



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 3/4 February 2026.

1. Attendance and Opening

SPF Office Bearers:

David Kennedy	General Secretary
David Threadgold	Chair
Lorna Robertson	Deputy General Secretary

West Committee

Iain Gray
Gordon Cumming
Chris Thomson
Scott Lisett (R)
Karen Cameron (R)
Chris Hynds (R)

Assistants to the General Secretary

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

East Committee

Ricky Wood
David Reid
Lyn Redwood
James McLaren
David Hughes
Jim Gowling

North Committee

Allen Shaw
Ross Polworth
David Mackay
Pat Nicoll
Andy Sawers
Sorcha Burns (R)

Also, In attendance

Mark Whyteside	Observer (West)
Cara Riley	Executive Administrator – Events

Apologies were received from Brian Jones, David Taylor, Marketa Davidson, and Dale Evans.

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

2. Rank Separate Meetings

Rank Separate meetings had taken place, and a summary was provided to the Committee.

3. Minute of Previous Meeting

The draft Minute of the previous meeting was amended and approved.

4. Action Log Update

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

5/24 Provision of positive & negative TRIM examples. Completed. Closed.

5. Legal Advice and Assistance

SINCE THE LAST JCC MEETING - 18th November 2025 - 30th Jan 26											
Legal Cases on Duty						Legal Cases Off Duty					
Type of case	North		East		West	Type of case	North		East		West
INTERVIEWS	1		0		2	INTERVIEWS	4		3		3
REJECTED	0		1		2	REJECTED	0		1		0
CICA						CICA					
Civil Legal Defence						Civil Legal Defence					1
Contract Dispute						Contract Dispute					
Criminal Legal Defence	1		3	1	3	Criminal Legal Defence	6		4		3
Employment Dispute serving officer			3		1	Employment Dispute serving officer					
FAI						FAI					
Judicial Review - All Areas						Judicial Review					
Misconduct						Misconduct					
Other			1		5 2	Other			1 1	1	
Personal Injury	2		7		6	Personal Injury					1
Property Protection						Property Protection					
RTA	1		2			RTA					
Total	4		16		#	Total	6		5		6

Total Cases since last JCC	52
Total Cases Open in ACT	493
Total Cases Closed since last JCC	34
Total Cases Settled since last JCC	6
Total Cases Rejected since last JCC	4
Total General Advice Legal Calls Taken since Last JCC	25
Total Interviews supported since Last JCC	13
Total Calls converted to Applications	3

LEGAL FEES RECLAIMED (3)	#####
CLAIMS SETTLED (6)	#####

The Deputy General Secretary presented an overview of ongoing legal cases and highlighted emerging trends, which included an increase in personal injury claims. The Committee was reminded of the importance of accurate reporting of legal applications.

Public Enquiry

The Committee was updated on an unprecedented meeting held between the officers, the First Minister, and the General Secretary. The meeting was well received and appreciated by all involved, with the personal impact, specifically the treatment of the officers, acknowledged. The timeline for appointing a new Chair remained unclear, and it was unknown when the enquiry would reconvene.

Judicial Review

The Deputy General Secretary provided a summary of ongoing Judicial Reviews.

Legal Opinion

The Committee was informed that further legal opinion had been sought in relation to the pension trap. Solicitors had carried out a review which had now been submitted to Counsel, and final opinion was awaited.

Police Appeals Tribunal

The Committee was reminded that, while case reviews were regularly conducted to ensure best value, in cases where officers were to receive a difficult or unexpected outcome, a face-to-face discussion could be appropriate. This approach would help avoid dissatisfaction among officers who might have questions which would not be addressed if outcomes were delivered electronically.

6. Police Negotiating Board Scotland (PNBS)

The General Secretary reported that no official meetings had taken place since the last JCC. The 0.4% pay increase, agreed as part of last year's pay deal, was expected to be publicised by the PNBS that week and, once received, would be communicated to members via circular.

Following this, the pay scales linked to the increase, along with associated allowances, except for on call, would be implemented.

PNBS Technical Working Group

The Committee learned that all meetings for the coming year had now been scheduled for the Working Group. With the two-year pay deal agreed, the second Fraser Allander Institute Report was awaited. The General Secretary had attended a meeting with Fraser Allander, during which he expressed dissatisfaction with the report's lack of depth and scope of considerations.

PNBS Handbook Working Group

The General Secretary reported that the PNBS were now seeking to update the Regulations within the PNB Handbook to reflect amendments previously issued via circulars.

The cut-off date of 1 April, for the maternity uplift was also discussed; however, Police Scotland had confirmed that no officers were affected.

7. Pensions

UK Scheme Advisory Board (SAB)

The General Secretary updated the Committee that the Scottish Scheme Advisory Board meeting had not taken place; however, the UK Board had met on 27 January 2026, with the SPF attending as observers. While the percentage rate had been agreed for all ranks in Scotland, England and Wales were considering other factors. In Scotland, 90% of officers remained within the Pension Scheme, although concerns remained regarding the future service population and recruitment.

Scottish Police Pensions Authority (SPPA)

The Committee noted that the most significant issue for the Board related to pensions for retired officers, with particular concern for those who had left the service on ill-health grounds and associated pay-back of benefits. It was highlighted that England and Wales were not reclaiming such funds, and correspondence had been submitted to the SPPA and the Government questioning why the same approach had not been adopted in Scotland.

The General Secretary explained that historical issues had arisen where retired officers had incorrectly claimed injury-on-duty awards and industrial injury benefits, which subsequently had to be repaid. Complications had also arisen around the use of 2022 salaries for ill-health calculations, possible discrimination claims, and the impact of an underpin on entitlements. As these matters involved retired officers, who were not entitled to legal advice or assistance, efforts were being made to obtain legal opinion on pension scheme changes and potential future claims. The General Secretary highlighted the need for a comprehensive legal strategy to address the pension issues and potential challenges, and a possible impact on serving and retired officers.

It was also noted that Thomson claims had sisted until June.

8. Scottish Police Consultative Forum (SPCF)

The Chair informed the Committee that there had been no meeting held since the last JCC.

9. Scottish Police Authority (SPA)

The Chair highlighted the SPA's role in governance and accountability for policing in Scotland. The SPA was noted as independent of the Government and the Police Service, which held the Chief Constable accountable and promoted improvements in policing. Its structure consisted of several Committees within the Scottish Police Authority, and the Chair summarised the features of these meetings as follows.

SPA People Committee (Online)

- The Your Safety Matters Survey was completed, and a summary had been provided to be fed back to the People Committee prior to publication. The report showed no significant changes

but highlighted issues with senior manager engagement. It emphasised a lack of alignment with the 2030 vision, with 97% of respondents indicating 'no' to the question around a thriving workforce.

- The main substantive business was around budget settlement and discussion followed on the impact of re-rostered rest days, mental well-being concerns, and the EAP programme.
- Promotion process – remained lengthy but would evolve in the future.
- Extension of Probationer Training to 18 weeks, included a focus on trauma prevention.
- Reduction of Special Constables from 1400 to 360 since the creation of Police Scotland.

Resource Committee

Two meetings had been held since the last meeting, and the Committee were provided with the following summary by the Deputy General Secretary.

- The Budget and Finance report, although a snapshot in time, showed a significantly improved position, with underspends reported across capital, revenue, and reform budgets. Associated costs for presidential visits were discussed, along with concerns regarding funding.
- Long-term overspends relating to ill health were noted, with regular reviews ongoing.
- Transformation projects were criticised in relation to timescales and transparency, and improvements to processes were identified.
- Ill health and legal claims were recorded as the highest risks.
- The Estates Consultation and Pre-disposal process was not thought to have been consistently followed, and further work would continue to ensure it was adhered to prior to public consultation.

Full Board Meeting

The Committee noted that this meeting provided an opportunity for the leads of each SPA Sub-Committee to present key items of note to the full Board. The main points were summarised as follows:

- A focus on future technology, including facial recognition, remained.
- Training and development, consultation activity, and proposed amended regulations for the policing budget, was highlighted.
- Praise was detailed for Operation Moonbeam, with Cybersecurity and prevention also mentioned.
- The latest intake of probationers brought the total number to 532.
- Responses from Committees on the 'Policing in our Communities' pilot was to be analysed.
- Concerns were raised around the revised non-criminal complaints handling process, specifically relating to staff impact and limited progress.

10. Joint Negotiating Consultative Committee (JNCC)

The JNCC met on 16 December 2026, and the Committee noted the operational update, which included equality work, obligations under EQCHR, and ongoing plans to incorporate these into communications. Executive Leadership Scrutiny Boards and Action Plans have been established to support joint work with Policing Together.

People and Development

HR reported on grievance cases and an increased uptake of mediation. It was noted that HR toolkits, due in the new year, would support identification of patterns contributing to the withdrawal of employment tribunals.

The General Secretary raised concerns regarding judicial mediations, which would be subject to further enquiry, due to a lack of engagement from the Service.

JNCC Subgroups

- Working Practice Review Group

The Working Practice Review Board received updates on the FMM Workforce Agreement and RDU challenges. It was reported that requests for increased staffing to meet demand had not been met, resulting in the current critical position. Consultation responses were awaited.

- Joint Policies and Procedures Group

The Committee noted that the difficulty related to the terms of reference for the PODG. Historically, the JNCC was chaired by the Chief, but this responsibility had been delegated to the DCCs. It was recognised that the purpose of the JNCC was that, while decisions were governed by legislation, matters would be considered and decided by the Chief before escalation to the Government or Courts. This change would require the JNCC to take a more proactive role in decision making.

The General Secretary added that the Chief chaired the Engagement Forum, which involved the SPF, the Unions, and ASPs; however, the focus tended to be around the Chief's updates as opposed to engagement.

The General Secretary highlighted FMM issues, which included the survey results, while ASPs raised concerns around OBLs and the on-call capability of Superintendents. A Senior Leadership Working Group had been established to review Superintendent vehicle use. The Service was also considering an electric vehicle scheme, and further work was required on pension implications.

11. Finance Standing Committee (FSC)

The Voluntary Fund presentation highlighted stable income and expenditure, with total costs reduced from the year to date. Consultant fees had increased slightly due to events and the political conference; however, overall spending remained comparable. Salary, employment, and property costs had decreased, while meeting and training costs were expected to fluctuate. Investments performed as expected, contributing to positive fund growth.

Income for the Members Benefits Trust had decreased due to reduced membership. Advertising and production costs, particularly for the 1919 publication, had increased and would be subject to regular assessment. It was agreed that the Magazine Editors would be invited to a future meeting to discuss the publication's direction.

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

No meeting of the Conduct and Equality Standing Committee had taken place since the last JCC.

13. Efficiency Standing Committee (ESC)

No meeting of the Efficiency Standing Committee had taken place since the last JCC.

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

No meeting of the Health, Safety and Welfare Standing Committee had taken place since the last JCC.

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:

17/2025	Conclusions of EuroCOP Autumn Meeting – 12/13th November 2025 – Information
18/2025	SPF Policing Manifesto 2026 – Information
01/2026	Police Scotland Driver Training Requirements – Information

17. Police Service of Scotland Reform

The Committee noted an update on Police Scotland Reform, which outlined the current position of the Body Worn Video (BWV) programme. Progress with the rollout across U and V Divisions was welcomed, with Phase 1 expected to be completed by the end of March.

The FMM and associated challenges with the Policing for Communities pilot were emphasised. Concerns around the impact on response policing and limited staffing allocated to the project, were specified. Notwithstanding these concerns, the Committee acknowledged the importance of improved coordination and communication, to address the challenges and support the pilot's success.

18. SOPs/Consultations

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

28.01.26	Accident incident near miss reporting and investigation SOP V0.18 & EqHRIA v0.05
26.01.26	Transitioning at Work Procedure, EqHRIA and Support Plan
22.01.26	Sexual Offender Notification Requirements (SONR) v6.04, SONR EqHRIA v6.05 & Sexual Offences Act 2003
16.01.26	TechSAFE GPS Personal Safety Devices/App NG v6.09 & EqHRIA
16.01.26	Line Manager Toolkit - Handling Flexible Working Requests
02.01.26	Child Exploitation Disruption Toolkit National Guidance V0.09 & EqHRIA

30.12.25	Firearms Licensing SOP v7.17 & EqHRIA v7.09
29.12.25	Body Worn Video SOP & EqHRIA v2.04 and Aide Memoire v1.03
26.12.25	Breach of Licence NG & EqHRIA v1.09
23.12.25	CI On Call TFC Consultation
11.12.25	First Aid at Work SOP v0.16 & EqHRIA v0.07
09.12.25	Major Incident Plan NG, EqHRIA & Aide Memoire
02.12.25	Domestic Abuse Policy v2.04 & EqHRIA
30.11.25	Vetting Policy v0.06, Vetting and Supplier Vetting SOP, v0.07 and EqHRIAs
28.12.25	PECSS Code of Ethics for Policing in Scotland Training Feedback
26.11.25	Response to Cluster of Drugs Related Harms NG v0.21 & EqHRIA v0.07
20.11.25	Criminal Justice Policy v2.03 & EqHRIA

19. EuroCOP/ICPRA

EuroCOP

The EuroCOP meeting held in Torremolinos, considered the potential inclusion of the Canadian Mounties and related financial considerations, whilst the importance of adhering to EuroCOP regulations.

Challenges faced by the Police Federation of England and Wales, and the need for a joint national meeting of UK Police Forces to address shared issues and improve collaboration, were also deliberated.

ICPRA

The next ICPRA meeting was scheduled for September in Canada. A bi-monthly Teams meeting had taken place, during which the Bondi Beach incident and related considerations regarding gun laws and firearms, were examined.

20. Police Related Charities

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

- Police Treatment Centre – No meeting had taken place since the last JCC.
- Police Children's Charity – A finance meeting had been held and the outcome was awaited.
- Police Care UK – The Board of Trustees met in December, discussed risk-free charity status, with no clinical risk. The next Board meeting was scheduled for March 2026.
- Scottish Police Memorial Trust – Next meeting would be held at the end of March.
- Police Remembrance Trust – Work continued to merge this Trust with the Police Arboretum Memorial Trust to create a single organisation.

21. Deep Dive

The Committee were briefed on the completed deep dive into Events Policing. A report had been submitted showing questionnaire responses that highlighted a lack of training for Operations and Events Planners and risk aversion by Commanders.

Following discussion, the consensus was that 'Custody' would be the focus of the next Deep Dive, with particular attention to cell closures, capacity pressures, and staff impact.

22. Motion

The following motions were presented to the JCC and decided by a show of hands vote.

Motion 1 - JCC Location Rotation (NAC)

That this Area Committee requests the JCC rotate the location of their JCC meetings between the three geographical areas, North, East and West, on an equal basis.

Proposed by Ross Polworth and seconded by Andy Sawers
Motion carried.

Motion 2 - Anti-Social Hour Enhancement (Joint WAC/EAC)

That this Area Committee seeks the JCC to negotiate by whatever means necessary, an antisocial hours financial enhancement.

Proposed by David Reid and seconded by Scott Lisett
Motion carried.

Motion 3 - New Rule (WAC)

That this Area Committee asks the Joint Central Committee to create a new rule as follows:

16.4 Any member who becomes a non-contributing member by virtue of being in receipt of statutory maternity/adoption pay or by being on maternity/adoption leave and in receipt of no pay will be considered a contributing member for the purposes of rule 15 provided they were a contributing member directly before that period. Once passed the SPF would no longer seek to obtain subscriptions from officers who were on maternity/adoption leave during a period of statutory or no pay.

Proposed by Chris Thomson and seconded by Iain Gray
Motion defeated.

Motion 4 - Flextime (WAC)
Motion withdrawn.

Motion 5 - Child Care Payment Provision (EAC)

That this Area Committee asks the JCC to ask the PNB representatives to seek provisions to be made to compensate officers who have incurred non-refundable costs with a registered childcare provider and or a

registered care provider for a dependant adult. This entitlement will be for officers who are required to work on a rest day, an annual leave day, or pre planned over time at the end of their shift but are subsequently cancelled from the requirement in circumstances where there is no provision to elect to work the rostered hours for payment.

Proposed by David Reid and seconded by Ricky Wood
Motion carried.

23. Correspondence

Letters of resignation were received from James MacLaren and Ally Wright. The Committee wished them both well in their future endeavours.

24. Any Other Competent Business

No other items of competent business had been received.

25. Closure

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

The next JCC meeting would take place on 5th and 6th May 2026.

David Threadgold
Chair

David Kennedy
General Secretary