



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

Minute of the Joint Central Committee meeting held at the Park Inn by Radisson, Hazledene, Strawberrybank, Aberdeen, on 5/6 May 2026.

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

Gordon Forsyth (Health, Safety & Welfare)
Emma-Louise Richardson (People & Equality)
Marketa Davidson
David Leslie
Jennie Macfarlane (R)
Richard North (R)

East Committee

North Committee

Ricky Wood	Allen Shaw
Lyn Redwood	Ross Polworth
Quentin Russell	Andy Sawers
David Hughes	David Mackay
James Gowling	Dale Evans
	Kris McCall (R)

Also, In attendance

Allen Begg	Observer (North)
Cara Riley	Executive Administrator – Events

Apologies were received from Lynne Gray, Chris Thomson, David Taylor and Pat Nicoll.

The Chair opened the meeting by welcoming Committee members and encouraged all to participate. A special welcome was extended to newly appointed JCC members Quentin Russell and David Leslie.

2. Rank Separate Meetings

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

3. Minute of Previous Meeting

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

4. Action Log Update

There were no outstanding actions from the last JCC meeting.

5. Legal Advice and Assistance

SINCE THE LAST JCC MEETING 1st February 2026 - 29th April 2026											
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	2		5		8
REJECTED	1		0		1	REJECTED	0		0		0
CICA						CICA					
Civil Legal Defence						Civil Legal Defence					
Contract Dispute						Contract Dispute			1		2
Criminal Legal Defence			5		5	Criminal Legal Defence	3		6		15
Employment Dispute serving officer	1	1	2		3	1	Employment Dispute serving officer				
FAI						FAI					
Judicial Review - All						Judicial Review					
Misconduct						Misconduct					
Other			1		1	Other			2		
Personal Injury	3		2		5	Personal Injury					9
Property Protection						Property Protection					1
RTA						RTA					
Total	4		10		14	Total	3		9		27
Total Cases since last JCC					67						
Total Cases Open in ACT					381						
Total Cases Closed since last JCC					187						
Total Cases Settled since last JCC					6						
Total Cases Rejected since last JCC					2						
Total General Advice Legal Calls Taken since Last					29						
Total Interviews supported since Last					15						
Total Calls converted to Applications					3						

The Deputy General Secretary presented an overview of ongoing legal cases and reported a reduction since the previous quarter. Special thanks were extended to staff for their considerable work in reviewing cases to ensure statistics were accurate. The Committee noted a significant increase in interviews relating to off duty cases and learned of several successful outcomes regarding personal injury claims.

The committee were advised of an increase in cases at petition level, particularly those regarding allegations of Neglect of Duty, however caution was expressed around key-jamming cases which now appeared to be progressing to criminal proceedings.

Public Enquiry

The Committee was informed that Lord Colbeck had issued a timetable for written submissions from core participants, with further submissions from Superintendents not expected until next year. The General Secretary also provided an overview of the Inquiry process and the financial implications arising from the public inquiry relating to Emma Caldwell.

Judicial Review

The Deputy General Secretary provided an update on the ongoing Judicial Reviews, including the Memorandum of Understanding (MOU) relating to statements for Misconduct Hearings.

Legal Opinion

The Committee was advised that a meeting was required to assess the likelihood of a successful outcome in relation to the pension trap which would determine further action. Meetings had been requested with PSD regarding the Memorandum of Understanding (MOU) for legal expenses.

The Committee were advised that Thompsons had requested the sist be lifted for the Hurt Feelings claim. The matter had been continued until the end of April to allow a response; however, no update had been received.

Legal Advice and Assistance Appeals

Two appeals regarding legal funding were heard: one from the AGS (P&E) and one from the West area. Both appeals were rejected by the JCC.

6. Police Negotiating Board Scotland (PNBS)

The General Secretary informed the Committee that the final report from Fraser of Allander had not yet been received.

The Committee noted that research interviews had not been undertaken. It was further noted that the 'P' factor had yet to be ratified and that the current assessment did not adequately recognise qualifications attained by officers during service, the impact of the role on their private lives, or the inherent risks associated with policing. The Staff Side remained dissatisfied with the current position.

PNBS Technical Working Group

The General Secretary provided an update on discussions regarding the proposed public holiday to mark Scotland's qualification for the World Cup. It was further noted that a decision remained pending, with the matter awaiting ministerial consideration following the return of Parliament. Should the issue remain unresolved, arbitration would be pursued.

The General Secretary also advised that preparations were underway to submit the next pay claim before Christmas.

PNBS Handbook Working Group

The Committee were updated that work was underway to update the contents of the PNB Handbook to reflect recent changes and agreements.

7. Pensions

UK Scheme Advisory Board (SAB)

The Vice Chair attended the last meeting of the SAB on behalf of the General Secretary. He reported that there remained several issues relating to retired officers, including a lack of updates, which the SPPA advise is due to work pressures on limited resources.

On a positive note, it was reported that there was a substantial number of applications to join the pension scheme. However, concerns were raised that the continuing reduction in officer numbers across Scotland would have longer-term implications for pension provision.

The General Secretary advised that key pension changes included amendments to relevant dates, which had moved the financial year from 1 April to 6 April. This change has a positive implication on potential Tax costs for higher ranks.

Scottish Police Pensions Board (SPPB)

The Vice Chair advised that the SPPB had been challenging the SPPA surrounding the contingent decision. A formal decision from the Treasury was awaited but not expected before September 2026. It was noted that the Police Calculator on the SPPA website had been operating effectively.

The SPF had raised concerns regarding the inadequacy of holding only two Board meetings annually for the purposes of effective scrutiny. This position was disputed; however, it was agreed that off-table discussions would be held with the Deputy General Secretary and Vice Chair. A formal invitation from Governance was also awaited.

8. Scottish Police Consultative Forum (SPCF)

The Committee was advised that the new Conduct Regulations were due to be laid before Parliament in September following consultation on the key provisions. The proposed Regulations would introduce a barred list for officers with a finding of gross misconduct and, in certain circumstances,

enable misconduct proceedings to continue, where an officer retired or resigned before the conclusion of a case.

The Committee heard that the number of gross misconduct hearings had doubled over the previous year, and it was hoped that the introduction of the new Regulations could positively impact on this trend.

The Committee also learned that the 1978 Home Office Circular governing pay arrangements for officers accused of wrongdoing in on-duty cases was under review.

In relation to the Performance Regulations, the Committee was informed that there remained a significant lack of understanding of the current process. The absence of an appraisal system continued to present challenges for managers in addressing performance issues.

9. Scottish Police Authority (SPA)

The Committee noted that the Resource Committee had met on 19 March 2026 and focused on the budget, including associated financial risks, capital expenditure, and transformation.

The Committee also heard that consideration was being given to recruiting permanent staff to support transformation projects in place of fixed-term appointments. Concerns were expressed regarding the advancement of some projects, with completion dates being revised to maintain their status on the programme register rather than reflecting substantive progress. It was noted that there were 39 transformation projects in total.

People Committee

The Committee received an update on the staff survey and was advised that Police Scotland was incorporating the findings into ongoing work. General updates were also provided on non-criminal complaints, including lessons learned, Policing Together, and the cost of public inquiries and legal cases.

The Chief Constable presented her report, which covered recent operational incidents, including violent occurrences, the fire in Glasgow, and policing associated with the Scottish Cup at Ibrox.

The Committee noted that Particular Case Status (PCS) had also been discussed, with continued emphasis placed on supporting frontline policing. An update was provided on the Service's financial position, including the requirement to deliver budget savings whilst maintaining police officer numbers.

Officer and staff safety was also considered. The Committee heard that psychological wellbeing remained a key issue.

Football policing was discussed, with the view expressed that policing resources at football events could be reduced where appropriate.

The Committee received updates on a range of operational matters, including the Police Framework for organisational change, retail crime funding, the Fuel Plan, the future use of artificial intelligence, estate priorities, and opportunities to secure additional funding.

10. Joint Negotiating Consultative Committee (JNCC)

The Committee noted that the JNCC last met on 6 March 2026. An update was provided on operational and legislative matters, including facial recognition technology, from which Police Scotland had now stepped back from implementation.

People and Development

HR had reported on grievance cases and an increased uptake of mediation. It was further noted that the introduction of HR toolkits had had a positive impact and would hopefully contribute to a reduction in Employment Tribunal claims.

An update was also provided that Phase 1 of the rollout of Body Worn Video (BWV) had been completed, and that Phase 2 for non-uniformed officers and identified support staff would proceed. The committee received a statistical update on the number of trained officers and the number of incidents in which BWV had been deployed.

JNCC Subgroups

- Working Practice Review Group

The Committee received an update on the FMM Workforce Agreement and RDU challenges. It was noted that agreement had been reached to standardise all RRDs at eight hours, with effect from 6 April 2026.

- Joint Policies and Procedures Group

The Committee was updated that the terms of reference for the PODG were under review and progressing as planned.

- Staff Associations

An update was provided on TRIM, along with an update from the Vice Chair on driver training issues, including Cat C and Cat D blue light training. Delays continued due to a shortage of qualified instructors.

Concerns were raised regarding FMM, including findings from the recent survey and wider implications. Discussion focused on the impact on officers in relation to working patterns, shifts, and rest days, with concerns that implementation had extended beyond the original scope.

Members noted that the debrief process had been revised to better capture issues arising from cancelled rest days. Operational challenges were also discussed, including the movement of officers across divisional boundaries and uncertainty around transport provision.

Discussion ensued around proposed changes to flexible working arrangements. It was confirmed that officers on approved flexible working plans would remain on their existing arrangements and could not be required to amend them, although revised arrangements may apply to future applications. Concerns were raised where existing arrangements no longer aligned with operational requirements, and clarification was sought on review processes for current agreements.

11. Finance Standing Committee (FSC)

The General Secretary presented the comparable accounts for the year to date. Members noted increases in expenditure relating to salary, employment, and IT costs, the latter following the appointment of an IT Manager to replace the previous business service provider. Legal and property-related expenditure had reduced, while SPF meeting and training costs were within budget.

Following discussion regarding the value and cost-effectiveness of attendance at events and political meetings, it was agreed that updates on this topic would be incorporated into this agenda item in the future.

Voluntary Fund investments performed as expected, the Members Benefit Trust income had decreased due to lower membership numbers. Total expenditure had remained in a healthy position due to reduced spending.

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

Conduct

The Committee noted that the last meeting of the Conduct and Equality Standing Committee had taken place on 29 April 2026.

The Deputy General Secretary provided a summary of the meeting, advising that the Professional Standards Department (PSD) had received approval for an uplift of nine additional staff to assist with the increasing workload and backlog of cases. An update was also provided on the new Conduct Regulations.

Equality

The Committee received an update on the current position of Ill-Health Retirals (IHR) and Duty Modification Panels (DMP). It was noted that the average timescale for IHR applications was approximately nine months, with administrative processes accounting for the majority of the delay. The Committee was advised that 176 cases had been considered by the Duty Modifications Panel since its introduction, with an approval rate of 66%, which was anticipated to reduce as more cases were determined.

The General Secretary advised that discussions continued with the Scottish Police Authority (SPA) to address delays in obtaining medical records from General Practitioners, which impacted on timescales. It was further noted that Police Scotland intended to challenge applications relating to Particular Case Status (PCS), which could have implications for the Group Insurance Scheme. Data protection issues also remained an area of concern.

13. Efficiency Standing Committee (ESC)

The Vice Chair provided a summary of the composition and ongoing work of the Operational Duties Committee, which consisted of a number of strategic meetings and workstreams. It was noted that no meeting had taken place in relation to Special Constables during the reporting period.

Custody and Criminal Justice continued to report concerns regarding a lack of resources, while discussions also took place in relation to events rostering across divisions. The Use of Force meeting had yet to take place, and C3 reported that resource levels remained challenging.

Reference was also made to a recent edition of *1919*, which had included an article on Special Constables, highlighting both their value and the increase in numbers, which were considered significant and not to be underestimated.

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

The AGS (H,S&W) informed the Committee of a move by the Force to remove all Police Scotland non-equipment from buildings due to fires.

Members were also advised of the reintroduction of the Operational Duties, and Legislation and Regulations Standing Committees, along with National Conduct, Equality, and Health and Safety Subject Committees. Meetings would primarily be held online, with one face-to-face meeting incorporated per year. Areas would also hold their own subject-specific meetings.

15. SPF Training

The Committee were advised that the next Basic Training course was scheduled to take place for newly appointed representatives on 2/3 July 2026.

16. JCC Circulars

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

01/2026	Police Scotland Driver Training Requirements – Information
02/2026	PNBS Circulars 2026/01 - 2026/04
03/2026	Letter to Deputy Official Side Secretary regarding World Cup Public Holiday Formal Claim
004/2026	PNBS Annual Report 2025

17. Police Service of Scotland Reform

The Chair provided an update on the consultation, which was due to conclude on 25 May 2026 regarding proposed changes to policing practice. It was noted that the consultation had been structured into three parts: (1) transfer of care, including revised wording developed collaboratively with PIRC and PSD; (2) ongoing work relating to C3, including training and upskilling, and improved use of information; and (3) demand management, with confirmation that this would not have removed demand pressures, particularly where partner agencies, including the NHS, had not yet been equipped to respond.

The increased use of body-worn video was also noted, with cultural change within the Service identified as a key challenge to implementation.

Concerns were raised regarding the volume of abandoned calls and the Service's ongoing inability to effectively manage demand.

The Policing for the Community Project shift pattern for G Division was also discussed. It was noted that the community response policing element would remain a priority.

18. SOPs/Consultations

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

30.01.26	Crime Scene Manager Practitioner Handbook v0.01 & EqHRIA
06.02.26	Local Consultation - Payments for Sexual Services Guidance and EqHRIA
23.02.26	Mandatory consultation for Cannabis Based Products for Medicinal Use National Guidance v0.10 (to be V1.00)
19.02.26 Request	Mandatory Consultation for Warrants National Guidance Version 3.00 - Extended
02.03.26	Mandatory Consultation for Citations National Guidance, Version 2.00
10.03.26	National Force Mobilisation Model (FMM) – 7-Day Shift Pattern (7-DSP) Agreement Implementation
05.03.26	Interim Guidance – Posting of Trans Probationary Officers to Division from Probationer Training
18.03.26	PECSS - Vetting Changes - Moodle Training Feedback Request
19.03.26	Mandatory consultation - Pay Procedure
19.03.26	Mandatory Consultation: Management and Development of Probationary Constable V5.00
24.03.26	Use of Force National Guidance - Consultation (Local)
06.04.26	SCoPE Use of Force Form Revision - Invitation to Comment
06.04.26	Mandatory Consultation for Stalking and Harassment SOP, Version 4.10

19. EuroCOP/ICPRA

EuroCOP

The Committee noted the update from the recent EuroCOP meeting, during which an election took place on day two and a new President was elected. It was reported that attendance in Brussels included engagement with political representatives, with scheduled opportunities to raise questions at regular intervals. This was described as a useful and positive exercise, with consideration given to replicating similar engagement in future.

It was further noted that a motion had been signed to support a petition to the European Government for Police officers to be recognised as High Risk Occupation.

ICPRA

The Committee noted that the next BI Annual ICPRA conference will take place in Canada in September.

It was also noted that an agenda was currently being developed, with the Committee to be updated in due course. The 'Pathways to Excellence' event was referenced, with a venue capable of accommodating approximately 1,200 delegates and hosting 16 events over the course of the week. This was attended by the Chair who is looking to incorporate the learning into our training for SPF reps.

20. Police Related Charities

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

- Police Treatment Centre – Reminded of the services available.
- Police Children's Charity – Investments remained strong.
- Police Care UK – looking to move away from internally provided clinical care, with a model of referral to clinicians being the preferred method of provided.
- Scottish Police Memorial Trust – Annual Memorial Day would be held on 2 September 2026 at Scottish Police College. Next meeting would be held at the end of March.
- Police Remembrance Trust – The Police Memorial Day would be held in Belfast on 27 September 2026 and attended by Chief Constables and political leaders from all parties. Work continued to merge this Trust with the Police Arboretum Memorial Trust to create a single organisation.

21. Deep Dive

The Committee were updated that Custody was the focus of the next Deep Dive and would commence in May/June. Correspondence had been sent to the Force to that effect.

22. Motion

No Motions had been submitted.

23. Correspondence

No items of correspondence were noted.

24. Any Other Competent Business

The Canmore Trust were to host a Police Suicide Event to be held on 29/30 October 2026, at Dunblane Hydro. Federation representatives would be arranged to attend this event.

25. Closure

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

The next JCC meeting would take place on 18 and 19 August 2026.

David Threadgold
Chair

David Kennedy
General Secretary