



Scottish Police Federation East Area Committee

Minutes of the Second Quarterly Meeting East Area Committee - Scottish Police Federation Wednesday 2nd June 2021 (Via Video Conference)

1 OPENING OF THE MEETING

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

The Chair highlighted that the minutes and papers for the meeting had been circulated in advance to all Representatives via Microsoft Teams prior to the meeting.

Those present were asked to mute their microphones unless they wished to speak. If they wished to speak, they should raise their hand at the relevant point.

A warm welcome was given to Lorna Cunningham, Chair (Elect) for the West Area who was attending as an Observer. Lorna would be taking on her new role as Chair for the West Area at their next meeting due to take place on 3rd June 2021 and the Chair wished her good luck and best wishes for her new post.

The Chair informed the Committee that it was Alan Hastings last meeting due to his impending retirement in August 2021 and, on behalf of the Committee and members of 'J' Division, the Chair thanked Alan for all his hard work and service within the division and wished Alan a long and happy retirement.

The Chair informed that he had not been made aware of any matters or requests for Rank Committee Separates.

Standing Orders were adopted.

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 Norman Towler	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
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
Constable James Friery	J - The Lothian's & Scottish Borders

Inspector Ian Stephen	P - Fife
Sergeant Craig Menzies	P - Fife
Constable John Turley	P - Fife

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

Lorna Cunningham	Observer - Deputy Secretary West Area
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3**APOLOGIES**

Apologies were received from Amanda Givan, Neill Whiteside, James McLaren, Martin Vickerman, David Davison, Graham Mathers, Anne Begley, David Hayes, Mark Sherman and Michael Williamson.

4**MINUTES OF THE PREVIOUS MEETING**

Those present approved the Minutes of the previous meeting held on Wednesday 3rd March 2021.

5 ELECTION – EAST AREA DEPUTY SECRETARY

Heather Macdonald being the only nomination on the morning of the meeting was duly re- elected as EAC Deputy Secretary.

6 MATTERS ARISING

(a) JOINT CENTRAL COMMITTEE UPDATE

The Secretary informed that the last meeting of the JCC had taken place on Tuesday 11th May 2021 via Video Conference.

Legal Update

	ON DUTY	OFF DUTY	TOTAL
EAST	10	7	17
WEST	20	24	44
NORTH	6	3	9

Settlements totalling in excess of £97k had been finalised for members since the last meeting.

Allard - (On-Call Recognition), **Holiday Pay**, **WhatsApp** - All remain ongoing.

Sheku Bayoh Public Inquiry - Officers involved continue to be supported by the SPF.

Employment Tribunal regarding Pensions - A date has been set for June 2022.

Judicial Review - Currently there are two ongoing live cases and two requests for legal opinion. One in relation to pension changes and the other a Health & Safety matter.

PNB (Police Negotiating Board)

Since the last East Area Committee Meeting, the PNB have met twice, 23rd February and 19th April 2021 with the following items discussed:

Pay Claim 2021 - There is no additional update at this time. Further negotiations are awaited from the Official Side.

PNB TWG (Technical Working Group) - Inspectors Working Hours - Some movement has taken place with a proposal developed via PNB to carry out a three-month trial with approximately 100 Inspecting ranks identified across the country. This is to try to identify hours being worked by Inspectors, encouraging them to record and manage their time. The Committee were asked to encourage all Inspectors, particularly those who are contacted to accurately record and manage their hours. This evidence will hopefully substantiate the anecdotal evidence of excessive working.

Inspectors do not attract overtime therefore there is no payment for the additional time worked and it cannot be carried over. This could potentially amend Regulations to enable Inspecting ranks to manage their working time to improve their work/life balance.

Double Lock Rest Day Compensation & COP26 Remuneration - Negotiations continue.

PNB EWG (Equality Working Group) - Maternity Pay - Staff Side progressing the maternity pay claim at PNB to align policing in Scotland with England and Wales.

PENSIONS

Scheme Advisory Board (SAB) - The last meeting of the Scheme Advisory Board (SAB) was held on 19th March 2021.

The meeting discussed the unpausing of the cost cap and the revaluation exercise. Government Actuaries Department (GAD) are awaiting an update from the Treasury.

The cost of the Macleod Sargent remedy for the Police Scheme in Scotland has now been identified as circa £380 million (solely for the Police Scheme). This will require to be met from the scheme post 2022.

2019 Cost Cap 'pause/freeze' - The cost saving to the Government regarding the cost cap 'pause/freeze' is believed to have reduced liability saving the Government 4.9% which was to be used to offset the cost of the McLeod remedy. If the ongoing legal challenge, of which the Federation are part of succeeds then this will result in higher costs for the Government and will affect the cost cap calculation.

The purpose of the cost cap mechanism and the tolerances within the scheme design includes the monitoring of costs for both the employer and employee and to take any action deemed necessary. The scheme is designed that if employers have been gathering more money than employees have then there has to be an adjustment to employee benefit or reduction in contributions and the reverse also applies. A potential outcome due to the increased benefits for members regarding the remedy (period from 2015 to 2022) will see an impact upon employees, which will likely see increased contributions and/or decreased benefits. It is anticipated that the Government will seek to recover costs between 2022 and 2026.

Remedy – SPF are currently seeking legal advice regarding officers who will be aged over 45 and who will not have 30 years at the point of 31/03/2022 and, part-time officers who held a 'reasonable belief' that they could continue to work on past this date and remain on the '87 Scheme. This legal advice and opinion are awaited.

Commutation Cap – Officers aged 50 and over with 25 years pensionable service who choose to retire have the ability to access their pension benefits under the 1987 Scheme however, there is a 2.25 restriction in terms of commutation. The Federation believe that there is a risk here for the Service due to the number of individuals who meet those criteria and may decide to retire as of 31 March 2022. The Federation have repeatedly drawn PSoS attention to this however, it does not feature in the Strategic Work Force Plan and they do not appear to recognising this as a risk. There is a real risk that a large number of officers may decide to retire prior to the implementation of CARE and this will result in a skill and officer gap to deliver policing in Scotland.

The potential removal of the commutation restriction for members has been previously discussed with the Government (Home Office and Treasury) who acknowledge that an actuarial reduction is the 'morally correct thing to do'. The costs/funding of this is a challenge however, as the operators of the schemes in England & Wales are their own Scheme Managers whereas, in Scotland, it is the Scottish Government. Forces in England & Wales are concerned regarding the increased costs and ability to absorb same, whilst maintaining services and as a result, Chief Constables are not prepared to sanction it. SAB in Scotland have discussed this subject however, due to the lack of progress in England & Wales, the matter has not progressed.

The SPF will continue to pursue via the SAB. The SPF are also seeking legal advice regarding this subject and are awaiting a response/opinion.

There is an obvious collapsing time frame regarding both above mentioned subjects in terms of the remedy and the associated 31 March 2022 time-line

Police Pensions Board -The Board met on 16th February and 12th May 2021.

Once again, the SPF found it necessary to complain about the poor service members received from the SPPA. There is a universal feeling of dissatisfaction from the members who have had to make contact and these, along with other related concerns, have prompted the SPA to escalate a formal complaint to the Pension Agency to Scottish Ministers seeking a review of the SPPA.

SPF has highlighted concerns regarding PSoS pension resources, which consists of only two members of staff. This has prompted the Service to carry out an internal review, which is ongoing.

Commutation Factor Underpin - Since 2013, there has been an agreement in place that Scottish Police Officers would benefit from the 'best' commutation rate between Scotland and England & Wales. Unless there is a new Government agreement, this will revert to the Scottish rate from 1st April 2022.

These rates are subject to change by GAD (Government Actuaries Department) who can review at any time. The last commutation reviews were 2016 and 2018. It would be guesswork to try to forecast any rate change or, when a change could take place.

SPPA (Scottish Public Pensions Agency)

Member Self-Service Portal - This is open and operational. There is a requirement to register for this however, to date only a small number of members have registered for this service! This provides the officer their Annual Benefit Statement (due every August) via the portal rather than posting paper copies.

There are real worries that the SPPA are not fit for purpose with concerns and questions remaining around the information and service provided by them. Immediate detriments regarding the remedy are still not being applied to members who are retiring now or have recently retired.

The Committee were reminded that the SPF cannot give pension advice as we are not qualified to do so. Any officer who approaches them with a pension query should be pointed in the direction of the SPPA or an independent pension advisor.

SPCF (Scottish Police Consultative Forum) - The following were discussed at the last meeting:

Career Development - Sergeants working through the new process who are temping up will be assessed after one year and, if deemed competent, will be made substantive. This is running parallel with the Diploma, as a 'safety net' should the trial fail.

My Career' - The Secretary informed that there had been a lower uptake rate than expected by Police Scotland. There are challenges in relation to the appraisal system and the reflective logs.

The Federation want to identify the barriers and effectiveness of the system and why reflective logs are not being completed. David Reid informed the committee that training is the problem, the Moodle is inadequate and without guidance.

Accelerated Leadership - Candidates selected in February 2020. This was implemented following the required Regulatory changes and is ongoing.

Legal Advice & Assistance (SIWG) - Relates to costs of on-duty criminal legal defence relating to cases arising from officers executing their duties and last met on 8th April 2021.

The agreement in place dates back to a 1978 Circular, which currently is being reviewed. The Federation has some concerns regarding this review. SPF position is that support must continue to be provided for officers in the same way it is for senior officers. Further meetings are scheduled and updates will be provided as and when available.

In-Service Injury Compensation Scheme - This SPF suggestion forms part of the ongoing 2021 pay claim. The scheme proposed to cover officers injured in the execution of their duties but, whose injuries fall short of Ill Health Retiral and where there is no fault or blame on the employer and no recourse to CICA.

A meeting took place with PSoS on 30th April 2021. Whilst there is a willingness from Police Scotland to engage there is a concern that there did not appear to be sufficient interest at Force Executive level. Work is ongoing with future meetings required to progress.

SPA (Scottish Police Authority)

Three new Board members have been appointed to the SPA since the last EAC Quarterly Meeting in March.

The new Chair, Mr Martyn Evans, appointed in February 2021, attended the recent SPF virtual Conference.

SPF have been formally invited to the SPA Resources Committee for the first time, along with all other relevant staff associations.

Scottish Police Budget & Finance

The main topic was the election result and the realities of what that meant in terms of the police budget and deficit.

SPF have concerns surrounding the understanding of those within Police Scotland in relation to the budget implications and planning. There appears to be a degree of ignorance around the safeguarding of police numbers and the following phrase being used by politicians and some within Police Scotland “*real terms protection*”. The reality is that the only *real terms protection* is in relation to the Capital budget (12%) and NOT the Revenue budget (88%). (The Revenue budget has no allowance for any pay rise).

In terms of the last budget and the additional monies awarded to the police, this only took care of the deficit in the previous budget.

The Deputy Secretary updated those present that after the meeting, 10 million had been given to Fleet three weeks prior to end of the financial year. PSoS Fleet Manager used this to obtain vehicles. Unfortunately, due to the lack of resourcing, these vehicles are sitting waiting to be marked up and equipped. Fleet are working as fast as they can and these vehicles will be going out as soon as possible.

JNCC (Joint Negotiating Consultative Committee)

The JNCC last met on 4th March 2021 via video conference.

Over the past 12 months, there have been issues with this group and frustrations felt, mainly by the SPF, that there was no real headway being made. This may be due to the meetings being held virtually and those present not being able physically discuss matters.

SPF feel they are effectively being ignored and this is creating an adversarial approach that is not healthy. The General Secretary will pull together a list of SPF concerns in relation to current issues and will highlight these to the Service via the JNCC.

REFORM

The Committee were updated and discussed:

- **Body Worn Video (BWV)** - these are on track to be delivered to firearms officers for COP26 and there are plans for a wider roll-out for the whole service in the future.
- **Digitally Enabled Evidence Sharing Capability (DESC)** - this involves police officers being able to digitally share information such as photographs taken at a scene of crime or productions etc. producing savings albeit PSOS would incur the foundation and creation costs. Mobile devices are likely to be the ‘device’ used

to capture the images however, this is some way off. The project is currently at the procurement stage and the Force Executive expect delays regarding the business case and approval. A trial will take place in 'D' Division, the dates of which has still to be confirmed. The expectation is that it will be rolled out in 2023.

- **NALOXONE** - The pilot and use of Naloxone were discussed including issues around support from SAS. This is being piloted in Falkirk and has been extended to other areas within 'C' Division.

SPF TRAINING

SPF training will be re-starting when the restrictions in relation to COVID are lifted. There are three SPF Refresher Training Courses scheduled for this year along with IOSH, Equality and Conduct training courses. All dates will be confirmed in due course.

An SPF full-time officials training course is currently being compiled by Brian Jones, National Vice-Chair. This will be a new training course, with the first course being planned for later this year.

EUROCOP/ICPRA

Police Officers have been recognised as 'workers' by the International Labour Organisation (ILO) for the first time in its history. This is significant in terms of policing in terms of shaping and influencing the working conditions of officers for decades to come.

POLICE RELATED CHARITIES

The Secretary updated the Committee accordingly in relation to police related charities.

MOTIONS

The following Motions were approved by the JCC: -

- ***That this Area Committee (North) asks the JCC to review the roles, responsibilities and relationships and any other matters between full time SPF (Area Committee) Office Bearers, so that line management issues are clearly understood.***
- ***This NAC asks the JCC to pursue, through the PNB, a provision whereby a reinstated annual leave day or reinstated public holiday is treated in the same way as a reinstated weekly rest day whereby, with the required amount of notice of a reinstatement, an officer can choose between taking the annual leave day or public holiday with no compensation, or to work a minimum of 4 hours with compensation at the appropriate rate.***

The Chair asked the Committee's views in relation to the second Motion around including compensation for 'standby', which was understood to be causing disruption

to officers. Lengthy discussions ensued regarding 'court standby', which appears to becoming more common.

The committee also discussed JCC Circular 13/2021 - Driving Police Vehicles at length.

The next JCC Meeting is scheduled to take place on 17th August 2021.

(b) STANDING COMMITTEE UPDATES

All meetings (Finance, Operational Duties and Legislation & Regulation Committees) held on 20 April 2021, via video conference. The minutes of these were published on the SPF website and MS TEAMS. The Secretary and Chair updated the Committee on the pertinent elements.

Finance - there is no requirement or plans for an increase in member subs for 2021/22.

The SPF '1919' Magazine will focus on public interest matters. It is hoped that the first edition of the magazine will be published in the summer of 2021.

The next meeting of the Finance Standing Committee will take place on 27th July 2021.

Operational Duties - COP 26 is one of the main issues that will continue to be discussed. Other topics discussed were Public Order Monitoring Group and CBRN; Events and Rostering; Force Armed Policing Monitoring Group; Deep Dive Exercises; C3; Leadership, Training & Development and the Special Constabulary.

Discussions ensued regarding events including direct parading and the safety of 'P' and 'C' Division officers who had prolonged duty times due to the extreme travelling times involved. It was acknowledged that this is a National problem with resources being drawn from Divisions without any cognisance of an individual's travelling time or distance.

It is the Forces responsibility to transport and secure an officer's equipment to a venue, divisions and managers need to take responsibility for their own staff and requirements being made.

James Gowling highlighted that 'J' Division would be backfilling Summer City in 2021 and there may be issues around travel and a further drain on J Division response resources that are already suffering.

The Committee discussed working Force Agreement for COP26. PSoS are planning to operate the same way as they did for the Commonwealth Games i.e. operating with staging posts whereby the officer gets to the staging post and, thereafter transported to the event venue.

The next meeting of the Ops Duties Committee will take place on 27th July 2021.

Legislation & Regulation - the main items discussed at the meeting were:

Scottish Parliament Elections; The Welfare of Farm Animals during Transport; Review of Complaints Handling, Investigations & Misconduct; Age of Criminal Responsibility Act 2019; The Health Protection (Coronavirus) (Restrictions) (S) Regulations 2020; SOPs under Consideration and Regional Assistance Circular and Appeals.

The next meeting of the Legislation & Regulation Committee will be held on the 27th July 2021.

(c) **SUBJECT COMMITTEE UPDATES**

Conduct

The Chair updated those present that the last Subject Committee Meeting had been held on 6th April 2021 by Video Conference. The minutes having been disseminated accordingly with the following items worthy of note for the East:

	CONDUCT	CRIMINAL	TOTAL
ON	5	22	27
OFF	1	14	15
CLOSED	9	17	26

Seven officers based within the East Area are currently suspended. There have been two Misconduct Meetings since the last East Area Committee Meeting with one scheduled for July 2021 however, this is subject of legal debate.

Graham Ross, Vice-Chair will be taking over the Conduct portfolio going forward.

Committee were reminded of the need to use the 'Contact Forms' in relation to providing updates on cases.

Equality & Part-time Working

The Vice-Chair updated those present. The Equality Committee Meeting took place on 25th March 2021 the minutes of which had been disseminated. The following items are worthy of note:

Ill-Health process - Significant progress is being made in terms of members receiving their SMP appointments which is a welcomed development given the previous delay brought on by the Force not having an SMP. This delay has had a serious impact on members as some who started in the process with a physical condition are now also suffering with mental health issues brought on by the length time the process is taking.

The SPF have been very vocal about this situation and, are determined to highlight the impact this is having on officers. Each area has spoken to officers affected. A survey was

completed to highlight the problems these delays have caused. This has been very well received by the members and will be presented to PSoS.

Grievances - The East currently have no outstanding Grievances.

Ongoing National Equality Work – Diversity Staff Associations - James Thomson, AGS for Equality has been looking closely at the relationship between the SPF and the Diversity Staff Associations.

The groups involved are hoping to improve relations and work together. A quarterly meeting has been set up with all Diversity Staff Associations; the first one took place in April and was very positive.

A meeting took place on 14 May 2021, with SEMPER (Supporting Ethnic Minority Police Employees for Equality in Race) where many issues were discussed. This was a very positive meeting to be held on a quarterly basis.

Diversity Groups were reminded that the SPF is for all and highlighted the numerous vacancies for representatives, asking that their members consider standing for election and improving representation.

Ongoing National Equality Work – Maternity Pay/Pension - An issue in the East came to light whereby it was discovered by one of our members that the retirement date on SCOPE did not reflect the fact that the officer had retrospectively paid into her Police Pension following a period of 3 months unpaid leave at the end of her maternity leave. The officer challenged this with the Pensions Authority and it initially appeared this had been a mistake on their part and the matter was rectified. A colleague in the same position checked her records and the same thing appeared to have occurred. On this occasion, it was revealed that her pension record was accurate however, SCOPE was not! SCOPE is not the tool for officers to establish their pension details.

Work has been carried out to canvas members regarding their knowledge of the pension set up whilst they are on maternity leave and the impact on unpaid leave taken at the end of it. Many officers report that they were unaware they could retrospectively pay into their pensions to maintain it for the period of unpaid leave and others feared paying thousands of pounds back upon their return to work. The amount of pension contributions required is only the percentage of the maternity pay. Work is ongoing regarding this issue and how this can be better communicated to pregnant officers prior to commencing maternity leave to make them aware of their entitlements.

RDU's within the organization are not taking cognizance of what is in the Work Force Agreement. This has been raised and further guidance will be given to them shortly.

The portfolios in the East are changing Andy Malcolm will return to Equality and the Vice-Chair will take on the Conduct role. The Vice-Chair thanked all those on the Equality Committee for their assistance over the past year.

Michelle Ritchie informed that the "Your Safety Matters Group Hate Crime" has now been included to be encompassed in the remit of the Chief Constables safety and assault pledge which will be a big issue in relation to having a welfare plan around colleagues who are victims of hate crime. He hoped it would be helpful as it is in relation to Welfare and managing officers, as there is a high volume of incidents.

Health & Safety

The Deputy Secretary informed that the last meeting had been held on 8th April 2021. A comprehensive update had been presented to the Committee via MS TEAMS highlighting significant issues for them to consider including:

There are currently five Health & Safety Investigations ongoing since the last quarterly meeting with seven Health & Safety Investigations completed and reports submitted.

The Deputy Secretary reported that she had hosted a meeting with CJS management and several local reps representing all four divisions where the issues around custody were discussed. A reasonably productive meeting with some solutions identified for local issues raised. Each division's local EAC Rep will meet with local Custody Managers to highlight issues and try to resolve them.

Whilst a positive step, it is acknowledged that this is unlikely to resolve the larger issues which continue to be raised by the Deputy Secretary at ACC level and work is currently ongoing in relation to the bigger issues.

The Deputy Secretary offered her sincere thanks to the local reps some of which gave up their personal time to provide a much-needed front line input during these meetings.

Op Talla – there is still a significant amount of work ongoing with Scottish Government in relation to the reduction of restrictions and, how these will look over the coming month in relation to parades and protests to ensure a consistent approach moving forward. Transition plans are currently being developed in relation to the proportionate use of PPE moving forward as restrictions are easing. Looking at home working and moving this to business leads within the local policing divisions with regards as to how they process the amount of home workers they currently have.

Naloxone Complaints – The Deputy Secretary reported that work is still ongoing within the SPF to collate any information in relation to issues identified at the training courses.

Firearms Update - Storm Markers - On 6 April, a meeting was held with ACC Mairs, C3 Management and Heather Macdonald to discuss the work done to address the concerns raised relating to legal firearms markers. This came about following concern with officers attending a high-risk misper and not being made aware by the Control Room that there were firearms within. Measures are now in place to mitigate risk but not 100% with a new form. This will be minimised further under CAM once full benefits are realised. Custody are also now checking every prisoner and if a licence holder flagging for follow up.

A new Command & Control system for the future is being looked at combining all the systems, which do not currently talk to each other. The remaining risk versus the cost of a new system dictates they will accept the remaining risk until new system with the improvements are made. This matter was raised by an EAC local rep and has gone the whole way to ACC to resolve. Representatives were reminded that by raising these issues, we can bring about positive change for our members.

Your Safety Matters Update - Data Analysis on Police Assaults - The number of police assaults have risen across the Force by 7% to around 7300 in 2020/21. Only the more rural divisions saw a decrease. May and August were the worst months with May coinciding with the relaxations after the first lockdown.

In keeping with COVID there was an increase in the number of police assaults happening in private dwellings which again reflected the restrictions and the lack of night-time economy.

There has been an increase in the number of accident reports where no injury was sustained again promoting that fresh air punches should be recorded as a near miss. The reps were asked to remind the members that they record every incident and near-miss even though there is no actual connect

Assaults in care establishments - Work is ongoing to ensure that social work and care establishments are meeting their corporate parenting responsibilities.

Hate Crime - The HMICS Hate Crime Report is due to be published. Out of 2000 hate crimes recorded and reviewed 19% relate to our police officers and staff as victims. Work is ongoing within the Force to identify repeat victims and perpetrators.

Leadership, Training & Development (LTD)

OST feedback - 2348 officers have completed the new 2-day course of which, 358 provided feedback that, has shown high levels of confidence in being able to deliver the new techniques. As Covid restrictions reduce, the instructor led role-play will be re-introduced hopefully, assisting with confidence when using the techniques.

Officers highlighted a desire for more tactical options around subject control and defence against weapons.

A paper in relation to an OST response pilot has been put forward **for consideration only at this stage**. This is in response to the work tasked in relation to OST techniques following the Shields SLWG. This is essentially a further day of OST training providing additional techniques. The content has not yet been fully developed, but it is seen as a move away from a strike based system to a subject control system. It will be an opportunity to develop enhanced understanding of tactics including Buckler Shields that will fill the gaps between the current course and STO deployment.

The SPF supported the principle of additional training, however, a two-tier system should be avoided where some officers have advanced techniques and others do not. Also, the additional pressures of increased training commitments on local policing especially with the current backlog.

Use of Force - The publication of Use of Force data was approved for progress to the Senior Leadership Board. Police Scotland are the only Force in the UK not already publishing the data. There are still challenges that have been identified with data capture on Use of Force Forms. Submission of UOFF reduced in the last quarter, the use of Spit Hoods was also down slightly. The reps were asked to remind officers to submit UOFF.

Taser - The number of deployable STOs remained stable at 510 and there are now 79 operational hubs. STO training will recommence in September 2021. There has been an increase in deployments, up 55% in the last quarter; with 'Red Dot' being the most used technique.

Once the projected training is complete, in 3 years, the deployable resource will increase from the current 2% to 12% of establishment. This will be a big improvement, but still behind many Forces in the rest of the UK.

(d) DIVISIONAL UPDATES

'C' Division (Forth Valley) - On Monday Wednesday 26th May 2021, Local Reps Davie Reid & Martin Vickerman met with Chief Superintendent Gibson, Superintendent Lundie and Superintendent Sinclair. Some topics discussed had been the possible change of shift patterns; the lower number of officers opting to carry Naloxone; Sudden Deaths and concerns being raised in relation to quality-of-service issues and consistency throughout the division. Alloa – CPT shift changes with officers having rest days cancelled; officers having shifts changed at short notice by RDU covering shortfalls on night-shifts due to long- standing court citations; PPE being made readily available when attending sudden deaths and the problems within custody.

Divisional Custody Meetings will now be held monthly. The "C" Division meeting was held with Inspector Wight on 27th April with some local officers in attendance. The role of the PCSO's was discussed along with pointless trips to the hospital; Petty Cash used to get prisoners home and a suggestion that Custody provide a template for the arresting officers to complete whilst on route with all the arrest details which they can e-mail direct from their hand-held device.

'E' Division (Edinburgh) – Stephen Neilson met with Chief Superintendent Scott and Superintendent Rennie on 26th May 2021. Some pertinent items discussed had been the significant ongoing issues within Custody and the possibility of a dedicated radio channel for direct contact with Custody. Shift cross overs and the change in shifts for officers and PSCO's. Officers on court duties on rest days and the poor communications between Courts & Police around excusals. Last minute countermands. The number of vehicles constantly off the road; Unmarked vehicles being replaced by electrical with no current infrastructure in place for charging stations; driver training; Taser; FRU and the negative feedback from teams; Body Worn Cameras; Direct Parading and the rollout of boots across the division.

J Division (Lothians & Scottish Borders) - On 20th May 2021, Andy Toombs, Ross Drummond and Darren Gallagher met with Chief Superintendent McKenzie and Superintendent Geaney. The topics discussed had been Custody and the frustrations of officers in particular around the closing of Dalkeith with delays at St. Leonards incurring overtime. Driver training and the number of officers not trained; the state of the ageing Fleet; the impacts of COP26 and Summer City; Career development, promotion and acting Sergeant Roles; resource levels, OBL's the number of probationers received within the division and the SWDF.

‘P’ Division (Fife) - John Turley and David Hayes met with Chief Superintendent McEwan. Discussed were concerns regarding goggles used within custody as the peripheral vision is drastically reduced. These glasses should have been replaced. An 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. Response is not aware of the role of the resolution team other than the creation and allocation of crime files to frontline officers, without noting statements or completing speaks-to. Officers were also concerned about their Bradford Score after having to self-isolate. The ‘excessive’ and unnecessary use of plastic bags for productions was also raised.

(e) **MAJOR EVENTS**

The Secretary updated the Committee that, due to the ongoing health pandemic there were no major events to report with the exception of the forthcoming COP26.

7 **NEW BUSINESS**

The Secretary gave notice that the post of EAC Secretary (Elect) would be the subject of an election at the next EAC Quarterly Meeting on 1st September 2021.

8 **COMPETENT BUSINESS**

Local Representative vacancies on the EAC:

The Secretary updated the Committee that currently we have the following vacancies: -

- “C” Division 1 x Constable;
- “E” Division 1 x Sergeant;
- “J” Division 2 x Constables and 1 x Chief Inspector/Inspector; and
- “P” Division 2 x Constables

The closing date for nominations is 15th June 2021 and the Committee will be updated in due course.

EAC succession plan:

The Chair led discussions regarding the proposed succession plan for the EAC due to the retirements of the three full time office bearers in June/July 2022, namely Andy Malcolm, Stephen Clark and Heather Macdonald. The plan was unanimously endorsed by the Committee members present at the meeting.

SPF Annual Awards 2021:

The Secretary gave an update on the Awards and advised the Committee that, to date, there have been 78 submissions covering all the awards. Stage 2 is currently underway and he expressed his thanks to those Reps who had assisted in the gathering of information. He informed the Committee that in due course he would be seeking volunteers from Local Reps to participate in the judging process that will take place during the summer.

9 DATE OF NEXT MEETING

The next Quarterly Meeting of the East Area Committee will take place on Wednesday 1st September 2021.

Meeting dates for the forthcoming Subject Committees are as follows:

- **Conduct** – 13th July 2021;
- **Equality** – 14th July 2021; and
- **H&S** – 8th July 2021

10 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