



# 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 4 March 2015 within Bathgate Golf Club, Edinburgh Road, Bathgate, EH48 1BA**

### **1 Opening of Meeting**

The Chair welcomed the East Area Committee to the First Quarterly meeting following the recent Quadrennial Elections. He then took the opportunity to congratulate them on their recent elections saying that he was looking forward to working closely with them all in the near future extending a warm hand of welcome and assuring them that the Scottish Police Federation would provide them with the necessary training and skills to enable them to fully represent and support the members.

Before moving on, the Chair informed the Committee that it was with deep regret and sadness that he had to advise them that since the last Committee there had been a Death in Service. On behalf of the East Area Committee, condolences had been passed onto the family and friends of Kenny Irvine who died recently. The Committee were then upstanding observing a minutes silence as a mark of respect.

The Chair then informed the Committee that the East Area were currently under represented with 7 vacancies in the Inspecting ranks and 3 in the Sergeants rank. He said that it was imperative that the East had a full complement of representatives to ensure that **all** our members were appropriately represented.

The recent events in the media surrounding “Stop and Search” have led to a degree of confusion and disaffection amongst the members and the public alike. He informed the Committee, for the avoidance of doubt, that the Scottish Police Federation supported the law pertaining to the power of ‘Stop and Search’ but, did **not** support the manner in which this Law was being applied by the Police Service of Scotland. Hopefully there will be a change of approach from the Police Service of Scotland with regards to ‘Stop and Search’.

The Committee were then asked to turn **all** mobile phones to silent and reminded that all questions were to be put through the Chair.

## 2 Attendance

Inspector Graham Capes	C - Forth Valley
Inspector Andrew Malcolm	C - Forth Valley
Sergeant Iain McGregor	C - Forth Valley
Sergeant Mark Westmorland	C - Forth Valley
Sergeant Murray McKenzie	C - Forth Valley
Constable Paul Redwood	C - Forth Valley
Constable David Reid	C - Forth Valley
Constable Scott Callaghan	C - Forth Valley
Sergeant Wilkie McCloskey	P - Fife
Sergeant Stephen Clark	P - Fife
Constable Austin Barrett	P - Fife
Constable Colin Nicoll	P - Fife
Inspector Heather MacDonald	E - Edinburgh
Inspector Allan Symington	E - Edinburgh
Inspector David Watt	E - Edinburgh
Sergeant Neil Spowart	E - Edinburgh
Sergeant Scott Meechan	E - Edinburgh
Sergeant Norman Towler	E - Edinburgh
Constable Mark Wilson	E - Edinburgh
Constable David Stupart	E - Edinburgh
Constable Richard Wood	E - Edinburgh
Sergeant Mark Sherman	J - The Lothian's & Scottish Borders
Constable Neil Elder	J - The Lothian's & Scottish Borders
Constable Christine Murphy	J - The Lothian's & Scottish Borders
Constable John Brownlee	J - The Lothian's & Scottish Borders
Grant McDowall	Secretary
Amanda Givan	Deputy Secretary
Brian Jones	Chair
Nigel Bathgate	Vice-Chair

### Observer

Constable Reuben Merrick	E – Edinburgh
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## 3 Apologies

Euan Sinclair  
Hugh Loudon  
Stevie Herd  
Gordon Dixon

#### **4 Individual Rank Committee Meetings**

The Committee broke into individual rank groups to discuss rank specific issues and to elect their office bearers and JCC reps and reserves and those who would be attend divisional meetings.

#### **5 Minutes of Previous Meeting**

The minutes from the previous meeting held on 3<sup>rd</sup> December 2014 had previously been circulated to the Committee for their information and attention. The minutes were proposed by Andy Malcolm, seconded by Wilkie McCloskey and thereafter recorded as a true reflection of the meeting.

An action outstanding from the previous minutes was to have the Conduct Secretary, David Kennedy, attend the next meeting but it was decided that the new Conduct Secretary should be invited to attend on the 3<sup>rd</sup> of June once they have been elected.

Andy Malcolm requested an update on the disclosure of expenses motion which had been submitted. Clarification was sought and a letter was sent to Andy. The Chair advised that the original motion had been ruled not competent by the officials and was still in the hands of the Office Bearers at Woodside Place for consideration once amendments had been made.

#### **6 Matters Arising**

##### **(a) Joint Central Committee**

The Secretary informed the Committee that Joint Central Committee met at the Double Tree, Dunblane on Tuesday 11 and Wednesday 12 February 2015.

The Committee was advised that with Rab Milligan retiring from the Scottish Police Federation at the end March 2015, an Election had taken place for a new Deputy General Secretary with David Kennedy being duly elected. The Conduct Secretaries post held by David Kennedy is now currently vacant and a closing date of 5pm on Monday 13th April 2015 has been set for applicants.

An update was given in relation to the 2015 New Pension Scheme, the Secretary advised that Draft Legislation for the Scheme was still ongoing and it is expected to be completed by the end of February, early March. Every scheme member will be written to individually by the SPPA and this will start with members affected by tapering.

The Secretary advised that area elections were discussed and it is reported that there was a breakdown in communication between Vodafone and police security surrounding PNN email addresses. We are currently looking for all

other elections to be carried out in house. A member voiced his concerns over the insufficient numbers on the East Area Committee and in particular, Inspector rank shortfalls. Much discussion ensued and the Chair assured the Committee that the matter was being pushed forward as quickly as possible as lack of numbers on the Committee affects the quorum and voting process.

Two motions in relation to the SPF rules were presented one by the SPF Trustees and the other by the West Area Committee:

1. To ask the JCC to create a new rule 13.2.1. In addition to other powers and procedures detailed within these rules, the Joint Central Committee may, at its absolute discretion, take any action it deems necessary to preserve the good name and reputation of the Federation.
2. That this West Area Committee asks the Joint Central Committee to consider an addition to Rule 11 and insert at 11 (8) a subsequent statement "that when anyone is elected to be a member of a Subject Committee, that person will cease to be a member of said committee if that member fails to attend 3 consecutive meetings except where appropriate apologies are tendered.

**Both Motions were passed.**

The Committee was informed that ill health retirements had slowed down, this was due to the Force having set aside insufficient budget to retire people on ill health. This is being reviewed and the Force is going to arrange meetings with those officers awaiting ill health retirements.

It was established there had been an overpayment to some officers during the Commonwealth Games and the Force were seeking to recover the overpayments.

As per PSOS memo 23/15. It was ratified that annual leave can be carried over as follows:

2014/15 10 days  
2015/16 9 days

This is subject to agreement from the Chief Constable and this information has been forwarded to all resource management units.

**(b) Health & Safety**

The Chair, Brian Jones, advised the Committee that he had taken over the portfolio of Health and Safety within the East Area.

The minutes of the last Health & Safety Standing Committee held on 20<sup>th</sup> January, 2015 have been circulated and are available on the SPF Website. The main topics discussed being the removal of throw lines and life vests from police vehicles and also, who would be the first responders in

these types of incidents. The increased risk of security both personnel and building, double crewing, body armour, partial vehicle marking and social media with regard to personnel security was also discussed.

The East Area Health & Safety Committee met at Stirling on Thursday 5<sup>th</sup> February, 2015 Chaired by ACC Thomson the minutes of which when published, will be circulated to the Committee. The main points raised were locus protection at road collisions, regarding training and available equipment, no plans to “unmark” partially marked police vehicles, inspections of buildings and evacuation policy being looked at.

General issues addressed by the office are telephony challenges at Bilston/Stirling/Glenrothes ACR’s and the monitoring of radio channels both down to a lack of resource and training required for telephony for 999 Calls and 101 enquiries.

Further discussion took place regarding the issues raised and the Chair requested that Committee members e-mail him direct with everything raised to enable him to take these forward.

**(c) Conduct**

Amanda Givan advised the Committee that she had taken over the portfolio of Conduct within the East Area.

The Committee were advised that several Misconduct Hearings would be taking place in the near future and she requested that those showing an interest in becoming trained Conduct Reps intimate their intention to her.

Other issues discussed included a training package for Conduct Representatives and the 2014 Conduct Regulations. Committee members raised concerns over misuse of Performance Regulations by the Force and in particular in relation to long term sickness and the volume of KPI’s for officers.

Amanda advised that the new National Conduct Secretary would be invited to attend the next Committee meeting once they had been elected to post. It was further suggested that having someone attend from Levy and McRae would be beneficial and Amanda agreed that this would be actioned.

**(d) Equality**

The Vice Chair updated the Committee in relation to the Equality element at Conference. Planning was at an advanced stage and he hoped it would be a productive and informative input at Conference.

**(e) Finance**

The Finance Standing Committee met on 21 January the minutes of which had been circulated.

The Vice-Chair, Nigel Bathgate gave a brief report. The Secretary had covered the two main items in his JCC update.

Regarding the SPF Voluntary Fund, expenditure had increased in a number of areas such as Professional Fees and there no longer being a PNB Meeting refund and, despite a deficit for 2013/14 no increase had been applied at that time. The JCC had, however, decided that an increase in the member's subscriptions to the Voluntary Fund would be made and 13p per month was proposed and agreed.

The honoraria payment had been given to Mercers to review. It was felt that all Office Bearers with the exception of the four Principal Office Bearer's at Woodside Place should all be paid the same. As a result of this the FSC recommended that a rate of 75th percentile of the market rate for the independent valuation of the roles be granted for the valuation of the roles and a reduction was made in the Honoraria paid to full-time representatives.

Ongoing work at Woodside Place has revealed further structural issues in relation to asbestos and dampness amongst other problems and these additional costs will be borne from reserves rather than the Voluntary Fund.

**(f) Operational Duties**

The Minutes of the last Operational Duties Standing Committee meeting held on 21<sup>st</sup> January 2015 have been circulated. The Vice-Chair updated the committee as follows.

Topics discussed included the accelerated 'Pathways to Policing' project, Careers Development Programme, Police Diplomas, where it was reported re-sits had been relaxed, Special Constabulary, where it was reported that 26 Special Constables had been recruited as regular officers, CWG Compensation for Inspecting ranks, where it was felt that inspecting ranks had been used for roles that did not require their skills or expertise for example D1 drivers.

**(g) Legislation/Regulations**

The Vice-Chair reported that a meeting took place on 21 January the minutes of which having been circulated.

A further meeting took place on 23 February where the proposed Human Trafficking Bill was discussed. It was reported that although Police Scotland felt there would be no impact on policing this was not the case. Mention of training and staffing were discussed as well as the impact on front line officers. A reply was forwarded in relation to the Bill.

(h) **Police Charities**

**Police Treatment Centre**

A brief update was provided by Amanda Givan and it was proposed that as we no longer had East Area Officials on the Committee as Trustees of the Home that this should be removed from the Agenda and any future update relevant being brought to the Committee under the JCC update. This was proposed and seconded and following a vote it was agreed to remove this item.

**St Georges**

As this is a sub-heading of the PTC it was agreed that this should also be removed from the Agenda.

**Scottish Police Benevolent Fund**

Amanda gave the Committee a brief insight into the SPBF and how grants and loans were awarded. For new representatives on the Committee she advised that she was the Secretary and requested that anyone interested in sitting on the committee make themselves known to her at the end of the meeting. She advised that all information could be found on the SPBF website [www.spbf.org.uk](http://www.spbf.org.uk) a Committee member requested that a briefing document be circulated to the reps for their information. This was something she was happy to produce and circulate.

(i) **Members Services**

The Deputy Secretary gave details and levels of cover on the current Group Insurance Scheme. She advised that there had been a significant increase in sickness levels throughout the Force since the amalgamation and as such could affect the insurance premiums in the new financial year.

A member suggested that Members Services would be better placed on the agenda under JCC on matters arising.

The Committee were reminded that the member's services section of the SPF website held full details of the cover provided under the scheme. [www.spf.org.uk](http://www.spf.org.uk)

(j) **Area LNCC**

The Vice Chair, Nigel Bathgate reported that the last meeting had been held on 17<sup>th</sup> December 2014 and had been the first meeting for the new ACC Kate Thomson.

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.

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.

**(k) Divisional Updates:**

**Forth Valley**

Graham Capes updated the Committee accordingly. There had been no meetings in the last quarter but he would be making arrangements to have one diaried.

**Fife**

Wilkie McCloskey and Stevie Herd attended a Divisional meeting held in December 2014. Wilkie updated the Committee on issues discussed therewith, he advised that the Division were operating a new model where they had reverted back to small community teams which was reportedly working well and he thought that this process would eventually be rolled out across the rest of Scotland. He also advised that the Division were replacing small cars with vans to allow them to have more vehicles to carry prisoners. He further advised that P Division had been under on their overtime budget for 2014.

**Edinburgh**

Mark Wilson and Norman Towler updated the Committee on a Divisional Meeting on behalf of the Edinburgh Division. At this meeting representatives made the Chief Superintendent aware of an increase in the cancellation of officers rest days for up and coming events without adequate notice. They made mention of officers being re-rostered for events which had been pre-planned yet the Force had failed to follow the correct procedures in giving them the 15 clear days' notice. He also advised that the current shift pattern was one year old and would require to be reviewed. Concerns were raised over OBL figures which were considered inaccurate and there was a clear shortfall in officers in the East Area in comparison to the West.

**Lothian's & Scottish Borders**

Neil Elder updated the Committee on events within this Division. He advised that recent meetings had been cancelled. Salient points for this division



included a new shift pattern which commenced 4<sup>th</sup> March 2015 which was the 222 shift for East and West Lothian. Concerns were raised with reference to officers being sent to calls when they have been cited for court. After discussion the Committee were reminded that there was no such thing as Standby for Court and that court citation took precedence over operational duties. The Committee were asked to send examples of when this is happening to the Chair and Secretary who, would raise this matter with ACC Thompson if necessary.

### **(k) Major Events**

The Committee was updated on upcoming major events such as The Scottish Open, Open Championship, Royal Highland Show and T in the Park. The Force was confident they had resources in place and work was ongoing to ensure this the only concern would be an overlap with T in the Park clear up dates. There was no significant problems raised. A question was asked regarding Public Order Training should the PSNI ask for assistance. The Chair advised that there was some training to take place in Tulliallan between April and May but the Scottish Police Federation Chairman, Brian Doherty had this in hand.

## **7. Competent Business**

### **East Area Committee Agenda**

It was requested that a heading for Divisional Meetings be added into the Agenda as opposed to rank separates the reasoning behind this was that Divisional Meetings were mandatory whereas rank separates could be carried out at any EAC Meeting upon request.

Clarification was sought over when an officer is seconded to another station what they were entitled to claim back from the Force in terms of additional mileage and travel time. The Deputy Secretary reminded the Committee that the officer can claim the difference in mileage between the home station and the temporary station but no travelling time was allowed for and the officer had to travel in their own time. Much discussion ensued and the Deputy Secretary confirmed that whilst the Chief Constable can require an officer to work anywhere in Scotland, it was agreed as per the SOP that 35 miles was considered reasonable.

It was further advised that a briefing paper on Regulations for representatives was forthcoming from the Scottish Police Federation in due course which will hopefully help the representatives with frequently asked questions.

### **Conference Motions**

The Secretary circulated 5 conference motions to the Committee for consideration. These were looked at and after discussion the East Area Committee agreed on the Motions as they stood, no amendments were made by this Area.

## **Conference Arrangements**

The Secretary advised that **all** representatives would be delegates for Conference. **All** will receive a Conference Pack which will be sent to their home address. An agenda for Conference would be sent out two weeks prior to 30<sup>th</sup> March.

Also discussed was a transport plan for travel to and from Conference, voting rights for Delegates and a brief timetable of events.

### **8. Date and Place of Next Meeting**

The next meeting of the EAC would take place on Wednesday 3<sup>rd</sup> June 2015 within Bathgate Golf Club.

### **9. 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 that Members are encouraged to raise any concerns at the earliest possible opportunity with their local Representatives.

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

**Grant McDowall**  
**Secretary**

**Brian Jones**  
**Chair**