



Scottish Police Federation

5 Woodside Place Glasgow G3 7QF

JCC Circular 16 of 2016

Ref: CS/DJK/LS

9 May 2016

Dear Colleague

Subject/Standing Committee Minutes April 2016 – Information

I refer to the above and attach herewith, the Minutes from the Conduct, Equality and H&S Subject Committee meetings and the Finance and Operational Duties Standing Committee meetings that were held in Woodside Place on for your information.

Whilst this circular is primarily for your information, any comments you have on its contents should be sent to me no later than 10 days after its date of publication.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Calum Steele'.

Calum Steele
General Secretary



Scottish Police Federation
5 Woodside Place Glasgow G3 7QF

**Joint Central Committee
Conduct Subject Committee**

Ref: CS/DJK/LS

12 April 2016

MINUTES

1. Attendance

North Area Committee	John Crawford
North Area Committee	Angus Morrison
North Area Committee	Sandy Smart
East Area Committee	Amanda Givan
East Area Committee	Stevie Herd
East Area Committee	Heather MacDonald
West Area Committee	Paul Connelly
West Area Committee	Gary Mitchell
West Area Committee	Andy Smith
Deputy General Secretary	David Kennedy (meeting Chairman)
Conduct Secretary	Jim Foy
Business Administrator	Lesley Stevenson

Apologies were received from Stuart Finnie, Scott Meechan and David Threadgold who were replaced by Paul Connelly, Heather MacDonald and Angus Morrison respectively.

The Chairman opened the meeting by welcoming everyone to the Conduct Subject Committee meeting.

2. Minutes of Previous Meeting

The Minutes of the previous meeting had been circulated with JCC Circular 5 of 2016 and following a minor amendment were approved.

3. Legal Assistance

The Conduct Secretary confirmed that there had been 35 criminal cases submitted since the last meeting on 19 January 2016.

The Deputy General Secretary explained that there had been minor amendments to the conduct form. When completed these should be submitted to the Area Leads.

He further explained that under the new scheme, SPF representatives were being invited to attend meetings between solicitors and members. The Conduct Secretary gave some examples where this had proved to be very useful to all parties. This was welcomed by the Committee.

4. Complaints against the Police

The Conduct Secretary told the Committee that he had attended a Complaints and Conduct Sub Committee meeting on 17 February 2016.

He stated that the total number of complaint cases recorded by Police Scotland in the last quarter was 1609, a decrease from 1692 in the previous quarter.

The number of complaint cases in the North increased by 15.2%.

The number of complaint cases in the East increased by 3.9%.

The number of complaint cases in the West decreased by 15.8%.

The total number of allegations recorded in the quarter was 2190, a decrease of 19.5% from the previous year. It was noted that complaints had now levelled out in line with predictions and should start to decrease now that the front line resolution desk had been operating for some time.

5. Conduct

The Conduct Secretary said that the total number of live cases being monitored by the leads was 354. There were 66 in the North, 68 in the East and 226 in the West. The Committee discussed this matter and the Conduct Secretary said he would review the recording criteria and would seek information from PSD re outstanding case numbers.

The Conduct Secretary told the group that he had recently attended an Investigating officers' course run by PSD covering all three areas in Scotland. A significant part of this course was the instruction that evidence of opinion/hearsay should be avoided wherever possible and that fresh statements should be noted in misconduct cases. It was noted that it was important that representatives ensure that statements included in the misconduct case be thoroughly checked for inappropriate content and where such was found, it should be challenged as early as possible.

Since the last meeting there had been nine misconduct hearings; five in the East, three in the West and one in the North. Two officers were dismissed, three received written warnings, one was found not proven and two were subject to a financial penalty. One officer resigned prior to the hearing taking place and one was admonished.

It was noted that a PSD review of the 2014 regulations was ongoing and it was agreed the Conduct Secretary would write to Chief Superintendent Carole Auld requesting federation involvement at an early stage in any such review.

The Conduct Secretary wished to place on record his thanks to the area leads for the quality of their work and commitment in representing members in gross misconduct cases who were facing the most severe of sanctions and for the successful results recently achieved.

It was noted that there were two appeals outstanding, one in relation to finding and one in relation to disposal. Another appeal against disposal had recently been held in favour of the member and an appeal against the appointment of an assessor had also been upheld.

The Secretary told the meeting that he had written to CCU outlining the SPF position that the Force could not impose any restrictions on an officer's decision to drive to or from work.

A discussion took place regarding the variations in practice where members had received a number of complaints within a 12 month period. It was agreed that the Conduct Secretary would speak to PSD regarding this practice and ensure consistency in approach.

Discussions took place regarding ongoing training matters.

6. Performance

It was reported that some divisions had recently been using performance regulations as opposed to misconduct regulations in appropriate circumstances. This was welcomed by members of the Committee who were firmly of the view that performance matters should be dealt with as such. However, there was clearly some way to go in this regard and it was obvious most divisions were not utilising the performance regulations correctly.

7. Police Appeals Tribunal

The outcome of one appeal was awaited. The Committee discussed the length of time taken by the Police Appeals Tribunal to make decisions.

8. Police Investigations and Review Commissioner

There were currently nine ongoing investigations.

Concerns had been raised regarding the demeanour and conduct of some PIRC investigators and the Conduct Secretary said he would raise the issue directly with them.

A short guide to PIRC powers had been forwarded to Area Secretaries for circulating to all representatives for their information.

It was noted that an input from PIRC had now been included in the Officer Safety Training programme. The Committee discussed this matter and it was agreed that the Conduct Secretary should form a small working party to look at the issue. Sandy Smart, Gary Mitchell and Stevie Herd would be the area leads.

9. Longevity of Warnings

As this matter had now reached a satisfactory conclusion, it was agreed to remove it from future agendas.

10. Competent Business

The Committee discussed Vetting and agreed that it should be added as a new item onto the next agenda.

11. Closure

Date of next meeting: 2 August 2016

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



Scottish Police Federation

5 Woodside Place Glasgow G3 7QF

Joint Central Committee Equality Subject Committee

Ref: CS/DJK/LS

MINUTES

26 April 2016

1. Attendance and Opening of Meeting

North Area Committee	Caroline Scobbie
East Area Committee	Nigel Bathgate
East Area Committee	Andy Malcolm
East Area Committee	Allan Symington
West Area Committee	Fiona Morris
West Area Committee	Ian Florence
West Area Committee	Andy Hastie
Vice Chair	Graeme Ednie (meeting Chairman)
Equality Secretary	Jackie Muller
Business Administrator	Lesley Stevenson

Apologies were received from Gemma Beattie who was replaced by Ian Florence.

The Chairman opened the meeting by welcoming all present.

2. Minute of Previous Meeting

The Minute of the previous meeting had been circulated with JCC Circular 5 of 2016 and was noted.

3. Matters Arising

3.1 Action Log

Action 0005/16 The Secretary advised she had been in communication with DCC Richardson who had provided an assurance that PSoS were committed to addressing the lack of BME officers in the service. Action closed.

Action 0006/16 The Secretary advised she had obtained the training materials from C/Insp Boulton and there would be further discussion later on the agenda. Action closed.

Action 0007/16 A Briefing Paper had been circulated and was discussed. It was agreed that it should be recommended to the JCC that two people (one from the Equality Committee) should attend this event and that it was important the value of the meeting was discussed and there be tight boundaries on costs. It was agreed the Secretary would communicate the decision of the ESC to the SPF Chairman. Action closed.

3.2 Specialist Role Fitness Testing

The Committee discussed specialist role fitness testing and Andy Malcolm said he would look into the SOPs on the Force website and send his findings to the Equality Secretary.

Action 0008/16 Andy Malcolm to review the SOP's and EIA's and compare detail against papers obtained from C/Insp Boulton regarding Specialist Roles.

Action 0009/16 Secretary to write to John Gillies with details of findings from action 0008/16.

4. Standing Items

4.1 PNB(S) Equality Working Group

The Equality Secretary gave an update on the last meeting of this group held in February:

Equal Pay Audit

A joint statement had been agreed between the Staff Side (SS) and Official Side (OS) regarding the Equal Pay Audit and it was hoped that the full PNB would accept this at the next meeting.

Additional Hours Payments & Part-Time Audit

The SS noted their disappointment this issue did not go to PNB in February as agreed at the previous meeting and suggested there were reputational risks if Police Scotland failed to ensure officers were appropriately remunerated. The SS believed the agreement reached at the December EWG involved splitting additional hours from discussions on part-time audit. The OS confirmed that this was the agreement in December, but following reflection the OS view was that the calculation of annual leave in hours needed to be resolved first. The SS said that this appeared to be an additional claim and should not be linked to a statutory right to pay.

The OS stated they intended to provide a paper to the SS setting out why annual leave in hours would support policing from an equality perspective. This would be provided at least 2 weeks prior to the EWG on 28 April. The SS noted that due to these delays, officers were still not being properly remunerated for additional hours worked. The OS advised that they wanted to finalise the issue around calculating annual leave in hours as quickly as possible and would take the urgency for a solution back to the wider OS. The Chair requested an early meeting between the Sides to ensure progress ahead of the next meeting. The OS confirmed that it was happy to meet with the SS while the proposed paper is in development.

The SS advised they had been managing member expectations on this for some considerable time and would now unfortunately have to advise their members to begin the process of pursuing legal claims for additional hours worked. The OS noted this position and stated that they would relay this position to the wider OS. The OS clarified that the paper they were offering to produce would cover both an additional payment and the calculation of leave in hours.

The Equality Secretary had now met with the OS which had provided a paper and she hoped this would allow progress at the next meeting.

Rest Days and Free Days during a period of Annual Leave

Following discussions at the December EWG, the SS subsequently clarified its claim in correspondence with the OS.

The OS introduced their paper setting out proposals for changes to the qualification criteria for a period of annual leave and the compensation for officers recalled to duty during a period of annual leave. The paper recommends that the qualifying period for compensation for officers required to work during a period of annual leave is revised from 3 days to 5 days and at the same time widened to include free days in the reference period calculation. The SS rejected the proposal to extend the qualifying period to 5 days but welcomed the OS recognition that it could be argued that the exclusion of free days from the relevant Regulation is disadvantageous to part-time workers and agreed that free days and rest days should be treated the same. The SS agreed to discuss further with the OS and an update will be provided at the April EWG.

Carry-over of Annual Leave

SS raised concerns at the further delays by the OS – the Equality Secretary hoped the matter would now be resolved at the next meeting of the full PNB.

Occupational Parental Pay for officers taking Shared Parental Leave

This is a SS claim and the OS have undertaken to provide an update at the next meeting.

The Equality Secretary advised the next meeting would be held on Thursday 28th April.

4.2 PS/SPA P&D E&D Governance Group

Fiona Morris said she had attended the last meeting of this group in place of the Equality Secretary and gave the following update:

An update was provided by Angela Terry and Alan Whitefield regarding the results of the staff survey. A presentation was delivered regarding the proposals for Improvement activities. There would be 4 main themes – Inspiring Leadership, Engaging and Valuing Each Other, Our Voice and An Exciting Experience. It will be known as “our survey storyboard”. It is intended to roll out appraisals which will be known as PDC (Performance and Development Conversations).

There were also proposals for a Senior Leaders Forum intended to develop leadership capabilities. Claire Hussain SWDF advised that the closing date for the Maternity SOP had been pushed back to 29 April 2016. She provided an update on the Maternity toolkit and a

PSoS TV input regarding it. She also updated that each Division should identify people who would become SPOC's.

Claire Hussain also reported on a planned event within U Division on 26 April 2016 which would be a forum to discuss maternity related matters predominantly KIT days. Claire Hussain also advised that she had prepared a report regarding support for people who were in the process of Fertility treatment.

Gill Boulton updated the meeting that since Stonewall Workplace Equality Index feedback the PSoS score had increased from previous years.

Alastair Muir updated the Meeting about the progress so far regarding the Police Scotland Equality Outcomes and mainstreaming Report due by the end of April 2017. Supt David Duncan had met with Equality and Diversity staff on 4 April 2016 and the review will begin in May 2016.

Alastair Muir updated the Meeting about the integration of Equality Impact Assessments and Human Rights to develop the Equality and Human Rights Impact Assessment (EQHIRA). He advised that two seminars had already taken place but further training would be taking place and this would be facilitated by Supt Alan Gibson Head of Training. The integrated approach is due to be implemented on Monday 30 May 2016.

Fiona Morris raised the issue of training for LGBT Liaison officers which was a national initiative however there had been no consultation with any staff associations prior to this being rolled out. This would appear to be a two to three hour awareness input; Alan Sneddon advised that previous training had been a two week course. Chief Supt Barrie McEwan took an action to look at future funding and the lifetime plan for this training.

Claire Craig provided an update on dyslexia assessments being carried out at the SPC and the number of officers who had been unaware that they had dyslexia until they were at the college and assessments were carried out.

Alan Sneddon from the GPA advised that Pride would take place this year in Edinburgh on 02 July 2016. He confirmed that the necessary requests for consideration of time off and the ability to march in uniform would be submitted in due course.

4.3 Protected Characteristics

4.3.1 Disability

The Equality Secretary advised she had raised concerns regarding the overdue review of the Disability in Employment SOP and lack of guidance documents that were apparently being drawn up when the current SOP was published in 2013. She hoped to have a fuller update after the P&D E&D Governance Group meeting later that month.

Action 0010/16 It was agreed the Equality Secretary would write to John Gillies requesting details of timescales for the review.

4.3.2 Maternity

The Equality Secretary had circulated a draft response to the Adoption/Maternity and Paternity (A/M/P) SOP to the Committee for approval. The Committee discussed maternity

uniform, plain clothes allowance, the A/M/P toolkit, information leaflets, fertility treatment and A Fathers Guide SOP.

4.3.3 Race/Religion

It was noted that DCC Richardson had confirmed the Force was committed to addressing the lack of BME officers within the Force. It was agreed this item could be removed from the agenda.

4.4 Training/Legal Updates

There were no legal updates available.

The Committee noted training continued to be delivered to Area Equality Committee's and it was hoped the next one would cover maternity/paternity/adoption issues. Areas were invited to send as many to the training courses as possible. Basic Training courses would be held in Doubletree by Hilton, Dunblane Hydro on 3-5 May 2016.

5. New Business

5.1 Motion

This Area Equality Committee asks the Equality Subject Committee to ask the Joint Central Committee to review the venue for Annual Conference 2017.

West Area Committee

This motion was carried.

Action 0011/16 Secretary to communicate with the SPF Chairman to ensure the motion was raised on the agenda of the forthcoming JCC meeting.

The Committee discussed Annual Conference 2017 and what it might wish to raise there. It was agreed the three area leads should return to the next meeting with proposals.

Action 0012/16 Area Leads to ensure Annual Conference 2017 was raised in the agendas of the next Area Subject Committees to ensure each Committee discussed topics of an Equality input at Conference. Area Leads to provide updates at next ESC.

5.2 Hate Crime

Fiona Morris mentioned the IAMME Project which arranged for shops and business premises to display a logo indicating they were safe havens for people with protected characteristics. The meeting agreed enquiry was required to ascertain the progress of these initiatives at a local level.

Action 0013/16 Area Leads to ascertain progress of PSoS Hate Crime initiatives at local levels and provide updates at next ESC meeting.

6. Correspondence

There were no items.

7. Competent Business

There were no items for discussion.

8. Closure

The next meeting will take place on 2 August 2016.

The Chairman thanked everyone for their contributions and wished them a safe journey home.



Scottish Police Federation

5 Woodside Place Glasgow G3 7QF

Joint Central Committee Health & Safety Subject Committee

Ref: CS/DJK/LS

MINUTES

12 April 2016

1. Attendance and Opening of Meeting

North Area Committee	Grant Letham
North Area Committee	Steve Thomson
East Area Committee	Stephen Clark
East Area Committee	Brian Jones
West Area Committee	Martin Bertram
West Area Committee	Andy Hastie
West Area Committee	Paul Connelly
General Secretary	Calum Steele
Deputy General Secretary	David Kennedy
Vice Chairman	Graeme Ednie (meeting Chairman)
Health & Safety Secretary	Peter Jones
Business Administrator	Lesley Stevenson

Apologies were received from Hugh Loudon who had no replacement, Stuart Finnie who was replaced by Paul Connelly and Davie Smith who was replaced by Grant Letham.

The Chairman opened the meeting and thanked everyone for their attendance.

2. Minute of Previous Meeting

The Minute of the previous meeting had been circulated with JCC Circular 5 of 2016 and was approved.

3. Matters Arising

3.1 Action Log

An action log from the previous meeting had been circulated to the Committee. The Secretary updated the Committee in relation to the outstanding actions from the previous meeting;

0001/16	Agenda amended as agreed at the previous meeting. Closed.
0002/16	Action Log created and circulated as agreed at the previous meeting. Closed.
0003/16	Item raised on Force H&S Committee and being progressed. Closed.

0004/16 Item raised on Force H&S Committee and being progressed. Closed.
0005/16 Secretary provided progress update. Work ongoing. Continue.
0006/16 Secretary provided progress update. Work ongoing. Continue.
0007/16 Martin Bertram provided an update. Matter concluded. Closed.
0008/16 Secretary advised he had forwarded paperwork as requested. Closed.

4. Standing Items

4.1 SPF H&S Updates

The Committee were provided with the Minutes of the last Custody and OSD Sub-Committee meetings and noted the contents. There were no issues arising.

Steve Thomson gave an update on the North Area Committee H&S meeting which was held in Dundee on 4 April 2016 which he said had been well-attended. The SPF offices in Dundee, Aberdeen and Inverness had recently been inspected and reports had been submitted to the H&S Secretary and Vice Chair. The findings were currently being considered. Attendees had also received training in accident investigation which had been well received.

Brian Jones gave an update on the East Area Committee H&S meeting which was held on 5 April 2016. He said it was not a quorate meeting. The main items discussed were the ongoing concerns surrounding Bilston Glen and he advised of a meeting arranged later that week with Supt Richards to discuss this matter. Attendees had also received training in accident investigation which had been well received.

Martin Bertram provided an update of the business discussed at the last West Area Committee H&S meeting which included SCOPE, Airwave, Fire Risk Assessments and Spitting. They also discussed concerns regarding the use of force to restrain individuals for medical purposes.

The Chair reminded the Committee of the recent consultation on the PSoS Use of Force SOP (draft) and confirmed these concerns had been expressed during that consultation.

The Committee discussed this matter at length and agreed the Chair would liaise with the Deputy General Secretary to seek a review of SPF legal opinion and the Secretary would raise the Committee's concerns at the Force H&S Meeting.

The Chair reminded the Committee of the importance of ensuring accurate records were maintained of the training provided to all SPF Representatives and that the SPF Database required to be kept up dated.

Action 0009/16 Chair to liaise with Deputy General Secretary to seek review of SPF legal opinion in respect of police restraint for purposes of medical treatment.

Action 0010/16 Secretary to raise SPF concerns on agenda of next Force H&S Committee meeting.

4.2 PSoS H&S Updates

The PSoS H&S Board and UPPE Minutes had been circulated to the Committee prior to the meeting and were noted.

Amongst the items discussed were first aid training, Moodle package, SPELS training and risk assessments for response vehicles. It was agreed the H&S Secretary would raise the Committee's concerns regarding the suitability of the lighting and markings of some police vehicles being tasked to incidents on trunk roads at the next Force H&S meeting.

Action 0011/16 Secretary to raise concerns on the agenda of the next meeting of the Force H&S Committee

The Secretary advised that on 24 February 2016, PSoS were served with an Improvement Notice by the HSE in relation primarily to the management and control of asbestos. The SPF was informed of the notice and was subsequently invited to sit on a Gold Group set up to deal with these issues. Since then the H&S Secretary had attended several Gold and Silver group meetings and a plan is now in place. Most buildings will now need to have an asbestos management survey carried out which will then be developed into asbestos registers, copies of which will be available in all premises. As part of this process, PSoS carried out workplace inspections of the sites visited; Paisley, Maryhill, London Road and Dumbarton and these revealed more issues particularly around fire safety and general conditions of the buildings. Further work will be carried out in relation to fire risk assessments and action plans are to be produced for the four buildings.

Martin Bertram told the Committee that he had attended the APHSA meeting and Minutes of the meeting were awaited. It was noted the next meeting of the UPPE would be held on 19 April and the Secretary would attend.

4.3 Other H&S Meeting Updates

The Minutes of the Joint UK H&S Meeting, TTWEG and NPCC HSW Group had been circulated to the Committee prior to the meeting and the contents were noted. There were no issues arising.

4.4 Inspections/Investigations

The H&S Secretary advised there had been follow up inspections of the Divisional HQ conducted since the last meeting. Six inspections had been undertaken at SPF office premises and work was ongoing in relation to addressing the issues identified.

The Secretary spoke about the Incident/Accident Stats report he had previously circulated. Whilst this provided the raw figures it did not have any detail attached. He informed the Committee that apparently the area H&S advisors for Police Scotland provide a more detailed report to their area ACC's and he has asked that copies of that are provided to himself for forwarding to the Area Leads.

The Secretary advised there had been no accident investigations conducted since the last meeting. Three were ongoing and related to road traffic collisions involving BMW patrol vehicles.

The Committee discussed RIDDOR and the issues regarding the SPF being notified of such cases. It was agreed the H&S Secretary would write to Lynne Robertson or Stevie Merchant and ask that SPF are routinely copied in to all reports from PSoS.

Action 0012/16 Secretary to write to Lynne Robertson to request SPF to be routinely provided copies of all RIDDOR reports.

4.5 Training

The Secretary advised he, the Chair and the Area Leads had recently met to discuss training requirements for a forthcoming basic training course scheduled for 3-5 May at the Doubletree by Hilton, Dunblane. Minor amendments had been made to the course following feedback from the previous courses held in September and November 2015. The H&S Secretary and Martin Bertram would be delivering the inputs there.

5. New Business

There were no new items of business.

6. Correspondence

There were no items.

7. Competent Business

The General Secretary expressed satisfaction at the conduct and business discussions of the meeting but emphasised the need to retain focus equally on Health as well as Safety.

The Chair acknowledged the comments from the General Secretary and provided reassurance the Committee was equally focussed on Health issues as well as Safety considerations and gave a couple of examples to illustrate the ongoing work of the Committee in that area.

8. Closure

Date of next meeting: 2 August 2016.

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



Scottish Police Federation
5 Woodside Place Glasgow G3 7QF

**Joint Central Committee
Operational Duties Standing Committee**

Ref: CS/DJK/LS

MINUTES

13 April 2016

1. Attendance and Opening of Meeting

Steve Thomson	North Area Committee
David Hamilton	North Area Committee
Brian Jones	East Area Committee
Grant McDowall	East Area Committee
Malcolm Macdonald	West Area Committee

Brian Docherty	Chairman
Graeme Ednie	Vice Chairman
David Kennedy	Deputy General Secretary
Calum Steele	General Secretary

Jackie Muller	Equality Secretary
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Lesley Stevenson	Business Administrator
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Apologies were received from Andrea MacDonald and the H&S Secretary, Peter Jones.

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

2. Minutes of Previous Meeting

The Minute of the last meeting had been circulated with JCC Circular 5 of 2016.

3. ACDP, Police Diploma & Special Constabulary

The Deputy General Secretary told the Committee that the Special Constables Regulations were being reviewed and that consideration was being given to the introduction of specific performance regulations for the special constabulary. A working group was to be established and Brian Jones was to represent the SPF on it.

A letter had been sent for the information of the special constabulary explaining the recent increase in the voluntary fund contribution and precisely what that would cover for them.

Work was continuing on the question of working time for the special constabulary.

The Committee discussed vetting and agreed that it was not appropriate that the CCU should not be involved in this matter. Members further agreed that it was a matter for concern that the entrance requirements for probationers had been relaxed in a number of areas including relation to convictions for disqualified driving and dishonesty.

The Committee discussed the police diploma and accelerated career development and it was noted that the Deputy General Secretary was to attend the next meeting.

David Hamilton told the Committee that he has been invited to a Mentoring Group meeting for the SPF and would submit a CMR afterwards. The Chairman reminded David that if this was to be a national meeting, agreed SPF attendee(s) would need to be considered centrally.

4. CBRN

David Hamilton told the Committee that he had attended a Tactical Leads Meeting at which a number of issues had been identified. He told the Committee that as funding for CBRN was both reserved and devolved; there were real challenges for Scotland. He said that the new gas suits were being funded by the Home Office with no reserved funding for Police Scotland. The Committee also received updates on resilience, national asset interoperability, health assessments, gas canisters and fitness tests. It was agreed that David would speak to ACC Bernie Higgins on these matters.

Members also discussed funding in relation to the Royal Court and French and Irish public order tactics. The national Chairman would speak to the Staff Officer of the TTEWG regarding this, if needed.

5. Consideration of JCC Consultation

There were no live consultations at this time.

6. Post Incident Procedures

It was noted that David Hamilton, Malcolm Macdonald and the Deputy General Secretary had recently attended Jackton following a shooting and where resilience and the approach to specific incidents was discussed.

It was agreed that the Chairman would raise this issue with ACC Higgins. It was also agreed that there was an urgent need for training in relation to PIP for SPF office bearers.

7. Workforce Agreements (WFAs)

It was noted that there were five amended WFAs to be signed off and the Deputy General Secretary would speak to Malcolm Macdonald about this. The meeting noted that after several years the British Summer Time issues had finally been resolved. It was further

agreed that amendment to the WFA would be necessary regarding British Summer Time arrangements.

The Equality Secretary said it was important that consultations on revised shift systems were accompanied by equality impact assessments.

The General Secretary advised that the agreed protocol for any shift agreement included an obligation to supply an EIA in advance of agreement; and that whilst further communication between areas and equality leads / secretaries may need addressing, it simply should not be possible to commence formal consultation in absence of such a document.

It was agreed that the Deputy General Secretary would raise the issue of EIAs at the next meeting of the Working Party Review Board.

8. Custody

The SPF Vice Chairman said that he had raised the Care and Welfare of Persons in Custody SOP at the recent JNCC Policy and Procedure Working Group and was to meet a PSoS representative in the near future to go through the response in slower time.

The Committee discussed personal protective equipment, restraint training and custody vehicles.

9. Force Armed Policing Group

It was noted that Andrea MacDonald had attended the recent meeting of this group in place of the Chairman and would provide a full update at the next JCC meeting.

Members discussed the firearms requirements for the future in relation to the increased terrorist threat and reaffirmed the commitment to the position previously agreed.

10. Protecting the Frontline

The General Secretary reported that 'protecting the frontline' was a feature of all discussions being held with SPF involvement at a national level. It had featured specifically within the submission on the police budget to the Scottish Parliament and was heavily promoted at all the recent political conferences. It is to be discussed specifically with the Chief Constable at a future meeting.

The meeting agreed this should be removed from future agendas.

11. 3C

It was noted that the Chairman had asked to meet the new 3C team and awaited a response. Malcolm Macdonald was to attend a meeting in Dundee on April 14th and Steve Thomson was to attend a meeting in Aberdeen on April 28th.

The Committee discussed Bilston Glen and Brian Jones was to meet with Supt. Richards the following Friday.

The Committee also discussed health and safety concerns in relation to Bilston Glen and the new procedure for carrying out PNC checks. Officers in the East area were new to the practice of making these checks on a separate channel and had expressed concerns about the results of these checks being known by the inquiring officer only. This was particularly highlighted when information might be passed about warning markers such as violence.

The General Secretary undertook to write to the Chief Constable about this and associated issues.

12. Review of Superintending Ranks Strategic Review Group

There was no update.

David Hamilton said that the Sergeants had a meeting the previous week and Terms of Reference were being drawn up. A brief discussion took place following which the Chairman said that as this was at an early stage, individuals from each area should be identified to carry out any future work that is required.

13. Impact on Inspecting Ranks Steering Group

Discussed at item 12 above.

14. Domestic Abuse – Evidence

A paper had been circulated to the Committee and it appeared from the responses that this was not a significant problem. The Chairman said he would raise this issue at a meeting he was to attend with Chief Superintendent Barry McEwan in the near future.

15. Competent Business

Malcolm Macdonald asked whether a Scotland position had been taken on the Allard case in E&W relative to recall to duty payments in connection with CHIS handlers. He was advised that this was an ongoing issue and that further updates would be provided in the future.

Brian Jones raised the matter of Operation Gratton and it was agreed that this matter should be pursued through Chief Superintendent Edmondson.

16. Closure

Date of next meeting: 3 August 2016

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