



Scottish Police Federation  
5 Woodside Place Glasgow G3 7QF  
**Joint Central Committee  
Minutes**

Minutes of the Joint Central Committee meeting held at the Atholl Palace Hotel, Pitlochry, on Tuesday 9th and Wednesday 10th February 2016.

**1. ATTENDANCE AND OPENING**

SPF Office Bearers:

Calum Steele	General Secretary / Treasurer
David Kennedy	Deputy General Secretary
Brian Docherty	Chairman
Graeme Ednie	Vice Chairman

North Area Committee:

Neil Macdonald  
Steven Thomson  
David Hamilton  
Graham Sloan  
Caroline Scobbie  
Frank McManus

East Area Committee:

Amanda Givan  
Grant McDowall  
Brian Jones  
Murray McKenzie  
Heather Macdonald  
Andy Malcolm

West Area Committee:

Malcolm Macdonald  
Martin Bertram  
Andrew Smith  
Joe Thomson  
Paul Connelly  
Andrea MacDonald

Subject Secretaries

Jim Foy	Conduct
Jackie Muller	Equality
Peter Jones	Health & Safety

Also in attendance

Doug Keil	Business Manager
Lesley Stevenson	Business Administrator

Apologies were received from Neil Cameron and Nigel Bathgate who were replaced by Frank McManus and Murray McKenzie respectively. No apologies were received from Gary Mitchell who was replaced by Martin Bertram.

The Chairman opened the meeting and thanked everyone for their attendance. He invited all to take a full part in the meeting and asked that anyone wishing to leave inform him prior to doing so.

The Chairman informed the Committee that Stewart Corstorphine, ex-Chairman of the Strathclyde JBB (1985-89) and member of the JCC had recently passed away. He sent his condolences to the family.

## **2 MINUTE OF PREVIOUS MEETING**

The Minute of the previous meeting had been circulated with JCC Circular 64 of 2015 and following minor amendments were 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 twenty four new cases, seven RTA's, one discrimination, ten injury cases, five conduct cases, and one CICA case. A further two applications were rejected.

Malcolm Macdonald asked if there was a date for the out of hours legal helpline to be dealt with by area office bearers. The Deputy General Secretary said that he and the Conduct Secretary would continue to handle it meantime and that initial observations were that this was not onerous.

The General Secretary told the Committee that he had received a file of correspondence from a member seeking legal advice and assistance on a relatively complex matter. He gave a summary of the correspondence and made the full documentation available to the Committee and advised he would seek a decision the following day. The next morning and after consideration by the Committee, the application was rejected.

The Deputy General Secretary explained that based on legal advice, all JCC members, all other full time office bearers and all JCC staff would be required to sign a non-disclosure agreement. These were circulated to Committee members.

## **4 PNB**

The General Secretary told the Committee that the Police Negotiating Board Staff Side (PNBSS) met on 26th January and the PNB met on 3rd February 2016. Work continued on equality issues in the Equality Working Party. The Technical Working Group was also busy with issues including an overnight allowance, held in reserve and working into a rest day.

The Equality Secretary reported on the equality agenda and said that equal pay data had been examined. She said that work was ongoing in relation to temporary inspectors, CRTP, annual leave, rest days and free days, part time officers and pro-rata payments.

The General Secretary reminded the Committee that since the break-up of the PNB UK and the establishment of Pay Review Bodies in E&W and NI, representatives from the three countries now met periodically in a UK Police Remuneration Forum where they discussed pay claims and related matters.

He reported that the PNBSS had discussed submitting a pay claim comprising elements outstanding from the 2015 pay claim in addition to taking into account corresponding movement in wages in Scotland generally. The General Secretary also provided an update on pay considerations across the rest of the United Kingdom.

Members noted the position.

## **5 PENSIONS**

The General Secretary said that it was important that the membership understood that forthcoming changes to national insurance were government changes to taxation and not an increase to pension contributions. The loss of relief on national insurance contributions would see a marginal reduction to take home pay as a result of this.

David Hamilton reported on Scottish Public Pension Agency (SPPA) matters including the work of the Scottish Police Pension Board (SPPB) which included benefit statements; the Milne Case; ill health retirements; pension forecasts and scheme evaluation. The Committee discussed the requirement for easily understood documentation explaining the benefits of the CARE pension scheme. It also discussed the Annual Allowance and David Hamilton recommended that any SPF member who had received a tax letter about the Annual Allowance ask that the figures be checked.

## **6 SCOTTISH POLICE CONSULTATIVE FORUM (SPCF)**

The General Secretary and the Chairman gave an update on the business of the SPCF and said that everything relating to the Service and policing was impacted by the dire financial situation. Members discussed various aspects of policing including recruitment, fitness, pathways, strategic managers and the impact of court requirements.

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

The Chairman and General Secretary gave an update on the meeting they had attended on 11th January 2016 and told the Committee of SPA personnel changes.

## **8 SCOTTISH POLICE BUDGET & FINANCE**

Members were updated on recent discussions with the Service and the Authority on budget and finance.

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

There had been no meetings.

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

The General Secretary told the Committee that he and the Chairman had attended a meeting in Stirling on 26th January where amongst the issues discussed were travelling to distant islands; 90 and 150 day letters re half pay; funding legal advice and assistance from the Police Authority; taxation; promotion; transfer; ill-health and the question of an SPF representative on posting panels.

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

The FSC met on 18th January 2016 and the Minute was circulated via JCC Circular No. 5 of 2016 and was noted. Members discussed the Scottish Government Grant Account and associated bureaucracy and the General Secretary said he hoped that changes would be agreed by Government in April. The General Secretary and Treasurer also said that work on VAT recovery was about to start. Members also discussed travel and accommodation; a financial risk register; and cost recovery.

The Treasurer thereafter updated the Committee at length on the potential future implications for unions as a consequence of ongoing legal cases in the United States as well as the UK Governments proposals in the Trade Union Bill.

## **12 LEGISLATION AND REGULATION STANDING COMMITTEE**

The Committee noted that there had been no meetings since the last JCC.

## **13 OPERATIONAL DUTIES STANDING COMMITTEE**

The Operational Duties Standing Committee met on 18th January and the Minute was circulated with JCC Circular 5 of 2016.

## **14 CONDUCT SUBJECT COMMITTEE**

The Conduct Standing Committee met on 19th January and the Minute was circulated with JCC Circular 5 of 2016. The Conduct Secretary told the Committee that there were a number of matters currently in regulations that could potentially change as a result of a review. These included a facility for the DCC to cease all actions or lower the level of proposed actions at any time during proceedings.

The Chairman advised the Committee that there had been a meeting between the Counter Corruption Unit Management and the national office bearers about how inquiries were undertaken and about the clarity of the processes. Members of the Committee expressed the gratitude of members for highlighting the concerns to the Scottish Parliament Justice Subcommittee on Policing.

The Conduct Secretary also addressed the issue of longevity of warnings.

## **15 EQUALITY SUBJECT COMMITTEE**

The Equality Standing Committee met on 19th January and the Minute was circulated with JCC Circular 5 of 2016.

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

The Health and Safety Committee met on 19th January and the Minute was circulated with JCC Circular 5 of 2016. Members discussed the lack of airwave reception in hospitals; vehicle checks and locus protection.

## **17 POLICE RELATED CHARITIES**

The Committee discussed the Charity Golf Day hosted by the Scottish Police Credit Union and it was agreed that the Chairman would speak to George Nedley for further information before agreeing to support the event.

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

The Equality Secretary said that the PTC Board of Trustees had met the previous week and that membership was rising due to a large number of retired members joining. Work continued on Castlebrae and was scheduled to be finished by April 2016. She said that the Psychology Wellbeing Programme was well underway.

Malcolm Macdonald raised the issue of retired members being unable to get access to the PTC. This was discussed by the Committee and it was agreed that clarity was sought on this matter. It was further agreed that the Business Manager, Business Supervisor and Equality Secretary would meet to discuss the extent to which the SPF could assist the PTC with administration relating to retired officers.

The Equality Secretary told the Committee that there were concerns relative to the income and expenditure of the St George's Trust and fund managers had been asked to monitor this.

### Scottish Police Bravery Awards

It was reported that the Bravery Awards was hoped to be held in the MacDonald Holyrood Hotel, Edinburgh in October 2016 and would be hosted by Colin Mackay. Police Mutual would be sponsoring the event and invited guests would include senior politicians, representatives of sister associations, police authority and other agencies and the executive of PSoS. Nominations would close by 31st August 2016. Further updates will be provided in due course.

### Police Dependants' Trust

The Chairman told the Committee that the PDT was to celebrate its 50<sup>th</sup> Anniversary in 2016 and would be changing its name to the UK Police Support Trust. Work was still being carried out on the re-structuring of the Trust and an update would be given when received.

### National Police Memorial Day

The event would take place on 25th September 2016 in St Paul's Cathedral in London.

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

A paper was circulated and was noted.

The General Secretary said that he was disappointed at the lack of responses to the Police Scotland Annual Police Plan 2016/17 consultation. Members discussed their contacts with divisional commanders and locally elected representatives and expressed the view that the requirements of the legislation in this regard was not well known.

## **19 EuroCOP/ICPRA**

The General Secretary said that the EuroCOP Congress was held in Dublin in November and that he had attended along with the Deputy General Secretary and Chairman. Three new unions had been recruited since that meeting, from Malta, Monaco and Northern Ireland. The General Secretary was also elected as a Vice President of EuroCOP.

The Committee noted that ICPRA and EuroCOP were to meet in Malaga in April 2016. After discussion it was considered appropriate to maximize opportunities from this global gathering of police members and approved that additional Committee members would attend the event at the discretion of the General Secretary.

## **20 CORRESPONDENCE**

The General Secretary said that other than routine items of correspondence he had received:

- Invitations to the political party Spring Conferences in March
- An invitation to the BTP Conference and Bravery Awards on 8 March
- An invitation to the RPOAS Conference in April
- An invitation to the Defence Police Federation Conference in June

## **21 COMPETENT BUSINESS**

David Hamilton raised the issue of the Bravery Awards/Retiring JCC members' dinner which was held at the JCC meeting in November every year. He said it had been raised at the North Area meeting and its value had been questioned. After discussion it was agreed that the matter would be considered and an update would be provided to the Committee in due course.

The General Secretary reported that twelve people from the Swedish Police Union were to visit Scotland in the week beginning 18 April 2016. A programme of events had been organised and he would be seeking assistance to ensure our guests were well looked after during their visit.

## **22 CLOSURE**

The Chairman thanked everyone for their attendance and closed the meeting wishing everyone a safe journey home.

A vote of thanks was given to the Chairman.

**BRIAN DOCHERTY**  
Chairman

**CALUM STEELE**  
General Secretary

## **INSPECTOR'S CENTRAL COMMITTEE**

Minutes of the Inspector's Central Committee meeting held in the Atholl Palace Hotel, Pitlochry, on Tuesday 9th February 2016.

Sergeant Gerry Orr, Superintendents Review Team attended the meeting and gave an update on the current position of the review. A report will be submitted to DCC Fitzpatrick in March.

### **1. Roll Call**

Caroline Scobie	-	NAC
Frank McManus	-	NAC
Heather MacDonald	-	EAC (Secretary)
Andy Malcolm	-	EAC
Andrea MacDonald	-	WAC (Chair)
Joe Thomson	-	WAC

### **2. Apologies**

There were apologies from Neil Cameron who was replaced by Frank McManus.

### **3. Opening of Meeting**

The Chair opened the meeting and welcomed everyone.

### **4. Adoption of Standing Orders**

Standing Orders were adopted for the duration of the meeting.

### **5. Minutes of Previous Meeting**

The Minutes of the previous meeting were agreed as a true record of that meeting.

### **6. Previous Actions**

There were no previous actions.

### **7. Matters Arising**

#### **Time for Justice Update**

A summary of four questions was circulated which highlighted a number of issues, namely that Inspectors are looking for something to be done and that the situation has clearly deteriorated since inception of PSoS. Narrative had been asked for on the Inspectors survey, which appears to be damning from what has been seen so far.

#### **PNB**

All members of PNB had been sent a copy of the initial findings from the Time for Justice Survey. It was made clear that the Superintendents Review could not be stand

alone as it was intrinsically linked to the concerns being raised by the Inspecting and Sergeants Ranks in their role specific surveys. There was considerable discussion as to how this matter should be progressed. It was ultimately agreed that the SPF National Chair, Brian Docherty, and the Chair of the Inspectors Central Committee, Andrea MacDonald, should meet with the Director of People and Development, John Gillies, to draw up a proposal for the way forward. An update is to be provided at the next PNB meeting. Andrea MacDonald had spoken to Dr Wass from Cardiff University and she hoped to have the final report ready for circulation by Easter.

#### **8. AOCB**

There were no items.

#### **9. Correspondence**

There were no items.

#### **10. Date of Next Meeting**

The next meeting of the ICC will be held on 10 May 2016.

**Heather Macdonald**  
**Secretary**

**Andrea MacDonald**  
**Chair**