



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 Hilton Grosvenor, Glasgow on Tuesday 5th and Wednesday 6th March 2013.

1 ATTENDANCE AND OPENING

Calum Steele (General Secretary)	-	Northern
Robert Milligan (Deputy General Secretary)	-	Dumfries and Galloway
Brian Docherty (Chairman)	-	Strathclyde
David Ross (Vice Chairman)	-	Northern
Graham Neilson (Treasurer)	-	Strathclyde
John Adams	-	Dumfries and Galloway
Tom Bingham	-	Strathclyde
David Blacklock	-	Dumfries and Galloway
Katrina Cameron (Day 1 only)	-	Strathclyde
John Crawford	-	Northern
Gordon Dixon	-	Lothian and Borders
Graeme Ednie	-	Northern
John Ferguson	-	Tayside
Amanda Givan	-	Fife
David Hamilton	-	Tayside
Blair Henderson (Day 2 only)	-	Strathclyde
Peter Jones	-	Grampian
David Kennedy	-	Strathclyde
Mike Kennedy	-	Grampian
Andrea MacDonald	-	Strathclyde
Malcolm MacDonald	-	Strathclyde
Willie MacLennan	-	Northern
Iain McGregor	-	Central Scotland
Andy McIntyre	-	Central Scotland
Gordon Milne (Day 1 only)	-	Tayside
Jackie Muller	-	Lothian and Borders
Ian Muir	-	Fife
Stewart Ross	-	Central Scotland
Gillian Tennant	-	Lothian and Borders
Graham Sloan	-	Grampian
Donald Walker	-	Dumfries and Galloway

The Chairman opened the meeting by thanking everyone for their attendance. He welcomed David Blacklock, Gillian Tennant and Katrina Cameron who were replacing Garey Miller, Peter Russell and Blair Henderson respectively. Apologies were received from Scott McCallum. John Campbell, David Cummings and Jim Foy attended the meeting as Observers. The Chairman invited all in attendance to take a full part in the meeting.

The Separate Central Committees met between 10 and 11am.

i6 Project

Chief Superintendent Alec Hippman and Chief Inspector Brian Cook from Strathclyde Police attended the meeting on Day one. They gave a presentation on the i6 Project and answered questions from the floor.

2 MINUTES OF PREVIOUS MEETING

The Minutes of the last meeting were accepted as a true record.

3 LEGAL ADVICE AND ASSISTANCE

The Committee was informed that that since the last JCC meeting ten new case files had been received; three conduct cases (03-13, 04-13 & 12-13), one medical appeal (05-13), one injury cases (08-13), one victimisation case (06-13), two discrimination cases (10-13 & 11-13), one CICA case (09-13) and one SHHD query (07-13). A further four files were rejected.

Graeme Ednie asked if there were any plans to introduce local firms to the panel of solicitors currently being used. The Deputy General Secretary told him that he was currently reviewing the panel of solicitors and had recently met with two Glasgow based firms. He was awaiting further information from other firms and after discussion about the benefits of engaging regionally based firms it was agreed that this would be considered in the future.

David Hamilton referred to difficulties he had experienced recently with his force relative to Scottish Home and Health Department Police Circular 18/1978, Police (CC) 22/1978 - Legal Assistance for Police Officers. He had spoken to the General Secretary about this and felt it was time that the provisions were updated. David Kennedy said that the Strathclyde Police DCC had issued a memorandum urging officers to use their own insurance provision rather than this circular and members agreed that this was entirely inappropriate and unsatisfactory. The Deputy General Secretary said he would look into this matter.

4 PNB

The General Secretary said that much of the recent work of the PNB Staff Side (UK) was related to the Police Arbitration Tribunal decision and the technical aspects of

the proposed changes for the new police pension scheme in England and Wales. The Staff Side of the Scotland Standing Committee of the PNB had also been working on pensions and the timetable which is driving that agenda.

The General Secretary reported there had to be a new Pensions Act by April 2015. The working document had to be prepared 12 months before April 2014 to enable scheme administrator's time to adjust to the new arrangements. That left just over 12 months to achieve the necessary legislative changes in Scotland. The parliamentary timetable demanded draft legislation had to be laid in April 2013 (May at the very latest) and discussions on this had been taking place. He reminded the JCC that as a constituent of staff side it had agreed to part fund the engagement of Mercer Actuaries to assist in this.

The General Secretary said he was aware that members were calling for legal opinions and actions. He gave a summary of what was being done both within police staff association circles and the wider public sector in this regard. He said that some challenges could only be mounted when the legislation was published as one could not legally challenge an idea or a concept but would have to wait and challenge a deed or an action.

The General Secretary said the Scottish Government did have some limited room for manoeuvre on the police pension schemes in Scotland. He said most replies to lobbying letters from SNP politicians indicated that the changes were being imposed by Westminster while most reply from other politicians indicated that the SNP Government did have latitude. He said the truth probably lay somewhere in the middle. He said the areas that had the greatest impact on cost were controlled by Westminster, e.g., the imposition of a career average scheme (CARE), the updating of pensions in payment by the CPI and the normal retirement age of 60, these were not open to negotiation. He reported that the Scottish Government was taking a firm line that any possible alterations would only be permissible within the same cost 'envelope'.

The General Secretary further commented that there were three categories of potential losers. Those in higher ranks would lose under a CARE scheme. Those in the 1987 scheme who would have reached 30 years' service before age 55 would only be able to draw CARE benefits at state retirement age, and those in the 2006 scheme who would have expected to retire below age 60 but if they did so would have an actuarially reduced pension on their CARE benefits.

After some careful and detailed consideration it was obvious that not all members would be impacted on equally. There is nothing that can be done to alter that. The best that could be done was to try to address the greatest injustices for the greatest numbers of people. He said the view was that the best that could be done was to soften the edge for the 1987 scheme members and their state pension age.

The General Secretary said that the Staff Side of the Scotland Standing Committee of the PNB had met with representatives of the Scottish Government, the Scottish

Public Pensions Agency and the Government Actuaries Department based in Edinburgh and Mercers to discuss options.

He explained two options, one, that the deferment age be linked to normal pension age of 60, and two, that the accrual rates take into account the 1987 scheme members legitimate expectation of double accrual after 20 years' service. He explained a complex set of calculations which were being considered. The second option found more favour with the official side representatives and they would be examined in greater detail.

The General Secretary said that Mercer had been asked to examine the potential for reduced contribution rate in return for a reduced accrual rate when applied to the police pay scales which exist in Scotland when compared to England and Wales scales. Mercer had done some preliminary work on a half percent and one percent reduction on the contribution rate and showed what it would mean in pensions value per annum. It was acknowledged that there were many unknown variables but the JCC had to decide if it was something it wished explored further and if the figures showed there was value in this the JCC had to decide if it was something they wanted to ask the Scottish Government for.

After a lengthy discussion it was agreed that further work should be done by Mercers and that the General Secretary should decide when he had further and better information to hand.

The General Secretary reported on the public sector pay freeze in Scotland coming to an end this year. The General Secretary reminded the committee that the police service should not fall under a general public sector pay policy as this would have a detrimental impact on the negotiating role when it comes to pay. Members discussed prospects for pay and when a claim could be submitted. They were generally in favour of submitting an early claim and asked the Staff Side of the Scotland Standing Committee of the PNB to look at this further.

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 or General Interests since the last JCC. As PABS will cease to exist after 1 April 2013, the Committee agreed to remove it from future agendas.

The General Secretary told the Committee that he had written to the Cabinet Secretary for Justice regarding working hours for inspectors and that a response was awaited.

6 FINANCE STANDING COMMITTEE (FSC)

The last meeting of the FSC was held on 19 February and the Minute had been circulated.

The following recommendations were made to the JCC:

The FSC recommends to the JCC that all full time officials be entitled to claim mileage expenses including a monthly allowance plus mileage incurred at the relevant HMRC rate.

The FSC recommends to the JCC that in light of the HMRC visit, the decision made at the previous JCC in respect of expenses paid to delegates and observers at Annual Conference be rescinded and that no allowance will be payable.

The FSC recommends to the JCC that the floats currently held by JCC members be withdrawn for those JCC members issued with a business charge/credit card. This should be repaid to the JCC account.

The Office Bearers recommends to the JCC that the JCC grants authority to the General Secretary to incur expenditure of up to £20,000 in any single transaction without recourse to the JCC.

All of the above recommendations were approved by the JCC.

The Treasurer told the Committee that a meeting scheduled for 4 March 2013 with solicitors and accountants had to be postponed as the written report of the initial findings of the HMRC review hadn't been received. Graeme Ednie asked whether there would be any personal liability as individuals had acted in accordance with the procedures in place. The Treasurer said there would not.

7 EFFICIENCY STANDING COMMITTEE (ESC)

The last meeting of the ESC was held on 19 February and the Minute had been circulated.

The Deputy General Secretary said that he had been invited to a series of meetings to revalidate the Diploma.

The Chairman said that Wendy Allitson would be attending a meeting on Thursday in Woodside Place to discuss the Accelerated Careers Development Program.

8 WELFARE STANDING COMMITTEE (WSC)

The last meeting of the WSC was held on 19 February and the Minute had been circulated. The JCC agreed to the proposals for the new Subject and Standing Committees which had been published in the last Welfare Minute as follows:

Proposed at the Subject Specific Secretary Meeting - Thursday 7 February 2013

Area Subject Committees (Equality, H&S, and Conduct) shall comprise:

- JCC Subject Secretary shall be ex-officio
- One member of Area Executive as Secretary of the Area Subject Committee
- Area Subject Committee shall appoint a Chairman
- Area Subject Committee Chairman shall not be a member of the Area Executive
- Area Subject Committee shall comprise a maximum of 9 plus the Secretary
- Area Subject Committee shall have no more than 4 meetings per annum for no more than one day per meeting

JCC Subject Standing Committees (Equality, H&S, and Conduct) shall comprise:

- The Vice Chairman of the JCC as chair the Equality and H&S Subject Committee
- The relevant Subject Secretary as the Secretary of the JCC Subject Committee
- The Deputy General Secretary of the JCC as chair the Conduct Subject Committee
- The Secretary of the relevant Area Subject Committee
- A further two members of the relevant Area Subject Committee
- The JCC Subject Committees shall have no more than 4 meetings per annum for no more than one day per meeting

Proposed at the Standing Committee Meetings - Tuesday 19 February 2013

JCC Standing Committees (Operational Duties; Legislation & Regulation) shall comprise:

- JCC Chairman and General Secretary
- Two members from each Area Committee

JCC Finance Standing Committee shall comprise:

- JCC Trustees
- JCC Treasurer
- Each Area Chairman or Secretary

9 JCC CIRCULARS ISSUED SINCE LAST MEETING

A paper had been circulated and was noted.

10 FORCE REFORM

The Vice Chairman updated the Committee and told them that all regulations had been laid before the Scottish Parliament and were now with the Justice Committee for scrutiny. The consultation on the PSoS Determinations had closed and a response had been sent. He also told the Committee that the SPF and ASPs had withdrawn from the HR JNCC and that the first meeting of the new National JNCC would take place at the end of March. All Area Command appointments had been made and Chief Inspector appointments for Operational Support would be made soon.

The General Secretary told the Committee that he had recently met with Chief Constable Stephen House. At that meeting the proposed SPF structure, duty time for Annual Conference and shift arrangements had been discussed. The Committee was informed that David Kennedy, Stewart Ross and Graeme Ednie, who had previously been identified to lead on the subject for their own areas, would be attending a meeting with ACC Bernie Higgins, Strathclyde Police to discuss workforce agreements and variable shift systems.

The Committee discussed variable shift patterns and the General Secretary said that all examples of where these had been arbitrarily introduced should be sent to him in order that he can pass them on to Chief Superintendent Derek Robertson who is dealing with issues of non-compliance.

The following recommendation was put forward by the Treasurer and was approved by the JCC:

That the JCC grants power to the 4 office bearers to set up a new Insurance Trust empowering the JCC to operate group insurance and other relevant members' services and that the power includes the appointment of those 4 office bearers as trustees.

10a JCC Working Group on SPF ICT

The JCC WG on SPF ICT had met on 19 February and the Minute had been circulated.

David Hamilton told the Committee that Laura Wilson had been appointed ICT Administrator for the SPF. He also said that the network, file servers and telephony infrastructure were installed and being rolled out across the offices. A telephone number structure had now been agreed and the SPF had successfully acquired a 0300 number that would minimise the cost of calls to the organisation from members. The Database was 90-95% ready and a development copy had been received. The Committee was informed that all users would be fully trained before the new database was live. A meeting had been arranged with Pulsant regarding Mimecast (an email archiving system) and the Lync communications software. A new website was also being built and Stewart Ross was taking the lead on this issue.

The Chairman asked that thanks be recorded to the members of the ICT Working Group for all the work they had carried out in relation to this matter.

10b JCC Working Group on SPF MEMBER SERVICES

The Treasurer told the Committee that the JCC WG on Member Services had met on 28 January and 19 February and that the minutes had been circulated.

At the first meeting, members considered the tenders and Carmichael and Partners were selected as the preferred candidate. The Office Bearers were instructed to enter negotiations with the brokers, fine tune the cover and ascertain the necessary processes on transition from the current four providers. They reported back to the second meeting and were given instructions to seek further cover. It was noted that the SPF would be an appointed representative of Carmichael and Partners under the Financial Services Act. The Treasurer reported that the negotiations were in the final stages and he said that details would be sent to members as soon as possible. He summarised the cover and answered questions on costs, levels of cover, advertising and administration. The JCC gave the Treasurer approval to go ahead and sign a contract with Carmichael and Partners.

The Treasurer said that the BUPA cover would continue as would the Benenden Health Care Scheme. He said that Staff Discount UK would not continue.

The Treasurer circulated copies of the new Death Benefit Scheme which was approved by the JCC. Graeme Ednie raised the question of nomination forms and the Treasurer said he envisaged new forms being required.

The Treasurer said that Carmichael and Partners would be writing to each retired member with details of a new scheme for them. The JCC gave the Treasurer the approval to go ahead and sign a contract with Carmichael and Partners in relation to this.

10c JCC Working Group on SPF STAFF

The Deputy General Secretary told the Committee that all staff contracts were almost ready to be circulated. The Treasurer told the Committee that Alexander Sloan & Company had been appointed to handle the payroll for the SPF. The Company would also advise on issues relating to individuals but all such queries should be directed through the Treasurer in the first instance.

10d JCC Working Group on SPF STRUCTURE

The General Secretary reported that as the structure of the SPF had now been agreed this item could be removed from future agendas. This was approved by the Committee.

Jackie Muller asked a question about special constables' monthly direct debits and the Treasurer said he had written to her office regarding this.

11 G8

The Deputy General Secretary gave an update to the Committee. As it was of a confidential nature, it was agreed that it would not be reproduced in the Minute

12 COMMONWEALTH GAMES

The Deputy General Secretary gave an update to the Committee. He told them that the last meeting of the planning team was held on 26 February. At that meeting, restrictions on annual leave and shift patterns were discussed.

13 MOTION

The following motion was remitted to the JCC by the CAC; was proposed by Gordon Dixon and seconded by Jackie Muller:

Performance Indicators

That this Joint Branch Board asks the Joint Central Committee to make strong representations of opposition to the use of performance indicators in respect of police "Stop and Search" powers.

Lothian & Borders Joint Branch Board

After debate the JCC defeated the motion.

14 CORRESPONDENCE

The General Secretary told the Committee that outwith general correspondence he had received a letter seeking a donation to a charitable event. After discussion on this correspondence and a question raised under competent business, the JCC passed the following motion:

JCC authorises Trustees to make individual charitable grants of up to £1000 providing the annual total does not exceed £10,000.

15 COMPETENT BUSINESS

It was agreed that the Deputy General Secretary and John Adams would attend the AGSI Annual Conference in Sligo in March.

Mike Kennedy raised the issue of votes from Scotland relative to the Police Treatment Centres and St George's Fund. He said that Scotland currently had 17 votes and these would have to be rearranged following the creation of the PSoS. He

proposed that two votes should be allocated to each of the three Area Committees and the remainder utilised by post by the Chairman and General Secretary of the JCC. This was seconded and carried by the Committee.

Malcolm MacDonald raised the issue of officer safety training at the SPC and a proposal that annual requalification be abolished and replaced with qualification every two years. Members agreed that this was unacceptable and asked David Cummings to look into this matter.

Andrea MacDonald raised the issue of female body armour and the fact that the ordering of new equipment was severely restricted. It was agreed that Andrea, Jackie Muller, and Davy Cummings would meet to discuss this matter further.

Malcolm MacDonald said it had been agreed that the West Area Committee would hold one day meetings after assurances that accommodation and travel would be facilitated for those who required it.

16 CLOSURE

The Chairman told the Committee that this was the last JCC meeting in its current format and gave thanks to everyone for their efforts.

The Chairman told the Committee that this was Kathleen Claudin, SPF Office Managers' last JCC meeting before retiring. He gave thanks to Kathleen for all her efforts over the years and wished her well in her retirement. The General Secretary echoed these remarks.

The Chairman closed the meeting and 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 the Constables' Central Committee meeting held in The Hilton Grosvenor Hotel, Glasgow on Tuesday 5 March 2013

1. ROLL CALL

Stewart Ross	-	Central Scotland
Donald Walker	-	Dumfries & Galloway
Amanda Givan	-	Fife
Peter Jones	-	Grampian
Jackie Muller	-	Lothian & Borders (Chair)
Graeme Ednie	-	Northern
David Kennedy	-	Strathclyde (Secretary)
Malcolm Macdonald	-	Strathclyde
John Ferguson	-	Tayside
Brian Docherty	-	Ex Officio
Calum Steele	-	Ex Officio
David Ross	-	Ex Officio

Observers

David Cummings	-	Lothian & Borders
Jim Foy	-	Strathclyde

2. APOLOGIES

No apologies

3. ADOPTION OF STANDING ORDERS

Standing Orders were adopted for the duration of the meeting.

4. OPENING OF MEETING

The Chair opened the meeting and welcomed everyone and she asked that everyone fully participate in the meeting.

5. MINUTES OF THE PREVIOUS MEETING

The minutes of previous meeting were accepted as a true record of the meeting.

6. MATTERS ARISING

(a) Annual Conference 2013

It was agreed that this should be removed from the agenda.

(b) PNB

General Secretary gave an update re Pensions.

(c) JCC Agenda

No Items of Discussion

(d) SPF/CCC Structure

Future structure of the Constables Committee shall be 6 (2 from each area) plus the ex-officio office bearers.

7. COMPETENT BUSINESS

No competent business.

8. CORRESPONDENCE

No Correspondence received

9. DATE AND PLACE OF NEXT MEETING

The next meeting is to be held in Grosvenor Hilton Hotel, Glasgow on Tuesday 11th of June 2013.

10. CLOSURE

The Chair closed the meeting, thanking everyone for their attendance.

JACKIE MULLER
Chair

DAVID KENNEDY
Secretary

SERGEANT'S CENTRAL COMMITTEE

Minutes of a meeting of the Sergeant's Central Committee held in the Grosvenor Hotel, Glasgow, Tuesday 5 March 2013.

1. ROLL CALL

Iain McGregor - Central Scotland
John Adams - Dumfries and Galloway
Ian Muir - Fife
Graham Sloan - Grampian
Gordon Dixon - Lothian and Borders
John Crawford - Northern
Graeme Neilson - Strathclyde
David Hamilton - Tayside

Rab Milligan - Ex Officio

2. APOLOGIES

Blair Henderson

3. CHAIRMANS OPENING REMARKS

Rab Milligan opened the meeting by welcoming everyone present and invited a full participation from the group.

4. REFORM

Rab Milligan provided a brief update on reform as this was to be discussed in full at the JCC, a general discussion on this took place.

5. CORRESPONDENCE

There were no items of correspondence.

6. COMPETENT BUSINESS

There were no items of competent business.

7. CLOSURE OF MEETING

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

RAB MILLIGAN
Chairman

GORDON DIXON
Secretary

INSPECTOR'S CENTRAL COMMITTEE

Minutes of the Inspector's Central Committee meeting held in The Hilton Grosvenor Hotel, Glasgow on Tuesday 5 March 2013

1. Roll Call

Andy McIntyre	-	Central Scotland
David Blacklock	-	Dumfries and Galloway
Mike Kennedy	-	Grampian
Gillian Tennant	-	Lothian and Borders
Willie MacLennan	-	Northern
Tom Bingham	-	Strathclyde
Andrea MacDonald	-	Strathclyde
Gordon Milne	-	Tayside

2. Apologies

Apologies were received from Scott McCallum (Fife), Garey Miller (Dumfries and Galloway) and Peter Russell (Lothian and Borders).

3. Opening of Meeting

The Chair opened the meeting and welcomed everyone; he advised the meeting that Gillian Tennant would be a permanent replacement for Peter Russell. He also reminded everyone that this would be the last meeting of the ICC in its current format as we move towards the Police Service of Scotland on 1 April 2013.

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. Previous Actions

6.1 ICC Survey Progress

The Chair updated the meeting that Phase 2 was ready to begin and this would involve Focus Groups across the country. Due to the interest and support shown from the Association of Police Superintendents Scotland for this piece of work it has been agreed that they will also take part in the Focus Groups.

There will be two Focus Groups held in Scotland, one in the Glasgow area and the other around the Central belt to allow maximum participation.

It has been hoped that Professor Turnbull and/or Dr Wass would be able to attend Annual Conference and give an input to the ICC but they are already committed to facilitating Focus Groups within England and Wales on these dates.

It was agreed that despite this, the ICC would still hold a full meeting at Annual Conference to allow those who do not attend JCC to ask questions and be given up to date information as to what is being done by the ICC in general and with the survey in particular.

There was some general discussion regarding the findings of the survey, the progress being made and the way ahead.

7. Matters Arising

There was considerable discussion and debate surrounding the Police Service of Scotland and emerging issues and developments as we move closer to 'Day 1'.

Andrea MacDonald and Gordon Milne provided updates regarding the recent Policing Conference held in Edinburgh where the Chief Constable, Mr House, the Justice Minister, Mr MacAskill, and the Chair of the Scottish Police Authority, Mr Emery all gave speeches about their visions for the future of the Police Service of Scotland.

8. AOCB

There were no matters of competent business raised.

9. Correspondence

There were no items of correspondence.

10. Date of Next Meeting

The next meeting of the ICC will be held at Annual Conference which takes place in Aviemore from 15 - 17 April 2013.

ANDREA MACDONALD
Secretary

MIKE KENNEDY
Chairman