



Scottish Police Federation

5 Woodside Place Glasgow G3 7QF

JCC Circular 46 of 2016

Ref: CS/DJK/LS

18 August 2016

Attachments: Subject/Standing Committee Minutes 2/3 August 2016

Dear Colleague

Subject/Standing Committee Minutes 2/3 August 2016 - Information

I refer to the above and attach herewith the Minutes of the Conduct, Efficiency & H&S Subject Committee meetings and the Finance, Legislation & Regulation and Operational Duties Standing Committee meetings 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

Calum Steele
General Secretary



Scottish Police Federation
5 Woodside Place Glasgow G3 7QF

**Joint Central Committee
Conduct Subject Committee**

Ref: CS/DJK/LS

2 August 2016

MINUTES

1. Attendance

North Area Committee	John Crawford
North Area Committee	Karen Harrison
North Area Committee	Sandy Smart
East Area Committee	Stevie Herd
West Area Committee	Gary Mitchell
Deputy General Secretary	David Kennedy (meeting Chairman)
Conduct Secretary	Jim Foy
Business Administrator	Lesley Stevenson

Apologies were received from Stuart Finnie, Scott Meechan and Amanda Givan.

The Chairman opened the meeting by welcoming everyone to the Conduct Subject Committee meeting. He expressed disappointment that all areas were not fully represented at the meeting.

2. Minutes of Previous Meeting

The Minutes of the previous meeting had been circulated with JCC Circular 16 of 2016 and were approved.

3. Legal Assistance

The Conduct Secretary confirmed that there had been 29 criminal cases submitted since the last meeting on 12 April 2016. He gave updates on a number of recent meetings between members and solicitors and highlighted the benefits of the SPF representatives being involved in these meetings. The Conduct Secretary told the Committee that he was to arrange a meeting within the next month with three legal firms in the North Area regarding representation.

John Crawford asked whether members had to use our local solicitors or if they could use a solicitor from our national panel. The Deputy General Secretary informed the Committee that the allocation of cases to solicitors is a matter for the JCC however, representation

in the majority of criminal cases for the initial interview is normally by one of our local solicitors.

4. Complaints against the Police

The Conduct Secretary told the Committee that he had attended an SPA Complaints and Conduct Sub Committee meeting on 18 May 2016. DCC Livingstone was also in attendance.

He stated that the total number of complaint cases recorded by Police Scotland in the last quarter was 1674, a decrease from 1702 in the corresponding quarter the previous year.

The number of complaint cases in the North decreased by 6.4%.

The number of complaint cases in the East increased by 3.5%.

The number of complaint cases in the West decreased by 4.4%.

The total number of allegations recorded in the quarter was 2464, a decrease of 14.9% from the previous year. It was again noted that complaints had levelled out in line with predictions due to the frontline resolution desk being in operation for some time.

5. Conduct

The Conduct Secretary said that the total number of live cases being monitored by the leads was 320. There were 52 in the North, 73 in the East and 195 in the West. It was noted that the recording system had changed since the last meeting which had caused a reduction in the numbers and it was hoped that this would continue.

Since the last meeting there had been two misconduct hearings; one in the East and one in the West. One was not upheld and the other was deemed not to have been misconduct. There had been five misconduct meetings; one resulted in a final warning, one verbal warning, one improvement action and two resulted in allegations not being upheld. A further case was deserted due to the successful challenge by the SPF that the matter was a performance issue as opposed to misconduct.

The Conduct Secretary told the Committee that he had recently written to Chief Superintendent Carol Auld asking that the SPF be involved in any review of the Conduct Regulations by PSD. As a result, he was invited to a meeting where several aspects of regulations were discussed. He gave a full update of that meeting to the Committee.

The Conduct Secretary told the Committee that some recent cases had been initially assessed as conduct as opposed to performance and gave examples where the SPF had successfully challenged this. It was noted that PSoS had not fully embraced the concept of the 2014 Regulations being designed to be less punitive than previous regulations and there was a lack of ongoing training for Chairs and those with delegated authority at divisions. As a result, the Secretary had written to DCC Livingstone raising concerns and a response was awaited. The Deputy General Secretary raised the issue of Conference 2017 and suggested that this could be an appropriate subject to raise there. This was agreed by the Committee and the Conduct Secretary was to meet with Area Leads to progress this matter and report back at the next Conduct meeting.

Since the last meeting, each Area Conduct Committee meeting had consisted of refresher training in the 2014 Regulations. This has increased the number of trained representatives available to assist in divisions. The format was new and feedback had been positive. Work was ongoing to produce a three day conduct training course for officer bearers and representatives.

6. Performance

Discussed at item 5 above.

7. Police Appeals Tribunal

It was noted that a recent appeal was now concluded and the appeal was dismissed. There were no outstanding matters at PAT stage.

8. Police Investigations and Review Commissioner

It was noted that the Conduct Secretary had attempted to arrange meetings with PIRC on several occasions without success. Further attempts would be made.

9. Vetting

The Conduct Secretary updated the Committee on recent discussions at the Vetting Group and said that recommendations from this group would be made to PSoS in the near future.

The Committee discussed recruitment vetting, the convictions policy, rejoin policy, 10 year vetting policy and management vetting suspensions. It was noted that concerns would be taken to the Project Board by the Deputy General Secretary and to the Vetting Group by the Conduct Secretary.

10. Competent Business

Gary Mitchell raised the issue of warnings and how they affect officers applying for promotion etc. This matter was discussed and it was agreed that the Conduct Secretary would ask DCC Livingstone to inform all that any warnings issued under the 1996 or 2013 Regulations shouldn't be used in themselves against an officer regarding promotion or transfer.

11. Closure

Date of next meeting: 11 October 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

2 August 2016

1. Attendance, Opening and Minutes of Previous Meeting

North Area Committee	Caroline Scobbie (VC)
North Area Committee	David Hamilton (VC)
North Area Committee	Gordon Forsyth
East Area Committee	Nigel Bathgate
East Area Committee	Andy Malcolm
East Area Committee	Allan Symington
West Area Committee	Fiona Morris
West Area Committee	Gemma Beattie
West Area Committee	Andy Hastie
Vice Chair	Andrea MacDonald (meeting Chair)
Equality Secretary	Jackie Muller (by VC)
Business Administrator	Lesley Stevenson

The Chair opened the meeting by welcoming all present and said that this was her first meeting in her new role.

The Minute of the previous meeting had been circulated with JCC Circular 16 of 2016 and was noted.

2. Matters Arising

2.1 Action Log

Action 0008/16 Andy Malcolm reviewed SOP's and EIA's and compared details against papers obtained from Chief Inspector Boulton regarding Specialist Roles. This was circulated to the Committee. **Action complete.**

Action 0009/16 Meeting with John Gillies to discuss findings scheduled for 18 August. Update to be given at next meeting. **Action complete.**

- Action 0010/16 Meeting with John Gillies to discuss findings scheduled for 18 August. Update to be given at next meeting. **Action complete.**
- Action 0011/16 Chair accepted motion for JCC Agenda. **Action complete.**
- Action 0012/16 Submissions received from East and West Areas and circulated to Committee prior to the meeting. Discussed at item 2.3. Verbal update given from North Area. **Action Complete**
- Action 0013/16 Area leads provided updates on Hate Crime Initiatives in their Areas at item 2.4 on the agenda. **Action Complete**

2.2 Specialist Role Fitness Testing

Andy Malcolm had prepared a paper detailing the comparisons between information supplied by PSoS and current practices. This was circulated to the Committee and discussed. It was noted that the Equality Secretary had arranged a meeting with John Gillies on 18 August to discuss these matters.

The Committee discussed the bleep test and it was noted that numerous SOP's required to be updated. The Equality Secretary said that this was the reason for the meeting on the 18th. Fiona Morris raised the issue of armed policing and the fact that they no longer use the bleep test, instead reverting to the 1.5 mile run. The meeting Chair said that the matter could be raised at the next Armed Police meeting she would attend on 14 September. Andy Malcolm said that he had been informed that the bleep test had been causing injuries relative to Pathways to Policing. The Equality Secretary said she had asked the H&S Secretary for details and awaited his response.

ACTION: Equality Secretary to establish Injuries of Duty from Bleep Test

2.3 Conference 2017

Proposals from the three areas were discussed; maternity, absence management and hate crime. After a vote, it was agreed that the Equality topic for Conference 2017 would be Maternity. Nigel Bathgate was to progress this issue.

It was suggested that the other proposed topics could be put to the Conduct and H&S Subject Committee's for taking to Conference.

2.4 Hate Crime Initiatives

The Equality Secretary said this item had been raised by the West Area. Fiona Morris told the Committee about the IAMME initiative in the Renfrew/Ayrshire area whereby local shops and businesses had signed up in order that disabled/vulnerable people could use their premises if they felt unsafe. The intention was for the initiative to be rolled out nationally but had not happened as yet. Fiona would send a link to the campaign video to Nigel and Caroline.

ACTION: Fiona Morris to circulate link to campaign video.

Caroline Scobbie said she had received a list of National Projects for hate crime and local information which she would circulate to the Committee.

ACTION: Caroline Scobbie to circulate details of National Projects on hate crime to Committee.

3. Standing Items

3.1 PNB(S) Equality Working Group

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

Equal Pay Audit

It was noted that PSoS had undertaken the gathering of data. It was hoped an update would be given at the meeting later in the month.

Rest Days and Free Days during a period of Annual Leave

It was noted that the Official Side (OS) were still causing delays, citing “wider modernisation”. This matter has now been referred to PNB Technical Working Group as it is no longer just an equality issue. It was noted the Equality Secretary has offered to assist in the any consideration of equality impact in the “wider modernisation matters” but this had not been accepted.

Occupational Parental Pay for officers taking Shared Parental Leave

It was noted that the OS want to consider this item under “wider modernisation” also. The Independent Chair noted the OS position but advised that he did not want to delay the issues.

Part-time Audit

A sub-meeting was to be held on 9th August to discuss the lack of implementation of the contents PNB Circular 2014/9 in Scotland.

The Equality Secretary advised the next meeting of the PNB(S) EWG would be held on 31 August.

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

The Equality Secretary told the Committee that the last meeting had been cancelled at short notice and the next meeting was scheduled later in the month.

She reminded the Committee that she had asked area leads for details of issues surrounding the removal of self-certification. She had intended to have this item and hate crime, placed on the agenda of the next meeting of this group and for her meeting with John Gillies (who is the meeting Chairman) on 18th August. It was also noted that the Equality Secretary had sought to arrange meetings with DCC Iain Livingstone who also had an input on Governance issues.

ACTION: Fiona Morris/Nigel Bathgate/David Hamilton to establish position within their respective areas regarding the removal of self-certification and forward a brief to the Equality Secretary.

3.3 Agility & Flexible Working

It was noted that the last meeting of this group had been cancelled and the next was scheduled for 18th August. The Equality Secretary assured the Committee that the issues raised by the East and West Areas would be raised at the meeting. Caroline Scobbie said that there were no current issues in the North Area and that it was stable at the moment. She would email information to the Equality Secretary.

ACTION: Caroline Scobbie to share details of the North Area's flexible working arrangement working practices to Equality Secretary.

3.4 Protected Characteristics

3.4.1 Disability

The Equality Secretary advised she had raised concerns regarding the overdue review of the Disability in Employment SOP at the P&D E&D Governance meetings and said she would raise it again at her meeting with John Gillies on 18th August.

She asked that any issues regarding the implementation of the SOP continue to be shared with her. It was noted that she was receiving issues from the East and West areas but none from the North. David Hamilton said he was not aware of any specific issues in the North but would forward any he received in future.

The meeting Chair said she had received and responded to the Recording of Disability and Related Reasonable Adjustments SOP.

3.4.2 Maternity

The Equality Secretary had met with PSoS and agreed that legislative changes needed to be made in order to make the SOP useable. A full review of the SOP was promised for later in the year.

The Equality Secretary told the Committee that in her role as PTC Trustee, she had put a motion forward to the next Board of Trustees meeting asking that donation breaks were made available to those on unpaid adoption and shared parental leave in the same way as they were to those on maternity leave.

3.4.3 Sexual Orientation

3.4.4 Transgender

The Equality Secretary told the Committee that PSoS had started using the LGBT Allies logo on headed paper. There was no consultation on it and any equality and human rights impact assessment done either. This will be placed on the P&D E&D Governance meeting agenda for the next meeting.

3.5 Consultations

3.5.1 E&D Monitoring Documents

The Equality Secretary thanked the Committee for their responses to the above monitoring consultation and said she would be completing the formal response later in the week. She said that hopefully this would finalise the consultation process and allow data gathering to commence.

3.5.2 Pathways to Policing Fitness Testing

The Equality Secretary thanked the Committee for their responses to the above consultation and said that she would feedback a full brief to the Deputy General Secretary, (SPF lead on this matter) for his consideration and onward submission.

3.5.3 Recording of Disability & Related Reasonable Adjustments

It was noted that the SPF Vice Chair (and meeting Chair) had submitted the response to this SOP earlier in the day.

3.6 Training/Legal Updates

There were no legal updates available.

The Equality Secretary asked Area Leads to send a list of training requirements to her and said that training days had been agreed in areas for full time officers. It was noted that others were able to attend if required.

ACTION: Fiona Morris/Nigel Bathgate/David Hamilton to ensure training database is up to date for equality representative and forward updated training requirement list to Equality Secretary.

4. New Business

4.1 Equality Secretary Role

The Equality Secretary reminded the Committee that she had intimated her intention to retire from the police service in March 2017 which had resulted in the General Secretary calling for nominations for the Equality Secretary's position. The election would take place at the JCC meeting in August. Nigel Bathgate was the only nomination submitted. It was noted that a motion to change the roles of the subject secretaries had been tabled for the JCC by the General Secretary, and she said that no matter what that change entailed, she hoped that there would be no dilution of the work undertaken in the Equality field.

4.2 EU Referendum – impact on officers from EU countries

The Equality Secretary reported that ahead of the EU Referendum she had discussions with SPMA and CEEPA regarding their members and had no issues reported to her at that time. Since the referendum she had been working to identify any officers who do not have UK citizenship in order that they can be given the proper support and assistance. The meeting

Chair asked that if anyone was notified of any issues, they let the Equality Secretary or herself know about them as soon as possible.

5. Correspondence

There were no items.

6. Competent Business

There were no items for discussion.

7. Closure

The next meeting will take place on 11 October 2016.

The Chair 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

2 August 2016

1. Attendance, Opening of Meeting and Minutes of Previous Meeting

North Area Committee	Grant Letham (by VC)
North Area Committee	Davie Smith (by VC)
North Area Committee	Steve Thomson (by VC)
East Area Committee	Brian Jones
East Area Committee	Hugh Loudon
West Area Committee	Martin Bertram
West Area Committee	Paul Connelly
Vice Chair	Andrea MacDonald (meeting Chair)
Health & Safety Secretary	Peter Jones
Business Administrator	Lesley Stevenson

Apologies were received from Stephen Clarke, Stuart Finnie and Linsey Burns. Linsey was replaced by Grant Letham.

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

The Minute of the previous meeting had been circulated with JCC Circular 16 of 2016 and was noted.

2. Matters Arising

2.1 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;

Action 5/2016 Meeting to be arranged to allow the Secretary and the Area leads to meet to complete. Update at next meeting. **Action ongoing.**

Action 6/2016 Secretary will arrange to meet with DJK to complete. Update on next meeting. **Action ongoing.**

Action 9/2016 Advice was reviewed and remains the same. Police not entitled to restrain for medicating. **Action closed.**

Action 10-11/2016 No H&S Board meeting held. **Action ongoing.**

Action 12 Letter written to John Gillies in relation to RIDDOR and SCoPE access, awaiting response after which position will be sought as to what action if any we can take. HSE support our position that we are entitled to the information. Email sent on 260716 seeking update. **Action ongoing.**

3. Standing Items

3.1 SPF H&S Updates

Area Committees

East

Brian Jones told the Committee that the EAC met on 21 July in Livingston. Amongst the items discussed were fleet, storage in Ford Transits, kit boxes for locus protection equipment, TITP, Working Time Regulations (WTR), operational base levels and ranks ratios and the disparity in resourcing levels. It was noted that he would be writing to local commanders relative to WTR being breached during TITP and would report back at the next meeting. The meeting Chair asked that figures relative to resourcing levels be sent to the Chairman and General Secretary in order that they can raise at the groups they sit on to get the matter progressed.

North

Steve Thomson said that the NAC met on 18 July in Dundee and the Minutes had been circulated. Amongst the items discussed were the Resource Deployment Unit, PAVA, the reduction in the budget for fleet making it more important now for the weekly vehicle checks to be carried out and office inspections. It was noted that issues with PAVA were due to it not being used correctly. It required contact with the eyes in order to be effective. The H&S Secretary was tasked with raising this at the H&S Board meeting.

Action The H&S Secretary was to raise the issues with PAVA at the next H&S Board meeting.

West

Martin Bertram told the Committee that the WAC had not met due to there being no quorum.

Martin raised the issue of body-worn cameras and asked if the SPF had a national view. It was agreed that he would raise the matter the following day at the Operational Duties Standing Committee.

Inspections are to be carried out in the West Area; Ayr and Renfrew following the request from JCC.

Custody Sub Group

It was reported that the Custody sub group had met that morning and amongst the items discussed were fleet relative to prisoner transfer vehicles in the East, the administering of controlled drugs, cleaning cells and the changes to the Care and Welfare Custody SOP which had Appendix M removed. It was agreed that the H&S Secretary would write to Chief Supt. Gary McEwan asking if there had been a change to the role. (Action contained in log for custody group)

Operational Support Division (OSD) Sub Group

It was noted that there were two outstanding actions; one in relation to BMW with the update that our report has been submitted to the DCC, and the other relative to the storage of winter tyres. The winter tyres issue was addressed at the force Vehicle Users Group with assurances given around storage and checking. Risk assessments for abnormal loads were discussed and the H&S Secretary and Brian Jones would attend a meeting the following week regarding it. Estate issues, pigeon excrement and accident investigations were also discussed. It was agreed that the H&S Secretary would raise the resourcing of abnormal loads movement at the Roads Policing meeting the following week. The H&S Secretary said that there were no issues with fleet and he would circulate the Minutes when received. He told the Committee about a noise issue with dog vans and said that they were now to be fitted with bulkheads. He also said that there was a lack of resources with the road policing motorway network which he would also raise at the meeting the next week.

3.2 PSoS H&S Updates

It was noted that there had been no meeting of the Force Executive H&S Board since the last meeting. The last Minutes of the APHSA meeting were circulated to the Committee prior to the meeting. There was no meeting of Uniform/PPE/OST held since the last meeting. The next meeting was scheduled for 19 August.

3.3 Other H&S Meeting Updates

Joint UK H&S Meeting

It was noted that the last meeting of the Joint UK H&S Meeting was held on 9 June 2016 in Birmingham. The Minute of that meeting was circulated prior to the meeting. It was noted that the H&S Secretary, Martin Bertram and Area Leads would meet to discuss which of the Area Leads would attend the next meeting as it had been agreed to rotate the attendance.

TTEWG

It was noted that the last TTEWG meeting was held on 21 July and amongst the items discussed was the care and maintenance of public order suits, the criteria for Mutual Aid for Gold/Silver/Bronze commanders, and a new Taser model being tested by CAST.

3.4 Inspections/Investigations

The H&S Secretary updated the Committee telling them that there were two outstanding accident/investigations; one in relation to a road traffic collision during an abnormal load escort and another relating to an officer in custody division having his nose broken/bitten.

He was preparing a report to submit to the Roads Policing Commander. He awaited an outcome of the report submitted on the three road traffic collisions involving BMW vehicles which had been submitted to the DCC designate.

It was noted that as requested at the last JCC meeting, H&S Reps would carry out inspections of three buildings in each area known to be in disrepair. It was noted that copies would be circulated to the General Secretary, Chairman and Vice Chair once completed.

It was further noted that in relation to the SPF premises, most issues were in hand. Brian Jones told the Committee that they had been informed that the building in Livingston may require to have another fire door installed.

It was reported that the H&S Secretary would write to John Gillies asking that the SPF get copies of all RIDDOR reports. He had already asked Lynne Robertson who had said that there were DPA issues.

3.5 Training

There was no update.

The H&S Secretary sought approval for IOSH training for Paul Connelly as agreed for previous area leads. Once approved, he said he would book the training as soon as possible.

4. New Business

The Committee discussed female body armour and the related questionnaire which would be further discussed with the Equality Standing Committee.

5. Correspondence

There were no items.

6. Competent Business

The Committee discussed Conference 2017 and it was agreed that the H&S Secretary would arrange a meeting with the three Area Leads.

The H&S Secretary mentioned a seminar for H&S Leaders in PFEW and sought approval for him and the three Area Leads to attend. The Chair said she would take this matter to the General Secretary for approval.

7. Closure

Date of next meeting: 11 October 2016.

The Chair 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
Legislation and Regulation Standing Committee**

Ref: CS/DJK/LS

MINUTES

3 August 2016

1. Attendance and Opening of Meeting

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

Brian Docherty	Chairman
Calum Steele	General Secretary
Andrea MacDonald	Vice Chairman
David Kennedy	Deputy General Secretary

Jim Foy	Conduct Secretary
Peter Jones	H&S Secretary

Lesley Stevenson	Business Administrator
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Apologies were received from Jackie Muller, Equality Secretary.

The Chairman opened the meeting by welcoming everyone and by thanking them for attending. He gave a special welcome to Steve Thomson, Martin Bertram and Andrea MacDonald and to their first meeting in their new roles. He also gave thanks to Graeme Ednie and Graham Sloan for the work they carried out whilst on the Committee.

2. Minutes of Previous Meeting

The Minute of the last meeting had been circulated with JCC Circular 20 of 2015 and was approved.

3. Scottish Police Authority Governance Review

A copy of the Review had been circulated with the papers. The General Secretary advised that this was now Scottish Government policy. The Committee discussed this issue and agreed that the General Secretary would draft a response and circulate it to the JCC.

4. HMICS CCU Assurance Review

A copy of the Review had been circulated with the papers. It was noted that the SPA was putting together a working group to look at the Review and the Chairman had received a letter from John Foley, CEO of SPA inviting the SPF to sit on the group. He intended to attend the meeting and would give a full update to the JCC.

5. Competent Business

The Vice Chair told the Committee that she intended to slightly amend the procedure for consultations on Standard Operating Procedures (SOPs) in the future. She asked that a composite response to the consultations was sent from the Chair/Secretary of each area. This was noted by the Committee. She also said that there would be a new JCC Agenda item for SOPs which would give a lot more detail.

David Hamilton questioned if the motion which had been submitted to the JCC on the change from Subject Secretaries to Assistants to the General Secretary was to be discussed at the Standing Committee. He said he thought this was important because of what the Rules and Standing Orders said about the submission of motions to the JCC. After discussion it was agreed by the Committee that David and Malcolm would propose and second the motion at the JCC.

The General Secretary said that he had changed the way he handled consultation responses recently in that he had circulated a draft response to the JCC for comments. The Committee discussed the approach and agreed to the new approach.

6. Closure

Date of next meeting: 12 October 2016

The Chairman thanked everyone for their contribution 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

3 August 2016

1. Attendance, Opening and Minutes of Previous Meeting

David Hamilton	North Area Committee
Steve Thomson	North Area Committee
Brian Jones	East Area Committee
Grant McDowall	East Area Committee
Martin Bertram	West Area Committee
Malcolm Macdonald	West Area Committee
Brian Docherty	Chairman
Calum Steele	General Secretary
Andrea MacDonald	Vice Chairman
David Kennedy	Deputy General Secretary
Jim Foy	Conduct Secretary
Peter Jones	H&S Secretary
David Ross	Policy & Co-ordinations Officer
Lesley Stevenson	Business Administrator

Apologies were received from Jackie Muller, Equality Secretary.

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

The Minute of the last meeting had been circulated with JCC Circular 16 of 2016.

2. ACDP, Police Diploma & Special Constabulary

The Deputy General Secretary said he had attended a meeting of the Leadership & Development Board with the SPF Vice Chair the previous week where Pathways to Policing and the senior selection process had been discussed. The Deputy General Secretary said there was to be a complete review of recruiting which would involve the SPF.

David Hamilton had attended a meeting where PDRs, appraisals, the staff survey and training for supervisors had been discussed. He said he would submit a Central Meeting Register form.

The Deputy General Secretary said that the Special Constables Regulations were to be reviewed and consideration was being given to Performance Regulations for specials. Brian Jones had attended a Special Constables Working Group meeting on 19th August at Dalmarnock where it had been acknowledged that working time for specials was still not being recorded. He said the number of special constables were circa 900. He also said that the £30 boot allowance would continue to be paid. It was agreed that a marketing campaign could be arranged in order to attract more people to the job. The General Secretary said that the periodic payment was costing the Force £398,200 per annum (before employer's costs).

3. CBRN

David Hamilton said that he had attended a Tactical Leads Meeting on 26th August. At that meeting they discussed the Joint Emergency Services Integration Project (JESSIP) and the Scottish Emergency Services Integration Project (SESSIP). There were no matters of significant concern. The General Secretary said that a warning from CBRN relative to the handling of white powder envelopes had been circulated to all full-time office bearers and staff members.

4. Consideration of JCC Consultation

There were no live consultations relevant to the Operational Duties Committee at this time.

5. Post Incident Procedures

It was noted that PIP training had been carried out at Merrylee House and was well received. The H&S Secretary said that he would like to attend a seminar run by PFEW and would bring costings to the Committee when received.

6. Workforce Agreements (WFAs)

The Chair opened the debate and explained that there was a realisation dawning that this was a difficult area that would require careful consideration. Malcolm Macdonald said there had been much debate about variable shift arrangements and regulation eight hour fixed patterns and that everyone involved in looking at new proposals continually confronted difficulties in reaching agreements which were in accordance with the regulations and the workforce agreement.

The Chairman spoke about supervisory ratios and the resource deployment model. The Deputy General Secretary spoke about regulation eight hour fixed patterns and said they were not compliant with the workforce agreement and that the basic problem was that there were not enough people to work a five group variable shift arrangement.

The General Secretary agreed with this latter point and highlighted that in 2010 the PNB had issued guidance on shift working including stating *there should be no more than 6 consecutive shifts before a rest day*. This has significant implications for the assumption 8-hour patterns can simply be imposed.

Members also discussed shift changes for court, the PNB TWG examination of exigencies of duty and the proposal that future workforce agreements cover court and the British Summer Time decision.

7. Custody

Members discussed the new Custody SOP which had made a number of material changes to the role of the police court security officers (PCSOs). There appeared to be an issue over the cleaning of cells and backfilling for PCSO absences.

Members discussed whether custody should remain as a dedicated national department or whether the responsibility should be returned to local policing; travelling between custody centres; the insufficiency of staff numbers; appropriate training and computer systems.

8. Force Armed Policing Monitoring Group

The Chairman said he had not been able to attend the last meeting of this group.

The Committee discussed PIM/PIRC training and said that there was a shortfall of 7 officers in Scotland with PIM accreditation.

It was reported that the Chief Constable had announced 124 new ARV qualified AFOs but had also thought it important to mention that 97% of the Force remained unarmed.

Members discussed body armour for close protection officers and whether they should be paid a plain clothes allowance to compensate for special clothing. The H&S Secretary said that in E&W close protection officers wore only ballistic armour with no stab proof capability and that this worked because this type of body armour was considerably thinner.

Members discussed fitness testing and the suspension of the 1.5 mile run in favour of the bleep test. The Vice Chair said this was a temporary measure due to the former causing injuries. The Equality Secretary undertook to look into this matter.

9. 3C

The Chairman said that he and the H&S Secretary were to attend a meeting where numbers of personnel was to be discussed.

10. Review of Superintending Ranks Strategic Review Group

The SPF Vice Chair said that this work had been passed into the 2026 project. Performance review, charter mark and the "pulse" survey would be further considered there.

11. Impact on Inspecting Ranks Steering Group

The SPF Vice Chair said that this matter had been discussed at the Scottish Police Consultative Forum on a number of occasions and despite repeated assurances no tangible progress had been made against the findings. It was now necessary to raise the matter in a more direct

manner and this will now happen at press event at the next JCC meeting. It was agreed the embargoed details would be shared with the force in advance of the event.

The Chair and General Secretary had met with John Gillies and had discussed a revised JNCC/LNCC structure.

12. Domestic Abuse – Evidence

David Hamilton reported that despite his request for examples – none were forthcoming.

13. Allard Case – Recall to Duty Payments

The Deputy General Secretary said that this case was ongoing. He had met with ACC Higgins and separately with the QC who was handling the case.

14. Competent Business

Members discussed procedures for attending court off night shifts. It was apparent that numerous different arrangements existed across the country and it was agreed that consistency was required. There was also a need for an agreed process in circumstances where a shift had been changed for court and subsequently the officer had been countermanded. It was agreed that PNB Guidance on this would be extremely useful for both the Force and individual officers.

David Hamilton circulated a paper on Mountain Rescue Teams and the regulations applying to officers who served on these teams. The basic issue was that some teams were 'police' and others were 'civilian' and some police officers served on the latter. There were questions relative to whether they were on or off duty and their status relative to compensation, pension regulations etc. It was agreed that this matter should be raised with the force.

Martin Bertram asked if the SPF had a position on body worn cameras. The General Secretary said the issue had been discussed by the H&S Standing Committee but that no firm position had been reached. He said there were many issues including cost, storage, appropriate equipment, usage protocols and the status of footage in court cases. He also identified that ICPRA had a wealth of information on this from across the world and could be accessed if required.

Members discussed supervisory ratios and said there would be promotion parades in November 2016 and February 2016. They also discussed operational base lines and officer shortages and the General Secretary asked that these be dealt with locally and copy correspondence sent to him.

15. Closure

Date of next meeting: 12 October 2016

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