



# 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 7<sup>th</sup> June 2017 within  
The Houston House Hotel, Uphall, Livingston, EH52 6JS**

## **1 ATTENDANCE**

Inspector Andrew Malcolm	C - Forth Valley
Inspector Hugh Loudon	C - Forth Valley
Sergeant Mark Westmorland	C - Forth Valley
Sergeant Murray McKenzie	C - Forth Valley
Sergeant David Reid	C - Forth Valley
Constable Scott Callaghan	C - Forth Valley
Constable Paul Redwood	C - Forth Valley
Constable John Hay	C - Forth Valley
Inspector Ian Stephen	P - Fife
Sergeant Wilkie McCloskey	P - Fife
Sergeant Graham Ross	P - Fife
Constable Stevie Herd	P - Fife
Constable Austin Barrett	P - Fife
Constable Colin Nicoll	P - Fife
Inspector Allan Symington	E - Edinburgh
Inspector Heather MacDonald	E - Edinburgh
Inspector Ian Williamson	E - Edinburgh
Inspector Neill Whiteside	E - Edinburgh
Sergeant Mark Wilson	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 Michelle Ritchie	J - The Lothian's & Scottish Borders
Inspector Andrew Toombs	J - The Lothian's & Scottish Borders
Sergeant John McEwan	J - The Lothian's & Scottish Borders
Sergeant Gordon Latto	J - The Lothian's & Scottish Borders
Sergeant Mark Sherman	J - The Lothian's & Scottish Borders
Constable John Brownlee	J - The Lothian's & Scottish Borders
Constable Darren Gallagher	J - The Lothian's & Scottish Borders
Constable Jim Friery	J - The Lothian's & Scottish Borders

Grant McDowall	Secretary
Vacant	Chair
Amanda Givan	Deputy Secretary
Stephen Clark	Vice-Chair
Nigel Bathgate	Assistant to General Secretary (Equality)
Brian Jones	Assistant to General Secretary (Health & Safety)

### **OBSERVERS**

Stevie Kay  
Simon Whyte

### **2 APOLOGIES**

Sergeant Scott Meechan	E - Edinburgh
Inspector Mark Murphy	C - Forth Valley

### **3 OPENING OF THE MEETING**

The Vice-Chair, Stevie Clark, in the absence of a Chairman, welcomed all those in attendance to this, the second meeting of the East Area Committee for 2017 giving a special welcome to Stevie Kay and Simon Whyte who were attending as Observers. A warm welcome was also given to Brian Jones and Nigel Bathgate who had both taken up National Posts as Assistants to the General Secretary for Health & Safety and Equality respectively. The Vice-Chair went on to thank Brian Jones for the work he had carried out during his time as the East Area Chair wishing him all the best moving forward in his new role.

The Vice-Chair reminded the Committee of the importance of having a full complement of Representatives to ensure **all** our members were appropriately represented. There were local representative vacancies not only in the East but the North and West also and an election would be held within the next few months to try and fill these vacancies, this situation is being monitored and he hoped that with the assistance of the Committee, suitable candidates could be identified.

The Vice-Chair then informed the Committee that it was with deep regret and sadness that he had to advise them that since the last meeting there had been two Deaths in Service. Condolences had, on behalf of the East Area Committee, been passed onto the family and friends of Stevie Hanson who passed away on 28<sup>th</sup> March 2017 and, John (Gavin) Watson who passed away on 13<sup>th</sup> May 2017. The Committee were then upstanding to observe a minutes silence as a mark of respect.

The Vice-Chair next informed the attendees of the Fire Procedures in the event of an emergency thereafter, reminding those present that every member would have the opportunity to express their views and that **all** points or issues **must** be directed through the Chair allowing everyone who wished to participate the opportunity to do so. The meeting was then declared open.

#### **4 ELECTION OF EAST AREA COMMITTEE CHAIR**

Vice-Chair asked for nominations for the position of Chair.

<b>Nomination:</b>	<b>Andrew Malcolm</b>
<b>Proposed:</b>	Alan Symington
<b>Seconded:</b>	Wilkie McCloskey

<b>Nomination:</b>	<b>John McEwan</b>
<b>Proposed:</b>	Ian Williamson
<b>Seconded:</b>	Gordon Latto

Andrew Malcolm was duly elected as the new Chair for the East Area Committee and immediately thereafter took over the Chair.

Due to the result of the Election, the Sergeants held a separate meeting to elect a new Sergeants Joint Central Committee Representative, this position will now be held by Wilkie McCloskey.

#### **5 MINUTES OF THE PREVIOUS MEETING**

The minutes from the previous meeting held on 1<sup>st</sup> March 2017 had been circulated to the Committee. The minutes were agreed and thereafter recorded as a true reflection of the meeting. Proposed by Mark Wilson seconded by Murray McKenzie.

#### **6 MATTERS ARISING**

##### **(a) JOINT CENTRAL COMMITTEE UPDATE**

The Secretary advised that the last meeting of the Joint Central Committee which was the West Area travelling JCC took place at Glynhill Hotel, Renfrew on the 9th and 10th May 2017. Annually each Area hosts the JCC and it will be the turn of the North next year.

Election for an Assistant to the General Secretary (Health & Secretary). As Brian Jones was the only nominee and therefore, unopposed, he was elected into this position with effect from 9<sup>th</sup> May 2017.

Amongst subjects discussed were the following:

**Legal Advice and Assistance** - The Deputy General Secretary reported that a number of new cases for various matters had come to light since the last meeting.

He then went on to supply updates in relation to Held in Reserve/Allard and Holiday Pay as follows:

**Holiday Pay** – There is a myriad of ongoing cases in relation to Holiday Pay which are all at various stages of appeal and there will not be an immediate short term fix. It is likely that once these cases have been settled, the most likely course of action with PSoS and SPF will be a negotiated generic position rather than trying to resolve thousands of individual claims.

The case Lock v British Gas, discussed at the last meeting, had been heard in court and it was agreed that overtime should be included with Holiday Pay. However, British Gas have appealed this decision. A number of Police Forces in England and Wales have made a payment however, to date, PSoS are not engaging with the SPF in relation to this matter.

**Held in Reserve** - This ongoing case was heard by Lady Wise on 23 December 2016 and a decision is still awaited which could take some time. Once the decision is received the Committee will be updated accordingly.

**Allard v Devon and Cornwall** – This is a case taken by officers from Devon and Cornwall against their Chief Constable which primarily came from them being CHIS Handlers who were not paid for taking calls in their own time from sources. A meeting is scheduled to be held with Police Scotland Legal Team who are currently looking for 10 examples of CHIS Handlers call outs etc, to progress this matter.

**Solicitors** – One appeal with regards to a legal matter was raised by the North in relation to legal assistance to take an appeal to a Police Appeal Tribunal regarding the dismissal of an officer. This was not upheld by the JCC.

**Police Negotiating Board (PNB)** – PNB Meetings now take place 3 times a year as opposed to 4 previously and they were generally held around the time of the Joint Central Committee (JCC). Due to this change the meetings are now not in line with the JCC Meetings and there has been no PNB Meeting since the last JCC.

Discussion took place regarding this year's pay negotiations. A pay settlement of 1% was accepted for last year although the Staff Side had asked for 2.5%.

The pay claim for 2017 is still to be finalised however, at the March SPA Meeting it was noted that they had budgeted for a 1% pay deal. In reality no matter what is asked for there is little doubt this will be a very difficult issue to settle.

Audit Scotland have recently issued an unprecedented third damning report into PSoS's finances.

The Technical Working Group continues to meet in relation to exigency of duty, an introduction of an overnight allowance and compensation for working into a rest day. These are still ongoing and the Secretary will update the Committee as soon as they are finalised.

**Pensions** - The Police Pensions Consultative Forum met in Edinburgh on 8 May 2016. Whilst the Home Office were represented they could not answer many of the issues raised owing to the period of purdah currently running due to the General Election.

The Secretary reminded the Committee that the UK Police Consultative Forum under the Home Office retains overall pension decisions for the UK. The Scottish Government have some legislative powers but no overall powers.

Under the 1987 Scheme a widow/widower would receive 13 weeks of salary prior to moving onto pension payment. These are not replicated in the Care Scheme which was an oversight however, they are now endeavouring to rectify this. It was reported that there is still a loophole that, in the event a Police Pensioner being murdered by their spouse, the spouse can still receive the Widows' Pension. Work is ongoing to close this loophole.

The SPPA Pensions calculator run by Government Actuaries Department (GAD) is now up and running and appears to be working well. It is hoped to entice officers who have not entered or, are considering withdrawing from the schemes back. Auto enrolment has meant that 120 officers have re-joined the scheme although, it has been reported that approximately 1000 officers are currently not in the scheme.

For every £100 an officer puts into the scheme the SPA put in a further £214. The calculator and supporting documentation can be found on the SPPA website.

A brief overview of the three Pension Schemes, PPS, NPPS and CARE was given.

**Scottish Police Consultative Forum (SPCF)** - The SPCF runs in conjunction with PNB. The functions of the SPCF are not set out in legislation but Scottish

Ministers have a statutory obligation to consult policing stakeholders before making any changes to the regulations governing a wide range of non-negotiable matters which affect Police Officers in Scotland and, will look for these to be agreed through discussion at the SPCF before they are made.

This meeting now takes place 3 times a year as opposed to 4 times and therefore, the timings of the meetings are 'out of sync' with the JCC Meetings.

The last meeting took place on 22nd February 2017 and some of the topics discussed were 2026, Inspecting Ranks Review and Pathways to Policing.

Pathways to Policing has another new representative from Police Scotland. It appears that the academic approach to entry has been put on hold which was the initial route the Force were taking. This was confirmed by the Cabinet Secretary at Annual Conference.

Pathways have put forward a proof of concept for pre-entry e-learning. This would require a device or tablet to complete and the onus would be on the prospective recruit to provide the electronic device themselves.

**Scottish Police Authority (SPA)** - The Scottish Police Authority (SPA) is a public body of the Scottish Government which holds Police Scotland to account. Both bodies were established on 1 April 2013 with the inception of Police Scotland. It is fair to say that there has been a considerable level of public reporting on the business and appointments of the Authority in recent weeks.

HMICS Assurance & Transparency review of the SPA will start at the end of June.

Health & Wellbeing Policy of Force/SPA discussed and there will be a rollout of 125 Wellbeing Champions across the Force.

**Scottish Police Budget and Finance** - The current position of funding remains uncertain and the organisation are looking to save 6% for the current financial year and 2026 forms a major part of this area.

Police Scotland are working with Linda Duxbury who assisted with the implementation of 2026 and has agreed to carry out a management of change project free of charge for Police Scotland.

With the general election looming there is not much change in relation to longer term budgets.

**LNCC (Local Negotiating and Consultative Forum)** - LNCC usually met every 3 months and was a window for the East Area to take matters to the ACC in an

attempt to have a situation resolved locally. These meetings are now national LNCC meetings where North, East and West all attend with their respective ACC's.

The LNCC format is still not correct as a number of parties do not attend, namely Custody Division and Firearms. The last meeting was chaired by ACC Mawson and he has actioned representatives from these departments to attend the next meeting. It is still felt that there are too many attendees and it is questioned whether all Chief Superintendents from throughout the country require to attend. It is about getting the right people in the room and SPF are keen to continue with this.

**Joint Negotiation Consultative Committee (JNCC)** - The last meeting of the JNCC took place on 13<sup>th</sup> February and was chaired by DCC Livingston. Discussions took place regarding an exit survey being proposed by SPA to establish why people are leaving the Service. Discussions also took place surrounding work life balance and flexible working applications all being dealt with in the same manner. This would stop empire building, personal disputes etc and allow officers to be treated the same throughout the country. Discussions also took place surrounding the number of probationers not signing up to the Police Pension Scheme. The Service are looking to see if they can increase the time provided for inputs.

A review of the number of SOP's currently in place was discussed with some of these have been put out without the Federation having sight of them.

Discussions are also ongoing in relation to payment on promotion, as there is disparity between certain areas, whereby officers are being paid at differing rates. Senior HR are aware of this and discussions are ongoing to have this resolved, as always there will be winners and losers. Although there are legal implications around this, we are one Force and every officer should be treated the same.

**Motion** - At the last EAC Quarterly Meeting a motion was passed in relation to the CICA which was passed by the JCC and forwarded on for the attention of the Operational Duties Standing Committee.

## **(b) HEALTH & SAFETY**

Brian Jones, Assistant to the General Secretary for Health & Safety updated the Committee accordingly:

The **JCC Health & Safety Subject Committee** met on Tuesday 18th April at Woodside Place the minutes of which will be circulated in due course. Topics discussed:

The Subject Committee proposed a review should be undertaken to assess the suitability of the current PPE following from the concerns raised at the Bi-Annual Conference. At the recent JCC Meeting it was decided that the review would be carried out by the Health & Safety Subject Committee and it was further advised that funding would be available to enable an independent evaluation of the findings and recommendations of the review once complete.

Regional updates were then provided:

**North Area** - concerns regarding the efficiency of the North Area Control Room similar to that at Bilston where they are experiencing the same challenges, namely an apparent lack of resource, mandatory overtime and 12 hour shifts and issues raised regarding PNC checks.

Concerns were also raised in the North with regards to remote supervision of Custody Areas with the question raised "does the Force need to review a number of historical FAI's where remote supervision was criticised previously?"

**East Area** - concerns have been raised by Firearms Officers deployed to the Scottish Parliament without Firearms. These concerns have been raised with Senior Management however, a full resolution from that Committee is still awaited.

Concerns have also been raised with the redistribution of equipment carried on the TAC Vests having been removed to the utility belt which, in turn, have caused their own challenge in restricting the ability of officers from reaching their protective equipment. These concerns have been raised nationally with firearms senior management who have explained that each case will be addressed on a case by case basis.

**West Area** - whether current PPE is fit for purpose, also the lack of first aid training and, more importantly, the lack of first aid equipment.

**The Joint UK Health & Safety Meeting** - was held in Birmingham on 20<sup>th</sup> April 2017 the minutes of which will be circulated in due course. Concerns raised were officers routinely breaching Working Time Regulations and the lack of management policy for operational road risks, uniform and PPE. CAST continues to identify a new standard of body armour which will be more flexible recognising different body structures. Scotland deploys the highest level of protection for stab proof vests. Water Training Guidance has been agreed and a budget has been approved for life vests and throw lines. Procurement is awaited to carry out the necessary purchase and suitable training for all officers.



**The East Area Sub Committee Health & Safety Meeting** - was held on Tuesday 25<sup>th</sup> April 2017 the minutes of which had been circulated.

Station Inspections continue to be carried out however, there is still a lot to be done. The Committee were reminded that any routine Station Inspections carried out must be forwarded onto the New Health & Safety Secretary.

Fire Risk Assessments are still being carried out and the Committee were reminded that officers should not be duped into carrying these out if they are not trained as the vicarious liability lies with the officer who signs the document.

All inappropriately fitted custody vehicles have been removed from the fleets and after the use of minibuses to transfer custodies was challenged, this practice ceased.

Concerns continued to be raised with regards to operational bases levels across the East Area. It would appear that these Resource challenges are not replicated throughout country.

The National Police Chief Constables Committee Meeting met on the 27<sup>th</sup> April and the main points covered were briefings documents on water safety, also, Driver Training concerns were been raised following a disclosure from DVLA with regards to insulin dependent officers possibly having their authorisation to carry out emergency response suspended pending further discussions with the DVLA and their Medical Advisers. It is not clear from the correspondence received as to whether the DVLA are responsible or, the Chief Constables therefore the NPCC have gone back to DVLA asking for clarification.

Concerns were also raised concerning shift workers and driver safety especially when returning home following a nightshift.

**The National Vehicles Users Group** - met on 3<sup>rd</sup> May 2017. An additional £4 million in funding has been identified by the Scottish Police Authority to enable the purchase of an additional 300 plus vehicles.

A meeting with ACC Mawson raised concerns regarding safe staffing levels in the East with regards to a breach of section 37 of the Health & Safety at Work Act. Brian Jones followed up his concerns in writing and will advise the East Health & Safety Secretary of any reply received.

Discussions thereafter ensued with lack of Driver Training in J Division, near misses and custody vehicles being some of the topics discussed. Brian Jones had been informed that custodies were no longer using hired mini buses however, representatives informed that hired vans were still being used in the Fife Area to transport prisoners. The organisation has a corporate liability and

there is a potential for corporate manslaughter should something untoward happen when transporting a prisoner therefore, it is imperative that the correct custody vehicles are used. Officers are being forced to cover double channels in Bilston during breaks and when they challenged the Chief Inspector, were told to just make it work! EAC Health & Safety will take this on Board.

Brian Jones then went on to thank the East Area Committee for providing him with the opportunity to represent the wider membership thereafter, wishing the East Area Committee and Health & Safety Committee all the very best and every success for the future.

**(c) CONDUCT**

The Deputy Secretary updated the Committee informing them that the last Conduct Meeting had been held on 18<sup>th</sup> April 2017 within Woodside Place, the Head of Professional Standards and Superintendent McDowall had attended. The good working relationship between PSD and the SPF continues.

It was highlighted that perhaps more work is required by the SPF when Police Officers are witnesses in misconduct investigations involving colleagues. The current process shows that the support offered to subject officers is working well but when support is required of colleagues who are witnesses is not as successful. Members were reminded to consider the offer of support or advice to those who fall into this group. Many of our colleagues are often involved in a process they probably do not want to be involved in and can be forgotten about. If the Committee know of any such members they should contact Deputy Secretary.

Feedback in respect of the conduct input at Conference had been very positive and the general consensus was that the topics covered were useful and informative. Any ideas for next Conference should be fed into the Livingston Office for the Deputy Secretary.

Legal Assistance appears to be working well covering both criminal matters on and off duty and Misconduct as well. The Deputy Secretary reminded those present that the scheme covered many more legal issues and urged those present to refer to the SPF website if they wished to update themselves on the matters covered. The feedback on the process and legal assistance is hugely positive.

The Performance Regulations continue to be massively under used by the Force.

The SPF have opened up discussions with PIRC and when updates are available they will be provided. The Committee were asked to assist that if they are aware of officers having to wait lengthy periods of time for PIRC to get update them in respect of investigations they are conducting to contact the Deputy Secretary at the Livingston Office and this can be addressed with the Head of Investigations.

The Deputy Secretary updated that Jim Foy, Assistant to the General Secretary (Conduct) would be retiring from the service shortly and the Deputy Secretary had been covering the misconduct side of his portfolio until a replacement can be elected. She advised that she has been much more involved with PSD discussions with regards to the Regulations and what changes might be necessary. It was acknowledged that the timescales often cause issues but she reiterated that there is no alternative but to meet these guidelines. Discussions are actively ongoing in the background to establish whether changes to the Regulations are necessary or whether process changes would assist.

Maintaining anonymity, the Deputy Secretary then provided the Committee with an overview of the current Criminal and Misconduct cases being monitored within the East Area.

The Deputy Secretary updated those present that at the last EAC Conduct Meeting, members of that committee received training on the 2014 Regulations. More training will be given when new Assistant to the General Secretary (Conduct) is in post. All East Area Conduct Representatives are trained and will give the best possible advice to the members they represent.

The Chair thanked the Deputy Secretary and her Conduct Representatives for all the hard work carried out on behalf of the members especially as she was "double hatting" at the moment due to there not being a National Conduct Lead currently in post.

#### **(d) EQUALITY**

The Vice-Chair informed the Committee that the last East Area Equality Meeting had taken place on Monday 3<sup>rd</sup> April 2017 at Livingston. The minutes of this meeting had been circulated.

In response to the Vice-Chairs plea for new Equality Representatives there are 3 new Equality Representatives and Allan Symington is the new Chair for EAC Equality Committee.

The issue of ill-fitting female trousers was mentioned. Enquiries have revealed that Stores will provide multiple sizes to try and accommodate officers. In

addition there is a tailoring service available, based in the West, and alterations can be carried out in exceptional circumstances due to limitations of the service.

The issue of potential reassessment of officers for CRTP was recently raised within P Division, however following a response from the SPF, the reassessment is not being progressed.

Nationally the JCC Equality Meeting was held on 18<sup>th</sup> April, the minutes of which have been circulated. Menopause has been on the radar in terms of equality and there has been work carried out on this with PSoS acknowledging that menopause can be a real issue for some officers. There is support and advice out there that individuals can be signposted to should they require assistance. PSoS and SPA have recently joined the Carer Positive Employer in Scotland Scheme and are at the initial first level-engagement. The engagement level apparently means that the organisation has awareness of Carers within the workforce and has made a commitment to support Carers through workplace policies/working practices, as well as some evidence that systems and processes have been developed to support Carers, and that Carers are supported to identify themselves as Carers and can access support within the organisation to help them manage their work and caring responsibilities. It is clear the PSoS is not currently meeting all of those measures of support and that such systems, policies, processes and working practices are not in place and that much work is still to be done by PSoS in this regard.

Topics that will be hopefully be progressed in the coming months are Equality Pay Audit, Kin-ship, fertility and shared parental leave and pay, which all have an impact on our officers to some degree. The Vice-Chair informed the Committee he would welcome any feedback from the 2017 and likewise would appreciate any suggestions regarding the Equality input for the 2019 Centenary Conference.

#### **(e) FINANCE**

Brian Jones, Assistant to the General Secretary informed the Committee that the last Finance Standing Committee had met on Wednesday 19<sup>th</sup> April 2017 at Woodside Place the minutes of which would be placed on the SPF Website when ratified. The following points were raised:

How the SPF could utilise the money in the Member's Benefit Trust Accounts. This was money that had accumulated from the former JBBs. There are a number of options including expenditure only, options providing a service that will be of benefit to the members but not generate any further income. Other suggestions include student accommodation or hostel style accommodation for officers in areas of high cost housing. Student accommodation has a higher

investment return purely due to the volume of tenants. The Committee are looking for suggestions and the Chair asked that any suggestions be forwarded onto him to take to the next Finance Committee Meeting.

Members Benefit Trust cannot be used for a reduction of Voluntary Fund Contributions. Money from this fund has been used in the past to offset the Insurance Tax increases so that it hasn't been passed onto members.

Investments are performing beyond expectations.

Planning permission has been granted for an extension to Woodside Place. In house legal advice account is in surplus.

Decrease in new recruits joining the Voluntary Fund. Currently 800 officers are not signed up. They are to be targeted directly by letter advising that there will be an amnesty between 1 September and 31 October 2017 for those who want to join and they won't have to back pay subscriptions. Currently officers have to back pay 1 years subscriptions to join.

Consideration is being given to redevelop/remodel the Dundee Office to include a training/conference facility for the SPF. Accommodation is available at nearby hotels. Could be used to generate revenue when not in use by SPF if leased out.

Philip Williams are now up and running as the Group Insurance provider. There are no major changes to the provision. Although critical illness pay out for spouses/partners is up £5000 to £25000.

The Chairman then went on to inform those present that on Friday 26<sup>th</sup> May 2017, the Hunter Foundation hosted a charity event in Edinburgh which featured the 44<sup>th</sup> President of the United States, Barack Obama, as one of the guest speakers. The Hunter Foundation invests in over 300 charities across Scotland that support young people.

The charity fundraiser was designed to attract the majority of Civic Scotland, including leaders of philanthropy, business and politics amongst others. The Foundation invited potential organisations to attend the event, this included the Scottish Police Federation.

The donation for attending the event was £5,000 to support the various charities, there was no additional costs associated with the event. The event raised over £570,000 which will be invested in supporting young people across Scotland. The SPF supports various charitable events which are permitted within the rules. Invitees were expected to be discreet and vetted with security making amendments to guest lists difficult.

The event and donation was discussed with Committee members asking for a list of those in attendance saying that the name of the Federation had been damaged long-term and that members are angry at the lack of communication and transparency. The Chair informed that there would be a review, as with all expenditure, in accordance with the rules at the forthcoming Finance Standing Committee and Joint Central Committee in August and that he would get as much information at these meetings thereafter he would put out a Chairs Statement. The minutes of all these meetings are available on the [SPF](#) website.

**(f) OPERATIONAL DUTIES**

The last meeting of the Operational Duties Committee was held on Wednesday 18<sup>th</sup> April 2017 at Woodside Place. The main points of note were:

**ACDP, Police Diploma & Special Constabulary** - No meeting had taken place since January 2017.

**CBRN** - It was reported that the last scheduled meeting had been cancelled.

**Post Incident Procedures (PIP)** - Due to a number of new full time office bearers moving into post PIP training was required to be rolled out to all SPF full time officials.

A letter has been written to DCC Johnny Gwynne asking him to consider whether PIP should be used in more than firearms incidents. Concerns were raised in relation to insufficient Superintendents/Chief Superintendents being trained to run and manage PIP's. This may be passed to Chief Superintendent Alan Spiers at PSD to review.

**Workforce Agreements (WFAs)** - As reported at the last meeting a short term working group headed up by the Deputy General Secretary is currently looking at the current Work Force Agreement. This generated a fair amount of discussion and an update will be provided when further information is known.

**Custody** - It was reported that Custody were not employing new staff and the department would have to continue with the numbers they currently have. The lack of resources within the division and the fact that the front line are required to provide resources to backfill was discussed. Amongst some of the suggestions provided by PSOS was satellite supervision without Sergeants in every Custody Centre which is fraught with danger.

It was also reported that consideration has been given to "D" Division which currently holds Custody Centres in Dundee, Perth and Arbroath to close one of these centres which would obviously increase the risk of our members having to transport prisoners over further distances.

The changes in the Criminal Justice (Scotland) Act will have a huge impact on custody and their ability to cope and it may be that additional centres will close to allow staffing levels to increase at other Custody Centres.

Discussions took place with regards to Custody and the problems being faced by Custody Sergeants and staff the length and breadth of the country.

**Force Armed Police Monitoring Group** - The Vice-Chair reported that the mode of carriage for firearms had been discussed with the possibility of officers clipping on and off depending on the type of incident they were attending however, there are obviously a number of potential issue with this. HMI are of the opinion that Firearms Officers should keep their weapons on at all times when required.

**Inspecting Rank Steering Group** - A short life working group met in March to discuss the ongoing problems with regards to the Inspecting Rank Steering Group. Andy Malcolm, who is the current Chair of the Inspectors Committee posted an update in relation to this.

**PIRC Seizures** - Discussions took place in relation to PIRC seizing personal items from officers. They have agreed that footwear will be replaced on a like for like basis however, there are issues with seizure of officers' personal mobile telephones and each case would require to be looked at on a case by case basis.

#### **(g) DIVISIONAL UPDATES**

**"C" Division"** Chair updated the Committee accordingly. "C" Division have a new Senior Management team with a new Divisional Commander and a new Ops Superintendent. The current issues within the division under review are as follows - the suggestion of an alteration to the new shift system which, as far as the EAC Representatives were concerned, had been approved, voted on and ready to go in November last year however, it would appear the previous Chief Superintendent did not agree but this is back under discussion. The new Ops Superintendent is keen to look at OBL's as it is believed that the ones in Ops are sufficient, annual leave, rest days and overtime are all currently being looked at. Annual Leave

authorities have dropped from a Chief Inspector back to team Inspectors and Sergeants.

**“E” Division**

Mark Wilson updated the Committee accordingly informing them that there had not been a meeting with the Chief Superintendent for a few months. Current issues within the Division include an Operating Model which was carried out last year the review of which has been sent out for feedback. It paints a better picture for Community however, Response are struggling like everyone else. Still in limbo with Court/back shift and court/night shift. APS's have been informed that if they are on the diploma but, not yet finished, that they will be risk assessed and if suitable for acting duties, they will allow them to Act. Officers have been promoted from out with the division from North and West helping to fill vacancies. Allan Symington informed the Committee that Acting is the “Norm” in Edinburgh as it is the only way the shifts can run which, goes against the National position. Temporary Acting should be temporary to cover for when people who are off sick or annual leave it is unacceptable that the management on the shift are acting most of the time.

**“J” Division**

John McEwan updated the Committee accordingly. There had been a couple of interim meetings with the new Ops Superintendent. Topics discussed had been the staff survey and lack of trust in the senior management. Concern about the amount of movement in the division and looking at shift variations in line the Work Force Agreement. OBLs are to be reviewed. West Lothian resources are running at historically low levels. Driver training and the local impact this has in the division and a DCU Review is ongoing at moment.

Darren Gallagher met with Management Team in Bilston end of April issues raised had been the doubling up on channels. A bullying culture appears to be coming to light with the potential of officers being threatened with discipline. There is an impact with shift slides and not getting breaks due to lack of staff. Staff at the centre has been asked to record near misses however, there is a reluctance due to the fear of putting their head above the parapet.

**“P” Division**

Graham Ross updated the Committee informing them that meetings had taken place with Superintendent McEwan and Chief Superintendent Gall who will be changing the structure of the meeting to twice every three months. Updates were given on Acting and Custody. Teams are running with Acting



Sergeants as their Sergeants are being taken to backfill for Custody. Dialogue had been entered into regarding Sergeants Opportunity Days with post management teams happy for Sergeants to change shifts doing away with their Opportunity Day. It is surmised this will be implemented in September. Problems for Inspectors with regards to the morning meetings Inspectors will be canvassed to see just how bad the problem is and try to address these. The blanket cancelling of rest days appears to almost be sorted. Fiscal Liaison Officer in Kirkcaldy hopefully "P" Division could look at the capacity of this post with a view to screen reports to try and reduce witness citations and times officers are cited. 48 hour rule for countermands for officers in Fife is unfair and this has been taken on board. In interim 28 days as per Work Force Agreement however, ideally 10 days the same as E and J would be more beneficial. Hubbing process in the three areas of Fife appear not to work reducing local policing and visibility and an update is awaited.

#### **(h) MAJOR EVENTS**

Scotland v England Football Match – intelligence had come to light about possible trouble with this fixture. There have been issues with blanket cancellation of rest days and hopefully PNB will rectify this.

Robbie Williams Concert.

Summer City Festival – 100+ volunteers had put their names forward for these events however, this is not enough. There are no problems anticipated and we are waiting for RMU's and RDU's to see if they can release officers. There will be travel hubs for officers making it easier to get to Edinburgh for these events.

The Scottish Defence League are holding an Anti-Terrorism Demonstration in Edinburgh on 25<sup>th</sup> June 2017 with United Against holding a counter protest if allowed to march.

#### **(i) 2017 SCOTTISH POLICE FEDERATION CONFERENCE**

The general consensus is that the 2017 Conference was by far one of the best to date due to the relevance, quality and quantity of material and speakers. The Secretary informed the Committee that he had received good reviews about one of the speakers at Conference, Laura Gibson, who talked on depression and as requested by some members, the Secretary had sent a

letter thanking her for her input which was well received by those in attendance.

Conference 2019 is the Centenary Conference and work is already underway for this.

## **7 NEW BUSINESS**

### **MOTION 1**

*"The East Area Committee asks the Joint Central Committee to seek amendment to the Police Service of Scotland Regulations, 2013, so that all Constables and Sergeants who have their rest day re-rostered in order to police a commercial event receive, in addition to the re-rostered rest day, either payment or time off in lieu at the officer's choice at double time".*

**Proposer:** Mark Wilson

**Seconder:** Allan Symington

**Motion was carried.**

### **MOTION 2**

*"This East Area Committee asks that the JCC ask the PSoS to show the findings of the Deloitte Report or to undertake an open and transparent review of the distribution of local policing resources across the territorial divisions to ensure resources are allocated proportionately to demand".*

**Proposer:** Mark Wilson

**Seconder:** David Stupart

**Motion was carried.**

## **8 COMPETENT BUSINESS**

No competent business received.

## **9 DATE OF NEXT MEETING**

The next meeting will be held on Wednesday 6<sup>th</sup> September 2017.

**10**    **CLOSURE OF MEETING**

The Chair thanked everyone for attending and for their valued input into proceedings wishing everyone a safe onward journey home thereafter formally closing the meeting.

**Grant McDowall**  
**Secretary**

**Andrew Malcolm**  
**Chair**