



Scottish Police Federation
PO Box 27163, Glasgow, G3 9EZ

Joint Central Committee Minutes

Minutes of the Joint Central Committee meeting held at Woodside Place, on 6/7 May 2025.

1. Attendance and Opening

SPF Office Bearers

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

West Committee

Assistants to the General Secretary

Iain Gray	Gordon Forsyth (Health & Safety)
Gordon Cumming	Emma-Louise Richardson (People & Equality)
David Taylor	
Adam Peppard	
Alistair Wright	

East Committee

North Committee

Lyn Redwood (R)	Kris McCall (R)
David Reid	Caroline Macnaughton
Ricky Wood	Andy Sawers
James McLaren	Ross Polworth
Jim Gowling	Dale Evans
David Hughes (R)	

Also, In attendance

Gavin Tuohy (West)	Observer
Cara Riley	Executive Administrator – Events

Apologies were received from Pat Nicoll, Allen Shaw, John Turley and Lynne Gray.

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.

3. Action Log Update

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

- 5/24 Untrained officers deployed on fast roads – Ongoing review with Driver Training - to remain open.
- 10/24 BISE Progress – Response awaited on Voluntary Work SOP. Meeting to be held with Director of People and Development - no update provided. AGSC to expedite this action - to remain open.
- 13/24 Lithium Batteries & Explosives Hazards – Risk Assessments to be carried out and solutions identified. Draft guidance produced and SLWG ongoing – to remain open.
- 1/25 Circulate ICPR Newsletter. Uploaded onto website. Closed.

4. Rank Separate Meetings

The draft Minutes of the previous separates' meetings had been circulated and approved.

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

5. Legal Advice and Assistance

SINCE THE LAST JCC MEETING - 1st February 2025 to 1st May 2025

Legal Cases On Duty

Legal Cases Off Duty

Type of case	North	East	West	Type of case	North	East	West
INTERVIEWS	1	0	1	INTERVIEWS	6	5	9
REJECTED	0	0	1	REJECTED	0	0	3
CICA				CICA			
Civil Legal Defence		2		Civil Legal Defence		2	4
Contract Dispute				Contract Dispute		2	1
Criminal Legal Defence	2	1	5	Criminal Legal Defence	6	5	10
Employment Dispute serving officer	1	8	9	Employment Dispute serving officer			
FAI			4	FAI			
Judicial Review				Judicial Review			
Misconduct				Misconduct			
Other			4	Other	1		2
Personal Injury	2	4	4	Personal Injury		1	
Property Protection				Property Protection			1
RTA				RTA			
Total	5	15	26	Total	7	10	18
-							
-							
Total Cases since last JCC		81					

Total Cases Open in ACT	484		LEGAL FEES RECLAIMED	#####
Total Cases Closed since last JCC	101			
Total Cases Settled since last JCC	12			
Total Cases Rejected since last JCC	4			
Total General Advice Legal Calls Taken since Last JCC	63			
Total Interviews supported since Last JCC	22		CLAIMS SETTLED	#####
Total Calls converted to Applications	4			

The Deputy General Secretary provided an overview of legal advice and assistance and highlighted an increase in on-duty personal injury and employment dispute cases. Off-duty cases themes were discussed. The Committee noted that whilst a satisfactory amount of legal costs had been reclaimed from the Service, a number remained outstanding which would now be escalated to the SPA for review.

It was also learned that the SPF was to consider engaging in the services of a specialist Solicitor to deal with a rise of contract dispute cases.

The Deputy General Secretary also reported ongoing work regarding the MOU between SPF and Solicitors and that this would be reviewed every 2 years from now on.

Allard

The Committee were advised that the adjustment deadline of 16 May 2025, had been achieved for the remaining group of officers. A substantial reclaim of Legal fees was now awaited.

Public Enquiry

The General Secretary provided an update to the Committee regarding the ongoing public enquiry. Concerns had been raised with the Chair, following the disclosure of meetings which had taken place with the family, as reported in the national media. This action was considered exclusionary and indicated a lack of impartiality. A Hearing with the Chair was to take place in June.

The next enquiry due to commence was the Emma Caldwell Public Enquiry.

Judicial Review

The Deputy General Secretary summarised ongoing applications for judicial review.

Potential issues around provision of statements in misconduct proceedings was on the horizon.

Police Appeals Tribunal

The Committee were updated on the current position of ongoing PAT's, in addition to one case which had been successful at a Tribunal and resulted in learning for the service.

6. Police Negotiating Board Scotland (PNBS)

The last PNBS meeting was held on 2 May 2025.

The Committee were informed that the Fraser of Allander Report on police pay, and conditions would be published on 8 May 2025 and made available via link within a JCC Circular uploaded onto the SPF website.

The Committee were briefed on the structure and key aspects of the report; the main part being a mechanism for measuring police pay with comparative benefits and detriments. Discussion ensued around the potential for index-linked pay which would enable better budgetary and economic decisions. PNBS would now review the report and consider options. The second part of the report would include the unique aspects of policing which should influence pay levels; however, this would not likely be available until later in the year.

7. Pensions

Scottish Police Pensions Board

The Board last met on 5 March 2025, and the Vice Chair provided the following update.

Challenges around remedy delivery within the statutory timeframe and impact on the pension ombudsman was discussed. HMRC, who had been unable to provide advice to those impacted by remedy, thus leading to delays with RSS delivery, was also highlighted.

Positive investment from the Scottish Government for the next fiscal year was noted but indicated a shortfall of 3%. A more comprehensive report would be provided to the next JCC meeting in August.

Concerns were raised following the decision to reduce the number of Board meetings from four to two per year, with the two remaining unused board meetings being utilised for training/networking events. This action was taken without SPF consultation, and the responsibility of the Board and the role of the SPF was discussed at length. The pension board members requested that this decision was reconsidered.

The Pension Scheme Advisory Board (SAB)

The Board last met on 1 April 2025.

The Committee were briefed on issues around the contingent decision due to Regulations. Officers who had opted out had been electronically opted back in. However, the

communication stated that if you had opted back in, you would be ineligible for the Contingent Decision. This was to be reviewed.

The General Secretary emphasised a misconception amongst the membership, that if an officer retired under the care scheme at 55, and did not take care at that time but delayed it until the age of 66/67, an increase to the amount would be received. A summary of the available options and outcomes in simplistic terms was requested for imparting to the membership.

The latest update report regarding the Contingent Decision had been uploaded to the Teams channel for the Committee.

8. Scottish Police Consultative Forum (SPCF)

The last meeting of the SPCF took place on 18 February 2025.

The Committee were briefed on the Performance Regulations review, which comprised a 3-year business strategy. Phase one of the PECS Sub-review Group, focused on Conduct Regulations and Vetting of police officers, which was now complete. Consultation with other bodies on the impact of procedural changes to inform the implementation program, would follow. The SPF would be consulted in the drafting of the proposed changes prior to submission to Parliament.

Ill Health Retirals & Injury on Duty Awards

Whilst the group had not met since the last SPCF meeting, ongoing work continued.

Strategic Policing Priorities

The Strategic Policing Priorities were set by the Scottish Government and impacted many aspects of policing at a senior level. Engagement with the service would be necessary to align strategic priorities with the 2030 vision, and work continued to update the terms of reference and ensure clarity on the role and remit of the forum.

Mental Health & Policing Demand

A progress update was provided to the Committee since the last meeting. It was accepted that whilst changes may not yet be evident to operational policing, all ACCs remained committed to the concept and actions contained within the plan.

9. Scottish Police Authority (SPA)

The last SPA People Committee was held on 25 February 2025, and the Vice Chair provided the following summary.

Publication of the Wellbeing Plan progress report would occur in August, and TRIM

discussions had taken place. This followed due to concerns raised around the number of officers currently on restricted duties, and whether officers had received appropriate support when dealing with trauma. Wellbeing weekends were planned at the PTC to further aid officers.

An increase in the numbers of officers absent due to PTSD was highlighted and a review of the workforce survey was also provided.

A considerable number of actions remained ongoing within the HMICS culture review. The Committee learned that a Workforce Dashboard, available via the SPA Board website, detailed all Police Scotland activity, and included officer and staff statistics in relation to recruitment, promotions, absences, and rest days cancelled.

A breakdown of driver training demands required for operational police officers, armed policing, road policing and specialist crime areas, was summarised for the Committee. This included approximately 2000 yearly high-speed driver assessments. Additional instructors had been recruited to assist with the demand but would require further training to comply with Regulations. Positively, OST had reported 96% compliance, indicating a significant improvement over the last 12 months.

Resource Committee

The Deputy General Secretary provided a summary of the last two meetings of the Resource Committee, as follows:

- 13 February 2025

A budget summary was supplied and highlighted an underspend, which was expected to fund the 2024/2025 pay claim. Clarity was provided in relation to third party payments that related to legal settlements, and comparative figures had been requested for future meetings. A Transformational Benefits tracker reported 511000 hours of officer and staff planned efficiencies.

- 13 March 2025

Revenue was reported as being 12.6 million down for the year to date, as a result of the pay award costs. An explanation of the Chief Constable's workforce modernisation vision was provided, which implied officers would only carry out roles which required the use of warranted powers, and support staff would be recruited for all other positions.

Full Board Meeting

The Chair provided a summary of the meeting which took place on 20 February 2025 and centered around budgetary control. An inability to carry over any underspend into the next financial year and the associated risk of losing left-over budget, was highlighted.

The Committee were informed that whilst the service was to fund 100% of National Insurance employer contributions, only 60% had been provided by the Scottish Government. The remainder would require to be met by the organisation.

A review of the recruitment profile was summarised, and it was specifically noted that, in conjunction with the authority and the government, there was no longer an establishment figure of 16600. The Chief Constable had confirmed that the workforce blend had dropped from 24000 to 22500 of staff and officers; further clarity on this would be sought from the Chief Constable.

HMICS and Audit Scotland was scheduled to carry out a Best Value Review of Police Scotland and Forensic Services, the exact date of which was unknown.

SPA Board Meeting – 27.03.25

The Chief Executive process for the SPA was to conclude on 9 May 2025.

The Committee were provided with an overview of the development and progress of recruitment figures to Case Management, against exit numbers, and associated challenges. The Corporate Strategy for 2026, developed in consultation with the Authority Corporate Team, which contained key milestones and actions was now in place.

The PECS Bill had been assessed at the Board Meeting and identified 3 key issues. Section 2 would require the Chief Constable to prepare and consult on a statutory Code of Ethics, Section 4 required the Chief Constable to prepare a Vetting Code of Practice, and Section 9, which required the authority to establish the Barred and Advisory lists.

Supreme Court Judgment in England and Wales around biological men and women, and safe sex spaces, had been raised. Clarification was provided that Police Scotland would not take any action until the National Police Chiefs Council Guidance was issued.

10. Joint Negotiating Consultative Committee (JNCC)

It was reported that the JNCC last met on 6 March 2025, and the following updated was provided.

The Committee noted that, with additional funding, the UK Government's National Insurance Charges and the Scottish Government's 60% cost sharing, would result in a rise to pay affordability.

A revised governance structure, designed to result in fewer, more efficient boards, was presented by the General Secretary. Despite a desire by the Chief Constable for a joint JNCC for police and staff, an external Strategic Engagement Forum was created to sit alongside the functional staff JNCC and the police JNCC. However, due to this realignment, the DCC would now chair the Police JNCC as opposed to the Chief Constable. The AGS(P&E) had attended the first meeting of the Strategic Engagement Forum, on behalf of the SPF, and reported on the

role and remit of the forum.

Recruitment issues and the FMM had been raised directly with the Chief Constable. The SPF had emphasised no change to the existing process required for standard shift reviews.

11. Finance Standing Committee (FSC)

The last Finance Standing Committee took place on 25 April 2025, and the General Secretary furnished the Committee with an overview of the financial position and re-emphasised this update was a snapshot in time.

SPF income was similar to that reported over the last year. Expenditure and legal professional costs were also summarised and resulted in no concern.

A rise in medical fees was evident due to an increase in officers requiring medical reports. Salary fees, employment and property costs were broken down for the Committee.

SPF Investments remained healthy, and the Committee were reminded this was a long-term strategy, which would provide the SPF with a positive standing. The General Secretary expressed his appreciation of the years of service provided to the SPF by the account manager, who was due to retire.

The Committee were advised that the costs of 1919 magazine would continue to be reviewed and had been requested to consider income generation via sponsored articles. The Committee were reminded to encourage members to sign up to the publication and contribute ideas for articles. A flyer would be included in new recruit packs, and a monthly newsletter was to be produced.

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

The last Conduct and Equality Standing Committee took place on 30 April 2025.

The AGS(P&E) provided a summary of criminal and conduct statistics, general trends and area caseloads on behalf of the AGS(C).

A high number of complaints against police officers was highlighted, particularly those with allegations of assault. Analysis would take place to ascertain common themes.

Information was requested to be provided by AGS(C) regarding Complaint Handling Reviews undertaken by PIRC to identify potential areas of learning.

Figures in respect of appeals and tribunals was also summarised.

A training package in respect of Police appeals was to be researched and produced for an online event for FTOBs, supported by guidance material.

The AGS(P&E) highlighted a rise in queries relating to the FMM and flexible working plans. Management had been incorrectly directing officers presently on plans to resubmit the same plan, to comply with FMM. It was reiterated there was no requirement for an officer to resubmit a plan if the current working plan still met the officer's needs. However, it was noted that any plan could be reviewed by the service.

The Committee were briefed on the Gender ruling and a requirement for provision of same-sex spaces, disabled spaces, and gender-neutral facilities. The service had confirmed no change would occur until NPCC Guidance was published.

Optima work continued and discussion ensued around the modification panels.

13. Efficiency Standing Committee (ESC)

The Efficiency Standing Committee last met on 30 April 2025.

The Vice Chair was unable to provide an update on the ESC and was to circulate updates to the Committee in due course.

ACTION – VICE CHAIR

Custody and criminal justice issues remain around constant observation procedures operating within the West Area, was to be assessed by the Area Secretary. The Volunteer Review Pathway was progressing positively, and work was ongoing in the Tayside Custody Group around estates prioritisation.

Event rostering in respect of Belladrum and Summer City continued and was being undertaken as bespoke workforce agreements. A number of issues in C3 were identified around the workforce mix, levels of training and workers duty due to the closure of Bilston for urgent maintenance work.

The Public Order Monitoring Group reported low staffing levels, due to officers' unavailability or withdrawal from this specialist area.

The Chair briefed the Committee on issues around the Armed Policing Monitoring Group. Concerns had been raised regarding strategic resilience, and an off-table meeting was to take place due to the nature of the serious issues highlighted.

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

The last Health, Safety and Welfare Standing Committee met on 1 May 2025, and the AGS(H&S) had provided an update, available via Teams.

The AGS(H&S) emphasised a significant concern relating to the mental health of officers following continued attendance at fatal accidents and confirmed the continued problem of police vehicles not fit for purpose.

The Body Armour agreement was due for renewal, and a new contract was to incorporate an

innovation clause, with provision based on supply and demand.

HMICS were to carry out a short thematic inspection on police kit.

15. SPF Training

The Committee noted the following training planned for 2025.

- Basic Training
- Equality Training
- Conduct Training

16. JCC Circulars

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

14.02.25	02/2025	Pay Update 2024/25 – Arbitration Decision
24.02.25	03/2025	Pay Update – Information
28.02.25	04/2025	PNBS Circular 2025/01 – Federated Ranks Pay
		PNBS Circular 2025/02 – Superintending Ranks
		PNBS Circular 2025/03 – Senior Officers Pay
		PNBS Circular 2025/04 – Allowances
01.04.25	05/2025	Force Mobilisation Model
01.04.25	06/2025	Staff Side Pay Claim 2025/26
03.04.25	07/2025	Agreement on Family Friendly Provisions

17. Police Service of Scotland Reform

The Chair informed the Committee of the progress of Body Worn Video. Positive feedback had been received and general teething issues encountered, which included the transfer of data and conflicting views of ownership of data segregation.

An update of the ongoing work by the Mental Health Strategic Oversight Board was provided by the Chair. Analysis of data collected over a 24-hour period had provided an overview of the policing demand. Due to operational changes and the subsequent delivery of policing across Scotland being non-existent, SPF engagement had been requested. This work posed significant challenges on the transition of work from the strategic level, to tactical, and operational business. The relative plan was available for review and comments should be raised directly with the Chair.

18. SOPs/Consultations

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

06.02.25	Leavers Procedure v7.00 & EqHRIA
13.02.25	Attendance Management v8.02 & EqHRIA

13.02.25	Bail Processes NG v3.05
20.02.25	National Online Child Abuse Prevention (NOCAP) Investigation Toolkit
21.02.25	Presumptive Testing National Guidance V0.10 & EqHRIA v0.1
26.02.25	Proactive Investigations NG v0.11 & EqHRIA
27.02.25	Counterfeit Currency SOP, Version 4.03 & EqHRIA v4.06
07.03.25	Armed Policing Training SOP v5.08 & EqHRIA v 5.06
19.03.25	Care and Welfare of Persons in Police Custody, Version 19.04 & EqHRIA v19.04
25.03.25	IHR & Injury on Duty (Officers)
25.03.25	Crime Investigation v12.47 & EqHRIA
31.03.25	Independent Custody Visiting NG v3.06
03.04.25	Appropriate Adults SOP v7.10 & EqHRIA
09.04.25	Disclosure of Evidence in Criminal Procedures NG & EqHRIA
10.04.25	SID Headers and Indicators National Guidance & EqHRIA v27.02
17.04.25	DESC Policy v0.08 & EqHRIA
17.04.25	DESC SOP v0.15 & EqHRIA
23.04.25	Information Security SOP Version 7.27 & EqHRIA

A breakdown of responses to ongoing Consultations was displayed to the Committee, who were reminded that this was a core function of the organisation.

19. EuroCOP/ICPRA

Eurocop

The General Secretary updated the Committee following his attendance at the last EuroCOP meeting on 15/16 April 2025. The President of EuroCOP, the lead negotiator for pay and conditions, had been unable to attend due to participating in their police officer and public sector strike.

The Committee were briefed on the number of officers killed in Ukraine and the number of police families affected. A fund had been initiated to generate money towards the purchase of a welfare bus, providing support to police families, to which the JCC agreed to support. The Scottish Police Benevolent Fund also intended to match the JCC donation.

ICPRA

The General Secretary gave an update regarding the ICPRA executive meeting that had taken place on 13 April 2025. The next ICPRA Conference was to be held in Canada in September 2026.

20. Police Related Charities

The Committee was provided with updates on the following charities:

- Police Treatment Centre – Investments were reported as a concern, and current waiting

- times reported as 2 weeks for physio and 8 weeks for mental health referrals.
- Police Children's Charity – future dividends had become a concern although they continued to be received.
- Benevolent Fund – Assistance continued to go through transition.

21. Deep Dive

The Vice Chair updated the Committee that a response was awaited from the service in respect of the proposed Divisional Frontline Policing Deep Dive. However, a general consensus was that Events Policing would be the subject of the next Deep Dive.

22. Motions

The following motions were put to the JCC and administered by a show of hands vote.

- Motion 1 - Mental Health Provision
Proposed by Adam Peppard and seconded by Gordon Cumming.
Motion carried - 13 in favour, 4 against.

- Motion 2 - Overtime Entitlement.
Proposed by Gordon Cumming and seconded by David Taylor.
Motion defeated - 7 in favour, 10 against.

- Motion 3 - Shift Variation Compensation.
Proposed by Gordon Cumming and seconded by Adam Peppard.
Motion defeated - 7 in favour, 10 against.

23. Correspondence

- Correspondence was received from the Justice Committee regarding the forthcoming Emma Caldwell public enquiry.

24. Any Other Competent Business

Introduction to Rule Changes

The following changes to Police Federation Scotland Rules were tabled and discussed.

- Rule 5.1, 7.13, 8.1, & 10.6 Extension of post regarding Pre Retirement notice.
Not passed – 9 in favour, 8 against.

- Rule 5.6, 8.6 & 10.7. Provision of 91 days' notice for FTOBs deselected.
Passed - 15 in favour, one against, one abstention.

SPF Conference 2027 100th Conference and Beyond

The Committee were requested to consider suitable venues for the next SPF Conferences, considering cost effectiveness, security, and organisational reputation. This was to be discussed further at Area meetings and reported back to the JCC so that a decision could be made regarding future conferences.

25. Closure

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

The next JCC meeting would take place on 26/27 August 2025.

David Threadgold
Chair

David Kennedy
General Secretary