



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 11th and Wednesday 12th September 2012.

1 ATTENDANCE AND OPENING

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| 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 |
| David Blacklock | - | Dumfries and Galloway |
| Garry Cameron | - | Northern |
| Katrina Cameron (Day 2 only) | - | Strathclyde |
| Graham Capes | - | Central Scotland |
| Donald Walker | - | Dumfries and Galloway |
| Gordon Dixon | - | Lothian and Borders |
| Graeme Ednie (Day 1 only) | - | Northern |
| John Ferguson | - | Tayside |
| Tom Bingham | - | Strathclyde |
| David Hamilton | - | Tayside |
| Blair Henderson | - | Strathclyde |
| Peter Jones | - | Grampian |
| David Kennedy | - | Strathclyde |
| Mike Kennedy | - | Grampian |
| Andrea MacDonald | - | Strathclyde |
| Malcolm MacDonald | - | Strathclyde |
| Scott McCallum | - | Fife |
| Iain McGregor | - | Central Scotland |
| Jackie Muller | - | Lothian and Borders |
| Ian Muir | - | Fife |
| George Murray | - | Northern |
| Graham Neilson (Day 1 only) | - | Strathclyde |
| Stewart Ross | - | Central Scotland |
| Graham Sloan | - | Grampian |
| Stewart Sandilands | - | Lothian and Borders |

The Chairman opened the meeting by thanking everyone for their attendance. He welcomed Graham Capes, David Blacklock, Garry Cameron and George Murray who were replacing Andy McIntyre, Garey Miller, Willie MacLennan and John Crawford respectively.

Jim Foy and John Campbell attended as Observers from Strathclyde and Gary Brown and Frank McManus attended as Observers from Tayside. Apologies were received from Amanda Givan. The Chairman invited all in attendance to take a full part in the meeting.

The Chairman also wished to record his thanks to all Scottish officers and all SPF Office Bearers who attended the Olympics, and asked that his thanks be taken back to members.

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 ten new case files had been received; three conduct cases (29-12, 30-12, 33-12), two road traffic accidents (31-12, 35-12), two of a regulatory nature (28-12, 32-12), one pension (34-12) and two discrimination cases (36-12, 37-12). A further seven were rejected. He reported that costs to date were within the cost for the same time of year in 2011.

4 PNB

The General Secretary reported on the proposals for the Scottish Standing Committee of the Police Negotiating Board. He said that the Police Negotiating Board had agreed the proposals at its last meeting in July and the formal consultation was now underway. As a consequence of the future Standing Committee, the individual ranks were required to give consideration as to how the membership (of the committee) would be made up from the federated ranks.

Jackie Muller reported the Constables Central Committee had nominated Calum Steele as the member and Brian Docherty as a reserve. Gordon Dixon reported the Sergeants Central Committee had nominated Blair Henderson as the member and Rab Milligan as a reserve. Mike Kennedy reported the Inspectors Central Committee had nominated Mike Kennedy as the member and Andrea MacDonald as a reserve. Members discussed the potential for beneficial changes to the way Police Negotiating Board business was conducted and the requirement for SPF to consider its support staff needs through the FSC.

The Committee thereafter discussed the potential to attend meetings of the Federated Ranks as observers. It was agreed this was desirable and the General Secretary and Chairman were nominated for this purpose.

The General Secretary reported to the Committee that the Jubilee Public Holiday had been discussed at the PNB Scotland Forum (itself a precursor to the formal standing committee) where it had been made clear that the Scottish Government's intention was that those in service on that day would receive an additional day's leave. David Kennedy asked if that would be put out in a JCC Circular. Mike Kennedy advised this might be inappropriate in the first instance as formal communication from ACPOS was awaited.

The General Secretary reported on an Extraordinary Staff Side meeting which had been held on 3 September to discuss an announcement to be made by the Home Secretary the following day on police pensions. Following that announcement the Police Federation of England and Wales issued a statement as follows:

"Despite being disappointed with aspects of this announcement, Staff Side accepts it within the context of the Government's wider public service pension's reform agenda. It is clear from our discussions with the Home Office that, compared to the reference scheme offered by the Home Secretary of 27 March, this was the best deal possible to protect the unique position of police officers."

The General Secretary and Chairman, who had also been in attendance at the meeting, detailed the process which had led to these events. The Committee was advised as to the composition of the meeting, in particular that only two of the SPFs four representatives had been invited to attend; those in attendance were asked to consider the Home Secretary's statement despite being unsighted on it, and a vote had been taken despite limited attendance. Both the General Secretary and Chairman, supported by others from other constituent parts of the Staff Side had objected in relation to these matters and had voted against accepting either the announcement or the proposals. For the avoidance of all doubt the SPF has neither supported nor agreed to the proposed changes to police pensions.

Members of the JCC were extremely concerned at these events and discussed at length how to respond. The Committee asked the General Secretary to formally write to the Staff Side Secretary detailing their concerns. .

The General Secretary added that as a consequence of recent developments on pensions he had recently issued two JCC circulars; 54 & 56/2012 which were also on the website at www.spf.org.uk. He acknowledged that the content of these circulars was extremely complex and left many questions unanswered but said they were as simple and comprehensive as they could be. Further work was being done and he would continue to communicate to members as and when he had something useful to report.

The General Secretary thereafter provided the Committee with a narration on the political dynamic at play between the Holyrood and Westminster parliaments. Whilst there were no guarantees of implementation, he asked members of the Committee to submit any suggestions they had for pension arrangements in Scotland and also that they respond should they have no such suggestions. The Committee agreed the SPF should be able to have free unfettered negotiations on this subject with the Scottish Government.

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 and the Police & Fire Reform (Scotland) Act provided for its abolition. Despite this the General Secretary had written to the Cabinet Secretary for Justice requesting PABS meet to discuss issues surrounding the working hours of the Inspecting Ranks. A response was awaited.

A meeting of the General Interests Committee had been held on 22 August 2012 where the application process for chief officer posts (with the exception of the chief constable), pensions, reform and the Carloway report was discussed. In relation to Carloway the Vice

Chairman informed the Committee that a joint response between SPF and ASPS was being put together and would be circulated to the JCC before being submitted. The General Secretary told the Committee that as a consequence of the enormity of the Carloway recommendations, the SPF would be holding a Fringe Event at the SNP Conference focussing on the Carloway Report. The Committee supported this position.

6 FINANCE STANDING COMMITTEE (FSC)

The Treasurer reported on a meeting which had been held on Tuesday 21 August 2012. The Minute of that meeting had been circulated. This was noted by the Committee. He also told the Committee that Strathclyde JBB would not be purchasing the premises at Merrylee Road due to the extensive work that would be required on the property. The auditing of the JBB accounts were nearing conclusion. The Treasurer was given approval to change who the SPF banks with and it was agreed that the Co-operative Bank would be used in the future. It was further agreed that the General Secretary, Chairman and Treasurer would be the designated signatories.

A recommendation from the FSC was put to the JCC as follows:

“That the JCC proceed with the extension to the rear of 5 Woodside Place, Glasgow.”

Jackie Muller put forward an alternative proposal to purchase the property in Newton Place, Glasgow. This proposal was properly seconded. Thereafter David Hamilton put forward a further proposal to compile and options report including the two proposals above and other options to include brown and green field sites. After a full debate the proposal to purchase Newton Place was carried.

The General Secretary asked the Committee what it proposed in the event the SPF was unable to secure the premises at Newton Place and whether the Committee was content to continue the remedial works required to Woodside place.

It was agreed that the remedial work required at 5 Woodside Place would be carried out and in the event of not being able to purchase the premises at Newton Place further agreed the decision should revert to the FSC.

Note:- Enquiry was made with solicitors acting for the vendors of the premises at Newton Place at the conclusion of the JCC. The solicitors confirmed the vendors were in the process of selling to another bidder and were not inviting new offers.

7 EFFICIENCY STANDING COMMITTEE (ESC)

The Deputy General Secretary reported there had been a meeting of the ESC on 21 August 2012. The Minute had been circulated with JCC Circular 55 of 2012. This was noted by the Committee.

The Deputy General Secretary reported that as requested at the last ESC meeting, two Health and Safety courses had been arranged for October and November.

Jackie Muller told the Committee that she attended an ACPOS Special Constable Group

meeting chaired by temporary ACC Simon Blake on 10th September. At that meeting the Award Scheme was discussed and it was noted that the Scottish Government were in favour of continuing with it but acknowledged that the scheme was not funded and that the new Chief Constable may have a differing view.

Members discussed the following issues with reference to the Special Constabulary, National Training Program; Recruitment – residential course; Commonwealth Games shifts; The ACPOS National Strategy; and Working Time Regulations.

The General Secretary informed the Committee that the Scottish Government has intimated a desire to delay the introduction of the new conduct and efficiency regulations due to the massive training implications they will have. He also informed the Committee that the SPF concerns regarding the potential to release information leading to the identity of officers by the PIRC, were understood by the Cabinet Secretary for Justice who had directed discussions to commence between SPF and PIRC on this important matter.

The JCC agreed that the Standing Committee had fulfilled its remit in relation to the following motions which were removed from future Agendas;

Disclosure Legislation

This Joint Branch Board asks Annual Conference to ask the Joint Central Committee to approach the Scottish Government and the Crown Office and Procurators Fiscal Service and urge them to review the requirement to compile Schedules in relation to Solemn Court Procedures and the resultant impact it has on officers from all the Scottish Police Forces.

Grampian Joint Branch Board

Powers of Entry Search and Seizure

This Joint Branch Board asks Annual Conference to ask the Joint Central Committee to seek a review of police powers of entry search and seizure, so that legislation may be updated or implemented in Scotland enabling police officers to enter and search premises without warrant but only where a person has been arrested in relation to specific offences.

Scottish Crime Recording Standards

This Joint Branch Board asks Annual Conference to ask the Joint Central Committee to seek a review of the Scottish Crime Recording Standards and the system of recording crimes and offences within Scotland.

8 WELFARE STANDING COMMITTEE (WSC)

The Vice Chairman reported that there was a meeting of the WSC on 21 August 2012. The Minute was circulated with JCC Circular 55 of 2012. This was noted by the Committee.

The JCC agreed that the Standing Committee had fulfilled its remit in relation to the following motion which was removed from future Agendas.

Restricted Duties

This Joint Branch Board asks Joint Central Committee to seek the Scottish Justice Secretary to require all Scottish Police Forces to implement recuperative and restricted duties in order to assist Police Officers return to the work place.

The Committee discussed Body Armour and the Vice Chairman reported that as requested he had written to ACC Angela Wilson regarding this matter. He had received a reply asking for specific examples and asked the Committee to send them to him so that he can pass them on.

The Deputy General Secretary told the Committee he would attend an Olympic debrief in London on 4/5 November.

The Chairman and David Kennedy raised the issue of workforce agreements within the SCDEA and said that each JBB Secretary should have a role in this. This would be considered further.

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 paper. He said that since then the Police and Fire Reform Scotland Bill had become the 2012 Act. He spoke about the appointment of Vic Emery as Chair of the Scottish Police Authority, the recruitment processes for chief officers and a group set up to look at policies and procedures. The Committee noted the Vice Chairman's update. No questions were raised.

The General Secretary expressed his gratitude to the Vice Chairman and to David Hamilton for their considerable efforts in securing Members of the Scottish Parliament to support a number of amendments for the SPF.

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. David introduced a PowerPoint presentation fully explaining the work done which led to the following four recommendations to the JCC.

All recommendations below were approved with the proviso that they be subject to an acceptable legal contract detailing all aspects of pricing, payment schedules, supply of equipment and other ancillary requirements. The maintenance element of the contract also requires to be fully understood along with the provision of cable and broadband services.

Recommendation 1:

That SPF lease hosted Exchange, File Server and SQL servers from Pulsant for 5 years.

The JCC approved.

Recommendation 2:

That SPF purchase the Chameleon database Solution to provide a Member Database and Case Management System.

The JCC approved.

Recommendation 3:

That SPF leases an IPBX and Lync Telephony System from Pulsant to provide a unified and flexible communications platform for the SPF.

The JCC approved on the basis that it be established that SPF had the network capacity.

Recommendation 4:

That SPF appoints a Database Manager and Information Controller (part-time) to ensure adherence to relevant legislation.

The JCC approved on the basis that this individual be found from existing staff.

10b JCC Working Group on SPF MEMBER SERVICES

The Treasurer said a meeting had been held on 20 August. The Minute had been circulated.

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 General Secretary said a meeting had been held on 20 August. The Minute had been circulated. A further meeting was held on 10 September. The Chairman spoke to a paper circulated to the JCC a fortnight previously containing 15 recommendations. The Business Manager gave a presentation summarising the proposals and explaining the rationale behind the proposed changes.

The Committee discussed the recommendations and raised a number of concerns. Each recommendation in turn was put to the Committee and 14 of the 15 were carried, the other being defeated. The content of the recommendations would be used in future negotiations and would therefore not be circulated in the Minute.

11 MOTIONS

The following motion was submitted by the Lothian and Borders JBB.

This JBB ask the JCC to amend Rule 13 of the Police Federation (Scotland) Rules to include a new Rule 13(4)

“Any member intending to challenge a decision of the Conference Arrangements Committee relative to Motions and amendments under Rule 13(3) must notify the General Secretary not less than 28 days prior to the start of Annual Conference of the intention to raise such a challenge and the nature of the challenge”

An amendment was proposed and seconded to include the words “or its future equivalent”. Following a vote the amended motion was carried.

The following motion was withdrawn.

This this Joint Branch Board ask the Joint Central Committee to amend rule 3a Election of Specified Posts to include “(e) Treasurer of the Joint Central Committee” and amend any other rules that apply to this post.

12 PARADES AND MARCHES

A letter circulated in the Agenda Papers was noted and this item was removed from the Agenda.

The Chairman raised the question of mutual aid for Northern Ireland and the particular difficulties the PSNI were facing currently. Members discussed interoperability, uniform, insurance, personal protection firearms, PSNI allowances, volunteers and threat assessments in relation to this. It was agreed that David Hamilton be sent the protocols for examination.

13 CORRESPONDENCE

The General Secretary informed the Committee that as requested he had written to the Cabinet Secretary regarding the Inspecting Ranks working hours and Police Negotiating Board Circular 2/12 on part time Inspectors. He had also written to the Cabinet Secretary for Education regarding the removal of children from school during the Olympic period. He had also written to the Cabinet Secretary about the PIRC and the protection of individuals' identity and had been assured that a set of protocols would be developed.

14 COMPETENT BUSINESS

The Chairman asked that anyone wishing to attend Joint Conference in Manchester in November should inform the Office Manager at Woodside Place as soon as possible.

The Committee discussed the arrangements for the National Police Memorial and the Remembrance Ceremony at the Cenotaph in London.

The General Secretary reminded the Committee that it had been agreed that the SPF only support the Scottish Police Memorial Charity and the National Police Memorial Day.

15 CLOSURE

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