



# Scottish Police Federation

5 Woodside Place Glasgow G3 7QF

## Joint Central Committee Operational Duties Standing Committee

Ref: CS/DJK/LS

### MINUTES

15 October 2014

#### 1. Attendance

David Hamilton	North Area Committee
Graham Sloan	North Area Committee
Gordon Dixon	East Area Committee
Andrea MacDonald	West Area Committee
Malcolm Macdonald	West Area Committee

Calum Steele	General Secretary
Brian Docherty	Chairman
Robert Milligan	Deputy General Secretary
Graeme Ednie	Vice Chairman
David Kennedy	Conduct Secretary
Peter Jones	H&S Secretary

Business Administrator    Lesley Stevenson

#### 2. Opening of Meeting

The Chairman opened the meeting by welcoming everyone and thanking them for attending.

#### 3. Minutes of Previous Meeting

The Minute of the last meeting had been circulated with JCC Circular 31 of 2014 and was approved.

#### 4. Accelerated Careers Development Programme

There was no update.

#### 5. Police Diploma

There was no update.

## 6. Special Constabulary

Gordon Dixon reported that PSoS were attempting to recruit more special constables and that a recent Basic course at the SPC had comprised 23 ex-special constables. An issue had arisen due to a misunderstanding that special constables did not have Member Services cover and would lose the protection of Police Authority insurance cover as soon as they became regular officers.

## 7. CBRN

David Hamilton had submitted an update on operational support officers with beards and stubble. He reported that this affected the seal of the gas mask and operational support had sought views on the advice to be given to staff. They had proposed advising staff to be clean shaven and that confidence testing would be carried out to reinforce the point. This was noted.

## 8. Mutual Aid

The Chairman reported that in relation to Operation Ismay approximately 80 overtime claims and queries were being considered. The following update was submitted to the Central Meeting Register:

*The vast majority related to notification and the vast majority of them related to officers who were on holiday in early to mid August and did not receive notification of the requirement to work until less than 15 or 5 days before the relevant dates. In almost all of these cases the group agreed that the enhanced rate claims should be paid. There were a small number, probably less than 5, where a significant question mark was raised about the veracity of the claim, for example an officer who acknowledged he could have read the relevant memo over 3 duty days but was too busy to do so or to speak to his colleagues or supervisors about the operation and as a result received only 14 days' notice of the requirement. In this and a small number of other similar claims, further and better information is going to be sought from the individual or the supervisor before a final determination is made on the claim.*

*A small number of officers had claimed 16 hours overtime for each day of the deployment and neglected to deduct normal core hours. It appeared that this arose from the commonly held misconception that being held in reserve attracted '16 hours overtime' per day when we of course know that the provisions are:*

*To be compensated at the rate for being held in reserve, i.e. 24 hours minus a maximum of 8\*, an officer must:*

- 1. be serving away from their normal place of duty*
- 2. be obliged to stay in a particular specified place*
- 3. not be allowed to return home*
- 4. be given proper sleeping accommodation*
- 5. be stood down from immediate operational availability and, according to the particular circumstances, be allowed reasonable freedom of movement while remaining contactable in case an emergency requiring his/her recall should arise.*

*\*Core hours as normally worked by the officer concerned will also have to be deducted whether that be 8,9 or 10 hours or whatever the actual case is. In recent operations, CWG and NATO, the notional core hours on a rest day within the deployment*

*There were a number of claims made by officers in 'B' and 'N' Divisions which appeared excessive in relation to the time taken to travel from there to Glasgow. It was explained that Buckie, Cullen Keith etc,*

*were considerable distances north of Aberdeen and Mallaig was "a long way away" and that this accounted for the increased travel time. This was accepted and the claims will be paid.*

*A number of claims had been made for hardship allowances but from the information provided it was clear that the claims did not match the conditions as laid down in PNB Circular 95/8.*

*Dog Handlers had claimed a 'kennel hour' for the first and last day of the operation. This was not approved for the first day as this was subject to Held in reserve but was approved for the last day.*

*A number of firearms officers had claimed 'recalls' as they put it, for 0430 starts. There was insufficient information relative to rostered shifts, rest days and due notice but in any case this would not amount to a 'recall' but rather a claim under Annex 8 3) h) – minimum compensation for working on a rest day. Further information would be sought.*

*A number of officers had been persuaded by colleagues from the Metropolitan Police that a core 8 day applied for duties at Operation Galatea (close protection – London) rather than their own individual core hours. Claims made on this basis would be refused.*

It was reported that most issues relative to the Ryder Cup had been resolved.

## **9. Consideration of JCC Consultation**

There were no specific consultations relating to this Committee.

## **10. SPC Working Group on Probationer Training**

The Vice Chairman reported that there had been no meetings but that he was in the process of arranging a meeting with Chief Inspector Stuart Ord. There was some information to the effect that this group had ceased to exist and the Vice Chairman said he would investigate this further.

## **11. Post Incident Procedures**

It was reported that there would be a PIM Refresher Course held in Aberdeen on 23 October and David Kennedy, David Hamilton and Stewart Ross would attend.

The Vice Chairman reported that work was ongoing to design a training package on this subject.

## **12. Workforce Agreements (WFAs)**

The next meeting of this group would be held on 22 October which would be Superintendent Jim Jennings' last meeting before being replaced by Stevie Diamond. Members discussed the introduction of new shift systems and EIAs.

## **13. Custody**

Andrea MacDonald provided an update from the West LNCC held on 03/10/14 where concerns were raised about the lack of training being given to Custody Staff especially Sergeants carrying out the role of Duty Officer. After discussion regarding this matter it was agreed the West Area officials would take snapshots of the situation in the coming weeks. The result would be reported back at the next West LNCC.

At that meeting Andrea also raised the issue of the constant abuse of variations and the backfilling for Custody and said it was one of the main causes for concern. It was agreed that ACC Mawson would look into this and report back to the West LNCC.

#### **14. Force Firearms Monitoring Group**

Andrea MacDonald provided an update of the meeting held on 3 October 2014.

#### **15. Area Committee Elections**

Members discussed the requirements for the elections.

#### **16. Communications**

The Committee discussed media requests and it was noted that all requests should be directed to Woodside Place. Social Media was also discussed and it was agreed that corporate consistency required to be maintained.

JCC Circular 40/2014 had been issued introducing the Central Meeting Register. Members discussed exactly how this should be used.

#### **17. CWG - Compensation for Inspecting Ranks**

There was no update.

#### **18. Competent Business**

The General Secretary reported that he had met Laura Salmond of Levy & McRae to discuss the European Court decision on Holiday Pay. He asked members to consider whether any potential claimants existed in their Areas.

#### **19. Closure**

Date of next meeting: 21 January 2015

The Chairman thanked everyone for their contribution to the meeting and wished them a safe journey home.