



Scottish Police Federation East Area Committee

Minutes of the Fourth Quarterly Meeting of the East Area Committee of the Scottish Police Federation held on Wednesday 2nd September 2015 within Bathgate Golf Club, Edinburgh Road, Bathgate, EH48 1BA

1 Opening of Meeting

The Chair welcomed the East Area Committee to the Third Quarterly Meeting taking the opportunity to congratulate Graham Ross and David Davison who had recently been elected onto the Committee and were attending their first East Area Meeting. He informed them that he looked forward to working closely with them while assuring them that the Scottish Police Federation would provide them with the necessary training and skills to enable them to fully support the members.

As promised by the Chairman, National Training was now being realised with some of the East Area Committee attending their initial training course later in the month. He wished those nominated for the courses every success and encouraged them to fully engage with the facilitators of the training and to provide feedback so that the organisation are constantly evolving and learning.

For those not yet selected for the training courses this time round, their opportunity would follow in the near future.

The East Area Committee still have 4 vacancies in the Inspecting Ranks and 1 vacancy in the Sergeants Rank.

The Chair then went on to say that it was imperative that the East had a full complement of representatives to ensure **all** our members and RANKS were appropriately represented. He will continue to monitor this situation and with assistance, identify suitable candidates.

On the matter of attendance and representation the Chair informed the Committee that he felt it was disappointing that we still had members of the Committee who failed to respond or, even acknowledge their invitation to attend our East Area Committee Meeting. He reminded the Committee that Regulation 15 of the Police Service of Scotland Regulations 2013, stated that **“meetings of the Police Federation for Scotland will be treated as police duty”**, therefore he asked them to please take the time to respond. He reminded them that they are the eyes and ears of the membership and therefore they can highlight areas of concern so that the

Scottish Police Federation can address these concerns directly. It is imperative that the representatives report on what is exactly happening at the coal face on a day to day basis as, without this information, the Scottish Police Federation are limited in how they can react.

The Chairman then went on to introduce the National Leads in Equality, Jackie Muller and Health & Safety, Peter Jones who would be giving the Committee an update from a National perspective in their particular fields.

The Chair encouraged all in attendance to participate fully as this was their opportunity through the East Area Quarterly Meeting to identify areas of challenge and introduce plans to address issues that they foresaw for the benefits of the members.

As a Committee they must ensure that the Police Service of Scotland adheres to the Police Scotland Regulations without the introduction of cosy agreements or worse being reached on overtime/resourcing levels and the like to the detriment of our members and colleagues.

2 Attendance

Inspector Hugh Loudon	C - Forth Valley
Sergeant Iain McGregor	C - Forth Valley
Constable Paul Redwood	C - Forth Valley
Constable David Reid	C - Forth Valley
Constable Scott Callaghan	C - Forth Valley
Inspector Fraser Downie	P - Fife
Sergeant Stephen Clark	P - Fife
Sergeant Graham Ross	P - Fife
Constable Austin Barrett	P - Fife
Constable Stevie Herd	P - Fife
Inspector Allan Symington	E - Edinburgh
Sergeant Norman Towler	E - Edinburgh
Sergeant John McEwan	E - Edinburgh
Constable David Stupart	E - Edinburgh
Constable Richard Wood	E - Edinburgh
Constable David Davison	E - Edinburgh
Constable Euan Sinclair	E - Edinburgh
Inspector Andrew Elliot	J - The Lothian's & Scottish Borders
Inspector Andrew Toombs	J - The Lothian's & Scottish Borders
Inspector Michelle Ritchie	J - The Lothian's & Scottish Borders
Sergeant Mark Sherman	J - The Lothian's & Scottish Borders
Constable John Brownlee	J - The Lothian's & Scottish Borders

Grant McDowall	Secretary
Brian Jones	Chair
Nigel Bathgate	Vice-Chair
Jackie Muller	Equality Lead

Guest

Peter Jones	Health & Safety Lead
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3 Apologies

Amanda Givan	EAC Deputy Secretary
Inspector Andrew Malcolm	C - Forth Valley
Sergeant Murray McKenzie	C - Forth Valley
Sergeant Mark Westmorland	C - Forth Valley
Sergeant Wilkie McCloskey	P - Fife
Constable Colin Nicoll	P - Fife
Inspector Heather MacDonald	E - Edinburgh
Sergeant Neil Spowart	E - Edinburgh
Sergeant Scott Meechan	E - Edinburgh
Sergeant Gordon Dixon	E - Edinburgh
Constable Neil Elder	J - The Lothian's & Scottish Borders
Constable Christine Murphy	J - The Lothian's & Scottish Borders

4 Separate Rank Meetings

Hugh Loudon and Stevie Herd asked that the full time officials let the representatives know if they intend to hold separates.

Norman Towler thought that the Representatives benefited greatly from the separates.

5 Minutes of Previous Meeting

The minutes from the previous meeting held on 3rd June 2015 had previously been circulated to the Committee for their information and attention. The minutes were agreed and thereafter recorded as a true reflection of the meeting.

6 Matters Arising

(a) Joint Central Committee

The Secretary informed the Committee that the Joint Central Committee met at the Dunblane Hydro on Tuesday 18 and Wednesday 19 August 2015.

The Committee was further advised that the Police Negotiating Board had met on 30th June 2015 at St Andrews House when an agreement had been reached by the official side to a 1% pay rise effective from 1st September 2015.

It was also agreed at PNB to set up a Technical Working Group to look at exigencies of duty, an overnight allowance and how officers are compensated when working into a rest day. It was further reported that a discrete document for officers deployed on overseas deployment would be looked at.

Pensions for Police Widows in Northern Ireland will be reinstated if they are cohabiting. This is a decision for the Scottish Parliament and Home Office to decide on whether this should be rolled out in the rest of the United Kingdom.

The Secretary next informed the Committee that a pension challenge by Leigh Day Solicitors was being conducted on Face Book by officers from the South. One English Force described the company as “ambulance chasers” and all officers should be aware that sharing information online is **not anonymous**. To date Leigh Day has not raised an action.

The Committee were further informed that the Staff Side obtained the best legal advice available and there are currently no grounds to challenge the 2015 Care Scheme as there must be a basis in law for challenging.

The Committee were informed that discussions had taken place concerning Pathways to Policing; Fitness Testing; Lack of Senior Officer Conduct Regulations and PDR Light.

Working Time for the Superintending and Inspecting ranks is being looked at and a survey is being carried out. The survey results should be known in November 2015.

It was further reported that there are currently 120 officers under consideration for Ill-Health Retirement. The Vice Chair advised that not all these officers will leave the Service but, could be redeployed and that this was a National figure rather than the numbers that are in the Ill Health Process in the East.

The Secretary informed the Committee that discussions had taken place with the Police Treatment Centre who voted on a majority basis to allow front line facing Civilian Staff, PCSO's and Special Constables to be permitted to join the Police Treatment Centre from 1st January 2016. The Ambulance Service has also donated £10,000 and for this they will be able to send 10 Paramedics to the Treatment Centre over

the course of a year. It was also decided that Retired Officers would require to contribute 50% of subscriptions.

After protracted discussions it was decided that the East Area Committee should ask the General Secretary to write a letter to Patrick Cairns, CEO at the Police Treatment Centre voicing our displeasure with this decision.

(b) Health & Safety

The Chair, Brian Jones, advised the Committee that the East Area Health & Safety Committee had met on Tuesday 14th July 2015 at Livingston the minutes of this meeting having been circulated. The next meeting of the Committee will be held on Tuesday 29th September.

The main topics on the Agenda being the election of the Chair and Vice Chair of the EAC Health & Safety Committee, with Hugh Loudon and Steven Clark being duly elected. They would accompany Brian Jones to the JCC Health & Safety Sub Committee Meetings to represent and highlight any concerns within the East Area.

During this meeting all members of the Health & Safety East Area Committee received initial training from the National Lead, Peter Jones. The main areas of concern in the East Area involve the current ongoing survey of all Police Vehicles and, more importantly, the road worthiness of these vehicles and the locus protection equipment they do or, do not have.

The East Area return was disappointing with only 100 vehicles being checked from a fleet of approximately 500 vehicles.

He requested that at **all Divisional Meetings** the figures pertaining to OBL's be reached/breached or, even exceeded being a standing item on all Divisional Meetings.

Resourcing concerns and the requirement of 12 hour working at Bilston was also raised, this remains a concern with the Secretary maintaining a synopsis of activity which is routinely forwarded to the National Chair.

The JCC Health & Safety Subject Committee met at Woodside place on 28th July 2015. The minutes of which have been circulated.

The main topics being discussed were Water Rescue and the removal of throw lines; Vehicle Safety Audit and the low return; OBL's Nationally and the recording of same.

Training in general of all Health & Safety Representatives and the three Area Leads.

The East Area Health & Safety Meeting met on Thursday 6th August at Falkirk. This meeting was chaired by Chief Superintendent Hawkins as ACC Thomson was on annual leave.

The main issues surrounded Fire Risk Assessments for Estates in general and the lack of recording of station inspections and weekly vehicle checks.

'C' & 'P' Divisions do not record their vehicle checks on a spreadsheet however, 'E' & 'J' Divisions do and this simply highlights the number of vehicles which are **not** being checked on a weekly basis.

In other Health & Safety news the 3 Area Leads and our National Lead carried full inspections of the West Area Divisional Headquarters with both North and East Area Divisional Headquarters to be inspected prior to the end of October 2015.

(c) Conduct

Nigel Bathgate updated the Committee on behalf of Amanda Givan. The issue around 6/6 warnings held on officer's records for 3 years is still an ongoing discussion with the Service.

(d) Equality

The Vice Chair updated the Committee informing them that the minutes of the last meeting had been placed on the SPF website.

Jackie Muller, Equality Lead for SPF, advised that the Force were failing to complete Equality Impact Assessments associated to SOPs. Equality Training was on-going through the Equality Committees. The meeting was again advised that **all** issues that relate to Equality matters should be notified to the East Area Equality Lead (Vice-Chair) so that assessment of the case can be made and a representative appointed.

(e) Finance

The Finance Standing Committee met on 29th July 2015 the minutes of which had been circulated. The new Head of Finance for the SPF is Steven Maitless. Work at Woodside Place was, as yet, unfinished. The Secretary advised the Committee that Livingston East Area Office could house a stand-alone training facility for the Scottish Police Federation.

Jackie Muller asked if a building warrant had yet been obtained and voiced her concern in relation to the staff working from Livingston. The

Secretary advised that no building warrant had been issued and that he would raise with the Deputy General Secretary.

(f) Operational Duties

The Minutes of the last Operational Duties Standing Committee Meeting held on 29th July 2015 have been circulated. The Vice-Chair updated the Committee as follows.

The topics discussed included, staffing levels at ACR Bilston for which the Chair was in discussions with the Force and the level of overtime spending in relation to staffing the facility. The Vice-Chair raised concern around the welfare of those working extensive overtime and their work life balance.

(g) Legislation/Regulations

The Vice-Chair reported that a meeting took place on 29th July 2015 the minutes of which having been circulated.

The Secretary advised that issues raised by this Committee in relation to prisoners with mental health issues is going forward through this Sub-Committee.

(h) Area LNCC

The Secretary reported that the last meeting had been held on 17th December 2014 and had been the first meeting for the new ACC Kate Thomson.

The withdrawal of CRTP under certain circumstances was discussed and ongoing.

The issue of officers on court stand-by being required to attend Grade 1 and 2 calls is on-going. Again, the Committee were asked to supply examples where this was happening.

The main topic of discussion was around the resourcing of events and reallocation of RD's and the ACC gave an acknowledgement that this was an issue affecting the members. There will be a greater involvement between Chief Inspectors and the Central Planning Team Superintendent with a request for resources going out much earlier with a duty to respond to these requests. Reallocating RD's would be a last resort and where possible, resourcing to come from on-duty officers.

It is reported that there is a high absence rate in both 'C' and 'J' Divisions. Proactive contacts are being made between staff and their Line Managers to facilitate a return to work.

The Vice-Chair asked those in attendance to let him know of any delays or failings regarding OPTIMA.

(i) **Divisional Updates:**

Forth Valley

Issues around the new shift arrangement was highlighted along with restrictions on overtime placed on officers. The Vice-Chair would write to the Divisional Commander to highlight non-regulatory practices.

Fife

Stevie Herd updated the Committee regarding the closure of Glenrothes Police Station and cells. Cells would be refurbished at Levenmouth.

Edinburgh

Representatives met with the Divisional Commander with the main areas of discussion around resourcing issues in the city and the notifications for events cancelling rest days. The 'E' Representatives were advised that this was part of on-going representations to the ACC. Further areas of discussion centred around absence management, overtime, festival, football and other events.

Lothian's & Scottish Borders

Issues discussed included officers receiving short notice changes to working location and shifts; abstractions as the result of court, custody; absence and modified duties. The officers successful in applying for posts found transfer dates well into the future. The representatives also discussed the increased workload to all officers with a result in the change of practices at the ACR.

(j) **Major Events**

The Chair informed the Committee that there had been no major events. There was, however, the myriad of local events throughout the Division

7. New Business

The Motion planned for discussion could not be discussed as the proposer and seconder were not in attendance.

8. Competent Business

Stevie Herd raised the issue of comments made by the Chair of the SPF in relation to the retirement of Chief Constable Stephen House. The Secretary on behalf of the Committee advised that he would write to the Chair with the Committees view.

9. Date and Place of Next Meeting

The next meeting of the EAC would take place on Wednesday, 2nd December 2015 within Bathgate Golf Club.

10. Closure of Meeting

The Chair thanked everyone for attending and for their valued input into what had been a busy and most productive meeting. He reminded the Committee that it was vitally important that all members are encouraged to raise any concerns at the earliest possible opportunity with their local Representatives.

He wished everyone a safe journey home and thereafter formally closed the meeting.

Grant McDowall
Secretary

Brian Jones
Chair