



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 18/19 June 2024.

1. Attendance and Opening

SPF Office Bearers

David Kennedy
David Threadgold
Lorna Cunningham
Brian Jones

General Secretary
Chair
Deputy General Secretary
Vice Chair

North Committee

Allen Shaw
Caroline Macnaughton (day 2 only)
Allen Begg (R)
Ross Polworth
Andy Sawers
Gillian Donald (R)

East Committee

Lyn Redwood (R)
David Reid
Ricky Wood
Liam Harman (R)
Neill Whiteside
James Gowling

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)
Emma-Louise Smith AGS (People & Equality)

Observers

Dave McKay (replaced Caroline Macnaughton on Day 1).

Also In attendance

Megan Finnie Executive Administrator - JCC

Apologies were received from John Turley, James McLaren, Dale Evans and Pat Nicoll.

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

2. Minute of Previous Meeting

The draft Minute of the previous meeting was circulated and approved, following an amendment to include the following at agenda item number 10 (FSC):

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

3. Rank Separate Meetings

Constable, Segreant and Inspector rank separate meetings took place on 18 June 2024, with the following update provided:

Constable

Discussions centered around themes for the SPF Conference in March 2025 which focused on key issues such as training.

Sergeant

The Sergeants meeting discussed probationer training and sought to organise a speaker for the aforementioned conference.

Inspector

The Inspector’s meeting discussed flexi-time, issues of which would be escalated.

4. Action Log

Outstanding actions from the last JCC was summarised and reported on:

02/24 – The General Secretary provided an update on the meeting with 1919 magazine which took place on 13 May. This action is now complete.

5. Legal Advice and Assistance

<i>SINCE THE LAST JCC MEETING - 20th April 2024 to 14th June 2024</i>							
<i>Legal Cases On Duty</i>				<i>Legal Cases Off Duty</i>			
Type of case	North	East	West	Type of case	North	East	West
INTERVIEWS	0	0	1	INTERVIEWS	0	2	1
REJECTED	1	3	2	REJECTED	0	0	1
CICA				CICA			
Civil Legal Defence			1	Civil Legal Defence		2	2

Contract Dispute						Contract Dispute					1	
Criminal Legal Defence	2				5	Criminal Legal Defence	1		1		2	
Employment Dispute serving officer	5	1	3	2	1	Employment Dispute serving officer						
FAI						FAI						
Judicial Review						Judicial Review						
Misconduct				1	2	Misconduct	1		1			
Other			4		3	2	Other	1		1	2	1
Personal Injury	1		2		4	Personal Injury	2		1		1	
Property Protection						Property Protection						
RTA			1			RTA			1		1	
Total	8		10		16	Total	5		7		9	
-												
-												
Total Cases since last JCC					55						####	
Total Cases Open in ACT					449	LEGAL FEES RECLAIMED	North				####	
Total Cases Closed since last JCC					63		East				####	
Total Cases Settled since last JCC					9		West				####	
Total Cases Rejected since last JCC					6							
Total General Advice Legal Calls Taken since Last JCC					33						####	
Total Interviews supported since Last JCC					4	CLAIMS SETTLED	North				####	
Total Calls converted to Applications					3		East				####	
							West				####	

The Deputy General Secretary provided an overview of the number of legal cases ongoing within areas; shown in the above table. 55 cases had been opened since the last meeting, giving a total of 449 open cases and 63 had been closed. Nine cases had been settled. Thanks was given to the Legal Administrator for ongoing work to reduce the number of cases open.

Allard Case

The Committee were updated that whilst this was still ongoing, remaining claims were now being finalised. It was noted however, that some members still faced tax implications.

Sheku Bayoh

The Committee were informed of calls for the scope of the inquiry to be broadened.

Judicial Review

The Deputy General Secretary updated the Committee on current cases subject to judicial review.

Appeals

There were no appeals.

6. Police Negotiating Board Scotland (PNBS)

The General Secretary provided the following update.

PNBS

There had been no PNBS meeting since the last JCC.

PNBS Review

It was advised this was on going but the PNBS document had been completed and could now be viewed online.

Pay Levels Check and Index

The General Secretary reported that bids had now been requested via the SPA tendering process. The results of this would be publicised in due course.

Pay

The Committee were updated that the pay claim had been submitted for this year, however no correspondence had yet been received from the official side.

PNBS TWG

The Committee was informed that this group had met on two occasions since the last JCC meeting, and a number of recommendations were discussed at the group. These recommendations were then opened to the committee for comment.

The General Secretary advised the Committee on the decisions taken at the TWG:

- The TWG agreed to the inclusion of working to support interpretation of current regulatory entitlement in relation to Recall to Duty and Travel Expenses and are noted below:
 - i) where an officer works over a relevant entitlement threshold as part of a recall to duty a recall to commences prior to 0700 hours and 2300 hours
 - ii) in relation to the 35 mile threshold for travelling expenses

The General Secretary updated the Committee on work ongoing:

- The overall approach to travel including mileage rates and whether an officer is compensated for working on a rest day with less than 18 days' notice.

- The proposal to extend Overnight Allowance (currently applicable within the United Kingdom only) to include short-term overseas deployments which have a specific operational purpose.
- PNB Guidance 05/01 (Guidance to Chief Officers on the use of discretion to resume/maintain paid sick leave) following issues raised at the Police Scotland JNCC. If a consensus can be established this will likely require a PNBS agreement to supersede PNB Guidance 05/01.
- Consideration of the extent to which current regulatory arrangements are appropriate in relation to situations where officers are required to attend court during a period of annual leave and then are subsequently countermanded (being considered as part of SPCF letter to the Justice Board)
- Improved guidance that clarifies the regulatory position regarding entitlement to compensation when an officer is informed that they are on 'standby' for court during a rest day, public holiday or annual leave day

7. Pensions

SAB

The Deputy General Secretary attended the Scheme Advisory Board meeting on 10 June.

The Committee were advised that proposed changes to Scheme Sanction Charges would now not go ahead.

The Deputy General Secretary explained that Participation Rates were discussed. The SPPA had only been looking at the reasons for people opting out of the pension and over a one-year period, although figures had been gathered for several years.

It was reported that the Member Contribution Yield in Scotland was a flat rate of 13.46% however in rest of the UK they have a tiered approach based on earnings. The bands had not been revised for over nine years and are due to be revised.

The Deputy General Secretary advised this will be subject to ongoing discussions, but in order to correct the rates for 2025/26 it was preferable to reach a final position by December 2024 but must be in place for April 2025.

The issue of ill health regarding a reduced rate for those rejoining the scheme with a pre-existing condition was highlighted. Whilst the PSNI had introduced thirty-two members back to the higher rate of contributions, it was noted that there were currently officers within Scotland who had been reintroduced on the lower rate.

SPPB

The Vice Chair updated the Committee that the SPF had requested a pre-meet prior to the Pension Board meeting with the Chair, whereby all staff associations attended. This was to highlight concerns regarding the functionality of the board and the disappointments surrounding Remedy.

Whilst the Remedy had been clarified and the figures should have been confirmed by 31 August, this had now been delayed to 31 March 2025, and there was no guarantee that these figures would be in place for this date.

The Chair of the SPPB noted these concerns and corresponded on behalf of all concerned parties the SPPA to highlight the lack of accuracy and commitment for the wider membership.

The Vice Chair and Deputy General Secretary attended the SPPB on 5 June 2024. It was noted that the new Chief Executive attended and underlined a significant number of failings of the Board within his opening remarks but expected new personnel would change the trajectory for the membership. The 2015 Remedy software was noted as a significant problem.

The Vice Chair highlighted that the SPPA believe that the police pension system is the best in the Country, however, the SPF have a significant number of concerns. The Deputy General Secretary contacted the Area Secretaries to compile issues reported by members regarding their dealings with the SPPA. The SPPA requested further analysis on these inaccuracies, and a SLWG was scheduled to commence on 6 August, to address issues raised. The Vice Chair requested that any pension concerns raised by members, was escalated to ensure inclusion by the SLWG.

8. Scottish Police Consultative Forum (SPCF)

The Deputy General Secretary and Vice Chair briefed the Committee following their attendance at the SPCF meeting on 7 June 2024.

The Deputy General Secretary advised the Committee of an input from the Chair, Lisa Blackett on the review from a survey circulated to members of the forum to discuss the remit and performance of the Group, and whether improvements could be made. This would result in production of a guide, similar to the body of work produced from PNBS.

An input from HMICS was also provided regarding the wellbeing review for frontline officers. The Deputy General Secretary encouraged the Committee to read the review in particular the recommendations made.

In addition, there was an input from Graham Thomson from the Police Division in Scottish Government regarding the Police Ethics Scrutiny Bill. A subgroup was to be created with members of the Consultative Forum prior to Legislation being drafted for the next part of the bill.

The Vice Chair briefed the Committee on the nine recommendations following HMICS review of frontline policing. The three divisions identified and reviewed during the review were L, C and A Division.

9. Scottish Police Authority (SPA)

The Chair reported that all meeting paper links (available on the SPA website) had been circulated to Committee members.

The Chair provided a full update on the SPA Board meeting that he had attended on 23 May 2024. It was noted that the Chief Constable discussed Policing the Hate Crime and Public Order (Scotland) Act, Policing Together Programme and recruitment and training of probationary officers. It was noted that there would be a Public Survey 2024/25 about policing.

The Policing Performance Committee took place on 11 June. The main focus was the disproportionate response to crime. The Chair advised the Committee of a pilot which had occurred in the North Area from January to April, which sought the overall satisfaction in the way police dealt with individuals who were processed. The outcome of which was 73, 70, 73, 73% being satisfied.

The Chair stated that the HMICS report had no SPF input or comment.

The Vice Chair attended the People Committee on 30 May, whereby Police Scotland raised issues around the surefire earpieces following Operation Moonbeam. Concerns around the number of officers ill health retired by the service was also highlighted due to the figure of retirements of 73 in 2023 to 56 so far in 2024.

The Deputy General Secretary advised that the Resources Committee had not met since the last JCC; the next meeting was scheduled for 19 June.

10. Joint Negotiating Consultative Committee (JNCC)

The General Secretary reported that the last meeting of the JNCC was held on 6 June, and had discussed the following main agenda items raised by the SPF:

- Input on CBRN for On Call Rota for tactical advisors
- JNCC Meeting Structures
- The Number of Suspended Officers
- Allard and On Call Claims

The Conduct Bill raised by DCC Spiers was highlighted in respect of the hopes the service had with secondary legislation bringing fast track or accelerated Hearings, revision to Conduct Regulations, to ensure equity in proceedings without delay, a regulatory provision for substance misuse testing, and vetting, which would align with some of the resulting HMICS recommendations from a recent Vetting Inspection.

The General Secretary advised the Hate Crime Bill had briefly been discussed to provide assurance that control rooms were coping with the workload.

It was reported that a group had been set up by the DCC following the Mental Health in Policing Report to explore that area of policing.

The expected financial gain expected via VR and ER savings was outlined by the Vice Chair.

11. Finance Standing Committee (FSC)

The last FSC meeting was held on 26 March 2024 and the draft minute would be approved at the next FSC meeting on 15 August 2024.

The General Secretary stated that the accountants would attend the next FSC meeting to brief the Committee on the SPF financial situation.

Chris Thomson asked about the possibility of more staff being employed due to recent staff retirements and leavers. The General Secretary confirmed that this was under review.

12. Legal Standing Committee (LSC)

The LSC last met on 15 May 2024.

The Deputy General Secretary reported that legal applications and rejections had been discussed at this meeting and further consultation would be held directly with area secretaries. Patterns and trends were also discussed.

The Solicitors were to be considered for future meetings to provide an input on employment cases and other case queries.

13. Conduct & Equality Standing Committee (C&E SC)

The Conduct & Equality Standing Committee met on 2 May 2024.

Conduct

The AGSC informed the Committee of six gross misconduct hearings which had concluded since the last meeting.

Common themes across the service were discussed. On duty assaults continued to be reported to CAAPD but a very small percentage received copy complaints. There had been a significant increase in the number of suspended officers since the last meeting.

There had been no meetings relative to the Lady Elish Angiolini report. The next meeting was scheduled for 26 June 2024.

The Committee were informed of new appointments to positions within PSD, which resulted in several temporary rank positions within the department

The AGSC had been invited to provide an input at the next Chair and Assessor training at the SPC. This was scheduled to take place on 26 June 2024.

Post incident packs are to be produced for FTOB's and divisional representatives to assist in dealing with PIPS. There had also been a basic conduct input for newly elected reps since the last meeting.

The AGSC advised the Committee that a meeting had occurred on Monday 17 June, with probationer governance to discuss processes and standardization of packs. Due to new staff within this department, SPF observations/recommendations regarding probationers facing Regulation 9 investigations, was to be managed.

The AGSC and West Area Deputy Secretary attended a Building Barriers Conference hosted by PSD at Dalmarnock, which involved presentations from various areas within the Police Service. It was hoped that should this event occur again; the SPF would welcome the opportunity to provide an input.

Equality

The AGS P&E advised the Committee that monthly meetings had continued with Area Equality Leads to ensure appropriate progression and support was maintained.

The AGS P&E provided a summary of cases to the Committee which had been provided by area SPF staff.

Grievance, Resolving Workplace Issues Group

The AGS P&E advised that the remit of this Group was to consider the supporting activities that could be developed and introduced to best support the launch of new Grievance procedures, and to reinforce change in organisational behaviour with a focus on early resolution.

Policing Together

It was noted that Policing Together Partnerships and PPCW had merged together, thus resulting in a change of leads.

A new EQHRIA hub had been established to provide support and governance.

Management of Probationary Constables SLWG

The AGSP&E and Vice Chair had both attended the Management of Probationary Constables SLWG, with one prime issue raised being the possible introduction of probationer appraisals.

Operation Evolve

The AGS P&E attended a recent brief regarding Operation Evolve. This was the first engagement with the SPF to provide an overview of Operation Evolve, the brand name for the new engine room which would coordinate all existing and new change activity within the service. It was noted that this Coordination unit is not a decision-making body, nor would it replace any existing governance structure or procedure. It would also not have ownership of thematic workstreams but would coordinate ongoing workstreams with a view to maintaining focus. All changes would still require to be approved by the SLB or JNCC, if people focused.

Retiral/IHR

It was noted that since the last JCC and up to 06 June 2024, there had been 98 retrials, of which 6 were as a result of IHR and 92 were standard in nature.

The May update from People Services in relation to IHR and IOD was reported as follows: -

- In May, 2 Police Officer III Health Retiral cases were finalised with the Scottish Police Authority (SPA); 4 Injury on Duty cases were also concluded and approved by the SPA.
- There were currently 57 officers actively in the IHR process, an increase of 3 since April. Of those 57 cases, 28 had either had their appointments with the Selected Medical Practitioner (SMP) or have one booked, and 29 require an appointment and await receipt of GP or specialist reports.
- In May, 10 Selected Medical Practitioner (SMP) appointments were completed, a decrease of 6 from April. Of those 10 appointments the break down was IHR/Retention (4) and IOD assessment (6).
- Of those who had an SMP (IHR) appointment in May, the average wait for SMP appointment was 5 months, a decrease of 1 month from April. The average length of time for those officers approved for IHR by the SPA in April 2024, was 9 months from the start of the process. This was a decrease of 7 months from April; however, it was noted that April's figures included 2 cases where outcomes were awaited from the Police Medical Appeal Board.
- Of those who had an SMP (IOD) appointment in April, the average wait for SMP appointment was 2 months, a 5 month decrease from April. The average length of time from start of process to approval of IOD by SPA was 6 months.

DSA

It was advised that engagement and signposting continued with colleagues in the DSA's where appropriate. The AGS P&E attended the Pride Launch Event where the progress flag was flown for the first time at the SPC.

14. Efficiency Standing Committee (ESC)

The Efficiency Standing Committee met on 1 May 2024.

The Vice Chair advised the Committee of 117 new recruits who had commenced on 13 May, with further intakes scheduled for July, September and November. He explained that new recruits would initially be located in respective Divisions for the first induction week, and thereafter spend a further 13 weeks at Tulliallan.

A Specials Open Day was attended by the Vice Chair and the East Area Deputy Secretary on 11 and 12 May.

15. Health, Safety & Welfare Standing Committee (HS&W SC)

The Health, Safety & Welfare standing committee last met on 25 April 2024.

The AGS H&S provided the Committee with an extensive summary from the following Meetings/Groups attended, with a full update being uploaded to the teams channel.

Health & Safety Board
Clothing Equipment Working Group
RPE Group
Lithium Ion Battery SLWG

The Committee engaged in discussions surrounding surefire earpieces and the issues that officers had hearing verbal communications when wearing the earpiece. The AGS H&S was to raise this formally.

ACTION – AGS H&S

The Chair highlighted concerns around officers being deployed on fast roads without appropriate training. The AGS H&S was to collate evidence for escalation.

ACTION – AGSH&S

16. SPF Training

The Vice Chair advised the Committee of the upcoming basic training courses scheduled for 27 & 28 August, and 10 & 11 September.

17. JCC Circulars

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

3/2024	Members Update on Pay and PNBS
4/2024	PNBS Staff Side Pay Claims 2024/25

The General Secretary informed the Committee that the recent issue of the rep mobiles not receiving the recent text message update of JCC Circular 4/2024, was due to the mobile provider identifying the wording of the text message as spam and therefore blocking the release of the message to the mobile phones.

18. Police Service of Scotland Reform

It was reported that that Body Worn Video (BWV) would be rolled out once the force goes live with Motorola. The Committee discussed the potential issues with BWV when officially rolled out, specifically the transportation of the equipment. A transportation policy would potentially need to be considered.

There was no significant update from YLM meetings.

The Vice Chair attended the Change Board on 4 June 2024, whereby progress of the twelve ongoing national projects were discussed.

DESC had been rolled out in C Division following a successful pilot in D division.

19. SOPs/Consultations

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

10.06.24	Organisational Change Procedure
24.05.24	Firearms Ranges v4.07
20.05.24	Day Books NG v0.21
13.05.24	Community Speedwatch NG v1.08
01.05.24	SID SOP v5.02 & EqHRIA
24.04.24	Care & Welfare of Persons in Policy Custody v19.00
24.04.24	Hate Crime NG v1.10
23.04.24	Specially Trained Officers SOP, Version 3.19
19.04.24	Employee Safeguarding Policy v1.09 and NG v2.05
15.04.24	Stolen Vehicles NG v0.16
25.03.24	Reporting Wrongdoing (Whistleblowing) Policy v1.03 and NG v3.08

20. EuroCOP/ICPRA

EuroCOP

The next meeting of EuroCOP was scheduled for November.

ICPRA

The General Secretary, Chair and Vice Chair attended the ICPRA meeting on 11 and 12 June, in Portugal.

The Committee were informed that David Kennedy was appointed the new General Secretary of ICPRA replacing Calum Steele.

Various inputs were provided by Professor Linda Duxberry, Anne Marie Ward CEO of Favour UK and Rick Smith CEO & Founder of AXON. The lead doctor for the Decriminalisation of Drugs in Portugal also gave an input.

The Chair expressed the great value of attending the 2-day conference.

The Vice Chair provided an input on Electric Vehicles in Policing which was very well received and had been invited to provide the input in Canada for the Canadian Police Force.

21. Police Related Charities

The Committee was provided with updates from the Chair and East Area Vice Chair:

- Police Treatment Centre – donation rate remains the same.
- Police Children’s Charity – extended to police staff this year.
- Police Care UK – work ongoing.
- Scottish Police Memorial Trust – Memorial Day is 29.09.24 and tickets are free to attend.

The East Area Chair expressed the desire to push and support all Police Charities including the Scottish Police Benevolent Fund due to the vast amount of ongoing work which could prove vital to members.

The Chair requested the AGSC, who is the Chair of SPBF, provide a summary of the role of the Benevolent Fund for the Committees awareness.

ACTION - AGSC

22. SPF Annual Awards

The Chair informed the Committee that the event would take place on Wednesday 27 November 2024 at Dynamic Earth, Edinburgh, and work was progressing in this regard.

23. Deep Dive

The Committee noted that the next SPF deep dive would be on Frontline Policing and discussions occurred regarding the logistics and locations of the deep dive.

The Committee discussed the idea of a survey/questionnaire that would be circulated to divisions to aid in identifying the specific focuses within the Frontline Policing deep dive.

ACTION – VICE CHAIR & AGSH&S

24. Motion Rule Change

The NAC asked the JCC to amend rule 6.6 of the SPF Rules:

“In the event of an equality of votes at any stage in the election the candidates will draw lots in a manner determined prior to the commencement of the election”

To be replaced with:

"In the event of an equality in votes, those votes are discarded, and a second round of voting takes place. Should this second round provide an equality in votes the candidates shall then draw lots in a manner determined prior to the commencement of the election".

The Committee all voted in favour for this amendment, and the SPF rules were to be updated.

25. Correspondence

No correspondence was received.

26. Any Other Competent Business

The General Secretary provided updates on the following items:

Website

Work was ongoing for the design of the new website. The Business Administrator had met with the website designer, and a group was to be established, with appropriate area personnel regarding development.

Case Management System

A case management system was to be created to assist with rep work and full-time official work. The Business Supervisor and Executive Administrator (JCC) had met with the case management designer team, and a further meeting was to be arranged with SPF staff.

Wellbeing App

The General Secretary highlighted a potential wellbeing app, which would be available to all members, police staff and SPF staff.

The Committee highlighted similarities to an app that was currently in use across Police Scotland. The General Secretary confirmed he would invite the app developer to the next JCC meeting to provide an overview on the app being offered.

ACTION – GENERAL SECRETARY

27. Closure

The meeting was joined by Doug Keil MBE, QPM, Business Manager of the SPF. The Chair explained that Doug was to retire after 51 years in and connected to the police, 43 of them working for the SPF. A small presentation was made, and the committee showed their appreciation to Doug for his contribution to the SPF over his tenure.

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

The next meeting would be held on 20 and 21 August 2024.

A vote of thanks was given to the Chair.

David Threadgold
Chair

David Kennedy
General Secretary