



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 6/7 February 2024.

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

Mark Douglass
Dale Evans
Caroline Macnaughton
Andy Sawers

East Committee

James McLaren
David Reid
Graham Ross
John Turley
Neill Whiteside
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 (P&E)

Observers

Gordon Cumming
Lyn Redwood (replacing Ricky Wood on Day 2)
Norman Towler

In attendance

Doug Keil	Business Manager / Lesley Stevenson	Business Administrator
Cara Riley	Executive Administrator – Events	
Megan Finnie	Executive Administrator - JCC	

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

Apologies were received from Allen Shaw and Pat Nicoll who had no replacement.

Jo Farrell, Chief Constable, attended the meeting, along with Chief Superintendent Mark Sutherland. She addressed several issues relative to her early findings in Police Scotland, including finance, efficiency, and her desire to prioritise frontline policing. She thereafter answered questions from members of the Committee.

2 Minute of Previous Meeting

The draft Minute of the previous meeting was circulated on Teams. Following an amendment to clarify that the vote on a legal matter at the last meeting had one abstention rather than being unanimous, the Minute was proposed and seconded and thereafter adopted as a true record.

3 Election of SPF Vice Chair and AGS (H&S)

It was noted at the last JCC meeting that the SPF Vice Chair and AGS (H&S) would be standing for re-election. Notification had been circulated with JCC Circular 35/2023. No other nominations were received, and both were duly proposed, seconded, and re-elected.

4 Legal Advice and Assistance

SINCE THE LAST JCC MEETING – 25th November 2023 – 5th February 2024							
Legal Cases On Duty				Legal Cases Off Duty			
Type of case	North	East	West	Type of case	North	East	West
INTERVIEWS	2	0	0	INTERVIEWS	3	2	8
REJECTED	0	0	0	REJECTED	0	0	0
CICA				CICA			
Civil Legal Defence				Civil Legal Defence			
Contract Dispute				Contract Dispute	1		
Criminal Legal Defence	3	2	1	Criminal Legal Defence	2	2	8
Employment Dispute serving officer		3	3	Employment Dispute serving officer			
FAI			3	FAI			
Judicial Review				Judicial Review			
Misconduct			1	Misconduct			
Other				Other	2		3
Personal Injury	1	1	8	Personal Injury	1		4
Property Protection				Property Protection	1		

RTA			1	RTA				
Total	4	6	16	Total	7	2	15	
Total Cases since last JCC				50				
Total Cases Open in ACT				459				
Total Cases Closed since last JCC				23				
Total Cases Settled since last JCC				6				
Total Cases Rejected since last JCC				0				
Total General Advice Legal Calls Taken since Last JCC				27				
Total Interviews supported since Last JCC				15				
Total Calls converted to Applications				0				
				LEGAL FEES RECLAIMED		£0.00		
				CLAIMS SETTLED		£0.00		

The Deputy General Secretary reported that there had been a steady number of applications for legal advice and assistance since the last meeting. She reported that there had been an increase in on-duty personal injury cases, fatal accident inquiries and off-duty criminal legal defence cases. She stated there had been no real trends since the last meeting.

The total of on-duty cases was twenty-six and off-duty was twenty-four. Fifty cases had been opened since the last meeting, giving a total of 459 open cases and twenty-three cases had been closed. Six cases had been settled. No cases had been rejected and no legal fees or claims had been settled.

Allard

The Deputy General Secretary reported that the Allard case had been settled and offers had been made to the claimants. An issue relating to tax implications had been identified and referred to SPF solicitors for opinion.

The General Secretary reported that there was an issue with the proposed awards to officers which was being reviewed. Kings Counsel and PSoS were working together to rectify the issue. He said that the case had cost the SPF a large amount of money which would make a significant impact on the year's legal bill.

He gave thanks to the Deputy General Secretary for the work she had conducted in relation to legal advice and assistance and the Memo of Understanding.

Sheku Bayoh Public Inquiry

It was reported that the Public Inquiry was still ongoing.

Judicial Reviews (JR)

It was noted that the JR being undertaken on 'with cause testing' had concluded and was being examined.

The JR relative to the pension forfeiture was ongoing. The matter was with SPF solicitors for review.

Restitution Fund

It was reported that the Chair had written back to the Scottish Government advising that the SPF would not be taking on the role of the operator of the Restitution fund. Subsequently, a response had been received from the Scottish Government, however, it was unanimously agreed that the SPF would not be taking on the role of operator of the fund.

Pension Trap

The Deputy General Secretary reported that legal advice had been sought and the issue was currently with solicitors for review and opinion.

Legal Opinions

An opinion had been sought on the use of statements obtained for a different purpose being used in the conduct process, and whether it was competent for the service to use the statements thereafter. The matter was now with SPF solicitors for review.

Appeals

There were no appeals.

5 Police Negotiating Board Scotland (PNBS)

The General Secretary reported on the outstanding issues including recall to duty, duty time at SPC, travelling time and travelling expenses, standby for court, length of the working week, overseas allowance, PH compensation and half day's annual leave. He said it was hoped that the issues would be resolved soon.

He reported that the pay negotiations in 2023 determined that the 2024/25 negotiations would begin immediately, and the principles of fairness and affordability would remain paramount but would 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 which is, in other words, a pay level check.

He said it was also agreed that the Official Side and Staff Side would commission an independent review into police officer pay and benefits. The scope of the independent research would consider the benefits and risks of potential approaches and would identify mechanisms to ensure appropriate wage growth within policing going forward from 2025/26, in other words, an index.

He said the mechanism for doing this would include full consideration of the officer's unique role in society. The Official Side and Staff Side would be given the opportunity to directly feed in views as to; key strategic principles that would inform such a review and relevant comparators/factors that should be taken into consideration.

He further explained that it was unlikely that the necessary work would be done in time for a 2024 pay award. Members discussed this and made several proposals relative to a 2024 pay claim.

PNBS Review

The Committee noted that The PNBS (Constitution, Arbitration and Qualifying Cases) Regulations 2023 came into force on 16 August 2023.

Work was being done on the PNBS Guide which would cover flow and structure and how business moves through the system, including the re-establishment of Joint Secretaries to deal with RFGs, meeting structure, logos and branding, level of public transparency, level of progress tracking for PNBS and the Technical Working Group.

Travelling Time and Travelling Expenses

The Business Manager reported that work began on this around three months ago, aiming to pull together several proposed changes to these issues.

He said that the old Public Transport Rate (36.9p) was still widely used and no longer had a link to any justifiable or published rate. He explained that it used to be a local government rate but was no longer. SPF view was that this rate required uplift.

It was reported that where members were required to work on a rest day with less than 18 days' notice, expenses had been paid in some Areas but not others. He said that non-designated users' rate was not universally applied and said that the whole question of travelling expenses, the definition of places of duty and direct reporting could be reviewed and improved. He stated that none of this had reached the negotiating parts of the PNBS yet but had been unofficially explored with the Official Side representatives who assisted with the Handbook.

The Joint Central Committee discussed travelling time and expenses and gave the General Secretary its view on the way forward.

6 Pensions

The General Secretary reported that the last meeting of the Scheme Advisory Board had been held on 5 December 2023.

The main issue discussed was the pensions remedy. The Vice Chair stated there was still much uncertainty but that all members should receive correspondence by August 2024, updating them on annual allowance and the tax implications for individuals.

The Committee was advised that employer's costs were to increase, and that life expectancies post-retirement were less than pre-covid. This could affect GAD commutation tables.

7 Scottish Police Consultative Forum (SPCF)

It was reported there had been no meetings since the last JCC and the next meeting was scheduled to take place on 19 March 2024.

8 Scottish Police Authority (SPA)

The Chair advised the Committee that SPA meeting documents were available to everyone online on the SPA website.

The Chair provided an update on the SPA Board meeting he had attended on 30 November 2023, and briefed the Committee on several topics including digital technology, DCC recruitment process, the pay claim/pay settlement and the Chief Constables apology.

The next Board meeting was scheduled to take place on 22 February 2024.

The Deputy General Secretary reported on the Resource Committee that she had attended on 19 December 2023. Chief Executive Lynn Brown provided an update on financial monitoring. Members of the Resource Committee raised questions regarding the sale of estates.

The next Resource Committee was scheduled to take place on 13 March 2024.

The Chair advised that he was to attend an SPA Members Seminar on mental health on 8 February 2024.

9 Joint Negotiating Consultative Committee (JNCC)

The General Secretary reported that the last meeting of the JNCC was held on 14 December 2023.

A paper on Low Emission Zones (LEZ) was presented by ACC Johnson. It was reported that on 30 May 2024, the LEZ was due to commence in Dundee, Edinburgh, and Aberdeen on 1 June 2024.

The Deputy General Secretary gave an update on the Working Practices Review Group. The Workforce Agreement (WFA) was discussed, and it was noted that this should have been signed off in June 2023.

The Vice Chair provided an update on the JNCC Policy and Procedure Subgroup where matters discussed included road policing resources and general-purpose vehicles being used on the motorway networks. He stated that 99.6% of Police Scotland documents had been found non-discriminatory.

It was highlighted that the General Secretary, North Area Secretary and West Area Secretary, had attended housing strategy meetings. The Committee discussed the question of tax payments for

benefits in kind by officers in police provided accommodation. This was of significant concern and would be addressed further by the SPF.

Inspector Pay Update

An update was provided by an East Area Inspector Rep on flextime for inspecting ranks. He said this was provided for in a previous pay agreement and was written in section 6.11 of the PNBS handbook. The conditions were that up to two days per four-week period could be allocated as flexi-time subject to operational demands. It was noted that Inspectors had taken 25,856 flexi hours.

10 Finance Standing Committee (FSC)

The last FSC meeting had been held on 23 January 2023 and the Minute would be approved at the next FSC meeting on 26 March 2024.

The General Secretary provided an overview of SPF finances and yearly comparative spending. Mitigating factors highlighted included reduction in members, insurance, and salary costs.

The Committee noted costs relative to the PTC, SPF Annual Awards, Conferences, meetings, hospitality, and SPF property. Overall, the total expenditure was down compared to last year, however the SPF remained significantly over budget, primarily due to legal costs, despite an envisioned substantial reimbursement.

Voluntary Investments were positive with a recovery being evident in the 4th quarter from that experienced in 2023, and which ultimately demonstrated a healthy investment portfolio.

The Committee were informed of the associated costs of the 1919 magazine, which included production costs, salaries, hospitality, and other ancillary costs which had increased compared to the previous year.

Following the JCC on 29 November, the following recommendation was carried; -

In light of the fact that the membership had fallen to the VF subscription had not been increased since 2015 and the cost of legal advice and assistance had increased, the Finance Standing Committee recommends to the JCC that it examines expenditure, subscription income and member services.

Since that meeting the General Secretary had reviewed SPF expenditure and provided updates on the following;

- Police officer number decline which could drop as low as 15,959.
- Subscriptions had not been increased since 2014.
- The monthly subscription was £17.39. £6.21 of that was allocated to legal advice and assistance costs.
- Legal costs had doubled between 2015 and 2022, largely due to outlays such as Counsel costs, medical reports etc.

- A new Memorandum of Understanding between the SPF and solicitors has been signed to control costs.
- Reduction in SPF staff numbers since 2013.
- Accommodation, travel, and other costs associated with courses and meetings was constantly reviewed.
- Consideration was being given to the Bravery Awards being held only every two years and in conjunction with the biennial conference.
- Review of SPF Estate.

The Committee discussed the above and agreed that subscriptions be kept under consideration. No decision would be made before agreement of the 2024 pay award.

It was reported that SPF professional insurance had been renewed at a modest increase over last year's cost.

'Relentless' Production

The General Secretary expressed his appreciation of the JCC in endorsing the 'Relentless' film production. It was anticipated that this film would be as successful as the 'It Is What We Do' campaign, with the cost covered by the Members Benefit Trust. The General Secretary was hopeful the Chief Constable would also support this via provision of vehicles etc.

SPF Group Insurance

The Vice Chair reported that the Insurers 3 main areas of concern were travel, motor vehicle breakdown and home emergency, which were all significantly overspent. The Finance Standing Committee discussed the options provided by the supplier to mitigate, these included an excess charge for a Home Emergency call out or a modest increase of £1.05 per month. The latter was viewed as the best option for members. The Committee approved the proposal to take effect from 1 April 2024.

1919 Magazine

The Committee was presented with an analytical graph which depicted costs, since the 1919 magazine's inception. The publication had 1069 subscribers, this award-winning magazine had become an invaluable tool for circulating news stories, generated a myriad of media/political interest and proved its worth in society.

Discussion followed concerning best value and impact, and the JCC agreed to support the General Secretary to meet with the 1919 production team; to review all aspects of the current business model of 1919, its place in the market, discuss all options for the evolution of the product and revert to the next JCC.

ACTION GENERAL SECRETARY

11 Legal Standing Committee (LSC)

It was noted there had been no meetings since the last JCC.

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

It was noted that no meetings had been held since the last JCC. The AGSC provided an overview of figures and trends.

Conduct

The Committee were informed that 14 meetings and hearings were scheduled over the next 3 months and that 17 officers were being supported for performance-related issues.

There had been no meetings relative to the Lady Eilish Angiolini report, due to cancellation; the next meeting was scheduled for 23 February 2024.

The General Secretary and AGSC were to attend Jackton on 20 February 2024, to provide an input to a PIM course. The AGSC had requested attendance as an observer to ensure the training package for FTOB's and divisional representatives was current and in line with training provision to post incident managers.

The AGSC had written to the Director of People and Development, seeking clarity on an apparent change of policy regarding references provided by the Police Service of Scotland. This was in respect of officers who were under investigation for misconduct, who subsequently leave the service and what is included in any reference regarding the investigation. The matter of SPF consultation was also queried by the AGSC.

The Committee was updated that several FTOBs had attended a meeting with the Scottish Government regarding the new Police (Ethics, Conduct and Scrutiny) (Scotland) Bill, and raised concerns with the Bill in its entirety and predicted consequences. The General Secretary provided a written response to the bill incorporating a number of issues which were identified.

It was further noted that in Scotland, only thirty-five officers had retired or resigned whilst under investigation during the last 3 years; accounting for less than 0.01% of the work force. This bill was available online on the Scottish Government website.

Equality

The AGSC also provided the Equality update.

It was noted that the SPF was supporting 371 officers with equality issues, with the more common themes noted below.

- Maternity – General lack of contact and understanding around return to work by supervisors.
- Flexible Working Plans – Lack of understanding by supervisors of SOPS and that they are not there to refuse plans, but to review all points positive and negative. A common term being utilised was that “he/she doesn't meet the business needs” with no existing evidence.
- Grievances were increasing, with an emerging theme of discrimination around disability, and thereafter the treatment by colleagues/managers.

- IHR issues continue to be in relation to reports of an inferior quality from specific doctors and an absence of proof to support opinions. This was creating an unusual number of appeals to the PMAB, which could have been avoided.

The Committee was informed of the undernoted statistics: -

- SPA approved – 6 IHR cases and 2 IOD Cases.
- 59 Officers in the IHR process compared to 100 in January 2023.
- Thirty-seven officers were in the IOD process.
- Of those who had an SMP (IHR) appointment in January, the average wait for SMP appointment was 4 months.
- Of those who had an SMP (IOD) appointment in January, the average wait for SMP appointment was 7 months; considerably longer than we were experiencing. This included one officer who had a further SMP appointment for an IOD after winning their Appeal at the Medical Appeal Board.
- Of the fifty-nine in the IHR process, thirty-six still awaited an SMP appointment.

13 Efficiency Standing Committee (ESC)

It was reported that there had been no meetings since the last JCC.

The Vice Chair stated that 200 recruits were expected to commence in March, although there had been some suggestion that this would fall to May.

14 Health, Safety & Welfare Standing Committee Forum (HS&W SC)

It was reported that there had been no meetings since the last JCC, and the AGSH informed the Committee of the following update.

Police Housing

It was reported by the Estates Transformation Team that every officer who was in a house identified as 'red' following the Independent Habitation Survey had either had their property fully renovated or been decanted to an alternative property, except for the house on Tiree. This was due to a lack of suitable property.

Clothing & Equipment Working Group

Chief Supt. John Paterson became the new Chair of this Group, and the meeting was spent discussing the Action log.

- Tunics - A decision was taken by the Chief Constable that only the Executive would receive new tunics. However, the tunics provided were currently binary suitable therefore actions emerged in relation to non-binary Executive officers. An action was taken seeking the Chief Constable's direction regarding original tunics and the standard of appearance of non-executive officers.

- Hard Hats - Finance was also highlighted in relation to hard hats, and whilst there was presently budget available, this had ceased, as procurement sought clarity around specification, carriage, and maintenance.
- Life Vests - Finance proved challenging in respect of life vests which were due for service renewal this year.
- Shetland Jackets - The Keela fleece trial proved successful in Shetland. These had been ordered over a year ago but only arrived in the summer. A decision was awaited from the Chief Constable in relation to officers remaining 'high vis', prior to purchase of the new molle Upper Body Carriage System.
- Menopause Tops - A survey was conducted of officers issued with hypoallergenic cotton tops. Of the 12 officers issued with the tops, only 5 were due to menopausal reasons, however all found they helped with symptoms. Due to the cotton fabric, however, should the tops become damp they would remain this way, when worn under body armour. The tops had now been issued to 40 officers and further feedback was expected.
- Uniform Contracts - The contracts for waterproofs, trousers and equipment carriers were due for recontract this year.
- Gender Neutral Hats - Ash Toner-Maxwell reported this as being clear institutional discrimination which could possibly result in Employment Tribunals and may potentially affect recruitment from all representative areas of society.
- Cannabis Cultivation Short Life Working Group - A SLWG was set up to review all aspects of dealing with a cannabis cultivation from intelligence stages to return of property after warrant execution. There was a focus on H&S protocols due to officers having sustained injuries at various stages, including the dismantlement of the farms.
- RPE Group - This was a full review of the need for RPE in policing, which incorporated 3 sub-groups: Data and Evaluation (D&E), Equipment and EDI. The D&E and Equipment Groups had met, and the EDI group was to meet once data became available. The D&E Group were gathering data to identify the respiratory risks and evaluate possible requirement for RPE.
- Vehicle Users Group - It was noted that of the 1064 EVs in fleet, (30%) 750 full EV remainder were hybrids. Fleet age was reportedly down to an average of 3.68 years (down from 8 on creation of PSoS). This saw a capital spend of £60m over the last 4 years. A reported Capital budget of £11m was set for the next financial year, although this had not been yet confirmed, and a Capital of £70m plus was requested for the next 5 years.
- Vehicle Commissioning – This was previously completed by external vehicle converters; however, difficulties in competing with other UK forces to progress this by PSoS had been encountered. A temporary team had been formed, which resulted in in-house management and proved a better process. 801 vehicles had been commissioned this year to date. 289 vehicles were in stock and 178 on order.

- Charging Point Infrastructure - Fuel usage dropped from 5.7 to 3.8 million litres. Following completion of the charger site, awareness sessions would be delivered to fleet and driver training.
- Charging Sites - Gillian Beattie, Estates Dept, reported that Phase 1 was now complete with 38 sites housing 337 outlets. It was expected that Corstorphine, Howdenhall, Motherwell, Partick, and the second phase at the SPC, would be completed by March. A commitment remained from the Executive for Phase 2.
- Vehicle Defect Reporting - The West area reported that 2 mobile vans, which operated out of Meiklewood Road, dealt with 1456 jobs over the last year. This resulted in approximately 1500 trips that officers did not require to make to the garage. Due to this success, the future model would include further occurrences of mobile vans travelling to the vehicle.
- Fleet Management System - This system, which was envisaged would aid live reporting of defects and obtain a more efficient garage response, i.e. photographs could be submitted, and advice provided as to whether a vehicle was functional or not, was out for procurement.

Deep Dive Report – C3

Deep dive was completed in December in C3, which involved physical inspections of the buildings and distribution of a survey to all police officers working in ACRs, Resolution Team, Overview, DCU and other projects. A total of 221 responses were received which equated to 34% of the officers in C3.

Concerns obtained included the frequency that C3 was running at or below OBLs, absence rate, lack of breaks, developmental opportunities, and resilience for ITFCs. Poor workstations, an inability to have time off, the number of officers working flexible plans and the effect that had on officers working core shifts, was also raised. This ultimately resulted in 11 recommendations.

15 SPF Training

The Vice Chair reported that 47 new federation representatives required basic training scheduled to take place over the next 3 months. PIP training was also under consideration by the AGSC and Maternity Awareness was also planned for the future.

16 JCC Circulars

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

34/2023	The Impact of Budget Cuts – Information
35/2023	Elections of Vice Chair and AGS (H&S) of the SPF - Information
36/2023	Letter to Cabinet Secretary re Why the Police Need Top Funding Priority - Information
37/2023	Scottish Police Federation Quadrennial Elections – Information.

17 Police Service of Scotland Reform

The Chair reported that he had attended a meeting of the Change Board on 30 January 2024. He stated there had been 270 pages of agenda papers and that the final agreement on body worn video equipment would be signed later this the month. The roll-out for constables, sergeants and inspectors was planned to commence in August 2024. He further said that improvements to the estate had been suspended and that DCC Jane Connor was taking action to rationalise business.

18 SOPs/Consultations

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

23.01.24	ACU/082/24: Local Consultation Review of Employee Safeguarding Guidance and Policy Documents
19.01.24	Business Continuity Management Policy, Version 1.06, and Business Continuity Management National Guidance, Version 0.14
15.01.24	Governance and Use of Automatic External Defibrillators Policy, Version 0.06 & Automatic External Defibrillators National Guidance, Version 0.12
11.01.24	SID Headers and Indicators, Version 27.00
09.01.24	Care & Welfare of Persons in Police Custody v18.06
05.01.24	Agricultural Vehicles on the Road Toolkit, Version 1.09
19.12.23	Custody Transfer v6.05 & EqHRIA
19.12.23	Bail Process NG v2.07 & EqHRIA
27.11.23	HMICS Report on Policing Mental Health in Scotland
15.11.23	Report Writing & Statement Writing NG v5.09
07.11.23	Revised Code of Practice for Constables in Scotland Exercising Search Powers Under POCA.

19 EuroCOP/ICPRA

The Committee was advised by the General Secretary that there was no update since the last meeting. The next meeting of the EuroCOP executive would be held on 26 February 2024 and an update would be presented at the next JCC. It was noted that EuroCOP fees were now due for payment.

20 Police Related Charities

The Committee were provided with reports from the Chair and Vice Chair on the following charities.

- Police Treatment Centre – Vice Chair
- Police Children’s Charity –Vice Chair
- Police Care UK – Chair
- Scottish Police Memorial Trust – Chair
- Police Remembrance Trust – Chair

An issue was raised regarding officers on IHR being unaware of charities available. Both the Chair and Vice Chair agreed to review this issue and look at inclusion of relevant links within the Retired Officers' Pack.

ACTION: VICE CHAIR

21 SPF Annual Awards

The Committee noted that the 2024 event would take place at Dynamic Earth, Edinburgh, on Wednesday 27 November 2024 and whilst it would follow the same format as previous years, feedback had been taken, received, and considered. This year's event was to include a new Team Award and the Committee was requested to highlight this to areas.

The Committee was informed of successful changes made to the recording video process and of the positive media interest which reflected well on officers, the service, and the SPF.

22 Deep Dive

The AGSH provided a full report on the deep dive examination carried out at C3. He said a survey of all federated ranks (655) had been done and 221 responses received.

He reported that physical inspections had been carried out, largely on Friday and Saturday nights. Officers had reported a major issue as insufficient resources, with OBLs being met 'rarely or never'. Enormous quantities of overtime, short notice of shift changes and cancelled rest days were also being encountered and often shifts ran short of staff.

It was noted that health and safety prescribed breaks for VDU users were rarely, if ever, achieved particularly for sergeants and inspectors. Poor equipment and high sickness rates were also highlighted, and 11 recommendations were compiled for Police Scotland.

23 Correspondence

The General Secretary informed the Committee of a response from DCC Speirs to the letter sent to the Chief Constable regarding overtime compensation.

Further correspondence was received from the DCC regarding Telematics. Concerns had been expressed regarding a contract which had been signed and more details would be provided at the next JCC.

The General Secretary read Letters of Resignation from Ian Florence and Graham Ross who would both retire from the service on 31 March 2024.

24 Any Other Competent Business

The Chair stated that, following the discharge of a motion regarding SPF Communications, two additional providers were being consulted regarding the Wellbeing App and an overview of the possibilities was provided.

The Committee approved a paper on the future of policing which would be used at political party conferences and similar events.

The Committee also discussed proposals to change Probationer Training and were unanimously opposed to the suggestions.

25 Closure

The Chair thanked everyone for their attendance and input at the meeting. Special mention was made of Ian Florence and Graham Ross who had both given an excellent service to the SPF. He also thanked Lesley Stevenson for the many years of note taking at JCC meetings.

The next meeting would be held on 23 and 24 April 2024, at the SPF Meeting and Training Facility, Unit 29, City Quay, Camperdown Street, Dundee, DD1 3JA.

A vote of thanks was given to the Chair.

David Threadgold
Chair

David Kennedy
General Secretary