



Scottish Police Federation

5 Woodside Place Glasgow G3 7QF

Joint Central Committee Minutes

Ref: CS/LS

Minutes of the Joint Central Committee meeting held at the Hilton Grosvenor Hotel, Glasgow on Tuesday 10th and Wednesday 11th January 2012.

1 ATTENDANCE AND OPENING

Calum Steele (General Secretary)	-	Northern
Les Gray (Chairman)	-	Strathclyde
Robert Milligan (Deputy General Secretary Elect)	-	Dumfries and Galloway
David Ross (Vice Chairman Elect)	-	Northern
John Adams	-	Dumfries and Galloway
Derek Baxter	-	Grampian
Brian Docherty	-	Strathclyde
Gordon Dixon	-	Lothian and Borders
Graeme Ednie	-	Northern
John Ferguson	-	Tayside
David Hamilton	-	Tayside
Blair Henderson	-	Strathclyde
Stevie Herd	-	Fife
Peter Jones	-	Grampian
David Kennedy	-	Strathclyde
Andrea MacDonald	-	Strathclyde
Andy McIntyre	-	Central Scotland
Willie MacLennan	-	Northern
Scott McCallum	-	Fife
Andy McCann	-	Tayside
Iain McGregor	-	Central Scotland
Raymond McLeary	-	Strathclyde
Garey Miller	-	Dumfries and Galloway
Jackie Muller	-	Lothian and Borders
Ian Muir	-	Fife
Graham Neilson	-	Strathclyde
Steve Raeburn	-	Northern
Stewart Ross	-	Central Scotland
Stewart Sandilands	-	Lothian and Borders
Donald Walker	-	Dumfries and Galloway

The Chairman opened the meeting by wishing everyone a happy new year and by welcoming all members to the first meeting of 2012. He welcomed Donald Walker and Graeme Ednie who were replacing Martin Bertram and David Ross respectively. He welcomed Andrea MacDonald and Peter Jones who were attending their first meeting since being elected onto the JCC. The Chairman congratulated Graham Sloan and Donald Walker

in their new posts as Grampian Joint Branch Board Secretary and Dumfries and Galloway Joint Branch Board Secretary respectively. The Committee agreed thanks and best wishes should be conveyed to Glen Erskine for his work with the JCC.

The Separate Central Committees met between 10 and 11am.

2 MINUTES OF PREVIOUS MEETING

The Minutes were adopted as a true record of the proceedings.

3 LEGAL ADVICE AND ASSISTANCE

The Deputy General Secretary Elect informed the Committee that since the last JCC meeting, 3 new files had been forwarded to the solicitors; one injury case, one pension appeal and one road traffic accident case. One further file had been rejected. The Committee had no questions.

4 PNB

The General Secretary advised the Committee that ordinarily the January meeting of the Committee presented an opportunity to discuss the PNB agenda in advance of its first quarterly meeting of the year. However as the Winsor Review, the failure to agree and subsequent move to arbitration, had dominated the PNB work for most of the past six months it was unlikely any new matters would feature. It was noted the Police Arbitration Tribunal had largely found in favour of many of the Winsor proposals and the Home Secretary's decision on ratification or otherwise was awaited. The second part of Tom Winsor's report was not due to be published until after the PNB had met.

The General Secretary thereafter provided the Committee with an update of the meeting between the Independent Chairman of the PNB, John Randall, and most of the Scottish attendees at PNB from the Staff and Official Side. In summary a number of issues over the long term viability of the PNB were identified not least due to the implementation of police and crime commissioners (in England & Wales); the effect of the abolition of the Association of Police Authorities on PNB being able to constitute a quorum; the potential for a recommendation for a pay review body and the ability for the PNB to timeously deal with issues in respect of the Police Service for Scotland.

In keeping with his earlier recommendation in a PNB Annual Report, the Independent Chairman concurred with stakeholder views that if for no other reason than sound contingency planning, a Scotland Sub Committee of the PNB should be established.

The Committee discussed this longstanding proposal and in light of the information available agreed that support should be given to the formal establishment of a Scotland Sub Committee of the PNB. The General Secretary agreed to circulate a copy of the proposed amendments to the PNB Constitution at the end of the meeting.

The General Secretary thereafter provided an update of the discussions with the Home Office in respect of police pensions. Whilst no formal proposals had been put forward at the time of the meeting, it was anticipated that a similar approach to the wider public sector was to follow. The General Secretary advised he was engaged in several high level meetings with Scottish Ministers and continued to press the case on behalf of all Scotland's Police Officers

(this being done with the agreement of ASPS and SCPOSA) for the detrimental changes not to be applied in Scotland. The Committee agreed that every effort should be made to secure the police pension schemes from any detrimental changes.

5 POLICE ADVISORY BOARD FOR SCOTLAND (PABS) AND GENERAL INTERESTS COMMITTEE

The General Secretary informed the Committee that there had been no meetings of PABS since the last meeting of the Joint Central Committee. He also advised the Committee that it was expected the legislation for the police service of Scotland would recommend the abolishment of PABS. The General Interests Committee meeting scheduled for December had been cancelled and was rescheduled for 17 January.

6 FINANCE

A report on the SPF Voluntary Fund Account was circulated and was approved.

The Committee was informed that there would be no requirement for an increase to minimum voluntary subscription in 2012. The Committee agreed to engage an architect to consider accommodation requirements and review the plumbing at Woodside Place.

The Committee approved a suggestion relative to the production costs of the preparation of the memorial tribute shown at Annual Conference. It was agreed that relatives participating in the recording be invited to a central location where the memorial tribute would be recorded.

The Committee did not support the proposal to buy a video conferencing bridge, but they discussed renting the facility. David Hamilton was to investigate this further.

Later in the meeting the Committee discussed a number of complex issues associated with the reform programme. The Committee agreed that the often technical and confidential nature of issues associated with finance necessitated the re-establishment of a Finance Standing Committee. The Committee further agreed its membership be based on the current finance working group.

7 EFFICIENCY STANDING COMMITTEE (ESC)

There was a meeting of the ESC on 13 December 2011. Minutes were distributed with JCC Circular 88 of 2011. This was noted by the Committee.

8 WELFARE STANDING COMMITTEE (WSC)

There was a meeting of the WSC on 13 December 2011. Minutes were distributed with JCC Circular 88 of 2011. This was noted by the Committee.

9 JCC CIRCULARS ISSUED SINCE LAST MEETING

The Committee noted the paper.

10 FORCE REFORM

The General Secretary and David Ross gave brief updates on recent meetings they had attended. David Ross had been in contact with all of the ACPOS workstream leads and arrangements for further liaison were in hand. It appeared that one of the only firm decisions taken by the ACPOS workstreams was that equality would run through each strand of work. The Committee agreed that Jackie Muller should lead on these issues for the SPF.

The General Secretary informed the Committee that the new Chief Constable of the Police Service for Scotland would be based at the Scottish Police College and that all planning assumptions for the date for implementation for the new service were the 1st April 2013. He reported that the Bill would be published within weeks and given the enormity of its implications two whole weeks had been scheduled within Woodside Place for scrutiny of the Bill and the preparation of a response.

10a JCC WG on SPF FINANCE

An Agenda paper detailing the work of this Group to date had been circulated and was noted. In addition the Committee agreed with the proposal that every effort and cooperation should be extended to the delivery of a 'shadow' budget by the May meeting of the Committee.

10b JCC WG on SPF ICT

An Agenda paper detailing the work of this Group to date had been circulated and was noted.

10c JCC WG on SPF MEMBER SERVICES

An Agenda paper detailing the work of this Group to date had been circulated and was noted. The General Secretary advised the meeting that due to pressures of time it was highly desirable this matter be concluded by the November meeting of the Committee. The Committee agreed.

10d JCC WG on SPF STAFF

An Agenda paper detailing the work of this Group to date had been circulated and was noted. The Committee endorsed the JCC Working Group on SPF Staff's view that the 'transfer' process should be guided by the principles of TUPE.

10e JCC WG on SPF STRUCTURE

An Agenda paper detailing the work of this Group to date had been circulated and was noted. The Committee also endorsed the re-establishment of the Finance Standing Committee. It was also agreed that a 'roadshow' on the reform issues and changes to pay and conditions be arranged.

11 OLYMPIC & COMMONWEALTH GAMES

The Committee was informed that the Deputy General Secretary Elect and General Secretary had recently met with Martin Gallacher of ACPOS and that the Deputy General Secretary Elect had been invited to attend the NPIA Olympics Planning Day on 31 January. He had attended an Olympics Planning Day meeting on 14 December. The next meeting had been scheduled for 2 February. The Committee discussed rotas, accreditation and workforce agreements and it was noted that the Deputy General Secretary Elect would circulate the roster he had prepared shortly.

12 SPF PROTECTIVE MARKING SYSTEM

The Committee discussed the issue and agreed that it was a risk not having one in place. The General Secretary agreed to discuss the matter with his counterparts in England and Wales and would update the Committee in due course.

13 CORRESPONDENCE

The General Secretary informed the Committee that he had received numerous items of routine correspondence which was available for viewing at Woodside Place.

14 COMPETENT BUSINESS

The General Secretary read an email from Hamish Grace informing the Committee that he was doing well in his recovery and intended to be back to work in March/April 2012. The committee warmly welcomed the news and asked continued good wishes be conveyed to Hamish.

In addition, the Committee extended best wishes to Mike Kennedy and his wife.

The Committee discussed Annual Conference and were informed that the General Secretary, Chairman and Office Manager had gone on a site visit to the Grand Central Hotel in Glasgow. The Committee discussed this venue and it was agreed that it was unsuitable for 2012/13. The Committee noted that the venue for 2014 would need to be secured by end 2012.

The following Motion was carried by the Committee:

Police Federation Scotland Rules – Rule 27

“The Joint Central Committee asks Annual Conference to delete Rule 27 of the Police Federation (Scotland) Rules and replace it with a new Rule 27 to read;

These Rules may, from the close of this Conference, to the opening of Conference 2014, be amended or replaced by the Joint Central Committee.”

The following Motion had been remitted to the Joint Central Committee by the Conference Arrangements Committee.

Civic Government (Scotland) Act 1982 Legislation - Metal Dealers and Itinerant Dealers

“This Joint Branch Board asks Annual Conference to ask the Joint Central Committee to seek a review of Civic Government (Scotland) Act 1982 Legislation, so this legislation may be updated in respect of penalties imposed by statute, improve accountability of license holders and create new offences in respect of non- license holders undertaking activities in relation to metal dealers and itinerant metal dealers activities.”

The JCC carried the Motion. It agreed that this Motion was closely aligned to the Government consultation on the Criminal Cases (Punishment and Review) (Scotland) Bill. The Joint Central Committee was to respond to this consultation and it was agreed that the Motion and material received from Colin Johnstone would be utilised for this.

The Motions for Annual Conference 2012 were circulated. There were no amendments proposed by the Joint Central Committee.

15 CLOSURE

The Vice Chairman reminded the Committee that this was the Chairman’s last meeting and gave thanks to him for all the work he had carried out on behalf of the Federation. The Chairman thanked the Committee for their contributions over the preceding days and closed the meeting by wishing everyone a safe journey home. The next meeting will be on 13th and 14th March 2012 at the Grosvenor Hotel, Glasgow.

LES GRAY
Chairman

CALUM STEELE
General Secretary

INSPECTOR'S CENTRAL COMMITTEE

Minutes of the Inspector's Central Committee meeting held in Hilton Grosvenor, Glasgow on 10 January 2012.

1 ROLL CALL

Andy McIntyre	-	Central Scotland
Garey Miller	-	Dumfries and Galloway
Scott McCallum	-	Fife
Stewart Sandilands	-	Lothian and Borders
Willie MacLennan	-	Northern
Andrea MacDonald	-	Strathclyde
Raymond McLeary	-	Strathclyde
Andy McCann	-	Tayside
Les Gray	-	Ex-Officio

2 APOLOGIES

Apologies were received from Mike Kennedy.

3. OPENING OF MEETING

In Mike Kennedy's absence Andy McIntyre chaired the meeting. Andy welcome all present and, on behalf of the ICC, stated our thoughts are with Mike and his family. Andrea MacDonald was also welcomed to her first meeting as a full-time JCC rep.

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 had been circulated and were adopted as a true record of that meeting.

6. MATTERS ARISING

There were no matters for discussion.

7. COMPETENT BUSINESS

7.1 Annual Conference

Les Gray stated that the hunt for suitable and alternative accommodation for annual conference continues. He had visited the Grand Central Hotel Glasgow and despite previous reservations, he has amended his opinion and now believes it to be a suitable venue. Despite this though there may be issues over exhibitor floor space and the number of people that can dine at any one time. This was further discussed at the full JCC meeting.

7.2 ICC Annual Conference

There was a short discussion about the value of having Dr Vass attend the ICC annual conference to discuss the recent ICC survey. There was agreement that this was a worthy idea and should be progressed.

7.3 Federation Structure (Position of Inspecting Ranks)

A discussion took place regarding the restructure of the police service in Scotland. Concerns were raised by all around the table that the likelihood is the workload and responsibility for all Inspecting ranks will increase substantially and in particular for Chief Inspectors with the likelihood that there will be a reduction in the Superintendent ranks. It was decided that all representatives should maintain a watching brief in their respective areas.

7.4 Olympics

There was a general discussion around the Olympics and in particular about concerns that Scottish officers may be dealt with under pay and conditions that exist in England and Wales. Les Gray assured those present that the Scottish officers deployed in England would be dealt with under Scottish pay and conditions. The catalyst for the discussion was the PAT announcement that it had found in favour of the official side and was therefore allowing the Winsor report recommendations.

7.5 Winsor

Following on from the previous discussion, there was much head shaking and comment in disbelief that our colleagues in E&W were being victimised by the UK Government. Officers now face the very real prospect of having the pay, conditions and pension rights cut by tens of thousands of pounds. While thankful this is not affecting Scotland, this should be seen as a record of our disgust at the decision and one of solidarity with our colleagues in E&W.

8. OFFICE BEARER ELECTION

8.1 Chair

Mike Kennedy was proposed by Andrea and seconded by Andy McIntyre. He was elected unopposed.

8.2 Vice-Chair

Andy McIntyre was proposed by Scott McCallum and seconded by Andy McCann. He was elected unopposed.

8.3 Secretary

Andrea MacDonald was proposed by Les Gray and seconded by Scott McCallum. She was elected unopposed.

8.4 ICC PNB Rep

Mike Kennedy was proposed by Raymond McLeary and seconded by Andrea MacDonald. He was elected unopposed.

8.5 ICC PNB Rep (1st Reserve)

Andrea MacDonald was proposed by Les Gray and seconded by Andy McIntyre. She was elected unopposed.

ICC PNB Rep (2nd Reserve)

Andy McCann was proposed by Scott McCallum and seconded by Stewart Sandilands. He was elected unopposed.

9. AOCB

There was discussion around a gift for Mike Roulston of the Police Federation E&W by way of a thank you from the ICC in acknowledgement for his work in helping us carry out the recent ICC survey. It was agreed that a quach would be purchased and suitably engraved. Les Gray is to pursue this through Woodside Place.

10. CORRESPONDENCE

There was no correspondence received.

11. CLOSING REMARKS

11.1

The chair closed the meeting with acknowledging the work and efforts of Les Gray, Scottish Police Federation Chair who retires very shortly and to wish him and his family all the best for the future.

11.2

There was a show of appreciation for Andy McIntyre for stepping into the breach and chairing the meeting at short notice.

12. DATE OF NEXT MEETING

Date of next meeting is Tuesday 13 March 2012.

ANDY MCINTYRE
Temporary Chairman

SCOTT MCCALLUM
Temporary Secretary