



Scottish Police Federation East Area Committee

Minutes of the First Quarterly Meeting of the East Area Committee of the Scottish Police Federation held on Wednesday 6 March 2024 within the Houston House Hotel, Uphall Livingston, EH54 6JS

1. OPENING OF THE MEETING

The Chair opened the meeting by welcoming all those in attendance to this, the First Quarterly Meeting of the East Area Committee for 2024.

The Chair next went on to inform the attendees of the Fire Procedures in the event of an emergency, thereafter, reminding those present that every member would have the opportunity to express their views and that **all** points or issues **must** be directed through the Chair allowing everyone who wished to speak the opportunity to do so.

Thereafter, the Chair gave a warm welcome to the new representatives attending for their first time. He went round the room, asking them to introduce themselves to the Committee.

A warm welcome was also given to Emma-Louise Smith, AGS (Assistant to General Secretary) Equality.

The Committee were then informed that there would be rank separates and thereafter, divisional separates later in the afternoon.

The Chair reiterated, especially for the new representatives, for everyone to get involved in discussions and ask questions about anything they are not sure about, going on to remind those present once more, the importance of directing **all points or issues through the Chair at all times.**

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

2. ATTENDANCE

Inspector Liam Harman	C - Forth Valley
Inspector James McLaren	C - Forth Valley
Sergeant Billy McFarland	C - Forth Valley
Sergeant Christopher Scott	C - Forth Valley
Sergeant Heather MacIntyre	C - Forth Valley
Constable Gavin Grant	C - Forth Valley
Constable Scott Noble	C - Forth Valley
Constable Jim Bayne	C - Forth Valley

Inspector Neill Whiteside	E - Division
Inspector Marc Copland	E - Division
Sergeant Christopher Richardson	E - Division
Sergeant Lee Dickson	E - Division
Sergeant Michael Dixon	E - Division
Constable Brandon McKendrick	E - Division
Constable Perri Hyslop	E - Division
Constable David Davison	E - Division

Inspector David Hughes	J - The Lothian's & Scottish Borders
Inspector Ross Drummond	J - The Lothian's & Scottish Borders
Inspector Blair Rennie	J - The Lothian's & Scottish Borders
Sergeant James Gowling	J - The Lothian's & Scottish Borders
Sergeant Fraser Muir	J - The Lothian's & Scottish Borders
Constable Gareth Watt	J - The Lothian's & Scottish Borders
Constable Darren Gallagher	J - The Lothian's & Scottish Borders

Inspector Craig Stephen	P - Fife
Sergeant Craig Menzies	P - Fife
Sergeant Gavin Alcorn	P - Fife
Sergeant Martyn Reidie	P - Fife
Constable Ben Pacholek	P - Fife
Constable Anthony Clark	P - Fife

John Turley	Chair
Ricky Wood	Vice-Chair
Davie Reid	Secretary (Elect)
Lyn Redwood	Deputy Secretary (Elect)
Deborah Kennedy	SPF Staff

OBSERVERS

Emma-Louise Smith	AGS Equality
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3. APOLOGIES

Apologies were received from Graham Ross, Ashliegh Archer, Michael Harte, Sarah Nimmo & Martin Vickerman.

4. MINUTES OF THE PREVIOUS MEETING

The minutes of the preceding meeting held on Wednesday 6 December 2023 had previously been disseminated to the Committee via TEAMS. The minutes were agreed and thereafter recorded as a true reflection of the meeting.

5. MATTERS ARISING

(a) JOINT CENTRAL COMMITTEE (JCC) - UPDATE

For the benefit of the new representatives present and prior to giving his JCC update, the Secretary (Elect) explained the current set up of the Scottish Police Federation and how the JCC is the decision making body of the Federation. He further explained that there would be elections later in the day for two JCC Representatives from each rank.

The last Joint Central Committee Meeting was held on 6th & 7th February 2024 in Dundee. The key points worthy of note were:

Visit from Chief Constable - the Chief Constable spoke about her plans for the service including the prioritisation of the frontline, touching on welfare, mental health, work life balance, driver training and lack of recruitment which is impacting resources amongst other topics. Thereafter facilitating a Q & A session responding to the questions put to her by those in attendance.

Allard - in the final stages with the majority of cases having been agreed. Outstanding cases are expected to be concluded shortly. There has been a considerable outlay in legal costs in fighting this case.

Sheku Bayoh Public Inquiry - Public Inquiry is still ongoing.

Legal Advice & Assistance - there has been a steady number of applications since the last meeting, with an increase in Personal Injury cases putting a strain on the Voluntary Fund.

Judicial Review - the verdict on the '*with cause testing*' has come back and it has been concluded that it is too early to judicially review the matter at this stage in proceedings. Once the matter is concluded by PSoS the SPF will then be in a position to go to a judicial review. SPF will provide a form of words to the officer who has been asked to provide a sample to let them know where they stand legally should they decide to do so or not. The verdict on the 'pension forfeiture' is still with our solicitors.

Restitution Fund - legal opinion has been received in relation to the SPF becoming the proposed operator of the Restitution Fund and as a result, the Chair has now written to the Scottish Government advising that the SPF will not be taking on the administrative responsibility for the

fund. The SPF would have to have become a public body therefore, the Government will now become the operator of this fund.

Pension Trap - it was explained that this relates to officers with 25 years' service, but less than 50 years of age who cannot immediately access their pension. Legal advice has been sought and this is currently sitting with the solicitors for review and opinion.

Those in attendance were reminded that the **SPF CANNOT provide advice in relation to pension matters** and, if contacted, to advise members to seek Professional Advice or, contact the SPPA.

Hurt Feelings - the Thompson case is currently sisted. The Police Federation of England & Wales's case is before ours in the queue and our case will not be settled or go to court until theirs has been resolved.

Police Negotiating Board Scotland (PNBS) - the workings of the PNBS were explained to those present. A number of outstanding issues have still to be resolved at the PNB(S) Technical Working Group.

Items currently on the agenda are - Operational Guidance relative to new Regulations and Constitution; pay levels check/pay index; recall to duty; duty time at the SPC; 35 mile threshold; court and annual leave/rest days; relevant travelling expenses/mileage expenses; detained on duty from nightshift; the length of the working week; family friendly leave; overseas allowances; island entitlements; public holidays on annual leave; annual leave compensation relative to half days and, direct reporting. If issues received by SPF are blocked by the service or agreement cannot be reached, these go to the Technical Working Group to be discussed.

The General Secretary is hopeful of the 'Joint Secretaries' being implemented at the PNB(S) TWG enabling the process to be made simpler therefore, speeding up the process of coming to an agreement.

Some progress has been made in relation to mileage rates with the Official Side agreeing to move from the essential user's rate of 36.9p to 45p. They were looking to then include the casual users rate of 52.2p & 65p into this also. SPF have not agreed however, will accept the proposal to move the essential user's rate to 45p.

In relation to this year's pay negotiations, there are no updates of note as yet however, discussions ensued in relation to what this year's pay claim may look like with a number of points being raised. It was noted that the Consumer Price Index figures for the year so far are between 6 - 7%, however that is expected to fall. The dilemma is to either put the pay claim in early when there is money in the 'public sector pot' with the hope of the Official Side agreeing to it, or waiting to see what other public sector workers are being offered. The SPF will utilise the services of an expert in public sector pay who will be consulted with prior to any claim

being made. The Scottish Government often highlight that officers in Scotland get paid more than their counterparts in England & Wales however, it was pointed out that officers in Scotland are taxed at a higher rate than their counterparts south of the border which greatly impacts their take home pay. A pay levels check will not be in place until next year as it is still in the tendering process. The pay index will help us when it comes into place for the 2025 pay negotiations given that historically we were better off when it was in place.

The Secretary (Elect) informed the committee that he felt communications around pay was much improved. The new General Secretary has been very up front in keeping everyone informed albeit some complained that there had been no circulars with updates. SPF will not put a circular out if there is no update to give. Some of the talks are without prejudice therefore, the General Secretary is limited as to what information he can give out. We will be as transparent as possible with due process being followed.

Pensions - employer costs are due to increase, however no decision has been made as to whether employee costs will go up which will have a potential effect on pension contributions. Scottish Government are managing a shortfall as currently there is a deficit of around £3 million pounds with regards what is being paid out as to what is being recouped! The life expectancy of a police officer, it has been noted, is now less than what it was pre-COVID.

When it comes to officers deciding whether to take the remedy, those who were in the 1987 Scheme will be due to pay contributions as what they paid into CARE during this period was less than what they would have been paying had they still been in the 1987 Scheme therefore, they will need to make up the shortfall. Interest will be charged on these contributions and it has been agreed it will be at the NS&I rate of 3.5%. (It is a complex process as officers get tax relief on their contributions). Good news for officers in the 2006 Scheme as they will be owed money as what they paid into CARE during the remedy period was more than what they would have paid under the 2006 Scheme. It has been negotiated that the additional contributions will be paid back along with an interest rate of 8%. It is unclear as to when these payments will be made. (Those in 1987 Scheme will owe money and those in 2006 scheme will be due money).

The Contingent Decisions is now open for members who left the Pension Scheme between 2015 and 2022 due to CARE being introduced. This allows for officers to in effect, pay back their contributions and rejoin their scheme as if they had never left. They will be required to show that the reason they left was because of CARE and not because they wanted out of the Pension Scheme. Ultimately it is up to the SPPA whether or not they let them back into the Pension Scheme.

Scottish Police Consultative Forum (SPCF) - there have been no meetings of this group since the last JCC.

Joint Negotiating Consultative Committee (JNCC) – the Secretary explained the workings of the JNCC for the benefit of the new representatives. The last meeting had been held on the 14th December 2023.

Matters discussed had included the undernoted:

Concerns were raised about the ability to patrol motorways should there not be 24 hours Roads Policing. It was also established that the current response vehicles lighting is not suitable to carry out stops and closures on motorways.

All SOPS have been reviewed with the vast majority having been found not to be discriminatory, racist or misogynistic. It was highlighted it was canteen culture the previous Chief Constable was trying to address in his speech however, clearly this was not what he said. It was highlighted and agreed that any events that have proposed start times which are before the start of the working day at 0700 hours, will require a bespoke Work Force Agreement.

A paper has been submitted in relation to the low emission zones which are due to come into effect in other cities across the country. Currently only Glasgow however, it comes into effect in Edinburgh on 01.06.24. ACC Johnson has been tasked with finding out what any potential issues may be. None of the stations in “E” Division are located within the area where the low emission zone will be. The LEZ’s may have an impact on where officers park or drive through to get to work. When introduced in Glasgow, officers going to be affected were able to move station. The reps were asked to feed any issues within the division that they cannot resolve into the East Area Office. Neill Whiteside informed that officers who require their personal vehicles for their role i.e. negotiators needing to get to a scene will be placed on an exempt list. Divisions have been asked to send a list of those vehicles not already on the exemption list which will mainly be panda cars however, will include those with specialisms.

Finance Standing Committee (FSC) - the Secretary informed that the last Finance Standing Committee was held on 23 January 2024 at Woodside Place.

The reduction in officer numbers has had a knock on effect in relation to income to the Voluntary Fund. Legal advice and assistance costs have increased, however a substantial reimbursement of legal costs from the service was expected. It was noted nonetheless, that it would not cover the deficit in the Fund. The Committee had also discussed costs relative to the 1919 Magazine, SPF Annual Awards, Conferences and meetings amongst other topics. The Voluntary Fund Subscription has not been

increased since 2014. It currently stands at £17.39. The subscription is made up of two parts, £11.18 which is subject to tax relief and covers a wide range of costs, £6.19 is for legal and is not subject to tax relief. In the last 10 years, legal costs have gone from £1.1 million in 2015 to £2.2 million in 2023. Had subscriptions been increased in line with CPI from 2014, they would be standing at £22.70, or £21.23 if in line with pay increases. It is expected that contributions will have to rise some point soon to close the deficit. This will be monitored meantime and discussed at the next JCC.

Group Insurance Scheme contributions for both serving and retired members will have a small increase as of 1 April 2024.

Legal Standing Committee (LSC) - It was reported that there had been no meetings since the last JCC.

Conduct & Equality Standing Committee (C&E) - It was reported that there had been no meetings since the last JCC however, an update was given on behalf of the AGS (Conduct).

It was noted that conduct hearings/meetings were now scheduled up until June 2024. The AGS (Conduct) and Vice Chair were working on future training on PIP and will be providing an input to the PSoS PIP Course.

A consultation will be held in relation to job references PSoS give to prospective employers. As it stands it makes no difference as to whether an officer resigns or is dismissed from the service. The references that are currently provided are basic and currently restricted to name of officer, details of their last post whilst employed by Police Scotland and dates of service (joining date and leaving date). Over the last year, more and more organisations have been challenging the lack of information and content provided in the references that are given out. There is no legal obligation to provide any more information than what is already given, however it is recognised that there is a moral obligation and a duty of care to prospective employers to notify them of relevant and factual information about officers and in particular, where the new post being applied for may involve work with vulnerable persons. Before disclosing any matters of note to a prospective employer, PSoS will take their own legal counsel on this as to whether it is appropriate to disclose information about their employment history. SPF legal counsel have been consulted to see if this is fair and they have advised that it is, as all responsible employers have a duty to give an accurate reference therefore this is not something SPF are likely to challenge.

Efficiency Standing Committee (ESC) - no meetings since the last JCC. The Work Force Agreement has been agreed, once the Chief Constable has signed the Work Force Agreement, it will be circulated accordingly.

Health, Safety & Welfare Standing Committee Forum (HS&W SC) - there had been no meetings since the last JCC.

Vice-Chair, Ricky Wood informed those present that it is hoped to have all committees fully staffed for future local Health & Safety quarterly meetings. These meetings should be given as duty time. Three will be on Teams and one in person within the Livingston office. He went on to say that two "E" Division Reps, and one from both "P" and "C" were required. Those interested should make themselves known. It is hoped to link in more with divisions and carry out joint station inspections. IOSH training will take place for Health & Safety Reps guaranteeing they are equipped for the role.

SPF Training - Secretary (Elect) reported that all new representatives will receive Basic Training. Dates for training which will run over two days have yet to be identified

The Chair informed those present interested in Health & Safety, Conduct and Equality to make themselves known with their preference. Training will be provided prior to basic cases being given to them.

JCC Circulars - four circulars have been issued since the last JCC meeting. Those present were reminded that each time a circular was issued the divisional lead for that division would be contacted for them to communicate to their respective division.

Police Service of Scotland Reform - proposal to introduce body worn videos is at the final stages and due to go to SPA and Scottish Government to be signed off. Phase 1 will commence in August 2024 when frontline officers (response) will be issued with the equipment. In June 2025 Phase 2 will roll out to CID, PPU and other officers in similar roles. It is hoped that at the next EAC quarterly meeting in June, prior to the launch, that members of the Body Worn Video Team will be in attendance to provide a demonstration. There is concern in relation to the life of the batteries. Cameras are not personal issue and they will have to be signed out.

SOP's and Consultations – those present were informed that SOPs and Consultations will be signposted to reps who have knowledge of that particular subject rather than being sent to all. The Secretary thanked those who had replied to the proposed changes to Probationer Training. In relation to the Scottish Police College, standards appear to have dropped and some of the excellent points/comments received from the committee will help with the stepping stones required to prepare probationers for a career in the police which, is a disciplined service. Also, the feedback received in relation to the Mental Health SOP, helped when the Chair of the SPF met with the SPPA to tell them the ground truth about the true picture for the officers out on the streets.

POLICE RELATED CHARITIES:

PTC & Police Children's Charity (PCC) - the Vice-Chair informed those present that he was pushing the charities to the forefront once more due to the reduction in numbers. Many younger officers are not joining the charities and this, along with the reduction in officer numbers is cause for concern. Those present were encouraged to visit the charity websites to see exactly what they offered and to inspire their colleagues to do likewise. Numerous officers have benefited greatly over the years from these charities.

The Vice-Chair asked those who would be interested to act as local Trustees for the Benevolent Fund to make themselves known to him.

Police Care UK - a new CEO has been appointed. The charity is in a sound financial position and continues to work with Forces across the UK to develop support programmes.

SPMT - no updates of note to report.

Police Remembrance Trust - it was reported that the next National Police Memorial Day would be held in Glasgow and SPF would attend.

The Chair informed those present that the Area Committees have an amount of money, approximately £1,000, allocated each year to give to local charities. Several years ago it was decided to split this between two charities namely the Doddy Weir Charity (My Name's Daddie Foundation) and Maggies. The committee were asked to think of local charities to split the monies with should they wish to for next year and this would be discussed at the June quarterly meeting.

SPF Annual Awards - the Secretary informed that the next SPF Annual Awards ceremony will be held in Dynamic Earth, Edinburgh on Wednesday 27th November 2024. He asked those present to highlight the awards to officers within their respective divisions informing that entries are now open and can be submitted via the link on the SPF website. There are categories which need to be met such as nominated officers **must be contributing members of the Voluntary Fund**, the matter, if applicable **must not be sub judicial** and the nominated officer **must know that they are being nominated** in order that they can agree to take part in film and photography. All three of these questions need to be yes for them to be eligible to receive a Phase 2 nomination link. He then went on to explain what the individual awards were, informing that the new award for 2024 is "Team of the Year". SPF Chair, David Threadgold, has managed to secure a headline sponsor along with sponsorship for some of the individual awards.

SPF Communications SLWG - the Chair explained the workings of the group for the benefit of the new representatives present and how it

relates to the proposed new SPF APP. Feedback was received from a company relating to costs etc however, it was decided to take the proposal to the JCC who have asked for two companies to provide an input as to what they can deliver should the SPF go ahead with the proposal. The SPF website is also in the process of being updated.

Deep Dive - Vice-Chair, Ricky Wood explained for the benefit of the new representatives what was involved in a Deep Dive. These were carried out on all 3 ACR's. The Vice-Chair carried out the Deep Dive for the East in Bilston C3 on 12 December 2023, assessing issues in relation to Health & Safety concerns. The staff survey sent out gave a good return. It was apparent that OBL's are rarely met and the service are relying on overtime to get by to such an extent, many officers are sick of working additional hours and have stopped volunteering to do so. Bilston struggles with the number of calls that come in and the sickness is high. After speaking to the staff it was clear to see that the overall morale is very low and it was felt that once at Bilston, there is no hope for development or escaping and officers usually have to give up their specialities. Exigency of duty is being used for everything however, the most worrying issue is many calls are going unanswered and the staff fear another M9 incident! Reports of the findings from the three Deep Dives have been collated and one report is being put together.

ITFC's (Initial Tactical Firearms Commanders) should have contact with TFA's (Tactical Firearms Advisors) however, it can be difficult to get in contact with TFA's. This is something that came out of the Manchester Bombing Review. The service needs to get up to speed with the key recommendations that came out of the review. We are hoping there will be some movement by the service in relation to some of the concerns raised.

6. AREA LEAD UPDATES (Conduct, Equality & Health & Safety)

CONDUCT - Preceding the meeting the Secretary provided a brief update on TEAMS. In relation to Conduct issues in the East, the most up to date figures are as follows:

CASE TYPE	NUMBER
Criminal Cases – On Duty	25 (Increase of 2)
Criminal Cases – Off Duty	17 (Decrease of 1)
Conduct Cases – On Duty	1 (Remained Same)
Conduct Cases – Off Duty	11 (Increase of 8) (10 are sat at Gross Misconduct)
Suspended Officers	18 (Increase of 2)

The increase in the number of suspended officers in the East remains reflective of what is occurring in the North & West.

Conduct - the Conduct Hearings and Meetings Unit have informed that all hearings and meetings are scheduled up to the end of June 2024. Whilst there has been a steep rise in the number of Conduct cases in the East, there are no new trends or behaviour noted that could have caused this spike. This is possibly due to the number of Criminal Cases having concluded around the same time at court. Once the criminal case is over, the matter is always assessed for misconduct.

Probationer Governance - an unprecedented Regulation 9 Discharge Hearing has taken place within the East. If the matter occurs prior to the probationer joining the Police, they cannot then be referred to Misconduct. Regulation 9 Hearings are to address the poor performance of probationers who are deemed not suitable to continue in the role which can be down to poor performance, fitness, attendance, or conduct and will only take place once all action plans and reasonable adjustments have been put in place and have not had the desired level of improvement. A Chief Superintendent will hear evidence from all relevant parties thereafter making a recommendation to the Chief Constable as to whether the probationer should remain in service or be dismissed. The Chief Constable will make the final decision. Many officers take pay cuts and uproot their families to join the Police and it is well known that people make false allegations against Police Officers. An unfounded allegation should not be suitable and the sole grounds to see a probationer dismissed from the service. This case will be legally challenged by our solicitors.

EQUALITY

CASE TYPE	NUMBER
Probationer Performance Meetings	4
Discrimination	2
Grievance	15
Ill-Health	44
Ill-Health Retirement	16

The Chair had previously disseminated to the Committee via Teams an update highlighting key aspects and concerns. The key issues worthy of note in respect of both local and national level were:

Probationers - support continues to be provided to probationers on Action Plans. Greater pressure is being put on probationers arriving at stations due to the lack of experienced officers to tutor them along with the heavy workloads

these officers already carry. When arriving at division, probationers are not being given the time, input and support which may be a factor as to why Action Plans are on the increase. Another reason being exam failures.

Grievance - many of the officers who get in touch want to lodge grievances without knowing exactly what resolution they are looking for. It was explained that a grievance is not simply taken out for compensation, or to get someone sacked or demoted. It is finding a way to resolve the problem the officer has in order that they can move forward and continue their career. Many are not happy with their respective Line Managers due to personality clashes therefore they want to take a grievance against them. This is not how it works. The first stage should be mediation to try and resolve the issue if this fails then grievance would be looked at.

Ill-Health Retirement - for a period of time Ill-Health Retirements were taking three months however, this has increased significantly. Many officers being assessed by the SMP are being told that whilst they are not fit to carry out the role of a police officer, their disability is not being classed as permanently disabled indicating that they cannot be Ill-Health Retired. This places the officer in limbo. Discussions are taking place in relation to what will happen to officers who find themselves in this position as the service are possibly looking to go down the capabilities route. Officers on long-term sick continue to be supported.

HEALTH & SAFETY

The Vice-Chair had previously disseminated to the Committee via Teams a full update highlighting key aspects and concerns at both local and national level. The key issues worthy of note in respect of both local and national level were:

Vehicles - there have been various issues in relation to the new smaller vans and the number of assaults within the caged area of the vans having increased. The position of the metal storage box is blocking the inner cage door in some of the vans. OST need to speak to Fleet as the seats all face forward when at least one should face the cage due to officers being told to have sight of the prisoner at all times. Those present were asked to forward any problems relating to the vans onto the Vice-Chair who will make further enquiries.

Taser - the majority of firearms deployments appear to be in the East Area with the ITFC (Initial Tactical Firearms Commander) at times having to make very difficult decisions. The committee were asked to feed in any concerns they may have about particular incidents into the Livingston Office who will in turn will link with the ITFC to ascertain the reasoning behind their decisions as there is normally a reasonable justification as to why something has been carried out in a certain way.

Buildings - several buildings throughout the East Area are marked for closure. Those present were asked to feed any concerns or incidents due to the closures

to the Livingston Office as this becomes a Health & Safety issue due to officers possibly having to travel much further to get to their station.

Assaults - have risen and it is hoped this is only due to the increased reporting. A deeper dive is to be carried out into how the figures of assaults are broken down, what the causes are and where the assaults are taking place. Key area appears to be vans and attending A & E. Another area of concern is the number of constant observations on cells albeit reassurance has been given that observations are not happening as often, and they are being reviewed correctly. Those present were once again asked to forward any worries or observations to the Livingston Office if they hear of any officers being on constant observations and left hours on end with no justification.

Custody - a number of custody visits have taken place since the last committee meeting.

Temporary OBL - The Vice-Chair raised with the Chief Constable the fact that officers are so disillusioned with Police Scotland that many turning 50 years of age are retiring with 25 years' service. The loss of vital experience and additional resources is placing officers under pressure and as a result, they are struggling to cope with the demands placed upon them on a daily basis. Less officers will only put more officers at risk!

Driver Training - concerns remain in relation to the ongoing argument over refresher driver training with the service appearing to be burying their heads in the sand. A full day is required to refresh response driving qualifications after 5 years' service.

The service is of the belief that area cars can cover fast roads and, a MOODLE Package is sufficient to ensure an officer is fully trained! Most response cars are not equipped for fast roads, nor do they have the additional lights required. They are of the opinion that once an officer has completed the MOODLE Package, they are fully trained on fast roads however, **they are NOT**. This has been raised with the service once more and has now been noted as an action plan to be reviewed. Officers who have completed the MOODLE should be with an experienced Traffic Officer the first time they are involved with a STOP on a road. There simply are not sufficient experienced officers within divisions.

Surefire Earpieces - the earpieces came on the back of Fireworks Night on 5 November 2023 when four officers were confirmed with ongoing hearing issues. The roll out has now started with most Public Order Officers having now received their earpieces which were tested during the Hogmanay celebrations and at various football matches. Reviews have been positive.

Electric Vehicles - concerns continue to be raised around the lack of information in relation to attending electric vehicle fires and the storing of electric bikes. The service has been slightly more proactive by placing some information on the intranet however, apart from a MOODLE Package officers have to try and find time to complete, done little else.

7. RANK/DIVISIONAL SEPARATES

The Chair explained the reason why rank and divisional separates are required at Committee Meetings for the benefit of the new representatives.

Rank elections were carried out for JCC (Joint Central Committee) namely 2 x Inspectors 2 x Sergeants and 2 x Constables. Those elected are as follows:

Inspector Rank: James McLaren & Neill Whiteside
Reserves: David Hughes & Ross Drummond

Sergeant Rank: David Reid & James Gowling
Reserves: Heather McIntyre & Christopher Richardson

Constable Rank: Ricky Wood & John Turley
Reserves: Lyn Redwood & Ben Pacholek

Secretary and Chairs were also sought for each rank with the undernoted being elected:

Inspector Rank Chair: James McLaren
Inspector Rank Secretary: David Hughes

Sergeant Rank Chair: Christopher Richardson
Sergeant Rank Secretary: Martyn Reidie

Constable Rank Chair: Ben Pacholek
Constable Rank Secretary: Scott Noble

8 DIVISIONAL UPDATES – “C”, “E”, “J” & “P”

“C” Division – a meeting had taken place on 22 February 2024 with Chief Superintendent Barry Blair, Superintendent Mandy Paterson, Heather McIntyre, Scott Noble, James Bayne, and Lyn Redwood all in attendance.

Issues discussed and worthy of note had been resourcing; divisional moves; custody; changes in relation to the number Chief Inspector/Inspectors who are either due to retire or moving taking knowledge and experience away from the division; acting ranks being used to gap fill shortfalls at Sergeant level as opposed to developing Constables who are looking to become Sergeants; Police Scotland considering imposing housing charges (Occupancy Charge) on police officers residing in police-supplied accommodation to mitigate against Benefit in Kind Tax. The question was asked what was being done within division to address the potential welfare issues for the affected officers; time off on night shifts and issues were raised in relation to estates namely Stirling, Falkirk, and Grangemouth.

“E” Division - Christopher Richardson informed that he, Brandon McKendrick, Sarah Nimmo, David Davison, Marc Copland, Michael Dickson, and Neill

Whiteside had all attended a meeting held on 28 February 2024 along with the Senior Leadership Team. Some topics worthy of note:

Issues with court excusals; working at court on a RD; countermands; officers having to travel large distances for duties; parking ULEZ-LEZ; clarity was sought regarding the upper body carriage system; firearms deployment and lack of support around ITFC knife calls with lack of Firearms deployment for these incidents; Flexi-Time; the change in the policy for RRD's causing issues; promotion process PS to PI; the 2-2-2- shift system and the results of the "E" Division Shift Review that has not been published as yet; vehicle equipment; officer safety and station security are causing major concerns; OBL's and the concerns in relation to the lack of numbers and operation issues this causes; lack of Inspector cover and driver training days for the new electric response vehicles.

"J" Division - David Hughes informed that a meeting had been held on 10 January 2024 with the Superintendent, Ross Drummond, and Darren Gallagher. Items of note had been officers working within the East Lothian area such as Dunbar being varied to work in Livingston (not a great use of resources); Hogmanay resourcing levels; STO's; lack of blue light drivers; custody waiting times at St. Leonard's; winter clothing; backfilling of posts and the impact of having no Road Policing Officers on night shift also, response officers feeling ill-equipped for the fast road network.

"P" Division - the last meeting had been held at 1100hrs on Wednesday 28th February 2024 at Glenrothes. Gavin Alcorn and Ashliegh Archer having both been in attendance with Chief Superintendent McEwan. Topics worthy of note:

Water fill stations at Glenrothes being out of order; possibility of old ACR building being used as Glenrothes Police Station with response relocating; "P" division fleet and amount of cars/vans out for repair; some probationary officers required to return to college on Sunday evenings for Monday mornings have been informed they are entitled to have these days back; working on public holidays over the festive season; officers being cited for court and not being called is again on the rise; OBL's; reviewing the utilisation of the Acting Sergeant Cadre and overtime being cut back and "cover shift" on a Friday and Saturday.

9 NEW BUSINESS

None received.

10 ANY OTHER COMPETENT BUSINESS (AOCB)

The Chair informed that Blair Rennie would give those present a brief overview of the ITFC (Initial Tactical Firearms Commander) the decision making from their point of view and what it is that they are given to then pass out. Thereafter, Blair would answer any questions the committee may have.

The Secretary demonstrated to the committee how to submit a Case Submission for general enquiries which in turn will be sent to the East Area Office to be administered accordingly.

Blair Rennie next gave an in-depth overview of the Absence Support Meeting Procedure.

11 CORRESPONDENCE RECEIVED

None received.

12 DATE OF NEXT MEETING

The next meeting of the East Area Committee is to be held at 1000 hours on **Wednesday 5 June 2023** within the McDonald Houston House Hotel, Uphall, EH52 6JS.

13 CLOSURE OF MEETING

Prior to closing the meeting, the Chair reminded those who were interested in volunteering for the Benevolent Fund to make themselves known to the Vice-Chair. Also, those interested in the Conduct, Equality and Health & Safety to make themselves known to the Secretary.

The Chair then informed those present that the remaining quarterly meetings for 2024 would be held on 5 June 2024, 4 September 2024, and 4 December 2024 and the onus was on them as individuals, to ensure that SCOPE was updated accordingly.

The Chair next thanked everyone for attending and for their valued input into proceedings, thereafter, wishing everyone a safe onward journey home prior to formally closing the meeting. The Vice-Secretary then asked for a show of appreciation for the orderly running of the meeting.

DAVID REID
SECRETARY (Elect)

JOHN TURLEY
CHAIR