



Scottish Police Federation

5 Woodside Place Glasgow G3 7QF

Joint Central Committee Minutes

Ref: CS/DJK/LS

Minutes of the Joint Central Committee meeting held at the Hilton Doubletree, Dunblane on Tuesday 10th and Wednesday 11th September 2013.

1. ATTENDANCE AND OPENING

SPF Office Bearers:

Calum Steele	-	General Secretary
Robert Milligan	-	Deputy General Secretary
Brian Docherty	-	Chairman
David Ross	-	Vice Chairman
Graham Neilson	-	Treasurer

North Area Committee:

Graeme Ednie
David Hamilton
Paul Hogan
Peter Jones
Mike Kennedy
Graham Sloan

East Area Committee:

Graham Capes
Gordon Dixon
Heather MacDonald
Grant McDowall
Murray McKenzie
Stewart Ross

West Area Committee:

John Adams
David Blacklock
Andy Smith
Andrea MacDonald
Malcolm MacDonald
Jim Foy

Subject Secretaries

David Kennedy
Jackie Muller
David Cummings

Observers

John Ferguson
Keith Bendall
Steven Herd
Iain McGregor
Thomas Murphy
Stuart Oliver

SPF Staff:

Doug Keil
Lesley Stevenson

The Chairman opened the meeting and said this was the first under the new Federation structure brought about by the creation of the Police Service of Scotland. He thanked everyone for their attendance. He welcomed Grant McDowall, Murray McKenzie, Graham Capes and Jim Foy who were replacing Amanda Givan, Nigel Bathgate, Raymond Dutton and Donald Walker respectively. The Chairman invited all in attendance to take a full part in the meeting.

The Chairman asked for the adoption of the Rules and Standing Orders for all JCC meetings throughout 2013. This was proposed by Malcolm MacDonald and seconded by Peter Jones.

The Deputy General Secretary said that under Rule 13 of the Police Federation (Scotland) Rules he had suspended a member of the JCC. He asked the JCC to approve a member's expulsion. The JCC approved this action.

The Separate Central Committees met between 10 and 11am.

2 MINUTES OF PREVIOUS MEETING

The Minutes of the last meeting were accepted as a true record.

3 LEGAL ADVICE AND ASSISTANCE

The Committee was informed that since the last JCC meeting seven new case files had been received; three personal injury, one conduct, one CICA case, one ill-health and one discrimination. A further seven files had been rejected.

4 PNB

The General Secretary reported that the PNB at a UK level continued to be heavily focused on the Tom Winsor report and in particular on the question of compulsory severance. He said it was likely that this matter would go to arbitration.

He said the PNB Scotland Standing Committee (SSC) was dominated by process where a number of new Scottish Police Authority members were getting used to the PNB and its agenda items. Papers from John Randall, Independent Chairman of the PNB on pan UK issues particularly with regard to police pensions and potential changes to the PNB Constitution had been discussed.

He said that the Business Manager was liaising with ASPS and SCPOSA and working towards compiling a PNB SSC Staff Side response to the Government consultation on the creation of a PNB Scotland.

He reminded members that in England and Wales, pension issues would no longer be dealt with by PNB as it was to be abolished and the proposal was that instead, pensions would be dealt with by the Police Advisory Board for England and Wales. John Randall had proposed that a sub group of the PAB E&W be created to deal with UK pension issues. While PNB SSC members appreciated the sentiment it did not consider that a sub group was appropriate to consider such important matters as this implied Scotland and Northern Ireland were not equal partners to England & Wales. Work was being undertaken to create an appropriate body to overcome this difficulty.

The General Secretary said he was in communication with Scottish Government about a new consultative forum to replace the Police Advisory Board for Scotland which had been abolished on 1 April 2013.

The General Secretary said he had received a letter from the Official Side of the PNB SSC on the question of exchanging public holidays for annual leave. Malcolm MacDonald said there had been strong feeling at his Area Committee based on a misunderstanding that the exchange of public holidays for annual leave had already been agreed and he asked that a clear minute entry on this matter be made. He said that his Area Committee had determined that if such an agreement had already been reached there should be a sanction on the head of the organisation. Andrea MacDonald confirmed that there had been significant disquiet at the West Area Committee over this matter and a suggestion that a membership survey might be necessary to reach a view on whether this was a viable proposal.

The General Secretary reminded the Committee that at the last meeting this matter had been discussed as it was known at that time that it was on the Official Side's agenda. It had been discussed against the background of a £60m gap in police funding next year and an acknowledgement that the PNB SSC was under significant pressure to cut costs. It was also acknowledged at that time that serious cuts in terms and conditions for officers working in E&W had already been made and that these had not been applied in Scotland. The ability to preserve pensionable and take home pay is absolute and the JCC agreed the debate on annual leave for public holidays had merely explored the issue and set loose parameters for the JCC's PNB representatives.

John Adams proposed that a survey of members be held on this question; this was seconded, was put to the vote and defeated.

The General Secretary explained that new governance arrangements for the police pension schemes were being considered and would require to be in place by 2015. It was inconceivable the Staff Side would not be expected to contribute to this work and it was possible this could also raise an expectation of staff side involvement in an ongoing basis.

He also mentioned changes to taxation rules which were considered unlikely to impact on any federated rank but stressed that these rules were separate from pensions and that taxation was a personal matter so any member who expressed concern should be advised to seek independent advice. He also spoke about ongoing discussions with government about earlier access to pension with actuarially reduced payments, part time workers, transferees and additional voluntary contributions all of which had not been finalised.

The Chairman said the pension roadshows had been well attended and he thanked both John Sturzaker of Slater & Gordon and the General Secretary for their considerable inputs.

5 FINANCE STANDING COMMITTEE (FSC)

The last meeting of the FSC was held on 21 August and the Minute had been circulated and was approved.

The SPF Policy on Expenditure had been circulated to the Committee and was discussed. David Hamilton raised a number of points relative to fine detail and terminology and after discussion the committee agreed to approve the policy as drafted with a view to the General Secretary circulating an amended version of the document to the Committee incorporating the desired changes, for approval in due course.

The accounts were circulated and the Treasurer and General Secretary answered a number of questions. Thereafter the accounts were approved.

6 LEGISLATION AND REGULATION STANDING COMMITTEE

The last meeting of the Legislation and Regulation Standing Committee was held on 21 August 2013. The Minute had been circulated and was approved.

The Committee discussed the process for considering and responding to government and other consultation exercises. It was agreed that the process adopted in the West Area, where office bearers held weekly meetings to discuss such matters, was a suitable way to proceed.

7 OPERATIONAL DUTIES STANDING COMMITTEE

The last meeting of the Operational Duties Standing Committee was held on 21 August 2013 and the Minute had been circulated and was approved.

The Committee thanked Malcolm MacDonald, Stewart Ross and Graeme Ednie for the work they had done on workforce agreements. Malcolm MacDonald said that some members of his Area Committee were angry and annoyed that the agreement had been signed by the General Secretary and had questioned whether he had had the authority of the JCC to sign it. Andrea MacDonald confirmed that the West Area Committee meeting had been concerned that the General Secretary had exceeded his powers and had asked its JCC members to have this debated at the JCC. The JCC confirmed that the General Secretary had been given its authority to sign the agreement.

Andrea MacDonald reported on the proceedings of the Firearms Monitoring Group; David Hamilton raised the question of engagements with specialist units; Stewart Ross spoke about a meeting with custody units and members discussed the 'library' of common shift patterns. The Chairman and Malcolm MacDonald assured the meeting that each proposal to adopt a new shift pattern would be considered on its merits and not simply selected from the 'library of shifts' held by the Police Service of Scotland.

The General Secretary raised the content of a letter from ACC Mawson regarding the Special Constabulary and their periodic payment. The Committee agreed the General Secretary should respond supporting adherence to regulation while recognising it was within the gift of Scottish Ministers to make certain changes in the future.

The Committee also discussed special constabulary recruitment standards, uniform and operational deployment. It was agreed that Gordon Dixon would look further at these matters

8 CONDUCT SUBJECT COMMITTEE

The first meeting of the Conduct Subject Committee was held on 20 August 2013 and the minute had been circulated and was approved.

The Conduct Secretary raised the matter of vetting and said that he had recently met with Superintendent Jim Boyd who was due to leave the post in four weeks. He told the Committee that any issues concerning vetting should be passed to him and he would raise them at the Management Committee.

The Committee was informed that since 1 April 2013, there had been 145 referrals to the PIRC mostly relating to firearms, taser, cs spray and conduct. The Conduct Secretary told the Committee that he had a meeting the next day with the Deputy Chief Constable to discuss PIRC publications and the identification of individuals. He felt this might require legal advice.

The Committee discussed formal and informal conduct warnings and the PSoS reaction to them where officers were applying for new posts.

The Conduct Secretary reported that he was in correspondence with the Scottish Government on the Draft new Conduct and Performance Regulations and discussed a number of key issues with the Committee.

The Conduct Secretary had delivered training to Area Representatives on the 2013 Regulations and it had been well received. Further training on Performance Regulations would be arranged.

Members discussed legal assistance from the Police Authority and were reminded that it was essential that claims were made properly to ensure compliance with the DAS scheme rules.

9 EQUALITY SUBJECT COMMITTEE

The first meeting of the Equality Subject Committee was held on 20 August 2013 and the minute had been circulated and was approved.

Two recommendations below from the Equality Subject Committee were put to the JCC:

Police Maternity Pay: ESC recommends to JCC that the attached proposal for increase of police maternity pay be endorsed for progression to the PNB Scotland Committee.

This was approved by the Committee.

Flexible Working Document: ESC recommends to the JCC that the attached document approved by them be endorsed for progression to the PNB Scotland Committee.

This was approved by the Committee.

The Equality Secretary told the Committee that the Women's Development Forum had rebranded themselves as a Staff Association as opposed to an ACPO/S Working Group.

10 HEALTH AND SAFETY SUBJECT COMMITTEE (H&S)

The first meeting of the Health and Safety Subject Committee was held on 20 August 2013 and the minutes had been circulated and were approved.

The H&S Secretary told the committee that all SPF H&S meetings were now up and running and that Force meetings were a little slower. The first West Area Committee meeting would be held the next day. The H&S Board Meeting would be held on 16 September 2013.

The Committee was informed that 15 generic risk assessments were pending and some had been sent to individuals with a specific knowledge of the matter. The draft SOP for H&S had been circulated to H&S leads.

Malcolm MacDonald told the Committee that he had spoken to the Inspector that had carried out the scoping exercise for the officers going to Malawi and said that he would share information with the H&S Secretary.

11 POLICE RELATED CHARITIES

The Chairman told the Committee that National Police Memorial Day 10th Anniversary Event would take place on 28/29 September in Cardiff. Plans were already underway

for the 2014 event which would take place in Belfast.

The Chairman told the Committee that the Police Dependants Trust charity was in a good financial position and that a good number of Scottish officers had registered with it. It was noted that any officer injured on duty should register in the event that any future financial assistance could be considered.

The Scottish Police Memorial Trust ceremony took place at Tulliallan on 4 September and was well attended. The Chairman told the Committee that plans were in place to hold future memorial services under the banner of PSoS as opposed to the being held locally in previous legacy force areas. Discussions will continue on this matter.

Stewart Ross told the Committee that the Police Treatment Centre was still trying to raise funds.

Graeme Ednie and Malcolm MacDonald raised the matter of applications for funding from the RPOA and said it was important for it to appreciate that the SPBF was under no obligation to continue with previous arrangements.

The Committee discussed the Lewis Fulton Bravery Award and it was agreed that a small group comprising the Chairs and Secretaries from each area, along with the SPF Chairman would meet with Christine Fulton to discuss the award.

12 JCC CIRCULARS ISSUED SINCE LAST MEETING

A paper had been circulated and was noted.

13 G8

The Deputy General Secretary gave an update to the Committee. Members discussed Mutual Aid and Held in Reserve and the Chairman confirmed that this was being examined with the PSoS. The General Secretary said this was a complex subject and had been discussed in a number of forums over the years. He said he was in correspondence with the Chief Constable of the PSNI relative to firearms and risk assessments.

Graeme Ednie reminded the committee of the SPFs desire from annual conference several years earlier to seek a more equitable approach to circumstances where officers were held in reserve. The General Secretary acknowledged he was fully aware and indeed the original motion at Conference had been his. He inherited it for progression to Staff Side on his election to post and much work had been undertaken. However, the Winsor review meant the work (insofar as Scotland was concerned) has effectively been stymied. It was noted that officers in E&W now had inferior held in reserve arrangements and if the JCC was desirous of pursuing change, it should be alert to the inevitability this would be against a background of cuts.

This item was removed from future agendas as the matter could be discussed under Mutual Aid which is currently on the Operational Duties Standing Committee agenda.

14 COMMONWEALTH GAMES

The Deputy General Secretary told the Committee that he had attended the first meeting of the Consultative Committee which was held on 16 August. He said that the next meeting would be hosted by the SPF at Woodside Place and would be held on 3 October. He asked Malcolm MacDonald and David Hamilton to assist him in this matter and they agreed.

Murray McKenzie asked if there had been any relaxation on the annual leave restrictions and was told that there had not.

15 POLICE FEDERATION (SCOTLAND) RULES

The Committee was informed that the SPF Rules had been circulated and that the Standing Orders were in the process of being rewritten. The General Secretary asked members to submit their views within the next ten days on this matter.

16 TEMPORARY INSPECTORS - PUBLIC HOLIDAYS

The Committee was informed that the Vice Chairman had written to the Scottish Government seeking clarity on compensation in relation to this subject as the PSoS had stopped treating such days as if temporary inspectors were still sergeants as per the regulations. He had received a reply stating that updating the regulations had been done with no intention of altering existing compensation levels. He had written a further letter to John Gillies pointing this out and said that he would keep the Committee updated on the outcome of the correspondence.

17 STAFF

The Committee discussed staffing in SPF offices and it was agreed that this would be further discussed at the Chairmen and Secretaries meeting later in the month.

18 CORRESPONDENCE

The General Secretary told the Committee that he had received and accepted an invitation for himself and the SPF Chairman to attend the PFEW Bravery Awards.

He had also received an invitation to the Police Association of New Zealand's Annual Conference in October. The Committee agreed not to send anyone to this event.

It was agreed that the Chairman and Deputy General Secretary would attend the Prison Officers' Association Annual Conference in October.

The General Secretary shared a letter of thanks from a member relative to the pensions' road show.

It was noted that the General Secretary and the Chairman would attend the British Transport Police Annual Conference in York in March 2014.

19 COMPETENT BUSINESS

Peter Jones told the Committee of a problem he had encountered regarding a member wishing to use a local solicitor and the solicitor not being approved by DAS. The Committee noted that local solicitors could be used but only if they signed up to the DAS Terms of Agreement.

David Hamilton raised the matter of area JNCC updates and issues and asked what the process was. It was agreed that 'Local Negotiating Consultative Committees' (LNCCs) would be an item on future JCC Agendas.

David Hamilton raised the issue of legacy force servers and asked what should be done with the database from the Portobello office. The Committee agreed that they did not want to lose the data and agreed that Alistair Kinnear would be asked to look into this matter.

The Chairman reminded members to contact Susan Fraser regarding arrangements for the UK Joint Meeting in November.

20 CLOSURE

The Chairman asked that thanks be recorded to John Sturzaker for the work he had done in relation to the Pensions Road show earlier in the month. He also thanked the General Secretary for all his work in relation to the pensions' issue. 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

INSPECTOR'S CENTRAL COMMITTEE

Minutes of the Inspector's Central Committee meeting held in The Hilton Grosvenor Hotel, Glasgow on

1. Roll Call

David Blacklock	-	West Area Committee
Graham Capes	-	East Area Committee
Paul Hogan	-	North Area Committee
Mike Kennedy	-	North Area Committee (Chair)
Andrea MacDonald	-	East Area Committee (Secretary)
Heather MacDonald	-	East Area Committee

2. Apologies

Apologies were received from Raymond Dutton (EAC).

3. Opening of Meeting

The Chair opened the meeting and welcomed everyone to the first meeting under the new SPF structure.

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 provided a brief overview of the structure for the forthcoming ICC Workshop. He discussed the attendees, the speakers and the agenda.

7. Matters Arising

7.1 Scottish Police Consultative Forum (formerly PABS)

The Chair provided an update regarding this matter and advised that with the dissolution of PABS there was no formal process for discussing the non-negotiable elements of pay and conditions.

A draft paper was produced through the Scottish PNB Standing Committee outlining potential terms of reference for the Forum. There had also been discussion regarding a suitable Chair for the Forum and it was seen as desirable for that individual to be

independent from the Scottish Government, in line with the way in which PNB is chaired.

8. AOCB

8.1 Workforce Agreement (WTR)

The Chair spoke about the importance of the inclusion of the Inspecting Ranks in the new Police Service of Scotland Workforce Agreement.

This assists with a number of issues for the Inspecting Ranks such as On Call and the Working Time Regulations.

There was a discussion about the importance of the Inspecting Ranks accurately recording their working hours and an agreement that it was imperative that SCOPE could facilitate this in a user friendly manner.

One member stated that there was some confusion as to the implementation date for the new Workforce Agreement. The Secretary advised him that it would take effect from October when the eight legacy Force Agreements would cease to exist.

8.2 On Call (Divisional Chief Inspectors)

The Chair updated members regarding the current position with this issue. He had met with ACC Penman on 5 September 2013 and reported that the meeting was very productive and positive and that the issue was moving forward. He stated that he hoped to have matters resolved for the November JCC.

The Chair asked for agreement to circulate the Force response for comment and to thereafter act upon any comments received. Members agreed this course of action.

8.3 Leave Work on Time Day

The Chair advised that this was part of work being done by a Charity in respect of the erosion of the work/life balance especially for middle management and the idea was to encourage as many people as possible to finish work on time on a specific date later that month.

9. Correspondence

There were no items of correspondence.

10. Date of Next Meeting

The next meeting of the ICC will be held on 5 November at the Hilton Grosvenor, Glasgow.

MIKE KENNEDY
Chairman

ANDREA MACDONALD
Secretary

CONSTABLES' CENTRAL COMMITTEE

Minutes of a meeting of the Constables' Central Committee, held in the Hilton Doubletree Hotel, Dunblane on 10 September 2013

1. ROLL CALL

Malcolm Macdonald	West Area
Jim Foy	West Area
Stewart Ross	East Area
Grant McDowall	East Area
Graeme Ednie	North Area
Peter Jones	North Area
Brain Docherty	Ex Officio
Calum Steele	Ex Officio
David Ross	Ex Officio
David Kennedy	Ex Officio
Jackie Muller	Ex Officio
Steve Herd	East Area (Observer)
John Ferguson	North Area (Observer)

2. APOLOGIES

Apologies were received from Donald Walker (West Area) and Amanda Given (East Area). Donald was replaced by Jim Foy and Amanda was replaced by Grant McDowall.

3. ADOPTION OF STANDING ORDERS

Standing orders were adopted for the duration of the meeting

4. OPENING OF MEETING

The meeting was opened by Jackie Muller who was the Chair of the Legacy Constable's Central Committee. Jackie informed the Committee that she and David Kennedy had now been elected to their Ex Officio posts and that they would be required to resign from their respective posts. Jackie then called for a nomination of a new Chair of the Constables Central Committee. Peter Jones was duly nominated and seconded. There were no other nominations. Peter Jones was thereafter elected as Chair of the Committee.

Peter Jones thereafter took over as Chair.

The Chair then called for nominations for the post of Secretary of the Constables Central Committee. Malcolm Macdonald was duly nominated and seconded. There were no other nominations Malcolm Macdonald was duly elected as Secretary of the Committee.

The Chair welcomed everyone to the meeting and asked for everyone to participate in the meeting. He also thanked both Jackie and David for the work they had done on behalf of the Committee and wished them well in their new roles.

5. MINUTES OF THE PREVIOUS MEETING

The minutes of the previous meeting were accepted as a true record of the meeting

6. MATTERS ARISING

(a) PNB

The General Secretary provided an update into the current standing of the Scotland Standing Committee. He stated that the consultation period was still live.

He also informed the committee that there would be a committee created similar to PABS to deal with any issues. This Committee would be seeking to have an independent Chair.

He provided updates in relation to that the majority of work being carried out by the PNB was being dominated by the Winsor Review. He further provided updates in respect of Police Pensions and JCC Circulars for Consultation.

(b) JCC AGENDA

No items of discussion

(c) SPF/CCC STRUCTURE

It was agreed that this work stream was now complete and the Chair sought the approval to remove this from the Agenda. The Committee agreed to remove this item.

7. COMPETENT BUSINESS

The General Secretary raised a matter in regards to a letter he had received from Police Scotland in relation to the Special Constabulary. A discussion took place in respect of this and the Federation's position should be that we support the Special Constabulary and that they should complement not supplement the Police Service. This matter would also be discussed at the JCC.

A member raised a matter in respect of the new Conduct Regulations consultation and he was concerned that the determination of Gross Misconduct. This matter will form part of the Federation's response to the consultation.

8. CORRESPONDENCE

No correspondence had been received.

9. DATE OF NEXT MEETING

The next meeting is to be held in the Grosvenor Hotel Glasgow on Tuesday 5th November 2013.

10. CLOSURE

The chair closed the meeting and thanked everyone for their attendance.

PETER JONES
Chair

MALCOLM MACDONALD
Secretary