



Scottish Police Federation

5 Woodside Place Glasgow G3 7QF

JCC Circular 24 of 2014

Ref: CS/DJK/LS

19 June 2014

Dear Colleague

JCC Minutes May 2014 - Information

I refer to the above and attach herewith the Minute of the JCC meeting which will be considered for approval by the JCC at its August meeting.

Whilst this circular is primarily for your information, should you have any comments on its content, please notify them 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 Minutes

Ref: CS/DJK/LS

Minutes of the Joint Central Committee meeting held at the Glynhill Hotel, Renfrew on Tuesday 13th and Wednesday 14th May 2014.

1. ATTENDANCE AND OPENING

SPF Office Bearers:

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

North Area Committee:

Graeme Ednie
David Hamilton
Paul Hogan
John Ferguson
Stuart Ednie
Graham Sloan

East Area Committee:

Nigel Bathgate
Gordon Dixon
Raymond Dutton
Amanda Givan
Heather MacDonald
Stewart Ross

West Area Committee:

Philip Maguire
David Blacklock
Jim Foy
Andrea MacDonald
Malcolm MacDonald
Andrew Smith

Subject Secretaries

Jackie Muller Equality Secretary
Peter Jones (Day 1 only) Health & Safety Secretary

Observers

Kenny Welsh
John Campbell
Martin Bertram
Richard Webster

Also in attendance

Doug Keil, Business Manager
Lesley Stevenson, Business Administrator

Lynne Welsh, West Area Committee Supervisor
Katrina Kerr, West Area Committee Administrator
Nicola Montgomery, West Area Committee Administrator

Apologies were received from the Treasurer, the Conduct Secretary and Neil Cameron.

The Chairman opened the meeting, thanked everyone for their attendance and invited all to take a full part in the meeting. He asked that whenever someone left or joined the meeting it be recorded in the Minute.

The Separate Central Committees met between 10 and 11am.

2 MINUTE OF PREVIOUS MEETING

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

3 ELECTION OF VICE CHAIRMAN

The Committee was informed that in accordance with the Rules, there had been three nominations for the Vice Chairman's post; Graeme Ednie, Andrea MacDonald and Jackie Muller. Jackie Muller had subsequently withdrawn her nomination. Both the remaining candidates having been duly nominated and seconded made a presentation to the Committee and following a vote, Graeme Ednie was elected.

4 ELECTION OF HEALTH & SAFETY

The Committee was informed that in accordance with the Rules, Peter Jones had been properly nominated and as the sole nominee, was duly elected.

5 LEGAL ADVICE AND ASSISTANCE

The Committee was informed that since the last JCC meeting there had been 13 new cases; two conduct cases (10/14 and 11/14), six RTA cases (14/14, 15/14, 16/14, 17/14, 19/14 and 20/14), one discrimination case (21/14), one carbon monoxide poisoning case (18/14), one

CRTP case (22/14), one CICA case (13/14) and one complaints case (12/14). A further 9 were rejected.

Malcolm MacDonald presented an appeal on behalf of a West Area member whose application for legal advice/assistance relative to a CICA claim had been rejected. After discussion the Committee rejected the appeal.

Malcolm MacDonald presented an appeal on behalf of a West Area member whose application for legal advice/assistance in relation to a personal accident claim had been rejected. After discussion the Committee rejected the appeal.

Gordon Dixon presented an appeal on behalf of an East Area member whose application for legal/advice assistance in relation to a misconduct case had been rejected. After discussion the Committee rejected the appeal.

6 PNB

The General Secretary reported that the PNB had last met on 30 April and most of the matters discussed were outstanding issues from the Winsor reports. He said that due to personnel changes in Staff Side, from end of May to July he would be the acting Staff Side Secretary and this would impact on his commitments over the next number of months.

The General Secretary said there had been a query relative to when commutation cheques were issued to retiring members. He said that in accordance with the Police Pension Regulations 1987, Regulation L,3,6 the cheque should be issued "forthwith". He said he would write to payroll with this information.

The General Secretary reported that in relation to temporary inspectors, public holidays and maternity issues a number of errors were apparent in the 2014 regulations and that he the Scottish Government had acknowledged the errors and agreed to take steps to amend them.

The Equality Secretary reported that in relation to gender and equality issues, HR in Scotland appeared to be selective about what matters they were addressing. She was following up on a number of related issues with HR personnel. She said that the Minute of the Equality meeting had been circulated and that there had been progress on flexible working and the increase from 13-18 weeks maternity leave. The General Secretary had written to both HR and the PNB relative to where equality issues should be discussed. He had suggested a working group for non-negotiable items and stressed the importance of negotiable items being handled through the PNB.

The General Secretary reported that work on the 2015 Pension Regulations was progressing slowly and that it was looking increasingly likely the draft would not be ready before summer. He said that regulations for Scotland would be done thereafter. He said that in relation to survivor benefits, ill health and governance arrangements, a considerable amount of work had yet to be done.

In relation to governance arrangements, these were developing differently in Scotland and in England and Wales. He expected that in the next few weeks Scotland would make progress on the creation of a pensions board on which the Staff Side would have three members. He said these three members would have to be selected with the agreements of ASPS and Chief Officers but from an SPF perspective he thought the only people suitably qualified to perform these roles were Doug Keil and David Ross. David Hamilton raised

whether a current member of the scheme should be included and members discussed this and the potential workload.

The General Secretary reminded the committee that the current proposals were an improvement on the original proposal, where it was mooted the selection would be done through the Public Appointments process and undertook to note all that had been said.

The General Secretary reported that work was ongoing relative to disability, abatement and survivor benefits and that there may be some improvements achieved in this area. It was however too early in the process to detail and concrete proposals.

He said that the Treasury was looking at equalisation for survivor benefits across public sector pension schemes. He had been present at a Treasury presentation where a number of technical areas had been explored regarding the potential cost of this policy for the Police Pension Schemes.

He reported that in relation to the potential costs of equalisation, there were issues for Scotland in the same way as there had been in 2008 and 2011 when the Treasury had funded England and Wales increases but not Scotland increases. The General Secretary also commented on annual taxation allowances; injury awards; travel to and from work; buy back unpaid leave; forfeiture; 30++ scheme and widows in Northern Ireland remarrying.

Scottish Police Consultative Forum

The General Secretary reported on a meeting which had been held in St Andrews House on 15 April when working hours of inspectors and superintendents was discussed. There had also been media interest in PNAC and transferability between England and Wales and Scotland, and "train to recruit" was now called gateways into policing. The question of old police circulars was raised and the suggestion made that they be taken out of circulation. It was agreed that care needed to be applied here to ensure that nothing with a current application was inadvertently removed.

7 JOINT NATIONAL CONSULTATIVE FORUM (JNCC)

The General Secretary told the Committee that there had been no meetings of the Terms and Conditions and Policy and Procedures Working Groups since the last JCC.

A meeting of the Working Practices Review Group was held on 19th May 2014 where issues regarding the Commonwealth Games control room staff in Govan, the Queens Baton Relay and Lochryan were discussed. The Deputy General Secretary reported that each of these resulted in small modifications to the Work Place agreement which with the exception of Lochryan were time specific. The Committee noted this position.

The Committee was informed that a meeting with the Commonwealth Games Planning Team would be held on 16 May. The Deputy General Secretary said that a number of issues had to be resolved before final plans could be made ready and these included 12 hour shifts, travelling time and travelling expenses. Members discussed divisional staff levels, the threat assessment, re-rostering of rest days, part time and flexible working. He said there had been useful discussions with the Working Practice Review Group and that further meetings with ACC Derek Robertson and his staff were scheduled.

The General Secretary told the Committee that the Parliamentary Liaison Working Group, which he chairs last met on 8 April. A Parliamentary Liaison Officer is to be appointed in the near future.

The General Secretary told the Committee that the last meeting of the JNCC was held on 18 April and it was noted that two of the areas produce action logs and the other produces a Minute of their area meetings. He said that the Substance Misuse SOP had been signed off at that meeting and that the Allowances and Expenses and Postings and Transfers SOPs had been delayed. Members agreed that early finalisation of these SOPs was vital.

8 LOCAL NATIONAL CONSULTATIVE COMMITTEES (LNCCs)

North

David Hamilton told the Committee that the North area met on 20th March. At that meeting the Committee discussed issues including working time regulations and the recording of working hours, CAV days and the Employee Assistance Programme. He said that recruitment for the North Area, particularly Aberdeen, was extremely difficult where accommodation costs and high employment were problematic. He said a short life working group had been set up to look into this.

East

Gordon Dixon told the Committee that the East area met on 31st March. The Operational Support Division, Scottish Crime Directorate and the Custody Division were all represented. At that meeting issues including re-rostering of rest days and custody issues were discussed. The next meeting will be held on 19th June.

West

Malcolm MacDonald told the Committee that the West area met on 25th February. At that meeting, issues relative to workforce agreements and variations, closure of offices, custody division, occupational health units and flexible working were discussed. Also discussed was the Regulation 9 process and bad practices relative to KPIs and discretion and the "suitable no vacancy" practices. A joint meeting with ASPS was held on 28 April which Jim Foy and Andrea MacDonald attended.

9 FINANCE STANDING COMMITTEE (FSC)

The last meeting of the FSC was held on 23 April and the Minute had been circulated. The following recommendations were remitted to the JCC from the FSC and were all approved.

The FSC recommends to the JCC that the General Secretary explore an independent review of honoraria.

The FSC recommends to the JCC that the General Secretary explore the employment of a part time paralegal to assist with legal advice and assistance.

The FSC recommends to the JCC that a presentation should be made to the Vice Chairman on his retiral in line with gifts made to previous office bearers.

The FSC recommends to the JCC that presentations be made to the retiring principal

office bearers of the police federations of England & Wales and Northern Ireland.

The FSC recommends to the JCC that the General Secretary explore employing a Policy & Coordination Officer to assist in developing policies on a part time basis. The FSC recommends to the JCC that the General Secretary investigate the employment of a professional, probably on a part time basis, to assist the Finance Administrator, or investigate the employment of an assistant to the Finance Administrator.

The FSC recommends to the JCC that 'itswhatwedo' campaign be promoted through cinema advertising.

The General Secretary said it should be noted that the Treasurer had done sterling work in relation to the consolidation of accounts and the establishment of Trusts. He asked that his thanks to Graham be minuted.

The General Secretary told the Committee that a further recommendation from the FSC was in relation to amendments made to the SPF Expenditure Policy on claims, gifts and hospitality. The Committee agreed to the amendments and it was noted that the Policy would be recirculated.

David Hamilton asked about the online survey. The General Secretary said that there had been nearly 2000 replies of which 1100 people had left contact details.

10 LEGISLATION AND REGULATION STANDING COMMITTEE

The Committee was informed that the last meeting of this Committee, scheduled for 23rd April was cancelled as there were no outstanding issues to discuss. It was agreed however, that in relation to the Stage 1 Consideration of the Assisted Suicide (Scotland) Bill, the previous SPF position would be reiterated. In relation to the Courts Reform Bill, it was noted that personal injury awards would be debated and would require an SPF input. In relation to the Criminal Justice Bill, Lord Bonomy's further examination of additional safeguards would also consider corroboration and it was likely that the SPF would be asked for further input.

The Committee agreed this Standing Committee should meet as and when the need arose.

11 OPERATIONAL DUTIES STANDING COMMITTEE

The last meeting of the Operational Duties Standing Committee was held on 23 April and the Minute had been circulated. The Committee discussed the Commonwealth Games and the issues relative to them and it was noted that Stewart Ross would be the SPF representative on the pilot project regarding stop and search. The consultation was expected to run till the end of May and the pilot was due to start at the beginning of July.

The Committee discussed dip sampling, stop/searches, workforce agreements, rest days and toil days and it was noted that all issues would be discussed at the meeting to be held the following Friday. It was agreed that Malcolm MacDonald would get all area information on untaken rest days and toil days and report back. It was agreed that all press queries relative to stop/search should be passed to Woodside Place.

12 CONDUCT SUBJECT COMMITTEE

The last meeting of the Conduct Subject Committee was held on 22 April and the Minute had been circulated. The General Secretary told the Committee that at the Scottish Police Consultative Forum, there had been some discussion about Professional Standards process and the possible use of an English type caution with regard to 'matters later relied on' and 'adverse inferences'. This was a matter that would be carefully monitored.

13 EQUALITY SUBJECT COMMITTEE

The last meeting of the Equality Subject Committee was held on 22 April and the Minute had been circulated. There was no update beyond the comments the Equality Secretary had made under the PNB item above.

14 HEALTH AND SAFETY SUBJECT COMMITTEE (H&S)

The last meeting of the Health & Safety Subject Committee was held on 22 April and the Minute had been circulated. The Committee was informed that Joint Seminars held with Police Scotland and APHSA (Association of Police Health & Safety Advisors) were to be held in the Areas. The seminars scheduled in the East Area were cancelled due to lack of numbers. The Committee was informed that a key PSoS Health & Safety employee was on long term sick leave and there had been discussions relative to a replacement.

15 POLICE RELATED CHARITIES

Police Treatment Centre (PTC) and the St George's Trust

Stewart Ross gave an update to the Committee and said that the PTC had employed Colonel Patrick Cairns as Chief Executive Officer. A new Chair is awaited. He also said that the Centre was considering having an amnesty in Scotland whereby non subscribing members could join the PTC and use its facilities without making any form of back payment. After a lengthy discussion it was agreed that the Committee's opposition to this suggestion would be transmitted to the PTC.

Scottish Police Benevolent Fund

Graeme Ednie gave an update and told the Committee that the Fund last met on 12th March. He said that the meeting focused heavily on the Communication Strategy and the Investment Portfolio. Tinker Taylor are currently developing a number of short case studies which are intended to be used to publicise the Fund and to highlight the support that the Fund is able to provide to those that are eligible. Niall Gunn, Managing Director of Properis Financial Advisors was engaged by Trustees to assist with the investment portfolio process and following presentations from a short list of four, the Trustees have appointed Apollo Multi Asset Management. It was noted that the fund had granted £38,000 and loaned £71,000 since its inception (this figure does not include donations to charities). There would be a meeting of the Trustees later that day. The SPBF AGM would be held on 19 August 2014 at the Hilton Grosvenor, Glasgow.

Graeme reminded the Committee that the General Secretary had asked at the last JCC meeting for statistics and information on applications received. It was noted that Graeme and the General Secretary would meet after the meeting to discuss this matter.

It was also noted that due to Graeme's recent election as Vice Chairman the Funds' Management Committee required to consider his continued role as Chairman. It was noted that this matter would be discussed at the meeting later in the day.

Graeme told the Committee that following discussions with ACC Campbell Thomson, he had received information that senior officers within the North Area had been asked to engage directly with Graeme relative to the Fund.

The General Secretary asked that great care should be taken to ensure that all companies used are legitimate. Graeme ensured the Committee that this would be done.

Scottish Police Bravery/Lewis Fulton

It was agreed that this item should be reviewed in the near future.

Police Dependents' Trust

No update.

National Police Memorial Day

The Memorial Day will be held in Belfast and plans for the event are well underway.

16 JCC CIRCULARS ISSUED SINCE LAST MEETING

A paper was circulated and was noted. The General Secretary highlighted JCC Circular 16/2014 and said that the survey on performance management was available through the SPF website and asked that members participate in the survey.

17 COMMONWEALTH GAMES

The General Secretary told the Committee that the issue of bonus payments for inspectors would be discussed at the meeting with the Commonwealth Games Planning Team which was to be held the following Friday.

18 MOTIONS

The following motions were passed to the JCC from the East Area Committee:

Motion

"That this Area Committee asks the Joint Central Committee to commence an independent review of the Scottish Police Federation".

This motion was defeated.

Motion

'That this East Area Committee ask the Joint Central Committee to conduct a survey of the membership to establish the effects of the move to Police Scotland on officer's morale, welfare and efficiency. The results of this survey should then be carefully considered by the Joint Central Committee and appropriate action taken'.

This motion was defeated.

19 CORRESPONDENCE

The General Secretary told the Committee that out with correspondence of a routine nature; he had received a letter of thanks from a member from legacy Strathclyde, a letter from DCC Steve Allen, EUROCCOP and a letter from the Vice Chairman intimating his retirement.

20 COMPETENT BUSINESS

Andrea MacDonald raised the matter of part time workers and payments for annual leave and public holidays. The Committee discussed this matter and it was noted that the Equality Secretary would produce a Briefing Note on this issue in the near future.

21 CLOSURE

The Chairman closed the meeting and wished everyone a safe journey home.

He made particular reference to the Vice Chairman and the Treasurer who were due to retire in the near future. Best wishes and thanks were given to both for a long, healthy and happy retirement. A vote of thanks was given to the Chairman.

BRIAN DOCHERTY
Chairman

CALUM STEELE
General Secretary

CONSTABLES CENTRAL COMMITTEE

Minutes of a meeting of the Constables' Central Committee held in the Glynhill Hotel, Renfrew on 13 May 2014.

1. ROLL CALL

Graeme Ednie	North Area
John Ferguson	North Area
Stewart Ross	East Area
Amanda Givan	East Area
Malcolm MacDonald	West Area
Jim Foy	West Area
Brian Docherty	Ex-Officio
Calum Steele	Ex-Officio
David Ross	Ex-Officio
Jackie Muller	Equality Secretary
Peter Jones (Day 1 only)	Health & Safety Secretary (Elect)
Martin Bertram	West Area (Observer)
Richard Webster	West Area (Observer)

2. APOLOGIES

Apologies were received from David Kennedy.

3. ADOPTION OF STANDING ORDERS

Standing Orders were adopted for the duration of the meeting.

4. OPENING OF MEETING

The Chair welcomed everyone to the meeting and asked the observers to participate in any debate.

5. MINUTES OF THE PREVIOUS MEETING

The minutes of the previous meeting were circulated by JCC Circular 14/2014 and were accepted as a true record of the meeting.

6. MATTERS ARISING

(a) PNB

The General Secretary provided an update and said that there were currently no rank specific issues to discuss.

(b) JCC AGENDA

No items on the agenda relative to the Constables' rank.

7. COMPETENT BUSINESS

The only matter of Competent Business discussed was that the current Chair, Peter Jones was being elected as the Health & Safety Secretary at the JCC which would create a vacancy for a new Chair of the Constables Central Committee. The Committee agreed that his replacement would be elected at the next meeting.

8. CORRESPONDENCE

No correspondence had been received.

9. DATE OF NEXT MEETING

The next meeting will be held in the Hilton Grosvenor, Glasgow on Tuesday 19th August 2014.

10. CLOSURE

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

MALCOLM MACDONALD
Secretary

PETER JONES
Chair

SERGEANTS' CENTRAL COMMITTEE

Minutes of a meeting of the Sergeants' Central Committee held in the Glynhill Hotel, Renfrew on 13 May 2014.

1. ROLL CALL

David Hamilton - North
Graham Sloan - North
Nigel Bathgate - East
Gordon Dixon - East
Philip Maguire - West
Andy Smith - West

2. APOLOGIES

Graham Neilson

3. CHAIRMAN'S OPENING REMARKS

David Hamilton opened the meeting by welcoming everyone present and invited a full participation from the group.

4. PNB SCOTTISH STANDING COMMITTEE

Issue with regards to PSOS regulations in respect of Acting Inspectors and entitlement to overtime when working public holiday.

Matter being discussed and hopefully resolved in near future.

5. DEPLOYMENT SURVEY

David Hamilton had made a request to DCC Fitzpatrick requesting the information. DCC has requested that this be progressed through JNCC. David Hamilton has been in consultation with the General Secretary regarding this.

6. POLICE REFORM

The committee agreed to remove this item from the Agenda and to replace it with **Transitional Impact**.

7. COMPETENT BUSINESS

Discussion took place regarding working time and the increasing demands placed on Sergeants with the increase in "Supervisory footprints" in the workplace.

Many Sergeants parading up to an hour before start of shift and again at the end of shift to enable this to be done and to prepare for briefings.

It was stressed to all present to remind all Sergeants of the importance of recording working time to ensure that this work was recognised as having taken place.

8. CLOSURE OF MEETING

David Hamilton closed the meeting and thanked everyone for their input. He was acknowledged in the normal fashion.

DAVID HAMILTON
Chairman

GORDON DIXON
Secretary

INSPECTOR'S CENTRAL COMMITTEE

Minutes of the Inspector's Central Committee meeting held in the Glynhill Hotel, Renfrew, on Tuesday 13 May 2014

1. Roll Call

Paul Hogan	-	NAC
Stuart Ednie	-	NAC (replacement for Neil Cameron)
Raymond Dutton	-	EAC
Heather MacDonald	-	EAC (Secretary)
David Blacklock	-	WAC
Andrea MacDonald	-	WAC (Chair)
Kenny Welsh	-	Observer (WAC)

2. Apologies

Neil Cameron	-	NAC
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3. Opening of Meeting

The Chair opened the meeting and welcomed everyone.

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

None

7. Matters Arising

Pensions - Full update will be given by Calum at main meeting.

Time for Justice - PFEW haven't progressed this matter any further. It has been pushed by SPF at PNB Committee, although there have been issues. ACC Higgins attended last meeting and will address this issue through the Working Practices Review Board which he chairs. The Chair raised concerns around Working Time Regulations and the culture around extra hours not being recorded. She informed the meeting that a memo from the Chief Constable reminding Officers to do so does not negate his legal responsibility.

On Call - Issues within Custody are causing problems and they are looking at possible shift systems to address this.

CAV – There are still issues around CAV, with people who are already on call still having to carry out CAV days.

Stop & Search – A pilot is to be held in Fife, where they are considering issuing ‘receipts’ to persons when searched. This is to address issues raised by the media around the figures.

Performance Regulations – There are concerns about the possible abuse of these new Regulations due to misunderstanding and certain cases have already been reported back to the Force where incorrect information is being given.

Flexible Working – The previously discussed issues are still on-going and being led on behalf of SPF by Jackie Muller.

Temp Inspectors – T/PI’s should be paid for PH working. There have been issues with Police Scotland misinterpreting the new regulations. Following concerns raised by SPF, Scottish Exec lawyers will look into this as it was never the intention that officers lose payment when the new Regulations were implemented.

Commonwealth Games – Full update to be provided at the full JCC. There are questions over compensation for the Inspecting Ranks for working long hours over the duration of the Games.

8. AOCB

None

9. Correspondence

There were no items of correspondence.

10. Date of Next Meeting

The next meeting of the ICC will be held on 19 August 2014 at the Grosvenor Hotel, Glasgow

HEATHER MACDONALD
Secretary

ANDREA MACDONALD
Chair