



Scottish Police Federation

5 Woodside Place Glasgow G3 7QF

Joint Central Committee Minutes

Minutes of the Joint Central Committee meeting held at the Doubletree by Hilton Dunblane Hydro on Tuesday 1 and Wednesday 2 November 2016.

1. Attendance And Opening

SPF Office Bearers:

Calum Steele	General Secretary / Treasurer
David Kennedy	Deputy General Secretary
Brian Docherty	Chairman
Andrea MacDonald	vice Chair

North Area Committee:

Neil Macdonald
Steven Thomson
David Hamilton
Karen Harrison
Caroline Scobbie
Gary Brown (Day 1 only)

East Area Committee:

Amanda Givan
Grant McDowall
Brian Jones
Nigel Bathgate
Heather Macdonald
Andy Malcolm

West Area Committee:

Malcolm Macdonald
Martin Bertram
Paul Connelly
John Munn
Joe Thomson
Joe Conway

Assistants to the General Secretary

Jim Foy	Conduct
Peter Jones	Health & Safety

Observers

John Crawford – North Area Committee Vice Chair

Also in attendance

Mike McEwan	BTP Federation Area Secretary, Scotland
David Ross	Policy & Coordination Officer
Doug Keil	Business Manager
Lesley Stevenson	Business Administrator

Apologies were received from the Equality Secretary and Neil Cameron. Neil was replaced by Gary Brown who attended the meeting on Day 1 only.

The Chairman opened the meeting, thanked everyone for their attendance and invited all to take an active part. He asked that anyone wishing to leave the meeting inform him prior to doing so.

2 Minute Of Previous Meeting

The Minute of the previous meeting had been circulated with JCC Circular 54 of 2016 and was accepted as a true record.

3 Election of JCC Chair

Andrea MacDonald and David Hamilton had intimated their intention to stand for election for this post. They were each proposed and seconded in line with Rules and were both given an opportunity to address the JCC for a period not exceeding five minutes. Following the two presentations a secret ballot was held and Andrea MacDonald was elected. The Chairman was given approval for the election ballot papers to be destroyed.

The General Secretary told the Committee that the result of this election subsequently created a vacancy for the SPF Vice Chair position and said that nominations for this position would close on 9 January 2017.

4 Legal Advice And Assistance

The Deputy General Secretary informed the Committee that since the last JCC there had been 20 new on duty cases; 2 criminal cases, 4 injury cases, 2 employment disputes, 3 misconduct cases, 1 civil case, 1 defamation case, 1 pension case, 2 opinions and 4 other cases (2 interviews with PIRC, 1 Judicial Review and 1 PAT).

There had been a further 48 off duty cases; 4 civil defence cases, 7 contract disputes, 15 criminal cases, 2 employment disputes (not officers), 3 misconduct cases, 4 RTA's, 1 uninsured loss case, 1 property protection case, 11 injury cases and a further 9 cases which were rejected.

Malcolm Macdonald made an appeal on behalf of a West Area member whose application for legal advice/assistance in relation to PTSD had been rejected. After discussion the Committee rejected the appeal.

Amanda Givan made an appeal on behalf of an East Area member whose application for legal advice/assistance on a criminal related matter had been rejected. After discussion the Committee rejected the appeal.

Holiday Pay Claim

The Deputy General Secretary reported that the other Home Office police force federations had reached settlements on this matter and that he would be in contact with our solicitors in the near future to seek a resolution.

Held in Reserve

The Deputy General Secretary reported that a test case was due to be heard in December. There had been a debate about the appropriate court but this had now been settled and it was hoped a resolution would be in place before the next JCC meeting.

Allard v Devon and Cornwall

The Deputy General Secretary reported that he was to meet with the Deputy Chief Constable on this matter and he would circulate information following that meeting. Members discussed the requirement for an early resolution on this subject as considerable sums of money could be involved.

5 PNB

The General Secretary told the Committee that the last meeting of PNB was held on 28 September in Victoria Quay, Leith. He said that an agreement had been reached relative to part-time workers and a PNB Circular was awaited. The Part-time Audit data gathering exercise for 2017 had begun.

Members discussed compensation for working on rest days, annual leave in days or hours, the annual pay settlement and communications with members.

He updated the meeting on the pay negotiations and the extreme frustrations that played out on the day of the PNB. He also updated the meeting on the significant activities that had been undertaken to secure a pay award.

The meeting noted the challenges the PNB negotiators faced and recognised it would not be possible to communicate the granular details to the wider membership.

6 Pensions

The General Secretary told the Committee that KPMG had been appointed to undertake a review of the Scottish Public Pensions Agency (SPPA) by telephone interview and questionnaire. This was in no small part due to the concerns that were raised directly with the Cabinet Secretary at the SPF arranged meeting of Police Pension Practitioners earlier in the year.

David Hamilton reported that the annual benefit statements had been discussed at the Scottish Police Pensions Board (SPPB) in September. He said the statements had been late and of a very poor quality and unbelievably, it had been discovered that SPPA staff had been blaming PSoS and SPF for this. SPPA staff had been told in clear terms that not only was the poor quality of the statements wholly down to its poor communications but that SPF expected an apology.

Members reported that many officers had expressed frustration in SPPBs apparent inability to provide satisfactory information. Concern was also raised about the opt-out rate and the high percentage of recruits who were not joining the CARE Scheme.

The General Secretary explained to the Committee that whilst membership rate had no bearing on the Scheme valuations, a potential for short term revenue impact could not be ruled out.

The Committee agreed to establish a small working group comprising members from each Area to consider the major issues relative to pensions and SPPA performance.

7 Scottish Police Consultative Forum (SPCF)

The General Secretary told the Committee that the last SPCF meeting was held on 29 August in Victoria Quay, Leith where amongst the items discussed were the Sergeants' and Inspectors' Survey's and the 2026 Project.

The Vice Chair gave an update on Pathways to Policing telling the Committee that a number of changes had been made on how this was handled.

The Deputy General Secretary said that there had been a suggestion to remove fitness testing completely or replace the current test with a bleep test. There had been much debate in the service about fitness tests, whether they should be annual, whether this would amount to a 'contractual change', and potential implications on insurance schemes.

8 Scottish Police Authority (SPA)

It was reported that there had been no meetings of this group since the last JCC meeting. The Chairman was to meet John Foley, SPA Chief Executive Officer, on 15 November and would update the Committee thereafter.

9 Scottish Police Budget & Finance

The General Secretary reported that a multi-lateral meeting between SPF, ASPS and SPA had taken place on 11 October 2016. The main item discussed at the meeting was finance. Both the General Secretary and Chairman confirmed the "Chatham House" nature of the meeting and other than a general synopsis of the issues raised asked the committee to respect this in the brief update provided.

Following that meeting, it was agreed that monthly meetings would be held with Gillian Russell, Police Division and every two months with the Cabinet Secretary.

David Hamilton said he and the SPF Vice Chair had attended a meeting relative to public protection, domestic incidents and vulnerable people. The Chairman said that Martin Leven, Director of ICT for PSoS had agreed to attend a future JCC meeting. It was reported that there was an £18m overspend.

David Ross, SPF Policy & Co-ordination Officer, said that the Savings Delivery Group had not met since the last JCC and that they were due to meet on 25 November. He said that the Supervisory Ratios Group had now been incorporated into the 10 Quick Wins Strategy Group which he was now a member of. The SPF Vice Chair and David Hamilton sat on the workshop for that group. He reported that there had been £900k savings to date with £1.2m projected savings for the current year and £1.6m recurring savings in future years (equivalent to 35 inspector and 96 sergeant posts).

The Committee were made aware of the intention to offer members an extension from 3 to 6 months for buy back of TOIL, to afford officers greater opportunity to use accumulated TOIL.

Progress on the 10 Quick Wins was slow and updates to members will be provided via the intranet using videos. The Committee was disappointed with the slow progress and considered the work vital to create capacity for officers who would now have a greater supervisory role.

Resource Deployment was also discussed and an update given on the new project looking at this area being led by Chief Inspector Stevie Dolan. The project team were working on an options paper which they hoped to consult on in January 2017.

10 Local Negotiating Consultative Committees (LNCCs)

The next North LNCC meeting was scheduled to be held on 3 November 2016.

The next East LNCC meeting was scheduled to be held on 15 November 2016.

Malcolm Macdonald said that the West LNCC meeting scheduled for 17 October was cancelled due to the creation of the Local Policing LNCC's, the first being held the following Friday.

11 Joint Negotiating Consultative Committee (JNCC)

The next JNCC meeting was scheduled to be held on Monday 7 November 2016.

The General Secretary reported that he was to raise issues relative to the payment of the pay award, the seizure of footwear, pensions, and requests to extend PIM processes to more incidents.

12 Finance Standing Committee (FSC)

The Finance Standing Committee met on 12 October and the Minute was circulated with JCC Circular 56 of 2016. The General Secretary reported that Steven Maitles was no longer with the SPF and that Laura Kennedy had recently commenced a period of maternity leave. Replacement cover had been secured.

He further reported that discussions continued with the Scottish Government about the withdrawal of the Grant and that progress remained frustratingly slow on this matter.

He said that the Voluntary Fund and Trust Accounts were operating as expected. A meeting with the SPF Investment Manager had recently taken place reporting that the Investment Portfolio was operating in line with expectations. Following the meeting with the Investment Manager, no changes to the investment policy were recommended.

Work was to commence in the near future relative to member services and the Financial Risk Register was to be reviewed every six months.

It was reported that FES had become the SPF's facilities management company beginning

1 November 2016. The General Secretary said that quotes had been obtained to repair the roof of the Conference Room at Woodside Place and was estimated at around £200k. For comparison purposes, Keppie design had been asked for refreshed designs for the Conference Room including another floor. This was estimated at around £346k. The Committee discussed both options and agreed to go ahead with the full extension.

The General Secretary said that a £10k donation was to be given to the Violence Reduction Unit's campaign. He also said that the SPF had secured a weekend break at a recent charity function and said he thought it was a good opportunity to show appreciation of the efforts of officers who worked in particularly challenging situations. He asked that suggestions be sent to him as soon as possible.

13 Legislation And Regulation Standing Committee

As there had been no meetings, there was no update.

14 Operational Duties Standing Committee

The Operational Duties Standing Committee met on 12 October 2016 and the Minute was circulated with JCC Circular 56 of 2016. Amongst the items discussed were C3 shift patterns, Bilston Glen and variable shift arrangements. It was noted that Chief Inspector Mark Anderson was working with Neil MacDonald on a review of dog handlers.

Andy Malcolm said that Regulation 18 notices (re-rostering of rest days) were still being issued and were causing great concern. The Deputy General Secretary said that this matter was being raised at the Working Practice Review Board and asked that examples be sent to him. David Hamilton said that the matter should be covered in a PNB Circular which was awaited.

15 Conduct Subject Committee

The Conduct Standing Committee met on 11 October 2016 and the Minute would be circulated when available. The Conduct Secretary said that he had written to the DCC regarding his concerns over the lack of training and guidance relative to the 2014 Regulations. As a result, a training day for senior officers took place on 31 October.

He had also written to the DCC regarding "with cause" samples and a new SOP was being developed.

The Committee also discussed the attendance of senior officers in misconduct meetings held under 2014 regulations. The SPF position is that this is not permitted and the matter is subject to appeal. This was noted by the Committee.

The Conduct Secretary said that he had recently met Irene Scullion (PIRC) regarding the seizure of clothing after incidents and she said that it was a blanket policy to always seek the items from all involved. This was discussed by the Committee and concerns were raised.

16 Equality Subject Committee

The Equality Standing Committee met on 11 October 2016 and the Minute was circulated with JCC Circular 56 of 2016.

The Committee noted that the data for the Equal Pay Audit was being analysed.

17 Health And Safety Subject Committee (H&S)

The Health and Safety Committee met on 11 October 2016 and the Minute was circulated with JCC Circular 56 of 2016.

The H&S Secretary told the Committee that the Accident & Investigation report into the road traffic collision during the abnormal load movement had been submitted to PSoS and as a result he had met with Superintendent Fraser Candlish of Roads Policing. All recommendations put forward by SPF had been accepted. He also told the Committee that they awaited a response from DCC Livingston regarding the Accident & Investigation report which had been submitted into road traffic collisions involving a particular make of high performance vehicles.

It was reported that the ongoing issue of gaining access to information was being progressed by the General Secretary, Chairman, Chief Constable and Deputy Chief Constable and was hoped to be resolved in the near future.

The H&S Secretary said that work continues to progress following the HSE improvement notice and a review report was due to be submitted to the H&S Board for approval.

He also said that PSoS had engaged the services of specialist companies to carry out asbestos management surveys, fire risk assessments and water risk assessments but as yet had not seen any work done in relation to any of the issues that were highlighted. He had also been informed that the condition survey on the PSoS estate was showing a repair bill of 100s of millions of pounds.

He said it appeared that PSoS were failing in their responsibilities to inspect their buildings and in January 2016 the force instigated a workplace inspection process, requiring every building to be inspected every six months. Since then he and the H&S Area Leads had continually sought assurances that these inspections had been carried out due to the fact that SPF had never been invited to attend any inspection. He had recently received a spreadsheet from the H&S Team detailing when inspection reports had been sent to them.

The information showed that out of 165 buildings in the North, 16 reports had been submitted; from 109 in the East, 26 reports had been submitted and from 140 buildings in the West, 25 reports had been submitted totalling 67 reports from 414 buildings. He told the Committee that he had raised this issue with the H&S Board and would be seeking answers from PSoS as to how these issues would be addressed.

He would also raise the issue of police vehicles and the critical need for vehicle checks to be carried out.

The H&S Secretary told the Committee that he had recently attended a two day Mental Health First Aid Course through PSoS as part of a pilot project running in Q Division. He thought it had been very worthwhile and would be discussing with the SPF Vice Chair his recommendation that all full time office bearers would benefit from this input.

He told the Committee that the H&S theme for Conference 2017 would be Mental Health and Fatigue.

18 Police Related Charities

Police Treatment Centre (PTC)

It was reported that the extension at Castlebrae had opened in September.

St George's Trust

A meeting was to be held the following day.

Scottish Police Bravery Awards

Arrangements were continuing for the SPF Bravery Awards scheduled to take place the following month.

Police Dependants' Trust

An event to mark the 50th Anniversary of the PDT would be held later in the month at the Tower of London and the Chairman was to attend.

National Police Memorial Day

It was reported that the NPMD had been a success and that arrangements were being made for the future due to the impending retirements of Joe and Sharon Holness.

19 JCC Circulars Issued Since Last Meeting

A paper was circulated and was noted.

The General Secretary said that he had received an email from the Clerk to the Justice Committee regarding the Inquiry into the Role and Purpose of the Crown Office and Procurator Fiscal Service.

The Committee discussed this issue at length and it was noted that the General Secretary would compile and submit a response prior to the evidence giving session later in the month.

20 Standard Operating Procedures (SOPs) Issued Since Last Meeting

A paper was circulated and noted.

21 EuroCOP/ICPRA

It was reported that EuroCOP had met the previous week in Barcelona. The meeting was split into two sections, namely a Conference on Terrorism and an Input on Violence Against the Police. A number of position papers had been adopted.

It was further noted that ICPRA had not met since the last JCC meeting.

The SPF Vice Chair gave an update on the IAWP Conference that she and Fiona Morris, WAC Equality Lead, had attended which was held in Barcelona the previous month. She said there were many interesting inputs and had been very worthwhile.

22 Motions

The following motion was remitted by the EAC:

Single Agreements

“That this Area Committee asks the Joint Central Committee to engage with Police Scotland and reach single agreements in all matters where currently legacy arrangements are still in place.”

This motion was carried. It was agreed that the Chairman would raise at his future meeting with the Chief Constable.

Kinship CARE

The following motions were remitted by the WAC:

“That this West Area Committee asks the Joint Central Committee to raise the subject of Kinship Care at PNB and seek statutory entitlements for police officers to have Police Regulations & Determinations recognise all forms of family caring arrangements.”

This motion was carried. It was agreed that this matter would be progressed through PNB.

COPFS

“This Area Committee asks the Joint Central Committee to request the office of the Lord Advocate, to review the process when dealing with Police Officers who are subject to a criminal allegation.”

This motion was defeated.

First 30 Minutes of Overtime

“That this West Area Committee asks the Joint Central Committee to renegotiate the regulated non-payment for the first thirty minutes of overtime relating to being detained on duty.”

This motion was defeated as it contoured to be a longstanding policy of the JCC. This issue could be discussed at the Operational Duties SC

Recording of persons as Perpetrator within Domestic Situations

“That this Area Committee asks the Joint Central Committee to request Police Scotland to review how it records and holds information of persons involved in Domestic Incidents.”

This motion was carried.

23 Correspondence

The General Secretary said that he had received no correspondence other than items of a routine nature.

24 Competent Business

The SPF Vice Chair raised the issue of an SPF representative being invited to sit on the National Selection Panels for Promotion. She would recirculate the document to the Committee with a view of having a representative attend.

David Hamilton asked if the venue for Conference 2017 had been agreed. The General Secretary said that a number of alternatives had been explored however it had been agreed that the event would be held at Turnberry in 2017.

25 Closure

The Chairman thanked everyone for their attendance and inputs at the meeting. He said that as this would be his last JCC meeting prior to his retiral from the police service, he wanted to thank everybody for all their help over the years and wished everybody well for the future. He closed the meeting by wishing everyone a safe journey home.

The SPF Vice Chair thanked the Chair in the usual manner and said that she and others would have the opportunity to address Brian both formally and informally at various events in the near future.

A vote of thanks was given to the Chairman.

Brian Docherty
Chairman

Calum Steele
General Secretary

SERGEANTS' CENTRAL COMMITTEE

Minutes of the Sergeants' Central Committee meeting held at the Doubletree by Hilton Dunblane Hydro on Tuesday 1 November 2016.

1. ROLL CALL

David Hamilton	-	North & Chair
Karen Harrison	-	North
John Crawford	-	North (Observer)
Nigel Bathgate	-	East
Brian Jones	-	East
Paul Connelly	-	West
John Munn	-	West (Reserve)
Mike McEwan	-	BTP (Observer)

2. APOLOGIES

All Committee members were present with no requirement for apologies. John Munn confirmed that he was attending as a reserve at present however it was explained that the WAC will be confirming their Sergeants reps at their next meeting on 1st December 2016.

3. ADOPTION OF STANDING ORDERS

Standing orders were adopted for the duration of the meeting.

4. OPENING OF MEETING

The meeting was opened by the Chair who welcomed John Crawford of the NAC and Mike McEwan of BTP as observers of the Sergeants Central Committee.

5. MINUTES OF THE PREVIOUS MEETING

The minutes of the previous meeting were discussed and a minor amendment was made to paragraph 6. It was confirmed that Nigel Bathgate will attend meetings of the PNB in future as the SPF Equality lead, Brian Jones will be a PNB reserve. The committee unanimously accepted the minutes with this amendment.

6. MATTERS ARISING

The Chair updated the committee on efforts to integrate the findings from the Sergeants Survey with work ongoing by the force. As previously updated it was felt that the 10 quick wins work stream afforded the best opportunity for this with the SPF being represented on the Strategic and Operational Boards.

However there appeared to be a resistance to change on the part of the force, a discussion ensued regarding the force being risk averse and the extra work this creates for sergeants in particular. Examples included where work was done allegedly on behalf

of partner agencies however these agencies do not have the appetite or capacity for the amount of data that the Police were sending them.

The Chair then initiated a discussion about having a Sergeants Committee meeting at the forthcoming conference. He suggested that it should focus on spans of command and the lack of progress made by the force on the findings of the previous sergeants' survey. Brian Jones gave an update on his work into the previously discussed topic of the workload of RPD SIOs. The ACPO Murder Investigation Manual states that SIOs should only be responsible for one investigation at a time however currently within Police Scotland RPD SIOs were managing up to 5 enquiries into fatalities each.

7. COMPETENT BUSINESS

Mike McEwan spoke to the Committee about the proposed BTP merger, he highlighted differences in conditions vis a vis BTP and Police Scotland officers. Around 250 posts would be involved in the merger. He was thanked for his input and an invite was extended to future meetings of the SCC.

8. CORRESPONDENCE

No correspondence had been received

9. DATE OF NEXT MEETING

The next meeting is to be held on 7th February 2017.

10. CLOSURE

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

David Hamilton
Chair

Paul Connelly
Secretary

INSPECTORS' CENTRAL COMMITTEE

Minutes of the Inspectors' Central Committee meeting held in the Dunblane Hydro on Tuesday 1st November, 2016

1. ROLL CALL

Heather MacDonald	-	EAC (Secretary)
Andy Malcolm	-	EAC (Chair)
Caroline Scobie	-	NAC
Andrea MacDonald	-	SPF Vice Chair
Gary Brown	-	WAC
Joe Conway	-	WAC

2. APOLOGIES

Apologies were received from Neil Cameron.

3. OPENING OF MEETING

The Chair Andy M 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 were agreed as a true record of that meeting, having been combined with the Sergeants.

6. PREVIOUS ACTIONS

6.1 Time for Justice Update – Andy M

The Chair had circulated the recent circular and discussed the recent Intranet message from the ACC re the workshops. The Chair encouraged everyone to attend the workshops if possible to provide SPF presence and support. The Chair provided information that similar workshops held in England had shown evidence that Inspecting ranks are usually working over 48 hour weeks.

The workshops start in Dundee on 07/11 and we want to ensure SPF Inspecting ranks are present at all the workshops. Glenrothes 15/11, Edinburgh 17/11 and SPC 18/11. There will also be roadshows with the ACC's attending.

7. MATTERS ARISING

7.1 Update from Chair

The Chair updated that the force is very keen to progress action on the issues highlighted but there is slow traction on the 10 Quick Wins, so far, with most issues being transferred to the 2020 project.

There will be a force Pulse Survey taken between 14/11 and 1/12, it is unlikely this will get a positive response although the force is hoping to see some positives since the last survey.

The supervisor review is still progressing with some changes being implemented in 3C, V Division and within Glasgow.

The promotion process new model has opened back up. Andrea will circulate for volunteer reps to observe at interviews.

7.2 PNB

Full update to be provided in main meeting.

The pay rise of 1% was ratified and will be from 01/09/16 and whilst it is not as much as was asked for, there is still satisfaction that it is better than no rise which could well have been the case in the current climate.

7.3 Conference

The SPF Conference will be March 2017 and will be held in the Trump Turnberry. The Chair was seeking approval to invite academics from the survey to run a workshop at the conference. This was agreed and it was suggested that maybe this could actually benefit all ranks. It was agreed that the ICC Chair would discuss with the SPF Secretary to progress this.

The ICC Chair will be putting forward a motion for conference via the EAC regarding compensation for Inspecting ranks if they work over 45 hours.

8. AOCB

An Inspector in K Division has raised the issue regarding the manner in which the force identify Inspectors to have WRD's cancelled for events. There was concern that there was no consistency regarding how this was done and it was requested that SPF look at this and raise it with force so that there is some kind of national agreement and consistency rather than the way in which it is currently done with no consideration for wellbeing or fairness.

There was concern raised regarding some divisional commanders raising the category of events to Public Order just to obtain resources as well as RDU's operating out with the appropriate regulations.

9. CORRESPONDENCE

There were no items.

10. DATE OF NEXT MEETING

The next meeting of the ICC will be held on 7 February 2017.

Heather Macdonald
Secretary

Andrew Malcolm
Chair