



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 22/23<sup>rd</sup> August 2023.

### **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  
Pat Nicoll  
Allen Shaw  
Andy Sawers

#### East Committee

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

#### West Committee

Ian Florence  
Iain Gray  
Adam Peppard  
David Taylor  
Chris Thomson  
Alistair Wright

#### Assistants to the General Secretary

Gordon Forsyth AGS (Health & Safety)  
Lynne Gray AGS (Conduct)  
Emma-louise Smith AGS (People & Equality)

#### Also in attendance

Doug Keil	Business Manager
Cara Riley	North Area Administrator
Lesley Stevenson	Business Administrator

The Chair opened the meeting by welcoming everyone and invited all to take an active part.

He further welcomed Alistair Wright who was attending his first meeting as a substantive member since replacing Jennie Macfarlane.

Apologies were received from Yvonne Sloan with no replacement

Separate meetings would be held later in the day.

## **2 Minute of Previous Meeting**

The draft Minute of the previous meeting was circulated on Teams. It was proposed and seconded and thereafter adopted as a true record.

## **3. Police Negotiating Board (PNB)**

The General Secretary reported that the PNBS replaced the PNB in August 2023. No significant changes were expected as a result of this. A new website had gone live and was hosted by the Scottish Government. A new PNB Guide was to be prepared and placed on the Government website.

The General Secretary gave an update on pay and said that plans were in place to demonstrate concern and strength of feeling about the lack of a formal offer. Members discussed the claim, a Pay Index, and a pay levels check.

The Business Manager reminded the Committee that all area representatives and members had been asked to write to their MSPs about pay and stressed the importance of it. Various members reported on the support they had received from politicians.

## **4 Pensions**

The General Secretary advised the Committee that there had been 3 meetings of SPPA and SPPB since the last JCC meeting.

It was noted that work was ongoing in relation to the pensions remedy provisions which were due to be implemented on 1<sup>st</sup> October 2023. The Committee discussed the SPPA administration and the recent issues relative to annual updates.

The Committee were advised that due to David Ross's recent retiral, a replacement for him on the Scottish Police Pensions Board was needed. The Deputy General Secretary was proposed and seconded and elected as the new Board member.

The Vice Chair said he had attended three meetings of the Pensions Remedy Sub-group but there had been no significant outcomes. He was to attend a Remedy Committee meeting after the Board meeting the following week.

The Committee discussed the potential for legal detriment cases and said that further work would need to be done regarding it.

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

The General Secretary reported that there had been no meetings since the last JCC meeting. The next meeting was scheduled for 31<sup>st</sup> August 2023. A number of items had been added to the Agenda including Vetting/integrity screening of police officers and staff; PNBS Guide; Regulation changes following Police Complaints and Conduct Bill; Legal

advice and assistance, In-service compensation schemes; Standard entrance test; Public perception of policing; Wellbeing of police officers; COVID-19 Public Inquiry; Any other public inquiries; Fatal Accident Inquiries and Fair Work Principles.

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

The Chair reported that the last meeting of the Full Board was held on 21<sup>st</sup> June 2023 and advised all to familiarise themselves with the SPA website in order to fully understand the workings of the Authority and to enable time to digest the papers submitted for the meeting.

It was noted that the Chair and General Secretary were to meet with Martyn Evans, SPA Chair and it was hoped that this would be a good channel for SPF to communicate with the service. The next Full Board meeting was to be held on Thursday later that week.

The Deputy General Secretary reported on the Resources Committee held on 8<sup>th</sup> August 2023. At that meeting it was agreed that the drop in officer numbers and lack of resources were expected to significantly impact on service levels. Members of the Committee expressed serious concerns that the drop of 1000 police officers since 2013 and the loss of 140 police stations in that time was not sustainable.

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

The General Secretary reported that there had been no meetings since the last JCC. The next meeting was scheduled for 7<sup>th</sup> September 2023.

The Committee discussed possible items for the agenda and agreed to submit any to the General Secretary in advance of the meeting.

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

The FSC had met on 9<sup>th</sup> August 2023. The Minute had been circulated on Teams and was noted.

The General Secretary gave an update on the Voluntary Fund and said that all budget headings were at or near the expected expenditure levels for the time of year.

It was noted that a significant sum of money had been drawn down to cover the costs of legal cases, but it was expected that a large sum would be recovered from monies owed to the SPF from the service.

It was noted that the SPF VF monthly payment had not increased since 2015 and that this would be examined further.

He reported that the Voluntary Fund and Members Benefit Trust Investments were in good health.

The Deputy General Secretary gave a report on the water ingress at Woodside Place and said that the matter was now in the hands of the insurers. She also said that the lease for the office in Inverness was to be cancelled imminently.

The General Secretary reported that the costs relating to the 1919 magazine were being reviewed and would be discussed at the next JCC along with the SLWG's review into all SPF communications.

He also said that SPF accountants had reviewed the Pipe Band accounts and confirmed they were accurate.

The Vice Chair reported that Police Insure had approached SPF in relation to car/home insurance. It was noted that they worked alongside other federations and Philip Williams Insurance.

The Chair advised that the SPF had been asked to take on the administration of the Scottish Government Restitution Fund. Members discussed potential consequences of this and agreed to it in principle. The Deputy General Secretary said that a legal opinion would be sought before any final decision being made.

The Committee agreed with the FSC decision not to support the Scottish Police LGBTQi association's request for funding.

The Committee agreed with the FSC decision to approve the quote received from Civica relative to the Quadrennial elections.

## 9 Legal Standing Committee (LSC)

It was noted that the first meeting of the LSC would be held on 18<sup>th</sup> September 2023. Items on the Agenda would include Legal Advice and Assistance Guidance, the Memorandum of Understanding and Appeals.

<b>SINCE THE LAST JCC MEETING - 10th June 2023 - 18th August 2023</b>														
<b>Legal Cases On Duty</b>				<b>Legal Cases Off Duty</b>										
<b>Type of case</b>	<b>North</b>		<b>East</b>		<b>West</b>		<b>Type of case</b>	<b>North</b>		<b>East</b>		<b>West</b>		
<b>INTERVIEWS</b>						<b>1</b>	<b>INTERVIEWS</b>	<b>1</b>		<b>3</b>			<b>4</b>	
<b>REJECTED</b>	<b>1</b>		<b>0</b>		<b>0</b>		<b>REJECTED</b>	<b>0</b>		<b>2</b>			<b>1</b>	
CICA							CICA						<b>2</b>	
Civil Legal Defence							Civil Legal Defence						<b>1</b>	<b>1</b>
Contract Dispute							Contract Dispute						<b>2</b>	
Criminal Legal Defence	<b>1</b>		<b>1</b>		<b>1</b>		Criminal Legal Defence	<b>3</b>		<b>6</b>			<b>9</b>	
Employment Dispute (EX OFFICER)							Employment Dispute (EX OFFICER)							
Employment Dispute serving officer	<b>3</b>	<b>1</b>	<b>4</b>		<b>3</b>		Employment Dispute serving officer							
FAI			<b>1</b>		<b>1</b>		FAI							

Judicial Review						Judicial Review						
Misconduct						Misconduct						
Other						Other				<b>2</b>		
Personal Injury	<b>1</b>		<b>4</b>		<b>6</b>	Personal Injury			<b>1</b>		<b>1</b>	
Property Protection						Property Protection						
RTA						RTA			<b>1</b>		<b>1</b>	
<b><i>Total</i></b>	<b>5</b>		<b>10</b>		<b>11</b>	<b><i>Total</i></b>	<b>3</b>		<b>8</b>		<b>16</b>	
<b>Total Cases since last JCC</b>						57						
<b>Total Cases Open in ACT</b>						366						
<b>Total Cases Closed since last JCC</b>						300						
<b>Total Cases Settled since last JCC</b>						9						
<b>Total Cases Rejected since last JCC</b>						<b>4</b>						
<b>Total General Advice Legal Calls Taken since Last JCC</b>						48						
<b>Total Interviews supported since Last JCC</b>						9						
<b>Total Calls converted to Applications</b>						7						
						<b>LEGAL FEES RECLAIMED</b>						
						<b>£49,350.77</b>						
						<b>CLAIMS SETTLED</b>						
						<b>£197,394.03</b>						

The Deputy General Secretary gave an update on the above table and said that the figures highlighted a stark difference in on/off duty legal cases and said that employment disputes were high across all areas.

### Allard & Others v Devon and Cornwall

The Deputy General Secretary reported that the matter was still ongoing with a debate about the numbers of claimants unresolved.

### SB Public Inquiry

The Deputy General Secretary reported that the Public Inquiry was still ongoing.

### Judicial Reviews

It was noted that the Judicial Review being undertaken on 'with cause' was now proceeding to the next stage.

### Appeals

There were no appeals.

## 10 Conduct & Equality Standing Committee (C&E SC)

It was noted that the first meeting of the C&E SC would be held on 19<sup>th</sup> September 2023. Items on the Agenda would include Criminal, Conduct, Performance, Complaints, Equality

& Diversity Ill Health, Grievances, Employment Tribunals, and the UN Convention on Rights of the Child.

The AGS (P&O) had circulated a paper on EDI, retirals/IHR, DSAs, the Wellbeing Governance Board, the Sex Equality and Tackling Misogyny Delivery Group (SETM) and said it had been uploaded to Teams. She also updated the Committee on case statistics.

The AGS (Conduct) gave an update and said that she had a meeting with Justin Farrell, CAAPD. This was to discuss timelines for enquiries and volume of reports that is dealt with as opposed to what is actually reported to the Crown Office. She said that they receive an average of 300/400 reports of which only 5% end up in court proceedings.

She said she had a meeting with Phil Chapman, PIRC to introduce herself and has agreed to have regular meetings to discuss trends, issues, and ongoing investigations.

She said there were ongoing issues with PSD including the delays with supplying Regulation 15 packs and data breaches. She said she had a meeting with CS Henderson later that week where she intended to raise these issues.

The Vice Chair gave an update on the Promotion & Policy Groups and said that SPF had been identified as an 'interested party'. He was to meet Chief Superintendent Hilary Stone regarding the misogyny, sexism and discrimination work streams which were currently ongoing. He said there were concerns that some of the group had not fully declared their interested party status. The AGS (P&E) said that the service were looking at Service Level Agreements for timescales. The Committee discussed Optima performance and potentially looking at other providers.

## **11 Efficiency Standing Committee (ESC)**

It was noted that the first meeting of the ESC would be held on 20<sup>th</sup> September 2023. Items on the Agenda would include Leadership, Training & Development, Special Constabulary, Custody & Criminal Justice, Events & Rostering, C3, World Cycling Championships, Workforce Agreements, Post Incident Procedures, Draft PNB Regs and the Armed Policing Monitoring Group.

Iain Gray asked when the new WFA would be in place. The General Secretary said he expected it to be signed off by the new Chief Constable.

It was agreed that the Public Order Monitoring Group and Use of Force should be added to this Committee Agenda.

## **12 Health, Safety & Welfare Standing Committee Forum (H,S&W SC)**

It was noted that the first meeting of the H,S&W SC would be held on 21<sup>st</sup> September 2023 and items on the Agenda would include violence, PPE, Operational Equipment, First Aid, Administration & Governance and Area Updates. The Vice Chair said that all Areas should have their own meetings in order to provide an update at National meetings.

The AGS (H&S) had circulated a paper on Teams and gave a brief update. Matters discussed included estates, police assaults, OSD, use of force, 3PO, footwear, YSM, fire

safety, OST, Surefire earpieces, training, RPE policy, naloxone, overseas deployment vaccinations and fleet electrification.

The Committee discussed the current officer safety training, in particular the removal of baton strike practice as was reported by a JCC member. The General Secretary confirmed he would raise this with the Chief Constable.

### **13 SPF Training**

The Vice Chair gave an update and said that the quadrennial elections would take place in January 2024. All FTOBs were trained and anyone requiring any extra should contact him.

A 2-day Lifelines Scotland - Mental Health First Aid & PTSD Training 2023 course would be available to all area representatives and FTOBs. Dates would be circulated when known.

The Chair said he had a follow up meeting with Katy Millar and Susan Beaton the following week to discuss the evidence session on police officer suicide. Attendees would also include officers to share their lived experiences, operational supervisors and A Division's suicide prevention officer.

### **14 Police Service of Scotland Reform**

The Chair gave an update on body worn videos and said that the roll out was still on track for 2024. Three providers tendered the contract, Axon, Motorola and Reveal, and trials would start soon.

The Chair had attended a meeting of the People Strategy where a draft document had been circulated. A formal consultation was expected soon.

### **15 EuroCOP/ICPRA**

The General Secretary reported that the next meeting of EuroCOP was to be held in Torremolinos on 8/9<sup>th</sup> November 2023.

There had been no meetings of ICPRA since the last JCC.

It was noted that the next conference was to be held in Portugal in 2024. Dates would be circulated when known.

### **16 Police Related Charities**

#### **PTC & Police Children's Charity (PCC)**

Ricky Wood gave an update and said that Princess Anne HRH, the new Patron, was to visit the centre in Harrogate in September 2023 to open the new wing. It was hoped that a visit to Auchterarder would be held in January 2024.

He also reported on the outdoor lighting at Auchterarder, and said that the benefits of

solar power was being investigated.

He reported that access to the centre for support staff had been agreed and an implantation date was hoped to be January 2024.

Ongoing work was being carried out on a PTC app.

It was noted that research was being carried out into attendance rates to ensure that the centre was flexible and open to all.

He said an on-line Women's Health Service was launched on 17<sup>th</sup> July 2023 with the emphasis on strength, conditioning, and menopause.

He said that the meeting had discussed whether suspended officers could attend, however, had decided to maintain the status quo.

He said that it needed to be emphasised to officers that the Wellbeing Course was for mild to moderate anxiety/depression. Suspended officers would only get access after the investigation/suspension was completed which was expected to be most beneficial for them.

Work on upgrading one of the wings at Auchterarder had begun.

It was noted that Graham Ross had resigned from the SPBF and Ricky Wood had been elected as Secretary of the Benevolent Fund. Thanks were given to Graham for the work he had done whilst in the role.

### **Police Care UK**

The Chair gave an update and said that the charity had a very informative website. He said a new Fundraising Manager had been employed to continue to develop strategies for use of charity funds.

### **SPMT**

It was noted that the Memorial Trust service was to be held on 6<sup>th</sup> September 2023 at the Scottish Police College.

### **Police Remembrance Trust**

The Chair reported that the event would be held in Cardiff in September 2023. Scotland would be hosting it in 2024, however no venue had been identified.

## **17     SPF Annual Awards**

The Awards ceremony would be held in Dynamic Earth, Edinburgh on 23<sup>rd</sup> November 2023.

The Committee were advised that the Final SPF Judging Panel would begin w/c 18<sup>th</sup> September 2023.



It was noted that further details would be sent to attendees in due course.

## **18 SPF Communications SLWG**

The SPF Communications SLWG met on 27<sup>th</sup> June 2023 and an options paper had been uploaded to Teams. Members discussed the different options and agreed that steps had to be taken to improve communications with the members. As the Area Committee meetings were to be held within the next few weeks, members were asked to discuss the matter with their Committees and report back to the Committee with the type of information they would like to be available.

Members of the SLWG were asked to return with actual costs to the October JCC.

## **19 Correspondence**

The Deputy General Secretary reported that letters had been received from the PNB; and political parties relative to party conferences and said that they were available if anyone wished to see them.

The Chair advised the Committee that he had received correspondence from David Mackay advising that he was resigning from the JCC due to being promoted. Congratulations and best wishes were given to David.

## **20 Any Other Competent Business**

There were no items.

## **21 Closure**

The Chair thanked everyone for their attendance and inputs at the meeting. The next meeting would be held at the SPF Meeting and Training Facility, Unit 29, City Quay, Camperdown Street, Dundee, DD1 3JA on 3<sup>rd</sup>/4<sup>th</sup> October 2023.

A vote of thanks was given to the Chair.

**David Threadgold**  
Chair

**David Kennedy**  
General Secretary