

# SCOTTISH POLICE FEDERATION EAST AREA COMMITTEE

Minutes of the Second Quarterly Meeting held on Wednesday 25th  
September 2013 within the Queensferry Hotel, North Queensferry

## Members Present

Inspector Hugh Loudon	C – Forth Valley
Inspector Andrew Malcolm	C - Forth Valley
Inspector Graham Capes	C - Forth Valley
Inspector Allan Symington	E - Edinburgh
Chief Inspector Alwyn Bell	E - Edinburgh
Inspector David Watt	E - Edinburgh
Inspector Heather MacDonald	J - The Lothian's & Scottish Borders
Sergeant Ian Williamson	C - Forth Valley
Sergeant Murray McKenzie	C - Forth Valley
Sergeant Brian Jones	J - The Lothian's & Scottish Borders
Sergeant Colin Chalmers	J - The Lothian's & Scottish Borders
Sergeant Keith Bendall	J - The Lothian's & Scottish Borders
Sergeant Stuart Oliver	P - Fife
Sergeant Thomas Clague	P - Fife
Sergeant Wilkie McCloskey	P - Fife
Constable Grant McDowell	C - Forth Valley
Constable Paul Redwood	C - Forth Valley
Constable Mark Wilson	E - Edinburgh
Constable Jeff Whelan	E - Edinburgh
Constable Karl Cleghorn	E - Edinburgh
Constable Richard Scott	J - The Lothian's & Scottish Borders
Constable Steven Herd	P - Fife
Stewart Ross	Secretary
Amanda Givan	Deputy Secretary
Gordon Dixon	Chair
Nigel Bathgate	Vice-Chair

## OBSERVERS

Inspector Peter Russell	E – Edinburgh
Constable Joyce Greenhorn	C – Forth Valley
Constable Derek Easton	C – Forth Valley
Constable John Hay	C – Forth Valley
Constable Jim Friery	E – Edinburgh

## **APOLOGIES FOR ABSENCE**

Inspector Colin Gagen	E - Edinburgh
Inspector Gillian Tennant	J - The Lothian's & Scottish Borders
Inspector Raymond Dutton	J - The Lothian's & Scottish Borders
Inspector Fraser Downie	P - Fife
Sergeant Iain McGregor	C - Forth Valley
Sergeant Willie Stevenson	E - Edinburgh
Sergeant Graeme Shearer	J - The Lothian's & Scottish Borders
Constable Thomas Murphy	J - The Lothian's & Scottish Borders
Constable Matthew Spencer	P - Fife
Constable Kevin Payne	P - Fife
Constable Mairi Davidson	C - Forth Valley
Constable Reuben Merrick	E - Edinburgh

## **OPENING OF MEETING**

The Chairman welcomed everyone to the second meeting of the East Area Committee informing them that since the Committee last met there had been an announcement on pensions and the publishing of the new Work Force Agreement on Working Time. Both items would be covered later in the meeting.

The Chairman then went on to give a warm welcome to Andrea MacDonald (Chair) and Malcolm McDonald (Secretary) from the West Area Committee. He hoped that they would fully participate in the business. He indicated that following the meetings of Separate Rank Committees, it was intended that Workshops would be convened with the subject matter being "Consulting the Membership".

The Chair then reminded those present that every member would have the opportunity to express their views and that all discussion should be made through the Chair. He declared the meeting open.

## **ADOPTION OF STANDING ORDERS AND RULES OF PROCEDURE**

The Adoption of Standing Orders and Rules of Procedure were formerly adopted for the duration of the meeting by Andy Malcolm and Murray McKenzie.

## **MINUTES OF THE EXTRA-ORDINARY MEETING HELD ON WEDNESDAY 7<sup>TH</sup> AUGUST 2013**

The Minutes of the above meeting had been circulated and were approved as a true record of the proceedings.

## **NEW BUSINESS**

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

The Secretary advised that JCC Meetings had been held on 11<sup>th</sup> and 12<sup>th</sup> June 2013 with further meetings on 10<sup>th</sup> and 11<sup>th</sup> September 2013 the minutes of which could be found on the Scottish Police Federation website [www.spf.org.uk](http://www.spf.org.uk)

The main topic discussed was the announcement on the new Police Pension Scheme. This information had been circulated and posted on the SPF Website.

In response to questions the Chair advised that under the Financial Services Act the SPF are not in a position to recommend any particular Financial Advisor, neither are they at liberty to advise on potential retirement figures. The Scottish Public Pensions Agency (SPPA) has a calculator which is more attuned to the Scottish situation and officers can go to [www.sppa.gov.uk](http://www.sppa.gov.uk) if they wish to try out the calculator themselves.

The Secretary highlighted the recent correspondence from the Deputy General Secretary in relation to possibly defamatory comments about the legal advisors, Messrs Levy and McRae. Officers should be careful about their use of social media sites.

The Police Federation of England and Wales has been forced to accept a pay review body. Scotland will still be able to take part in negotiations with a stand alone Scottish Committee.

A pay increase of 1% is effective from 1<sup>st</sup> September, 2013 and discussion is ongoing regarding Public Holiday entitlement.

The Secretary reported that the current process for responding to JCC Circulars is unwieldy and from the lack of responses from the representatives, clearly not working. It is recognised that given the nature of these documents and the other commitments of representatives, demand is heavy. It was suggested that a skills database be established with a view to establishing a balance and ensuring that responses are representative of the views of the membership.

The Home Office are currently carrying out a review with regard to Mutual Aid.

The culture of Key Performance Indicators continues to be of concern and requires to be addressed. The Secretary asked the members for examples of the practice to inform a forthcoming meeting with the ACC and ASPS.

A group has been formed to consider the recent motion on honoraria and nominations were sought for a representative from the East Area. Graham Capes was duly nominated and accepted.

**(b) STANDING COMMITTEES**

**Health & Safety**

The Deputy Secretary, Amanda Givan informed the Committee that the first Health and Safety Committee Meeting had been held.

Although the Committee is in its infancy, it appears to be working well. Inspections of premises will now be intelligence led. Fleet Inspections are currently underway which had initially been undertaken by Committee Members however, the return has been disappointing and if anyone is in a position to assist the Committee it would be appreciated. No particular Health & Safety training is required.

Concern was voiced over the increasing culture of officers being required to work through meal breaks with controllers, not supervisors, deciding availability, with the recent e-mail 'Task not Ask' being highlighted. Managers require to manage and to ensure that officers are being treated fairly. Representatives were asked to monitor this unacceptable position closely and make appropriate representations.

**Conduct**

The Chair, Gordon Dixon advised the Committee that the last meeting and training day had been held in Dunblane. A date has yet to be set for the next meeting.

The Secretary, Stewart Ross informed the Committee that the Deputy Chief Constable had a very pragmatic approach to suspension and that while there may be some restrictions to officers; he preferred them to be at work.

**Equality**

Nigel Bathgate, Vice-Chair will be the East Area Lead for Equality. Vacancies for 3 representatives to sit on the Committee were filled by Colin Chalmers, Murray McKenzie and Andy Malcolm.

A National Meeting had been held on 20<sup>th</sup> August 2013 in which Jackie Muller spoke on Maternity Leave and entitlements.

**Finance**

The Secretary informed the Committee that the last meeting had been held on 21<sup>st</sup> August 2013 at which draft accounts were submitted. A draft expense policy was also agreed.

## **Operational Duties**

Malcolm McDonald explained to the Committee how legacy Strathclyde had approached this subject. It was proposed and agreed that a Standing Committee be formed comprising 2 Representatives from each division in the East Area.

## **Legislation/Regulations**

The Secretary updated on developments in this area in particular the draft legislation and possible implementation. The Committee will be kept fully informed of the work ongoing in this area.

### **(c) BENEVOLENT FUND**

The Secretary advised that the Fund was operating with no apparent problems. To date there had only been three applications for assistance and he urged the Committee to point anyone requiring help in the direction of the website [www.spbf.org.uk](http://www.spbf.org.uk) where they can read the qualifying criteria.

Discussion ensued regarding the Trustees desire to use the funds in the most efficient way possible with a view in the long term to reducing subscriptions if at all possible.

### **(d) POLICE TREATMENT CENTRE & ST. GEORGE'S FUND**

The Secretary advised that fund raising was still ongoing for improvements to the home. There appears to have been a drop in applications for those wishing to attend Castlebrae. This is not reflected in attendance at Harrogate. Attendance at the home should be in duty time and the current turn around for applications sits at around 3 weeks.

### **(e) MEMBER SERVICES**

The Secretary updated the Committee by reminding them that all information relating to the scheme could be found on the Scottish Police Federation website [www.spf.org.uk](http://www.spf.org.uk)

Currently there are in excess of 100 DAS claims ongoing with 28 being rejected to date.

The turnaround for officers on half and nil pay was running at 63 with 7 life claims since 1<sup>st</sup> April.

Suitable dates are to be pin pointed for staff training to enable a better understanding of the processes on all the documents on the SPF

Website. All members' enquiries should be directed to the website as this has now bedded in and works reasonably well.

Cards have been given to the East Area Representatives to hand out to their colleagues. These cards have all the Emergency telephone numbers on them relating to the new Group Insurance Scheme.

Representatives have once again been asked to encourage officers if they have not already done so, to complete a new mandate form for the new scheme. This will ensure that we hold the correct details of not only the beneficiaries but also the correct contact details for the officer.

**(f) LOCAL NEGOTIATING AND CONSULTATIVE MEETING**

The Secretary informed the Committee of the intention to meet with the ACC at the earliest opportunity to discuss the framework for future meetings. It was the view of the Committee that these meetings should be held quarterly.

**(g) REFORM - FEDERATION**

The communications plan had been circulated and unfortunately, only one response received.

The new Rules and Regulations had been adopted by the SPF and will be made available on the website.

In respect of new premises, there will be a further site meeting with the contractors on 26<sup>th</sup> September 2013 and work should start on 1<sup>st</sup> October 2013. All going well this should be completed within 6 – 7 weeks with the moving in date around 24<sup>th</sup> November 2013. **(Since confirmed as 18<sup>th</sup> November 2013).**

There have been some problems with the SPF e-mail addresses which are being rectified. Any rep with problems gaining access to their SPF e-mail address should contact Laura Wilson who will reset their passwords etc.

The move to Livingston will result in the loss of a valued member of staff namely Amy McLean who has been employed in the Federation Office at Portobello for the past 8 years. The travelling difficulties and the time involved to do so have made it impossible for her to continue in her role. Amy will be a big loss as she proved to be an excellent ambassador for the Federation and was extremely popular with the officers who found her helpful and professional in their dealings with her.

The Committee expressed their best wishes to Amy for the future.

(h) **DIVISIONAL UPDATES**

**City of Edinburgh**

Mark Wilson informed the Committee that there are problems within the Custody Area which need to be addressed as a matter of urgency. Acting Sergeants policy and cover also requires addressing and in general terms the whole manner in which things are done in Edinburgh requires a major overhaul. Discussion with management will continue.

**The Lothian's & Scottish Borders**

Brian Jones reported to the Committee that he had been invited to sit on the project board to re-designate roles within the division. Work is ongoing to examine proposals regarding the shift system.

**Fife**

A meeting is to be held with the Chief Superintendent on 29<sup>th</sup> October 2013.

**Forth Valley**

A meeting with management will be held in the near future. Graham Capes advised that difficulties were being encountered regarding duty rosters and this required urgent attention. A discussion took place where it was clear that a number of issues regarding the rosters and in particular reinstatement of rest days requires formalising.

Colin Chalmers highlighted the difficulties the present structure causes when attempting to deal with management within the CID. The Chairman confirmed that representation was on a territorial basis and not departmental.

(i) **LEGAL ADVICE AND ASSISTANCE**

The Chairman informed the Committee that currently we have three applications sitting with the SPF.

(j) **MAJOR EVENTS**

The Chairman informed the Committee that to date all major events had been successfully policed and the next big event would be Hogmanay.

Despite the best efforts of the full time officials, there is no news as yet in connection with annual leave and the Commonwealth Games. This

clearly is a matter that concerns all our members and needs to be resolved as a matter of urgency.

### **WORK FORCE AGREEMENT**

The Secretary gave a presentation on the recently agreed and circulated Work Force Agreement on working time. He responded to a number of queries from the floor.

### **COMPETENT BUSINESS**

The following discussion motion was proposed by Grant McDowall and seconded by Murray McKenzie.

**“This Eastern Area Committee Branch Board seeks clarity in the role of Federation Representatives with regards supporting officers with the provision of advice in changes to working conditions, disputes with Management and personal matters”.**

### **CORRESPONDENCE**

A letter of resignation from Scott McCallum was received. Appreciation for his efforts in representing his members was recorded.

An e-mail was also received from Scott Young tendering his resignation.

### **CLOSURE AND DATE OF NEXT MEETING**

The next East Area Meeting will be held on 27<sup>th</sup> November 2013 within the Exhibition Centre in South Queensferry.

The Chair thanked every one for attending and for their valued input into proceedings. The meeting was then brought to a close.

**Stewart Ross**  
**Secretary**

**Gordon Dixon**  
**Chairman**