



Scottish Police Federation
PO Box 27163, Glasgow, G3 9EZ
**Joint Central Committee
Minutes**

Minutes of the Joint Central Committee meeting held at the Melville Castle Hotel, Edinburgh, on 4/5 February 2025.

1. Attendance and Opening

SPF Office Bearers:

David Kennedy	General Secretary
David Threadgold	Chair
Lorna Cunningham	Deputy General Secretary
Brian Jones	Vice Chair

West Committee

Iain Gray
Gordon Cumming
David Taylor
Adam Peppard
Alistair Wright
Gavin Tuohy (R)

Assistants to the General Secretary

Gordon Forsyth (Health & Safety)
Lynne Gray (Conduct)
Emma-Louise Richardson (People & Equality)

East Committee

John Turley
David Reid
Ricky Wood
James McLaren
Jim Gowling
Neill Whiteside

North Committee

Allen Shaw
Caroline Macnaughton
Andy Sawers
Ross Polworth
Dale Evans
Pat Nicoll

Also, In attendance

Kris McCall (North)	Observer
Cara Riley	Executive Administrator – Events

Apologies were received from Chris Thomson.

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 had been circulated and was approved.

Action Log Update

An update on outstanding actions from the last JCC was summarised and reported on:

4. Officer deployment on fast roads without training – Moodle reviewed and procedural information sheet to be produced - to remain open.
10. BISE Progress – Awaiting response and clarity on SOP regarding voluntary work. Meeting to be held with Director of People and Development - to remain open.
13. Lithium Batteries & Explosives Hazards – Draft not ready for circulation. Risk Assessments to be carried out and Solutions identified – to remain open.

3. Rank Separate Meetings

The draft Minutes of the previous separates' meetings had been circulated and was approved. The Committee were reminded of the minute process.

Rank Separate meetings took place, and a summary provided to the Committee.

4. Legal Advice and Assistance

SINCE THE LAST JCC MEETING - 26th November 2024 to 31st January 2025											
Legal Cases On Duty						Legal Cases Off Duty					
Type of case	North		East		West	Type of case	North		East		West
INTERVIEWS			2		1	INTERVIEWS	1		1		2
REJECTED	0		1		0	REJECTED	0		0		0
CICA						CICA					
Civil Legal Defence					1	Civil Legal Defence					3
Contract Dispute					1	Contract Dispute					2
Criminal Legal Defence	1		1		2	Criminal Legal Defence	3		1		3
Employment Dispute serving officer	1		3		9	Employment Dispute serving officer					
FAI					12	FAI					
Judicial Review						Judicial Review					
Misconduct			1	1		Misconduct					
Other			1			Other					
Personal Injury	1		1		11	Personal Injury					2
Property Protection						Property Protection					
RTA					1	RTA					2
Total	3		7		37	Total	3		1		12

Total Cases since last JCC	63
Total Cases Open in ACT	468
Total Cases Closed since last JCC	20
Total Cases Settled since last JCC	9
Total Cases Rejected since last JCC	1
Total General Advice Legal Calls Taken since Last JCC	25
Total Interviews supported since Last JCC	7
Total Calls converted to Applications	2

LEGAL FEES RECLAIMED	#####
CLAIMS SETTLED	#####

The Deputy General Secretary informed the Committee that less on-duty cases had been received, and more claims had been settled with solicitors achieving results.

Allard

Due to inaction by the PSOS to resolve the remaining cases, the sist had been lifted and the matter referred back to Court to have cases resolved for applicants.

Public Enquiry

The Committee noted that the Chief Constable had raised an Interim Interdict to prevent the terms of reference being extended, but that this had subsequently been withdrawn as the relevant information had since been shared.

The SPF had raised concerns with the Service regarding proposed 'anti-racist' training, which contained a film which referred to the inquiry. The SPF had not been consulted on this training and the matter was escalated to the JNCC.

The Deputy General Secretary commented on additional legal expenses incurred assisting members with Police Appeals Tribunals and were reminded of the consequences of late submissions of Personal Injury Claim cases, due to a failure in timeous submission of documentation. The Committee were reminded of the importance of managing members expectations.

Appeals

One appeal was presented following the DGS's decision to withdraw funding for a member's legal representation. The committee upheld the original decision and the appeal was rejected.

5. Police Negotiating Board Scotland (PNBS)

The last PNBS meeting was held on 31 October 2024.

The Committee were informed that the draft Fraser of Allander report on police pay, and conditions had been finalised. The SPF had no concerns with the report, which indicated police pay to be lower than expected. The staff and official side were to review the report prior to submission to the PNBS

and Government. The indexation and pay levels check confirmed some police officers were underpaid versus other public sector workers.

There had been no meeting of the PNBS Technical Working Group due to ongoing pay negotiations. Results of arbitration were awaited.

6. Pensions

The Pension Scheme Advisory Board last met on 9 December 2024, and the following update was provided to the Committee.

The current pause on Contingent decisions was discussed along with the confirmation that applications from certain cohorts were now able to be accepted. Details of this were available on the SPPA website which would be updated when any changes to Contingent Decision applications were made. [Police Remedy: Contingent Decision | SPPA](#)

Currently this was only open to those who opted out during the remedy period i.e. where members opted out on or after 1 April 2015 and either did not rejoin at all or only rejoined on or after 1 April 2022.

The process remained paused for those who opted out between 12 March 2012 and 31 March 2015, and/or rejoined before 1 April 2022.

By 31 March 2025, all RSS statements should have been sent out, and a number of challenges were expected. Concern remained around scheme governance, the SPPA had introduced a reduction from 4 to 2 pension board meetings per year, which was opposed by the SPF and other board members.

7. Scottish Police Consultative Forum (SPCF)

There had been no meeting of the SPCF since the last JCC.

The Police (Ethics, Conduct & Scrutiny) (Scotland) Bill working group however was ongoing. The committee discussed the potential introduction of accelerated misconduct hearings and hearings held in public chaired by legally qualified personnel. Issues around funding amongst others were raised by the SPF. The Committee also noted that HMICS were due to undertake a review of conduct in Police Scotland and would gather views from officers and SPF representatives.

The new Conduct Regulations were expected to come into force by 2027.

8. Scottish Police Authority (SPA)

The last SPA People Committee was held on 27 November 2024, and the Vice Chair provided the following report.

The People Board reported on a Mental Health and Suicide Prevention Day, which was attended by 78 individuals, and confirmed 240 Wellbeing Champions addressing members concerns. The Force continued to engage with the Oscar Kilo Programme and a rise in TRIM referrals was evident. This was considered due to an increase in fatal road traffic collisions. Other issues highlighted included,

the revised 3-year policing plan and the 2026 Commonwealth Games.

The SPA Health and Safety dashboard was now available to view on the SPA website, which highlighted a rise in police assaults, particularly involving vehicles and on NHS premises.

The Deputy General Secretary updated on the Resources Committee (held on 18 December 2024) which mainly covered budget and pay discussion, with a 3% pay rise budget allocation for this year, and who maintained the position of no additional available finance, despite a reported underspend.

The SPA planned to carry out a deep dive into legal settlements which proved to be a major cost to the Service.

The Vice Chair provided a statistical overview in relation to the submission of Occupational Referrals and emphasised a reduction in reported ill health retirements and injuries on duty, compared to the same period in 2023.

9. Joint Negotiating Consultative Committee (JNCC)

It was reported that the JNCC last met on 12 December 2024, and the following was provided.

- High Court Citations. A paper had been produced detailing an introduction of a new marker in relation to Citations on the SCOPE system. Objections were raised due to no SPF consultation and the paper was referred back for further review.
- The North Area Secretary informed the Committee that a meeting had taken place with the 3 area secretaries and Criminal Justice Division representatives, in relation to the marker, which was ultimately rejected due to its failure to comply with Regulations.
- Force Mobilisation Model. The Committee were advised that the proposed changes were considered reasonable to the SPF, however a Risk Assessment on shift patterns had been requested. The question of senior rank inclusion in the model, due to a lack of visible leadership at weekend periods, was raised, however this had already been deliberated, and considered unnecessary due to existing on-call arrangements. A delay was inevitable due to the consultation period.
- Road Policing. The Vice Chair reported no progress in respect of police drivers on fast roads network and the risk of untrained drivers.
- Body Worn Video. 7000 cameras had been purchased with 1000 units deployed to D Division.
- PODG. The Service had wished to amalgamate the PODG and Working Practices Review board with one strategic Forum for all the staff associations and unions. The SPF rejected this.
- Double Lock. The General Secretary confirmed receipt of several legal applications and discussions followed around the disparity with some officers being paid and others not receiving financial compensation.

The next meeting would take place on 6 March 2025.

10. Finance Standing Committee (FSC)

The last Finance Standing Committee took place on 21 January 2025, and the General Secretary furnished the Committee with an overview of the current financial position. A rise in expenditure was expected due to the half day SPF Conference planned for 2026.

The launch of the SPF 'Relentless' film was to be previewed in Glasgow on 18 March 2025, and in Edinburgh on 19 March 2025, followed by an official media launch on the first day of the SPF Conference at Turnberry.

11. Conduct & Equality Standing Committee (C&ESC)

The Conduct and Equality Standing Committee had not met since the last JCC meeting; however, the Committee were provided with a summary of general trends and area caseloads from the AGS(C) and AGS(E).

The Committee was informed of the expected impact the new PECS Bill would have on the misconduct process, which would require supplementary training for FTOB's and Divisional Representatives.

The AGS(E) reported that Optima continued to cause concern and impact on absence and lengthy delays. Issues highlighted included a loss of medical records, failure to comply with dates, and a lack of GP consultation. A short-life working group between the AGS(E) and Equality leads was created in an effort to manage identified concerns.

Menopause was being identified more within Occupational Health reports, which was considered positive progress.

12. Efficiency Standing Committee (ESC)

The Committee noted there had been no Efficiency Standing Committee meeting held since the last JCC meeting.

The Deputy General Secretary reported that whilst the Working Practices Review Board had met, minimal progress had been made in relation to issues previously raised. A letter was being drafted to the service in this regard.

13. Health, Safety & Welfare Standing Committee Forum (HS&WSC)

The AGS(H&S) advised the Committee that there had been no Health, Safety and Welfare Standing Committee held since the last JCC but provided the following update.

Your Safety Matters

- Assault Analysis - 5419 assaults had been recorded to date this year, which indicated an increase of 216 (4.2%) compared to last year.

- The number of Scope reports compared to assaults on the crime system had increased 77.3% nationally. This was an increase from 30-40% prior to the start of Your Safety Matters.
- RIDDORS for assaults had also increased from 23 to 37 to date. A deep dive was to be carried out to identify meaningful trends.
- Taser – 1,799 STOs were presently operative, however plans were in place to train 144 additional STO's in 2025. It was noted that Taser has been discharged 385 times this financial year.

Clothing & Equipment Working Group

- Molle Equipment Carrier paper referred back to SLB for consideration and approval.
- Blue Light Contact had an option for non-binary headwear. Awaiting final direction by CC.
- New Trouser Trial - Yaffy Combat Flex Patrol Trouser was being trialled by 25 officers.
- HMICS - Short thematic inspection on frontline uniform and kit.
- Strategic Oversight Group created specifically for uniform and equipment.

14. SPF Training

The Committee noted the following training planned for 2025.

- Basic Training – tba
- Police Conduct (Scotland) Regulations 2013 – April (FTOB Meeting)
- New Recruits Training – April (FTOB Meeting)
- PIP Training – 23 April 2025 (FTOB meeting)

15. JCC Circulars

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

27.11.24	14/2024	Pay Update – 2024/25
11.12.24	15/2024	Operation Chainring – Premier Sports Cup Final 15 December 2024 - Celtic Vs Rangers
19.12.24	16/2024	Pay Update 2024/25 – ACAS Conciliation and Arbitration
24.12.24	17/2024	Pay Update 2024/25 – Information
23.01.25	01/2025	Pay Update 2024/25 – Arbitration 6th of February 2025

16. Police Service of Scotland Reform

The Chair provided an update on Reform, specifically in relation to the number of Body Worn Video kits and cameras which had already been provided. The Committee noted that delays experienced were unavoidable.

Training was scheduled to commence on the first date of the SPF Conference of “champions,” who would thereafter cascade the training to others. The completion date for the project was set for 2027, however difficulties had been encountered in relation to technology and strategy.

The DESC system was to be rolled out to the East area, following completion of the North area, with the majority of training via Moodle.

The Committee noted that work was ongoing in respect of the Local Policing Service Delivery Review.

The Emergency Services Network (ESN) was re-tendered for cars and mobile devices. The airwave switch off, originally due to take place in 2019, was now predicted to occur in 2030. This delay was due to the Motorola appeal against the Monopolies' conviction.

17. SOPs/Consultations

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

30.01.25	Adverse Incidents in Police Custody, National Guidance Version 4.25
14.01.25	Social Media (Police Use Of) NG v1.09
08.01.25	H&S PSoS SPA Policy v1.05 & EqHRIA v0.09
19.12.24	Data Protection SOP v8.07 & EqHRIA
11.12.24	Menopause Toolkit – December 2024

The Committee were also reminded of the importance of reviewing and feeding in any comments they may have on consultations and SOPs.

18. EuroCOP/ICPRA

Eurocop

It was reported that the SPF Executive attended the last Eurocop meeting on 5 November 2024. Discussion had centred around a right to strike and pay and comparative conditions across Europe. More meetings would be held online in the future to reduce travel costs. Individual member organisations would pay for their own travel and accommodation costs for one Eurocop meeting per year. The next meeting would be held on 15/16 April 2025, in Rhodes.

ICPRA

The next ICPRA meeting was to be held in Canada in June 2026, the newsletter of which would be circulated to the Committee.

ACTION – GENERAL SECRETARY

19. Police Related Charities

The Committee was provided with updates on the following charities:

- Police Treatment Centre – complaints around a move from hands-on physio treatment.
- Current waiting times of 3 weeks for physio and 6 weeks for mental health referrals.
- Police Children's Charity – reminder of eligibility
- Police Care UK – Continues to go through transition
- Scottish Police Memorial Trust
- Police Remembrance Trust – AGM held, and a strong financial position reported.

20. Deep Dive

The Committee was requested to submit suggested target areas to the Vice Chair via email in preparation for the next deep dive. Suggestions were discussed by the Committee.

21. Correspondence

- Restitution Fund – The Scottish Government will operate the fund in the short term
- Correspondence was received from the Cabinet Secretary Angela Constance confirming attendance at Conference.
- A notice of retiral from Neill Whiteside was read out to the Committee who joined the General Secretary in thanking Neill for his service as a federation representative and wished him well in his retirement.
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22. Any Other Competent Business

SPF Conference - The Committee were reminded of Conference arrangements.

23. Closure

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

The next JCC meeting would take place on 6/7 May 2025.

A vote of thanks was given to the Chair.

David Threadgold
Chair

David Kennedy
General Secretary