



Scottish Police Federation

5 Woodside Place Glasgow G3 7QF

Joint Central Committee Operational Duties Standing Committee

Ref: CS/DJK/LS

MINUTES

22 April 2015

1. Attendance

Graham Sloan	North Area Committee
David Hamilton	North Area Committee
Brian Jones	East Area Committee
Grant McDowall	East Area Committee
Malcolm Macdonald	West Area Committee
Martin Bertram	West Area Committee

Brian Docherty	Chairman
Calum Steele	General Secretary
David Kennedy	Deputy General Secretary
Peter Jones	H&S Secretary
Lesley Stevenson	Business Administrator

Apologies were received from the Equality Secretary, the SPF Vice Chairman and Andrea MacDonald.

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 8 of 2015. Following an amendment to remove the reference to a specific location the minute was approved.

4. Accelerated Careers Development Programme (ACDP)

There was no update. It was agreed that in future the ACDP, Police Diploma and Special Constabulary items would be taken under one heading.

5. Police Diploma

There was no update.

6. Special Constabulary

Brian Jones reported that he attended a meeting on 9 February at the Scottish Police College. Amongst the items discussed were inactive special constables; a rank structure for specials; misconduct procedures; standard entrance tests; working time and inclusion of specials in operational base levels. The SPF position on all, and the rationale for the position, was again rehearsed and endorsed.

7. CBRN

David Hamilton reported that the Home Office had not been impressed with the lack of rollout of the Initial Responders Program and an update was awaited. In response to a question it was confirmed the funding and expectation for CBRN came from UK sources and was not solely for the Police Service of Scotland.

Members raised a Force Memo regarding officers seeking to withdraw from CBRN duties. It was clear the Force had an issue with resilience in this regard but members were clear that officers engaged on these duties were volunteers and that that status should be respected.

8. Consideration of JCC Consultation

The General Secretary said that this had been discussed at the Legislation & Regulation Standing Committee and that the Minute of that meeting read:

“In relation to stop/search members agreed that it was vital that the ability of the public to consent to cooperating with the police (in search if necessary) was maintained. The General Secretary said he was considering preparing a briefing document for politicians demonstrating how important this aspect of policing was. In addition he was considering holding a physical briefing for politicians where he may bring an operational officer experienced in that field. He asked members to send him examples of successful consensual searches by 1 May 2015.”

9. Post Incident Procedures

It was agreed that the Deputy General Secretary would be the lead for the SPF on this matter.

It was explained that four training exercises were to take place across the country and a new PIM course was to be held at the SPC in May. The Deputy General Secretary would circulate the dates when he received them. He also said that he was working with Vice Chairman regarding an internal PIM course.

Members also discussed related legal issues including the primacy of the Crown, the accreditation of training, the PFOA and its connection with the PFEW.

10. Workforce Agreements (WFAs)

There was no update.

It was reported that the Working Practices Review Group was to meet the following Friday and the Deputy General Secretary and Malcolm Macdonald were to attend.

The Health & Safety Secretary told the Committee that the Metropolitan Police were being investigated by the HSE regarding working time recording.

11. Custody

The H&S Secretary gave an update on a meeting he attended the previous day and said he was attending a Custody Project Review group meeting the following week in place of the Vice Chairman.

Brian Jones reported on the situation at Craigmillar and Martin Bertram reported that there were weekly updates of custody services in the West.

The Chairman reported that custody vehicles were being examined to ensure that they were fit for purpose.

The Committee discussed the BOSS (body orifice security scanner) Chair.

David Hamilton reported that there was a shortage of support staff which was causing significant issues in the North area. The Chairman said he would raise this at a meeting with area ACC's and at the JCC if necessary.

The Deputy General Secretary said that he was to meet with Inspector Keith Harrison regarding shift patterns and Martin Bertram said this was part of an overall look at shifts by a Force Project Group.

12. Force Firearms Monitoring Group

There had been no meetings. It was noted that the next meeting would be held on 28 April and Malcolm Macdonald was to attend.

13. Communications

There was no update. Grant McDowall requested that the East be able to utilise a 'Mail Chimp' list and this was approved.

14. CWG - Compensation for Inspecting Ranks

Andrea MacDonald had written to the Chief Constable saying she was disappointed at his response to her request for compensation for the inspecting ranks relative to the Commonwealth Games. This was removed from the agenda.

15. Competent Business

A paper was circulated at the meeting which drew attention to the practice of overtime being 'offered' to members at less than regulation rates. The SC agreed to propose to the JCC that the following letter be published on the SPF website:

Dear Colleague

Message to supervisors re overtime compensation

First, can I immediately acknowledge your hard work under pressurised circumstances and say that the SPF stands ready to address any workplace issues you may have on this or any other matter.

The reason for this letter probably begins in the financially strict circumstances of Police Scotland but while I acknowledge that, it does not excuse the practice of offering overtime to constables or sergeants at less than regulatory rates. Unfortunately, we are receiving increasing numbers of such complaints and it is our duty to do something about them.

Can I ask that you report pressure from above to offer overtime at less than regulatory rates. It is the intention of the SPF to report such conduct to the Deputy Chief Constable (Designate) for his consideration of misconduct proceedings.

Yours sincerely

*Brian Docherty
Chairman*

A paper was circulated relative to 'Notifications'. It was agreed that the JCC be asked to examine a statement as follows to be agreed with PS:

Notification

No officer should be contacted when off-duty unless it is in relation to court or for some other urgent matter which cannot wait until the officer is next on-duty. This principle should be strictly adhered to in relation to alterations to rosters where the day in question is more than 5 days hence.

'Notification' should be recorded by a supervisor who should keep a record of when the officer received the notice, not merely when the notification was sent.

David Hamilton raised his concerns regarding C3 in the North Area. The H&S Secretary raised the issue of staffing and sickness at Bilston Glen. Members discussed reported numbers of staff required to reach an appropriate level and it was agreed that solid evidence of these matters would be required before it could be advanced to the Force Executive.

16. Closure

Date of next meeting: 29 July 2015

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