



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

Minute of the Joint Central Committee meeting held at SPF Head Office, 5 Woodside Place, Glasgow, on 18/19 November 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	Lynne Gray (Conduct)
David Taylor	
Marketa Davidson	
Richard North (R)	
Chris Hynds (R)	

East Committee North Committee

Ricky Wood	Allen Shaw
David Reid	Ross Polworth
Lyn Redwood	David Mackay
James McLaren	Dale Evans
David Hughes	Pat Nicoll
Chris Richardson (R)	Rob Southern (R)

Also, In attendance

Cara Riley	Executive Administrator – Events
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Apologies were received from Emma-Louise Richardson, Andy Sawers, Alistair Wright, Chris Thomson and Jim Gowling.

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 – Package produced. Closed.
- 3/25 Produce & Circulate Political Engagement Guidance. Completed. Closed.
- 5/25 Produce Deep Dive Questionnaire. Completed. Closed.

4. Rank Separate Meetings

Rank Separate meetings had taken place, and a summary was provided to the Committee. The Chair reminded the Separate Committees to submit their minutes promptly for formal recording.

5. Legal Advice and Assistance

SINCE THE LAST JCC MEETING - 22nd August 2025 - 17th November 2025											
Legal Cases On Duty						Legal Cases Off Duty					
Type of case	North	East	West	Type of case	North	East	West	Type of case	North	East	West
INTERVIEWS	2	1		INTERVIEWS		5	11				
REJECTED	0	1	0	REJECTED	0	0	0				
CICA				CICA							
Civil Legal Defence				Civil Legal Defence		1					
Contract Dispute				Contract Dispute		1	2				
Criminal Legal Defence	1	1		Criminal Legal Defence	4	8	14				
Employment Dispute serving officer		6	3	Employment Dispute serving officer							
FAI				FAI	3						
Judicial Review - All Areas				Judicial Review							
Misconduct	1	1	2	Misconduct							
Other	1		1	Other							
Personal Injury	3	1	1	Personal Injury	1	1	2				
Property Protection				Property Protection							
RTA			1	RTA			1				
Total	6	9	8	Total	8	11	19				
Total Cases since last JCC											62
Total Cases Open in ACT											45
											8
Total Cases Closed since last JCC											10
Total Cases Settled since last JCC											4
Total Cases Rejected since last JCC											12
Total General Advice Legal Calls Taken since Last JCC											1
Total Interviews supported since Last JCC											32
Total Calls converted to Applications											19
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LEGAL FEES RECLAIMED (15)	#####
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CLAIMS SETTLED (7)	#####
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The Deputy General Secretary had provided an overview of statistical returns. Total cases since the last JCC had reduced, particularly misconduct and FAIs, while criminal investigations had remained the majority.

Legal advice calls had remained a key activity. The quality of applications and call-back requests had been noted, reflecting accurate advice, guidance, and support with form completion. Interviews had also decreased.

Legal fees reclaimed and claims settled had increased, although the figures represented a snapshot in time.

Judicial Reviews had continued to have the greatest impact on the membership. Two further Police Appeal Tribunal cases were summarised, and learning had been collated with solicitors to support improvements, particularly for Chairs' and Assessors' training. It had been noted that no service representative attended to capture the learning, which was particularly important given the associated financial costs that could not be reclaimed.

Concerns regarding the use of officers' statements were discussed, and the Committee learned that, in relation to one case, the Service had rescinded the SPF MOU and had provided statements to Chairs for witness identification. The case had progressed to the Police Appeal Tribunal, with the outcome awaited.

Judicial Review

The Deputy General Secretary provided an overview of ongoing Judicial Reviews and a summary of an opinion received.

An update was provided on the new Vetting and Conduct proposals. Concerns were raised about potential risks for temporary officers, and the Committee noted that while the Conduct proposals extended to temporary senior officers as well as substantive officers, consistent application across all roles was required.

The General Secretary had briefed the Committee on the data wash under the new Vetting Regulations. The Home Office had been prompted to develop a system for continual vetting in compliance with Scottish and English law. Organisational risks were identified, and the next meeting was scheduled for January 2026.

Allard

The Committee noted that the only outstanding matter had concerned legal fee reimbursement. For practical purposes, the case was considered concluded and was to be removed from future agendas.

Public Enquiry

The Committee noted that a decision on the appointment of a new Chair was awaited, and all matters were temporarily suspended.

Miscellaneous

The Committee were updated on the previously highlighted lack of legal aid provision for officers in petition cases. It was noted that, following an SPF challenge, one officer had been granted legal aid. The General Secretary and Deputy General Secretary still planned to meet with the Legal Aid Board to understand the reasons for the lack of provision.

The Deputy General Secretary had briefed the Committee that, during the Legal Standing Committee meeting on 29 October, all outstanding employment cases had been reviewed to assess claim viability and proportionality. This followed the Service's withdrawal from mediation. Solicitors had been instructed to review relevant cases which could affect the number pursued.

The General Secretary had informed the Committee that revisions were planned to the wording of the Legal Advice and Assistance guidance and the accompanying document for signature. The changes had been intended to prevent situations where officers changed solicitors after SPF solicitors had completed the necessary work. The revisions would ensure that any costs incurred by SPF solicitors were borne by the officer.

6. Police Negotiating Board Scotland (PNBS)

The General Secretary had reported that the pay settlement was on target for April. However, the Fraser of Allander Institute draft report on pay levels had not yet been finalised. The initial draft had been examined and required incorporation of essential considerations before an amended draft could be reviewed with Staff Side officials. The SPF had remained hopeful that a pay index would be adopted.

PNB Meeting

The Committee noted that the Group's work with Justice and Health on the working week had stalled due to pay priorities. Once the PNB was able to refocus on the issue, the justice aspect had been addressed, while the health aspect remained unresolved and continued.

The Technical Working Group had planned to meet more regularly to address key issues, with a particular focus on maternity pay. The extension of occupational maternity and adoption pay will take effect for women whose babies are expected on or after 1 April 2026 and for men and women who are the main adopter and have a child placed with them for adoption after that date.

7. Pensions

Scottish Police Pensions Board (SPPB)

The General Secretary had informed the Committee that the Scheme Advisory Board and the Pensions Board had met less frequently, with the number of meetings reduced from six to four. It was believed that pensions were being aligned with government schemes, despite significant differences between the Police, Fife, NHS, and Education sectors, and concerns had been raised directly with the MSP.

The primary concern was the impact on retired officers, specifically the effect of lower salaries on pension contributions, which had led to a 10% shortfall, with only 90% of the required contributions being paid into the pension fund.

Pension Board

The Vice Chair provided an update following his attendance at the Pension Board meeting on 17 September 2025. During the meeting, the Board had been asked to note the new Universal Terms of Reference, which had been agreed upon by independent Chairs and Vice Chairs of all Pension Boards prior to the meeting. However, the SPF had not been consulted, and concerns were raised regarding the lack of engagement.

An update on progress over the past 12 months was provided, which highlighted staff increases and 85% compliance with remedy. While most retirement packages had been processed to meet demand, last year's timescales were not met despite the extra resources. Additionally, telephone inquiries were not being managed and a new AI portal was to be introduced to address the demand.

A video promoting the pension scheme benefits for new recruits had been produced, but no statistical data on uptake was available. It was noted that members had not received their statutory documents within the required time limits, and concerns had been raised regarding cyber risks.

Scheme Advisory Board (SAB)

The meeting, held on 14 October 2025, introduced a new chair and focused on advancing the Board's objectives. PFBW re-engaged in the discussion, presenting several key issues, including maternity leave and payback periods for contributions. Other topics included age and retirement rehire policies in England and Wales, as well as compulsory time updates, and the viability of legal advice for the Board.

A discussion ensued around the pension trap legal challenge, the opinion received to date, and outstanding RSS statements. While some issues remained unresolved, the SPF would continue to pursue the SPPA to fulfill its responsibility to provide the necessary support and financial advice for members.

8. Scottish Police Consultative Forum (SPCF)

The General Secretary provided a summary of the meeting held on 7 November 2025.

An update had been provided on the new Conduct and Vetting Regulations following the conclusion of the consultation period. It was confirmed that the Scottish Government would review the feedback before making the final submission to Ministers, ahead of the pre-election period at the end of March 2026.

Concerns had been raised regarding the insufficient timeline, which did not allow for a thorough examination of the proposals or the completion of necessary work for both regulations. Potential risks had been highlighted, including the need to ensure the regulations were fit for purpose, had appropriate safeguards, and minimised the risk of future legal challenges, given their significant

impact on both officers and the public. The Chair was to formally correspond with the Cabinet Secretary to raise these concerns.

A review of the Stop and Search Code of Practice had been planned to update its content, improve clarity, and reflect changes in the legal and operational landscape, including provisions for transgender individuals, women, and children.

An input on the Strategic Policing Plan was provided, and a more concise, focused version, aligned with strategic priorities, was scheduled for publication by March 2026.

9. Scottish Police Authority (SPA)

The last general SPA Board meeting was held on 25 September 2025, and the Vice Chair provided the following update:

People Committee

- An update was given on well-being, inclusion, Health and Safety, and the workforce dashboard, which highlighted increasing demands on policing and efforts to address misogyny, racism, and discrimination.
- An update on complaints and conduct, noting improvements in clearing complaints more quickly and reducing the backlog.
- The Audit and Risk Assurance Committee had been satisfied with the accuracy of the content reviewed.
- The Policing Performance report had highlighted significant improvements in data management, with the introduction of facial recognition expected to bring major benefits.

Highlights of the Chief Constable's update had included resource challenges in policing demonstrations amid rising serious crime, the rollout of Body-Worn Video (BWV), a 10-year estates plan, and the success of suicide prevention initiatives.

Resource Committee

The Resource Committee took place on this date, and an update was awaited.

The Deputy General Secretary provided an update on the Legal Committee, which focused on efforts to reduce tribunal cases and address the service's failure to capture organisational learning. The approach had two points: encouraging settlements to reduce cases and ensuring service managers had support to address reasonable adjustment requests. An internal restructure was discussed, including a dedicated HR resource and additional occupational health support. A Short Life Working Group had been formed to tackle these issues; however, with a reduction of officers and staff, pressures were evident. Those concerns were raised with the Force Executive.

10. Joint Negotiating Consultative Committee (JNCC)

The General Secretary provided an overview of the meeting's setup for new members.

An update was given on operational matters, which included the ongoing rollout of Body-Worn Video (BWV) and feedback received to date. A Legislative update on the Vetting Regulations and scheduled closing date for Consultation was highlighted. Issues were raised regarding Article 6, which would be followed up.

People and Development

It was noted that Your Leadership Matters (YLM) had concluded following the Governance Review. Separately, the TRIM review, which had started on 21 July 2025, had led to improvements aimed at enhancing governance, establishing a Tactical Coordination Group, and providing training for additional assessors to ensure TRIM was fit for purpose. However, concerns remained around how effective this was in addressing trauma, and the Chair asked the Committee to submit both positive and negative examples of TRIM use.

ACTION - JCC

JNCC Subgroups

- Working Practice Review Group

Updates were provided on FMM Flexible Working and the challenges facing RDU. It was noted that the RDU had been placed in a critical state due to an inability to manage the volume of workload, which could affect local line management in terms of decision-making. The FMM process had, however, slowed in terms of priority, and the JCC was asked to provide feedback on any issues identified.

- Joint Policies and Procedures Group

The last Strategic Engagement Forum had taken place on 1 September, and the Vice Chair reported the following:

- Budgetary provision and operational requirements were outlined.
- The 2026–2027 budget had been considered, with notable cost increases in digital compliance and public protection.
- The community policing model and its effect on response policing had been addressed.
- The growing demand within public protection and child protection, and the corresponding need for additional resources, had been emphasised.
- In the area of People and Development, a considerable investment had been identified, as necessary. As a result, the function had been renamed HR.

11. Finance Standing Committee (FSC)

The most recent Finance Standing Committee meeting was held on 7 October 2025. The General Secretary provided an update on the current financial position, confirming the accuracy of the data at the time of the report.

The Committee noted that Voluntary Fund contributions had increased, alongside a slight rise in expenditure. Notable increases included medical fees, tax consultant reimbursements, and salary

and employment costs. Property costs had decreased due to fewer properties, while training costs were expected to rise with the implementation of additional training.

It was highlighted that the financial position would be impacted by upcoming payments for ICPRA and EuroCOP membership, as well as costs which related to planned political conferences and scheduled events.

The Members Benefit Trust remained in a positive financial position, and the Scottish Police Federation Pipe Band had received additional funding to ensure its continued operation.

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

The last Conduct and Equality Standing Committee took place on 30 October 2025 and the AGS(C) provided the following update.

Criminal

An overview of criminal case statistics was provided, which included newly opened cases, ongoing investigations, both on and off-duty, and recent disposals.

The Committee were informed that suspension levels were at their highest and reminded that suspended officers must receive accurate advice in line with the suspension policy, covering duty hours, availability, annual leave, and sickness, to prevent any behaviour that could be seen as obstructive.

The AGS(C) highlighted concerns from members around the absence of Regulation 9 paperwork, which suspends conduct proceedings until the completion of criminal proceedings. This matter was to be raised with PSD.

Conduct

A statistical overview of ongoing conduct cases was provided to the Committee. Themes included professional conduct, duty performance, and compliance with regulations, and no patterns of behaviour were evident.

The AGS(C) reported on two successful Police Appeals Tribunal cases which had been summarised previously and confirmed that training was scheduled to be provided to all FTOBs at the next FTOB meeting.

The Committee were reminded that should officers fail to engage with SPF lawyers, their legal support may be withdrawn following the conclusion of welfare checks.

The AGS(C) informed the Committee that a request had been made for participation in a survey to assess the benefits of the SPF being present during suspension meetings. This request was to be reviewed.

Performance

The Committee were furnished with a summary of performance cases, all of which related to Probationers.

Inconsistent handling by PSD and Probationer Governance regarding Regulation 9 procedures versus conduct matters was highlighted. It was noted that some cases had not been referred for conduct consideration, with Regulation 9 discharge paperwork served instead. A Judicial Review had been lodged on behalf of a member affected for this reason, and proceedings were on hold pending the outcome.

Complaints Against the Police

The Committee were informed that Complaints Against the Police (CAP) had been identified as a priority area by the SPA and the Scottish Government.

A Short Life Working Group had been established, and a pilot scheme had been proposed to target the complaint backlog. The scheme would entail the allocation of one non-criminal CAP case to each probationary sergeant, managed with the support and guidance of PSD and a mentoring team. Concerns around the impact on Sergeants of the additional training and workload was raised but considered a positive action in tackling the backlog.

Discussion ensued around the impact of BWV and the suggestion that this could reduce the number of complaints received. It was envisaged that whilst the number of complaints were not likely to be affected, the use of BWV would result in a quicker turnaround of an investigation.

People and Equality

The Deputy General Secretary provided the Committee with an overview of people and equality-related matters in the absence of the AGS (P&E).

Duty Modification Panels within N Division planned to conduct six-monthly reviews for all staff on modified duties. It was agreed that implementing this process in only one area would be unfair and inconsistent with Force Policy and clarity was to be sought from the Service.

In relation to Grievance cases, the West Area accounted for a significant proportion of the ongoing live cases, while the North Area reported a reduction, attributed to effective mediation. Concerns were raised around a lack of use of mediation in other areas.

A comprehensive summary of ongoing Employment Tribunals, including individual case updates from the areas, was provided. Additionally, the impact of reduced HR staffing levels on caseloads was highlighted.

13. Efficiency Standing Committee (ESC)

The Efficiency Standing Committee last met on 29 October 2025, and the Vice Chair provided the following summary.

- An extension to Officer Safety training had been made, increasing the duration to three days. Work continued around Moodle completion and divisional capacity availability.
- The training syllabus at the SPC for new recruits had been extended from 13 to 15 weeks. Probationers would not be released to Divisions until all tests were passed. Refresher training for CID officers and driver training for ARV officers was being addressed, with the CID training programme being extended from 2 to 3 weeks, while driver training for ARV officers was being expanded by employing additional instructors.
- The use of low-powered vehicles for ARV officers was being implemented to comply with new Police Regulations.
- YSM reported a 75% satisfaction rate, and the promotion process, along with trauma awareness training, had been deemed successful.
- There had been no meeting in relation to the Special Constabulary and the figure remained at 384 despite advertisement.
- DESC training was now complete.
- Use of Force meeting was to pursue suitable OSD training venues, and statistics in relation to TASER discharges were noted.

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

The AGS(HS&W) reported on the last Health, Safety and Welfare Standing Committee held on 20 October 2025, and provided the following summary.

- The Board's Shift to Functional Role: Concerns were highlighted that the move from a strategic to a functional role had diminished the importance of Health and Safety (H&S).
- Decision-Making Authority: Questions had been raised regarding the Board's decision-making authority and where H&S strategy would be addressed.
- Attendance Concerns: Concerns had been noted regarding lack of meeting attendance.
- Oversight of Your Safety Management (YSM): The effectiveness of YSM in addressing the rising number of officer assaults, along with the need for better utilisation of YSM data, had been discussed.
- Legal Requirements: It was confirmed that this was one of the few legally required meetings, and the concerns raised had been acknowledged and supported.
- H&S Update: SOPs had been under consultation, but final publication had been delayed due to a backlog in Policy Support.
- Near Miss Reports in Forensics: A significant increase in reports had been noted, with an ongoing review to assess whether the IOSH Managing Safely course had improved H&S engagement.
- Movement of Dangerous Goods: Discussion had taken place on ADR regulations, including vehicle build, driver training, and documentation.
- Police Scotland Exemption: It had been confirmed that Police Scotland had an exemption for seizing dangerous goods but was required to comply with HSE regulations for subsequent movements.

15. SPF Training

The Committee was informed of courses planned for 2026, covering Equality, Conduct, and Health, Safety, and Welfare.

16. JCC Circulars

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

16/2025 PNBS Circular: 2025-09 - Pay Agreement
 PNBS Circular: 2025-10 - Federated Pay Ranks
 PNBS Circular: 2025-11 - Superintending Ranks Pay
 PNBS Circular: 2025-12 - Senior Officers Pay
 PNBS Circular: 2025-13 - Allowances

17. Police Service of Scotland Reform

The Committee were informed of the Policing for our Communities programme, which comprised three Tier One projects: Enhancing Community Policing, Investigations and Safeguarding, and Enabling Services and Local Policing, which were interlinked with the 2030 vision.

Since September, the first project, Enhancing Community Policing, implemented within C Division, had faced significant challenges due to limited resources, staff shortages, and the absence of a programme manager.

The Committee noted that, despite the original shift pattern proposal being rejected by the SPF, a pilot had been conducted and deemed successful. Following which, a revised proposal had been developed, which introduced a new VSA "treble-three" shift pattern, which offered improved weekend and part-weekend leave. The SPF had agreed to the revised model, which was scheduled for development in January/February 2026, with plans for implementation across P and D Divisions.

The Committee noted several positive outcomes from the project, which included C Division's success in maintaining policing appointments and reducing non-urgent calls. Increased call diversion at C3 and linked crime reports, was expected to reduce the volume of response calls for operational officers.

The timeline confirmed that the project evaluation was scheduled for November 2025, the pilot was set to conclude in February 2026, and project closure was planned for April 2026.

The Investigations and Safeguarding Project did not yet have a commencement date, and the business case for Enabling Services and Local Policing had just been approved. Project demands, delivery and budgetary concerns were expressed.

18. SOPs/Consultations

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

07.10.25 National Force Mobilisation Model (FMM) – 7 Day Shift Pattern (7-DSP).
06.11.25 Children's Rights Impact Assessment NG v0.18 & EqHRIA v0.07 and associated documents
06.11.25 Irritant Spray SOP v0.22, EqHRIA v0.15 & Aide Memoire v0.10 etc.
06.11.25 Police Service of Scotland Regulations 2013: determinations
09.10.25 SG Consultation – The PSoS (Conduct) Amendment Regulations 2026 & The PSoS (Senior Officers) (Conduct) Amendment Regulations 2026
09.10.25 SG Consultation - The PSoS (Vetting) Regulations 2026

- 17.10.25 Sexual Crime Investigation SOP v5.20 & EqHRIA
- 15.10.25 Missing Persons Investigation SOP & EqHRIA v9.08 (additional request)
- 12.10.25 National Guidance & Policy for Lost, Abandoned and Found Property
- 08.10.25 Police initial response guidance for attending significant incidents at Scottish prisons
National Guidance V0.11 & EqHRIA v0.09
- 08.10.25 Management of Probationary Sergeants V4.00 & EqHRIA v4.00
- 08.10.25 Equality and Human Rights Impact Assessment (EqHRIA) National Guidance V2.37;
Equality and Human Rights Impact Assessment (EqHRIA) V1.07;
Draft Equality and Human Rights Impact Assessment (EqHRIA)
Draft Equality and Human Rights Impact Assessment (EqHRIA) Summary of Results
- 07.10.25 Substance Use and Dependency Support V1.00 & EqHRIA v1.00
- 30.09.25 Record Retention SOP v8.08
- 04.09.25 Facilities Management, Recruitment, Inclusive Language and Signs Across the Estates and
Dignified Use of Spaces

19. EuroCOP/ICPRA

Eurocop

The General Secretary briefed the Committee on his attendance at the EuroCOP meeting in Malaga on 15 and 16 April 2025. Challenges faced by countries bordering Russia and the impact of the war in Ukraine was highlighted. The meeting had included presentations on trauma and policing, with a focus on mental health and the need for increased officer support. A Mental Health Working Group was established to address the trauma experienced by officers.

ICPRA

The ICPRA Executive last met in Greece on 14 April 2025, and the next meeting was scheduled to take place in Canada in September 2026. The main focus of ICPRA was on training, with several planned courses offering opportunities for participation in global training initiatives.

8. Police Related Charities

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

- Police Treatment Centre – Strong investment returns had been recorded, and budgets for 2026 had been approved. Wait times were noted as six weeks for physiotherapy appointments and ten weeks for wellbeing services.
- Police Children’s Charity – The Committee were reminded that the charity supported not only individuals undergoing ill-health retirement but also their children.
- The Benevolent Fund – The Fund had remained in a strong financial position, and applications continued to be welcomed.
- Police Care UK – A new CEO had been appointed, and a Strategic Review was scheduled to take place.
- Scottish Police Memorial Trust – Scottish Police Memorial Day had taken place on 3 September 2025, and an Afternoon Tea event had been held to raise funds for the Trust.
- Police Remembrance Trust – The Trust operated under Royal Charter and held the national Book of Remembrance. Work was ongoing to merge this Trust with the Police Arboretum Memorial Trust to create a single organisation responsible for all aspects of police remembrance.

9. Deep Dive

The Vice Chair confirmed the subject of the next Deep Dive was events policing and confirmed completion of the questionnaire to gather data. The questionnaire focused on health and safety training and accreditation for event planners.

10. Motion

The following motion was put to the JCC and administered by a show of hands vote.

Motion - Motion Register
Proposed by David Taylor and seconded by Chris Richardson
Motion carried by unanimous vote.

11. Correspondence

- Correspondence was received from Adam Peppard submitting his formal resignation.

12. Any Other Competent Business

No other items of competent business had been received.

13. Closure

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

The next JCC meeting would take place on 3rd and 4th February 2026.

David Threadgold
Chair

David Kennedy
General Secretary