



# Scottish Police Federation East Area Committee

## Minutes of the First Quarterly Meeting East Area Committee - Scottish Police Federation Wednesday 3<sup>rd</sup> March 2021 (Via Video Conference)

### 1 OPENING OF THE MEETING

The Chair welcomed all those in attendance to the First Quarterly Meeting of the East Area Committee for 2021.

The Chair then informed the Committee that it was with great sadness and regret he had to report the sad loss of one of our colleagues since the last Quarterly Meeting. Constable Thomas White passed away suddenly on Wednesday 10<sup>th</sup> February 2021 whilst walking home from work at Livingston. Constable White had 29.5 years' service and was due to retire later in the year. As a mark of respect, the Committee stood for a minute's silence in memory of Thomas.

The Chair next went on to notify the Committee that 'C' Division Representative, Constable Calum Baird, had resigned from the Committee due to a transfer to the West. Elections will take place later in the forthcoming months for a Constable in 'C' Division, an Inspector in J Division, a Constable in 'P' Division and a Sergeant in 'E' Division, the latter being due to David Hughes' promotion to Inspector for which the Chair offered his congratulations.

The Chair informed the Committee that it was James (Jim) Morrison's last meeting due to him retiring in April 2021. Jim is looking forward to the new opportunities that his retirement will bring and on behalf of the Committee and members of 'J' Division, the Chair thanked Jim for all his hard work and efforts within the division especially in supporting officers during difficult times. He wished him all the best for a long and happy retirement.

The Chair said that Superintendent Simon Wright would be joining the meeting later in the afternoon to give a presentation in relation to the Promotion Process and take questions from the Committee.

The Chair was not aware of any matters or requests for Rank Committee Separates.

Standing Orders were adopted and the meeting was declared open.

## 2 ATTENDANCE

Inspector Mark Murphy	C - Forth Valley
Inspector Keith Warhurst	C - Forth Valley
Sergeant David Reid	C - Forth Valley
Sergeant John Burgoyne	C - Forth Valley
Constable Lyn Redwood	C - Forth Valley

Inspector Peter Jones	E - Edinburgh
Inspector Neill Whiteside	E - Edinburgh
Inspector Norman Towler	E- Edinburgh
Inspector Mark Sherman	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
Constable David Davison	E – Edinburgh

Inspector Michelle Ritchie	J - The Lothian's & Scottish Borders
Inspector James Morrison	J - The Lothian's & Scottish Borders
Sergeant Bryan Jones	J - The Lothian's & Scottish Borders
Sergeant James Gowling	J - The Lothian's & Scottish Borders
Sergeant Ross Drummond	J – The Lothian's & Scottish Borders
Constable Alan Hastings	J - The Lothian's & Scottish Borders
Constable Darren Gallagher	J - The Lothian's & Scottish Borders

Chief Inspector Michael Williamson	P - Fife
Inspector Ian Stephen	P - Fife
Sergeant Craig Menzies	P - Fife
Sergeant Graeme Mathers	P - Fife

Andrew Malcolm	Chair
Graham Ross	Vice-Chair
Stephen Clark	Secretary
Heather Macdonald	Deputy Secretary

## 3 APOLOGIES

Apologies received from Amanda Givan, Anne Begley, Martin Vickerman, Jim Friery, Gavin Grant, Andy Toombs, Ian Rushford, John Turley, David Hayes, David Hughes and James McLaren.

**4 MINUTES OF THE PREVIOUS MEETING**

Those present approved the Minutes of the previous meeting held on Wednesday 3rd December 2020.

**5 MATTERS ARISING**

**(a) JOINT CENTRAL COMMITTEE UPDATE**

The Secretary informed that the last meeting had taken place on Tuesday 9<sup>th</sup> February 2021 via Video Conference.

**LEGAL UPDATE**

	<b>ON DUTY</b>	<b>OFF DUTY</b>	<b>TOTAL</b>
<b>EAST</b>	14	3	17
<b>WEST</b>	13	20	33
<b>NORTH</b>	17	10	17

There are 507 live cases currently ongoing with 46 closed since the last quarterly meeting with settlements in excess of £200k for members because of the Legal Advice and Assistance Scheme (LAA).

**Allard** - (On Call Recognition) – Remains ongoing.

**Holiday Pay** – Remains ongoing – efforts continue to reach a settlement.

**WhatsApp** – Remains ongoing - awaiting permission to appeal to Supreme Court.

**Sheku Bayoh Public Inquiry** – Committee were updated on the Inquiry and that support continues to be provided to those officers directly involved.

**Employment Tribunal** – SPF are responding to a claim submitted by Leigh Day. Remains ongoing.

**Pension – Injury to Feelings Claim** – A claim has been lodged on behalf of 6,500 members. This is at the early stages and remains ongoing

**Police Negotiating Board (PNB)**

The Secretary informed that the PNB met on 26<sup>th</sup> November 2020. A further meeting took place on Tuesday 23<sup>rd</sup> February 2021. As the Chair had attended the meeting, he updated the Committee accordingly. Items of note are:

**Pay Award 2021** – Papers had been circulated to the Committee updating on the Staff Side Pay Claim and other economic factors including:

Public Sector Pay Policy for 2021/22 was announced by the Cabinet Secretary for Finance on the 28<sup>th</sup> January. The main points were:

- *providing a headline basic pay increase of 1 per cent for public sector workers who earn less than £80,000;*
- *continuing the requirement for employers to pay staff the real Living Wage, now set at £9.50 per hour;*
- *providing a guaranteed cash underpin of £750 for public sector workers who earn £25,000 or less;*
- *limiting to £800 the maximum basic pay increase for those earning £80,000 or more; and*
- *allowing flexibilities for employers to use up to 0.5 per cent of pay bill savings on baseline salaries in 2021 to address clearly evidenced equality or pay coherence issues in existing pay and grading structures.*

The Chair informed that Staff Side had submitted a claim in June 2020 however; disappointingly, no response had been received from the Official Side in relation to the claim prior to the last meeting on Tuesday 23<sup>rd</sup> February 2021. Official Side did however give their response that afternoon of 1% with an assurance that they would look at the annual leave for officers and, consider whether they would reduce the qualifying period so that officers could access the full allowance of annual leave prior to 20 years. Staff Side rejected the offer and the Committee will be updated accordingly as matters progress.

**PNB TWG (Technical Working Group)** – Continues to discuss previous matters including Overseas Allowance, College Allowance, however little progress made in the past 12 months.

There have been discussions around the ‘long hours’ culture in PSOS for Inspecting Ranks – PNB are reviewing this to establish the scale of the problem and identify potential solutions.

**PNB EWG (Equality Working Group)** – No meetings since last JCC in November 2020. Staff Side are seeking to review maternity pay to ensure that changes elsewhere in policing in the UK (E&W) are replicated in Scotland.

## **Pensions**

The Secretary informed that the SPF form part of a national approach with other Staff Associations and that, discussions were continuing at a UK level.

**McLeod / Sargeant Remedy** – The Government released its response to the consultation. The Government are hoping to deal with this by October 2023. It will be a significant undertaking given the administration involved and numbers affected, including those who had retired since 2015.

The Government’s decision to un-pause cost cap could result in additional costs for employer and impact on members; technical information is required to assess any likely impact of this.

Concerns had been raised regarding the SPPA’s ability to implement the forthcoming ‘pensions’ remedy. There are also concerns that PSoS, who only have two pension staff, is woefully inadequate in order to

respond to this also. It is the SPF's view that the SPPA and PSoS could have to bolster their respective resourcing to effectively deal with the remedy.

Officers have been making contact with full-time officials when realising they are not going back into their old scheme. Explanation around DCU (Deferred Choice Underpin) has been provided and that those affected will require to make a choice at retirement around the affected period.

It is hoped there will be a calculator developed by GAD (Government Actuaries Department) however, it is uncertain as to when this will be published.

**Opt-Out** – concerns had been raised regarding the viability and sustainability throughout the UK and this continues to be a concern for England & Wales. The Scottish opt out data appears to be more reliable and shows 93% of Scottish Officers are in the Pension Scheme which is slightly more reassuring.

### **SPCF (Scottish Police Consultative Forum)**

The Secretary informed the Committee that the SPCF last met on 23<sup>rd</sup> February 2021.

Items discussed had been as follows:

- **Policing the Covid-19 pandemic**
- **Appraisal, Promotion and Accelerated Promotion proposals** – Regulatory aspect of the proposal in relation to Promotion and AP requires amendment to determinations; a trial parallel scheme will operate in 2021 in relation to Leadership and AP.
- **Legal Advice & Assistance** – Discussion around Legal Advice and cover currently based on the 1978 Circular.
- **Special Constables – Uniform & Equipment** – Discussions around recovering and recording issue of equipment and management of deployments.
- **In Service Injury Compensation Scheme.**
- **Change Projects Benefits Realisation** – The efficacy of the current PSOS practices reporting on claimed benefits of reform projects and savings achieved.

### **Scottish Police Authority:**

The Secretary informed that the new Chair had been appointed on 1<sup>st</sup> February 2021, Martyn Evans who is an existing and experienced Board member of the SPA. Mr Evans has intimated that he wishes to have contact with the SPF, which is welcomed.

The overall Police Scotland Strategic Workforce Plan was presented to the SPA to cover the period 2021-2024. It was approved by them on 22<sup>nd</sup> January 2021 without much scrutiny which is concerning. SPF were given a very short timescale to give our feedback, which, was effectively ignored by both the Force and the SPA, which was very disappointing.

### **Scottish Police Budget & Finance:**

The Secretary informed that JCC had discussed the recent budget announced by the Cabinet Secretary for Finance, Kate Forbes.

The Cabinet Secretary had announced a £60M uplift for the police resource with an additional £15M to mitigate the impact of COVID; a “one-off” capital funding for Body Worn Video in a limited capacity to Firearms; £145M funding for action on alcohol and drugs (including £61M additional funding specifically to support drug death reductions). The budget makes clear *“We will work to significantly increase the number of paramedics and police officers carrying naloxone kits in 2021/22.”*

The announcement removes the deficit in the policing budget, but does not provide new money or flexibility.

### **Scottish Parliament & Political Engagement:**

The Secretary informed that there had been 3 submissions made by the SPF since the last meeting to the Scottish Parliament: -

- The Review by Dame Angolini
- Body Worn Video/Drones
- Effectiveness of Justice Sub-Committee on Policing

**COVID-19 – Vaccine** - Members have made contact voicing their concerns at not having access to the vaccine. Meetings have been held with the Scottish Government and a letter has been written to Humza Yousaf, the Cabinet Secretary for Justice.

### **Joint Negotiating Central Committee (JNCC):**

The Secretary informed that the last meeting of the JNCC took place on 3<sup>rd</sup> December 2020.

The main items to note were:

- **Plain Clothes Allowance** – As suggested by the SPF, these are now automatically being paid to affected officers rather than having to be claimed.
- **Special leave provisions** – As per PNB Agreement this is, this will be discretionary, which has always been the case and has been accepted by PSoS.
- **Police Service of Scotland change programme** – No specific update of note.

Other items discussed at JNCC included part-time officers and the adjustment/recalculation of leave and pension contributions in relation to working additional hours. Although there is still some work to be done on this, it has been accepted by the Force.

**Negative TOIL** and the management practices surrounding rejection of overtime claims has been an issue however, this has been recognised and rectified by PSoS.

The potential **reclassification of custody centres in areas, including Dalkeith in the East Area – from primary to ancillary**). No formal consultation has taken place to date however, a letter of response has been sent to PSoS and the SPF Trustees to raise this at next JNCC. Concerns were raised regarding capacity and challenges experienced in St Leonards, already the busiest custody centre and the consequential adverse impact on officers and communities.

**(b) STANDING COMMITTEE UPDATES**

All meetings (Finance, Operational Duties and Legislation & Regulation Committees) held on 19<sup>th</sup> January 2021, via video conference. The minutes of these were published on the SPF Website and the Federation TEAMS App. The Secretary and Chair updated the Committee on the pertinent elements.

**Finance** – points of note current work done in order to improve communication and focus on some form of SPF digital media element to try to improve communication with members and to highlight the dangers and issues faced by police officers around the changes in legislation and changes within society. Two Conduct Committee members are trialling a mobile device.

**Legislation and Regulation** – points of note from the meeting had been forthcoming Scottish Elections and their manifestos. SPF are hoping to have contact with political parties prior to the elections. Federation's manifesto ran from 2016 until 2021 and is due for review this year.

**Operational Duties** – points of note were Deep Dive exercises and where to carry out the next exercises with suggestions including a review of the SPF and SIO Workload (particularly in PPU). COVID19 vaccinations, lateral flow testing, C3 and Diploma were discussed.

**(c) SUBJECT COMMITTEE UPDATES**

**Conduct**

The Chair updated those present that the last Subject Committee Meeting had been held on 12 January 2021 by Video Conference. The minutes having been disseminated accordingly with the following items worthy of note for the East:

	<b>CONDUCT</b>	<b>CRIMINAL</b>	<b>PIRC</b>	<b>TOTAL</b>
<b>ON</b>	10	25	10	45
<b>OFF</b>	4	8		12
<b>CLOSED</b>	16	17	0	33

There are currently 24 suspended officers across Scotland 8 of which are based within the East Area.

There had been very little movement for almost a year in relation to criminal matters however, since January there had been a significant upsurge in the number of copy of complaints. Affected members are receiving SPF LAA. Conduct matters have reduced however two meetings are scheduled for 23<sup>rd</sup> March and another on 27<sup>th</sup> April 2021. There is one Gross Hearing which will commence on 10<sup>th</sup> May 2021.

### **Equality & Part-time Working**

The Vice-Chair updated those present. The Equality Committee Meeting had been held on 13 January 2021 the minutes of which were disseminated. The following items are worthy of note:

**Ill-Health process** - there have been significant improvements regarding the ill health process. Delays had built up since last March due COVID and Dr Watt, the Force SMP retiring leaving the Force with no SMP to progress with the cases until the appointment of Dr Johnston in September 2021. The anticipated uplift on cases being progressed was, unfortunately hindered by Dr Johnston applying different criteria in respect of obtaining our members medical records. By February 2021 the number of cases nationally had gone from 45 in March to 80.

This was a significant issue for those officers undergoing the Ill Health process. Nigel Bathgate and James Thomson along with the Service worked hard to remedy this and on 1<sup>st</sup> February 2021 a second SMP, Dr Wright, was appointed and works two days a week. The appointment of the second SMP has helped greatly in terms of wellbeing for our officers. This process would normally have taken between 6 to 12 months however; this process is now taking between 12 to 18 months.

The Vice-Chair has monthly meetings the HR Lead and these meetings have been important in helping prioritise cases and to gain a more realistic perspective of timescales. An agreement has been made in that all officers who have been held up due to these delays will have their pay maintained by the service until the process is concluded.

**Grievances** - Since the last East Area Committee Meeting, three grievances have been resolved and another two have been lodged albeit they are at relatively early stages.

**Police Treatment Centres** - The PTC closed on 8<sup>th</sup> January 2021 due to the current restrictions however, some services such as the Remote Physiotherapy Outpatient Service has continued to run albeit on a reduced capacity. Some online provisions in terms of supporting those scheduled to attend the Wellbeing Courses are also running. The staff at the Centres are keen to open as soon as possible and those who were due to have attended at the PTC will be rescheduled once its re-opened.

**Pregnant Officers** – Issues identified nationally in terms of the apparent lack of care and consideration given to pregnant officers, particularly in relation to the current Covid climate. Officers being placed at risk due to the environments they were asked to work in and the lack of risk assessments carried out to mitigate them. Although there were no such significant failings identified in the East, the matter was discussed with ACC Mairs who sent out further correspondence regarding this matter across the four Divisions.



Command Teams made contact to give their assurances regarding the care of the pregnant officers. Each division gave a commitment in relation to officers in their final trimester being able to undertake home working unless in extreme circumstances where their safety can be assured.

**Home Working** – this has been a major challenge for the service. Guidance sent out by the Service has been interpreted differently. Only those whose role is such that they cannot work from home should attend Police buildings. Some officers who had been provided with IT to enable them to work from home were choosing not to with instances reported of some laptops never being taken out of their boxes. Other officers wanted to work from home but could not due to lack of equipment. Executive are keen for pregnant officers to be facilitated and work from home. There has been confusion around this and divisions are keen to resolve this confusion.

All four divisions have been made aware of the issues and have each taken steps to re-allocate equipment to those that actually have a genuine need for it and who will benefit from being given the opportunity to work from home. This has undoubtedly been a positive and I would ask that you make me aware of other instances as the IT issue is one that still causes a headache.

James Thomson has replaced Nigel Bathgate as the Assistant to the General Secretary for Equality. James is very keen to involve the Equality Representatives in more cases and has plans in place to implement this. Undoubtedly, this will broaden the knowledge and experience of the EAC Equality Committee which should benefit all concerned.

### **Health & Safety**

The Deputy Secretary informed that the last meeting had been held on 28<sup>th</sup> January 2022. A comprehensive update had been presented to the Committee via TEAMS highlighting significant issues for them to consider including:

**Op Talla** - a significant increase in the spread of a new variant of the coronavirus towards the end of 2020 caused concerns in relation to absence and risk to members. This increase has now slightly reduced and absence within the Force is back to relatively normal levels.

The Committee were asked to remind their members that the guidance regarding the wearing of the FFP3 masks had changed. There is still some confusion around the wearing of the masks and as a result of this confusion, a video has been compiled by the SPF, that simplifies the different types of masks and, when they should be worn. This is available on the SPF website.

FFP3 masks should be worn as a default position by officers during any interaction with the public when it was likely that officers would have to breach 2m physical distancing, irrespective of whether it was suspected or not that the subject may have the virus. **This is still not happening!** It is acknowledged that the masks are awkward and difficult to wear but this is about the safety of our membership.

Since the last EAC the Force have been subject to Health and Safety Executive Inspections one of which took place in East of Scotland both of which received some hefty criticism from the HSE. Due to this criticism, the Force created a HSE Action Plan, which is being implemented to address issues across the Force. Covid Marshalls have been introduced in each division all of which should be well embedded

within their roles hopefully making a difference. The Divisions have been left to their own devices as to how and whom they use to implement this.

The Deputy Secretary said she was very grateful to the full-time representatives and the local representatives for all their work and assistance carrying out regular joint Covid visits across the East Area in partnership with Union colleagues and PSoS Health & Safety Advisers. She went on to remind those present that everyone had a collective responsibility to comply with the law and guidance to ensure our own Health, Safety and wellbeing as well as that of those around us.

**Vaccination** – disappointingly, the UK and Scottish Governments have decided not to support the prioritization of policing. Despite this, the SPF have not given up and are trying to where ever possible raise the profile of the risks to the membership in relation to front line police officers and will continue to argue and lobby that front line police officers should be prioritized ahead of the general population.

The Divisions and in particular P Division, are doing a great job in getting their front-line officers vaccinated and are helping other adjoining divisions wherever possible. Senior Management from other divisions are working hard to try and improve the position with the local NHS Boards to ensure any end of day vaccines that would otherwise be destroyed are offered to front line officers and staff.

**Your Safety Matters** - This group last met on 18 November 2020 and again on 27 January 2021. The new data analysis IT solution that has been implemented within all divisions, the Health and Safety Power by Dashboard, which gives a much more in-depth report into assaults on police officers, ensuring everything that should be reported is. What is worrying is that police assaults are on the increase despite the fact that Christmas and COVID should have seen a reduction. Significant numbers of these assaults involved the offender kicking or spitting while handcuffed. There is an under recording in use of force and Reps were asked to get this message out to the members.

**Use of Force** - Still seeing under recording of use of force. The use of spit hoods has increased due to the increase in spitting incidents.

**Taser** – The number of deployable STOs is back to around the original establishment figures. There has been a verbal commitment from senior leaders, finance permitting, of an increase of an additional 500 STOs per year for the next 3 years and an increase to 110 Taser hubs.

### **Health & Safety Board**

**Airwave** – issues highlighted in relation to the press to talk buttons (PTT) on the newer airwave terminal that there have been a number of issues raised about officers going to activate the buttons, which have in turn fallen off! Reps were asked to inform the members to check these buttons which are being repaired when identified due to safety issues. Ongoing software upgrades are identifying issues early and arranging for replacement of the faulty part as and when discovered.

### **Footwear Short Life Working Group**

A second delivery of boots was received and will be distributed in Fife to local and specialist officers. A third delivery of boots has been delayed but once received will be distributed to Alloa, Stirling and Falkirk. Further deliveries are due in March for the East; if they are not physically delivered by 31 March

2021, the cost will roll onto the next financial year. It is thought that by the end of April, beginning of May the whole of the East Area should have their new boots.

### **Naloxone Steering Group**

Training has commenced. The first course was held within G Division and out of the seven officers who were trained only two agreed to accept carrying Naloxone! Six officers attended the course within C Division and all agreed to carry Naloxone. The courses covered the administration of the drug, background to why it is being used, procedure to be followed on administration including first aid and post incident management. Officers have a choice as to whether they carry the Naloxone or not. Reps were asked to get the message out to ensure that **all officers know that they have a choice and should not feel pressured into carrying this.**

The Deputy Secretary went on to say that, it was an incredibly busy time within Health & Safety across the Force and she wished to express her sincere thanks the members of the H&S Committee for all the assistance they had given her in recent months. They had really stepped up to assist with attending meetings on her behalf, assisting with joint visits in relation to COVID across the East Area including the completion of an investigation. The four H&S Reps were reminded to ensure that they had the next Standing Committee Health and Committee Meeting on SCOPE and, if unable to attend, that it was their responsibility to speak to their reserve and ensure they could attend on their behalf.

In relation to Vaccinations, Graham Ross acknowledge that whilst the SPF get a lot of criticism it was important that the committee were aware of the extensive work, primarily by Calum Steele and David Hamilton, that has led to officers being afforded access to end of day vaccinations!

### **(d) DIVISIONAL UPDATES**

**'C' Division (Forth Valley)** – On Monday 8<sup>th</sup> February 2021, Local Reps David Reid, Lyn Redwood, Calum Baird & Mark Murphy met with Chief Superintendent Gibson and Superintendent Sinclair. Some of the topics discussed had been as follows:

- Chief Superintendent Gibson is in the process of speaking to other Commanders within the East in relation to the 222 shift pattern and should have an update within the next few weeks.
- On 15<sup>th</sup> February 2021, officers will have their own PPE machine to be located in the old payroll room at Stirling.
- Naloxone training will commence at the end of February with training/set-up currently under review to ensure it is suitable prior to being implemented.
- It was agreed that officers should look to clear any negative TOIL balances as soon as possible.
- Custody issues were highlighted with officers in the Division experiencing lengthy waiting times due to Custody Review Inspectors deciding if a prisoner will be kept in custody or not. The impact on officers is stressful and far from ideal. It appears that a change in procedure by R Division is responsible for this and Superintendent Sinclair will raise this matter with them.

- Apprehension warrants to be enquired into and executed providing a common-sense approach is adopted.
- The Chief Superintendent to make enquiries to see what department, if any, would be capable of taking on the additional responsibility of being the point of contact for next of kin in relation to sudden deaths.
- If officers are offered a COVID-19 Vaccination and are not queue jumping then Chief Superintendent Gibson is happy for officers to receive any excess vaccine that is offered providing the follow up jag is administered within the required time scales.

**'E' Division (Edinburgh)** – Norman Towler and Christopher Richardson met with Chief Superintendent Scott and Superintendent Rennie on 25<sup>th</sup> February 2021. A request had been sent out from local Federation Representatives to all officers in the Division for points to be raised to the Command Team. Topics discussed had been:

- Custody and processing times continue to be an issue the Commander acknowledged this highlighting that the redevelopment of St Leonards Custody is still planned however progress had diminished due to the pandemic. Health and Safety issues raised in relation to officers presenting prisoners at St Leonards and having to walk through the canteen to undertake this. Chief Inspector Happs will review. Officers were queuing, sometimes four or more deep to speak to the Custody Sergeant to confirm if they would accept the arrest. This in turn is leaving their colleague on their own with the accused in the car park placing them at risk of violence or allegations. Superintendent Rennie agreed this was not acceptable. He will follow this up and report back.
- The Commander re-affirmed that no pressure would be placed on officers working from home to attend at station/office unless there is an operational or, departmental need
- The infrastructure for electric vehicles within Fleet will shortly be undertaken with unmarked vehicles being the first to change.
- FRU officers travelling from Glasgow for events when Public Order officers could be utilised within Division. Superintendent Rennie highlighted that if the resource is there to be utilised this should be the first port of call prior to pulling officers away from their normal role. (An incident whereby nine officers were placed within a van during an event was discussed and some learning points are being raised with the supervisors).
- Over 50 officers have taken advantage of left-over vaccinations.
- Supervisory cover in relation to APS/API cover. The Command Team have submitted a paper highlighting issues around PC to Sgt promotion process.

**'J' Division (Lothian's & Scottish Borders)** - On 16<sup>th</sup> February 2021, local representatives Darren Gallagher, Michelle Ritchie, Ross Drummond and Bryan Jones met with Chief Superintendent McKenzie, Superintendent Banks and Superintendent Geaney. Some of the topics discussed were:

- Dalkeith Custody closure and the proposed reduction from a primary to an ancillary centre. J Division Command Team are seeking a further review. It would appear the data used may have been flawed, particularly around perceived efficiencies.
- The Commander was very complimentary at the calibre of staff currently in the promotion pools awaiting promotion
- Numerous cars within the Fleet have over 150 miles on the clock therefore; division will move cars around with lesser miles to share out the resources better.
- Inspectors and Sergeants will take on the role of Covid Marshalls
- Absence rates in J Division are the lowest in the East for COVID-19
- The Division was thanked for their response to the tragic passing of Constable Tom White. SMT attending on the night of the incident. SMT also wished to express thanks to the SPF.

**'P' Division (Fife)** - John Turley met with Chief Superintendent McEwan and topics discussed were:

- The email from T/Chief Inspector Sherman may have been taken out of context in relation to arresting persons on warrant. Need to arrest on warrant/house searches are being risk assessed on a case-by-case basis.
- Officer's concerns over goggles being used within custody as the peripheral vision is drastically reduced. These glasses should now have been replaced.
- Response is not aware of the role of the resolution team albeit they are creating crime files and allocating them to frontline officers, without noting statements or completing speaks-to. When officers make their enquiries, the majority of the time the complainer has actually given a statement over the telephone, yet it is not recorded anywhere!
- Officers are concerned about their Bradford Score after having to self-isolate. When an officer has been absent in relation to COVID, this does not count towards their Bradford score.

**(e) MAJOR EVENTS**

The Secretary updated the Committee that, due to the ongoing health pandemic there were no major events to report.

## 6 NEW BUSINESS

The Secretary updated Committee on the undernoted:

**MOTION** – JCC to consider the issue of digital devices to all representatives.  
This motion was passed unanimously and will be referred to JCC for consideration.

The Deputy Secretary informed the Committee that she would be standing for re-election at the next Quarterly Meeting, 2<sup>nd</sup> June 2021 and hoped to continue, in post, until she retired in June 2022.

The Chair then informed the Committee that within 18 months, three Office Bearers would be retiring and that a succession plan would be discussed at the June meeting.

## 7 COMPETENT BUSINESS

**SPF Annual Awards** – The Secretary reminded those present that the new look SPF Awards would take place on 25<sup>th</sup> November 2021 in Edinburgh. The SPF Awards are not now geographical and to date, the East Area had 36 nominations. He went on to thank the Reps for advertising the SPF Awards asking them to continue to bring to the SPF Awards to the attention of their colleagues.

## 8 DATE OF NEXT MEETING

The next Quarterly Meeting of the East Area Committee will take place on Wednesday 2<sup>nd</sup> June 2021.

Meeting dates for the forthcoming Subject Committees are as follows:

- **Conduct** – 6<sup>th</sup> April 2021
- **Equality** – 7<sup>th</sup> April 2021
- **H&S** – 8<sup>th</sup> April 2021

## 9 CLOSURE OF MEETING

The Chair thanked everyone for their active discussions and input into proceedings, he wished everyone a safe onward journey home prior to formally closing the meeting.

**Stephen Clark**  
Secretary

**Andrew Malcolm**  
Chair