



Scottish Police Federation

PO Box 27163, Glasgow, G3 9EZ

Joint Central Committee Minutes

Minutes of the Joint Central Committee meeting held at the Scottish Police Federation (SPF) Training and Meeting Facility, Unit 29, City Quay, Camperdown Street, Dundee, DD1 3JA on 7/8th February 2023.

1. Attendance and Opening

SPF Office Bearers:

Calum Steele	General Secretary
David Hamilton	Chair
David Kennedy	Deputy General Secretary
Brian Jones	Vice Chair

North Committee

Nick Clasper
David Mackay
Caroline Macnaughton
Allen Shaw
Andy Sawers
Yvonne Sloan

East Committee

Graeme Mather
James McLaren
Graham Ross
Norman Towler
John Turley
Ricky Wood

West Committee

Lorna Cunningham
Ian Florence
Iain Gray
Karen Cameron
Jennie Macfarlane
Chris Thomson

Assistants to the General Secretary

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

Also in attendance

Neill Whiteside	Observer
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.

He thanked the Vice Chair for chairing the last meeting on his behalf due to personal issues.

As this was the General Secretary's last JCC prior to his retiral from the force, he gave thanks to him for all his work and dedication to the SPF over the years and wished him and his family well for the future.

Apologies were received from David Taylor and David Reid who were replaced by Karen Cameron and Graeme Mathers respectively.

The Vice Chair told the Committee that a Finance Standing Committee meeting would be held later in the day. Stephen Quaile, Investment Manager attended the meeting to give an update on the investments.

2 Minute of Previous Meeting

The draft Minute of the previous meeting was circulated with JCC Circular 1 of 2023. It was proposed and seconded and thereafter adopted as a true record.

3 Election of Chair

An election was held for the Chair. This part of the meeting was chaired by the Vice Chair. David Hamilton and David Threadgold were the only candidates and were both proposed and seconded. Both addressed the Committee prior to the votes being cast. Following a secret ballot, David Threadgold was elected. The Vice Chair sought the Committee's consent to destroy the ballot papers. The Vice Chair acted as chair for the remainder of the meeting.

4 Legal Advice and Assistance

SINCE THE LAST JCC MEETING			
Legal Cases On Duty			
Type of case	North	East	West
CICA	1		
Civil Legal Defence	1		
Contract Dispute			
Criminal Legal Defence	1		1
Employment Dispute (EX OFFICER)			3
Employment Dispute (serving officer)	1	5	1
FAI		6	
Judicial Review			
Misconduct		2	
Other			1
Personal Injury			7
Property Protection			
RTA		1	

TOTAL	4	14	13
Legal Cases Off Duty			
Type of case	North	East	West
CICA			
Civil Legal Defence			
Contract Dispute			1
Criminal Legal Defence	1	6	3
Employment Dispute (EX OFFICER)			
Employment Dispute (serving officer)			2
FAI			
Judicial Review			
Misconduct			
Other	1	1	
Personal Injury		1	1
Property Protection	1	1	1
RTA			
TOTAL	3	9	8
LEGAL FEES RECLAIMED - £12,500			
CLAIMS SETTLED - £191,500			

Allard & Others v Devon and Cornwall

The Deputy General Secretary said the issue was ongoing, but he hoped a settlement would be made in the near future.

Holiday Pay Claim

It was reported that members had been offered a deal. Some had accepted but a number had refused. Counsel's opinion was to accept the offers and further work was required to finalise the deal. The Committee was advised that the issue would be further discussed at Conference in March.

WhatsApp

It was reported that correspondence had been received from SPF solicitors the previous day regarding the claim. Due to this the SPF would not be pursuing this any further. The relevant officers had been advised. There would be no right to appeal. It was agreed that this item could be removed from future agendas.

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 requests for legal opinions since the last meeting.

Appeals

There were no appeals.

Legal Claims and Administration Committee (LCAC)

The Committee was advised that there had been no meetings of the LCAC since the last meeting. It was noted that meetings would be scheduled in the near future.

5 Police Negotiating Board (PNB)

The Committee noted that the last meeting of the PNB had been held on 25th January 2023.

The Committee discussed the future of police pay and a pay claim for 2023-24 and reaffirmed its support for a pay index.

It was reported that a number of working groups had been held. It was agreed that all outstanding claims needed to be concluded.

The General Secretary advised that the PNB Scotland consultation was due to begin in March 2023 and was hoped to be concluded by August 2023. The Committee discussed regulations and determinations and agreed that due to changes over the previous last 4/5 years, they needed to be updated.

The Committee discussed the King's Coronation, and it was agreed we should claim for two days annual leave or one days' public holiday. The Committee agreed that this was the correct way to proceed.

The General Secretary was thanked for the work he carried out whilst in post as Staff Side Secretary.

6 Pensions

The General Secretary reported that the UK Scheme Advisory Board met on 24th January 2023. A new SPF representative would need to be selected to sit on the Board and it was agreed David Kennedy would do this. A date for the next Scottish Scheme Advisory Board meeting was awaited.

The General Secretary gave an update on the McCloud Remedy timeline and advised that legislation should be in place by October 2023. A calculator was being produced which would be available online.

The SPF Policy & Co-ordination Officer said that the Pensions Board had not met but a date had been scheduled for 22nd February 2023. Brian Jones was selected to sit on the Scottish Police Pension Board in place of David Hamilton.

7 Scottish Police Consultative Forum (SPCF)

There was no update.

8 Scottish Police Authority (SPA)

There was no update.

9 Scottish Police Budget & Finance

The Deputy General Secretary reported that he and David Hamilton, former SPF Chair had met John Somers the previous day. They had discussed issues affecting the Scottish police budget including CCTV evidence, BMWs and officer numbers. It was agreed that this issue should continue to be raised.

10 Scottish Parliament & Political Engagement

The Committee discussed the latest developments of the Criminal Justice Committee in relation to mental health and the Deputy General Secretary reported that 6 officers had given evidence to the Committee. Susan Beaton, Head of People Services, had requested a meeting to discuss how matters could be improved. A date would be scheduled in the near future.

It was reported that the former SPF Chair had met with Baroness Clark regarding FOI legislation.

11 Joint Negotiating Consultative Committee (JNCC)

The General Secretary reported that the next meeting of the JNCC would be held on 21st February 2023 where amongst other issues, police demand and budget and on call would be discussed.

Members were advised that the Deputy General Secretary and West Area Chair had various meetings relative to on call and were awaiting figures. The West Area Chair has corresponded with T/Supt Mark Patterson regarding this.

The Committee discussed Moodle training and agreed it was not very effective and appeared to be an effort to cut costs.

12 Operational Duties

Armed Policing

The Committee discussed armed policing and the AGS (P&E) said that there had been a large focus on recruiting women and a pilot program for direct entry was in place. She

said that many women had been unable to pass the fitness test therefore were not being put forward. It was agreed that requirements in place to pass the fitness tests should not be reduced. She would circulate information to the Committee.

CBRN

There was no update.

Strategic Working Group

The Committee raised concerns about the delays for officer safety training.

13 Finance Standing Committee (FSC)

The General Secretary reported on the FSC meeting held the previous day.

He said that there were no exceptional areas of concern however a drawdown of funds to cover the costs of two legal cases and a drop in police officer numbers had affected the account.

He said administrative work had been carried out in relation to the BARE Trusts and a meeting with Trust lawyers would be sought to further discuss matters.

The Committee were advised that the FSC had agreed not to sponsor the Women in Policing Conference but agreed that we would fund members to attend.

The FSC agreed that the new General Secretary should have the authority to agree contracts for consultants in line with current arrangements.

14 People & Operations Sub-committee

The Committee was informed that the People & Operation Sub-committee had not met since the last meeting. The next meeting was scheduled for 15th March 2023.

The Vice Chair said that he was to meet Steve Johnson in the near future.

15 Policy, Procedure & Regulation Sub-committee

The Committee was informed that the Policy, Procedure & Regulation Sub-committee had not met since the last meeting. The next meeting was scheduled for 16th March 2023.

16 Working Practices Sub-committee

The Committee was informed that the Working Practices Sub-committee had not met since the last meeting. The next meeting was scheduled for 16th March 2023.

Jennie Macfarlane asked whether there was a review date for the workforce agreement. The Deputy General Secretary said it would have to be agreed before June.

17 Health & Safety Forum

The AGS (H&S) reported that a paper had been circulated on Teams and was noted.

The AGS(H&S) said that the issue relative to police accommodation was still being investigated but progress was being made. Further inspections would be taking place the following week Glasgow and Paisley.

Yvonne Sloan asked whether there was any progress relative to driver training for emergency response officers. The Vice Chair said that the General Secretary had issued JCC Circular 39 of 2022.

Iain Gray raised the issue of naloxone and asked that the information on the website could be updated.

18 SPF Training

The Vice Chair reported that all representatives had been trained to date with further training only to be arranged for equality, conduct and H&S.

19 JCC Circulars

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

- 39/2022 Driving Police Vehicles – Urgent Update – Information
- 40/2022 Complaints, Investigation & Misconduct in Policing Implementations of Recommendations Fourth Thematic Progress Report
- 01/2023 JCC & FSC Minutes November 2022.

20 Police Service of Scotland Reform

There was no update. It was noted that the Deputy General Secretary would attend the next meeting.

21 SOP Consultations

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

- 151222 Leavers Procedure V4.01
- 151222 EqHRIA NG v2.16
- 201222 Recruitment & Selection Procedures (Authority/Police Staff) v0.01
- 291222 Forensic Sampling in Death Investigations NG v0.11
- 230123 Annual Leave & Public Holidays Procedures (Officers)
- 230123 Crime Investigation Policy – local consultation

22 EuroCOP/ICPRA

The General Secretary reported that the last meeting of EuroCOP had been held in November 2022 where he had stood down as President. The former SPF Chair had been elected on to the Executive Committee and a replacement for him would need to be considered.

The next meeting of ICPRA was to be held online the following week where the role of the General Secretary would be discussed.

23 Police Related Charities

PTC & Police Children's Charity (PCC)

Ricky Wood gave an update on recent meetings he had attended and said that concerns had been raised regarding the reduction in numbers of members in both the PTC and PCC.

They also discussed investments and agreed that given the current financial instabilities, a review of investment companies should not be considered until the following year.

He said that the first retired officers' wellbeing course had been run the previous week and had been well received.

The new wing at the Centre in Harrogate was due to be opened on 9th March 2023 by Princess Anne, the new charity patron.

He said that the PTC had thanked SPF for their generous donation which would be used to upgrade one wing at Castlebrae.

He said that the PCC were considering Birthday Grants for children as well as Christmas Grants. He asked the Committee to inform him of any complicated cases for death benefit grants in order that he could explain at future meetings of the PCC.

He said that the PCC would be writing to Chief Constables to request that information about the PCC was given to officers who would be going onto maternity leave as many do not sign up on joining the service as they have no children.

Police Care UK

The Committee agreed that David Threadgold, SPF Chair would be put forward to represent the SPF in place of David Hamilton, former SPF Chair.

SPMT

The Committee agreed that David Threadgold, SPF Chair would represent the SPF in place of David Hamilton, former SPF Chair.

NPMD

It was noted that the memorial day would be held in Scotland the following year and preparations would begin in the near future.

24 SPF Annual Awards

The Committee were advised that there had been 23 nominations received: six in the North, twelve in the East and four in the West. Members were asked to encourage the wider membership to get involved and nominate suitable officers from their areas. A further update would be given at the next meeting.

25 SPF Engagement

It was agreed that this item would be removed from the agenda.

26 Correspondence

It was reported that an invitation had been received from the AGSI to attend their conference in April. The Deputy General Secretary would identify attendees.

An invitation to the Blue Thistle Ball had been received for their event in March. It was agreed that no SPF representatives would attend.

It was reported that the Chief Constable's Bravery and Excellence Awards would be held later that week at the SPC. Iain Gray would attend.

27 Competent Business

Jennie Macfarlane asked if there was any update on the recent Deep Dive relative to PPU. The General Secretary said that it had been the intention of the former Chair to share the results through Survey Monkey to the service. The matter would be discussed the following week.

The Committee discussed the issue of police assaults and many cases being plea bargained away. The General Secretary asked for examples to be sent to him. It was noted that the matter would be raised at the SPF Conference in March 2023. The General Secretary would write to the Chief Constable.

The Committee discussed lobbying and was asked to report any engagement to the Executive Administrator in order that she update the Lobbying Register.

The Committee was advised that an election for the AGS (Conduct) would be held at the next meeting.

The Committee noted that this would be the General Secretary's last meeting. Thanks were recorded for all the work he carried out while in post, and best wishes was given for the future.

28 Closure

The Vice Chair thanked everyone for their attendance and inputs at the meeting. The next meeting would be held on 18/19th April 2023 in the Crieff Hydro Hotel.

A vote of thanks was given to the Vice Chair.

Brian Jones
Vice Chair

Calum Steele
General Secretary