



# Scottish Police Federation

5 Woodside Place Glasgow G3 7QF

## Joint Central Committee Minutes

Ref: CS/DJK/LS

Minutes of the Joint Central Committee meeting held at the Doubletree by Hilton, Dunblane on Tuesday 10th and Wednesday 11th February 2015.

### 1. ATTENDANCE AND OPENING

#### **SPF Office Bearers:**

Calum Steele	- General Secretary
Robert Milligan	- Deputy General Secretary
Brian Docherty	- Chairman
Graeme Ednie	- Vice Chairman

#### **North Area Committee:**

Neil Macdonald  
Steven Thomson  
David Hamilton  
Graham Sloan  
Neil Cameron (Day 1 only)  
Paul Hogan

#### **East Area Committee:**

Grant McDowall  
Amanda Givan (Day 1 only)  
Andy Malcolm (Day 1 only)  
Nigel Bathgate  
Brian Jones  
Heather MacDonald  
Graham Capes (Day 2 only)

#### **West Area Committee:**

Malcolm MacDonald  
Jim Foy  
Andrew Smith  
Phil Maguire  
David Blacklock  
Andrea MacDonald

## **Subject Secretaries**

David Kennedy	Conduct Secretary
Peter Jones	Health & Safety Secretary

## **Observers**

John Crawford	North Area
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## **Also in attendance**

Doug Keil	Business Manager
Lesley Stevenson	Business Administrator

Apologies were received from the Equality Secretary and Amanda Givan, Neil Cameron and Andy Malcolm on Day 2. Andy was replaced by Graham Capes on Day 2.

The Chairman opened the meeting, thanked everyone for their attendance and invited all to take a full part in the meeting. He also welcomed the new members on the Committee following the recent elections and asked that his thanks be recorded to John Ferguson, Gordon Dixon and Stewart Ross for all the work they had done during their time on the Committee.

He asked that whenever someone left or joined the meeting it be recorded in the Minute.

David Moffat and Maxine Coghill attended the meeting on Day 1 and gave a presentation on the Pathways to Policing Project.

The separate Central Committees met between 10 and 11am.

## **2 MINUTE OF PREVIOUS MEETING**

The Minute of the last meeting were circulated with JCC Circular 57 of 2014 and were accepted as a true record.

## **3 ELECTION OF DEPUTY GENERAL SECRETARY**

David Kennedy was the only nominee for the above post. After being properly proposed and seconded, he was duly elected into the post.

## **4 LEGAL ADVICE AND ASSISTANCE**

The Committee was informed that since the last JCC meeting there had been 20 new cases; 11 FAI cases (57-14 to 66/14) and (03-15), four RTA cases (56-14, 01-15, 04-15, 05-15), one injury on duties case (54-14), one defamation case (06-15), one conduct case (02-15) and two actions against Police Scotland (55-14 and 07-15). A further one file was rejected.

The Chairman gave thanks to Rab for all the work he had done in relation to the legal advice and assistance scheme during his time as Deputy General Secretary.

## **5 PNB**

The General Secretary told the Committee that the last meeting of PNB was held on 4 February in Edinburgh. John Randall, Independent Secretariat had retired and a replacement was currently

being sought. There was a possibility that an appointment could not be made before the UK elections even if a suitable candidate is identified. In such an event the PNB constitution permits the body to regulate its own proceedings and a temporary Chair (from either side) could be appointed in the interim.

He reported the PNB was considering the issue of exigencies of duty and both sides had agreed to work together to produce a list of examples of what was, and what was not an exigency of duty. He also reported that the Scottish Government wished to draft a determination on the Commonwealth Games allowance and that this would be done by an exchange of correspondence. He also said the Government was looking to redraft the arrangements for travel allowances.

The General Secretary said that the Staff Side had been considering the 2015 police pay claim and had taken into consideration claims made elsewhere in the UK and average pay claims in the public and private sectors. He said he had put the Official Side on notice that he would be submitting a claim based on some of these factors and the Official Side had responded with statements on their negotiating principles which had included public sector pay generally and the Equality Act amongst other things.

He reported that the Equality issues previously advised had now been progressed through the Equality Working Group, chaired by the SPF Vice Chairman Graeme Ednie. The General Secretary had written to the Minister for Youth, Employment and Women highlighting concern regarding maternity provisions.

## **6 PENSIONS**

The General Secretary said that members were obviously concerned about the 1<sup>st</sup> April implementation date of the Career Average Related Earnings (CARE) Scheme. He said that some useful information for members had been prepared by the Scottish Public Pensions Agency (SPPA) which should be published shortly. He said the consultation on the new regulations had been completed but due to delays at the Home Office it was unlikely that the initially laid down timescales would be met.

## **7 SCOTTISH POLICE CONSULTATIVE FORUM**

It was reported that the last meeting of this group was held in Edinburgh on 4 February. At this meeting Pathways to Policing, the PNAC Assessment Course and the Strategic Command Course, and working time for inspectors and superintendents were discussed. The General Secretary advised that despite assurances, no meeting had taken place to discuss the latter issue within the Police Service of Scotland.

## **8 SCOTTISH POLICE AUTHORITY (SPA)**

The General Secretary reported that he had been unable to attend the last meeting and that Malcolm Macdonald had attended in his place. Malcolm gave a brief report on the proceedings.

## **9 SCOTTISH POLICE BUDGET & FINANCE**

The General Secretary reported that the SPF had intended to get economic analysis carried out before the Referendum but it was not done until afterwards. The findings would be presented at the SPF Annual Conference in April but could best be summarised as not providing an encouraging outlook.

## **10 LOCAL NEGOTIATING CONSULTATIVE COMMITTEES (LNCCs)**

### **North**

Graham Sloan reported that the NAC met on 10 December in Aberdeen and was chaired by ACC Thomson. Amongst the matters discussed were working time regulations, commonwealth games and officer morale.

### **East**

Nigel Bathgate reported that the EAC met on 17 December and was chaired by ACC Thomson. Amongst the matters discussed were planning events, attendance management and performance issues.

### **West**

Malcolm Macdonald reported that the WAC met on 5 January and was chaired by ACC Nelson Telfer. Amongst the matters discussed were stop and search, divisional mergers, payments for D1 drivers, abuse of variations for CPT Officers and ill health retireals.

Members discussed attendance at these meetings.

## **11 JOINT NEGOTIATING CONSULTATIVE COMMITTEE (JNCC)**

Members discussed the meeting held on 8 January where matters discussed included coordination between LNCCs and other groups; the Castle of Mey; variations and disruption to duty rosters; ill health retirements; carryover of annual leave; travel policy; commonwealth games overtime; D1 drivers and the reintegration of women following childbirth. The General Secretary reported on a discussion regarding pressures on front line response officers.

## **12 FINANCE STANDING COMMITTEE (FSC)**

The last meeting was held on 21 January. The Minute had been circulated with JCC Circular 8 of 2015 and was noted.

The following recommendations remitted from the FSC at its last meeting were approved by the JCC:

- *The FSC recommends to the JCC that members' subscription to the Voluntary Fund be increased by 13p per member per week.*
- *The FSC recommends to the JCC that the question of remuneration of the principal office bearers is considered separately from the examination of this for other office bearers.*
- *The FSC recommends to the JCC that all office bearers, with the exception of the four principal office bearers be paid the same.*
- *The FSC recommends to the JCC that the SPF disburses costs equivalent to the 75<sup>th</sup> percentile of the market rate for the independent valuation of the roles.*

The General Secretary gave a presentation from the Independent Mercers report. The report made no recommendations but presented details on the market rates for comparable roles. The Meeting noted that the recommendations had been developed taking cognisance of the report's contents.

The SPF costs to be disbursed on the equivalence of the 75th percentile of the market rate is £180,285.

After a lengthy discussion during which counter proposals supporting both increases and decreases from the recommendations were also discussed and defeated, the JCC supported the recommendations.

The JCC agreed the changes should take effect from the 1st April 2015 and that in future, SPF remuneration would be index linked with police pay.

### **13 LEGISLATION AND REGULATION STANDING COMMITTEE**

The last meeting was held on 21 January. The Minute had been circulated with JCC Circular 8 of 2015 and was noted.

The Human Trafficking consultation was discussed and a meeting was arranged to discuss and prepare a response.

### **14 OPERATIONAL DUTIES STANDING COMMITTEE**

The last meeting was held on 21 January. The Minute had been circulated with JCC Circular 8 of 2015 and was noted.

### **15 CONDUCT SUBJECT COMMITTEE**

The last meeting was held on 22 January. The Minute had been circulated with JCC Circular 8 of 2015 and was noted.

The Conduct Secretary gave an update on training and the development of modular training for representatives. He also mentioned Data Protection and he made a proposal to pursue a change in legislation or Lord Advocate's guidelines to make it a serious offence where information was accessed only if it were done for an unlawful purpose.

The General Secretary advised that the Conduct Secretary's post would become vacant on 1 April 2015 and that nominations should be submitted by 5pm on Monday 13 April 2015.

The Chairman asked that thanks be recorded to the Conduct Secretary, John Ferguson and Gordon Dixon for the work they had done in relation to conduct.

### **16 EQUALITY SUBJECT COMMITTEE**

The last meeting was held on 22 January. The Minute had been circulated with JCC Circular 8 of 2015 and was noted.

Nigel Bathgate gave an update and told the Committee that the theme for the Equality session at Conference would be Disability.

### **17 HEALTH AND SAFETY SUBJECT COMMITTEE (H&S)**

The last meeting was held on 22 January. The Minute had been circulated with JCC Circular 8 of 2015 and was noted.

The H&S Secretary reported that a guidance note on the subject of near misses for operational base

levels would soon be circulated to Area Secretaries and should be put on the SPF website. He also reported that a vehicle survey check was to be updated and an agreed vehicle equipment list obtained.

## **18 POLICE RELATED CHARITIES**

### **Police Treatment Centre (PTC) and the St George's Trust**

There was no update.

### **Scottish Police Bravery Award/Lewis Fulton Medal**

There was no update.

### **Police Dependents' Trust**

The Chairman reported that the Trust intended to appoint an independent person with financial expertise as a Trustee.

### **National Police Memorial Day**

There was no update.

## **19 JCC CIRCULARS ISSUED SINCE LAST MEETING**

A paper was circulated and was noted.

## **20 AREA ELECTIONS**

It was reported that all election results had been circulated to the Area chairs and secretaries and to all successful and unsuccessful candidates.

## **21 MOTIONS**

The following motion was proposed by the General Secretary and seconded by the Deputy General Secretary and was carried.

### **SPF RULES**

“To ask the Joint Central Committee to create a new rule 13.2.1 to read;

In addition to other powers and procedures detailed within these rules, the Joint Central Committee may, at its absolute discretion, take any action it deems necessary to preserve the good name and reputation of the Federation.”

SPF Trustees

The following motion was proposed by Malcolm Macdonald and seconded by Andrea MacDonald and was carried.

### **RULE 11**

“That this West Area Committee asks the Joint Central Committee to consider an addition to Rule 11 and insert at 11(8) a subsequent statement, “that when anyone is elected to be a member of a

subject committee, that person will cease to be a member of said committee if that member fails to attend at 3 consecutive meetings except when appropriate apologies are tendered “.

West Area Committee

The following motion was remitted from the Conference Management Committee. Following discussion the motion was carried.

### **Member Services**

This Area Committee asks Central Conference to ask the Joint Central Committee to establish a working party to consider the appropriate response to circumstances where a member's actions appear to have contributed to the basis of a claim on any member service or where a member has a significant claims history.

## **22 MOTIONS FOR CONFERENCE**

A list of motions for discussion at conference was circulated and noted. The Committee approved a further eight motions for debate at conference.

## **23 CORRESPONDENCE**

The General Secretary told the Committee that out with correspondence of a routine nature; he had received;

- An invitation by the Canadian Government to speak at a seminar organised by their Community Safety Directorate
- A letter of thanks from Kenny MacAskill following his retirement
- An invitation from the Defence Police Federation to its Annual Conference in June. It was agreed that the Chairman and WAC Chair would attend
- An invitation from the Queensland Police Union to its Annual Conference which was rejected
- A letter from Michael Matheson following his appointment as Cabinet Secretary for Justice
- A letter from the Deputy General Secretary notifying the Committee of his impending retiral
- A letter from Paul Hogan notifying the Committee of his retiral from the police service.

## **24 COMPETENT BUSINESS**

There were no items.

## **25 CLOSURE**

The Chairman closed the meeting but before doing so he wished both Rab and Paul a long, healthy and happy retirement. In particular he said that Rab had represented the SPF as a JBB Secretary, National Vice Chairman and Deputy General Secretary over many years and wished him well for the future. He then wished everyone a safe journey home.

A vote of thanks was given to the Chairman.

**BRIAN DOCHERTY**  
Chairman

**CALUM STEELE**  
General Secretary

## CONSTABLES CENTRAL COMMITTEE

Minutes of a meeting of the Constables' Central Committee, held in the Doubletree by Hilton Hotel, Dunblane on 10<sup>th</sup> February 2015

### 1. ROLL CALL

Malcolm Macdonald	West Area
Jim Foy	West Area
Grant McDowall	East Area
Amanda Givan	East Area
Steven Thomson	North Area
Neil MacDonald	North Area
Brain Docherty	Ex Officio
Calum Steele	Ex Officio
Graeme Ednie	Ex Officio
David Kennedy	Ex Officio Conduct Secretary
Peter Jones	Ex Officio H&S Secretary

### 2. APOLOGIES

Apologies were received from Jackie Muller.

### 3. ADOPTION OF STANDING ORDERS

Standing orders were adopted for the duration of the meeting.

### 4. ELECTIONS OF CCC OFFICE BEARERS

The Chair then called for nominations for the post of Chair of the CCC. He stood down from Chair of the meeting. The Secretary took over as Temporary Chair and called for Nominations, there was only One Nomination and Jim Foy was duly elected as Chair of the CCC. He then resumed the position of Chair for the remainder of the meeting.

Nominations were then called for the position of Secretary of the CCC. There was only one nomination and Malcolm Macdonald was duly elected as Secretary of the CCC.

There were no nominations for the posts of Deputy Secretary or Vice Chair.

The Chair then called for nominations for the post of the CCC representative for the Police Treatment Centre. The Secretary then read out correspondence for both Jackie Muller and Stewart Ross. After discussion Jackie Muller was duly elected to represent the CCC at the PTC.

### 5. OPENING OF MEETING

The meeting was opened by the Chair Jim Foy, who welcomed everyone to the meeting.

### 6. MINUTES OF THE PREVIOUS MEETING

The minutes of the previous meeting were accepted as a true record of the meeting held on 4<sup>th</sup> November 2014



## **7. MATTERS ARISING**

### **(a) PNB**

There were no items that were rank specific to discuss.

### **(b) JCC AGENDA**

There were no items that were rank specific to discuss.

### **(c) CONSTABLES CENTRAL CONFERENCE**

The Secretary reported that there had been no correspondence received in regards to holding a Constables Conference at the Central Conference. Therefore there will be no rank Conference to be held at this year's conference.

### **(d) CCC CONFERENCE MOTIONS**

There were no motions submitted from the CCC

## **8. COMPETENT BUSINESS**

The Chair wished that a letter be send to Stewart Ross former Secretary of the East Area committee for his work that he had carried out on behalf of the CCC and in legacy Central Scotland and wished Stewart all the best for his future.

Congratulations were also passed to Grant McDowall on his recent election to Secretary of the East Area Committee and to being elected to the CCC

## **9. CORRESPONDENCE**

No correspondence had been received

## **10. DATE OF NEXT MEETING**

The next meeting where the CCC will meet will be Central Conference on 30<sup>th</sup> March until 2<sup>nd</sup> April 2015 at Turnberry Hotel Turnberry.

## **11. CLOSURE**

The Chair closed the meeting and thanked everyone for their attendance.

**Malcolm Macdonald**  
**Secretary**

**Jim Foy**  
**Chair**

## **SERGEANTS CENTRAL COMMITTEE**

Minutes of a meeting of the Sergeants Central Committee held in the Hilton Doubletree, Dunblane on Tuesday 10<sup>th</sup> February 2015.

### **1. ROLL CALL**

David Hamilton	North
Graham Sloan	North
Nigel Bathgate	East
Brian Jones	East
Andy Smith	West
Phil Maguire	West
Robert Milligan	Ex-Officio
John Crawford	North (Observer)

### **2. APOLOGIES**

None

### **3. CHAIRMAN'S OPENING REMARKS.**

David Hamilton opened the meeting by welcoming everyone present and invited a full participation from the group.

#### **3.1 ELECTION OF SECRETARY**

The chair called for nominations for the post of Secretary.

Andy Smith was proposed by Phil Maguire and seconded by Rab Milligan. As there were no other nominations Andy Smith was duly elected.

The chair on behalf of the Committee wished to express his thanks to Gordon Dixon for his time as Secretary, and wished him well in the future.

### **4. MINUTES OF PREVIOUS MEETING**

The minutes of the previous meeting were accepted.

There were no matters arising.

### **5. PNB SCOTTISH STANDING COMMITTEE**

No rank specific matters arising.

#### **5.1 SPCF (was PABS)**

Pathways to Policing: - input being given during JCC in relation to the three ways of entry. General discussion and some concerns raised.

## **6. TRANSITIONAL IMPACT**

Graham Ednie who is the lead for training has via Doug Kiel compiled a draft document which will give Divisional reps guidance and training on the regulations in relation to overtime etc.

The WAC is having a training day on the 17<sup>th</sup> February.

Concerns around the quality of training given to Sergeants were raised. David Hamilton has discussed this with DCC Fitzpatrick, with the possibility of the training courses for newly promoted Sergeants having inputs in performance regulations

**ACTION:** - David Hamilton and Rab Milligan to meet with Ch Insp (SPC) re training input by the Federation on the regulations. Also to ascertain what content is contained within the current courses for newly promoted Sergeants.

## **7. CONFERENCE**

Rab Milligan's e-mail to the Sergeants Central Committee in relation to the "Forum" was discussed. A preset questionnaire would be formulated which would be discussed in a syndicate format, with each of the Sergeants Central Committee members taking the lead at each syndicate table. Possible invites to Peter Watson, Doug Kiel and DCC Richardson to be investigated.

**ACTION:** - Rab Milligan to speak to Doug Keil and Peter Watson.

**ACTION:** - David Hamilton to invite DCC Richardson

## **8. AOCB**

The chair paid a tribute to Robert Milligan for the outstanding work and effort he has put in over his service to the Police Federation and wished him well in his retirement. This was echoed by all members of the Sergeants Central Committee.

## **9. CLOSURE OF MEETING**

David Hamilton closed the meeting and thanked everyone for their input. He was acknowledged in the normal fashion.

**DAVID HAMILTON**  
Chairman

**ANDREW SMITH**  
Secretary