



Scottish Police Federation

5 Woodside Place Glasgow G3 7QF

## **Joint Central Committee Minutes**

Minutes of the Joint Central Committee meeting held at the Glynhill Hotel, Renfrew on Tuesday 9 and Wednesday 10 May 2017.

### **1. Attendance And Opening**

#### SPF Office Bearers:

Calum Steele	General Secretary / Treasurer
David Kennedy	Deputy General Secretary
Andrea MacDonald	Chair
David Hamilton	Vice Chair

#### North Area Committee:

Gary Brown  
Gordon Forsyth  
Karen Harrison  
Neil Macdonald  
Caroline Scobbie  
Steven Thomson

#### East Area Committee:

Stephen Clark  
Amanda Givan  
Brian Jones  
Heather Macdonald  
Andy Malcolm  
Grant McDowall

#### West Area Committee:

Martin Bertram  
Phil Maguire (Day 2 only)  
John Munn  
Paul Connelly  
Gary Mitchell  
Cath McNally  
Joe Thomson (Day 1 only)

#### Assistants to the General Secretary (AGS)

Nigel Bathgate AGS Equality

#### Observers

Ian Florence (Day 1 only)  
Lorna Hogarth  
Eddie Mather  
Fiona Morris  
Campbell Smith  
Gemma Speir  
Chris Thomson (Day 1 only)



## **Held in Reserve**

The Deputy General Secretary reported that a decision was still awaited on the case that was heard at the Court of Session in December 2016.

The General Secretary advised that at the PNB, the Staff Side had been awaiting the outcome of this matter prior to settling on overnight allowances. He opined that given the passage of time without a judgement that the SPF should support a move to resolve the issue regardless. After much discussion, the Committee agreed.

Gordon Forsyth made an appeal on behalf of a North Area member whose application for legal advice/assistance had been rejected. After discussion the Committee rejected the appeal.

## **5 PNB**

The General Secretary told the Committee that there had been no PNB meetings since the JCC last met. The next PNB meeting was scheduled for 13 June. A Technical Working Group meeting was scheduled for 23 May and the General Secretary and Vice Chair would attend.

The General Secretary reported on the considerations of the Staff Side on the subject of the police pay award for 2017. He sought the Committees views on the matters under consideration and in particular whether given the gulf between public sector financing and member expectations, the considerations were the correct ones.

He reminded the Committee that whilst their views were of the utmost importance, Staff Side had to consider the best outcome for all ranks. This was accepted by the Members.

A lengthy discussion on the subject ensued following which the Committee endorsed the approach being proposed.

## **6 Pensions**

The General Secretary reported that there had been no meetings of the Scheme Advisory Board since the last meeting. The UK Police Pensions Consultative Forum (UKPPCF) had met the previous day in Victoria Quay, Edinburgh.

He further reported that Staff Side had written to Scottish Ministers to seek formal removal of the 2.25 limit on maximum commutation. He advised that the position in England & Wales was that the limit had been removed but was subject to application at the discretion of the Chief Constable. In effect this created a difficulty in that long term pension considerations were being distorted due to short term revenue challenges.

He said that discussions continued about the 1987 pension scheme, relative to the 13 weeks' enhanced payment not applying for the CARE scheme although it was worth noting that the Home Office considered there were alternative arrangements to deal with in the 2015 scheme albeit they weren't identical.

The General Secretary advised the Committee that at the UKPPCF meeting he identified an anomalous provision that could result in officers retiring on ill health being subject to in year annual allowance charges. He highlighted to the Committee that in his opinion this fundamentally undermined the intentions behind ill health benefits and would pursue this further.

The Committee also discussed the SPPA, Injury Benefits, pensions' calculator, pension dashboard, forfeiture, auto enrolment and fixed protection.

The Vice Chair gave an update on a Pensions Board meeting that he and the Business Manager had attended on 8 March. Amongst the items discussed were the calculator and guidance notes which had received positive feedback; annual benefit statements, auto enrolment and medicals.

It was noted that the Vice Chair, Business Manager and Andrew Barker had been given a further year's extension on the pension board.

## **7 Scottish Police Consultative Forum (SPCF)**

The last meeting had been held on 22 February. The Chair updated the Committee on the meeting and said that amongst the items discussed were the 2026 Project, the Inspecting Ranks Review, Pathways to Policing and the Equal Pay Audit.

The General Secretary advised the Committee that the Chairman of the SPCF had expressed concern that very little consultation in respect of the 2026 project in particular was being undertaken through the forum.

The next meeting is scheduled for 13 June.

## **8 Scottish Police Authority (SPA)**

The General Secretary reported that there had been no meetings of this group since the last JCC. He said that the HMICS Assurance Review would be commencing in the autumn. The Chair had received a letter from HMICS in respect of the assurance review and a response was being prepared.

It was reported that the Chair and Vice Chair had attended a meeting of the People Committee relative to Health & Wellbeing. The Vice Chair said good progress was being made through this Group and said it provided a genuine opportunity for any issues to be fed into the SPA and Wellbeing Group.

It was noted that the Chair and Deputy General Secretary met with the SPF Chief Executive and the main issue discussed was the 2026 Project.

The Vice Chair told the Committee that the occupational health provision was due for renewal in 2018. He said that anyone having problems should address them with Steve Simpson or Lynn Robertson. The Committee discussed the problems with occupational health, in particular self-referrals and the Vice Chair said that a dip-sampling exercise had been requested by DCC Livingstone.

## **9 Scottish Police Budget & Finance**

The General Secretary told the Committee that the 2026 public consultation had closed the previous day and the outcome was awaited. The Committee approved expenditure to engage another PHD student to work with Professor Linda Duxbury if required.

## **10 Local Negotiating Consultative Committees (LNCCs)**

Grant McDowall gave an update on the EAC LNCC and said it had met the previous week. He expressed concerns about the current structure and this was echoed by other areas.

Steve Thomson said the NAC LNCC recently met and said matters discussed there were mainly related to custody.

Martin Bertram said that the WAC LNCC discussed how closure of custody suites and staff having to travel, was having a negative impact on them. It was noted that up to 5 re-rostered rest days were currently being banked. It was agreed that the Deputy General Secretary would speak to ACC Mark Williams about this matter and it could be raised at the Working Practices Review Group the following Monday.

The Committee discussed a proposal for a new structure for LNCCs; all Force ACCs, Chairs/Secretaries from each Area, one from OSD and one from SCD. It would be put to the JNCC later in the month.

## **11 Joint Negotiating Consultative Committee (JNCC)**

It was reported that the last meeting was held on 14 February and was chaired by DCC Livingstone. Amongst the items discussed was the Exit Survey and a centralised application process for flexible working which was expected to begin in the near future.

Concerns were expressed about the number of probationers not joining the pension scheme. The Committee discussed this matter and it was noted that the Deputy General Secretary and the Vice Chair were working with Martis Media to see if additional promotional materials could assist in this regard.

In addition, the members of the Police Pensions Practitioners Group had developed a number of proposals to help address this issue.

The Committee discussed the Standard Operating Procedures (SOPs) Review and noted that Chief Superintendent Angela McLaren was now responsible for them.

Other items discussed were the police funding gap, payrolls, rates of pay for overtime, differences in payments for allowances, buy back of toil and maternity leave,

The Vice Chair said that both he and the Deputy General Secretary were meeting Chief Superintendent Alan Speirs later that week to progress the issue of Post Incident Procedures for critical incidents. This matter will be discussed at the Full Time Office Bearer's meeting in June.

## **12 Finance Standing Committee (FSC)**

The Finance Standing Committee met on 19 April and the Minute was circulated with JCC Circular 19 of 2017.

It was reported that the FSC had discussed how the money in the Members' Benefit Trust could be used to benefit members. Suggestions included gym memberships, a holiday home portfolio and student accommodation.

The General Secretary said that around 800 members were not subscribing to the Voluntary Fund and said that it was the intention to hold an amnesty in September/October where officers would be able to join the Fund with no penalty upon approval by the Trustees. This was agreed by the Committee.

The General Secretary reported that he had received a letter from ACC Wayne Mawson, Convenor of Glasgow Police Pipe Band requesting financial support for the Band. The Committee agreed to donate £10,000 per year for three years.

## **13 Legislation and Regulation Standing Committee**

The Legislation and Regulation Standing Committee last met on 18 January and the Minute was circulated with JCC Circular 5 of 2017.

## **14 Operational Duties Standing Committee**

The Operational Duties Standing Committee met on 19 April and the Minute will be circulated when available. The Committee discussed post incident procedures and were informed that an agreement had been secured with DCC Johnny Gwynne regarding this.

The Armed Policing Monitoring Group meeting had been rescheduled for 16 June and it was expected that TASER would be discussed there.

The Committee discussed the Annual Leave Pilot in E Division and said the matter would be further discussed in July.

## **15 Conduct Subject Committee**

The Conduct Standing Committee met on 18 April and the Minute was circulated with JCC Circular 19 of 2017. An update was given on behalf of the Conduct Secretary by Amanda Givan. She said that positive feedback had been received in relation to the inputs given at Conference by Vic Marshall and the Professional Standards Department.

It was noted that in the AGS (Conduct)'s absence, Gary Mitchell would be the single point of contact for all ASPs and PIRC related enquiries and Amanda Givan would be the contact for enquiries relating to PSD. She asked that she is copied into all applications for legal advice and assistance.

Members were reminded that consideration should be given to early applications for legal advice and assistance, even if a Regulation 15 pack had not been issued. It was

noted that the subject officer's position regarding every allegation should be submitted along with their reasons for requesting a solicitor.

Members noted that very positive feedback had been received relative to the recent training days that were held in particular to the examination and it was anticipated that the bank of questions would be expanded. All three area leads are trained to 'trainer level' and at least two trainers will continue delivering this to ensure consistency across the country.

## **16 Equality Subject Committee**

The Equality Standing Committee met on 18 April and the Minute was circulated with JCC Circular 19 of 2017.

The AGS (Equality) said that a meeting had been held with the Official Side (OS) on 20 April in Livingston to discuss the Equal Pay Audit. Good progress was made and an action plan was being prepared by them.

He reported that the carer's document which had been circulated for consultation has led to further discussions between the SPF and the Force, and the difficulties previously highlighted by SPF had been reported in relation to SCOPE and its abilities.

He said that he attended an Equality Leaders Seminar hosted by PFEW at the end of April and issues discussed were Ill health retirement, Performance for attendance, and Performance and Job Related Fitness Tests.

A meeting was held between SPF and the PSoS representative for the National Police Autism Association which is the newest staff association covering all aspects of autism related conditions including dyslexia and Asperger's syndrome. Information from that meeting has been shared with the area Equality Leads.

## **17 Health and Safety Subject Committee (H&S)**

Brian Jones was elected as AGS (H&S) at Item 3 of this Agenda and provided an update. He said that the Health and Safety Committee met on 18 April and the Minute was circulated with JCC Circular 19 of 2017. He reported that there was a recommendation from the H&S Committee to the JCC that funding be provided for a review of all officer safety equipment. This was discussed and agreed.

He further reported that Area updates had been given at the meeting and said that amongst the issues discussed were C3 and the closure of area control rooms, remote supervision in custody suites, deployment of firearms and Taser, the redistribution of equipment from the vest to the utility belts and the lack of first aid training.

He said that the Joint UK H&S meeting has taken place on 20 April in Birmingham and the Minute was awaited. The main issues raised there were; the potential breach of working time regulations by all ranks with the apparent lack of management of operational risk, body armour, driver training standards and water safety training guidance.

The NPCC Health, Safety and Welfare group met on 27 April in London and the main items discussed were; the introduction of an agreed Water Rescue guidance, shift workers and driver safety.

The National Vehicle Users Group met on 3 May in Dalmarnock. The main issue discussed was the additional funding provided by the SPA which had purchased 309 new vehicles and the agreement of £5.5m budget for 2017/18.

The UPPE group met on 8 May at the SPC where no significant issues of concern were raised. Tick repellent spray had been purchased and fabric motor cyclist suits are to be purchased in the near future.

## **18 Police Related Charities**

### Police Treatment Centre (PTC)

A meeting was to be held the following day. The SPF Chair was elected as a PTC Trustee to represent Inspectors and would attend her first meeting in June. It was noted that the PTC in Auchterarder now had two therapy dogs.

### St George's Trust

A meeting was to be held the following day. There was no update.

### Scottish Police Bravery Awards

The Bravery Awards will be held on 30 November in Edinburgh and PMAS will be sponsoring the event again. The closing date for nominations is 31 August 2017 and preparations are well underway.

### Police Dependants' Trust

It was reported that work was ongoing relative to mental health issues and it was noted that the CEO had been given a budget to further develop this.

### National Police Memorial Day

It was noted that the next Memorial Day would be held on 23/24 September in 2017 in Cardiff. The event would be held in the Royal Concert Hall, Glasgow on 29 September.

The Committee noted that Joe and Sharon Holness had now retired and their replacement was being sought. The Committee recorded their appreciation for the phenomenal work Joe and Sharon had delivered for the NPMD in all their years with the charity.

### Police Charities UK

It was noted that the website was now live and provided links to all other police related charities.

It was further noted that the covenant was being reworded.

## **19 JCC Circulars Issued Since Last Meeting**

A paper was circulated and was noted.

## **20 Standard Operating Procedures (SOPs) Issued Since Last Meeting**

A paper was circulated and noted.

## **21 EuroCOP/ICPRA**

The General Secretary reported that the last ICPRA meeting was held on 12/13 May 2017.

The last meeting of EuroCOP was held on 3 May 2017.

The next meeting will be held in the autumn where it is expected that Brexit will be discussed.

## **22 National Selection Panels for Promotion**

The Vice Chair said that the panels continue and invitations had been sent to all three areas for volunteers to sit on them as Observers. It was agreed that it was not necessary to attend all of them.

## **23 Motions – Conference 2017**

**The following motions were carried at Conference 2017.**

### **Motion 1**

*“That this Area Committee asks Conference to ask the JCC to approach the Scottish Government to engage with the Lord Advocate to seek parity when dealing with Police Officers as victims of Crime.”*

**This was remitted to the Operational Duties Standing Committee.**

### **Motion 2**

*“That this Central Conference asks the Joint Central Committee to seek an amendment to Section 51 of the Police, Public Order and Criminal Justice (Scotland) Act 2006 to extend football banning orders to include any person merely found in possession of pyrotechnic devices”.*

**This was remitted to the Legislation & Regulation Standing Committee.**

### **Motion 3**

Following the terrorist attack on Westminster Bridge and at the Palace of Westminster on the 22<sup>nd</sup> March, the Scottish Police Federation will debate the following emergency motion at their Conference on the 28<sup>th</sup> March 2017.

*"In light of the recent brutal and savage murder of Police Constable Keith Palmer in a terrorist attack, that Conference discusses the policing responses and readiness of the Police Service in Scotland to deal with the terror threat.*

*Specifically that Conference discusses whether the fight against terrorism risks being undermined by drastic cuts to the policing budget, the erosion of community based policing, and whether officers have sufficient personal protective equipment (including firearms) to be able to protect themselves in the event of a terrorist incident."*

**It was agreed that this motion would continue to be progressed through various groups and be raised at the Firearms Monitoring Group in June.**

## **24 Motions – EAC**

The following motion was remitted by the EAC and was carried.

*"This East Area Committee asks JCC to make representation to have paragraph 5 of the Criminal Injuries Compensation Scheme 2012 recognise that it is not part of an individual's duty to be injured as direct consequence of a criminal act. "*

**It was agreed that this motion would be remitted to the Legislation & Regulation Standing Committee in the first instance.**

## **25 Correspondence**

The General Secretary identified and made available to the Committee, a number of items of correspondence.

## **26 Competent Business**

It was noted that Phil Maguire was working in the West Area office to cover for Malcolm Macdonald who was currently off sick.

The General Secretary said that he had received numerous letter of thanks in relation to Conference and said he would be meeting Jim Halstead, Taser in the near future. It was noted that work had begun in preparation for Conference 2019 which will be the Centenary Conference.

It was reported that the group insurance scheme had all been transferred to Phillip Williams and all information would be put online as soon as possible.

The Committee discussed the new SPF website and it was noted that work was ongoing.

The Committee discussed Twitter and Facebook and in particular accounts raised in the name of individuals and divisions. Members were aware of the dangers and the pitfalls and were of the view that the only official Federation spokespeople were members of the JCC.

## **27 Closure**

The Chair thanked everyone for their attendance and inputs at the meeting and said that the next meeting would be held on 22/23 August in the DoubleTree by Hilton Dunblane Hydro. She gave thanks in particular to Peter Jones and Caroline Scobbie for all the work they had done during their time on the Committee and wished both of them a long, healthy and happy retirement.

She closed the meeting by wishing everyone a safe journey home. A vote of thanks was given to the Chair.

**Andrea MacDonald**  
**Chair**

**Calum Steele**  
**General Secretary**