



Scottish Police Federation East Area Committee

Minutes of the First Quarterly Meeting of the East Area Committee of the Scottish Police Federation held on Wednesday 5 March 2020 within The Houston House Hotel, Uphall, Livingston, EH52 6JS

1 OPENING OF THE MEETING

The Chair welcomed all those in attendance to this, the First Quarterly Meeting of the East Area Committee for 2020.

The attendees were reminded of the Fire Procedures in the event of an emergency and thereafter, reminded of the need for attendance and that every member present would have the opportunity to express their views and that **all** points or issues **must** be directed through the Chair allowing everyone who wishes to participate the opportunity to do so.

The Committee were advised that on 31st March, Stephen Clark would take up his new role as East Area Secretary due to Grant McDowall retiring on 30th March, 2020 and, that on 1st April 2020, David Hamilton, Brian Jones and Gordon Forsyth would all take up their new positions within the organisation and he wished them well moving forward in their new posts.

A warm welcome was given to Craig Fogg who was attending his first meeting as the Sergeants E Divisional Representative. The Chair then reminded the Committee that it is imperative the East Area have a full complement of Representatives to ensure **all** our members were appropriately represented.

The Chair next informed that ACC Kenny MacDonald would be attending later in the morning at which time the Chair would address ACC MacDonald and, thereafter he would answer any questions the Committee may wish to ask of him.

Standing Orders were adopted, and the meeting was declared open.

2 ATTENDANCE

Inspector Mark Murphy	C - Forth Valley
Inspector Ewan Wilson	C - Forth Valley
Inspector Jim Thomson	C - Forth Valley
Sergeant David Reid	C - Forth Valley
Sergeant John Burgoyne	C - Forth Valley
Sergeant Anne Begley	C - Forth Valley
Constable Lyn Redwood	C - Forth Valley
Constable Calum Baird	C - Forth Valley
Inspector Norman Towler	E - Edinburgh
Inspector Allan Symington	E - Edinburgh
Inspector Peter Jones	E - Edinburgh
Inspector Neill Whiteside	E - Edinburgh
Sergeant Heather Macintyre	E - Edinburgh
Sergeant Christopher Richardson	E - Edinburgh
Sergeant Craig Fogg	E - Edinburgh
Constable Euan Sinclair	E - Edinburgh
Constable Stephen Neilson	E - Edinburgh
Constable Richard Wood	E - Edinburgh
Inspector Michelle Ritchie	J - The Lothian's & Scottish Borders
Inspector Andrew Toombs	J - The Lothian's & Scottish Borders
Inspector James Morrison	J - The Lothian's & Scottish Borders
Sergeant James Gowling	J - The Lothian's & Scottish Borders
Sergeant Bryan Jones	J - The Lothian's & Scottish Borders
Constable Alan Hastings	J - The Lothian's & Scottish Borders
Constable James Friery	J - The Lothian's & Scottish Borders
Constable Darren Gallagher	J - The Lothian's & Scottish Borders
Inspector James McLaren	P - Fife
Inspector Ian Stephen	P - Fife
Sergeant Craig Menzies	P - Fife
Sergeant Graham Ross	P - Fife

Sergeant Graeme McLaren	P - Fife
Constable Ian Rushford	P - Fife
Constable John Turley	P - Fife

Andrew Malcolm	Chair
Stephen Clark	Vice-Chair
Grant McDowall	Secretary
Heather Macdonald	Deputy Secretary

GUESTS

ACC Kenneth MacDonald	Assistant Chief Constable – Local Policing East
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3 APOLOGIES

Apologies were received from David Davison, Ross Drummond, David Hughes, Austin Barrett and Michael Williamson.

4 MINUTES OF THE PREVIOUS MEETING

The Minutes of the previous meeting held on Wednesday 4 December, 2019 had been circulated and were approved by those present.

5 MATTERS ARISING

The Committee were informed that due to unforeseen circumstances, the post of Vice Chair within the East Area Committee had been re-advertised with two representatives putting themselves forward namely Graham Ross and Richard Wood, necessitating an election which would take place at the EAC Quarterly Meeting to be held on Wednesday 3rd June 2020.

(a) JOINT CENTRAL COMMITTEE UPDATE

The last meeting took place on 11th and 12th February, 2020 within the training complex in Dundee.

Following the election of Brian Jones to Vice-Chair of the SPF, the position of Assistant to the General Secretary (Health & Safety) had become vacant, Gordon Forsyth (North Area) being the only nominee and therefore unopposed, was duly elected for this position.

The committee were provided with updates on ongoing legal cases by the Deputy Secretary including:

ALLARD (On-Call Recognition) – papers have been lodged and the case continues.

HOLIDAY PAY – following judgement in Northern Ireland (Alexander Agnew v PSNI) claimants have been contacted personally. An appeal has been sent to the Supreme Courts. Negotiations are ongoing with PSoS.

WhatsApp – this case is ongoing and has significant implications, not least with the right to an officer's privacy. The Appeal set for February was adjourned until July 2020.

'Sheku Bayoh' Case – A Chair has been appointed and meetings will be held with PBW Law and Deputy Secretary regarding the enquiry.

COP26 – Official Side were approached through the PNB by the SPF seeking recognition for all officers due to the impact on the Service during this time. Official Side were unwilling to give any commitment as reported in JCC 10/20 regarding recognition of the impact on officers this operation would have.

Police Negotiating Board – an update was given in relation to matters discussed at the PNB meeting which was held on 4th February 2020.

Approved at the meeting were Casual & Temporary places of duty, KIT and SPLIT days.

Technical Working Group - met on 27th January 2020 topics discussed had been Guide to Negotiable Conditions of Service; Overseas Allowances; College Allowances; Temporary/Acting ranks and promotion. The numbers of new Sergeants may help ease the problem of growing number of acting/temporary ranks. Work on Flexible working is ongoing albeit moving slowly with work also ongoing in relation to Bereavement and Parent Leave.

Next meetings of the PNB are 23.06.2020 and 08.10.2020.

Pay Deal 2021 – Committee discussed the forthcoming pay award. Feedback will be provided to PNB representatives on their views.

Pensions – The Secretary reported on the McCloud Sargent remedy as momentum continues for a final outcome with the SPF and other staff associations being recognised as interested parties. Discussions are continuing on the measures being considered to address discrimination and the UK Government intend to consult on potential remedies.

Committee were reminded that the SPF are not qualified to give advice.

Consultative Forum – Committee were updated on the meeting held on 21st February 2020 where the challenges of policing football were discussed.

Scottish Police Authority – Committee were updated on recent SPA meetings.

Police Budget and Finance – Current budget provision is inadequate to fund the Service. Numerous complaints about lack or poor condition in relation to the fleet with half the fleet operating beyond maintenance and without basic equipment.

Scottish Government are aware of inadequate budget provision. SPF will continue to highlight that we are critically underfunded and it is crucial that we get the basic equipment required to safely complete our roles. Challenging negotiations lie ahead.

JNCC – Committee were updated on the JNCC where issues including Essential Users allowance for dog handlers in certain areas (Fife) – this has been approved and will be backdated. Pay on promotion that occurred prior to formation of PSOS remains unresolved particularly for those promoted immediately prior to the creation of PSOS, this is an issue confined to the East.

Comment was made at JNCC re implementation and impact of Single Pay Date, the transition had not been smooth for any area and legacy L&B Officers incurred a significant additional tax charge as a consequence of timing.

b) STANDING COMMITTEE UPDATES

All meetings (Finance, Operational Duties and Legislation & Regulation Committees) were held in Dundee on 21st January 2020, the minutes of these have all been published on the SPF Website. The Committee were updated on the pertinent elements by the Secretary and Chair.

c) HEALTH & SAFETY

Preceding the meeting, the Vice Chair distributed an update to the Committee highlighting the undernoted significant issues for them to consider including:

SPF Health & Safety Training – two IOSH training courses had been delivered one in January and the other February 2020 with representatives from all areas receiving the training. It is hoped that further courses will be delivered later this year with the view to training all local Health & Safety Representatives.

Custody - Joint Custody Health & Safety Inspection/Audits - to date a number of centres across the country have been audited/inspected. In terms of the East Area, Falkirk, Dunfermline and Dalkeith have been completed thus far with Action Plans in place for the required works, prioritised as High, Medium and Low.

The remaining primary centres in the East are on the list with Kirkcaldy, Hawick, Livingston and St. Leonards all scheduled to be carried out in the next few months.

Footwear – The footwear trial finished in January 2020. The results from the trial showing a clear winner, namely the Altberg Peacemaker boot.

As a consequence of the trial results, proposals are to be presented with the recommendation that the Altberg boot is procured. Proposals/recommendations are to include the provision of boots to **all operational officers/all those who fulfil operational duties at any time**. If approved by the Force Executive, the proposals will go to the SPA Board in June 2020 for final approval.

Initial costs are reported to be in the region of £880,000 with recurring costs based upon 3-year replacement and/or as required regarding damage. It is reported that there will be a lead-in time of between 4 to 7 months for the boots and the supplier can apparently deliver direct to officers at stations.

Telematics – MOU still not approved/'signed off'.

Police Cargo Trousers - Police Scotland have signed up to the UK framework for police cargo trousers. The trousers are of decent quality and fit for purpose. The trousers have a partial elasticated waist and pockets on each thigh and a stitched crease.

Although deliveries started to arrive in Police Scotland Stores in January 2020, there is currently approximately 4 months of existing trouser stocks left which will be distributed before any officers are supplied with the new 'cargo trouser'. This will be size availability dependant.

Police Assaults/Injured During Arrest – Police Scotland have identified a significant spike in the number of police assaults and injuries to officers during arrest, including an upward trend over the past 3 years. Statistics show that officers injured during arrest have increased by 64% in comparison to last year's figures. In response to the figures Police Scotland have set-up a short life working group to look into how the Force deals/responds to violence

towards the police and, what measures can be taken to try and address the current position. As part of this work, focus groups are being held to speak to officers in all Divisions/Departments across the country in order to gauge officer opinion and feedback.

Body Armour – the contract has been awarded to Safari Land. Following concerns raised during the wearer trails the supplier has re-configured the length of the armour panels to give greater areas of protection without impinging on comfort when driving. Hubs have been identified regarding sizing of officers and the roll out of the new armour.

Naloxone – As per JCC Circular 9 of 2020, officers should note that the SPF is completely opposed to police officers carrying and/or administering Naloxone and any officers who find themselves under pressure to do so should immediately report this to their local SPF office. It is worthy of note that the SPF will not indemnify any member who, contrary to the advice in JCC Circular 9 of 2020, chooses to carry and/or administer Naloxone and as a consequence may find themselves subject to any form of internal, PIRC, criminal, or other judicial inquiry.

First Aid Training/SPELS - The return to full practical training is expected to be re-introduced in 2021 with 2 x days of OST/SPELS with the delay is being attributed to COP26.

Coronavirus/COVID-19 – Police Scotland are responding to the worldwide health emergency and are liaising with UK Governments and Police Forces. The Force are holding regular Gold and Silver meetings under the name Operation Talla and the SPF are part of that group. The Force have produced a Risk Assessment that includes PPE requirements and control measures to try and reduce the risks to police officers and staff. This includes FFP3 masks that require fit testing with a recommendation for a clean shave policy which has been proposed for those who require to wear same. Supplies of PPE (face masks, goggles etc.) and other decontamination products, e.g. anti-bacterial hand gel etc. have been ordered, albeit it is acknowledged that worldwide stocks are low.

Electric Vehicles – concern had been raised about electric vehicles and the significant weight issues. Only staff and managers would be driving these vehicles they will not be for operational purposes with officers wearing pull PPE equipment etc.

d) **CONDUCT**

The Deputy Secretary updated those present stating that the last Subject Committee Meeting had been held on 14th January, 2020 within the Federation Office at Dundee.

Over and above the papers which had been circulated to the Committee, she felt it worthy of note that out of six currently suspended officers, one was not a member of the Voluntary

Fund at the time of their arrest and now, unfortunately, has found them self to be a subject of criminal proceedings on petition.

Regrettably, whilst we can continue to support officers who are not members as much as possible during this hugely difficult time, the SPF cannot provide the legal cover they require. There is no real excuse as to why an officer does not to contribute to the Voluntary Fund as the subscription costs can be reclaimed from HMRC.

The committee were asked to remind members that they MUST have a valid policing purpose to access any police system, even if they have not shared the information they have observed, the crime is complete.

Other offences which continue to appear regularly are Domestic assaults, Section 38's and 39's (BOP) & (Stalking); sexual offences also continue to feature regularly, both on and off duty incidents regarding inappropriate and/or indecent behaviour, as well as the more serious offences.

Due to retirement and changes within the East Office, it was felt to be an opportune moment to have a reshuffle of portfolios. Andy Malcolm would be taking on the Conduct Portfolio and the Deputy Secretary, who had along with other members of the Health & Safety Committee just completed the IOSH Managing Safely 3-day training course at Dundee, would be moving to take over the portfolio for Health & Safety.

Going on to express her sincere thanks to the current Conduct Committee for their support and assistance over the last 2 ½ years, which was very much appreciated, she said she was now looking forward to the same level of support and assistance from the Health & Safety Committee.

e) EQUALITY & PART TIME WORKING

Chair informed that the last JCC Equality Committee meeting had been held on 26th January 2020 within the training complex in Dundee.

Management and the putting into practice of reasonable adjustments remain a challenge with issues around flexible or agile working still continuing to affect our members. Work continues to be ongoing in relation to highlighting the need for Risk Assessments relating to maternity.

Work continues to be carried out with the PSoS in relation to Ill-Health retirement and Injury Awards focusing around the continuing delays being experienced by officers who are already in stressful situations being put under further stress to due unnecessary delays.

PSoS are carrying out an evaluation in relation to postings and disability, this will focus on the recording and management of reasonable adjustments, modifications and reviews which impact on the need for accurate recording.

f) DIVISIONAL UPDATES

“C” Division – David Reid provided an update in relation to meeting the new Chief Superintendent and Superintendent, some items discussed had been vehicle checks, accommodation, light duties, estates, and blanket ban on parking in Falkirk, front reception shift change for support staff, officers carrying out ambulance duties, resources and victims of domestic abuse.

“E” Division – Richard Woods provided an update in relation to a recent meeting with Divisional Commander Scott and Superintendent Rennie. Issues discussed included mobile devices, planning and non-provision of transport, equipment issues regarding PPE, TASER and additional cartridge holders, staffing levels and acting/temporary ranks.

“J” Division – James Gowling met with Chief Superintendent John McKenzie and Superintendent Helen Harrison on 27th February 2020 issues discussed included Public Holidays OBL’s and why they were dropped, welfare of officers, start time of cover shifts, acting payments and the impact of CAMS.

“P” Division – Graham Ross advised they had met with the Command Team where issues including mental health, demand from NHS and social work, promotion process, dog handlers pay, sharing police stations with other agencies who work 8 – 4 with officers working shifts.

(g) MAJOR EVENTS

The Secretary updated the Committee on the undernoted forthcoming events namely Summer City, Euro 2020 and COP 26.

6 NEW BUSINESS

No new business or motions had been received.

7 COMPETENT BUSINESS

The Chair informed the Committee that it was the Secretary, Grant McDowall's last meeting as he would be retiring on 30th March 2020. He said that it had been a pleasure working with Grant and that he wished him a very long and happy retirement thanking him for all the hard work he had done on behalf of the officers both as a representative and a full-time office bearer.

They were further informed that this would be Allan Symington's last meeting as he would be retiring on 16th April 2020 the Chair thanked him for all his hard work over the many years as a Representative, wishing him a long and happy retirement.

8 DATE OF NEXT MEETING

The next meeting will be held on Wednesday 3rd June 2020.

9 CLOSURE OF MEETING

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

Grant McDowall
Secretary

Andrew Malcolm
Chair