

V.1.



## **SCOTTISH POLICE FEDERATION West Area Committee**

Ref: IF/IG/LW/WAC2023.

Minutes of the West Area Committee meeting held on 7 December 2023 at  
0930 hours within the Glynhill Hotel, Renfrew.

### **1. ATTENDANCE AND OPENING -**

#### **West Area Committee (WAC) Office Bearers & Staff**

Ian Florence – WAC Secretary  
Iain Gray – WAC Chair  
Adam Peppard – WAC Vice Chair  
Gordon Cumming – WAC Deputy Secretary  
Jennie Macfarlane – WAC Deputy Secretary  
Lynne Welsh – SPF Staff

#### **Guests**

David Kennedy – SPF General Secretary  
Lorna Cunningham – SPF Deputy General Secretary

#### **WAC Representatives**

Aaron Hicks  
Alistair Wright  
Chloe Rice  
Christopher Hynds  
Christopher Thomson  
Colin MacRitchie  
Colin Scott  
Craig Dunn (AM)  
Craig Fraser  
Daniel Lunny

Darren Munogee  
David Leslie  
Denise Quinn  
Dougie Chalmers  
Dougie McKinlay  
Edward Mather  
Elaine Sutherland  
Euan Graham  
Gavin Tuohy  
George Allsopp  
Jeff McFadyen  
Joanne Hay  
Jonathan Bruce  
Karen Cameron  
Katie Edwards  
Lee Hamilton  
Lianne Kelly (AM)  
Michael McCaughey  
Pamela McFarlane  
Richard North  
Robert Bryce  
Scott Lisett  
stephanie Milligan  
Stephen Gray

### **Apologies**

Michael Scott  
Paul Elliot  
Marketa Davidson  
Gary Diver  
David Taylor  
Marc Jobson  
Stuart Johnston

### **OPENING OF MEETING**

The Chair welcomed the members to the meeting and gave a special welcome to the guests, the SPF General Secretary and SPF Deputy General Secretary. He advised the members that there would be no separate committee meetings held on his occasion due to the full WAC Agenda and elections.

### **2. ELECTION – WAC SECRETARY**

In accordance with Rule 6 of the Police Federation (Scotland) Regulations 2013, an election was called for the post of WAC Secretary. Nominations for the post were to be intimated to the WAC Secretary by close of business on 14 October 2023.

The following nominations were received –

- Adam Peppard
- Gordon Cumming

Candidates were formally nominated and seconded, and each gave a five minute speech. Following the speeches, a vote was held, and Gordon Cumming was elected WAC Secretary. The committee noted the results of the election and congratulations were extended to Gordon.

Election – WAC Deputy Secretary

In accordance with Rule 6 of the Police Federation (Scotland) Regulations 2013, an election was called for the post of WAC Deputy Secretary. Nominations for the post were to be intimated to the WAC Secretary by close of business on 10 November 2023.

The following nominations were received –

- David Taylor
- Dougie Chalmers
- Lianne Kelly
- Alistair Wright
- Craig Fraser

Candidates were formally nominated and seconded and following speeches, a vote was held, and David Taylor was elected WAC Deputy Secretary. The committee noted the results of the election and congratulations were extended to David.

### **3. SEPARATE COMMITTEE MEETINGS**

There was no meeting of the separate committees due to the full agenda.

### **4. MINUTES OF PREVIOUS MEETING & ACTIONS**

The minutes of the previous meeting were proposed, seconded, and approved as a true record. The separate committee minutes from the June meeting were approved as there had been no meeting in September.

Actions from previous meeting (September 2023)

1. C/F -Court Duty Change

(From Constables Committee)

Each division to collate examples of court duty change not being implemented properly and exigency being used after 3am. Short shifts not being given when due.

Update- Figures will be collated. Hopefully the matter will be resolved, if not then it will be taken to the Review Board.  
ONGOING.

## 2. 2. - C/F -Events

There is not enough information available in advance of events with regards to changing facilities. Officers are not aware of where changing areas are located.

Update- re kit transportation - members asked to feedback reasons given by Force as to why they cannot facilitate this.

SPF will now raise at every Silver/Gold Meeting  
COMPLETE.

## 3. 3.-C/F-Prisoner Obs.

- Concerns raised regarding the length of time handcuffs are used on prisoners.
- Concern raised regarding excessive periods that officers are monitoring screens.

Dep. Sec. (H&S) has requested information from CJS and awaits a reply. Officers to submit near miss when carrying out lengthy obs.

Update- Members asked to continue to provide examples.  
Any issues with level 4 Obs. Advise G. Cumming

ONGOING

## 4-C/F- Shift pattern consultation

Update by WAC Secretary regarding above consultation. feedback forms/ Possible visits round Divisions to answer any questions.

Concerns regarding no overlap of staff on weekends.

Example given from V Division where officers come in half hour before start of shift. This is a local arrangement. Start/finish times may vary slightly in different Divisions. This should be taken into consideration.

Update - Attended G Div road shows re potential 2/2/2. Pattern. Results indicate that people are not interested in this. Consultation is still ongoing .

This matter will now sit on the main Agenda.  
COMPLETE

#### 5. Public Holidays

Re officers getting an additional day's public holiday.

In circumstances where an officer will get paid and get an additional p/h as it was less than 8 days' notice, do we have any clarification over who has precedence on choosing when that p/h is allocated ?

WAC Secretary will take back to JCC to raise at PNB

Update – Discussed with SPF Gen. Sec and Dep. Gen Sec.  
Matter to be raised with Deputy Chief Constable.

Require clarification. Will refer back to JCC.  
COMPLETE

#### 6. Communication app –

Communication app. Which will show where each rep works.  
Re design make up of our 66 reps to be more inclusive of all areas.  
Currently the website shows the area that Reps. represent, not where they work .

Raise at the next FTOB meeting regarding the re design of the make-up of the area committee in respect of Areas/ Departments.

Update – Require more detail of proposals. Group will discuss further to ensure feasible and cost effective. Will report back to the JCC.

COMPLETE

#### 7. Compensatory rest –

RDU are implementing RRD rather than compensatory rest. This was unresolved at Division and now with FTOB for guidance.

No further update as the last RDG Group was cancelled. Will raise at next meeting.

ONGOING

## 8. CJSD

Cases have increased considerably since case management went to CJSD. Custody cases may be referred refer back to Divisional Sgts. For checking.

Update – WAC Secretary emailed members on 8/9/23 - confirmation that this proposal would only be for Custody cases, all other types of reports, including undertakings would be sent in the usual manner.

WAC Sec. will continue to update members.

COMPLETE

## 9. Near Miss

Request for more information regarding Guidance for near misses. WAC Deputy (H&S) will prepare guidance and circulate to WAC.

ONGOING

10. C3 - Increased level of safety risk to officers due to additional workload and sickness level in the dept. - Sergeants under extreme pressure. Additional pressure for ACR's . Asked to assist with RT calls for resolution team.

WAC Vice Chair is SPOC for C3 for SPF – he will raise concerns at the next meeting.

ONGOING

\*\*\*\*\* The SPF General Secretary addressed the Committee\*\*\*\*\*

The General Secretary addressed the committee and extended congratulations to both Gordon Cumming and David Taylor on the election results.

He updated members on the following matters and answered any questions.

- Pay deal.
- Communications
- Divisional Reps mobile phones
- Pensions
- Ill health

## 5. **LEGAL ADVICE & ASSISTANCE**

The Secretary reported on the number and type of applications for legal advice and/or assistance made by members in the Area since the last meeting.

## Applications for Legal advice and assistance

There have been 21 files sent to legal since the last WAC Meeting –

Injury on duty x 7  
Criminal legal defence x 6  
Employment dispute x 4  
FAI x 1  
Civil x 1  
Property Protection x 2

This does not include any applications submitted directly to Legal.

## JCC Legal Advice and Assistance updates

- Allard – Raised at JNCC, Service now trying to resolve the issue, still a small group of members waiting for their payments to be resolved.
- Judicial reviews – ‘With Cause’ still ongoing and proceeding well.
- Restitution fund – Legal opinion sought; advice is the SPF would have to become a public body. Vote at JCC not to take on the restitution fund.
  - From the November JCC – There was one legal appeal heard. After discussion this was refused.

## 6. **DIVISIONAL REPORTS**

The following divisional reports were received -

### Area 8 - L Division, Argyll, and West Dunbartonshire

- Welfare – Dedicated Welfare spaces have been set-up in Lochgilphead, Campbeltown and Oban since the last meeting, utilising welfare funds.
- Shifts - No further forward with the new shift proposals.
- Resource - Levels of officers available per shift are constantly on or below the OBL, Overtime being used to backfill, however, it is becoming more the case that shifts are running below OBL on a risk assessment basis shift by shift.

## Area 9 - U Division, Ayrshire

Ayrshire has had a change in senior management since the last meeting and so far, there has been no direct meeting. However, reps are still invited to Health and Safety meetings, fleet meetings and personal meetings where they can link in with the SMT.

- Resourcing

Resourcing still seems to be an issue. The close down of training does not appear to have resulted in any officer number increase in response or CPT, resulting in a constant source of stress for front line workers and supervisors.

- Health & Safety

Health and safety visits to officers are continuing with the new Ayr office at Newton house being an exemplary in the approach to its design.

Concerns regarding a new shared campus at Dalmellington are causing concerns due to the lack of changing facilities for female officers in the new building.

- Kings coronation medals

There has been approaches by officers looking for updates regarding the king's coronation medals.

- Elections

Ayrshire currently has a Constable election so there will be 3 constables elected on its conclusion on 11th December.

Current numbers are;

Constables - 2

Sgt - 2

Inspectors - 0

## Area 10 – V Division, Dumfries & Galloway

- OBL's not being met - relying on staff changing shifts.
- Asked to Submit court excusals.
- Community had been seconded to Response policing – will now revert back to community.
- Influx of probationers which will bring challenges.
- Response officers routinely being asked to attend calls on M74 motorway and do not have appropriate kit /marking on vehicles. When asked about training, members directed to Moodle. There does not appear to be a recognised training package.



### Area 11 - Q Division, Lanarkshire

- A meeting with Senior Management has taken place and the matter of the burden on Sergeants has been raised as a major concern.
- Red day resourcing
- PSD restrictions - PSD had removed restrictions on Officers, however this seems to take much longer at Divisional Level.
- H&S - issues in custody with spit hoods /risk assess for both prisoners and Officers.

### Area 12 - K Division, Renfrew and Inverclyde

K Div Reps are due to meet with the new Divisional Commander next week.

Current issues include

- Lack of resources
- Obs
- Estates

### Area 13 & 16 – Greater Glasgow North and South

Main issues are still in relation to the following -

- Prisoner Obs.
- Events
- Transport plans - starting in January 2024 . A new app is being launched. Communication will be sent out.

### Area 14 – OSD

- OSD

Road Policing have decided that they are pushing forward with the plans that 2 cars maximum will cover the entire country during a nightshift from 3am - 7am, providing there's enough on to crew 2 cars. Management wanted implemented immediately but now looking at March.

- C3

Still awaiting any further information regards mileage claims, officers now been waiting 15 months on travel expenses due and now looking to raise grievances with Police Scotland .

Lack of staff continues to be a problem with channels from East regularly being taken on by West ACRs to assist due to high levels of sickness.

- CJSD/PPCW

Nothing to report at present.

#### Area 15 – SCD

No major issues to report.

- One anonymous email re people being bullied into working.
- Changes in personnel due to six people standing for D.C. post and one Rep. not standing for re-election. Thanks were extended to SCD Rep. Eddie Mather for his service to the SPF west area committee.

#### 7. **PODG**

The WAC Chair provided an update on the last meeting.

- My Career -discussed. The SPF Vice Chair will update re flexi working plans.
- C3 – absence remains high. Difficulty filling posts in Bilston Glen.
- Promotions- An input was provided from The Promotions Team re figures for those going PC to PS and PS to PI . Figures provided - Concerns were raised regarding the disproportionate allocation of spaces.
- Grievance – looking to try and change this procedure.
- ASPS – Have 145 Superintendents and Chief Superintendents. 30 % of them are in acting or temporary positions.

#### 8. **FINANCE STANDING COMMITTEE**

The WAC Chair provided an update to the Committee.

The last meeting of the Finance Committee met on 20 November 2023.

The Federation operates legally under 2 different funds, the Voluntary Fund and the members benefit trust.

The Voluntary Fund covers Federation expenses and legal. There is a significant spend on legal and this continues.

Property costs are up slightly, Meeting and training costs are down. Salary costs are down from last year. There were some significant costs last year that do not require to be borne again for some time.

SPF will look to reduce overall costs where possible.

Investments remain stable.

Members benefit trust remains healthy with a surplus each year.

## 9. **EFFICIENCY COMMITTEE**

The National efficiency standing Committee met on the 20 September 2023 and the West Efficiency standing committee met on the 01 November 2023. The following updates can be provided –

### Leadership Training & Development

Recruits – Members were advised that the plan for Police Scotland to take on 200 new recruits in January 2024, was no longer going ahead.

EDI Training – Police Scotland have stated that any EDI training will be done on a face-to-face basis.

### Special Constabulary

There are under 400 active Specials currently within the Force.

Consideration was being given to whether it would be feasible to offer the SPF Group Insurance package to the Special Constabulary. Various factors have to be taken into consideration including the impact on the scheme with injury on duty /sickness claims.

Brief discussion took place regarding the training of Specials for public order, conduct issues, lack of performance regulations and the financial implications of supplying kit to officers who may only be required a couple of times per year.

### Custody & Criminal Justice

Custody cases have been put back to Divisional Sergeants. Juvenile cases are back at Divisions. The remainder will stay with CJSD.

Members were advised that the SPF General Secretary has written to the Chief Constable in relation to countermands.

COS training – Now being rolled out in the West, issues with getting people trained in time in various Divisions. V division highlighted they have 8 training spaces available at each session but are only managing to send 4. Issues with equipment required for using COS not widely available at some Divisions.

Solemn trial citations – Paper being submitted to SLB and discussions ongoing with PF service. Currently officers are being cited for the Monday of the trials, however, are never used on that day due to the time it takes to swear in a jury. New process will be, when a citation is received officer is made aware of start date of the trial sitting and a marker will be placed on scope. Officer will thereafter be cited in the same way as present for when they are required.

A brief update was provided on working group discussions.

### Events & Rostering

Resourcing of events – Discussion took place on use of officers who have a flexible workplan. The use of officers from specialist departments was also discussed and will be taken forward.

Double lock – Members asked to ensure that double lock is used as opposed to local arrangements. Double lock has an agreed process which includes when an event is cancelled. Issues have arisen in the past with local arrangements when an event has been cancelled or officers aren't offered the correct payment rate as per the regulation. There should be no local arrangements agreed by members.

Events- Discussion took place around asking members if they would like to work at event before others are required to work, especially when dates are known well in advance. One member highlighted a recent event where Regulations were not complied with, and no transport was provided for members. This appears to be due to funding being pulled.

The WAC Secretary will raise this at the next meeting of the RDG Group.

SDU K Div – A lot of variations on shifts which are not under the Workforce Agreement (WFA). This has been raised at the working practice review Board. Any issues to be forwarded to the WAC Secretary.

C3

There is a lack of training for officers.

ACR is under constant pressure with an extremely high volume of 999 calls to be dealt with in an understaffed department.

The WAC Chair advised that this matter is on the National agenda.

### Workforce Agreement (WFA)

This has been delayed and should be resolved soon.

### Post Incident Procedure (PIP)

The WAC Secretary explained the process. The procedure is dealt with by Full time Office Bearers. One member asked if local representatives can be of any assistance and was advised that the matter will be added for discussion at the next WAC Meeting.

### Armed Policing Monitoring Group

There have been no meetings.

## Public Order Monitoring Group

Matters discussed at the last meeting –  
Training for officers  
Taser

## Use Of Force

Brief discussion regarding batons. Fuller updated provided in H&S update.

## Court Citations

Officers attending court on rest day /annual leave and being made to do full shift. WAC Secretary advised that if an officer is recalled to duty during leave, that is the only reason they are on duty and should be stood down as soon as they are no longer required for court. They are still on leave. Same should apply if officer has a rest day cancelled with less than 8 or 18 days' notice, any examples should be forwarded to the WAC Secretary.

## 10. **CONDUCT AND EQUALITY**

The last Area meeting was held on 25 October 2023.

The WAC Deputy Secretary provided an update on Conduct.

The committee were asked to ensure that online case forms were submitted each time contact is made with a member even if there is no notable update.

For criminal matters contact should take the form of general support throughout the time awaiting trial. If there is a lawyer's appointment, then there is now a request that a Rep. attends these meetings. Reps who are unable to attend should contact the Deputy Secretary, and cover can be arranged.

For all court dates an offer should be made to attend with the member. Again, if there are any issues, Reps should let the Deputy Secretary know so that other cover can be arranged. It is appreciated that this can be big commitment.

Intermediate trial dates often do not need attendance, but trial dates do.

There is no requirement to stay for the duration of the trial however if the matter passes to misconduct assessment often information gleaned throughout the trial can be of relevance and assist in preparing submissions.

For conduct matters a Rep. must be trained in order to represent at a meeting/hearing and advise on any submissions.

The WAC Deputy Secretary provided an update on both on and off duty criminal and conduct case numbers.

## Police (Ethics, Conduct and Scrutiny) (Scotland) Bill

The Police (Ethics, Conduct and Scrutiny) (S) Bill is currently open for comment and can be accessed via the link below. This closes on 8 December. The Scottish Police Federation will be submitting a response after all areas met to discuss the main aspects of the bill.

Police (Ethics, Conduct and Scrutiny) (Scotland) Bill - Call for views - Scottish Parliament - Citizen Space

The main aspects of the bill include:

Inserting a Code of Ethics into the Police and Fire Reform (S) Act 2012.

Placing a duty of candor on officers.

Providing PIRC greater powers in relation to matters of misconduct.

Creating an advisory and a barred list for officers undergoing misconduct.

investigation and those who have certain allegations upheld after a hearing.

This is by no means a complete list of the aspects that the bill is seeking to change, and members were encouraged to look at it. Members will be kept updated about its development.

The WAC Vice Chair provided an update on Equality.

#### EDI

Equality and Diversity PSOS monthly team meeting has been used as a forum to raise several concerns about the service. This is primarily around inaccurate advice and guidance often being given to members surrounding EDI matters where it seems the Equality Act is not being used as the framework for advice. PSoS EDI lead and PSoS Disability Coordinator are progressing these matters.

#### IHR

IHR and IOD figures were provided.

#### Performance

There continues to be a steady rise in probationary officers having their probation extended. Some of the issues identified is officers requiring neurodiverse referrals and subsequent support and this is delaying their confirmation to allow them to be assessed once any appropriate reasonable adjustments are in place. To ensure regulations are being correctly adhered to and those officers supported, members were asked to ensure they seek support from the SPF as soon as they become aware of these proceedings.

#### Grievances

There has been close to double the number of grievance cases since the last meeting, the trends centre primarily around bullying and disability discrimination.

## Figures

The WAC Vice Chair advised members of the case figures for Grievance, performance, ill health, IHR and IOD.

Reasonable Adjustments - One member highlighted that officers are being requested to complete a questionnaire along with the assistance of their Line Manager. The WAC Vice Chair asked if a note of the questions that officers are being asked could be forwarded for his attention at Merrylee House.

ACTION - Questions to be forwarded FAO WAC Vice Chair who will look into the matter further.

## 11. **HEALTH, SAFETY & WELFARE**

The WAC Deputy Secretary provided an update. The last area meeting was held on 2 November 2023.

### Police H&S Board & YSM

The WAC Deputy Secretary provided Assault figures.

Stats showing that within Custody assaults are now occurring more frequently in the cell area rather than charge counter or holding area.

RIDDOR from assaults 12 YTD

SCOPE Reports 2,585 YTD – New H&S Manager observed a significant absence of near miss reporting. Only 10% of reports are near misses and that should be far higher.

G & Q have seen a decrease in the number of reported assaults.

U Div has the highest number of reports per 1000 officers. This has been attributed to a local campaign to promote the reporting of incidents.

Scope to change to accommodate a new H&S form. Waiting for ICT to build, this should be available for the start of the NFY.

### OST

91.44 % of officers currently in card. The 2 months pause on training will mean around 1400 officers will have their recertification delayed. A plan is in place that will take 11 months to make up the ground on those missed.

### Fire Safety

Fire Risk assessments are ongoing as per schedule. Five very high risks have been identified and all are being actioned for resolution. Many of the outstanding

actions require the responsible person identified and enabled to access the FRA system so they can update and close the non-estates related actions.

### Beards

Respiratory Protective Equipment (RPE) Policy sub-groups are almost ready to commence.

### Op Moonbeam

Incidents in G Division left conventional officers exposed to violence - SPF accident report Investigation being carried out.

Officers also exposed to noise - few had been issued Surefire earpieces.

Distribution sits with Airwave.

### Estates

One main topic covered was the Fire Safety training and the poor levels of completion by officers across the country.

Finance was highlighted as the key component of repairs and PPM not being done.

The statistics from the quarterly report had been circulated to the group in advance, highlighting a slight reduction in reports, compared to Q2 from last year.

Assaults make up the majority of reports, and Lack of Resources account for the majority of Near Miss reports.

Currents tasks live in the West - 15,067 National 27,937 .

### Taser

The National Police Chiefs Council has mandated that any taser over 7 years old will be withdrawn, in line with the manufacturer's guidance.

PSoS STO are currently using the Axon X2 model. Officers can only be trained in one taser model at a time. Axon is to cease production of the X2 but will support the model until 2029 (supply of cartridges, batteries software etc.)

PSoS will need to replace 577 tasers in total over the next 4 years and will bulk purchase in order to future proof.

This will not affect the CC's commitment to have 2000 STOs by the end of the financial year. However, the replacement and maintenance of the tasers will come at significant financial cost.

### Fleet

National Association of Police Fleet Managers propose that a new technical national standard, relating to procurement, maintenance, with a national minimum standard well above that of a MOT be introduced. Staff associations to be fully consulted.



Fleet portal up and running – can select any vehicle to see when it was last serviced or has had an equipment checked.

A contract is in place for bike maintenance, but no record if the maintenance is being done on individual bikes. A memo from H&S has to be sent to all divisions to ensure that bikes are maintained or removed from service if they haven't been serviced within previous 12 months.

Over the last 3 years, around 30% of fleet has been replaced. New bikes no longer have a fleet number and are no longer recorded on tranman. Looking for all recording to be done at a local level.

#### Clothing And Working Group

Sustainable Hydration Project - AKA refillable water bottles. Various bottles been piloted at various events over the summer. The initial cost will be offset by no longer needing to purchase single use water bottles for events. Style, size and means of carry to be finally established.

Menopause - Feedback is currently being sought from all officers who have been issued with the alternative black shirt to assess if it is actually suitable for use during the menopause.

#### Accident Investigations

Since last WAC, two accident investigations have commenced regarding, (1) Operation Moonbeam and (2) an incident in U division incident where an officer was seriously assaulted.

#### Office Inspections

The following office inspections have been conducted since last WAC;

Rutherglen  
London Road  
Cathcart  
Castlemilk  
Coatbridge CJSD  
Motherwell CJSD  
Cumbernauld  
Pollock  
East Kilbride  
Greenock  
Ferguslie Park  
Renfrew  
Johnstone  
Newton House Ayr  
Stewart Street

One member asked if the PSoS electric vans can be used with blue lights. Advice was that these vehicles should not be used as response.

**ACTION** – WAC Deputy Secretary to obtain guidance on this matter and provide an update at the next WAC Meeting.

#### Reporting of officers injured/assaulted on duty.

One member highlighted that some officers are querying SPF involvement and why the details are being passed to SPF. Guidance would be helpful to allow representatives to answer questions from members.

Members were advised that this is mainly to make contact with officers to offer support or assistance if required, and ensure members are aware of everything that is available to them.

#### 12. **JCC**

The WAC Secretary provided an update.

There have been two meetings of the JCC since the last WAC meeting. The meetings took place on 3 & 4 October and 28 & 29 November 2023.

PNB

PAY Deal – Further discussions with the Official side were held after the August JCC and an agreement was reached. Full details of the pay agreement were published in JCC circular 28 of 2023. Feedback in general has been good in relation to the pay agreement.

Pay review – The pay review was part of the pay agreement for 2023/2024 and this is currently going through procurement proceedings to identify a suitable company to undertake the review. Only two companies are able to carry out this type of work, Korn Ferry and Fraser of Allender.

#### Pensions

An input was provided by Iain Rawlings from the services pension team. Members will now start to receive two sets of figures, one with the remedy and one without to allow officers to make an informed decision about whether to go back into the legacy scheme or not.

Remedy service statements will begin to be sent out soon from the SPPA. Members will not have to make a decision until closer to their retirement should they choose to do so. More communications will come out from the SPPA shortly.

The SPPA Still have 18 months to catch those members who retired prior to October 2023 or who have passed away. Those retired members who have passed away or left through the ill-health retirement process will be prioritised.

There is a remedy hub on the SPPA website (Police | SPPA (pensions.gov.scot). Members are reminded that the SPF cannot offer financial advice.

Scheme advisory board – A meeting is due to be held and the main topic will be the Governments Actuaries Department (GAD).

At most recent meeting items for discussion included –

Looking to see if contributions are meeting outgoings. Scotland currently short by £3m.

SPPA Board – Pension schemes doing well, there is currently 15,763 active members, 16,746 receiving pensions and 2906 persons receiving widow(er)s pensions.

JNCC (Joint Negotiating and Consultative Forum) -

The JNCC meeting took place on the 07th September 2023. Highlights include –

- On-call review
- Training review
- New Chair of the Working practices review board (WPRB) – ACC Ritchie will take over as chair.
- Housing proposal – Paperwork received for consultation.

SPF Training –

Advanced Full time office Bearer (FTOB) training took place in November 2023.

EDI training arranged for January has been cancelled and new dates will be confirmed as soon as possible.

Lifelines training – this will be carried out in each area in March 2024.

OTHER JCC UPDATES –

Scottish Police Consultative forum-

The Police Ethics Bill was discussed, there had been an input from the Scottish Government to those in attendance at that meeting. The Bill was out for consultation and a meeting had been arranged with Woodside place and representatives from each area to formulate a reply from the Scottish Police Federation.

Further meeting was held on the 6th November 2023, items discussed included –

- Vetting – The Service are looking to introduce further vetting for members already in service. This requires a change of regulations. SPF are requiring more evidence that this can be justified. For current members joining, out of every 1000 applicants only 160 accepted.

- Scottish Police Authority (SPA) –

Main meetings are available to view online.

- Peoples Committee – Currently looking at and discussing, Health and wellbeing, IHR & IOD, Budgets and RRRD .
- Policing Committee – Currently looking at and discussing, Naloxone, resourcing units, business performance and number of calls.
- Resource Committee – Meeting held; however full meeting was held in private.
- Full board meeting – Main topics discussed included the service not prioritising, demographics of complaints and 30 Police stations to close.

### PSOS Reform –

Meeting held and discussions included –

- Body worn Video – Still planning to go ahead with rollout.
- Review into Resources (PSU and above) – Review being carried out at present.
- Review into investigation and attendance at crimes – Huge number of calls being reviewed via 101 and 999 systems. Online forms can be used instead.
- Eurocop – Meeting held in Spain on the 18th and 19th November 2023. Main topic for discussion is a common response re violence against officers. Hoping that a common standard of recording stats can be achieved. Offices – Looking to rent offices in Brussels, due to current lease this will take approximately 5 years to change offices. Annual Fee – remains at 1.59 Euro per person up to a maximum of 60k Euros per organisation.
- ICPRA – Next meeting not until 10th and 11th June 2024.
- Police Related Charities – Police treatment centre (PTC) and The Police Childrens Charity – Retired members can join the Police treatment centre, cost is £4.80 per month. Members reminded that if a member is retired through ill-health and pays into the Police Childrens charity, they should be encouraged to make an application. SPF can assist with applications.
- IT Systems – Issues with the system currently in use due to its age.
- Police Care UK – Is currently going through a transition phase and an interim CEO is required to be appointed.

- Scottish Police Memorial trust – Memorial day held on the 07th September 2023. A change is required to allow serving officers in Scotland to be added to the roll of honour. This change has already occurred in the rest of the UK.
- Police Memorial trust – Service held in Cardiff. Scotland will host the 2024 service.
- Deep dive – Discussion took place around where the next deep dive will be carried out. It should be carried out soon.

### Motions

In total there was four motions over the two meetings.

Motion 1 –

West Motion – to ask that Inspectors ranks paid for working Public Holidays – Submitted by David Taylor. Motion passed and will be taken forward.

Motion 2 –

West Motion – to ask that Annual leave to be known two years in advance – Submitted by David Taylor. Motion passed and will be taken forward to WPRB.

Motion 3 –

East Motion – to ask for an anti-social hours payment. Submitted by David Reid. Motion rejected.

Emergency motion at the November JCC –

JCC Motion – Legal – Confirmation that members cannot have fees reimbursed for those who choose to take independent action or instruct their own solicitor. Motion passed.

### SPF Communications.

The WAC Chair provided an update on SPF communications.

SPF Executive will obtain some costings in relation to providing an app., and report to the JCC. The app. Would ensure all internal communications are released, such as JCC circulars. Information would be accessible to all officers, including those presently off sick.

## 13. **JCC CIRCULARS**

25/2023	Police Pay 2023 – Information
26/2023	Police Pay 2023 – Information
27/2023	Police Pension - SPPA update on Remedy
28/2023	Police Pay 2023 – Information
29/2023	Pay Award 2023/24 Q&A - Information
30/2023	SPPA Police Pension Scheme Circular 2023/05 – ABS 2023 – Information
31/2023	Police Pay 2023/2024 and Beyond – Information

32/2023 Travelling Expenses and Travelling Time - Information  
33/2023 The Impact of Budget Cuts – Information

#### 14. **CONSULTATIONS**

##### Shift consultations

Ongoing -  
K division Renfrew and Inverclyde CP – Ongoing  
Armed Policing Inspectors West – Approved  
SCD NCAIU OCSAE (East and West) – Rejected

##### Consultations

27.09.23 Business Continuity Management – Review of Policy & National Guidance  
26.09.23 Police (Ethics, Conduct & Scrutiny) (Scotland) Bill  
26.09.23 Crime Investigation Policy, Version 1.05  
07.09.23 Duty Modification Pathway Process Maps Final  
28.08.23 Governance of the Service Delivery Record Set SOP v0.15

#### 15. **MOTIONS**

Two motions were received; however they were not competent. Members were advised of the motions and a brief discussion took place in relation to their content.

The WAC Secretary advised members that anyone wishing to submit a motion can contact the FTOB's at Merrylee House for guidance in preparing a competent motion.

#### 16. **CORRESPONDENCE**

The following items of correspondence were received –

- Nomination for the post of WAC Secretary from Adam Peppard
- Nomination for the post of WAC Secretary from Gordon Cumming
- Nomination for the post of WAC Deputy Secretary/Vice Chair from David Taylor
- Nomination for the post of WAC Deputy Secretary/Vice Chair from Dougie Chalmers
- Nomination for the post of WAC Deputy Secretary/Vice Chair from Lianne Kelly

- Nomination for the post of WAC Deputy Secretary/Vice Chair from Alistair Wright
- Nomination for the post of WAC Deputy Secretary/Vice Chair from Craig Fraser
- 12/10/2023 – Letter of resignation/retiral from Elaine Sutherland

## 17. **ANY OTHER BUSINESS**

### Charity Donation

The WAC Chair advised members that the committee can request a charity donation of £1000 each year.

The following charities were nominated for the donation and after a vote, the committee decided to split the donation between the four charities -

- Nith Inshore Lifeboat
- Moffat Mountain rescue team
- Galloway Mountain rescue team
- The Haven Kilmacolm

### CJSD Improvement meeting update

The WAC Secretary provided a brief update on –

- Citation for the first day of a Solemn trial – A paper is going to the Senior Leadership Board.
- Direct measures – Encourage more use of this, however there are issues with lack of printers and charging places for printers.
- SPR2 - This is being looked at along with the Fiscal Service.
- Case management pilot in Q, K and V Division, also to be rolled out in G Division. Front loading of cases, Some places do not have the right technology for this .
- Custody alternative pathways – Persons not being held in custody. This is due to the change in the Criminal Justice Act. Highlighted the fact that officers are not all trained in this, and front-line officers will not be aware of changes.
- Virtual courts - There are many issues with this. Facilities are not adequately set up to do this. Members will be kept updated on this.

### DACA

The WAC Chair advised members that Iain Jeffries from DACA had unfortunately been unable to attend the WAC meeting, it was highlighted to members that it was Disability Awareness month.

A WAC member updated members on PSoS events taking place throughout the month, including drop ins until 16 December.  
This was also the first Police Scotland disability history month Conference which takes place at Tuli Allan next week, this is by invite only.

All information is available on the Intranet.

*A small presentation was made to Elaine Sutherland who was attending her last WAC Meeting. The WAC Chair wished Elaine a long and happy retirement on behalf of the West Area Committee.*

*The WAC Chair also extended thanks to those members of the WAC who were not standing for re-election.*

18. **CLOSE OF MEETING**

The Chair closed the meeting and wished the members a safe journey home.

Iain Gray  
Chair

Ian Florence  
Secretary