



Scottish Police Federation

5 Woodside Place Glasgow G3 7QF

Joint Central Committee Minutes

Minutes of the Joint Central Committee meeting held at the SPF Training and Meeting Facility, Unit 29, City Quay, Camperdown Street, Dundee, DD1 3JA on Tuesday 12th and Wednesday 13th February 2019.

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
Neil Macdonald
Gordon Milne
Fraser Robertson
James Thomson

East Area Committee:

Stephen Clark
Steven Herd
Heather Macdonald
Wilkie McCloskey
Grant McDowall
Ian Stephen

West Area Committee:

Hugh Burns (Day 2 only)
Paul Connelly
Lorna Hogarth
Gary Mitchell
John Munn
Jenny Shanks
Emma-Louise Smith (Day 1 only)

Assistants to the General Secretary (AGS)

Amanda Givan (Conduct)
Nigel Bathgate (Equality)
Brian Jones (H&S)

Also in attendance

Doug Keil	Business Manager
David Ross	Policy & Co-ordination Officer
Lesley Stevenson	Business Administrator

Observers

David Reid	EAC Observer
Graham Ross	EAC Observer
David Threadgold (Day 1 only)	NAC Vice Chair
Mike McEwan	BTP

Apologies were received from Joe Thomson from the West Area Committee, who was replaced by Emma-Louise Smith on Day 1 and Hugh Burns on Day 2. Apologies were also received from David Threadgold on Day 2.

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

The General Secretary told the Committee that Jim McDonald LLB, former Deputy General Secretary had passed away on Tuesday 12th February 2019 after a long illness. Jim was a Detective Inspector in Tayside Police and the Deputy General Secretary of the Scottish Police Federation from 1991 – 95. He retired after 30 years police service in 1995 and went to University of Dundee where he obtained a law degree. Jim was the SPF's Research Officer from 2000 to 2006. The General Secretary said he had made a tremendous contribution to the work of the SPF and would be sadly missed.

2 Minute of Previous Meeting

The Minute of the previous meeting was circulated with JCC Circular 1 of 2019 and following a minor amendment relative to the attendance, was accepted as a true record.

3 Election of General Secretary

Calum Steele was the only candidate. He was proposed and seconded and duly elected as General Secretary. After election the General Secretary reminded the Committee of his intention to retire from service in 2023 either on the anniversary of his 30 years or, if his successor preferred, at conference a few weeks later.

4 Election of Deputy General Secretary

David Kennedy was the only candidate. He was proposed and seconded and duly elected as Deputy General Secretary until 31 March 2023.

5 Legal Advice and Assistance

The Deputy General Secretary informed the Committee that since the last meeting 91 new applications were approved for consideration of legal advice and assistance. These comprised; 26 criminal legal defence cases; 3 civil legal defence cases; 8 misconduct cases; 10 RTAs; 19 personal injury cases; 1 CICA case; 10 employment dispute cases; 6 contract disputes; and 8 miscellaneous cases. A further 3 cases were rejected.

Stephen Clark made an appeal on behalf of a member from his area relative to an agreement which had been made regarding the repayment of legal fees. The appeal was successful.

Lorna Hogarth made an appeal on behalf of a member from her area relating to the rejection of her claim for legal assistance. The appeal was rejected.

Allard & Others v Devon and Cornwall

The Deputy General Secretary reported that this matter was progressing. He had held two meetings; one in the West Area and one in the East Area with CHIS handlers, and it was hoped a further meeting would be held in the North Area. John Munn asked how this would affect retired officers and was told that updates would be sent to them in due course.

Holiday Pay Claim

The Deputy General Secretary said that four options were available. These were to accept the offer, to insist it, to go to an Employment Tribunal or to go back and try and renegotiate. He hoped to have a meeting with SPF solicitors and Queens Counsel in the near future where he expected a formula would be agreed. He said he hoped to have a fuller update by the next meeting.

6 Police Negotiating Board (PNB)

The General Secretary reported that there had been no formal meetings of the PNB since the last JCC.

7 Pensions

The General Secretary reported that HM Government announced on 30 January 2019 that it was pausing the cost cap (revaluation) process. He reminded the Committee that previously the process had identified that either a reduction in the member's premium or increase in the member's benefit was required from April 2019. The Scheme Advisory Board for the police pension scheme in Scotland had made a recommendation that the benefit should be increased. This was in line with other SABs for other schemes. The Government had made clear that its decision to pause the revaluation was as a direct consequence of the Judges and Firefighters tribunal rulings.

The General Secretary said the last Pensions Practitioners Group was held on 6 February 2019 but he had been unable to attend. This meeting is not a legislative meeting in the pensions governance arrangements but does bring together those in policing who have a practical understanding of pension and associated administration issues.

The Vice Chair reported that he had attended a Pensions Board meeting on 5 December 2018 where Annual Allowances were discussed. It was noted that the software for calculations was not fit for purpose and was being reviewed by SPPA. A member self-service portal was now available for members.

It was reported that the UK Police Pensions Consultative Forum (UK PPCF) met on 14 January 2019 where the annual allowance (AA) issue was discussed. This is an increasingly problematic issue for many in the police service and thus far all attempts to minimise the impact have been unsuccessful. Officers who transition to CARE face receiving two separate AA statements. Both statements could show no breach for the elements they cover but the possibility of a combined breach was a real risk.

The UKPPCF noted that the Home Office want to commence a consultation for bereavement leave and data was being gathered. A consultation would be announced soon on the minimum pension age for drawing down on additional voluntary contributions (AVCs). The Home Office also announced it was seeking views on commencing a re-examination of the pension injury benefits.

8 Scottish Police Consultative Forum (SPCF)

The General Secretary reported that there had been no meetings of the SPCF since the last JCC.

9 Scottish Police Authority (SPA)

It was reported that the Partnership Forum meeting between staff associations, the force executive and was scheduled to meet on 20 February 2019. Any other issues should be sent to the General Secretary in advance of the meeting in order that he can raise them there.

10 Scottish Police Budget & Finance

The General Secretary said that Derek Mackay, Cabinet Secretary for Finance, had published a Draft Budget. He said that he had written to all MSPs on 11 December 2019 highlighting service needs on officer numbers, Brexit and service delivery. A copy of the letter was in general circulation.

He also reported that he had made a written submission to the Draft 2019-20 Police Budget on 10 January 2019. It was available online at the Scottish Parliament website or could be circulated if required.

He had written to the Cabinet Secretary for Justice on 8 February 2019 regarding the Workplace Parking Levy. A reply was awaited.

He reported that the proposed budget was insufficient to pay for current officer numbers, the costs of the 2026 project, ICT and digital data, fleet and estate requirements. It was clear that the financial year 2019/20 would be exceptionally challenging for the service and those who worked in it.

11 Joint Negotiating Consultative Committee (JNCC)

The last meeting was held on 3 December and was chaired by DCC Taylor. Amongst the matters discussed were dog handlers allowance and pay on promotion. An update on 2026 was received and the position on naloxone was awaited. They also discussed Workforce Agreement compliance and it was noted that a change would be required to the Attendance Management SOP.

On dog handler allowances, the General Secretary reported that the SPF had been steadfast that officers who were required to use their private motor car to convey a police dog to and from work were clearly essential users. This position appeared to attract some sympathy and it was agreed a formal proposal along these lines would be developed before the next JNCC.

The issue of pay on promotion was noted as close to being resolved at least in terms of "fixing the problem" was concerned.

The Chair and General Secretary attended a meeting on 28 January 2019 with the Chief Constable and DCC Taylor. Amongst the matters discussed were the misuse of those who perform acting ranks to avoid making substantive promotions or using temporary (where enhanced salary is payable), CRTP, the need for wider use of the PIP processes, workforce agreements and Brexit contingency planning.

People and Operations Delivery Group (PODG)

The Vice Chair said that he attended the last meeting of this group on 7 February 2019. Amongst the matters discussed were remote postings, the Vulnerable Persons Database and ACC Mark Roberts' Football Enquiry Review.

12 2026 Update

It was noted that this item would be renamed Police Service of Scotland (PSoS) Reform.

The Vice Chair said that the decision on the Police Budget would heavily influence the 2026 project. The Mobility Project had been approved and would begin in 'D' Division in the summer. He said that this was police driven as opposed to consultant driven with the equipment including chargers and harnesses being of a high quality. He said that the mobile devices currently in use in 'G' Division would temporarily cease to operate in April when they would be reconfigured and then used for a further six months. After that new devices would be issued there.

He also reported on progress with the operating system and the corporate system which was going to the next stage and would be improved and enhanced. In addition, he updated the Committee on the Criminal Justice Project and Telematics. He said that in relation to Telematics, negotiations on a Memorandum of Understanding would take place over the next few months.

Brian Jones raised the question of the Mobile devices and where it would be carried. He also said Telematics would have a deteriorating effect on the vehicles battery and raised the question of risk assessments relative to these issues. John Munn raised the issue of network coverage and battery strength and was advised that the Emergency Services network required 4G and therefore coverage in some rural areas would be patchy.

The Chair said that medicals for AFOs would begin in April. This would comprise a six year process where in year one there would be an initial assessment; in year two it would be a self-declaration; in years three, four and five there would be reviews and self-declarations and in year six the process would start again with an assessment. It was noted that the service was to pay any GP's fees.

Working Practices Review Board

The Deputy General Secretary said there had been no meetings. He said that in relation to the Workforce Agreement, numerous shifts were non-compliant and it was important for all concerned to realise that the WFA had been signed by both the CC and SPF. He said that there were issues relative to football and Euro 2020 when four matches would be played in Hampden. In addition, there was to be a fanzone in Glasgow and he had asked that shift patterns be arranged now.

The Deputy General Secretary said that all full time office bearers who were dealing with proposed new shift patterns should obtain the email addresses of all those officers who would be affected.

The General Secretary said that PSoS had given its approval for a second tranche of research, the Change Readiness Survey, to be carried out by Professor Duxbury in 'D' Division where C3 would be examined along with stress and self-medicating.

The General Secretary said that no one knew precisely what the impact of Brexit would be but the Chief Constable had decided that the service could not afford to reduce officer numbers at this time. The SPF had been involved in some of the planning and the Committee agreed that the responsibilities of Area Office Bearers relative to Brexit duties would have to be agreed. The Committee also discussed the issue of compensation following a requirement

for Inspectors to work excessive hours and the Business Manager was asked to circulate SHHD Circular 06-1997 on that subject.

East Area Custody Deep Dive

Brian Jones reported on the East Area Custody Deep Dive exercise. He said there were significant concerns about the remote supervision of custodies and a lack of related training. He said these issues would be raised by HMICS during their forthcoming inspection.

13 Finance Standing Committee (FSC)

The Finance Standing Committee met on 22 January 2019 and the Minute was circulated with JCC Circular 3 of 2019. The Committee noted the content.

14 Legislation and Regulation Standing Committee

The Legislation and Regulation Standing Committee met on 22 January 2019 and the Minute was circulated with JCC Circular 3 of 2019. The Committee noted the content.

The General Secretary said that matters discussed at the meeting included the BTP merger which appeared to have some clarity, given the recent announcement that an interim dual reporting approach (to the Scottish Police Authority and the BTP Authority) was to be adopted. The General Secretary advised that notwithstanding this it was his desire that BTP representatives would still attend meetings of the JCC.

The Committee also discussed the Independent Review of the Impact of Policing on Affected Communities during the 1984-85 Miners Strike. Gary Mitchell said that he had been contacted by a retired member who was to give evidence the following week.

15 Operational Duties Standing Committee

The Operational Duties Standing Committee met on 22 January 2019 and the Minute was circulated with JCC Circular 3 of 2019. The Committee noted the content.

16 Conduct Subject Committee

The Conduct Subject Committee met on 17 January 2019 and the Minute was circulated with JCC Circular 5 of 2019 and noted. The AGSC gave a brief update of the meeting.

The Committee discussed PIRC and its involvement in complaints against the police. Representatives were asked to remind members that advice relative to complaints was on the SPF website and should be consulted whenever they were involved in a complaint.

17 Equality Subject Committee

The Equality Subject Committee met on 29 January 2019 and the Minute was circulated with JCC Circular 5 of 2019 and was noted.

The AGSE said the PNB Equality Working Group had met on 5 February 2019 where the Equal Pay Audit had been discussed. A further meeting would be held relative to this. A Guidance Document relative to Flexible Working was being tabled by Staff Side.

The Committee discussed acting/temporary promotion in relation to equality and the AGSE said he would monitor the situation.

The Deputy General Secretary said that more Equality Representatives required training on the Performance Regulations.

18 Health and Safety Subject Committee (H&S)

The H&S Subject Committee met on 16 January 2019 and the Minute was circulated with JCC Circular 5 of 2019 and was noted.

The AGSH reported that he and the Vice Chair had visited Sweden to examine vehicles, equipment and uniform. In relation to uniform Sweden has recently introduced a uniform based on sports clothing which had achieved a 50% weight reduction and a cost saving. A report was awaited. It was agreed that the JCC should ask Police Scotland to adopt the same approach in the hope that a modern, fit for purpose uniform would be achieved.

The AGSH said he had written to ACC Wayne Mawson the previous year with his general concerns relative to H&S. No response was received and the Committee expressed its concerns at the lack of an appropriate response from the service.

The Committee discussed emergency driver training and the 2500 untrained officers in the service. A large number of officers in ARV Road Policing had not received high performance driver training. The Committee agreed this issue should be raised as a matter of urgency at the forthcoming Partnership Forum.

19 Integration of BTP into PSoS

The General Secretary said that the matter was almost concluded and had been reported on earlier in the meeting. The Committee agreed that this item could be removed from future agendas.

20 Police Related Charities

Police Treatment Centre (PTC) & St George's Trust

The AGSE reported that planning permission for the extension to the Centre had been delayed which would affect the build program although it was hoped this would only be a minor delay.

A previously defeated motion was to be tabled at the next Board of Trustees meeting relative to police support staff being allowed to join. The Committee discussed this at length and the JCC's position was that this was not a viable option at this time.

The AGSE said the St George's Trust had benefitted four Scottish families in recent months.

Scottish Police Bravery Awards

A Bravery awards de-brief meeting had been held and minor issues discussed. The Bravery Awards 2019 will be held in the Holyrood Hotel, Edinburgh on 28 November 2019 and will be sponsored again by PMAS. Invitations for nominations would be sent in the near future. A special award would be presented due to it being the Centenary year.

The next meeting was scheduled for 6 September 2019.

Police Dependants' Trust

The Chair reported that the PDT would be relaunching as Police Care UK later in the month.

She said that they were looking at a major research project relative to Trauma resilience, and a peer support project and counselling helpline were being considered amongst others.

PSoS were facilitating a pilot project looking at putting Wellbeing Rooms into as many police offices as possible. PSoS and Kent Police were being funded to set up 14 of these rooms in each Force to capture data regarding their use and effectiveness.

It was reported that a major grants process would be launched in the near future and this may involve linking up with other charities to deliver services.

The PDT base in Hampshire was to be sold with staff moving to premises in Woking.

The Volunteer Conference was held in January and was well attended.

The annual PDT Upbeat Conference is to be held in March and some members of the Equality Committee would attend. The general theme is about Wellbeing and Mental Health.

National Police Memorial Day (NPMD)

It was reported that site visits to the Royal Concert Hall and the City Chambers took place on 10 January with Canon Wilbraham, ACC Higgins and Superintendent Hatfield and plans were well advanced. The Police Scotland Choir and Scottish Police Federation 1883 Pipe Band are scheduled to attend and a request for the RSNO to play would also be made. It was anticipated HRH Prince Charles would attend. Registration was open and the link would be circulated by the Chair. Members were encouraged to try and attend.

Scottish Police Memorial Trust

The Scottish Police Memorial Trust will be held on 4 September 2019. The next meeting of the Trustees has been scheduled for 11 March 2019.

21 JCC Circulars Issued Since Last Meeting

A paper was circulated and noted.

22 Standard Operating Procedures (SOPs) Issued Since Last Meeting

A paper was circulated and noted. The Vice Chair reported that there was a new escalation procedure for HR SOPs.

23 EuroCOP/ICPRA

There had been no meetings since the last JCC. The next meeting of EuroCOP is to be held 9-11 April 2019.

The General Secretary reported that the Vehicle Users Survey had been well responded to by Spanish and UK officers. He hoped to receive reports at the next meeting.

24 Correspondence

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

25 Competent Business

Political Party Conferences

The General Secretary reported that there were two Party Political Conferences being held in the near future; SNP Party Conference was to be held in Edinburgh on 27/28 April 2019 and the Conservative Party Conference was to be held in Aberdeen on 3/4 May 2019. Volunteers were sought to attend. Names were to be sent to the General Secretary as soon as possible.

Training

The Vice Chair reported that dates had been identified for basic training for representatives. Two courses had been prepared for full time office bearers and representatives training. Dates were to be advised. Names were to be sent to Kirsteen Brown by Friday 15th February 2019 for those attending. Accommodation would be arranged.

Conference

It was noted that no motions had been submitted for Conference. A Q&A Session with the Cabinet Secretary, Chief Constable, Susan Deacon and the General Secretary would be held hosted by Mandy Rhodes, Editor of Holyrood Magazine. Any questions were to be sent to Susan Fraser by Friday 8 March 2019. Arrangements for Conference were discussed and it was noted that Conference Packs would be issued via the Dropbox facility.

26 Closure

The Chair thanked everyone for their attendance and inputs at the meeting and advised that the next meeting would be held on 14 and 15 May 2019 in the SPF Training and Meeting Facility, Unit 29, City Quay, Camperdown Street, Dundee, DD1 3JA.

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