



Scottish Police Federation East Area Committee

Minutes of the Third Quarterly Meeting of the East Area Committee of the Scottish Police Federation held on Wednesday 7 September 2016 within The Houston House Hotel, Uphall, Livingston, EH52 6JS

1 ATTENDANCE

Inspector Andrew Malcolm	C - Forth Valley
Inspector Hugh Loudon	C - Forth Valley
Inspector Mark Murphy	C - Forth Valley
Sergeant Mark Westmorland	C - Forth Valley
Sergeant Murray McKenzie	C - Forth Valley
Constable Paul Redwood	C - Forth Valley
Constable Scott Callaghan	C - Forth Valley

Inspector Ian Stephen	P - Fife
Inspector Douglas Simpson	P - Fife
Sergeant Stephen Clark	P - Fife
Sergeant Graham Ross	P - Fife
Sergeant Wilkie McCloskey	P - Fife
Constable Austin Barrett	P - Fife
Constable Colin Nicoll	P - Fife
Constable Stevie Herd	P - Fife

Inspector Allan Symington	E - Edinburgh
Inspector Ian Williamson	E - Edinburgh
Inspector Neill Whiteside	E - Edinburgh
Sergeant Norman Towler	E - Edinburgh
Sergeant Scott Meechan	E - Edinburgh
Sergeant Neil Spowart	E - Edinburgh
Sergeant Gordon Dixon	E - Edinburgh
Constable David Stupart	E - Edinburgh
Constable Euan Sinclair	E - Edinburgh
Constable Richard Wood	E - Edinburgh

Inspector Andrew Elliot	J - The Lothian's & Scottish Borders
Inspector Michelle Ritchie	J - The Lothian's & Scottish Borders
Sergeant John McEwan	J - The Lothian's & Scottish Borders

Grant McDowall	Secretary
Amanda Givan	Deputy Secretary
Brian Jones	Chair
Nigel Bathgate	Vice-Chair
Jackie Muller	SPF Equality Lead

GUESTS

David Kennedy	Deputy General Secretary
Andrea MacDonald	SPF Vice-Chair

2 APOLOGIES

Constable David Davison	E – Edinburgh
Inspector Heather MacDonald	E – Edinburgh
Inspector Andrew Toombs	J - The Lothian’s & Scottish Borders
Constable John Brownlee	J – The Lothian’s & Scottish Borders
Sergeant Mark Sherman	J - The Lothian’s & Scottish Borders

3 OPENING OF THE MEETING

The Chair, Brian Jones, welcomed all those in attendance to this, the Third East Area Committee Meeting with a special welcome being given to the Deputy General Secretary David Kennedy, Vice Chair Andrea MacDonald going on to welcome back the Equality Secretary, Jackie Muller, who would be providing the Committee with an update with regards to the pressing issues and developments in the world of Equality.

The Chair said that since the last Quarterly meeting the landscape of Policing in Scotland had continued to change with a raft of reviews ongoing both regionally and nationally under the auspices of savings be that rank ratios, overtime bans, budget cuts or Police Staff positions gapped or removed and that there had been no positive news forthcoming from the Force Executive in any of these areas of business. He said it was imperative that the Scottish Police Federation continually remind the Force Executive of their commitment to “keeping people safe” by ensuring we had the necessary number of officers and supervisors suitably trained and equipped to carry out these roles. There needed to be a way to ease budget constraints which are currently unrealistic and unsafe for our members and the public we served.

The Committee were then informed that the East Area Committee had the following vacancies:

'P' Division 1 x Inspector

'C' Division 1 x Sergeant
1 x Constable

'J' Division 1 x Sergeant
1 x Constable

The Chair stated that it was imperative that the East Area Committee had a full complement of Representatives to ensure **all** members were appropriately represented, enabling us to proactively address the concerns of our membership.

It was with deep regret and sadness that the Committee were then informed that since the last meeting there had been a Death in Service. On Monday 5th September 2016, Matthew Dey tragically died. The Committee were then upstanding to observe a minutes silence as a mark of respect.

Prior to addressing the Agenda the Chair advised the Committee that this was the last meeting for Gordon Dixon before he retired from the Service in November after serving with the Scottish Police Federation for many years and he thanked Gordon for his dedicated work over the years wishing him a long and happy retirement.

The Chair then went on to congratulate Nigel Bathgate on his recent election to Assistant to the General Secretary wishing him every success going forward.

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.

4 ELECTION OF VICE CHAIR

The Chair informed the Committee of the Election Rules thereafter asking for nominations for the position of Vice Chair.

Nomination: Andrew Malcolm

Proposed: Ian Williamson

Seconded: Colin Nicoll

Nomination: Stephen Clark

Proposed: Douglas Simpson

Seconded: Austin Barrett

Nomination: Allan Symington

Proposed: Norman Towler

Seconded: Scott Meechan

The voting resulted in a draw between Allan Symington and Andy Malcolm therefore, as per SPF Rules it was decided by the drawing of lot. Allan Symington being the successful candidate went through to the next round.

After the second round had taken place, Stephen Clarke was duly elected as Vice Chair designate.

Permission was sought and given to destroy the voting papers.

5 MINUTES OF THE PREVIOUS MEETING

The minutes from the previous meeting held on 8 June 2016 had been circulated to the Committee. The minutes were agreed and thereafter recorded as a true reflection of the meeting.

6 MATTERS ARISING

(a) JOINT CENTRAL COMMITTEE UPDATE

The last meeting of the Joint Central Committee was held on 23rd and 24th August 2016 within the Houston House Hotel the minutes of which would be

placed on the Scottish Police Federation website when ratified. The following points of interest were discussed:

Election of General Secretary - Calum Steele was unopposed and therefore re-elected.

Election of Equality Secretary/Assistant to General Secretary - after a rule change to the role of Assistant to the General Secretary, Nigel Bathgate was duly elected unopposed and will take up his new position on the retirement of Jackie Mullar early in 2017.

Legal Advice and Assistance - updates were provided in relation to the following:

Held in Reserve - a Judicial Review is ongoing in relation to this. Arguments have been ongoing for some time and solicitors from both sides are discussing the matter. It is hoped to have a document agreed in relation to officers being paid an overnight allowance and additional allowance for disruption meaning officers would be paid for being away from their station overnight as well as payment for hours worked. They are also looking at compensation paid to officers for working into a rest day and are eager to pursue this. The staff side are keen for this compensation to remain. The SPF have proposed that in some instances payment can be granted to officers being required to work a rest day with more than 15 days' notice as oppose to another rest day being allocated. The Official Side are strongly opposed to this.

Allard v Devon and Cornwall - this is a case taken by officers from Devon and Cornwall against their Chief Constable, this primarily came from them being CHIS Handlers who were not paid for taking calls in their own time from sources. The Court decided that the officers were entitled to payment paid back for a 6 year period and this was appealed by the Chief of Devon and Cornwall. On the back of this a number of officers from throughout the UK have requested payment and this looks like it will go to a Judicial Review, which is the easiest and quickest way to get a decision at court. The Scottish Government are fully aware of the potential financial implications which would be placed on the Force should this happen.

Holiday Pay - a legal decision will be sought unless PSoS agree to settle a claim via solicitors. It appears that PSoS are not currently engaging with the SPF in relation to this matter. Letters will be sent to all members who are awaiting a decision, officers who do not get a letter will not receive anything only those officers with legal forms already in will be looked at, however they may put a late claim in on their own.

Police Negotiating Board - the last meeting took place on 15th June 2016 when the Staff Side claim of a pay rise of 2.5% was submitted. A decision is

still awaited however, it is expected to be received in advance of the next scheduled PNB meeting which is to be held on 22nd September 2016.

A Technical Working Group met on 17th August in relation to exigency of duty, an introduction of an overnight allowance and compensation for working into a rest day.

Exigency of Duty – it was felt that the PNB should define greater guidance to managers regarding definitions and guidelines. The head of the RMU is of the belief that rosters can only be changed due to an exigency of duty and having a court date changed back does not merit an exigency of duty. It is hoped by mid-September that a form of agreed wording will be in place and approved by all parties.

The Deputy Secretary reminded the Committee at this point that it was the Regulations that determined decisions and not local SOP's which the RMU's appear to be relying on. RMU's should be challenged on decisions. Evidence was needed to form a Working Practice Review Group and Reps were asked to send in examples of when RMU's had not obeyed the Regulations instead, turning to local legacy SOP's. Representatives agreed that there should be a consistent approach throughout the East and the Committee will devise a document and send this out to them.

Pensions - A letter had been sent from the Scheme Manager to the Police Pension Board Scheme, Cabinet Secretary and SPA advising that he had concerns with the SPPA's ability to administer and run the scheme. This letter was not well received by Tweedbank in Galashiels where the SPPA is administered.

A meeting had been arranged for 20th August where frustrations around the running of the scheme were discussed and the fact SPPA have an IT system which is not currently fit for purpose was discussed.

The Annual Benefit Forecast should have been sent to all officers at the end of August this was not a total projection forecast as the officers had expected and in no way resembled previous Forecasts. Officers were upset at the lack of information shown within this as it only printed what they already knew i.e. what they had paid into the fund to date. Some officers also found the information listed on their Pension Forecast to be inaccurate and were told to contact SPPA directly. Officers should register their dissatisfaction as they have not received what was promised. Jackie Muller said that she had already made contact with SPPA to complain and received an email back including all the details that she requested therefore, they clearly have the information officers are looking for to hand.

The SPPA are currently working on a calculator through Government Actuary's Department (GAD) which should soon be available on the website.

Scottish Police Consultative Forum (SPCF) – The last meeting took place on 15th June in Edinburgh amongst discussions were Inspectors working hours, an update on the Staff Survey and Pathways to Policing.

Inspecting working hours are considered along with the Superintending Review. This has now been forwarded to the 2026 project. The Committee raised concerns regarding the extra workload that Inspectors are being given which they felt may leave them open to PIRC enquiries.

The staff survey results came out a year ago and to date the Force have not decided what they are going to do with the results which is very disappointing.

Pathways to Policing are proposing 3 paths namely the normal route, Special Constable route and degree route. Degrees considered would be in relation to police related matters such as Criminal Justice or Forensic. It is also proposed to cut back on course work at the Scottish Police College with the use of Moodle Packages, of which there are 28 in total with a direct route in for Special Constables to negate the requirement to attend at Scottish Police College. HMIC are opposed to officers not attending at the Scottish Police College emphasising the bonding benefits of attending. It would appear that Pathways is constantly changing what they are proposing at each meeting and there appear to be more questions than answers to what they are currently proposing.

Discussions ensued and Jackie Muller voiced her concern that the PSoS are not undertaking consideration of Equality Impact on any of the above proposals and that the Distance Learning Moodle Packages are a cause for concern and this has been highlighted to the Force who appear to be ignoring this.

Scottish Police Authority (SPA) - The Secretary reported he had attended the last meeting which took place on Thursday 25th August 2016 at Stirling University at which discussions had taken place surrounding the CCU Review.

Scottish Police Budget and Finance - A meeting was held with the Scottish Government on Monday 22nd August 2016 at Woodside Place by the Chairman, with the budget deficit being the main topic of discussion.

David Ross is currently leading on behalf of the SPF with PSoS, who are looking to implement 10 quick wins in an attempt to fill the financial deficit the Force are currently facing. A Savings Delivery Group led by DCC Livingston has been set up to meet every 14 days. Gordon Dixon asked what the 10 quick wins were and Andrea MacDonald gave an update on these.

ACC Mawson has agreed that areas which previously had acting ranks could continue with this practice however, no area will be able to start temporary acting posts in a bid to save on costs unless a full business case is carried out. Discussions took place regarding concerns the Committee Members had regarding which included that some Force Areas may possibly be abusing acting and it was felt also that maybe PSoS did not understand Acting.

The Organisation are still hoping that the VAT issue may be resolved, which would return a substantial total of the deficit urgently however, currently there is no update.

LNCC/JNCC - The LNCC usually meet every 3 months and it is an opportunity for the East Area to take matters concerning them to the ACC in an attempt to have an issue resolved locally.

ACC Thomson retired in July and has been replaced by ACC Wayne Mawson. There have been no meetings since May. LNCC feeds back to the JNCC which is where decisions are made for all three geographical areas and a proposal has been put forward for the 3 LNCC meetings to merge as one which it is hoped will cut down on meeting times. Currently there are no new dates available to advise.

(b) HEALTH & SAFETY

The Chair informed the meeting that the East Area Health & Safety Committee had met on 21st July 2016 at the Livingston Office. The minutes of this meeting had been circulated.

The main points discussed were the current Operational Base Levels (OBL's) in the East Area and the significant disparity in the OBL levels in the East in comparison to other areas of Police Scotland. The Committee requested that this matter be raised with the Health & Safety Subject Committee.

Concerns had been raised with regards to the new Ford Transit Van with an apparent lack of suitable storage this has been brought to the attention of Fleet. Any concerns should be forwarded to the Chair.

Locus Protection Training for road collisions is now being delivered at the Scottish Police College for all new recruits by means of both theory and practical exercise in locus protection. The Committee were asked to forward any complaints due to lack of training to the Chair.

Concerns continue with regard to the resource levels at Bilston.

Radio channels have been compressed in the City of Edinburgh with plans for further compression of channels in both 'C' and 'P' Divisions and the Committee were asked to highlight any problems they may hear of to the Health & Safety Committee.

Concerns raised with regard to potential Working Time Regulation breaches following T in the Park. David Hamilton, Chair of the North Area Committee, is collating these issues.

The Health & Safety Subject Committee met on Tuesday 2nd August at Woodside Place, Glasgow. The minutes of the meeting had been circulated.

A letter had been sent to John Gillies, Head of Human Resources, with regard access to both RIDDOR and SCOPE Reports. Officers require to give consent to having the information shared with the Federation. An officer's consent is obtained by ticking a box on the Incident at Work Form. If this box is not ticked then the information will not be shared with the Federation which means we cannot keep an eye on any trends therefore, the Committee were asked to raise awareness with their colleagues.

Issues had been identified with regards to the number of weekly vehicle checks not being carried out. A National Equipment List has now been approved for Locus Protection Equipment which is being progressed with procurement nationally.

PAVA deployment concerns have been raised with regards to its effectiveness as, unlike CS, unless it is targeted correctly at an aggressors eyes PAVA will have little impact and an E-learning Training Package has been developed to address this point.

The issue of the Operational Base Levels in the East was discussed and this matter has been brought to the attention of the Deputy Chief Constable Designate his update is awaited.

The Accident Investigation Report regarding the recent collisions involving the BMW's has been submitted to the Deputy Chief Constable Designate for his consideration.

As with other Forces, a warning had been sent out in relation to a 'White Powder Alert' by the Federation. Staff are to open both internal and external mail carefully with a letter opener and report any strange substances immediately.

Murray McKenzie reported that OBL's had dropped dangerously low and nothing had been put in place to mitigate this. Discussions ensued, it was felt Edinburgh was bursting, Operation Rigoletto does not have enough Sergeants

and most were finding it difficult to cope. The East is stretched beyond belief and those present agreed that that the balance required to be redressed by the Chief Constable. Abstractions to custody was causing problems and Custody Suites had been closed due to lack of staff. It was agreed that the East especially is struggling with all resource levels.

The Chair informed the Committee that there was a new Health & Safety Manager for PSoS, Ms Charlene Smith.

On the 24 August the HSE and PSoS met to seek an update on matters raised both in Improvement Notice and earlier concerns at beginning of year regarding Asbestos. PSoS came up with an Action Plan and they await to hear from HSE who will be in contact once they have time to study the plan.

Work continues in relation to Asbestos Management Surveys and Fire Risk Assessments however, there are concerns if remedial works identified are being completed correctly and the National Lead Peter Jones will liaise with PSoS Health & Safety Team to ensure works required is carried out.

Norman Towler brought a message of thanks to Brian Jones from some of the stations he has been based at in reference to him being proactive and publicising something which has been talked about in relation to the disparity of resources being less in the East compared to other areas

(c) CONDUCT

The Deputy Secretary informed the Committee that there had been no Misconduct Hearings or meetings since the last meeting. Maintaining anonymity, she then provided the Committee with an overview of the current Criminal and Misconduct cases being monitored.

Due to a challenge by the SPF one officer has had their Misconduct Case which was due to be heard at a Hearing deserted following a Judicial Review.

Discussions took place around PIRC led enquiries which the officers were finding frustrating due to the lack of updates being forthcoming and officers being left not knowing what was happening with their cases. The Deputy Secretary informed the Committee that each Division deals with PIRC Enquiries differently.

The Committee was advised that the last Joint Central Committee Conduct Standing Committee was held in Glasgow on 2nd August 2016. The meeting was attended by Constable Herd and the minutes of that meeting were circulated. The main items for discussion were the agreement of the DCC to introduce training seminars and the successful challenging of the SPF to force

the organisation to use the Performance Regulations rather than the Misconduct Regulations.

The last East Area Conduct meeting held on 6th July proved very successful by combining a short meeting with a training exercise on the 2014 Regulations. The next meeting is arranged for 28th September.

(d) EQUALITY

Jackie Muller, SPF National Lead for Equality gave an update on the National perspective. Some successful outcomes from an Equality point of view through PNB included:

- The inclusion of Children & Families Act when it comes to antenatal meetings and shared parental leave.
- The carrying over of statutory leave when an officer has been on either sick or maternity leave has now been agreed and, can be carried over for 15 months. It is important however that when officers are working this out they take their statutory leave first prior to occupational leave.
- Rest Day/Free Day compensation during annual leave has been referred to the PNB Equality Group however, to date, there has been no agreement reached as official wanted on back of this to change the records period for annual leave which would impact on every police officer. This has been referred to the Technical Working Group.
- Claim for occupational pay for officers taking shared parental leave has not been refused by the official side however, they appear to be stalling on this saying that they wish to look at it under wider modernisation. The question to be asked therefore is what is the wider impact on wider modernisation?
- The East Motion in relation to IVF was passed by JCC and work can now start on details of this to be passed to Staff Side for further progression through PNB.
- Annual Conference in 2017 will be focus on maternity and family type issues and Nigel Bathgate will be leading on this.

From a Force point of view there are still the same frustrations in relation to delays regarding equality matters and there appears to be an apparent lack of drive when it comes to equality issues and they have been persuaded to review the Disability and Employment SOP as there appears

to be no consistency across the Force. A review should, in relation to the Maternity and Adoption SOP, take place in October 2016. Issues with self-certification and the way in which this is being handled appears to be unlawful and the Equality Leads will be carrying out some in-depth work on this. There is guidance legislation that protects individuals when it comes to self-certifying and Supervisors need to understand the regulations as it comes down to what is permitted legally. The Representatives were asked to encourage supervisors who find themselves in this position to contact the Equality Lead when dealing with these issues for advice. Jackie asked the Committee that if they become aware of officers having problems in relation to this that they contact Nigel Bathgate as this is a real issue causing the members real problems. She went on to say that the Bradford Score can discriminate against some officers with its broad brush approach and should not be used as a tool to penalise people with.

Jackie went on to inform the Committee that she will now start the process of handing over to Nigel who will be taking over the reins when she retires in February 2017.

Nigel Bathgate updated the Committee on a local perspective informing that the last meeting had been held on 18th July the minutes of which would be posted on the SPF website.

IVF and Maternity cover was covered in Jackie's input therefore he informed that the next meeting of the Equality Committee would be held on 3rd October. This would be a formal meeting for everyone on the East Area Committee to attend as there would be training included covering Attendance Management. Nigel reminded the Committee that any examples of self certification withdrawal should be directed towards himself enabling him to give them the appropriate advice.

(e) FINANCE

The Chair informed the Committee that the last Finance Standing Committee Meeting had been held on the 3rd August at Woodside Place. The minutes of this meeting would be circulated in due course.

The main topics of discussion at this meeting being:

The Scottish Government Grant – discussions are still ongoing with the Scottish Government to have the grant removed but there is still no real progress on this matter. The General Secretary advised he will arrange a further meeting with the Cabinet Secretary to see if the matter can be progressed.

Brexit - Following Brexit and to ensure SPF Investments are still performing positively, the General Secretary contacted the Investments Manager to ensure the Investment Portfolio was working well. The portfolio was described as resilient due to it being spread over a wide range of products. The General Secretary has requested an independent report to ascertain what the potential fallout will be from Brexit to assist the SPF with any future investment considerations. When complete this will be highlighted to the Joint Central Committee.

Members Services – The Members’ Service Package is currently being reviewed in particular the salary protection element of the scheme. The Deputy General Secretary and the Vice Chair will carry out further work with the Insurance Industry to identify the best product for the membership.

SPF Accommodation - The Deputy General Secretary, David Kennedy, continues with his review of SPF Accommodation to identify which premises require additional maintenance.

(f) OPERATIONAL DUTIES

The Secretary advised the Committee that the JCC Operational Duties Standing Committee met on Wednesday 3rd August 2016 at Woodside the minutes of which would be placed on the SPF Website when ratified.

Amongst the discussions that took place at the meeting were Accelerated Career Development Path (ACDP), Police Diploma & Special Constabulary, Pathways to Policing along with the Senior Selection Process were discussed at the Leadership & Development Board. There will also be a review of recruiting which will involve the SPF.

It was reported that there is still no properly approved system in place for officers’ appraisals.

The Special Constables Regulations are to be reviewed and consideration is being given to Performance Regulations for them.

Brian Jones attended a Special Constables Working Group meeting on 19th August where it is acknowledged that working time for Special Constables is still not being recorded properly. There are currently approximately 770 Special Constables within Police Scotland. A marketing campaign is to be arranged in order to attract more people to join as Special Constables.

CBRN

A Tactical Leads Meeting took place on 26th August when it was reported that there were no matters of significant concern.

Post Incident Procedures - the majority of full time officials in Scotland have now had training in Post Incident Management.

Custody - discussions were held regarding the new Custody SOP which have a number of material changes in particular to the role of the (PCSOs). There are issues concerning the cleaning of cells and backfilling for PCSO absences.

Concern was raised by Inspector Malcolm in relation to the new National Custody Training Module and whether officers were being required to attend training and therefore finding themselves transferred to Custody Division. Following discussion it was clarified that training was ongoing for current Custody Staff and those who carried out relief duties. Sergeant Clark clarified he is involved in the custody training program and further confirmed that training will be commencing shortly for the new National IT System which originated in Dumfries and Galloway.

Force Armed Policing Monitoring Group - the Chairman had been unable to attend the last meeting

There have been a number of issues with some officers experiencing difficulties with body armour for close protection and whether they should be paid a plain clothes allowance to compensate for special clothing.

Discussions took place surrounding the introduction of a bleep test as opposed to the 1.5 mile run. It was reported this was a temporary measure due to the former causing injuries.

3C - At a recent meeting at the Scottish Police College ACC Hawkins announced that there would be an uptake of 29 police officers for Bilston ACR, 20 Constables and 9 Sergeants.

The East Area Committee have raised concerns since the inception of Bilston due to inadequate resources to answer and dispatch calls. The Chair stated he would continue to monitor what impact this will have on the ACR.

(g) LOCAL NEGOTIATING CONSULTATIVE COMMITTEE (LNCC)

The Secretary informed the Committee that the last meeting had taken place on Wednesday 3rd August 2016 at Woodside Place. The minutes of which will be placed on the SPF website when ratified. Points of interest discussed were the Scottish Police Authority Governance Review which is now the Scottish Government policy. The General Secretary advised he would be drafting a response which would be circulated to the Joint Central Committee. Also discussed was the HMICS CCU Assurance Review SPA are putting together a Working Group to look at the Review and the SPF will sit on the Group.

(h) DIVISIONAL UPDATES

“P” Division - Sergeant Clark and Constable Barrett had attended a meeting with the Command Team on Friday 2nd September 2016. Topics discussed had been the transport put on for officers travelling to Edinburgh during the summer city deployments for the festival which was very beneficial. There was an issue with Court Citations and OBL’s and it was requested that the Command Team ask what, if anything, can be done with Procurator Fiscal. As far as Command Team are aware Procurator Fiscal is still using Court Scheduling however, they have agreed to meet with them to discuss this as officers are complaining that they are being cited on rest days or days off. ACR’s were discussed and it was felt that officers dealing with dynamic incidents should deal with the controller directly and not go onto PNC channel however, this is not happening. Custody had been closed over a number of weekends and when open most full to capacity. Annual Leave and the Barrel System and the re allocation of annual leave was also discussed. A very positive meeting with the Fife Command Team.

“C” Division - Inspector Malcolm informed the Committee that there had been a change in management. A meeting had taken place with the EAC Secretary and T/Chief Superintendent McAlister, the New Commander. A further meeting will be scheduled in due course. Topics discussed had been overtime and payment which has now been resolved. Delays in rejection of payments taking 2 to 3 months for a National Division. Ongoing discussions taking place with Division Commander regarding the New Supervision Deployment Model.

“E” Division - Inspector Symington informed the Committee that there had been a meeting with the Command Team, Superintendent Horan and Chief Superintendent McDonald. Topics discussed had been the twitter feed from National Office regarding overtime ban and charity shops, annual leave and officers being able to choose block leave. OBL’s and Operation Rigoletto looking at adjusting the distribution of officers in response there has been a delay and will go live on 17th October 2017. Response Policy not being fit for purpose, low markings on CID vehicles and Diary Cars.

“J” Division – Sergeant McEwan and Inspector Elliot met with the Command Team on Tuesday 30th August. Topics discussed had been fleet with no new fleet being bought and vehicles not being checked; OBL position was discussed and the lack of continuity there have been 2 levels set across 4 local authority areas low level and high level with areas jumping to different shifts at weekend; redeployment and what officers perceived as an abuse of the Postings and Transfers SOP; Allowances and Expenses SOP namely officers resident in Leith Area and West Lothian have been required to parade at Peebles; Command Team refuse to accept that there is a difference between an officers permanent place of work and temporary place of work. Feedback from across the Division from staff in non-uniformed roles regarding overtime had also been discussed. Experiencing difficulties there’s no ban on overtime and managers should not be asking officers to work for nothing.

(i) **MAJOR EVENTS**

Superintendent Rodgers had chaired a meeting on Friday 2nd September 2016.

The following major events are due to be held within the East Area:

Hogmanay – Everyone should know by the end of September if they are required to work on Hogmanay.

Celtic v Rangers and Hearts v Aberdeen football matches will be held on 31st December 2016.

Torch Light Procession – issues as to where this would start from have still to be ironed out. Officers working this will be transferred to and from their place of work to their post. Provisions will be provided.

The next meeting is due to take place on 12th October 2016.

6 NEW BUSINESS

The Deputy Secretary, Amanda Givan, proposed the undernoted Motion seconded by Stephen Clark:

“That this Area Committee asks the Joint Central Committee to engage with Police Scotland and reach single agreements in all matters where currently legacy arrangements are still in place.”

After lengthy discussions the Motion was carried.

8 COMPETENT BUSINESS

It was agreed by the Committee to put the April 2017 Federation Conference on the EAC Agenda as a standing item. The Committee were asked to identify Motions to be presented at Conference for the next EAC Meeting.

9 DATE OF NEXT MEETING

The next meeting will be held on Wednesday 7 December 2016.

10 CLOSURE OF MEETING

The Chair thanked everyone for attending and for their valued input into proceedings. He further thanked the three candidates for the professional manner in which they had presented their cases for the post of Vice-Chair thereafter, going on to remind 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 formally closed the meeting.

Grant McDowall
Secretary

Brian Jones
Chair