



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

Minute of the Joint Central Committee meeting held at Ardoe House Hotel, South Deeside, Aberdeen, on 26/27 August 2025.

1. Attendance and Opening

SPF Office Bearers:

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

West Committee

Assistants to the General Secretary

East Committee

North Committee

John Turley	Allen Shaw
David Reid	Caroline Macnaughton
Ricky Wood	David Mackay (R)
James McLaren	Ross Polworth
Jim Gowling	Dale Evans
David Hughes	Pat Nicoll

Also, In attendance

Rhona Di Meola	Observer
Lynne Kortland	Observer
Julie Stephen	Observer
Lyn Redwood	Observer/Reserve
Cara Riley	Executive Administrator – Events

Apologies were received from David Threadgold, Adam Peppard, Andy Sawers, Chris Thomson and David Taylor.

The Vice Chair opened the meeting by welcoming Committee members and invited all to take an active part. Observers from the North Area Committee were also greeted by the Vice Chair.

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 –Voluntary Work SOP. Policy uploaded to Teams. Closed.
- 13/24 Lithium Batteries & Explosives Hazards – Risk Assessments carried out and solutions identified. Draft guidance circulated. Closed.
- 2/25 Circulate Efficiency Standing Committee update - Uploaded to Teams. 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

<i>SINCE THE LAST JCC MEETING - 4th May 2025 - 22nd August 2025</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	1	0	0	INTERVIEWS	5	3	15	
REJECTED	0	2	3	REJECTED	0	2	4	
CICA				CICA				
Civil Legal Defence	2	2	1	Civil Legal Defence		1	1	2
Contract Dispute				Contract Dispute			1	1
Criminal Legal Defence	1	1	2	Criminal Legal Defence	6	3	20	1
Employment Dispute serving officer	1	2	4	Employment Dispute serving officer				
FAI		8	2	FAI				
Judicial Review - All Areas			2	Judicial Review				
Misconduct	1		13	Misconduct				
Other				Other			1	1
Personal Injury	2	3	3	Personal Injury	1	1	2	1
Property Protection				Property Protection			2	

RTA					RTA			1	1
Total	7	16	35		Total	7	8	27	
-									
-									
Total Cases since last JCC	110				LEGAL FEES RECLAIMED				
Total Cases Open in ACT	460								
Total Cases Closed since last JCC	178								
Total Cases Settled since last JCC	22								
Total Cases Rejected since last JCC	11								
Total General Advice Legal Calls Taken since Last JCC	62								
Total Interviews supported since Last JCC	24				CLAIMS SETTLED				
Total Calls converted to Applications	6								

The Committee were provided with an overview of legal advice and assistance cases registered with the SPF since the last meeting and the distribution across areas.

The Deputy Secretary reported on the figures for claims settled, which had almost doubled since the last JCC meeting and a significant increase in criminal off-duty cases was highlighted.

The Deputy General Secretary provided an update on recent requests for legal funding and explained the process for handling rejections and the related reasoning.

A review of legal aid conditions was to be undertaken by the SPF. This situation arose due to solicitors' reluctance to take on legal aid cases, largely because of the low levels of financial compensation offered by the Legal Aid Board. The SPF planned to engage with the Legal Aid Board.

Allard

The Committee were updated on the significant legal fees accrued and the expectation of compensation from the service.

Public Enquiry

The public inquiry was discussed, with the potential for a judicial review, following concerns raised regarding apparent bias.

Judicial Review

The Deputy General Secretary summarised an ongoing case being considered for judicial review. This centred on issues around the provision of statements during misconduct proceedings and a lack of specificity in allegations. The possibility of further challenge re the probationary discharge process versus misconduct was also discussed.

Legal opinion had been sought in relation to the application of vetting protocols, the retrospective nature of reviews and whether this would apply equally to serving and prospective officers.

This informed the comprehensive review of the vetting manual of guidance by the SPF and the response provided to the service.

Police Appeals Tribunal

The Committee were briefed on the position of recent appeal tribunals. This included one successful tribunal and two cases where the outcome was awaited. These awaited cases were successful in progressing to PAT hearings despite claims by the SPA that they did not have the power to be heard due to late submission.

The Committee were reminded that SPF Rules specified that legal advice or assistance is only provided to ex members if the matter arose whilst they were a member, the ex member was on duty as a police officer when the matter arose and on which they had sought advice or assistance before retirement.

Two appeals re legal funding were heard from the West area. Both appeals were unanimously rejected by the JCC.

6. Police Negotiating Board Scotland (PNBS)

There had been no PNBS meetings held since the last JCC.

The General Secretary informed the Committee that agreement of the 2-year pay deal for officers was now concluded with back pay due to be included in the September pay, backdated to April. The Fraser of Allander Institute Draft Report was not expected to be available until the end of the year. An initial findings report would first be made available to both the Staff and Official sides for review.

PNB Handbook Working Group

The inclusion of PNB Circulars in the Handbook was the next focus of this Group, and the Committee were advised that the PNB Circular on Pay was in the process of being approved.

Conversation arose around the Claims for Mileage on Rest Day Working Circular. Clarity was provided to the Committee that, whilst there was disagreement over interpretation between the Staff and Official sides, claims had been paid previously, and officers were entitled to payment. Statutory limitation for claims was 5 years, and the Committee were advised that officers should submit a claim in the first instance, and if rejected, further action could be carried out, however the SPF hoped this would not be necessary. Discussions were ongoing with the Official Side, who would determine the estimated cost and advise on resolve.

7. Pensions

Scheme Advisory Board (SAB) UK

No meeting had been held since the last JCC.

Scottish Police Pensions Board (SPPB)

No meeting had been held since the last JCC.

The Board remained disappointed with the decision to reduce the number of Board meetings from 4 to 2 per year, without consultation. Dissatisfaction had been conveyed to the SPPA.

Short-Term Working Groups had taken place; however, it was noted that despite a failure to meet mandatory timescales, this did not constitute a breach due to self-referral to the Pension Regulator. The General Secretary had officially requested a meeting with the Minister to discuss SPPA practice concerns.

8. Scottish Police Consultative Forum (SPCF)

The last meeting was held on 14 August 2025.

- The Vice Chair briefed the Committee on a paper on the Special Constabulary. Subjects included a lack of recognition, Performance Regulations, difficulty enforcing resignation, and terms of affairs regarding Pensions. It was reiterated that vicarious liability lay with the Chief Constable and not the Scottish Police Federation. The SPF countered some of the asks in the paper as they did not mirror opportunities for constables joining the service and could lead to preferential treatment for special constables over their regular colleagues.
- The Deputy General Secretary highlighted the commitment to a 'Reduction in the Working Week' which no longer appeared as an outstanding action and had not been progressed by the service since forming part of pay negotiations in previous years, the chair thanked the DGS for flagging this and Katy Miller agreed to action it with the service.
- The Government's Stop and Search Code of Practice Policy was due for renewal and workshops had been attended. Concerns were raised that the focus derived from complaints from the public, as opposed to search justification and keeping people safe. A reviewed Code of Practice would be submitted for consultation with stakeholders and the public.

9. Scottish Police Authority (SPA)

The last general SPA Board meeting was held on 21 August 2025, and the Vice Chair provided the following update.

Estates

- Estates were proceeding with closures, and 11 buildings had been seen for upgrade and repairs.
- The Chief Constable's report contained acknowledgement of the challenges in workforce management and operational demands which followed Operational Roll, the agreement over pay and the staff survey.
- Following the Supreme Court ruling on biological sex, reassurance was provided that a strategy was in place to ensure appropriate facilities were available.
- Success of the Retail crime taskforce in Edinburgh to address shoplifting was highlighted.

- Your Safety Matters statistics reported a drop of 40% in police assaults over 3 months, which had been attributed to an increase in OST training.
- The SPA board sought assurance that despite recent policing demands, business as usual would continue. FMM and high demand days were specified as mechanisms for dealing with resourcing demands.
- The SPA welcomed the new Crimestoppers Whistleblowing line, which enabled the public to report inappropriate behavior of officers. A lack of understanding of the term 'whistleblowing' was evident, and a number of queries had been raised, which included effective management of malicious complainants, staff training, and 'whistleblower' protection. Work continued on this issue.

People Committee

The People Committee had not met since the last JCC.

Resource Committee

The Deputy General Secretary provided a summary of the last two meetings of the Resource Committee, which took place on 17 June and 13 August as follows:

17 June 2025

- Delays in the Estates Masterplan. SPA not happy with progress to date by the Service with programs not on target due to delays of commencement of a newly appointed staff member.
- Success of Custody conversions had been incorporated into workforce planning with Estates.
- Finance budgets remained on track for this year.

13 August 2025

- Financial monitoring – Revenue was reportedly under budget. Key risk costs were identified as overtime, ill health pension costs and non-pay expenditure.
- It was reported that a higher rate of officers were "choosing" to retire by ill health (IHR) and an overspend of this budget was forecast. The use of this language was misleading as it inferred a life choice as opposed to a necessity.
- Further threats to revenue and capital budgets were recorded under workforce which included pay assumptions for new pay award, headcount and attrition.
- New Chief Officer of Estates was due to commence in September.

10. Joint Negotiating Consultative Committee (JNCC)

JNCC last met on 6 June 2025, and the General Secretary briefed the Committee on the following.

An update was provided on legislative amendments concerning the Police (Ethics, Conduct & Scrutiny) (Scotland) Bill and Neurodiversity Bill. ASPS representatives had queried neurodiversity within the custody section and the potential problems around this, specifically with the loss of NHS support.

Work continued around mediation. Protracted delays continued, and concerns remained around

civilian statement takers in relation to interview style, language used and lack of learning for the service.

The issue of Body Worn Video and the requirement of custody officers to upload and review videos, not immediately required for Court, was raised. This matter appeared to have been resolved following learning and process review.

JNCC Subgroups

- People & Operations Development Group (PODG)

Due to unavailability of the Vice Chair to attend this meeting, the West Area Chair represented the SPF. The FCI/CRI merge, which had been implemented without consultation, was reportedly inoperative, however the Force planned to introduce a Force Incident Manager to assist with remedy. The Voluntary Interview Pathway had proven to be successful.

- Working Practice Review Group

The last meeting scheduled for August had been cancelled, however the Committee were provided with a summation of the May meeting.

The CRI pilot paper was mentioned; however, due to non-consultation, was referred back. The main discussion focused on the 91-day agreement with 8-hour working days. A delay in this ratification was due to finance sign off.

- Strategic Engagement Forum

The last strategic Engagement Forum took place on 8 May 2025, and the Deputy General Secretary provided the following update.

- An input had been received from the Director of Transformation.
- LPSDR has been replaced by Policing our Communities, which sought to introduce a 9-week shift pattern to be piloted in 'C' Division from September. This was not supported due to lengthy working days and limited weekend time off.
- Rationalisation/Warranted roles and efficiency of the workforce mix was highlighted.
- Updates around best value, the HMICS report, Mental Health Task Force, transference of care, Mental Health training and learning packages, were provided.
- Workplace resolution and grievance cases had increased and whilst the inclusion of a new department to specifically target this area had not yet been effective, a new HR case system would reportedly have a positive impact.

11. Finance Standing Committee (FSC)

The last Finance Standing Committee took place on 22 July 2025. The General Secretary briefed the Committee on the current financial position and confirmed this data as factual at the time of reporting.

Conferences and political expenses were expected to rise due to the elections in May 2026. The importance of political engagement to ensure inclusion of Policing in manifestos was emphasised and a guidance document was to be produced and circulated.

ACTION – GENERAL SECRETARY

Overall, the total SPF expenditure was higher than the comparative period, however this remained within budget and was not unexpected due to current trends.

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

The last Conduct and Equality Standing Committee took place on 25 June 2025.

Conduct

The AGS(C) provided an overview of criminal and conduct statistics, general trends, and area case load.

Due to legislative changes, the Committee noted that the Police Investigations Review Commissioner (PIRC) were now dealing with all allegations of on-duty assaults. However, this had not caused a significant increase in the number of cases which resulted in conduct, following report to the Procurator Fiscal.

Criminal cases were increasingly being allocated to divisional representatives to alleviate the pressure on FTOBs. It was recognised that some of those cases would be more welfare led as opposed to conduct actions.

The Committee noted that following inclusion of Duty of Candor into the PECS Bill, an addendum had been included on PSD communications advising officers to comply as an obligation under this new Legislation. Legal advice had been sought to safeguard against self-incrimination by officers. Formal guidance would be circulated once received to provide consistency.

People and Equality

The AGS(P&E) provided the Committee with an overview of equality cases, with ill-health retirement being responsible for the largest portion of cases within this portfolio.

There was a notable increase in cases where SMT opted to retain officers as opposed to retiral, and a number of officers in modified roles who had opted to return to operational duties, following a belief that the service would force ill health retiral.

The service acknowledged a stall of Ill Health Retirement (IHR) and Injury On Duty (IOD) case progression due to HR restructure, and annual leave. Wait times for SMP appointments had decreased to approximately 5 months, and the average wait time of the IHR process in its entirety had now lapsed to 12 months. Negative behaviours such as short notice appointment changes by Optima and the SMP were also impactive on case delays.

It was confirmed that the service adhered to NPCC guidance on policy around gender issues and had taken cognisance of the recent court outcome around biological sex recognition.

13. Efficiency Standing Committee (ESC)

The Efficiency Standing Committee last met on 25 June 2025.

The Vice Chair reported that Leadership and Development had stalled, however the last Strategic Meeting had recently occurred, and the following update provided.

The Committee noted that Model 1 had increased from 12/13 weeks to 15 weeks, to incorporate additional practical training, and confirmed that Probationers would not leave the SPC without passing all academic exams.

World Suicide Day was scheduled to take place on 19 September 2025, and the SPF would support all associated events.

There remained a lack of training for armed response officers in high speed/pursuit driving and resource difficulties were being experienced in C3 and Custody and Criminal Justice.

The Deputy General Secretary briefed the Committee on concerns around a lack of consideration for officers on Flexible Working Plans and the implementation of FMM. The SPF had paused progression to the next stage of Divisional consultation until agreement was reached with the service.

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

The AGS(HS&W) provided the following update to the Committee.

Health & Safety Board/Your Safety Matters

Concerns had been raised around a lack of attendance and support by ACCs of this meeting. This was reinforced by the internal auditors who reported a requirement for the attendance of the Executive. No update on Your Safety Matters was provided.

Estates

Maintenance of estates was on schedule, with statutory work, including water and fire risk assessments and asbestos management, up to date.

An increase in assaults was highlighted, with mitigating factors such as insufficient training and changes to reporting methods, considered partly responsible. Whilst analysis of figures indicated that additional training by OST had positively impacted on case reduction, apprehension was raised around the accuracy of figures reported.

Clothing & Equipment Group

This group was to be disbanded, with the Transformation Team to have ownership of uniform review. The issue of protective headwear was discussed, and it was noted that the gender-neutral version was considered the most appropriate type for all officers.

Vehicle Equipment Working Group

- A new road sign was on trial by Road Policing at Inverurie.
- The yellow decal on the rear quarterlight window of Road Policing vehicles had caused issue when reversing.
- A holistic review of kit being carried (equipment and weight) had been requested.
- Racking for vehicles – Difficulty with manufacturers delivering a racking system timeously for new vehicles.

NPCC Health, Safety & Welfare

- A new Chair had been appointed and had commissioned an independent review of Health and Safety governance.
- The NPCC were distributing Clinical Governance Guidance to Forces who have or were considering Naloxone, which highlighted guidance, training, storage and distribution.

15. SPF Training

The Committee were informed of a number of courses planned for 2025/2026 in respect of Basic, Equality, Conduct and Health and Safety training. This was indicative of the number of newly elected representatives following the quadrennial elections.

16. JCC Circulars

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

08/2025	Fraser of Allander Institute Stage 1 Report
09/2025	2025/26 Police Officer Pay Claim – Update on Negotiations
10/2025	Pay Update – May 2025
11/2025	SPF Regulations, Rules & Standing Orders – Information
12/2025	Members Benefit Scheme - GP24 Service
13/2025	Update: Pensions Injury to Feelings Claims
14/2025	Pay Offer Consultation – 2025/26 and 2026/27
15/2025	Pay Agreement 2025/26 – 2026/27

17. Police Service of Scotland Reform

The Committee were informed that the rollout of Body Worn Video and DESC integration had been completed in 'D' and 'N' Divisions and would now be implemented across 'A' Division. The COPFS had requested the introduction across the East area be slowed down to enable facilitation of evidentiary requirements.

Police Reform now incorporated the Uniform Group, with protective headwear identified as the focus.

18. SOPs/Consultations

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

- 15.08.25 COSHH SOP v0.10 & EqHRIA v0.12
- 14.08.25 Missing Persons Investigations Supporting Care Experienced Children NG v1.06 & EqHRIA
- 14.08.25 Missing Person Investigations SOP V9.08 & EqHRIA and Missing Persons Aide-Mémoire v2.05 & EqHRIA v2.06
- 14.08.25 Missing Person Additional Investigative Considerations v2.06 & EqHRIA v2.06
- 14.08.25 Missing Person Investigation National Guidance V0.09 & EqHRIA
- 11.08.25 Consultation on Equality and Human Rights Impact Assessment for Volunteering Strategy
- 01.08.25 Police (Ethics, Conduct & Scrutiny) (S) Act (PECSSS) – Code of Ethics to include Duty of Candour
- 30.07.25 Auditors and Social Media Bloggers, V1.11 & EqHRIA v1.07
- 23.07.25 Force Vetting Unit Consultation - Police Officer and Staff 10 Yearly Recruitment Vetting Clearance Renewals
- 23.07.25 Recovery of Vehicles SOP V11.14 & EqHRIA v11.14
- 17.07.25 Armed Policing Operations SOP v7.10 & EqHRIA v7.09
- 16.07.25 Honour Based Abuse and Forced Marriage National Guidance, Version 1.09
- 11.07.25 Menstruation Toolkit in collaboration with external partner Bloody Good Period
- 07.07.25 Response to Clusters of Drug Related Harm NG v0.13 & EqHRIA
- 07.07.25 Road Traffic Fixed Penalty Notices National Guidance, v0.13 & EqHRIA v0.06
- 03.07.25 Employee Safeguarding Policy v1.05, Employee Safeguarding NGv2.09, Employee Safeguarding Policy EqHRIA V1.01, Employee Safeguarding Guidance EqHRIA V1.02
- 01.07.25 Death in Service Procedure V5.02
- 30.06.25 Family Friendly Procedures
- 24.06.25 Online Safety Guidance for Police Officers and Members of Police Staff 2025
- 24.06.25 Safer Drug Consumption Facilities V0.26 & EqHRIA v0.26
- 09.06.25 Transference of Care Procedure Aide Memoir and Draft Process
- 09.06.25 Record Retention SOP v8.07 & EqHRIA
- 05.06.25 Child Rights Impact Assessment Draft Form and Guidance
- 04.06.25 Irritant Spray SOP v0.14, EqHRIA v-10 & associated documents
- 03.06.25 EHRC Code of Practice for Services, Public Functions and Associations
- 27.05.25 Adverse Incidents in Police Custody, Version 4.37 & EqHRIA
- 26.05.25 Forced Entry & Insecure Premises SOP v10.00 & EqHRIA
- 13.05.25 Planned Voluntary Interview Pathway National Guidance, v1.04
- 12.05.25 Legal Documents Database User Notes NG, V2.10 & EqHRIA v2.07
- 09.05.25 Care & Welfare of Persons in Police Custody v19.04
- 08.05.25 LPSDR Prog Brief & Business Case
- 06.05.25 Police Liaison Officers NG v1.05 & EqHRIA v1.06

19. EuroCOP/ICPRA

Eurocop

The General Secretary updated the Committee following his attendance at the last EuroCOP meeting in Rhodes on 15/16 April 2025.

The primary focus of Eurocop was on Violence Against Police across Europe and an establishment of reduction strategies.

ICPRA

The ICPRA executive last met in Greece on 14 April 2025, and the next ICPRA meeting would take place in Canada, in June 2026. A Strategic Planning Framework for 2025, had been produced to provide more clarity on the functionality of ICPRA. Once finalised, the document would be circulated.

20. Police Related Charities

The Committee were provided with an update on the following charities:

- Police Treatment Centre – Physiotherapy appointments were being actioned promptly; however, an 11 week wait remained for wellbeing appointments.

Subscriptions were to increase for the first time in over a decade, due to a reduction in probationary officer uptake. The PTC had also extended entry to include Border Force Police to enhance the financial position. Discussion ensued around tax reclaim and eligibility. Clarity was to be provided to the JCC via circulation.

ACTION – VICE CHAIR, EAST

- Police Children's Charity – The Committee were reminded that this charity was not just available to individuals proceeding through ill health retirement, but could also benefit their children, and officers that suffer the death of a spouse. In excess of 200 families had received support from the charity.
- Police Care UK – New staff were now in post.
- Scottish Police Memorial Trust - Scottish Police Memorial Day - 3 September 2025, National Police Memorial Day - 29 September 2025.
- Benevolent Fund – Due to a strong financial position, the Benevolent Fund had provided financial support to other police led charities, including Police Care Survivors, and Police Ukraine. The SPF reported utilising a stand at the Welfare Conference.

21. Deep Dive

The Vice Chair confirmed the subject of the next Deep Dive. This was to be a national inspection to provide comparative data and learning across all areas.

A request for the commencement date to be temporarily postponed had been received by the service. A cohort of SPF/Health and Safety SPF representatives would produce a questionnaire in preparation for the deep dive, and an update would be provided at the next JCC.

22. Motions

No motions had been submitted.

23. Correspondence

- Notices of retiral were received from John Turley and Caroline Macnaughton, which were recited to the Committee. The JCC joined the General Secretary in thanking both for their service as Full Time Officials. The Committee wished them well in their retirement.

24. Any Other Competent Business

SPF Conference 2027 100th Conference and Beyond

The General Secretary briefed the Committee on suitable venues for hosting the SPF Conference, taking cognisance of financial viability, possible intrusion, security, and organisational reputation.

The Committee confirmed confidence that the General Secretary and Stark Events had carried out due diligence in exploring a number of venues for this major event.

Following discussion, the JCC voted to secure a 6-year contract with Turnberry Hotel and Resort, by majority vote.

25. Closure

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

The next JCC meeting would take place on 18/19 November 2025.

Brian Jones
Vice Chair

David Kennedy
General Secretary