



Scottish Police Federation

PO Box 27163, Glasgow, G3 9EZ

Joint Central Committee Minutes

Minutes of the Joint Central Committee meeting held at the Crieff Hydro Hotel, Strathearn House, Ferntower Road, Crieff, PH7 3LQ.

1. Attendance and Opening

SPF Office Bearers:

| | |
|------------------|--------------------------|
| David Kennedy | General Secretary |
| David Threadgold | Chair |
| Lorna Cunningham | Deputy General Secretary |
| Brian Jones | Vice Chair |

North Committee

David Mackay
Caroline Macnaughton
Ryan MacDonald
Allen Shaw
Andy Sawers

East Committee

James McLaren
David Reid
Graham Ross
Norman Towler
John Turley
Ricky Wood

West Committee

Ian Florence
Iain Gray
Lynne Gray
Adam Peppard
David Taylor
Chris Thomson

Assistants to the General Secretary

Gordon Forsyth AGS (H&S)
Emma-louise Smith AGS (People & Equality)

Also in attendance

| | |
|------------------|--------------------------------|
| Lyn Redwood | Observer (EAC) |
| Doug Keil | Business Manager |
| David Ross | Policy & Co-ordination Officer |
| Lesley Stevenson | Business Administrator |

The Chair opened the meeting by welcoming everyone and invited all to take an active part. In particular, he welcomed Adam Peppard and Lynne Gray who were attending their first meeting as substantive JCC members.

Apologies were received from Yvonne Sloane who had no replacement.

The Vice Chair told the Committee that a Finance Standing Committee meeting would be held the following day.

2 Separate Meetings

The Separate Rank Committees met. The Inspectors' Central Committee reported that the new PNB members were James McLaren and Emma-louise Smith (AGS P&E) and Allen Shaw as a reserve. Norman Towler was elected Chair of the ICC.

3 Minute of Previous Meeting

The draft Minute of the previous meeting was circulated with JCC Circular 8 of 2023. It was proposed and seconded and thereafter adopted as a true record.

4 Election of AGS (Conduct)

An election was held for the AGS (Conduct). Lynne Gray was the only candidate and was successfully elected.

5 Legal Advice and Assistance

| SINCE THE LAST JCC MEETING | | | |
|--------------------------------------|--------------|-------------|-------------|
| Legal Cases On Duty | | | |
| Type of case | North | East | West |
| REJECTED | 1 | 2 | 1 |
| INTERVIEWS | | | |
| CICA | 1 | | |
| Civil Legal Defence | | | |
| Contract Dispute | | | |
| Criminal Legal Defence | 2 | | |
| Employment Dispute (EX OFFICER) | | | |
| Employment Dispute (serving officer) | 2 | 3 | 3 |
| FAI | | 2 | 1 |
| Judicial Review | | | |
| Misconduct | | | 1 |
| Other | | | |
| Personal Injury | 1 | | 10 |
| Property Protection | | | |
| RTA | | | |
| TOTAL | 6 | 5 | 15 |
| Legal Cases Off Duty | | | |
| Type of case | North | East | West |
| REJECTED | 1 | | 5 |
| INTERVIEWS | 3 | 2 | 2 |
| CICA | | | |
| Civil Legal Defence | 3 | 5 | 5 |

| | | | |
|--------------------------------------|----------|----------|-----------|
| Contract Dispute | | | |
| Criminal Legal Defence | | | |
| Employment Dispute (EX OFFICER) | | | |
| Employment Dispute (serving officer) | | | 1 |
| FAI | | | |
| Judicial Review | | | |
| Misconduct | | | |
| Other | 1 | 1 | 1 |
| Personal Injury | | | 4 |
| Property Protection | | | |
| RTA | | | 1 |
| TOTAL | 4 | 6 | 12 |

Allard & Others v Devon and Cornwall

The Deputy General Secretary reported that the issue was ongoing and a meeting was scheduled for the following week. It was hoped that a settlement would be made in the near future.

Holiday Pay Claim

It was reported that this issue should conclude imminently. The sums payable had now been calculated and members advised of what the payments would be.

Sheku Bayoh Public Inquiry

It was reported that the Inquiry was ongoing.

Judicial Reviews

There were no judicial reviews ongoing.

Requests for Legal Opinion

There had been no new requests for legal opinions since the last meeting.

The General Secretary advised that there had been a decision to withdraw funding relative to the case of the unmarried "widow" due to due to federation solicitors forecasting poor prospects of success.

Appeals

There were no appeals.

Legal Claims and Administration Committee (LCAC)

The Committee was advised that a meeting of the LCAC was held on 17th March 2023. Amongst the matters discussed were guidance for FTOBs and solicitors' costs. The Deputy General Secretary said there was a total of 661 open cases, and all were to be checked to ensure best value. The Committee was also going to examine Legal Aid.

6. Police Negotiating Board (PNB)

The General Secretary gave an update on the rationale and evidence behind the 2023 pay claim and reported that he had no response from the Official Side to date. Members of the JCC expressed satisfaction with the communications and discussed what might be required in the future.

He also reported on recent changes to the PNB Handbook and members could keep track of the changes through the Version Control link at the bottom of the Home Page.

The Committee discussed the Public Holiday for the King's Coronation.

7 Pensions

The General Secretary gave updates on the following matters; Medical Assessments for eligibility for ill-health pension, Budget 2023 – pensions taxation changes (as per email 16/3/23), 2015 Scheme – revaluation; 2015 Remedy, Participation Rates and the 2020 Scheme Valuation process and the SAB role.

8 Scottish Police Consultative Forum (SPCF)

The General Secretary gave updates on the Outcome of Working Group discussion on Acting/Temporary promotion, Police Leadership Development Programme (PLDP) Final Evaluation Papers and Update from the PNB Strategic Commitment Working Group Paper.

9 Scottish Police Authority (SPA)

It was reported that the last meeting was held on the 23rd March 2023 and the papers were available on the SPA website.

The Chair explained that SPF had observer status on the SPA. Budget cuts were discussed and the Vice Chair had asked about Risk Assessments relative to posts being cut. Changes to overtime, staff numbers and operational pressures were all raised as issues by members of the Committee. The General Secretary reported on the Senior Leadership Forum where a paper was presented on budget related matters. It was agreed that the SPF needed to engage with the Force Executive and elected representatives to ensure that members' views were known.

In general members felt that the financial situation was dire and that it would be impossible to do the same with less. It was felt that the ACCs needed to engage in the debate and Area Secretaries were asked to contact them to ensure SPF views were known.

The Deputy General Secretary said that the last meeting of the People Committee was held on 28th March. Amongst the matters discussed were ill-health, injury on duty and annual medicals.

10 Scottish Police Budget & Finance

The General Secretary reported that at the Senior Leadership Forum the budget figures had been explained. Members expressed grave concerns about the savings being asked for by Government and the damage this would do to public service, it would increase crime, reduce detection rates, increase stress and mental health issues, and increase disruption to family lives. Members noted that officer numbers had dropped by almost 1000 from the 2013 number and further cuts would be simply unacceptable.

11 Scottish Parliament & Political Engagement

It was noted that there had been little engagement with the Parliament in recent weeks. It was hoped that a meeting would be held with the Cabinet Secretary for Justice in the near future.

Members discussed future party-political conferences and agreed that SPF would be represented. Volunteers would be sought nearer the time.

12 Joint Negotiating Consultative Committee (JNCC)

The Committee were advised that the last meeting was held on 21st February 2023. The Chief Constable had informed the Committee that he would be retiring.

The General Secretary expressed disappointment in relation to the on-call review and he felt that on-call was being used inappropriately to plug gaps in operational resilience. Also discussed were workplace pensions and the Working Practices Review Group. A suggestion that police staff representatives have places on the JNCC was firmly opposed by the Committee.

The Committee discussed their concerns relative to the use of online training by the service.

13 Finance Standing Committee (FSC)

The General Secretary reported on the FSC meeting held the previous day. He reported that the Voluntary Fund accounts would be circulated in June. He advised that there had been a deficit over the year largely due to a number of costly legal cases. Despite these being non-recurring he was going to take the opportunity to review all aspects of income/expenditure, including legal expenditure.

He also reported on investments, the death benefit trusts, SPF accommodation and the 1919 Magazine.

14 People & Operations Sub-committee

The Committee were advised that the last meeting of the Sub-committee was held on 15th

March 2023. The Minute would be circulated when available.

Amongst the matters discussed were online training, special constables and ill-health.

The Vice Chair expressed concern about the proliferation of online training and the engagement of consultants in this regard. He said there were still serious issues relative to driver training. He said he was yet to meet with Steve Johnson.

15 Policy, Procedure & Regulation Sub-committee

The Committee were advised that the last meeting of the Sub-committee was held on 16th March 2023. The Minute would be circulated when available.

They discussed suspended officers, the Dame Elish Angiolini report, the United Nations Convention on the Rights of the Child Implementation (UNCRC) and conduct training.

16 Working Practices Sub-committee

The Committee were advised that the last meeting of the Sub-committee was held on 15th March 2023. The Minute would be circulated when available.

The Committee discussed resourcing, C3, the World Cycling Championship, workforce agreements and post incident procedures.

17 Health & Safety Forum

The Committee were advised that the last meeting of the Forum was held on 14th March 2023. The Minute would be circulated when available.

A paper had been circulated on Teams and was noted.

The Committee discussed police accommodation, estates and legionella.

Ricky Wood asked where SPF stood regarding beards and facial hair. The Committee discussed face masks and hoods. The General Secretary said that a policy was expected. Legal advice would be sought when received.

18 SPF Training

The Committee was advised that IOSH training was scheduled for April/May 2023 and equality training would be held in May/June 2023. At that time, all training was up to date.

19 JCC Circulars

The following JCC Circulars had been issued since the last meeting and were noted:

- 2/2023 Scottish Police Federation Office Bearer Changes – Information
- 3/2023 Pay Negotiations 2023 – Information
- 4/2023 Elections of Assistant to the General Secretary (Conduct) (AGSC) of the Scottish Police Federation (SPF) – Information

- 5/2023 Pay Update – Information
- 6/2023 Additional Public Holiday – Coronation of HM King Charles III – Information
- 7/2023 Pay Claim 20223-24
- 8/2023 JCC & FSC Minutes February 2023 - Information

It was agreed that JCC Circulars were to be circulated to all SPF representatives going forward.

20 Police Service of Scotland Reform

The Vice Chair said that the budget for reform had been reduced and costs of body worn video had been examined.

21 SOP Consultations

The Committee noted the SOPs that were issued for consultation since the last meeting:

- 29.03.23 Daybooks NG v0.05 & EqHRIA
- 29.03.23 CIMU National Standards for Operational Users National Guidance, v0.10 Standard Request
- 13.03.23 Parental Leave V6.01
- 02.03.23 Special Leave Procedure v6.02
- 01.03.23 ASB Policy v2.01
- 28.02.23 Acting Ranks (Police Officers) Procedure (to be published as V1.0)
- 8.02.23 Consultation on the draft Police Negotiating Board for Scotland (Constitution, Arbitration and Qualifying Cases) Regulations 2023 and the draft Constitution of the Police Negotiating Board for Scotland.
- 14.02.23 Invitation - Call for Evidence - Independent Commission on UK Public Health Emergency Powers
- 23.02.23 ACU/211/23: Local Consultation - PSD/ACU Professional Obligations Reminder & Welfare Form
- 20.02.23 Pay Procedure V2 & EqHRIA

22 EuroCOP/ICPRA

The Committee were advised that the next EuroCOP meeting was the following week. The General Secretary would be standing for election to the Executive Committee to replace the former SPF Chair. He would give an update at the JCC meeting in June.

The next meeting of ICPRA was scheduled to be held in Portugal in June 2024.

23 Police Related Charities

PTC & Police Children's Charity (PCC)

It was reported that there had been no meetings of the PTC or PCC since the last meeting. The next meeting was scheduled for 4/5th May 2023 and Ricky wood would attend.

Police Care UK

There was no update.

SPMT

It was noted that the SPMT event would be held at the SPC in September 2023.

NPMD

It was noted that the NPMD event would be held in Cardiff in 2023 but would be held in Scotland in 2024. No venue had been identified as yet.

24 SPF Annual Awards

The Committee were advised that there had been 56 nominations received; 26 in the North, 15 in the East and 15 in the West. Members were asked to encourage the wider membership to get involved and were advised that there was a link on the Homepage of the SPF website which enabled nominations to be put forward.

25 Motion

The following Motion had been submitted:

“That the Northern Area Committee ask the Joint Central Committee to consider the roll out of a Scottish Police Federation Web Based App”.

The following amendment was proposed:

“That this JCC form a working group to look at all aspects of communication and report back to the JCC in August 2023 with a list of options. The JCC should then vote on these options.”

The amendment was carried.

It was agreed that a Short Life Working Group would be created and would report back to the next meeting in August.

26 Correspondence

It was noted that a letter from Nick Clasper intimating his resignation from the JCC had been received. Thanks and best wishes were given to Nick for the future.

27 Competent Business

Iain Gray asked for an update on the age discrimination and hurt feelings pension cases. The General Secretary said that it had been sisted until June. He said he would be communicating with SPF solicitors and the Scottish Government to see if our cases could be expedited.

The Committee discussed the existing meeting structure and agreed that it would be reviewed.

The Committee discussed Rule 7.6.1 which stated that as far as possible no more than 50% of representative positions should be subject to election at the same time. It had become apparent that arranging for this to be done was extremely difficult and the Committee was of the view that this Rule should be removed.

28 Closure

The Chair thanked everyone for their attendance and inputs at the meeting. The next meeting would be held on 20/21st June 2023 in the Inchyra Grange Hotel, Grange Road, Polmont, Falkirk, FK2 0YB.

A vote of thanks was given to the Chair.

David Threadgold
Chair

David Kennedy
General Secretary