



# **Scottish Police Federation** **East Area Committee**

## **Minutes of the Second Quarterly Meeting of the East Area Committee of the Scottish Police Federation held on Wednesday 4 June 2014 Held within the Deer Park Conference Centre, Livingston**

### **1. Opening**

The Chair welcomed all those in attendance along to the Second Quarterly Meeting of the East Area Committee Meeting, and advised the Committee that due to circumstances out with our control the Meeting Venue had to be changed.

Graeme Ednie, Vice Chair Elect of the Scottish Police Federation and David Hamilton, Chair of the Northern Area Committee were both welcomed along to the Meeting, the Chair, on behalf of the Committee, congratulated Graeme Ednie on his success following the recent Election for Vice Chair .

It was with regret that the Chair advised the Committee since the last East Area Meeting, that there had been three deaths in Service. He, on the behalf of the East Committee, passed on sincere condolences to the families and friends of our Officers; Ian Smollet, Mark Murtagh and Rhianydd Hitchcock. The Committee was asked to be upstanding for a Minutes Silence for their Colleagues.

The Committee was also advised that Representative Steven Herd had tragically lost his Mother following a recent road accident, condolences from the Committee were offered to Steven and his Family.

He informed the attendees of Fire Procedures in the event of an emergency and Representatives were advised of the timetable of events for the Meeting.

Representatives were duly reminded that their attendance at Committees was a duty, that approval had been given from the Chief Constable for their attendance; and stressed the importance of Representatives attending and contributing on behalf on their Rank.

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

## 2. Attendance & Apologies

Inspector Graham Capes	C - Forth Valley
Inspector Hugh Loudon	C - Forth Valley
Sergeant Murray McKenzie	C - Forth Valley
Sergeant Ewan Graham	C - Forth Valley
Constable Mhairi Davidson	C - Forth Valley
Constable Grant McDowell	C - Forth Valley
Constable Paul Redwood	C - Forth Valley
Constable John Hay (Non TAC)	C - Forth Valley

Sergeant Thomas Clague	P - Fife
Sergeant Stuart Oliver	P - Fife
Sergeant Wilkie McCloskey	P - Fife
Constable Kevin Payne	P - Fife
Constable Matthew Spencer	P - Fife

Inspector Allan Symington	E - Edinburgh
Inspector David Watt	E - Edinburgh
Sergeant Willie Stevenson	E - Edinburgh
Constable Reuben Merrick	E - Edinburgh
Constable Mark Wilson	E - Edinburgh

Inspector Raymond Dutton	J - The Lothian's & Scottish Borders
Inspector Heather MacDonald	J - The Lothian's & Scottish Borders
Constable Neil Elder	J - The Lothian's & Scottish Borders

Stewart Ross	Secretary
Amanda Givan	Deputy Secretary
Gordon Dixon	Chair

### Observers

No Observers attended this Meeting.

### Apologies

Apologies had been received from:

Inspector Andrew Malcolm	C - Forth Valley
Constable Ronnie Gilmour	C - Forth Valley

Inspector John Lawson	P - Fife
Constable Steven Herd	P - Fife

Constable Karl Cleghorn	E - Edinburgh
Sergeant Graeme Shearer	J - The Lothian's & Scottish Borders

Nigel Bathgate	Vice-Chair
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## **Non-Attendees**

Constable Jim Kerr (Non TAC)	C – Forth Valley
Inspector Fraser Downie	P - Fife
Chief Inspector Alwyn Bell	E - Edinburgh
Inspector Colin Gagen	E - Edinburgh
Constable Kevin Braidwood	E - Edinburgh
Sergeant Brian Jones	J - The Lothian's & Scottish Borders

### **3. Minutes of Previous Meeting**

The Minutes from the Committee Meeting held 5 March 2014 had previously been circulated to the Committee for their information and attention. The Minutes were proposed by Mhairi Davidson and seconded by Euan Graham, and therefore recorded as a true reflection of that Meeting.

### **5. Matters Arising**

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

The Secretary informed the Committee that Joint Central Committee meet at the Hilton Grosvenor, Glasgow on Tuesday 11th and Wednesday 12th February 2014. Amended Minutes were available on the Scottish Police Federation Website, and had previously been circulated to the Committee, they then met on Tuesday 13 May and Wednesday 14 May 2014, minutes were not yet available for this Meeting, but salient points raised were passed to the Committee.

The Committee was advised that with David Ross retiring from the Scottish Police Federation at the end on June 2014, an Election had taken place for a new Vice Chair and Graeme Ednie was duly elected.

Some discussion ensued in relation to PNB and Police Pensions, the Secretary reported that there had been some delay in Retired Officers receiving their Commutation Payments, which has now been resolved. He also advised that come August 2014, PNB itself will be resolved, and with the retiral of Staff Side Secretary, Ian Rennie, there would be an increase in workload falling to the Deputy Staff Side Secretary, Calum Steele.

In relation to the 2015 New Pension Scheme, the Secretary advised that Draft Legislation for the Scheme was expected to be ready for comment just prior to the summer break.

The Secretary made mention of Consultation which was circulated to Representatives, for circulating to the Membership (*EAC Circular*

19/2014) regarding raising the retirement age from 55 to 57. He advised that this proposed Tax Legislation not Pension Legislation.

The Committee was advised that the 30++ Scheme had now been closed with effect from 1 April 2014.

A Pay deal agreed in England and Wales of 1% excluding CRTP effective from September 2014 was discussed, and the Committee advised that a National Pay Negotiation discussion was still undergoing, but it was understood that any deal for Scotland would be no less than the agreed England and Wales deal.

The Expenses SOP and potential outcomes was also discussed, the Secretary advised that it was thought that compensation for mileage between thirty-five and fifty-five miles would likely be compensated for, however, anything over fifty-five Miles then relocation expenses would be considered.

Two motions from the East were heard and defeated 12 votes to 6.

**(b) Health & Safety**

The minutes of the last Health and Safety Standing Committee meeting held on the 22 April 2014 are available on the SPF website.

3<sup>rd</sup> East Area meeting was held, ACC not in attendance but chaired by CI. Main areas were the new Body armour contract, moving away from CS to Pava.

**(c) Equality**

The minutes of the last Equality Standing Committee meeting held on the 22 April 2014 are available on the SPF website.

The last East Area Equality Meeting was held at Livingston on 7 April 2014.

The issue of individual cases were raised and the Secretary advised that the number coming through for the East area although several in number did not require allocation at this stage which was also balanced by committee member's day jobs and their capacity to involve themselves in officer's individual cases. The secretary further highlighted the prospect that under the new performance regulations and attendance management policy that the likely outfall will be in the area of Equality.

The National Equality Secretary updated the committee in a similar vein to the above and that there is likely to be an increase in Ill-health cases coming to the SPF in all areas.

In respect of maternity and paternity there were no specific issues for the East area although in response to Jackie Muller's letter to the DCC in December there was an acknowledgement of some failings in the Maternity, Paternity SOP. Before Police Scotland eight approaches were applied to this area and although some officers could be in a disadvantageous position none had approached the SPF to pursue their cases.

Flexible working still causes issues in this area with individual cases taken through appeals process. The successful contentious cases have largely been resolved by trial periods applied. At the committee meeting this area of business was a potential issue in Forth Valley.

Proposed guidance drafted by the Equality Lead for the SPF has been submitted to the Scotland standing Committee and a formal response is awaited which may assist in the cases where issues are difficult to resolve.

Under Disability, recent cases suggested that this was an emerging area and close monitoring will be required, although there is relevant legislation that can be used in cases and application of this legislation in the recent past has benefited officers in particular situations continue at work.

There is on-going work into Fitness Testing throughout Police Scotland with a number of variants in existence. A working group has been established to explore further the significant differences that exist and how they fit in equality terms.

There were no relevant consultations received up to the meeting in April.

**(d) Conduct**

The minutes of the last Conduct Standing Committee meeting held on the 22 April 2014 are available on the SPF website.

In relation to the East Area Conduct Committee, the last meeting was held on 2 April 2014, the main business from that meeting was that Grant McDowall being the sole nomination was elected chair.

**(e) Finance**

The minutes of the last Finance Standing Committee meeting held on the 23 April 2014 are available on the SPF website.

The main issues were that Woodside Place requires rewiring.

In relation to the Honoraria review that an independent review be carried out by a professional company.

Recommendation the employment of Part time Paralegal

Recommendation the employment of a Policy and Coordination officer.

Recommendation the employment of an assistant to deal with SPF finances.

**(f) Operational Duties**

The minutes of the last Operational Duties Standing Committee meeting held on the 23 April 2014 are available on the SPF website.

Area Committee elections – constituencies have been agreed for all areas.

**(g) Legislation/Regulations**

No meeting

**(h) Police Charities**

**PTC**

New CEO appointed Col Patrick Cairns.

In year to date 1479 members had attended the PTC, 237 from the East.

**St Georges**

Now own house for use of beneficiaries.

**SPBF**

New chair, Martin Bertram, AGM on the 19<sup>th</sup> August all welcome to attend.

**PTD**

No update

**National Police Memorial day**

Two guest of the East area will be attending

**(i) Members Services**

Due to the tragic three events that have occurred since the last meeting it has evidenced the very good service from the Insurers

**(j) Area LNCC**

Last meeting was 31<sup>st</sup> March 2014, present were representatives from OSD,SCD and Custody.

Areas covered were the re rostering of rest days and the last minute reinstatement – The Superintendent covering the Events East was reviewing this.

New Shift pattern for Forth Valley CPT which was agreed following a ballot of the membership.

**(k) Divisional Updates:**

**Edinburgh**

Issues in relation to overtime not being paid, lack of supervisors due to mainly Temporary ranks. Also time spent at Hospitals with prisoners.

**Fife**

Last meeting with Ch Supt cancelled. Again issues with increase in Temporary ranks and time spent at Hospitals with prisoners.

**Forth Valley**

Issue in relation to the lack of RPU after 0200hrs. Again issues with overtime, Temporary ranks and time spent at hospitals.

**Lothian's & Scottish Borders**

Last meeting cancelled but issues mirror the other areas.

**(h) Major Events**

Next upcoming events were the RHS, Bo'ness Fair. Followed by Armed Forces Day and Bannockburn.

TITP – P and C division staff will be attending to provide assistance.

CWG – Issues in relation to transport, WTR discussed.

**7. New Business**

None.

**8. Motions**

None

**9. Competent Business**

Graham Capes wished to discuss business continuity if the FTO were not voted back in position. But asked if the committee felt it needed to be discussed, there was no support for the discussion.

**10. Date and Place of Next Meeting**

The next East Area Meeting will be held on 4 September 2014. All present were happy to remain with Deer Park as the venue.

**11. Closure of Meeting**

The Chair, informed the committee of the resignation of Keith Bendall, Joyce Greenhorn and Jim Friery, he acknowledged their work whilst on the committee.

He also informed the committee that Gillian Tennant was retiring from the service, again he thanked her for her work on behalf of the committee and wished her a long and happy retirement.

The Chair thanked everyone for attending and for their valued input into proceedings. 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.

**Stewart Ross**  
**Secretary**

**Gordon Dixon**  
**Chair**