



# Scottish Police Federation

5 Woodside Place Glasgow G3 7QF

## Joint Central Committee Minutes

Ref: CS/DJK

Minutes of the Joint Central Committee meeting held at the Hilton Grosvenor, Glasgow on Tuesday 6th and Wednesday 7th November 2012.

### 1 ATTENDANCE AND OPENING

Calum Steele (General Secretary)	-	Northern
Brian Docherty (Chairman)	-	Strathclyde
David Ross (Vice Chairman)	-	Northern
Tom Bingham	-	Strathclyde
David Barclay	-	Tayside
John Crawford	-	Northern
Gordon Dixon	-	Lothian and Borders
John Drysdale	-	Grampian
Graeme Ednie	-	Northern
John Ferguson	-	Tayside
Amanda Givan	-	Fife
David Hamilton	-	Tayside
Blair Henderson	-	Strathclyde
David Kennedy	-	Strathclyde
Jim Loy	-	Dumfries and Galloway
Andrea MacDonald (Day 1 only)	-	Strathclyde
Malcolm MacDonald	-	Strathclyde
Murdo MacLeod	-	Northern
Scott McCallum	-	Fife
Iain McGregor	-	Central Scotland
Andy McIntyre	-	Central Scotland
Garey Miller (Day 1 only)	-	Dumfries and Galloway
Jackie Muller	-	Lothian and Borders
Ian Muir	-	Fife
Graham Neilson	-	Strathclyde
Stewart Ross	-	Central Scotland
Graham Sloan	-	Grampian
Stewart Sandilands	-	Lothian and Borders
Donald Walker	-	Dumfries and Galloway

The Chairman opened the meeting by thanking everyone for their attendance. He welcomed Jim Loy, John Drysdale and Murdo MacLeod who were replacing John

Adams, Peter Jones and Willie MacLennan respectively. John Campbell, David Cummings, Derek Baxter, Gordon Milne and Jim Foy attended the meeting as Observers. Apologies were received from the Deputy General Secretary who was on business in London and from Mike Kennedy. Andrea MacDonald tendered apologies for Day 2. The Chairman invited all in attendance to take a full part in the meeting.

The Separate Central Committees met between 10 and 11am.

## **2 MINUTES OF PREVIOUS MEETING**

Donald Walker raised an issue regarding a matter he raised at the last meeting not being produced in the Minute. It was explained this was due to the sensitivity of the issue and the JCC accepted this. The Minutes were thereafter adopted as a true record of the proceedings.

## **3 LEGAL ADVICE AND ASSISTANCE**

The Committee was informed that that since the last JCC meeting five new case files had been received; four conduct cases (44-12, 45-12, 46-12, 47-12) and one ill-health retiral/injury award case (48-12). Ten cases were closed; (71-07), (02-12), (40-11), (48-12), (41-12), (55-10), (12-10), (39-12), (12-12) and (25-12). A further three were rejected.

Graeme Ednie wanted the Minute to reflect his thanks to the Deputy General Secretary for help he had received in connection with a legal case.

Malcolm MacDonald presented an appeal to the Committee on behalf of a Strathclyde officer against a decision to refuse legal advice and assistance. Following discussion the Committee voted by majority to reject the appeal.

## **4 PNB**

The General Secretary reported that he had attended a PNB Staff Side meeting on 24 October and the Full PNB meeting on 25 October.

He reported that following a debate at the Staff Side on earlier police pension discussions it had been accepted that his recollection of events was correct.

He said he had written to all Scottish parliamentary representatives at Holyrood, Westminster and Strasbourg on the subject of police pensions and the implications for Scotland relative to proposed changes. These were complex issues and many of the replies he had received made it clear that few politicians understood the detail or importance of the subject before them.

As a consequence of the varying replies received, the General Secretary wrote a subsequent letter to the parliamentary representatives. Both letters can be viewed on

the SPF website.

The General Secretary also reported that the first meetings of the PNB Scotland Standing Committee (SSC) and its Staff Side would take place on 16 and 9 November respectively. He explained the background to the creation of the PNB SSC and summarised the arrangements for the Staff Side's office bearers, its support and secretariat which would have to be agreed with other constituent parts of the SSC Staff Side.

The General Secretary thereafter updated the Committee on the UK Government consultation to implement a Pay Review Body for the police service in England & Wales as advised in JCC Circular 70 of 2012. In effect this was a proposal to abolish the PNB.

The General Secretary stated this development underlined the importance of the newly established PNB SSC and should focus attention on its work and activities. He highlighted in particular the absolute requirement on the Scottish Parliament to pass legislation compliant with human rights. He further highlighted the particular difficulties any abolition of the PNB would have for police pension arrangements.

The Committee discussed future actions relative to pensions and the negotiating mechanisms at a Scottish and UK level and agreed the SPF response to this consultation should be a narrative and not one which directly responds to the questions posed.

Jackie Muller reported that following motions on ill-health retirement at Annual Conferences in 2006 and 2007, she had gathered together the related projects and carried out an updated study on forces' performance in this regard. It appeared there had been significant improvements and she proposed that the Project Records be closed and the situation monitored as we move to a single force. This was agreed.

The General Secretary said he had been in correspondence with the Scottish Government on the issue of part time Inspectors and working hours. It was hoped that the Cabinet Secretary for Justice would make a decision in the very near future.

## **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.

He told the Committee that he would raise the issue of working hours for Inspectors at his next meeting with the Cabinet Secretary for Justice.

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

The last meeting of the FSC was held on 16 October and the Minute had been circulated. This was noted by the Committee.

The Treasurer told the Committee that the Co-op Bank accounts had been now been set up and internet access was available to him.

The Treasurer told the Committee that following a meeting with David Hamilton, Kathleen Claudin, Alistair Kinnear and Ian Appleyard, the contract with Pulsant had been signed and work had started on the transfer to the new providers.

The Treasurer asked that details of all Joint Branch Board contracts and regular payments were sent to Woodside Place in order that he can start the process of migrating payment obligation to the SPF.

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

The last meeting of the ESC was held on 16 October and the Minute had been circulated. This was noted by the Committee.

Jackie Muller asked the Committee to send any comments they had on the Special Constabulary Consultation to her so that they could be included in her response.

She told the Committee that it was the intention to introduce an accredited course of flexible training which would result in the Special Constable Certificate. This would be equivalent to 25 points towards the Certificate in Policing. All special constables would receive the same level of training and all instructors would have a Diploma in Higher Education. No Equality Impact Assessment had been carried out yet.

She reported that Module 1 part A would be equivalent to 13 days training over a two month period. Module 1 part B would be equivalent to 9 days training over an 18 month period. This would then be equivalent to the first 5 weeks of Module 2 for regular police officers and that anyone joining the police service would only complete a transferee course of 6 weeks. She made it clear that she supports the increased training but felt that specials should still carry out the full training course if they were to become regular officers. The Committee agreed with that position.

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

The last meeting of the WSC was held on 16 October and the Minute had been circulated. This was noted by the Committee.

The Vice Chairman gave thanks to Andrea MacDonald for the information she provided regarding female body armour and asked that any more information regarding this matter be sent to him prior to passing it on to DCC Angela Wilson.

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

The Committee noted the paper.

## **10 FORCE REFORM**

An update from the Vice Chairman was circulated with the Agenda papers. He reported that the only change to the circulated paper was that it had now been agreed to have 14 divisions instead of 15.

The General Secretary and Chairman had met with the newly appointed Chief Constable for the Police Service of Scotland, Steven House on 31 October. They had discussed a wide range of issues including Mr House's proposals for the future command structure; divisional organisation; the police estate and the SPF structure and proposals for change. Discussions of SPF facilities and arrangements would continue with the Scottish Government and Mr House.

Discussion had also taken place on the Scottish Police Authority and its activities relative to the management of police finances and human resource functions. There had been a large measure of agreement between the SPF and Mr House on the importance of getting these arrangements appropriately set from the beginning of the Police Service of Scotland.

The Vice Chairman further reported that the last three Executive Advisory Group meetings had been cancelled. He said that the Road Policing Unit now fits within the divisional structure; that there were proposals for additional road policing officers in the North area and that a Superintendent would have national responsibility with a divisional commander retaining local responsibility.

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

David Hamilton reported that there had been a meeting of the JCC Working Group on SPF ICT on 20 August. The Minute had been circulated.

He reported that there had been a Database users group meeting in Woodside Place. He also said that the contract with Pulsant had been signed and that the process of migrating to the spf email address had started.

David Cummings would have options for mobile phones and mobile data for the next meeting of the Working Group.

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

The Treasurer said that meetings had been held on 20 August and 27 September. The Minutes had been circulated.

He told the Committee that the Pre-Qualification Questionnaire had now been circulated to prospective providers including all current providers. Once the completed questionnaires were received he would receive a report from Balfour and Manson and the tendering process would begin. This was expected in time for the January JCC. He also asked that any copies of previous similar documents held by JBBs would be helpful.

He told the Committee that Balfour and Manson informed him that in their opinion, the SPF should register with the Financial Services Authority and appoint a compliance officer (from current employees). This was discussed by the Committee and after a recommendation from the Treasurer this was carried.

The Treasurer reported that he has had meetings with Andrew Sleigh about the termination of the current Trust arrangements and the commencement of a new Trust into which it is hoped that funds and assets would be able to be transferred. He told the Committee that at least three Branch Boards would require to send notifications of the trustees intent to terminate to all current members.

The Treasurer told the Committee that he had recently met with Andy McBean, a partner with Alexander Sloan and had instructed their taxation department to examine the tax implications of the proposed actions. They would also undertake to assist in the minimisation of any liability due.

The Treasurer told the Committee that canvassing and anti-competitive conduct was strictly prohibited. Information exchanged between candidates capable of distorting the appointment process is prohibited under section 2 of the Competitive Act 1998 and could amount to a cartel offence under s188 of the Enterprise Act 2002. He asked anyone aware of such action to contact him and he would inform the solicitors.

#### **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**

The Committee was informed that there had been no new recommendations since the last meeting.

Following a request for assistance from Woodside Place, a series of planning meetings have been scheduled between the North, East and West representatives and the office bearers at Woodside Place. Arrangements for future Area elections and the implications for national and local rules would be discussed.

### **11 ELECTION OF CONDUCT SECRETARY**

David Kennedy was proposed by Scott McCallum and seconded by Stewart Ross

and, there being no other nominations received in accordance with the rules, was elected to the post.

## **12 ELECTION OF EQUALITY SECRETARY**

Jackie Muller was proposed by Graeme Ednie and seconded by Andrea MacDonald and, there being no other nominations received in accordance with the rules, was elected to the post.

## **13 ELECTION OF HEALTH AND SAFETY SECRETARY**

David Cummings was proposed by David Kennedy and seconded by Graeme Ednie.

Peter Jones was proposed by Malcolm MacDonald and seconded by Graham Sloan.

After a vote David was elected into the post.

The Committee gave its approval for all ballot papers to be destroyed.

## **14 TRANSFER**

A paper had been circulated with the Agenda Papers from Graeme Ednie. The General Secretary had received a response and agreed to circulate it via a JCC Circular to the Committee. The Vice Chairman said that he had raised the issue at a recent meeting and was assured that any agreements already in place would be carried forward.

## **15 JOINT UK MEETING**

The Committee discussed the Joint Meeting in Manchester and agreed that it had the potential to be a very useful meeting.

## **16 ANNUAL CONFERENCE MOTIONS**

The Committee was informed that Motions required to be submitted to the General Secretary no later than 14 December. As this was the last JCC meeting prior to that date, any motion to be discussed at AC needed to be passed by the JCC. There were no motions.

## **17 CORRESPONDENCE**

The General Secretary told the Committee that outwith general correspondence he had received two letters. The first was a letter from Greater Manchester Police Federation thanking the SPF for its letter of condolences and representation at the funeral of the two officers who were killed. The other was a letter from Stewart Sandilands intimating his resignation from the police service and JCC.

## **18      COMPETENT BUSINESS**

Donald Walker referred to the Recommendations and said that whilst they appeared to cater for full time office bearers at Woodside Place, they weren't clear on terms of office for committee secretaries etc. He was assured by the General Secretary that anyone currently working in a position would have security until 2015 (until the end of their existing triennial period). There would be elections thereafter.

David Kennedy raised an issue over the working arrangements of chief inspectors including on-call. A discussion took place and it was agreed that the matter would be raised at the next HR JNCC meeting. The General Secretary reminded the Committee that Chief Constables are under obligation to agree on-call with their Joint Branch Boards.

Graham Sloan raised an issue in respect of the transfer of ownership of the private medical insurance scheme in Grampian and asked that the SPF take on ownership at the renewal date on 1 December 2012. The Chairman said that due to the very short timescale, it should be passed straight to the Treasurer. This was agreed by the Committee.

## **19      CLOSURE**

The Chairman closed the meeting and wished everyone a safe journey home. He gave thanks to Stewart Sandilands and David Barclay for their efforts whilst on the Committee and wished them both a long and healthy retirement. 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 Hilton Grosvenor Hotel, Glasgow on Tuesday 6 November 2012

### 1. ROLL CALL

Andy McIntyre	-	Central Scotland
Garey Miller	-	Dumfries and Galloway
Scott McCallum	-	Fife
Stewart Sandilands	-	Lothian and Borders
Murdo MacLeod	-	Northern
Tom Bingham	-	Strathclyde
Andrea MacDonald	-	Strathclyde
David Barclay	-	Tayside
Gordon Milne	-	Tayside

### 2. APOLOGIES

Apologies were received from Mike Kennedy.

### 3. OPENING OF MEETING

The Vice Chair opened the meeting and welcomed everyone, he advised the meeting that the Chair, Mike Kennedy, was ill and wished him well in his recovery.

### 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 has received a response from Professor Turnbull on the present stage of the funding bid. The final decision is due this week, but has not been forthcoming at time of print.

The group was updated regarding the progress being made in disseminating the survey results and discussions regarding the way forward.

The Cabinet Secretary for Justice, Kenny MacAskill has acknowledged the SPF/ICC letter regarding the survey and a copy will be circulated to members of the group.

It was proposed that once we have confirmation of the funding for more research and have agreed the process for taking the survey findings forward that a newsletter be circulated to all of the Inspecting Ranks in Scotland. This was agreed.

## **7. MATTERS ARISING**

The group had been asked to confirm whether or not we would require an ICC meeting at Annual Conference and if we intended to invite any guest speakers.

It was agreed that we would be holding an ICC meeting and that we will have some guest speakers but full details are to be confirmed.

There was an extremely lengthy debate regarding the proposed structure and assigned roles and responsibilities for the Inspecting Ranks within Police Scotland.

Given the findings within the survey there is concern about the reduction in senior ranks which will undoubtedly result in very different roles and greatly increased responsibilities for the Inspecting Ranks which could ultimately prove to be unmanageable and lead to a reduction in service both to the public and our members.

It is inevitable that the long working hours identified within the survey will continue and likely increase and therefore it is imperative that members of the Inspecting Ranks continue to rigorously record the hours they work in line with the Working Time Regulations.

## **8. AOCB**

### **8.1 PNB SCOTLAND STANDING COMMITTEE**

The first meeting of the Staff Side will take place on Friday 9 November and this will be followed by a full Standing Committee meeting on Friday 16 November.

There was a general discussion regarding the Standing Committee.

### **8.2 POLICE PENSIONS**

There was further discussion regarding the proposals for changes to Police Pensions and a great deal of concern at the lack of understanding about the way in which Police Pensions are managed in Scotland and the misleading statements being made in this regard by the Home Secretary, Theresa May, and a number of MPs and MSPs who have been contacted by our members.

### **8.3 PFEW**

Steve Williams, the General Secretary of ICC PFEW, has been elected to replace Paul McKeever as the Chair of PFEW. Steve is a vastly experienced Federation Representative and is well qualified for his new and challenging role. It was agreed that the ICC should write to him to congratulate him on his new post.

### **8.4 RETIRALS**

Stewart Sandilands and David Barclay will both be retiring before the end of 2012. The group acknowledged their contribution to both the Federation and the ICC over a number of years and wished them and their families and long, happy and healthy retirement.

### **9. CORRESPONDENCE**

No items of correspondence.

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

The JCC UK will take place in Manchester from Monday 12 November until Wednesday 14 November.

The next meeting of the ICC will take place on Tuesday 15 January 2013.

**ANDREA MACDONALD**  
Secretary

**ANDY MCINTYRE**  
Vice Chairman