



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 23/24 April 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

Allen Shaw  
Caroline Macnaughton  
Simon Lewis-Dalby (R)  
Ross Polworth  
Dale Evans  
Pat Nicoll

#### East Committee

John Turley  
David Reid  
Ricky Wood  
James McLaren  
Heather MacIntyre (R)  
Neill Whiteside

#### West Committee

Iain Gray  
Gordon Cumming  
David Taylor  
Adam Peppard  
Chris Thomson  
Alistair Wright

#### Assistants to the General Secretary

Gordon Forsyth AGS (Health & Safety)  
Lynne Gray AGS (Conduct)

#### Also In attendance

Cara Riley	Executive Administrator – Events
Megan Finnie	Executive Administrator – JCC
Doug Keil	Apologies received

Apologies were received from Emma-Louise Smith. No observers were in attendance.

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

Tina MacLucas, Barry Blair and Sharon Dali, attended the meeting and provided the Committee with an insightful overview on pensions, strategy and relative issues.

## 2. Minute of Previous Meeting

The draft Minute of the previous meeting was circulated and approved.

## 3. Action Log

Two outstanding actions from the last JCC were summarised and reported on:

1. The incorporation of charitable organisations information into the Retired Officers Pack – established and closed.
2. A review meeting of the 1919 magazine business model – the scheduled meeting was postponed and remained a standing item.

## 4. Legal Advice and Assistance

<b>SINCE THE LAST JCC MEETING - 6 Feb 2024 to 19 April 2024</b>									
<b>Legal Cases On Duty</b>					<b>Legal Cases Off Duty</b>				
Type of case	North	East	West		Type of case	North	East	West	
<b>INTERVIEWS</b>	<b>0</b>	<b>0</b>	<b>0</b>		<b>INTERVIEWS</b>	<b>5</b>	<b>2</b>	<b>5</b>	
<b>REJECTED</b>	<b>0</b>	<b>0</b>	<b>0</b>		<b>REJECTED</b>	<b>1</b>	<b>1</b>	<b>0</b>	
CICA					CICA				
Civil Legal Defence		<b>2</b>			Civil Legal Defence				
Contract Dispute			<b>1</b>		Contract Dispute	<b>1</b>			<b>1</b>
Criminal Legal Defence	<b>1</b>		<b>2</b>		Criminal Legal Defence	<b>7</b>	<b>2</b>		<b>8</b>
Employment Dispute serving officer		<b>6</b>	<b>5</b>		Employment Dispute serving officer				
FAI			<b>2</b>		FAI				
Judicial Review					Judicial Review				
Misconduct		<b>1</b>			Misconduct				
Other		<b>1</b>			Other		<b>1</b>		<b>2</b>
Personal Injury	<b>1</b>	<b>2</b>	<b>9</b>		Personal Injury	<b>1</b>	<b>1</b>	<b>1</b>	<b>2</b>
Property Protection					Property Protection				
RTA					RTA				
	<b>2</b>	<b>12</b>	<b>#</b>		<b>Total</b>	<b>9</b>	<b>4</b>	<b>13</b>	
<b>Total Cases since last JCC</b>					<b>59</b>				
<b>Total Cases Open in ACT</b>					<b>478</b>				
<b>Total Cases Closed since last JCC</b>					<b>42</b>				
<b>Total Cases Settled since last JCC</b>					<b>20</b>				
<b>Total Cases Rejected since last JCC</b>					<b>2</b>				
					<b>LEGAL FEES RECLAIMED</b>				
					<b>North</b>		<b>####</b>		
					<b>East</b>		<b>####</b>		
					<b>West</b>		<b>####</b>		

Total General Advice Legal Calls Taken since JCC	29		####
Total Interviews supported since last JCC	12	CLAIMS SETTLED	North ####
Total Calls converted to Applications	2		East ####
			West ####

The Deputy General Secretary provided a statistical overview of the number of legal cases ongoing within areas; as depicted in the above table. A notable increase of Fatal Accident Inquiries within the West area was highlighted.

The Committee was updated that a significant amount of legal fees had now been reclaimed which reflected positively on the SPF financial accounts.

### Pension Trap

The General Secretary reported on the pensions trap. He reported that Legal advice had been sought, and we await the outcome. He said he was fully aware of how important this was to members and how they desire a quick outcome, however these are complex issues, and he would continue to provide updates when there were developments.

### Legal Opinions

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

### Appeals

There were no appeals.

## **5. Police Negotiating Board Scotland (PNBS)**

The General Secretary provided the following update.

### PNBS

The Committee was advised that, whilst numerous issues were discussed at the meeting held on 14 February 2024, some were considered particularly sensitive. The Committee were provided with an update and informed. No minutes had yet been circulated.

### PNBS Operations and Review Group

This Group met on 5 March 2024, at which time the PNBS Guide was officially signed off. The Guide had already been circulated to the JCC and FTOBs and contained a process map exhibiting how issues were received and dealt with.

### PNBS Technical Working Group (TWG)

The Committee was informed that this Group had met on two occasions since the last JCC meeting, and had considered a number of equality concerns:

- Neo-natal leave & pay
- Bereavement Leave
- Parental Leave
- Flexible Working Regulations
- Carers Leave
- Maternity Leave
- Unpaid Leave
- KIT & SPLIT days
- Court on Maternity

Whilst the Committee was aware of the aforementioned matters, any definitive changes would require to be incorporated into Police Regulations. A briefing document containing a comprehensive summary of recognised issues was to be circulated.

### Pay Levels Check, Pay Index

The General Secretary reported that work was progressing on the tendering processes for these two important pieces of work.

### Pay

The General Secretary directed the Committee to JCC Circular 3 of 2024, which contained an update on Pay and detailed only information which could be publicly divulged. He confirmed that the SPF was almost ready to submit the pay claim for this year (2024/25); with the inflation data required to finalise the claim only recently published.

The Committee was reminded that last year, agreement was made for years 2024/25, in that the SPF would recognise the principles of fairness and affordability and be informed by the 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.

It was also agreed that the Official Side and Staff Side of the Police Negotiating Board Scotland would commission an independent review into police officer pay and benefits. The scope of the independent research was to consider the benefits and risks of potential approaches and identify mechanisms to ensure appropriate wage growth within policing, going forward from 2025/26.

Whilst the Committee had noted previously that the tendering process for the independent review neared conclusion, this position remained the same.

### Draft Pay Claim 2024/25

The aim would be to claim a pay increase for 2024/25, which would maintain the value of pay over the past 12 months. In principle, this year's target was to maintain what was received presently until completion of that work.

The Committee approved a claim for federated pay ranks pay rise of 5.7% for 2024/25.

## Outstanding Issues

The Committee were apprised on further issues including plain clothes and overseas allowances, annual leave, entitlements, SPC working time, and recall to duty, and updates would continue to be provided to the Committee following progress.

## Travelling Time and Expenses (TWG)

The Committee were updated on the following travelling time and expense related matters:

- Electric Vehicles

There was currently no agreed regulatory mileage rate for electric vehicles and the Official Side was seeking to agree the implementation of HMRC travel rates (currently 45p first 10,000 business miles in tax year and 25p per business mile over 10,000).

- Petrol/Diesel Mileage Rates

It was reiterated that the Official Side was not proposing removal of the essential user lump sum. However, it was noted that different mileage rates, dependent on individual circumstances, ranged from 36.9p to 65p.

An assessment of 2023 mileage claim data showed:

- 78.4% of claims were at the rate of 36.9p
- 5.8% of claims were at the rate of 50.5p
- 15.8% of claims were at the rate of 65p

It was proposed that mileage rates be simplified with all claims being made at HMRC rates (currently 45p first 10,000 business miles in tax year and 25p per business mile over 10,000).

OPTION A – Implement HMRC rates for all eligible business miles travelled by an officer using their own electric vehicle.

OPTION B – Retain Essential User Lump sum and implement HMRC rates for all eligible business miles travelled, irrespective of whether electric/petrol/diesel.

DECISION – The JCC agreed with the proposal, which would now be presented at the next Staff Side meeting.

- Rest Day Travel

The General Secretary reported that the TWG discussions had demonstrated a clear difference in opinion between the Official Side and Staff Side on the current interpretation of entitlement to additional travelling expenses on a rest day, with less than 18 days' notice. It was apparent that agreement on the current interpretation of regulations could not therefore be achieved.

The General Secretary requested the following options be considered by the Committee with a view to advancement.

OPTION A – Seek to reach PNBS agreement on approach going forward with regards to entitlement to mileage expenses when travelling on a rest day, with less than 18 days' notice.

OPTION B – Develop joint submission for escalation from TWG to Joint Secretaries outlining difference in views for Joint Secretaries to either resolve or progress to conciliation/arbitration.

DECISION – The JCC agreed with Option B.

The General Secretary stated that Superintending ranks would make their own decision on pay and Chief officers had been working on a separate claim, looking at their position in relation to the same ranks in other UK forces.

## **6. Pensions**

The Committee considered pension related issues following the inputs provided by the invited guests. The Deputy General Secretary reported on the Remedy Working Group, that confirmed ill-health care benefits were presently worse off than before, which initiated a review by the SPPA.

It was expected that significant developments would take place before the next meeting. The Committee gave the General Secretary its views on how pension issues may be resolved.

## **7. Scottish Police Consultative Forum (SPCF)**

The General Secretary briefed the Committee following his attendance at the SPCF meeting on 19 March 2024, where HMICS had provided a presentation around mental health. Discussion followed around the impact this had on service delivery.

## **8. Scottish Police Authority (SPA)**

The Committee was informed that the next Board meeting was scheduled to take place on 23 May 2024.

## **9. Joint Negotiating Consultative Committee (JNCC)**

The General Secretary reported that the last meeting of the JNCC was held on 4 March 2024, at which time the Chief Constable and Executive were present. The appointments of Alan Speirs and Bex Smith as Deputy Chief Constables were confirmed on 11 March 2024. The Assistant Chief Constable position was advertised on 8 March 2024.

### Low Emission Zones (LEZ)

The Committee was updated on the issue of Low Emission Zones, and the impact in respect of officers being unable to attend their place of work was discussed. The Committee was reminded that on 30 May 2024, the LEZ was due to commence in Dundee and Edinburgh, and Aberdeen on 1 June 2024. However, it was remarked that some officers in Glasgow had been relocated out with LEZ areas, and in Dundee,

no concerns had been raised, despite operational buildings being located within the LEZ zones. A future meeting was planned for 6 June 2024.

#### Working Practices Review Group

The Deputy General Secretary provided an update on the Working Practices Review Group. She stated that a shift pattern review, led by ACC Ritchie, was ongoing following concerns raised by the SPF around the excessive number of functional varied shift patterns in Police Scotland.

#### JNCC Policy and Procedure Subgroup

The General Secretary updated the Committee that CCTV expert John Kennedy had offered to demonstrate to the SIOs how Body Worn Video could and should be used for evidential value. Issues around the Government advice of downloading video recordings from mobile telephones were also highlighted.

#### Operational Delivery Group

The Committee noted that this group had not met since the last JCC meeting.

The SPF had raised issues previously around Police driver training, which highlighted a lack of officers and trainers. A meeting was subsequently held with ACC Spiers and a Chief Superintendent, to escalate trainer recruitment. The target date to complete driver training was noted as November 2025.

The General Secretary updated the Committee on other issues discussed including Acting Rank promotions and lateral development of Superintendent Ranks which had been raised by ASPs, where a requirement for more transparency and a lack of communication was noted.

Discussion ensued around 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.

### **10. Finance Standing Committee (FSC)**

The Minute of the last FSC meeting held on 23 February 2023, was approved, and adopted as a true record.

The General Secretary provided an overview of SPF finances and informed the Committee that a full update of the yearly accounts would be provided to the next JCC in June.

A question was raised regarding the principles and processes involved in honoraria. Further discussions are to be held at the JCC meeting in August.

#### 1919 Magazine

A meeting regarding the associated costs of the 1919 magazine, was planned, with the General Secretary to meet with the 1919 production team. Unfortunately, this meeting was cancelled and was to be rescheduled.

## **11. Legal Standing Committee (LSC)**

No meeting had been held since the last JCC; but was diarised for 15 May 2024.

## **12. Conduct & Equality Standing Committee (C&E SC)**

### Conduct

The AGSC informed the Committee of five gross misconduct hearings which had concluded since the last meeting; the outcome of which was one of dismissal, three of a final written warning and one rank demotion.

Common themes of on-duty assault, domestic incidents and drink driving offences were emphasised. However, instances of probationers facing Regulation 9 interviews for failing to meet the basic standards required of an officer, was on the rise. Those cases included officers who had disclosed ongoing criminal matters prior to joining the service and ultimately resulted in no proceedings by the Crown Office.

There had been no meetings relative to the Lady Eilish Angiolini report; however, the AGSC was scheduled to meet with PIRC, in addition to regular consultation concerning case updates and other duty-related matters.

It was noted that the AGSC had attended a Post Incident Refresher Course, which would be followed by six-monthly meetings to provide refresher training and take cognisance of any procedural or legislative changes. The SPF would be invited to provide an input.

The AGSC reported that Helen Harrison had been appointed as the new temporary Chief Superintendent in PSD and that two Superintendent's roles had been advertised. Regular meetings occurred around officer wellbeing and the role of the Wellbeing Officer.

The Committee learned that correspondence had been sent to the Director of People and Development regarding the provision of references by PSOs for officers under investigation. Legal advice had been sought from PBW law who provided stated cases which determined that an employer had a duty of care to share appropriate information regarding employee status, however there was no obligation to do so. Cognisance of the role applied for should be a determining factor when considering reference provision and must be factual. A response was awaited.

Refresher Conduct training had also been provided to FTOBs specifically relating to the process for agreeing statements during a misconduct matter. Discussions with PSD was to continue with an update being provided to the next JCC

### Equality

Adam Peppard, West Area Equality lead, provided the Committee with a summary of the following statistics in the absence of the AGSE.



<b>People &amp; Equality figures</b>	<b>GR</b>	<b>IH</b>	<b>IHR</b>	<b>IOD</b>	<b>UP</b>	<b>EQ</b>
<b>North case files</b>	11	32	14	2	1	8
<b>Percentage of total</b>	20%	15%	24%	12%	9%	36%
<b>East case files</b>	14	35	15	3	3	2
<b>Percentage of total</b>	26%	16%	25%	18%	27%	9%
<b>West case files</b>	29	147	30	12	7	12
<b>Percentage of total</b>	53%	69%	51%	70%	64%	55%
<b>Total per case type</b>	54	214	59	17	11	22
<b>Percentage of the portfolio</b>	14%	56%	17%	4%	3%	6%

It was noted that the People and Equality Portfolio accounted for 377 cases (65%) of the SPF total caseload of 582 (Insurance and Legal cases excluded). This provided an area breakdown of North 18%, East 19%, and West 63%.

The SPF continued to support officers in respect of various matters. Recurring themes highlighted included;

- Pregnancy/Maternity – A lack of training/awareness
- Flexible Working Plans – A lack of training/awareness
- Grievances - Continued to rise, specifically in relation to treatment by managers/colleagues
- IHR/IOD – An increase in cases resulting in informal reviews and lead to appeals.

The Committee was advised that on 1 April 2024, a new Optima contract was launched by the PSOS which would ensure better mechanisms for members' support and a new Employee Assistance programme (EAP) with VIVUP was also launched at the same time; reduced waiting times for OHU referral was one of the main aspects of the programme.

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

The AGSH provided the Committee with updates from the following Meetings/Groups attended:

Health and Safety Board  
Clothing Equipment Working Group  
Cannabis Cultivation SLWG  
NPCC CBRN Strategic Leads meeting  
Your Safety Matters  
Lithium Ion Battery SLWG  
Clinical Governance  
Health & Safety Board

#### **15 SPF Training**

The Committee was advised that Equality, Diversity and Inclusion and Basic Training courses were scheduled to take place in May and that FTOB training was also proposed for the future.

## **16 JCC Circulars**

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

- 1/2024 Letter to the Chief Constable re overtime compensation - Information
- 2/2024 Members Update - Pay, PNB, Pensions, Income & Expenditure

## **17 Police Service of Scotland Reform**

The Vice Chair informed the Committee of updates provided to this meeting which included Digital equipment, Body Worn Video equipment being on track for August this year, the Domestic abuse pilot and PNC replacement difficulties. The volume of updates and material to be considered at this meeting was highlighted by the SPF as being unmanageable.

## **18 SOPs/Consultations**

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

- 12.04.24 BWV SOP v0.05 & EqHRIA
- 12.03.24 Custody Transfer NG v6.09 & EqHRIA
- 28.02.24 Sex Offender Notification Requirements SOP v6.00
- 09.02.24 JNCC P&P Sub-Group: Feedback Request – Revision to Reference Procedure
- 07.02.24 Adoption and Maternity Support Leave Procedure & Reminder for Flexible Working (Authority/Police Staff)
- 07.02.24 Information Security v7.12 & EqHRIA
- 05.02.24 Uniform and Appearance Standards (Police Officers) Procedure v3.04
- 29.01.24 FAI Officer and Staff Attendance Version V0.14

## **19. EuroCOP/ICPRA**

### Eurocop

The General Secretary updated the meeting following attendance at Eurocop, which met on 17 April 2024, in Malta. The main focus was their manifesto being produced to go to the European Parliament, and a PDF version of the manifesto was to be circulated.

Inputs were provided by the Minister for Home Affairs of Security and Employment, and the Police Firearms Officers Association on PIMS.

Members of the Committee emphasised the positive experience gained in attending Eurocop, which provided a better understanding of the challenges faced and benefits of collaborative working.

### ICPRA

ICPRA dates were confirmed as 11 and 12 June 2024, in Portugal. The agenda had not yet been received.

## 20. Police Related Charities

The Committee was provided with updates from the Chair and Vice Chair on the following charities:

- Police Treatment Centre – 450 attendees in 2024 with 4 weeks waiting time,
- Police Children’s Charity – Concerns raised regarding a reduction in donations,
- Police Care UK – Significance to be reinforced to members,
- Scottish Police Memorial Trust – National Police Memorial Day 29.09.24.
- Police Remembrance Trust.

## 21. SPF Annual Awards

The Chair informed the Committee that planning was well underway for the 2024 event and that all entries had been submitted. As in previous years, the event would take place at Dynamic Earth, Edinburgh, on Wednesday 27 November 2024.

## 22. Deep Dive

The AGSH updated the Committee that following the recommendations from the SPF C3 deep dive, an SLWG was formed. All work required on display screens and workstations had been completed. However, resourcing difficulties continued due to a national transfer freeze.

The Vice Chair reported on an impending uplift in support staff numbers at Bilston Glen, which would alleviate some of the extended overtime working practices; approximately 20-25 posts would be secured for general delivery.

Discussion followed around the SLWG and a written response to the resourcing issues was to be requested from the service by the next JCC.

ACTION LOG – AGSH

## 23. Correspondence

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

## 24. Any Other Competent Business

### Rank Separate Meetings

The Committee was informed of the newly elected Chairs and Secretaries of the following rank Committees: -

#### Constables

Ricky Wood (Chair)  
Adam Peppard (Secretary)

#### Sergeants

Iain Gray (Chair)  
Andy Sawers (Secretary)

#### Inspectors

Neill Whiteside (Chair)  
James McLaren (Secretary)

The retention of Rank Separate meetings as a standing agenda item was unanimously agreed by the Committee.

## **25. Closure**

The Chair thanked everyone for their attendance and input to the meeting.

The next meeting would be held on 18 and 19 June 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**