



# Scottish Police Federation East Area Committee

## Minutes of the First Quarterly Meeting of the East Area Committee of the Scottish Police Federation held on Wednesday 1 March 2017 within The Houston House Hotel, Uphall, Livingston, EH52 6JS

### 1 ATTENDANCE

Inspector Andrew Malcolm	C - Forth Valley
Sergeant Mark Westmorland	C - Forth Valley
Sergeant Murray McKenzie	C - Forth Valley
Sergeant David Reid	C - Forth Valley
Constable Scott Callaghan	C - Forth Valley
Constable Paul Redwood	C - Forth Valley
Constable John Hay	C - Forth Valley
Inspector Ian Stephen	P - Fife
Sergeant Wilkie McCloskey	P - Fife
Constable Stevie Herd	P - Fife
Constable Austin Barrett	P - Fife
Constable Colin Nicoll	P - Fife
Inspector Allan Symington	E - Edinburgh
Inspector Neill Whiteside	E - Edinburgh
Sergeant Mark Wilson	E - Edinburgh
Constable David Stupart	E - Edinburgh
Constable Richard Wood	E - Edinburgh
Inspector Andrew Elliot	J - The Lothian's & Scottish Borders
Sergeant John McEwan	J - The Lothian's & Scottish Borders
Sergeant Gordon Latto	J - The Lothian's & Scottish Borders
Constable John Brownlee	J - The Lothian's & Scottish Borders
Constable Darren Gallagher	J - The Lothian's & Scottish Borders
Grant McDowall	Secretary
Brian Jones	Chair
Amanda Givan	Deputy Secretary
Stephen Clark	Vice-Chair (Designate)

### GUEST

ACC Mawson	ACC Local Policing East
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## 2 APOLOGIES

Nigel Bathgate	Vice-Chair
Inspector Mark Murphy	C - Forth Valley
Inspector Hugh Loudon	C - Forth Valley
Sergeant Graham Ross	P - Fife
Constable David Davison	E – Edinburgh
Constable Euan Sinclair	E - Edinburgh
Inspector Heather MacDonald	E – Edinburgh
Inspector Ian Williamson	E - Edinburgh
Sergeant Scott Meechan	E - Edinburgh
Sergeant Neil Spowart	E – Edinburgh
Inspector Andrew Toombs	J - The Lothian's & Scottish Borders
Sergeant Mark Sherman	J - The Lothian's & Scottish Borders
Constable Jim Friery	J - The Lothian's & Scottish Borders

### ABSENT

Inspector Michelle Ritchie	J - The Lothian's & Scottish Borders
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## 3 OPENING OF THE MEETING

The Chair, Brian Jones, welcomed all those in attendance to this, the first meeting of the East Area Committee for 2017.

The Chair reminded the Committee that it is imperative the East Area have a full complement of Representatives to ensure **all** our members were appropriately represented. At present there are 2 vacancies in the Inspecting Ranks and 2 vacancies in the Sergeants Rank. The Chair said he would continue to monitor this situation hoping that with the assistance of the Committee, suitable candidates could be identified.

The Committee were informed that they would be joined by Assistant Chief Constable Wayne Mawson who would be answering any questions they wished to put to him. The Chair then went on to give a special welcome to the National Chair, Andrea MacDonald and General Secretary, Calum Steele encouraging them both to take an active part in the meeting.

The Chair informed the Committee that they had an extensive agenda reminding them that **all** points or issues **must** be directed through the Chair, enabling everyone who wishes to participate that opportunity.

The Committee were asked to partake fully, as this was their opportunity as an East Area Committee to identify challenges and more importantly introduce control measures to address the issues for the benefit of the members.

The attendees were reminded of the Fire Procedures in the event of an emergency, advised of the timetable of events for the meeting and asked to turn **all** mobile phones to silent.

The Chair then asked for all discussions to be conducted through him and thereafter declared the meeting open.

Mr Mawson and the EAC then participated in a question and answer session during which a number of key issues were discussed specifically in relation to the East Area.

#### **4 MINUTES OF THE PREVIOUS MEETING**

The minutes from the previous meeting held on 7<sup>th</sup> December 2016 had been circulated to the Committee. The minutes were agreed and thereafter recorded as a true reflection of the meeting.

#### **5 MATTERS ARISING**

##### **(a) JOINT CENTRAL COMMITTEE UPDATE**

The Secretary advised that the last meeting of the Joint Central Committee was held within the Doubletree by Hilton Dunblane Hydro on Tuesday 7<sup>th</sup> and Wednesday 8<sup>th</sup> February 2017.

David Hamilton was elected as the new Vice-Chair.

**Legal Advice and Assistance** - The Deputy General Secretary reported that a number of new cases for various matters had come to light since the last meeting. He then went on to supply updates in relation to Held in Reserve/Allard and Holiday Pay as follows:

**Holiday Pay** – A recent case, Lock v British Gas had been heard in court and it was agreed that overtime should be included with holiday pay. The European Court of Justice (ECJ) ruled that since Mr Lock's commission is directly linked to the work he carries out, it should be taken into account when calculating holiday pay. The case then returned to the Employment Tribunal for the ECJ ruling to be applied in UK Law. However, an appeal has been lodged in respect of this decision. This will be raised at the next Working Practices Review Board to make PSoS fully aware of the potential financial implications.

**Held in Reserve** - a Judicial Review is continuing. Arguments have been ongoing for some time and solicitors from both sides are discussing the matter. Both claims are currently sitting within the respective courts and it is hoped that a decision will be made prior to the next Joint Central Committee meeting in May 2017.

PNB have instructed the Staff Side to come up with a proposal for a new arrangement. At present the Staff Side are unable to provide costings until a result of the legal appeal has been heard as mentioned in the legal update.

The 2017 pay claim has not been finalised as yet. Last year's claim was based upon the Scottish Median.

In January 2017 the Scottish Government announced an increase in the Policing Budget by £25 million. It has to be taken into account that there is an expected £60 million shortfall in the Policing Budget for 2017. This also has to be taken into account when the Force are requiring to make £1.1 billion in savings by 2026. Police Scotland are still discussing with the Scottish Government and Westminster the possibility of a VAT refund. At this time there appears to be no appetite within the Government to agree to the VAT being reclaimed.

A Technical Working Group continues to meet in relation to working into a rest day. This is still ongoing.

Discussions ensued in relation to the court shift change which is no longer an East issue but a National issue. The Committee felt that as officers were being treated differently this was an equality issue. PSoS are 4 years down the line and RDU's are still clinging onto legacy agreements. A line needs to be drawn in the sand and **all officers treated the same** irrespective of what area they work in. RDU's need to be told these are the Regulations and this is the Work Force Agreement. The General Secretary gave an insight into the Work Force Agreement and shifts stating that the Work Force Agreement allows for VSA's further indicating what would happen if the decision was made to withdraw from the Work Force Agreement. He also informed the Committee that it was hoped there would be an agreement in correspondence prior to the next PNB Meeting. Provisions in Regulations remain largely unchanged and one of the provisions that exists in legislation is the requirement to have 11 hours between duties. This is not dependant on any Work Force Agreement or the PNB to vary. The Regulations are the basis and not any local agreement or SOP.

**Allard v Devon and Cornwall** - this is a case taken by officers from Devon and Cornwall against their Chief Constable and primarily came about from them being CHIS Handlers who were not paid for taking calls in their own time from sources. Further meetings are scheduled to be held with PSoS regarding entitlement for Scottish Police Officers affected by this and any update will be sent out via a JCC Circular.

**Solicitors** - on leaving DAS and bringing legal advice and assistance in house, the Federation now use a panel of solicitors throughout the country. It is believed that this represents better value for the membership

**Police Negotiating Board (PNB)** - The Staff Side met on 15<sup>th</sup> January 2017 to formulate an approach to the following issues namely Held in Reserve and Exigency of Duty. With regard to the Exigency of Duty, further clarity is sought with some issues once these details are finalised, they will be presented and hopefully accepted at PNB.

When an officer is cited for Court there are varying differences as to when they should be reverted back. This varies from 28 days to 11 hours. A short term Working Group has been set up with the Deputy General Secretary and a number of full time officials to see if a time frame can be agreed upon. The inaugural meeting for this group took place at Woodside Place on Friday 24<sup>th</sup> February. The current Workforce Agreement will be looked at with a view to making amendments in favour of officers. Lengthy discussions took place surrounding the current Workforce Agreement in particular around 13 Duty Roster.

**Duty Roster** - Additional to a month's notification of roster if an employee is varied from what is a core shift then that variation will be made known 4 weeks in advance of the date the variation is to take place. This does not apply to exigencies of duty.

The recognised publication medium for rosters will be the SCOPE system and shall be in accordance with regulations.

### **Rostered Hours**

Duty hours start times will be rostered as follows:

Early/Day shift between 0700 -1000 hrs

Late shift between 1200 -1800 hrs

Night shift between 1800 -2300 hrs

No shift length shall exceed 10 hrs

Variations to rostered hours will not be made solely on the grounds of finance. In relation to the variation of rostered shifts, it is agreed rostered hours can be varied.

Early/Day shift between 0700 -1000 hrs

Late shift between 1200 -1800 hrs

**Pensions** - Under 1987 Scheme a widow/widower would receive 13 weeks of salary prior to moving onto pension payment. These are not replicated in the Care Scheme, an oversight which is currently being examined.

In relation to BTP becoming part of PSoS, it was reported that BTP run 2 Pension Schemes, 1 self-funding which is now closed and anyone not in this has to join the CARE Scheme which is different from the PSoS CARE Scheme.

In relation to an additional commutation factor allowing officers to take a higher amount at the discretion of the Chief Constable. This has been set by the Home Office, there is likely to be a taxation charge on the Organisation and it is unlikely the Chief Constable would agree to this. A Scottish Government decision is awaited. This relates to those officers with over 25 years' service and that are over 50 years of age whereby currently if they retire their commutation is restricted to two and a quarter times of their pension and proposals at this time, currently adopted in England and Wales however, a decision is awaited in Scotland, to lift that restriction on commutation and allow them to commute up to a quarter of their pension the same way as anyone else retiring subject to reference to various different tables. The consequence of this is that there would be a potential tax charge to be picked up by the authority if the multiplier applied is in excess of 20 and the authority would not like to find itself in a position where it has responsibility for additional costs.

**Scottish Police Consultative Forum (SPCF)** - The SPCF runs in conjunction with PNB. The functions of the SPCF are not set out in legislation but Scottish Ministers have a statutory obligation to consult policing stakeholders before making any changes to the regulations governing a wide range of non-negotiable matters which affect Police Officers in Scotland and will look for these to be agreed through discussion at the SPCF before they are made. These meetings have gone from 4 to 3 per year.

**Scottish Police Authority (SPA)** - is a public body of the Scottish Government which holds Police Scotland to account. Both bodies were established on 1 April 2013 with the inception of Police Scotland and Audit Scotland have been extremely critical of both the Police Service of Scotland and the SPA stating they had displayed financial incompetence for 3 years running. The current engagements with SPA is particularly poor and the General Secretary last met with their Head, Andrew Flannigan on 19<sup>th</sup> December 2016. The precarious financial state of the Police Service of Scotland was discussed and as a result these meetings have increased with SPA with meetings now taking place on a monthly basis with ACC's and Senior Management. Executive are also holding meetings with Cabinet Executive and Senior Civil Servants.

**Scottish Police Budget and Finance** - The current financial year predictions predict a £60 million overspend in the budget. The organisation is still hoping that the VAT issue may be resolved, which would return a substantial total of the deficit.

The Scottish Government recently announced a further £25 million investment into policing in Scotland. This is over and above the £2 million investment that was reported on at the last meeting.

**LPNCC (Local Policing Negotiating and Consultative Forum)** - LNCC usually met every 3 months and was a window for the East Area to take matters to the ACC in an attempt to have a situation resolved locally. These meetings are now national LNCC meetings where North, East and West all attend with their respective ACC's.

This was discussed at length at the JCC as the SPF feel that there are no benefits in holding it under the current format as the specialist areas of policing and custody are not present at the meeting.

This was passed to the Executive to take up at the JNCC held on 14<sup>th</sup> February. Prior to this being discussed ACC Williams (West) and ACC Cowie (North) voiced their own concerns in relation to the effectiveness of the current set up.

DCC Livingstone was tasked with reviewing the format and the list of attendees to make these meetings more meaningful and productive and he will ensure specialist divisions will all be represented.

**Motions** - At the last EAC Meeting 4 motions were agreed upon and submitted to the JCC for consideration, 3 were discussion motions in relation to CRTP process, Promotion Confirmation process being aligned to PDR/PDC and the current structure of the SPF. The other motion was in relation to compensation for officers when their rest day is not reallocated within 4 days. After lengthy discussion, it was defeated as the matter currently sits at PNB.

**Bravery Awards** - were held in December 2016 and will be held again late 2017. The Committee were asked if they could email the names of any potential recipients and why they should be nominated to the Livingston Office for attention of the Secretary.

## **(b) HEALTH & SAFETY**

The East Area Health & Safety Committee met on 10 January at the Livingston Office. The minutes of this meeting had been circulated and the next meeting is scheduled to take place on 4th April.

The main items on the Agenda were:

**Election of a new Vice Chair** of the East Area Health & Safety Committee, Wilkie McCloskey was duly elected as the new Vice Chair and the Federation Representative for the Health & Safety Custody Committee.

The Chair thanked the previous Chair, Stevie Clark for all his work on the Committee and wished him well in his new role.

**The Monitoring of OBL's** - this remains a standing item on Divisional Health & Safety Agendas. Concerns continue to be raised with the apparent lack of available resource in the East. On a positive note, the OBL figures in Edinburgh have risen significantly. This is thanks to Mark Wilson and his team in Rigoletto. The other three divisions are still facing challenges in the face of further abstractions for C3/Custody and Firearms. The Committee will continue to press for the realignment of resource back to the East.

**Vehicle Fleet** - Following a number of spot checks, a significant discrepancy was identified in locus protection equipment within general patrol vehicles in the East. The findings of these spot checks led to an urgent meeting with ACC Mawson to highlight our concerns.

What these spot checks evidenced was a complete lack of locus protection equipment available to officers attending the motorway network coupled with a total lack of training. The prospect of a perfect storm is further compounded by a reduction in Road Policing in the East to attend and render assistance.

Our concerns were shared with the Deputy Chief Constable Designate, which resulted in an agreement from the Force that the necessary equipment will be purchased as a matter of urgency, coupled with a Training Package for all officers who may be deployed to road accidents out with the built up area, otherwise known as the fast road network.

The JCC Health & Safety Sub Committee met on 17 January 2017 at Woodside Place, the minutes have been circulated.

The main items discussed at this meeting were:

**Work Place Inspections** - it has been identified that the Police Service of Scotland has a significant number of outstanding actions pertaining to Work Station Inspections. From an estate of approximately 700 plus buildings, less than 150 Station Inspections have taken place across the country in the last 4 years. This, despite that PSoS has indicated that they will check their entire estate twice a year. The upshot, to reverse this trend a large number of joint Work Place Inspections will take place. The external Asbestos and Fire Regulation Surveys with further challenges being found, the bill for repair, can only be described as enormous to comply with the legislation.

The issue of National Driver Training was also raised and it would appear, that in certain parts of the country there are large numbers of officers who have not been trained in standard response driving techniques. This issue similarly to the locus protection equipment may have to be brought to the attention of the DDC Designate, to manage this significant risk.

**Custody Sub Group** - concerns had been raised regarding the purchase of silicone cups, which are soft and malleable with the obvious concern of scalding. These cups are being returned and the Force are going back to polystyrene cups.

Prisoner vehicles in the East are to be checked again to ensure they comply with regulations.

Nationally there are two ongoing investigations, one pertaining to Abnormal Load Escort where a Police Motorcyclist was struck and seriously injured. The other an investigation into PAVA and its effectiveness following a number of concerns. These concerns have been previously raised in the East but there is now a National Investigation ongoing in to PAVA and its effectiveness.

The last Health & Safety Board met on 23 November 2016, with the only outstanding items being the lack of Work Place Inspections and Fire Risk Assessments which are currently being carried out across the entire estate.

**National Police Chiefs Council Health & Safety Group** - The main issue discussed was the provision of Spit Guards. The Chair of the group has previously written to NPCC with guidance

recommending the issue of the Spit Guards however, there are only currently about 20 out of 43 Forces doing so in England and Wales. They are not issued in Northern Ireland

There were also 3 papers signed off on Memo of Understanding between NHS England and the Police Service in England and Wales with regards to Police attendance/dealing with mental health issues. The document provides clarity about what the Police can and cannot do in these circumstances.

The Water Rescue Guidance document has at last been agreed and sent out. The Chair will confirm with Police Scotland if they have received it at the Health & Safety Board Meeting on 7 March.

Lastly, and after 7 years, the survey report on Driving and Shift work has been signed off. It will now be available as a guidance document for Forces to use when looking at shift patterns.

**PSOs Wellbeing Group** - The group finally reconvened for first time on 18 January, following its last meeting some 18 months ago. The group is chaired by DCC Livingston. There will be a new Statement of Intent and Terms of Reference published, these being finalised at the next meeting on 13 March. There was a discussion around the pilot scheme in Q Division, involving the creation of "Wellbeing" champions who have all received suitable training which has already seen an uptake in the support services provided by the EAP Scheme and has received good feedback from the officers and staff in the division. Working Time Regulations and the recording of hours was also discussed, with the view being that this issue needs strong leadership from the top down, with Senior Officers leading by example and encouraging the recording of hours. There was some debate about how best to ensure that hours were recorded with both the carrot and stick approach being discussed. It was generally felt that the carrot was best as the stick method did not work in the Metropolitan Police following the issue of an Improvement Notice.

**UPPE Group** - The Group met on 20 February 2017 the main issues being winter/foul weather hats which have now been approved and the first orders will be delivered commencing the end of March.

**Winter Clothing** - it was reported that an order for 2000 ¾ length Hi Viz jackets has been placed with delivery to Inverness by the end of March. This came as news to the group. As a result of this, a question was asked about the inclusion of this jacket on the Issue List, due to a significant number of these jackets being issued that had not been issued previously. ACC Higgins view was that Police Scotland cannot have 2 Hi Viz jackets issued to ALL officers and that he will come back to the group following his discussions. He felt that the blouson jacket would probably no longer be issued with the ¾ length replacing it.

**Body Armour** - the main body armour contract is up in August/September 2017 and work has begun on its replacement. The focus being on lighter, more flexible and formed body armour.

**Other National Issues** - Work continues on the outcomes of the HSE Improvement Notice. All the Asbestos Surveys are complete and work being prioritised as is the legionella work and fire safety.

**Vehicle Kit Lists and Checks** - this issue has moved on considerably following dip sampling in the East Area, which has resulted in memo's being issued to have ALL vehicles checked across the whole of Police Scotland to ascertain shortfalls in Locus Protection Equipment to address the issue. There will also be a training package developed to be delivered at the Scottish Police



College, on driving courses and more widely as an electronic package to those not trained. The Kit List has now been approved financially and just waiting procurement.

John McEwan asked the Chair what the procedure was for disposing of PAVA as while there is a small guidance, there currently is not a SOP for PAVA into the effectiveness. The Chair will take the question back to Paul Connelly who is carrying out an investigation in the West.

Moodle Course for Driver Training was then discussed. The Chair will go away and find out more about this reporting back to the next meeting.

### **(c) CONDUCT**

The Deputy Secretary updated the Committee informing them that the last Conduct Area Meeting to be held on 11<sup>th</sup> January 2017 within Livingston had been cancelled. The next meeting has been scheduled for 5<sup>th</sup> April 2017 at which there would be Refresher Training.

Since the last Quarterly Meeting there had not been a great change in figures for officers undergoing Criminal or Misconduct. Thankfully the number of data protection cases coming to the office have reduced however, there are still a number of officers the subject of data protection allegations. Disappointingly despite the work that the PSoS have done to highlight the issue around data protection some members still do not seem to be getting the importance of this therefore, more work will have to be carried out to get this point across.

Some Divisions are better than others when dealing with subject officers.

Andy Malcolm informed the Committee that one of his colleagues in Forth Valley had asked that a vote of thanks be recorded to the Deputy Secretary for all her hard work carried out on their behalf as, had it not been for her dedication to the case and hard work, the officer may have had a different disposal.

A memo from Head of Professional Standards, regarding conditional offers of a fixed penalty for speeding on or off duty indicate that the Crown Office have instructed that officers will not be dealt with by that process but will be reported. If officers are caught on camera speeding then the responsibility is on them to let the Force know. Scottish Police Federation have written to Professional Standards seeking clarification on where this instruction has come from and if, once confirmed the decision will be challenged.

The Deputy Secretary is in discussions with the newly formed Anti-Corruption Unit who are rebranding and completely restructuring. Discussions have been around a change to their processes and these discussions have been open and transparent. 39 recommendations that came out of the HMIC and it is hoped that 34 of these will have been completed.

Links have been re-established with PIRC. They have been notoriously difficult to deal with in terms of gaining information. Representatives are asked to let the Deputy Secretary know if they are having any major problems with PIRC.

The Force is still opting for conduct over performance.

The Secretary wished to thank Deputy Secretary for all her hard work and dedication. The Committee then showed their appreciation.

## **(d) EQUALITY**

The Vice-Chair designate informed the Committee that the last East Area Equality Meeting took place on 9 January 2017 at Livingston. The minutes having been circulated and available on the SPF web-site.

Since the last meeting there had been two resignations from the East Area Committee, Norman Towler and Douglas Simpson, both of whom sat on the Equality Sub-Committee. Andy Malcolm, the Equality Chair, had already indicated that due to work commitments, he was having to step down and leave the Equality Committee and the opportunity was taken to thank him for his contribution in the field of equality during his time on that Committee.

The Committee were informed there were now a number of vacancies for representatives to join the Equality Group and that it was imperative these vacancies be filled. Anyone wishing to put their name forward should contact Stevie Clark. An election for Chair of this group requires to take place and that would be reflected in the Agenda which will be circulated shortly for the meeting to be held on 3<sup>rd</sup> April and Nigel Bathgate, who is taking over from Jackie Muller as the new Equality Lead for Scotland will be delivering training on that day.

In recent weeks responses had been submitted in relation to the Carers Consultation and the Equality Outcomes Draft document from the SPA. Similarly responses from an equality point of view had gone in in relation to Leavers SOP, Uniform and Appearance SOP both of which have a bearing in relation to equality matters. The Committee were thanked for taking the time to send in responses which were fed through to the Secretary giving us a voice from the East being fed into the centre.

The Joint Central Committee Equality Meeting was held on 17<sup>th</sup> January the only real issue being how the country progresses through to Brexit and the potential impact on our colleagues who are from differing cultural and ethnic backgrounds. They may be the subject of unwarranted attention both at work and off duty therefore, the Committee were asked to be mindful and consider their needs and any potential support.

The Committee were thanked in relation to their responses regard the promotion process. The response was significant and went a long way of informing the response sent by the SPF to Police Scotland.

The Chair reminded the Committee that it was imperative that there was a full representation on all three Sub Committees be it Conduct, Equality or Health & Safety to fully represent our members.

## **(e) FINANCE**

The Finance Standing Committee met on 18<sup>th</sup> January 2017 at Woodside Place and the following points were raised:

**Scottish Government Grant** - No change in the current situation with this Government Grant which assists with the payment of Executive Staff costs and staff at Woodside Place. There is still a desire to return this grant as it can engender more cost to administer and manage and therefore a hope to remove it, as the Finance Committee goes forward there will hopefully be more information and the Chair will come back to the East Area Committee with an update.

**SPF Accommodation** - All properties are currently being reviewed to ensure they are currently fit for purpose. Presently, there are no plans in place for the Livingston property.

**FES** - has now been contracted to manage all SPF buildings including cleaners and maintenance. This will be co-ordinated centrally from Woodside Place.

The planned works for Woodside Place to repair the roof above the extension has been agreed.

**Member's Services** - The insurance product is still out for Tender with only two companies returning quotes. It is hoped to be agreed that contracts should be extended to a 5 year period from the current 2 year accompanied by the caveat that, should the insurance product materially change to the detriment of the membership, the contract will be revisited and, if need be, immediately renegotiated or moved to another company. Denplan has been removed as more was being charged annually than was spent.

The Deputy Secretary informed that Committee that she had been receiving calls from officers worried about their travel insurance. She informed the Committee that officers who have booked their holiday prior to the 1<sup>st</sup> April 2017 and leave before that date will come under the Carmichael Scheme and those who book on or after the 1<sup>st</sup> April will be insured under the new scheme no officer will be left without cover. The new scheme once known will be on the SPF website. **It is the responsibility of the individual officer to read the policy to see how it benefits them and their own family.** Officers should be able to access this as it is an approved site and there is a link from PSoS to the SPF Web. It was also suggested that this also be put on the Force Intranet, the Secretary will make contact with the Force to see if this is possible.

There continues to be worries regarding officers who have left the Voluntary Fund which leaves them without legal advice or assistance. Officers must be members of the Voluntary Fund to be able to access the SPF Insurance Scheme. The Chair informed the Representatives if they wished any further training on Member Services then they were to contact the Livingston Office.

## **(f) OPERATIONAL DUTIES**

The Secretary advised the Committee that the JCC Operational Duties Standing Committee met on 18<sup>th</sup> January 2017 at Woodside Place, Glasgow the minutes of which would be placed on the SPF Website when ratified.

**CBRN** - David Hamilton, SPF CBRN expert, had participated in a Tactical Leads Meeting by video conference. Amongst the items discussed were cold water de-contamination, new PPE and joint training.

**Post Incident Procedures (PIP)** - Almost all SPF Full Time Officials have been trained in Post Incident Procedures. A Post Incident Management Course had been run in December 2016. It was reported that the Firearms Monitoring Group were looking to use post incident management procedures and hoped to eventually have an accredited course.

**Workforce Agreements (WFAs)** - The Secretary had attended a meeting which had been held on Friday 24<sup>th</sup> February to discuss any potential changes that could happen along with the Exigencies of Duty decision which is due to be made which he has been led to believe has almost been signed off. PSoS are fairly amenable to any changes SPF may wish to put forward within limitations therefore, he asked the Committee if they saw anything they thought was alarming in the Work Force Agreement to send an email into the Livingston Office.

**Custody** - It was reported that the Custody Sub Group had met on the 17<sup>th</sup> January 2017 and a large number of items were discussed including H&S provisions at Kitty Brewster, 'D' Division no longer backfilling Custody Officers and the proposal to rationalise the estate. Custody currently have 122 vacancies and there is no money to replace them. ACR's, Firearms and Custody are 3 greatest abstraction coming out of local policing. Discussions then ensued regarding the problems faced by Custody with insufficient staffing exposing federated members. Representatives were asked to raise this issue with their local commanders at meetings and to ensure that near misses are submitted to record shortcomings.

#### **(g) DIVISIONAL UPDATES**

**"C" Division** - Andy Malcolm informed the Committee a meeting had been held with the Chief Superintendent on Friday 24<sup>th</sup> February when the following topics had been discussed, OBL's dropping on the nightshift 34 to 22 and the significant challenges meeting OBL levels. Abstractions to Custody.

**"E" Division** - Mark Wilson informed the Committee that the monthly meeting with the Chief Superintendent had taken place on Tuesday 28<sup>th</sup> February. No real problems, topics discussed had been lack of briefing point at Hearts v Hibbs Derby, APS's and API's not getting paid/paid late by RDU and Finance, Custody, lack of vehicles particularly at the weekend and lack of Sergeant cover in Edinburgh.

**"J" Division** - Gordon Latto updated the Committee the last meeting had been held in February. Some of the topics raised had been ACR, movement of staff, Custody, abstractions, update on supervisory ratio, excess travelling across divisions and uniform standards.

**"P" Division** - Stevie Herd informed the Committee that the last meeting with A/Chief Superintendent had been held on 2<sup>nd</sup> February 2017. Topics discussed had been overtime claims, A/Sergeant and custody backfill, CRTP with rumours that the Bradford scores will be taken into consideration, problems with RDU due to last minute notice. Pilot project for absent persons, issue regarding officers assaulted.

#### **(h) MAJOR EVENTS**

**SDL March** - to be held in Alloa on 11<sup>th</sup> March. The potential problem with this march is that United Against Fascism are looking to come out and march against them. Numerous meetings have taken place and it will be predominately Public Order Officers covering this. Intelligence have received information that group called white pride are marching on 25<sup>th</sup> March in Edinburgh.

**Operation Summer City** - is coming up soon and Force will be in touch shortly. The Secretary will speak to ACC Mawson outlining the problems faced last year.

#### **(i) SCOTTISH POLICE FEDERATION CONFERENCE**

The next SPF Conference will be held at Turnberry between 27<sup>th</sup> and 30<sup>th</sup> March 2017.

## **6 NEW BUSINESS**

### **MOTION**

*"This East Area Committee asks JCC to make representation to have paragraph 5 of the Criminal Injuries Compensation Scheme 2012 recognise that it is not part of an individual's duty to be assaulted or otherwise injured as direct consequence of a criminal act".* **(Motion was carried)**

**8 COMPETENT BUSINESS**

No competent business received.

**9 DATE OF NEXT MEETING**

The next meeting will be held on Wednesday 7<sup>th</sup> June 2017.

**10 CLOSURE OF MEETING**

The Chair thanked everyone for attending and for their valued input into proceedings wishing everyone a safe onward journey home thereafter formally closing the meeting.

**Grant McDowall**  
**Secretary**

**Brian Jones**  
**Chair**