



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 3/4 October 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

Sorcha Burns
Dale Evans
Caroline Macnaughton
Pat Nicoll
Fraser Robertson (Day 2)
Allen Shaw

East Committee

James McLaren
Lyn Redwood
David Reid
Graham Ross
Norman Towler
John Turley

West Committee

Ian Florence
Iain Gray
Adam Peppard
David Taylor
Elaine Sutherland
Chris Thomson

Assistants to the General Secretary

Gordon Forsyth AGS (Health & Safety)
Lynne Gray AGS (Conduct)
Emma-louise Smith AGS (People & Equality) (Day 1 only)

Also in attendance

Doug Keil	Business Manager
Lesley Stevenson	Business Administrator

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

Apologies were received from Andy Sawers who had no replacement on Day 1 but was replaced by Fraser Robertson on Day 2. Yvonne Sloan, David Mackay, Ricky Wood and Alistair Wright were replaced by Sorcha Burns, Dale Evans, Lyn Redwood and Elaine Sutherland respectively.

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 Legal Advice and Assistance

SINCE THE LAST JCC MEETING - 19th August 2023 - 2nd October 2023									
Legal Cases On Duty					Legal Cases Off Duty				
Type of case	North	East	West		Type of case	North	East	West	
INTERVIEWS					INTERVIEWS	2	1		
REJECTED	0	2	1		REJECTED	1	0	0	
CICA					CICA				
Civil Legal Defence		1			Civil Legal Defence				
Contract Dispute					Contract Dispute	1			
Criminal Legal Defence	1	1	2		Criminal Legal Defence	2	1	2	
Employment Dispute serving officer		3	4		Employment Dispute serving officer				
FAI	1	1			FAI				
Judicial Review					Judicial Review				
Misconduct				1	Misconduct				
Other		2	2		Other	1			
Personal Injury	1		4		Personal Injury			1	
Property Protection					Property Protection				
RTA		1			RTA		1	3	
<i>Total</i>	3	7	12		<i>Total</i>	3	2	6	
Total Cases since last JCC					37				
Total Cases Open in ACT					385				
Total Cases Closed since last JCC					18				
Total Cases Settled since last JCC					1				
LEGAL FEES RECLAIMED					£0.00				

Total Cases Rejected since last JCC	4
Total General Advice Legal Calls Taken since Last JCC	67
Total Interviews supported since Last JCC	3
Total Calls converted to Applications	7

CLAIMS SETTLED	£4,010.00
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The Deputy General Secretary gave an update on the above table and said that the total number of cases had decreased since the last meeting. She said that the legal administrator was monitoring the number of calls for general advice.

Allard

It was noted that the matter was still ongoing however there seemed to be movement by the service and most cases had been agreed. It was hoped that the outstanding cases would be concluded by the next meeting.

SB Public Inquiry

The Deputy General Secretary reported that the Public Inquiry was still ongoing. The General Secretary and Deputy General Secretary had recently met with the service relating to legal fees.

Judicial Reviews

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

The Committee was advised on an issue relative to forfeiture of pension. Counsel had been instructed and it was noted that the issue may need to progress to Judicial Review.

Appeals

There were no appeals.

Restitution Fund

The Deputy General Secretary said that a legal opinion had been received relating to the SPF becoming the proposed operator of the restitution Fund. Further discussions were scheduled to take place between the SPF and Scottish Government and a final decision would be communicated at the next JCC.

Pension Trap

The Committee discussed the Pension Trap where officers with 25 years' service, but less than 50 years of age could not immediately access their pension. Consideration was to be given to

legal advice on this matter.

Police Appeal Tribunal

The Deputy General Secretary said that the SPF had raised concerns about the proposal to hold PAT hearings in public. Further work is required to understand the proposals and unintended consequences, meetings with the SPA would be scheduled by them once this is completed.

4 Police Negotiating Board Scotland (PNBS)

The General Secretary reported that an agreement had been reached relative to police pay and JCC Circular 23 of 2023 had been issued. Pay would be increased by 7% backdated to 1st April 2023.

The Official and Staff Sides had agreed to commission independent review/research into police officer pay and benefits.

The first element will relate to wage growth including consideration of the benefits and risks and possible mechanisms to ensure appropriate wage growth within policing going forward from 2025/26.

The second element will relate to current pay and benefits and will fully consider the unique nature of the officer role in society. Given the independent nature of the review/research it is proposed that the Official Side and Staff Side are given the opportunity to directly feed in views as to key strategic principles that would inform such review/research; relevant comparators/factors that should be taken into consideration. The findings of the review/research would be brought back to the PNBS for further consideration.

In relation to 2024/25 pay discussions, the Official Side and Staff Side agreed to engage constructively and quickly, to hold conversations that will inform upcoming pay negotiations. The principles of fairness and affordability will remain paramount but will be informed by four main factors;

- the inability of police officers to take any form of industrial action
- restrictions on their private life
- deals done elsewhere in the public sector
- the prevailing economic conditions

Members agreed that the pay deal had been generally well received by officers.

5 Pensions

Mr Ian Rawlings, from the Police Scotland Pensions Department gave a useful and informative presentation on pension matters. He concluded by answering questions from members of the Committee.

The General Secretary reported on a meeting of the Scheme Advisory Board where commutation, re-joiners and medicals had been discussed. The Vice Chair reported on the Scottish Police Pension Board which had examined governance and reported on the numbers of active members, deferred members, pensioners and widows. He also said that David Ross would cease to be a member of SPPB on his retiral at the end of the month. The Deputy General Secretary would replace him.

6 Scottish Police Consultative Forum (SPCF)

The General Secretary attended the last meeting on the 31st August 2023. He reported that the main item on the agenda had been the Police (Ethics, Conduct and Scrutiny) (Scotland) Bill and a meeting would be held on 15th November to discuss the matter.

7 Scottish Police Authority (SPA)

The Chair reported that all meeting papers (available on the SPA website) had been circulated to Committee members and stressed the importance of a solid working knowledge of these.

He highlighted issues from the various meetings on health and wellbeing, Policing Together, Ill health retirements and Injury on Duty as well as mental health and trauma in policing.

He advised board members that their meetings were available to view online and noted that the next full board meeting was scheduled for 27th November 2023.

The Committee was updated that meetings regularly take place between SPA board members out with the published meeting schedule and thanked the Committee for their support in preparing for these.

The Deputy General Secretary gave a full update on the SPA Board meeting she had attended on 28th September 2023.

The SPA Chair began by announcing that both trade unions had accepted the pay offer for police staff.

Updates had been given by the meeting Chairs of the Resources Committee, Audit, Risk and Assurance Committee, Complaints and Conduct Committee, Policing Performance Committee, Exceptional Circumstances Committee and People Committee. Reports were available online in advance of the meetings.

The Resource Committee Chair reported that they were concerned with governance and financial monitoring of actual revenue expenditure, not only for the first 4 months to July but for the forecast for the full year.

The Chair of the Policing Performance Committee raised questions about what the prioritisation of high threat risk and harm actually meant as no explanation has been given. A decline in

performance was noted in a number of areas which the service has linked to the reduction in resources.

The Conduct Complaints Committee meeting had been held in August and had focused on the volume of complaints and how they were processed. Demographics data was now being sought from the service.

The People Committee had focused on people strategy, IHR and the strategic workforce plan. Reports had been scrutinised and the SWP and people strategy would come back to the board meeting in November.

There were no issues relative to the Audit, Risk and Assurance Committee.

Members discussed the drop in police numbers and budget cuts and how it would affect the service.

The SPA Chair voiced his concerns that DCC Taylor and DCO Page appeared to be outlining different approaches to streamlining the budget and making choices on where cuts could be made. This was to be discussed further in the private session.

Concerns were raised by Katharina Kasper regarding potential impacts to other agencies should the police stop doing certain functions. Fiona McQueen sought clarity on when the service believed the budget would be balanced. DCC Taylor said that they were working with partner agencies to try and reduce the demand placed on the service. Regarding the balancing of the budget DCO Page said they hoped this would be achieved by the end of the financial year.

The North East pilot was also discussed, DCC Taylor said it would run for three months in the division and would be evaluated, lessons learned, and decisions made as to whether to roll out in another division, nationally or not.

Roads Policing and prevention/education work was raised by the Chair of the Policing Performance Committee and whether this could reduce demand in the short/medium term. The DCC replied that she did not believe a specific number of officers would prevent some of the tragedies we see on our roads but being in the right areas at the right times of day and times of year was the plan.

Reports followed from National Crime Agency, SPA Chief Exec & Forensic Services Director.

It was noted that the next meeting was scheduled for 27th November 2023.

8 Joint Negotiating Consultative Committee (JNCC)

The General Secretary reported that the last meeting of the JNCC was held on 7th September 2023.

The on-call review had been discussed however it only reflected the work carried out by superintendents. More work was required relative to the federated ranks.

The Egress Platform, used for sending confidential documents had been discussed. It had been suggested that it could be used for circulating shift consultations, however concerns had been raised with the service regarding this as there were issues when trying to share documentation via this platform.

There had been an issue regarding tax implications for officers in police housing. The service was considering purchasing/renting properties from Local Housing Associations.

The Working Practices Review Board had not met since June 2023. It was noted that ACC Gary Ritchie had been appointed Chair of the Board.

The Vice Chair gave an update on road policing and the reduction in resources. Formal consultation was awaited. He said he had written to the Force Executive regarding H&S issues.

The Chair gave an update on BWV and said that it was totally unacceptable that progress on its provision had been so slow. He said he had raised his concerns with the service however he had been assured that it was being considered. It was noted that the projected roll out was 2024.

The General Secretary said that he had received correspondence from the service regarding the WFA and the service's desire to amend shift start times/rest days' notice. This was totally opposed by the Committee. It was noted that a meeting with the service was to be arranged.

9 Finance Standing Committee (FSC)

The FSC had met on 18th September 2023. There were no matters of any great concern.

The General Secretary reported that the FSC has discussed the potential for creating new videos as per the #itswhatwedo campaign previously undertaken by Tinker Taylor TV. Full costings were being prepared by them, but the Committee were asked to approve an initial cost. Members of the Committee discussed the proposal and agreed that it would be very worthwhile and thereafter approved the proposal.

The Committee noted that a new Case Management System had been discussed and was likely to cost in the region of £15-20k. The Committee discussed the merits of such a new system and agreed to the proposal.

Chris Thomson raised the issue of the 1919 magazine. Members were advised that this issue was currently being examined and would be discussed further at the next JCC meeting.

10 Legal Standing Committee (LSC)

It was noted that the first meeting of the LSC was held on 18th September 2023.

The Deputy General Secretary gave an update and said that amongst other issues, the Thomsons claim had been discussed as well as issues with JCC circulars being distributed in some divisions.

There had been no appeals.

She said that the Memorandum of Understanding had been finalised and was being sent to solicitors.

Members discussed the legal application process. It was noted that the Area Secretaries had been asked to scrutinise applications more closely in line with the revised criteria.

11 Conduct & Equality Standing Committee (C&E SC)

The Committee was advised that the first meeting of the C&E SC had taken place on 19th September 2023. The Minute would be circulated when available.

The Committee noted that the UNCRC had been removed from the agenda as it was published annually. The issue would continue to be monitored.

The AGS(C) gave an update and said that there was a variety of different criminal cases ongoing. She said that when funding was provided by the SPF, lawyers would invite a representative to attend. This would provide an update on prospects and ensure that the representative was aware of the advice given.

She further updated that the conduct hearings and meetings were now scheduled until the end of 2023 and said that only ten working days were being given to respond to the pack.

In addition, she reported on post incident procedures, PIRC, Criminal Allegations Against the Police Division of the Crown Office and Procurator Fiscal Service (CAAPD), PSD and officer welfare.

The AGS (P&E) reported that an update had been circulated on Teams prior to the meeting. She reported on the Disability Coordinators meeting, Policing Together, Strategic Workforce Planning, HMICs Wellbeing Interviews, Sex Equality & Tackling Misogyny, EDI, retiral/IHR, DSAs and case reviews.

With regards to IHR the AGS (P&E) reported that the average time in the process was now four months. In the last year the number of officers progressing through the IHR process had significantly reduced.

Engagement and work continued with colleagues in Diversity Staff Associations with six weekly meetings being held with most which included Unison/Unite.

Positive feedback was received from SEMPER on SPF support in recent months, including the preparations for Black History Month in October 2023.

SPF had also supported several cases involving the Modern Apprenticeships Numeracy Requirement which had caused concern amongst DSA members and the wider SPF membership.

12 Efficiency Standing Committee (ESC)

The Committee was advised that the first meeting of the ESC had taken place on 20th September 2023. The Minute would be circulated when available.

Leadership, Training & Development (LTD)

The Deputy General Secretary reported that the service were intending to carry out EDI training face to face at a time when all other training was online where possible.

There were no issues raised from the areas relative to LTD.

The Chair advised that he continued to feed in the SPF thoughts on Your Leadership Matters to the service on the latest iteration.

Special Constabulary

It was reported that there were currently 450 special constables deployed in Scotland.

The General Secretary said that he had been approached by a UK Staff Association representing special constables in relation to an insurance policy. It was noted that SPF would explore this further.

The Committee discussed the use of specials including in specialist roles.

Custody & Criminal Justice

The DGS advised that the East Area had reported an issue where custody staff were being deployed across the country, following their intervention, this practice had now ended.

The Committee discussed the practice of countermands/citations being received by text as opposed to an actual telephone call. Examples were to be sent to the General Secretary, who would write to the Chief Constable regarding this.

Events and Rostering

The Deputy General Secretary advised that the question of which percentage of National resource was to be provided for events was to return to the Working Practices Review Board. The East Area Committee had reported an issue in relation to Operation Apparel which had been operated locally in the previous 6 years, an action was raised for them to write to the ACC regarding this. A plea was made to the Committee for examples of funding of events to be sent to the General Secretary.

C3

The Committee discussed issues with the lack of resources within C3 along with the practice of call cards being sent to divisional supervisors to manage and expressed serious concerns. It was agreed that the Vice Chair would write to the service regarding this.

World Cycling Championships

It was noted that there were few issues reported relative to this event.

WFA

It was reported that the WFA was yet to be agreed with a number of items outstanding. It had been raised at JNCC and DCC Taylor wished it to be addressed ASAP.

PIP

The AGS (C) confirmed records of SPF attendance at PIP was up to date and reported that she was to attend PIP training in January 2024.

Draft PNB Regulations

It was noted that the Draft PNBS Regulations had been adopted but formal consultation on the Guidance was awaited.

The Business Manager said that the amendments to the Handbook had been made in relation to pay scales and allowances.

APMG/POMG

There had been no meetings. SPF attendance at the meetings was being reviewed.

Use of Force

The West Area Chair reported that an issue had arisen regarding a recent operation which had led to a PIRC investigation.

13 Health, Safety & Welfare Standing Committee Forum (H,S&W SC)

The Committee was advised that the first meeting of the H,S&W SC had taken place on 21st September 2023. The Minute would be circulated when available.

The AGS (H&S) reported that an update had been circulated on Teams prior to the meeting and gave reports on legionella and electric vehicles.

The Vice Chair reported on violence, PPE, operational equipment, first aid, administration and governance.

14 SPF Training

The Vice Chair reported that an advanced FTOB training course had been scheduled for 9/10th November.

EDI training was to be held in January 2024 where 120 FTOBs and members were to attend. Areas had been asked to identify attendees. The training would be facilitated by Niven Rennie and Graham Goulding.

Lifelines Training would be held in March in different venues across the country.

15 JCC Circulars

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

25/2023	Police Pay 2023 – Information
26/2023	Police Pay 2023 – Information
27/2023	Police Pension - SPPA update on Remedy
28/2023	Police Pay 2023 – Information
29/2023	Pay Award 2023/24 Q&A - Information

16 Police Service of Scotland Reform

The Chair reported that along with the General Secretary he had met with the Cabinet Secretary and discussed a wide range of issues including police funding and body worn video. They also met DCC Malcolm Graham and discussed superintending ranks costs and the pilot scheme being run in the north area. Members discussed C3 and police station closures.

17 SOPs/Consultations

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

26.09.23	Police (Ethics, Conduct & Scrutiny) (Scotland) Bill
26.09.23	Crime Investigation Policy, Version 1.05
07.09.23	Duty Modification Pathway Process Maps Final
28.08.23	Governance of the Service Delivery Record Set SOP v0.15

The Vice Chair reminded the Committee that the PSoS had been advised that SPF would respond to any sop/consultations within a 28-day period.

18 EuroCOP/ICPRA

The General Secretary reported that the next meeting of EuroCOP would be held on 8/9 November 2023 when violence against the police would be discussed.

It was noted that the next ICPRA meeting was to be held in Portugal in June 2024.

19 Police Related Charities

PTC & Police Children's Charity (PCC)

There had been no meetings since the last JCC. The next scheduled meeting was in November 2023.

The Vice Chair reported that there had been an amnesty for retired officers for a period of seven days and 933 had signed up. The weekly subscription for retired officers was £4.80 but it was proposed that this would increase to £7.80.

Police Care UK

The Chair reported that the CEO and Financial Officer had resigned, and replacements were being sought.

SPMT

The SPMT event had been held on 7th September 2023 at the SPC. It was reported that the Standing Orders of the Trust were being reviewed.

Police Remembrance Trust

It was reported that the event had been held in Cardiff the previous weekend and was well attended.

20 SPF Annual Awards

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

21 SPF Communications SLWG

It was reported that the SLWG had not met since the last JCC meeting. Work was ongoing and a report would be given at the next JCC meeting in November 2023.

22 Deep Dive

Members discussed which area of policing should be covered and it was agreed that C3 would be examined in the near future.

23 Motions

The following motions had been remitted from the WAC:

MOTION 1

Inspecting Ranks Pay on Public Holidays

“That the West Area Committee asks the JCC to seek a change to Regulations to allow Officers in the Inspecting Ranks to be permitted to claim the same compensation for working on a Public Holiday as Sergeants and Constables”.

West Area Committee

This Motion was carried.

MOTION 2

“That the West Area Committee asks the JCC to seek a change to operating procedures for officers’ annual leave period to be known at least one year in advance of the commencement of the following summer leave year period”.

West Area Committee

This motion was carried.

MOTION 3

“That the East Area Committee asks the JCC to pursue through PNB the introduction of an antisocial hours payment to be made to officers on each occasion when such hours are worked. If carried the JCC should then determine what equates to anti-social hours and what any payment sought in negotiations would be”.

East Area Committee

This motion was defeated.

24 Correspondence

There were no items.

25 Any Other Competent Business

There were no items.

26 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 29/30th November 2023.

A vote of thanks was given to the Chair.

David Threadgold
Chair

David Kennedy
General Secretary