



SCOTTISH POLICE FEDERATION

Established by Act of Parliament

Ref: MM/AM/LW

West Area Committee Minutes

Minutes of the West Area Committee meeting held at the Glynhill Hotel, Renfrew on Thursday 5 June 2014 at 10 am.

1 ATTENDANCE AND OPENING

Malcolm Macdonald (Secretary)

Andrea MacDonald (Chair)

Martin Bertram (Deputy Secretary)

John Campbell (Deputy Secretary)

Jim Foy (Vice Chair)

Philip Maguire

Andrew Hastie

Campbell Smith

Scott Wilson

Kenny Welsh

John Haynes

Gary Mitchell

Stuart Finnie

Charles Sweeney

David Blacklock

Thomas Liddle

Andrew Keating

Murdo Kennedy

Eddie Mather

Fiona Morris

Grahame Gosling

Stuart Welsh

Colin Fraser

Joseph Conway

Andrew Hawes

Guests

David Ross – National Vice Chair

Apologies were received from:

Jennie Macfarlane

Andy Smith

Alistair Bell

David Elliot

Robin Ferguson

Stuart Davidson

John Hunter

Philip Maguire (am only)

OBSERVERS

Martin Greenlees 'V' Division

Gemma Beattie 'K' Division

The Chair opened the meeting and welcomed the members.

Members were informed that there would be time allocated after lunch for Divisional Meetings.

The Secretaries of the separate Committees were asked to ensure that the Minutes were submitted to Lynne Welsh before the end of the month in order that the full Committee Minutes can be circulated timeously. The minutes should be checked by the Chair of each Committee before submission. Secretaries were also reminded that the Agendas for the meetings should be submitted at least 3 weeks prior to the WAC in order that they can be circulated with the meeting papers.

2 ADOPTION OF STANDING ORDERS

Standing Orders were adopted for the duration of the meeting.

3 MINUTES OF PREVIOUS MEETING

The minutes of the previous WAC Meeting had been circulated on 1 May 2014 along with the separate committee minutes.

Actions from Previous Meeting

The actions from the previous meeting had been addressed and members were updated as follows:

Action 1

Public Holidays/Annual Leave

The WAC Secretary to contact Woodside Place and ACC Higgins in respect of the above to seek clarity in how this leave is to be used and perhaps have a memo issued.

Update

This was superseded by the issuing of a Force memo. The only outstanding issue relates to the period of notice required to utilise this leave. This was raised at Working Practices Review Board on 24 March 2014. It will be reviewed by ACC Higgins who will discuss with John Gillies. It will also be raised at next Divisional Commanders meeting. The main concern is position in terms of regulations and what is deemed exceptional circumstances.

Action 2

Minutes from meeting of WAC Operational Duties Standing Committee

Minutes from meeting on 22 January 2014 are now fully approved and can be circulated to the full WAC.

Update

Minutes circulated to all members 26 March 2014 by e mail.

Action 3

Invitation to be sent to David Ross, National Vice Chair, SPF to attend June Meeting of WAC to address members regarding corroboration issue (refers to Action 4 from previous meeting – December 2013)

Update

Invitation sent to David Ross.

4. LEGAL ADVICE AND ASSISTANCE

Since the last WAC there have been 11 applications for legal advice and assistance. 6 were rejected and 5 approved, the 5 approved were all in relation to RTCs.

The Secretary informed the members that he had challenged the Deputy General Secretary's decisions regarding 2 cases which had been rejected. The outcome of this was that the JCC upheld the Deputy General Secretary's decision not to provide funding. Both Officers have now been informed of this decision.

5 POLICE NEGOTIATING BOARD (SCOTLAND STANDING COMMITTEE)

PNB last met on 30 April and most of the matters discussed were outstanding issues from the Winsor reports. Due to personnel changes in Staff Side, from end of May to July the SPF General Secretary would be the acting Staff Side Secretary and this would impact on his commitments over the next number of months.

There had been a query relative to when commutation cheques were issued to retiring members. In accordance with the Police Pension Regulations 1987, Regulation L3.6 the cheque should be issued "forthwith". The General Secretary is to write to payroll with this information.

In relation to temporary Inspectors, public holidays and maternity issues a number of errors were apparent in the 2014 regulations and the Scottish Government had acknowledged the errors and agreed to take steps to amend them.

In relation to gender and equality issues, HR in Scotland appeared to be selective about what matters they were addressing. The National Equality Secretary was following up on a number of related issues with HR personnel. The Minute of the Equality meeting had been circulated and that there had been progress on flexible working and the increase from 13-18 weeks maternity leave. The General Secretary has written to both HR and the PNB relative to where equality issues should be discussed, in which he had suggested a working group for non-negotiable items and stressed the importance of negotiable items being handled through the PNB.

Work on the 2015 Pension Regulations was progressing slowly and that it was looking increasingly likely the draft would not be ready before summer. The regulations for Scotland would be done thereafter. In relation to survivor benefits, ill health and governance arrangements, a considerable amount of work has yet to be done.

In relation to governance arrangements, these were developing differently in Scotland and in England and Wales. It is expected that in the next few weeks Scotland will make progress on the creation of a pensions board on which the Staff Side will have three members. These three members would have to be selected with the agreements of ASPS and Chief Officers.

The current proposals are an improvement on the original proposal, where it was mooted the selection would be done through the Public Appointments process and undertook to note all that had been said.

Work is ongoing relative to disability, abatement and survivor benefits and that there may be some improvements achieved in this area. It is however too early in the process to detail and concrete proposals.

The Treasury looking at equalisation for survivor benefits across public sector pension schemes. The General Secretary had been present at a Treasury

presentation where a number of technical areas had been explored regarding the potential cost of this policy for the Police Pension Schemes.

In relation to the potential costs of equalisation, there were issues for Scotland in the same way as there had been in 2008 and 2011 when the Treasury had funded England and Wales increases but not Scotland increases. An update was also provided on annual taxation allowances; injury awards; travel to and from work; buy back unpaid leave; forfeiture; 30++ scheme and widows in Northern Ireland remarrying.

A lengthy discussion then ensued regarding the current position in relation to pensions and the lack of information for members.

There was particular concern regarding recent changes to mortgage- lending criteria and how some Officers were being adversely affected due to the lack of knowledge about the new Pension Scheme.

The Chair informed the meeting that the issue regarding Officers having difficulties with mortgage applications had been highlighted and the General Secretary was dealing with this issue.

The Chair suggested that a circular could be put out to the members including a summary of what has been discussed to date and what information is still awaited. This was agreed.

ACTION - The Chair to draft a circular outlining what has already been done and what information is still awaited.

6. JOINT CENTRAL COMMITTEE CIRCULARS

The Secretary informed the members that the following JCC Circulars had been

Circulated to the members:

9/14	05.03.14	Police Pension Contribution Increases
10/14	13.03.14	Increase to SPF Group Insurance Scheme Premium
11/14	24.03.14	Stage 1 Consideration of the Associated Suicide (Scotland) Bill - Consultation
12/14	03.04.14	Police Pension Contribution Increases 2014-15
13/14	03.04.14	PSoS Conduct & Performance Regulations 2014
14/14	03.04.14	JCC Minutes February 2014
15/14	14.04.14	SCS Corporate Plan 2014-2017
16/14	29.04.14	Police Performance - National Research
17/14	30.04.14	JCC Agenda
18/14	02.05.14	HMICS Corporate Strategy Plan
19/14	08.05.14	Minutes - Subject Committees
20/14	14.05.14	Courts Reform (Scotland) Bill
21/14	14.05.14	Pensions

7. WEST AREA COMMITTEE CIRCULARS

The Secretary informed the members that the following WAC Circulars had been circulated to the members.

In relation to WAC Circulars regarding consultation documents, The Secretary

20/14	05.03.14	Police Pension Contributions
21/14	10.03.14	Local Policing Plans
22/14	11.03.14	JCC May 2014
23/14	14.03.14	Increase to Insurance Premiums
24/14	25.03.14	Consideration of Assisted Suicide Bill
25/14	27.03.14	Resignation of SPF Vice Chair
26/14	28.03.14	Expenses Claims
27/14	03.04.14	Health & Safety SOP
28/14	03.04.14	Police Pension Contributions
29/14	03.04.14	Conduct and Performance
30/14	07.04.14	PIRC Police Officers Study
31/14	09.04.14	Maternity/Paternity
32/14	09.04.14	JCC May 2014
33/14	14.04.14	Scottish Court Service Corporate Plan
34/14	16.04.14	Stability and Resilience of the West Area Committee
35/14	17.04.14	Use of Force and Officer Safety SOPs
36/14	29.04.14	Shifts - Commonwealth Games
37/14	30.04.14	JCC Meeting
38/14	06.05.14	HMICS Corporate Strategy Plan
39/14	06.05.14	Police Performance - National Research
40/14	07.05.14	PTC Newsletter
41/14	14.05.14	National Vice Chair election
42/14	14.05.14	Pensions
43/14	19.05.14	Minutes - Subject Committees
44/14	19.05.14	Courts Reform (Scotland) Bill

asked that all representatives respond whenever possible.

8. WAC CHAIRS AND SECRETARIES MEETING

There had been three meetings held since the last WAC.

The minutes from the meeting held on 3 March 2014 were circulated via e mail on 12 March 2014.

The minutes from the meeting held on 25 April 2014 were circulated via e mail on 29 April 2014.

A pre-WAC meeting was held on 3 June 2014, the minutes of which will be circulated in due course.

The Chair introduced David Ross, National Vice Chair to the meeting and informed the members that, as requested, he had been invited along to answer any questions from members in relation to the supplementary oral submission from the SPF in relation to corroboration to the Justice Committee.

This had been discussed briefly at a previous WAC Meeting in December 2013 where it had been agreed that some further information would be appreciated by the members.

Members were issued with a copy of the National Vice Chair's response to the Justice Committee's comments following his submission clarifying some issues and were informed that it had also been placed on the SPF and the Justice website.

Members were happy with this and there were no further questions.

9. JCC – FINANCE STANDING COMMITTEE

The minutes from the meeting held on 23 April 2014 were circulated via WAC Circular 43/14 on 19 May 2014.

The Chair highlighted that there had been a further recommendation from the FSC was in relation to amendments made to the SPF Expenditure Policy on claims, gifts and hospitality. The Committee agreed to the amendments and it was noted that the Policy would be recirculated.

With reference to the recent discussion surrounding honoraria, it had been agreed that the Finance Committee obtain quotations for an Independent Review to be carried out.

10. JCC – LEGISLATION AND REGULATIONS STANDING COMMITTEE

There have been no meetings of this Committee since the last WAC meeting.

11. JCC - OPERATIONAL DUTIES STANDING COMMITTEE

The minutes from the meeting held on 23 April 2014 were circulated via WAC Circular 43/14 on 19 May 2014.

The West Area Operational Duties Committee meetings were held on:

5 March 2014 - The minutes were circulated on 29 April 2014.

16 April 2014 - The minutes were circulated 28 May 2014.

12. JCC - CONDUCT SUBJECT COMMITTEE

A WAC Conduct Committee meeting was held on 15 April 2014 and the minutes were sent to the Committee for approval on 12 May 2014. The next meeting is due in July however this is currently under review due to the Commonwealth Games.

The Vice Chair informed the members that one area of discussion at the national meeting was in relation to costs and looking at ways to keep these as low as possible. Discussions are to take place between DAS and the trustees in relation to this. It is important to ensure our members are given the best possible service whilst ensuring there are no inflated or unnecessary fees incurred.

As expected, we are already hearing tales of supervisors 'threatening' to deal with officers under the new performance regulations where they don't meet 'targets' set by them. Performance regulations were NOT designed to be used as a threat against officers in order that they meet 'targets' set by supervisors. Any attempt to utilise them in this way will not only be robustly challenged but may well lead to an investigation into why any supervisor is still setting individual targets as this is contrary to force instructions. Such a threat says more about the lack of supervisory skills than it does about the officers subject to any such threats. Anyone with examples of this happening should contact the Vice Chair direct and it will be raised with the relevant commander. If unresolved, it will then be raised with ACC Mawson at the next LNCC.

The quarterly review of CAPS which we are aware of was now complete. Again, a number of cases that were outstanding have now been finalised and the feedback from members is very positive in that they appreciate we are monitoring their cases. As a result of this review a number of other officers with outstanding complaints have been in touch looking for updates. We currently have over 150 live cases that the Vice Chair is aware of. DPA and assault are still the most common allegations. These reviews are extremely time consuming but thought to be worthwhile. If the number of officers being monitored grows substantially, there would be a need to review the criteria for reviews and possibly limit each case to a 4 or 6 monthly review.

A reminder to officers subject to a criminal complaint is that it is a matter of personal choice if they wish to submit any operational statement in relation to incidents but the clear legal advice from Prof Watson at Levy's is that they should not, under any circumstances, submit statements if they are the subject officer..

The CAPD unit are still taking considerable time in determining whether to prosecute members subject to report. Much as this is frustrating for the individual, The Vice Chair strongly advised against contacting them direct for updates. If any representatives have officers asking about cases sitting with COPFS they should be directed to the Vice Chair who will deal with the individual cases.

The Vice Chair further updated the committee that some concern had been raised in relation to CCU and the use of legacy SOPs to deal with current issues. A meeting was arranged and the situation has been addressed. There have been recent changes to both personnel and working practices within CCU and this has resulted in a much improved working relationship with them. Some positive feedback from members in relation to the advice received at management interviews has also been received. It is important that any feedback from members is directed to the Vice Chair who will closely monitor the situation and liaise direct with CCU.

13. JCC - EQUALITY SUBJECT COMMITTEE

The Deputy Secretary thanked members for the feedback in relation to flexible working plans and thanked the Equality Sub Committee for keeping him updated with ongoing cases.

An update from the official side at PNB in relation to PNB 13/06 maternity leave and also in relation to the flexible working document is still awaited.

In regards the aforementioned flexible working plans, a letter has been sent to ACC Mawson requesting a copy of the demand matrix which is used by divisional resource managers in determining a suitable score for an individual's plan. A reply is awaited. However the matrix is not the deal clincher when a member is submitting a flexible work plan, pragmatism should be. In regards to the last WAC where members were asked to contact the members in relation to flexible working. There has been mixed response but it does give a direction of what our members are going through when submitting their plans and their degrees of satisfaction and dissatisfaction. Submitting a plan can be a very stressful time for our members. Within the West Command there are 360+ officers on some kind of flexible working plan.

At a local level it should be noted that after Jock Adam's retirement, Grahame Gosling was elected as Vice Chair of the WAC Equality Committee. At the conclusion of the last meeting there was a training input from the National Equality

Secretary, Jackie Muller, on the Grievance Procedure. This training was well received by the Committee.

After the next Equality meeting there will be another training input on flexible work plans should anyone wish to attend.

The Deputy Secretary has dealt with 3 grievances since the last WAC. Members were asked that if they were aware of any Officer going through the grievance process to feed this into the Deputy Secretary or any of the other members of the committee for advice and to assist in creating a database.

There are now 30 officers (in comparison to 14 at the time of the last WAC) going through the ill health process and additionally, 2 Officers are appealing the decision of the Selected Medical Practitioner. Further to that, one case is being reviewed by the Selected Medical Practitioner in an effort to avoid the case being progressed to a full medical appeal.

Since the last WAC, the Deputy Secretary has attended at the GPA/SEMPER Joint Conference and Equality for All event both of which were held at the Scottish Police College. There has also been a National Equality Committee held at Woodside Place which he attended along with Grahame Gosling.

The Deputy Secretary attended at the Scottish Police Staff Associations Diversity and Equality Working Group at the Scottish Police College last week. The inaccuracies within SOPs continue to be a problem as the Force continues to refer to legacy SOPs and try to use one SOP for Police Staff and Police Officers which invariably causes confusion due to the differences between employment legislation and Police Regulations.

Members were informed that the National Equality Secretary has written to the DCC Designate in this respect and this matter is being progressed.

At present we have 89 officers on paid maternity leave and 10 on unpaid maternity leave. We also have seven officers on paternity leave.

We also have 32 officers on half pay and 22 on nil pay. This compares to 39 on half pay and 21 on nil pay at the last WAC.

One member raised a concern that the National Equality Secretary expected those on the Equality Committee to contact all Officers who were absence due to illness. It was felt that this was impractical given the numbers in the West.

ACTION – Deputy Secretary to discuss this matter with the National Equality Secretary.

One member asked if consideration could be given to Equality and Conduct Training being carried out together.

ACTION – Deputy Secretary to discuss this matter with the Area Vice Chair.

One member raised the issue of Officers being medically discharged and not being returned to full pay during the process. This is putting considerable financial strain on the Officers concerned.

The WAC Secretary informed the members that the full time Office Bearers challenge all such cases on an individual basis with HR.

14. JCC - HEALTH AND SAFETY SUBJECT COMMITTEE

The Deputy Secretary reported that there was an area meeting on 10 April 2015 the minutes of which are in draft and require approval at the next meeting which is scheduled for 15 July 2015 however this being during the Commonwealth Games. A new date was moved to Tuesday 26 August 2014 due to Commonwealth Games and Annual leave abstractions.

The JCC Health and Safety Committee met on 22 April 2014 at Woodside Place, minutes are still to be circulated.

The West Area Command Health and Safety committee met on 14 March 2014 the minutes of which have been circulated to Health and Safety Reps. The next meeting is scheduled for 11 June 2014

No up to date stats have been disseminated lately other than March 2014 where there was an increase in Q division of 6 injuries due to assault and in G division an increase in 4 injuries during arrest. Examination of these reports shows no trend just an unfortunate month.

PAVA – Has been approved and should be rolled out throughout Scotland

The new earpiece has also been approved and is being rolled out throughout Scotland as and when required.

The Secretary and Deputy Secretary had a meeting with Supt A Cameron in respect of the three Firearms incidents in the West, two at Jackton and one at Ayr which were investigated; the meeting was very productive with Supt Cameron.

No update in respect of training however the national lead Peter Jones is progressing a plan via Woodside Place which will include training for Reps .

In respect of Fleet and vehicle equipment area cars are now older with a lot higher mileage; I ask that we inform our members to maintain the weekly checks on these vehicles as they inevitably will become more and more need for repairs. Members were informed to notify the Deputy Secretary where there are issues so that it can be taken to the West Fleet committee meetings.

The fleet committee meeting took place on 23 April and the next one will take place in September. The Deputy Secretary informed that he had been unable to attend the April Meeting but if there are any issues, he would contact the Fleet manager ASAP. The minutes have been received and briefly stated the following;

No management structure for fleet but should have been approved on 03 June 2014 as Head of fleet, fleet manager and 3 regional fleet maintenance managers, the 3 maintenance managers will be the main point of contact for divisions. No update as yet but contact will be made with Stewart Taylor to get the details of the West regional fleet manager.

£4 million spent on new vehicles, £3.4m in West which purchased only around ½ of the stock that was purchased a year previously. There is £5 million for next year. This will continue for the foreseeable future.

Cell vans are new and will be replacing the Connect and Transporters and are Ford Transit Custom White with 2 person cells as standard.

Issue highlighted in respect of Ford Focus in that once the clutch reaches a certain wear level the pedal sticks to the floor, this affects all 62 registration plates – any reports should be highlighted through near miss and to the Deputy Secretary. The only fix is to replace the clutch which is time consuming and takes the vehicles out of service so that Ford can examine each occurrence.

An incident occurred whereby a former Tayside officer suffered from carbon monoxide poisoning within a mobile police office. All vehicles in West are diesel which emit low levels of CO and will be fitted with monitors for extra safety.

In respect of the new yellow over vest for the body armour this was only purchased to be used in line with the yellow theme Mr House prefers and not to be used in respect of reflective capabilities. Officers should use the appropriate Health and Safety compliant fluorescent jackets when on roadways.

In respect of the Production store check carried out by Tom Gorman and Jim Purvis, a new Production store committee was set up in which the Deputy Secretary

had been invited to attend, he was unable to attend the first meeting on 02 May 2014 however minutes have been forwarded and when approved will be forwarded to area Reps.

Two incidents were reported at LNCC by Unison Representative whereby firearms were stored within cells at Coatbridge and Ayr Police Offices. Contact made with Divisional Health and Safety chairs who instigated an investigation.

In respect of the incident at Coatbridge the Firearms and ammunition were seized on behalf of Firearm Licensing and stored within cell 17. This cell is currently being used as a temporary store for medical supplies during the transition period when NHS were moving into the medical suite. The firearms and ammunition were collected the following day by Production Officer.

Arrangements have been made to meet with Chief Superintendent Val Thomson C3 in respect of issues re meal breaks etc for June 2014 which I will be attending with Gary Mitchell.

The Productions Short Life Working Group met on 02 May and 30 May 2014 in respect of the 29 recommendations made by the inspections made by Force Safety Officers. Progress is being made in respect of these recommendations however there remains some restraints re finance.

Several issues were raised by representatives as follows:

- New hi-vis vests – health and safety concerns regarding reflective capability. **ACTION – Deputy Secretary to make further enquiries and, if necessary, issue a circular with guidance on when they should be worn.**
- OST – issues with the warm up
- Officers don't have full equipment required and experience difficulty obtaining from stores, as a result they are turning up at OST without PPE items.
- Vehicles – in a state of poor repair – not fit for purpose.
- Excessive Force – handcuffing. **ACTION - The Deputy Secretary and the Area Vice Chair to discuss the possibility of joint training in respect of tactical report writing and the conflict resolution model.**
- Health and Safety at Gartcosh. **ACTION - A joint inspection is to be carried out by the Deputy Secretary and the Force Health and Safety Officer, Tom Gorman.**

15. COMMONWEALTH GAMES

As a consequence of the JNCC which was held on 18 April 2014, it was agreed by the Silver Commander for Local Policing, ACC Mawson that a series of road shows would commence from Monday 28 April 2014 and that SPF would be invited to attend at these meetings. Either the Secretary or Deputy Secretary attended at the territorial meetings of the 6 Divisions within the West Area.

The majority of concerns was that the Division at that time could not legitimately plan for normal duties when they still had not requests for all deployments during the Games and Queens Baton Relay. Each Commander was required to provide details of all events in their divisions during Games time that would involve any abstraction from core duties.

A divisional memo would be issued as soon as practicable in divisions once there were aware of their abstractions.

Concerns were also around Finance and the use of re-rostered rest day working. It was also discussed if any budget was to be provided by the Commonwealth Games for normal deployments. The emphatic response was NO, any costs incurred would come from Divisional Budget.

The other concern was in relation to annual leave and that, if RRRD's were to be used, would they be bound by the wording contained within the Work Force Agreement. The Secretary made them aware that SPF would be seeking that reassurance as any deviation would require amendment to the current agreement. This was also discussed at JCC on 12- 13 May 2014 whereby the decision was that there will be no amendment to the current WFA. This was also raised at the Working Practices Review Board for a Force perspective and at that meeting the status quo was to remain.

The Secretary has attended at two meetings of the Local Policing Group. These meetings are chaired by ACC Mawson. The first meeting was held on 29 April 2014. The composition of this group consists of representation of all territorial Divisions and National Divisions. At the initial meeting the terms of reference was agreed and an action log was started. Matters discussed were around finance and deployments.

There was also was concern that the major factor was around tours of duty and if there was a budget for overtime. It was established that no such budget exists and the expectation would be the use of re-rostered rest day working. The group was concerned that officers would struggle to take their full annual leave entitlement within the annual leave year. This was again refereed back to the Working Practices Review Board (the decision of which was that a Force memo would be issued stating that in regulations guidance Officers are allowed to carry over 5 or more days with the permission of the Divisional Commander, however the memo would also state that no such request would be required for the carry over into next

year. But officers would be encouraged to use their entitlement if possible). This memo will be issued in due course.

G division's memo (GM02/2014) was issued on 16 May 2014, however mentions cancellation of rest days during Commonwealth Games. For clarity in regulations a WRD cannot be cancelled, the correct terminology should be re-rostering of a rest day in terms of Regulation 18 of the Police (Scotland) Regulations 2013.

U division's memo was issued on 20 May 2014.

Q division's memo was issued on 23 May 2014.

L division, operational planning were contacted on 28 May 2014 and they hope to have this memo circulated by the end of the week.

K division were similar and hope to have this circulated by the end of the week.

V division were adopting a different approach and hoped to use their resources as their commitments to the Games were not at the same levels as the other West Divisions so there may not be the necessity to re-roster rest days to the same level.

There will be designated Office Bearers providing resilience during the Commonwealth Games and they will be working from Merrylee House. To date this group will include Rab Milligan, Deputy General Secretary. Malcolm Macdonald, Secretary West Area and David Hamilton, Chair North Area.

This will be a testing time for both the Force and SPF and it is clear that there will be numerous enquiries from the members to local representatives. Members were requested to direct all enquiries to either Merrylee House or Woodside Place.

One member asked if it was possible to put out a circular in regards to rest day cancellation, entitlement, expenses etc.

ACTION – The Secretary to liaise with the Deputy General Secretary re this matter.

16. MOTION(S)

The Secretary informed members that there had been 2 motions taken to the JCC from the East Area Committee – both were defeated.

Two motions had been submitted and the details had been circulated with the Agenda papers.

Motion 1 – Exchange of Public Holidays for Annual Leave Hours.

Proposer – Inspector Kenny Welsh
Secunder – Inspector John Haynes

That the West Area Committee asks Joint Central Committee to seek agreement with PNB Scotland to appropriately compensate officers for all of the months worked in calculating the amount of Annual Leave hours (in respect of public holiday entitlement) allocated to those who, for whatever reason, will not complete the full qualifying period in 2014/15.

Explanatory Note

In legacy Strathclyde, Public Holidays were published in November each year for the calendar year ahead. This situation persisted until November 2013, during the first year of Police Scotland, when there was no intimation of any PH dates for 2014.

At that time, rumours were circulating regarding a “buy out” of Public Holidays, although no official details were available.

Notable Dates

16 Jan 2014 Scottish PNB decision that PHs would be 25/12 and 1/1, each year.

28 Feb 2014 Amendment to PH entitlement came into force

1 April 2014 Effective dates of new regulations

With Public Holidays traditionally set for the calendar year, it is unclear why the new regulations, which became effective on 1 April 2014, fail to make any provision, in terms of “compensation” for the months of January, February and March.

This is particularly relevant for officers who, for whatever reason, will not complete the full qualifying period for the 9 additional Annual Leave days, or 72 hours leave, which have been allocated to officers out with their probation.

Let us take, by way of example, an officer retiring on 31 July 2014, at the end of 30 years’ service.

The current calculation allocates such an officer, by way of pro rata compensation, 24 additional Annual Leave hours. This is calculated as follows:

Months worked = 4 (April – July) / 12 months x 72 = 24 hours

In practice, however, such an officer will have worked 7 months, and pro rata should be entitled to 7/12 of 72 which is 42 hours.

As such, officers in this example are currently losing out on 18 hours leave allocation, simply due to the effective date of the new arrangements.

THIS MOTION WAS CARRIED AND SHALL BE REMITTED TO THE JCC.

Motion 2 – Proposed Amendment to the Police Federation (Scotland) Regulations 2013

Proposer – Constable Pam Fleming
Seconder – Unknown

That this West Area Committee asks Joint Central Committee that

Regulation 18 (1) (a) of The Police Federation (Scotland) Regulations, 2013 which states

“The joint central committee must—

(a) keep proper accounts and proper records in relation to the accounts; and”

Be amended to state

(a) keep proper accounts and proper records in relation to the accounts; and

(i) that these accounts include a breakdown of all Federation Representatives individual expenses, honoraria and hospitality received.

(ii) that these accounts include all accounts from which the Police Federation derives income or contributes revenue.

And that:

Regulation 18 (1) (b) (i) of The Police Federation (Scotland) Regulations, 2013 which states

“prepare a statement of accounts in respect of that period;”

be amended to state

“prepare and publish on the SPF website a statement of accounts in respect of that period”

And that RULE 17.1 which states

“So soon as may be after the end of each financial year a proper summary of the accounts for that year showing all receipts and payments and assets shall be prepared and a copy thereof together with a copy of the independent auditor’s

report thereon shall be made available to the Joint Central Committee and in addition sent to the Scottish Ministers, and published to all members of the Federation.”

Be amended to state

“So soon as may be after the end of each financial year a proper summary of the accounts for that year showing all receipts and payments and assets shall be prepared and a copy thereof together with a copy of the independent auditor’s report thereon shall be made available to the Joint Central Committee and in addition sent to the Scottish Ministers, and published to all members of the Federation via the internet on the SPF website”

Explanatory Note

Our members have an absolute right to know exactly how their representatives are spending their subscriptions and any income derived from the services that they purchase through the Federation. That IS the subject of this motion. Accounts and records are available for Inspection at Area Offices, and this is only right, however it may prove very inconvenient to travel, in many cases over 50 miles, to an Area Office rendering these documents inaccessible for many of our members.

Information – accurate or inaccurate – spreads at velocity...
We must modernise the way we provide accessibility of information

The proposer of the motion was not present at the meeting and had not submitted apologies and there was no seconder.

It was explained to the Committee that in these circumstances the motion must be read out and if there was no one else willing to propose and second the motion it would automatically defeated.

Therefore, in the absence of the original proposer, Phil Maguire proposed the motion and it was seconded by Andy Keating.

THIS MOTION WAS DEFEATED.

17. CORRESPONDENCE

The following items of correspondence was read to members –

- E mail from J. Foy re position of WAC Chair

- E mail from C. Sweeney re position of WAC Chair and Vice Chair
- E mail from A. Smith re position of WAC Vice Chair
- E mail from G. Mitchell re position of WAC Vice Chair
- E mail from G. Gosling re position of WAC Vice Chair
- E mail from Jennie Macfarlane
- Resignation due to retiral – Kenny Welsh
- Resignation due to transferring to another Force – Richard Webster
- Resignation due to retiral – David Elliot
- Invite from RPOA to AGM

18. COMPETENT BUSINESS

Benevolent Fund

Members were informed that Martin Bertram had been elected as the Chair of the Benevolent Fund due to Graeme Ednie taking up his new post as National Vice Chair.

The Benevolent Fund AGM takes place on 19 August 2014 at 1800hrs within the Grosvenor Hotel, Glasgow and members were encouraged to attend.

ACTION – Reminder to be circulated to all members regarding the Benevolent Fund AGM.

Re-Structuring of the WAC

As members were aware, there are a considerable amount of vacancies on the West Area Committee. The Vice Chair had prepared a paper on the re-structuring of the West Area Committee which had been circulated to all Representatives and only one dissenting response had been received. The Vice Chair asked the Committee for their agreement to progress with this paper. The Committee agreed unanimously. The matter is to be raised at the National Chair and Secretaries meeting on 10 June 2014.

ACTION Raise the above at Chairs and Secretaries meeting on 10 June 2014.

Lewis Fulton Bravery Awards

Members agreed that this should now be a national award covering all of Police Scotland and not just confined to the West Area.

It was agreed that the West Area would be happy to offer to take responsibility for running and organising the first National award for the first year only and that this matter would be raised with Woodside Place Officials.

Communication

Any ideas on how to improve the communication of information from the WAC/National Office to the membership would be welcomed by the Committee. It is imperative that all information is reaching membership as quickly and effectively as possible.

19. CLOSURE

The Chair closed the meeting and thanked the members for their attendance and participation.

20. DATE OF NEXT MEETING

The next meeting will take place on 4 September 2014.

ANDREA MACDONALD

CHAIR

MALCOLM MACDONALD

SECRETARY

CONSTABLES' WEST AREA COMMITTEE

MINUTES OF A MEETING HELD ON THURSDAY 05 JUNE 2014 AT GLYNHILL HOTEL, RENFREW

1. Roll call

Apologies were received from Alistair Bell.

2. Opening of Meeting

The Chair opened the meeting and welcomed all present and introduced Gemma Beattie who was attending the meeting as an observer.

At this point The WAC Secretary addressed the meeting regarding the current lack of representatives and national training. Representatives were advised that they could attend training days held locally.

3. Adoption of Standing Orders

The Chair of the West Area Committee now formally opens the full meeting prior to the rank specific meetings and at this stage the Standing Orders are adopted for the duration. It was agreed that this item can now be removed from the Agenda.

4. Minutes of Previous Meeting

The Minutes of the previous meeting had been circulated and were approved.

5. Matters Arising

5:1 Pay, Allowances, Pensions and Conditions of Service

The WAC Secretary provided an update on PNB and the Scottish PNB.

A member asked if the Government could be challenged regarding the pension situation, The WAC Secretary provided an update on the legal opinions that had been provided and confirmed that the General Secretary is the only person who could authorise a plebiscite on a national basis. Lengthy discussions took place regarding pensions and what, if any, challenges could be made. It was reported from a number of representatives that the feeling of the general membership is that not enough is being done by the Federation and that the belief is that the negotiations are still ongoing.

5:2 Shifts

(a) Commonwealth Games

WAC Secretary provided an update in relation to funding for the Commonwealth Games.

A member raised the issue of the cancellation of rest days and the correct remuneration for rest day working. It was requested that the Federation provide a guide to overtime entitlements; it was agreed that this could be provided.

5:3 Standing Committees

(a) Health and Safety

A member raised the issue of constant observations being undertaken by officers and not receiving sufficient breaks. She also raised the issue of the wording of the new Police Scotland SOP in relation to this.

WAC Secretary commented that it could be covered by Visual Screen Regulations. A member also reported that a meeting was due to be held with Control Room staff in relation to refreshment breaks.

(b) Conduct

A full update will be provided at the Area Committee Meeting.

(c) Equality

A full update will be provided at the Area Committee Meeting

(d) Operational Duties

The WAC Secretary updated the Committee regarding two proposed shift patterns for the OMU.

5:4 JCC

A member raised the issue of the SNV list for the Diploma candidates being rescinded. Malcolm MacDonald reported that it had been regarded unfair to 50% of Police Scotland as it was only legacy Strathclyde that had a SNV list.

5:5 New Business

There were no items of new business.

6. Correspondence

There were no items of correspondence.

7. Motions

There were no Motions for consideration.

8. Competent Business

There were no items of competent business.

9. Date of next meeting

The next meeting will be held on Thursday 04 September 2014.

10. Close of Meeting

The Chair closed the meeting and thanked all members for their attendance and contributions.

F Morris
Secretary

G Mitchell
Chair

**SCOTTISH POLICE FEDERATION SERGEANTS' WEST AREA
COMMITTEE**

The West Area Sergeants' Committee met within the Glynhill Hotel, Renfrew on Thursday 5 June 2014 at 1000 hours,

1. ROLL CALL

Andy Hastie - Secretary
Andrew Keating
Stuart Finnie

OBSERVERS - Jim Foy - WAC

2.OPENING OF MEETING

As the meeting was not quorate, no minutes were taken at the meeting.

Those in attendance had a general discussion regarding the following matters;

- Issues surrounding the forthcoming Commonwealth Games.

- Custody

After discussion, it was agreed that these matters be placed on the agenda of the next meeting of the West Area Sergeant's Committee

9. DATE OF NEXT MEETING

The next meeting will be held on 4 September 2014.

INSPECTORS WEST AREA COMMITTEE

MINUTES OF A MEETING HELD ON THURSDAY 5 JUNE 2014 AT 1000 HOURS WITHIN THE GLYNHILL HOTEL, PAISLEY ROAD, RENFREW

1. ROLL CALL

Present - Charles Sweeney – Chair ; David Blacklock – Secretary; Graham Gosling-Vice Secretary; Kenny Welsh; John Haynes; Stuart Davidson; Kenny Hodge; John Conway; Andrea McDonald.

Apologies were received from Stuart Davidson and David Elliott

2. OPENING OF MEETING

The Chair opened the meeting and thanked all for attending

3. STANDING ORDERS

Transitional Standing Orders were adopted for the meeting.

4. MINUTES OF PREVIOUS MEETING

The minutes of the previous meeting were agreed. Accepted by John Haynes and seconded by Kenny Welsh.

5. ELECTIONS

N/A

6. ICC UPDATE

The WAC Chair, Andrea MacDonald provided an update from last JCC meeting

The issue of compensation for planned longer working hours and working arrangements for Inspecting Ranks regarding the Commonwealth Games was discussed. Police Scotland initially wanted to give Inspecting ranks a couple of extra days leave to compensate them instead of payment but the regulations don't allow this.

Further information will follow when a decision is made.

7. CORRESPONDENCE

Nil

8. MOTIONS

The Motions would be discussed at the full WAC Meeting.

9 AOCB

Working Time Regulations – discussion took place as to how the force will record Inspecting ranks working time. At present SCOPE does not have full functionality.

CI Neil Cameron sits on the Joint Central Committee and may be in a position to offer a suggested solution. ACC Higgins now sits on Working Practices Committee.

The issue of Sgts and Constables having to start early as a matter of course was mentioned as was the recently issued documentation relating to pension taxation implications

10. DATE OF NEXT MEETING

The next meeting will take place on Thursday 4 September 2014

Charlie Sweeney
Chairman

David Blacklock
Secretary