



# 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 1st and Wednesday 2nd May 2012.

### 1 ATTENDANCE AND OPENING

Calum Steele (General Secretary)	-	Northern
Brian Docherty (Chairman)	-	Strathclyde
Robert Milligan (Deputy General Secretary)	-	Dumfries and Galloway
David Ross (Vice Chairman)	-	Northern
John Adams	-	Dumfries and Galloway
David Barclay	-	Tayside
Martin Bertram	-	Dumfries and Galloway
John Crawford	-	Northern
Gordon Dixon	-	Lothian and Borders
Graeme Ednie	-	Northern
John Ferguson	-	Tayside
Jim Foy (Day 2 only)	-	Strathclyde
David Hamilton	-	Tayside
Blair Henderson	-	Strathclyde
Steven Herd	-	Fife
Peter Jones	-	Grampian
David Kennedy	-	Strathclyde
Mike Kennedy	-	Grampian
Andrea MacDonald	-	Strathclyde
Malcolm MacDonald (Day 1 only)	-	Strathclyde
William MacLennan	-	Northern
Scott McCallum	-	Fife
Iain McGregor	-	Central Scotland
Raymond McLeary	-	Strathclyde
Garey Miller	-	Dumfries and Galloway
Jackie Muller	-	Lothian and Borders
Ian Muir	-	Fife
Graham Neilson	-	Strathclyde
Stewart Ross	-	Central Scotland
Peter Russell	-	Lothian and Borders
Graham Sloan	-	Grampian

The Chairman opened the meeting by thanking everyone for their attendance. He informed the Committee that there would be presentations by Arthur Donaldson of the Police Dependants' Trust and Mike Baxter of the Police Treatment Centre at the close of business, and a drinks reception would follow the presentation.

He welcomed Martin Bertram, Stevie Herd and Peter Russell who were replacing Donald Walker, Amanda Givan and Stewart Sandilands respectively. Jim Foy replaced Malcolm MacDonald on Day 2 of the meeting. Martyn Turner attended the meeting as an observer.

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 informed the Committee that since the last JCC meeting, eleven new files had been forwarded to the solicitors; two injury cases (21/12 & 22/12), three medical appeals (14/12, 15/12 & 18/12), one pension appeal (13/12), four conduct cases (16/12, 17/12, 19/12 & 20/12) and one road traffic accident (23/12). A further 10 files had been rejected. The Deputy General Secretary thanked JBB Secretaries for their cooperation with the new Legal Advice and Assistance criteria. The Vice Chairman asked whether all solicitors had signed up to the new Memorandum of Understanding and were told that they had.

## **4 PNB**

The General Secretary said the last Police Negotiating Board meetings had been held on 11/12 April 2012 when part 1 of the Winsor report and the Police Arbitration Tribunal recommendations had been discussed. The Winsor 2 report had been published and obviously much of the meetings had been dedicated to debating that. In addition, Police Negotiating Board Circular 2012/1 (Advisory) had been issued on Temporary Promotion. A Scottish Government circular was required to implement the agreement on Temporary Promotion but this had been delayed due to a heavy civil service workload.

The Police Negotiating Board Grant in Aid had been discussed at length. The Grant in Aid had been cut by 5% and staff side members debated how the global sum should be split. The Grant in Aid budget had been put under severe stress in the last year because of extra meetings relative to the Winsor and Hutton reviews. This matter had yet to be resolved but the Police Negotiating Board Treasurer had been instructed to approach the Home Office for an increase in the budget for next year because eight extra working groups on Winsor had been arranged before July and an additional eight meetings on pensions had also been arranged. Clearly, the next year would be a busy one and consequently expenditure on travel, accommodation and subsistence would be high. The Committee noted that in the interim, the maximum reimbursement for accommodation and subsistence had been capped at unrealistic levels. As such each further meeting of PNB would result in direct costs for the SPF.

A new Police Negotiating Board Constitution was required for various reasons including the creation of a Scottish Standing Committee and possibly a Northern Ireland Standing Committee, the advent of Police and Crime Commissioners, the abolition of the Local Government Associations including Cosla and the likely abolition of ACPOS and the advent

of the Scottish Police Authority. This would be the subject of consultations in the near future.

In relation to part time inspectors working up to 40 hours, the Official Side were reluctant to issue a Police Negotiating Board Circular and the Staff Side had put them on notice that if a circular was not issued within a fortnight they would advise their members to implement court action.

A Police Negotiating Board Circular on the carry-over of annual leave in relation to the Stringer case was awaited.

Jackie Muller reported on the Staff Side claims relative to the Equality Act and said that information was being sought from forces but one force would be subject to a Freedom of Information request. She said the next meeting of the Gender Equality and Work Life Balance would be held on 6 June 2012.

The General Secretary said that along with Staff Side Secretary and representatives from Mercers Actuaries he was looking at the future of police pensions. In addition he was working in Scotland in an attempt to find better arrangements for police pensions in Scotland. Whilst the scope for variance in Scotland had been strictly narrowed by the Treasury there was a willingness in Scottish Government to listen to and consider proposals on matters including the normal retirement age, negotiations beyond 'accrual v re-evaluation', the avoidance of 'cliff-edge' proposals and tenures of retirement. The General Secretary said he would issue a circular explaining what he could do of these matters to the membership. The Committee agreed that the General Secretary should engage consultative assistance on pensions to assist over the next 12 months.

## **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 JCC.

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

Two meetings of the FSC had taken place since the last JCC meeting; 10 April and 25 April. Minutes had been circulated and were noted. The following three recommendations were remitted to the JCC:

Recommendation: That the JCC agree that for 2012/13, JBBs work to a 16 month accounting period.

**This was approved.**

Recommendation: That the JCC agree that JBBs should refer all spending decisions beyond normal business expenditure to the Finance Standing Committee.

**This was approved.**

Recommendation: That the JCC agree that all JBB accounts which have not yet been

formally audited be subject to a formal audit as soon as can be arranged by the JBB and the JCC which will approve the auditors. This work is to be done by the end of June 2012.

**This was approved and it was agreed that the Treasurer would write to all JBB Secretaries with the requirements for the audit. It was further agreed that the JCC would meet the costs of the auditors.**

The General Secretary informed the Committee that an advert had been placed for an Intern and that interviews would be held shortly.

## **7 EFFICIENCY STANDING COMMITTEE (ESC)**

There was a meeting of the ESC on 10 April 2012. Minutes were distributed with JCC Circular 23 of 2012. This was noted by the Committee.

## **8 WELFARE STANDING COMMITTEE (WSC)**

There was a meeting of the WSC on 10 April 2012. Minutes were distributed with JCC Circular 23 of 2011. This was noted by the Committee.

The Vice Chairman raised the issue of SPC Instructors Allowance. Members discussed the justification for the allowance and expressed concern that there appeared to be some desire to change the justification. The Committee agreed that the main justification for the allowance was that officers seconded to the college had to stay away from home and it was agreed that the Vice Chairman and Deputy General Secretary would advance this.

Jackie Muller informed the Committee that she had received correspondence from Alan Sneddon of the Gay Police Association regarding all forces being offered Gideon bibles. The Committee discussed this matter and agreed that it had no role in the debate.

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

The Committee noted the paper.

## **10 FORCE REFORM**

The Vice Chairman gave an update to the JCC in relation to progress of the Reform Bill and reform work streams restructuring various aspects of the service to create the new single Force. He advised the meeting that he had prepared a bulletin detailing the latest developments in relation to reform which would be circulated after the meeting.

Members discussed the reform process and how the SPF would be affected. They also noted the relevant dates for the various stages of the Bill.

The General Secretary thereafter advised the Committee that a reception for MSPs had been arranged for the evening of 9 May 2012 at the Radisson Blu Hotel in Edinburgh. The General Secretary gave thanks to David Hamilton's brother Duncan for providing information and assistance relative to the proposed parliamentary amendments.

The General Secretary reported that the Stage 1 report would be published on 2 May 2012 and the Government's response on 9 May 2012. The Stage 1 debate would be held on 10 May 2012 with likely dates for Stage 2 debates on 29 May, 12 June and possibly 6 June. Stage 3 would begin in the week beginning 25 June and Royal Assent would be given 4-6 weeks after the end of Stage 3.

The General Secretary said that the draft policy instructions for the Regulations to be made under Section 49 of the Bill were being compiled by the Scottish Government Reform Project Team and this work should be complete by 18 May.

Those regulations are:

Police Scotland Regulations; Police Special Constables Regulations; Police Promotion Regulations; Police Performance Regulations; Police Behaviour Regulations; Police Cadets Regulations; Police Appeal Tribunal Rules and Scottish Police Federation Regulations.

The Scottish Government Legal Department have been considering the draft policy instructions and should complete this work by 08 June. They will then draft the first Scottish Statutory Instruments and consult the project team to ensure they meet the needs of the policy by 12 June. The Project Board will meet to consider the draft SSIs by 20 June.

#### **10a JCC Working Group on SPF ICT**

There had been a meeting of the JCCWG on SPF ICT on 25 April. Minutes had been circulated and were noted. The Committee was informed that ASI would be making a presentation after the JCC meeting on Wednesday 2 May at 2pm.

#### **10b JCC Working Group on SPF MEMBER SERVICES**

There had been a meeting of the JCCWG on Member Services on 24 April. Minutes had been circulated and were noted. The following recommendation had been remitted to the JCC:

Recommendation: That the JCC agree that a National Death Benefit Scheme be established.

**This was approved.**

It was also noted that Balfour Manson had been chosen as the independent solicitors who would carry out the tendering process for the new group scheme.

#### **10c JCC Working Group on SPF STAFF**

There had been no meeting of the above group since the last JCC meeting.

#### **10d JCC Working Group on SPF STRUCTURE**

There had been a meeting of the JCC Working Group on Structure on 24 April. Minutes were circulated and were noted.

The Committee gave approval for the General Secretary to apply for planning position for extension of the premises at 5 Woodside Place.

The Committee also gave full delegated authority to the FSC to pursue any purchase of property that may be considered essential for continuity of SPF service provision as a consequence of transition to the Police Service of Scotland.

Members also discussed and reaffirmed their support for the future business of the SPF being structured on function rather than geography and noted this would require investment in ICT and telephony.

The General Secretary presented two diagrams to the Committee showing possible future structures for the SPF. The essential difference between the two was the position of the separate central committees. Both templates provided for the continuation of central committees with the only difference being their existence as a mandatory requirement or by volition. Members agreed the latter.

## **11 OLYMPIC & COMMONWEALTH GAMES**

The Deputy General Secretary gave an update to the Committee informing them that that Scottish Police College had received funding for IT to deliver the e-learning package to officers involved in the Olympics. He had been informed by SPICC that the first two modules had been available for some time and that all officers had commenced these modules. A further two modules would be available from 1 May. He had attended an Olympics Working Group meeting at Leatherhead on 24 April. At that meeting Mr Peter Maddison, head of the Demand and Resource team confirmed that officers would be remunerated according to the General Secretary's update at the last meeting. He informed the Committee that Metropolitan Police had all names of officers attending on Mutual Aid but that they were not in a position to allocate tours of duty and locations at this time. He had given Metropolitan Police two weeks to get the allocations completed. He would be assisting the Home Office with a letter to all forces outlining how to claim back monies for mutual aid and also agreed to clarify in the letter exactly what the officers should get paid.

Accommodation had been booked at Leatherhead for representatives attending and a one day post incident procedure training day has been arranged for Wednesday 4 July at the Grosvenor Hilton in Glasgow to be run by John Coppen and Paul Davis, Olympic Leads for the PFEW.

The next meeting of the Olympics Working Group will be held on 23 May 2012 where it is hoped that a Briefing Paper will be available for use by the Federation representatives attending the games.

This item was removed from the JCC Agenda as it was covered by the Welfare Standing Committee.

## **12 SPF PROTECTIVE MARKING SYSTEM**

The Committee was informed that the SPF marking system would need to take heavy cognisance of the Government marking system. This item would be progressed through the JCCWG on SPF ICT and was therefore removed from future agenda.

### **13 SAFER WORKING PRACTICES**

This item had been passed to the SPF Health and Safety Forum and was therefore removed from this agenda.

### **14 POLICE MEMORIAL SERVICES**

The Committee was informed that there will be a Scottish Police Memorial Service at the Scottish Police College on 5 September 2012 at 11am. Anyone wishing to attend should contact Nicola Foster at the SPC.

The National Police Memorial Day will be held on Sunday 30 September at York Minster.

Correspondence between the Chairman and Sir Hugh Orde OBE, QPM regarding the National Police Service Memorial had been circulated and was noted. The Committee agreed with the position adopted by the Chairman.

### **15 CORRESPONDENCE**

The Committee was informed of two letters of correspondence received by the General Secretary as follows;

- Letter from Stevie McCann, General Secretary of the PFNI congratulating him on the success of the SPF Annual Conference.
- Letter from the Victoria Hospice thanking the SPF for the donation they received from the Charity Dinner held at Annual Conference.

### **16 COMPETENT BUSINESS**

The Chairman told the Committee that he had received correspondence regarding representatives attending the wreath laying ceremony at the Cenotaph on 11 November 2012. He asked that names of those wishing to attend be emailed to him in due course.

### **17 CLOSURE**

The Chairman told the Committee that this would be Raymond McLeary's last JCC meeting. He gave thanks to Raymond for the work he had carried out on behalf of the JCC and wished him well for his retirement.

The meeting closed with a vote of thanks to the Chairman.

**BRIAN DOCHERTY**  
Chairman

**CALUM STEELE**  
General Secretary

## INSPECTORS' CENTRAL COMMITTEE

Minutes of the Inspectors' Central Committee meeting held in Hilton Grosvenor Hotel, Glasgow on Tuesday 1 May 2012

### 1. Roll Call

Garey Miller	-	Dumfries and Galloway
Scott McCallum	-	Fife
Mike Kennedy	-	Grampian
Willie MacLennan	-	Northern
Raymond McLeary	-	Strathclyde
Andrea MacDonald	-	Strathclyde
David Barclay	-	Tayside

### 2. Apologies

Apologies were received from Andy McIntyre and Stewart Sandilands.

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

### 6. Matters Arising

#### **ICC Survey - 'Time for Justice> Long Working Hours and the Well-Being of Police Inspectors'**

There was a general discussion about Annual Conference followed by a more detailed discussion regarding the input to the Inspectors Central Committee by Professor Peter Turnbull regarding the ICC Survey. There was agreement that the input had been worthwhile and properly pitched to the audience. When the survey was first published the ICC had drawn up a list of those who should receive a copy of the findings. However, after further discussion it was agreed that this should be reconsidered. The Chair proposed that there should be liaison with the office bearers at Woodside Place to identify the best way in which to distribute copies of the survey to ensure that it is incorporated into the reform proposals. He further suggested that a copy should be sent to Kenny MacAskill, Justice Secretary. Scott McCallum stated that prior to doing so we should engage with ACPOS and the Police Reform Team. The Chair agreed that this was worth considering and that it would be discussed with the office bearers at Woodside Place. David Barclay stated that the report

could be very pertinent to the work being done by the Police Reform Team, as any reduction to the ranks of Chief Superintendent/Superintendent would result in further workload being cascaded to the Inspecting Ranks. The Chair also suggested that the survey should be made available to the Federation Health and Safety Forum as there are concerns regarding the Working Time Regulations being breached on a regular basis. The Committee agreed with all of the foregoing proposals and instructed the Chair and Secretary to progress matters accordingly.

## **7. Correspondence**

There was no correspondence received.

## **8. AOCB**

Willie MacLennan advised the Committee that Hamish Grace had asked him to pass on thanks for the support provided to him and his family and for the kind words said at Annual Conference. Hamish remains in good spirits and continues to have a positive outlook. The Chair asked that Willie MacLennan continue to keep the Committee updated and to wish Hamish well.

The Chair acknowledged that this was the last meeting for Raymond McLeary who was retiring from Strathclyde Police after 30 years of service. On behalf of the Committee the Chair thanked Raymond for his work with the ICC and wished him a long, happy and healthy retirement.

## **9. Date of Next Meeting**

Date of next meeting is Tuesday 12 June 2012.

**ANDREA MACDONALD**  
Secretary

**MIKE KENNEDY**  
Chair