheduled to take place on 29 November 2018 in Edinburgh. A meeting of the judging panel is scheduled for 31 August 2018.

Police Dependants' Trust

The last meeting was held in July, 2018. The PDT Upbeat Conference will be held on 19/20 March 2019. It was noted that the PDT is to be re-branded as Police Care UK.

National Police Memorial Day (NPMD)

The NPMD will be held on 29/30 September 2018 in Belfast and family members of John Alcock are lighting the candle of behalf of Scotland. The event will be held in Glasgow in 2019 and planning has already begun.

Scottish Police Memorial Trust

The service will take place on the morning of 5 September 2018 at the Scottish Police College.

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

There had been no meetings of EuroCOP since the last meeting. The next meeting of ICPRA Council is scheduled for September 2018. The EuroCOP Autumn Conference will be held in October and Gordon Forsyth and Gary Mitchell are to attend. The AGSH had been invited to give a presentation on the work he has been doing about vehicle safety, and will also attend.

22 Correspondence

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

23 Competent Business

The Committee discussed the forthcoming elections and the timing of them in order to avoid difficulties with Conference 2019.

24 Closure

The Chair thanked everyone for their attendance and inputs at the meeting and advised that the next meeting would be held on 6 and 7 November 2018 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