



# **Scottish Police Federation** **East Area Committee**

## **Minutes of the Second Quarterly Meeting of the East Area Committee of the Scottish Police Federation held on Wednesday 5 June 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 Second 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 four new representatives namely Mike Smith, Ashliegh Archer, Sarah Nimmo and Jim McGuinness who were all attending their first East Area Committee Quarterly Meeting and as is customary, they introduced themselves to the rest of the committee. The Chair also welcomed Craig Sandbach who was attending as an Observer.

The Chair congratulated Lyn Redwood who was taking her seat for the first time as the new EAC Deputy Secretary.

The Chair then informed those present that it was with deep regret and sadness he had to advise that since the last quarterly meeting there had been a Death in Service. Condolences had, on behalf of the East Area Committee, been passed onto the family and friends of Tom Steele who passed away on 8 March 2024. The Committee were then upstanding to observe a minute's silence as a mark of respect.

Those present were informed that there would be a presentation later in the morning by the Body Worn Video Team (Kenneth McGeough and Graham Watt). In the afternoon, James McLaren would be giving an overview of custody procedures.

The Chair reiterated, especially for the benefit of the new representatives, for all to get involved in discussions and to ask questions about anything they were unsure about. He then went on to remind those present once more, of the importance of **always directing all points or issues through the Chair**.

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
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
Constable Brandon McKendrick	E - Division
Constable Perri Hyslop	E - Division
Constable David Davison	E - Division
Constable Sarah Nimmo	E - Division

Inspector David Hughes	J - The Lothian's & Scottish Borders
Inspector Ross Drummond	J - The Lothian's & Scottish Borders
Sergeant James Gowling	J - The Lothian's & Scottish Borders
Sergeant Fraser Muir	J - The Lothian's & Scottish Borders
Sergeant Michael Harte	J - The Lothian's & Scottish Borders
Constable Gareth Watt	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 Ashliegh Archer	P - Fife

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

## **OBSERVERS**

Craig Sandbach

## **3. APOLOGIES**

Apologies were received from Michael Dixon, Tony Clark, Darren Gallagher, Christopher Scott, and Heather MacIntyre. (Absent Blair Rennie).

#### 4. MINUTES OF THE PREVIOUS MEETING

The minutes of the preceding meeting held on Wednesday 6 March 2024 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

Those present were updated accordingly when the Secretary provided an update following the Joint Central Committee Meeting that was held in the SPF Training and Meeting Facility, Dundee on 23rd and 24<sup>th</sup> April 2024. The key points worthy of note from the JCC had been circulated via TEAMS to the Committee who acknowledged their receipt and understanding.

A presentation was given on the PSoS (Police Service of Scotland) Performance and Accountability Framework on day one which is to be the basis of the Force Control Strategy dealing with assessment of 'Threat, Risk, Harm and Performance.' Whilst it appeared to be an impressive piece of software, it was not well received by the JCC due to what it did not record. When questions were asked, the answer was generally "*that is on another platform!*" The system appears comprehensive but seems to generate the figures the Service wants it to deliver for the benefit of scrutiny committees therefore, it was felt it was somewhat of a PR exercise. Whilst there are gaps in the system, it is impressive in being able to record every crime recorded in every street and crime type however, it did not record the actual quality of service.

Day two was taken up with an input on pensions by Sharon Dali.

**Legal Advice and Assistance** - there has been an average number of applications received since the last meeting with a spike in on duty employment disputes and sexual cases on the rise. Criminal Legal Defence is at its highest for off duty cases. At this time there are 427 open legal cases and 8 live cases which have ACC funding approved. Since the last JCC, we have managed to reclaim £312,000 in legal fees.

**Allard** - in the final stages of concluding with only a couple of cases left to be finalised. Some officers who have had a payout have had tax implications, this is a complex matter and for HMRC, not one that the SPF can assist with.

**Sheku Bayoh Public Inquiry** - remains ongoing. The Lord Advocate has determined that officers will not be prosecuted on the back of this inquiry.

**Judicial Reviews** - legal opinion on the 'pension forfeiture' is awaited from our solicitors.

**Pension Trap** - legal opinion has been received relative to the 25/50 element of the 1987 pension as to whether it is discriminatory or not. Officers with 25 years' service can retire at 50 years of age, however other officers who have the same length of service but are not yet 50 years of age cannot under the 1987 Scheme. The main difference being the commutation factors changed which, instead of officers being able to commute 2 times their annual payment, they can now commute 5 times, giving them a larger lump sum which is why so many officers are now electing to retire early. This element has always been part of the 1987 Scheme therefore, deemed by counsel not to be discriminatory.

The pension trap is when officers in the 1987 Scheme retire in that scheme once they have done their 30 years to get their full benefits, this could be when the officer is 51 years of age, however, to get their full benefits of CARE they need to retire at age 60. The two pensions, work against each other, hence the trap! The legal opinion on Pension Trap has still to come back.

**Fatal Accident Inquiries** - unless the officer is going to face criticism, there is no requirement for them to be legally represented.

**Hurt Feelings** - Thomsons are dealing with this claim on behalf of SPF having lodged the claim with the Scottish Court. SPF claim is currently sisted pending the outcome of the Police Federation of England & Wales claim which was lodged with the court prior to SPF's therefore, they are ahead of us in the queue and there is nothing the SPF can do to advance up the queue. If there are any movements, a circular will be issued.

**Police Negotiating Board (Scotland) Technical Working Group** - met on 22nd April 2024. Matters discussed which included:

**Maternity Issues** – Neonatal (leave and pay), Maternity Leave, Kit Days, and Court days.

**Duty Time - SPC** – differing courses and start times can be an issue, especially for those with a long commute. Flexibility for students is causing queries over duty time hours.

**Direct Reporting** – waiting for decision from PSoS.

**Travelling Time** – separate working group has been set up due to the complexity.

**Mileage Rates** - PSoS agree for everyone to move to the one rate to simplify claims. This in turn will save money, having made savings in the administration of payments and calculations.

Other topics discussed worthy of note were the length of the working week; overseas deployments; travel on a rest day; recall to duty; electric vehicles; public holiday compensation for Inspector Ranks; Plain Clothes Allowance and Pay Level Checks.

Discussions had ensued around this year's pay claim which has been submitted at 5.7%. The four factors SPF are asking to be taken into consideration are:

- The inability of police officers to take any form of industrial action
- Restrictions on their private life
- Deals done elsewhere in the public sector
- The prevailing economic conditions

SPF have consulted with an expert in public sector finances. Our pay claim needs to stand scrutiny and be on a solid footing should we end up going to arbitration. Mortgages have doubled and the cost of living has really taken its toll with officers struggling financially. Official Side has still to acknowledge the claim. A meeting will take place in June and a circular will be put out after the meeting.

ACCs in Scotland are paid less than their UK counterparts. The Chief Police Officers Staff Association are asking for pay rise to make up the deficit. It would only see ACC's get the rise and not DCC's or the Chief Constable who are paid in line with their counterparts.

The feedback of the EAC Committee in relation to the above will be put forward at the next JCC. What is agreed at PNB Meetings is not set in stone as it is required to be signed off by ministers. A new government in the July 2024 elections may stall any agreement that is due to be signed off.

**Pensions** - employer costs have increased with the UK Government now paying 38.6% to pensions for every £1 we contribute. Currently we pay 13.4% into our pension. There is a deficit of around £3 million pounds with regards to what is being paid out as to what is being recouped with the Scottish Government currently managing the shortfall. If contribution rates increase beyond 15%, the tax-free element will be lost, and tax would have to be paid on pension contributions.

SPPA (Scottish Public Pensions Agency) should be sending Pension Statements to officers in August 2024 however, these are unlikely to be ready. (The statutory requirement to be out before March 2025). It is highly recommended that officers register with the SPPA for the self-service site to receive their own personal pension details and annual statement. The Pension calculator is reasonably accurate on SPPA site.

The Contingent Decisions is now open for members who left the Pension scheme between 2015 – 2022 due to CARE being introduced enabling them to pay back contributions and rejoin their scheme as if they had never left. Calculations are being processed manually and it is at the SPPA's discretion as to whether the officer will be allowed back in.

The Leigh Day Claim and were it currently sits today was explained to those present for the benefit of the newly elected representatives by the Secretary, David Reid. Every decision taken by the SPF in relation to the Leigh Day Claim was on the back of legal opinion, the legal opinion the SPF sought at the time was from one of the leading pensions solicitors in the UK.

**Scottish Police Consultative Forum (SPCF)** - the forum met on 19th April 2024. Both HMICS (HM Inspectorate of Constabulary in Scotland) and PSoS gave a presentation on mental health in Policing. The SPF asked the question, what has mental health got to do with Policing? Police Officers cannot improve a person's well-being, unless attending in the first instance to save the person's life. The right care/right person model was discussed at length.

Concerns were raised around vetting and how it is currently being carried out. Re-vetting is taking place as part of the Everard Review and some probationers who, had made full disclosures when applying to join the Police, are now finding themselves on restricted duties pending Regulation 9 Hearings with others being asked to leave prior to being sworn in! Morally this is unacceptable, and the SPF have sought legal advice in relation to this as these officers have left full-time jobs to become officers. Those present were asked to make the Livingston Office aware of any other probationers or others having vetting issues.

**Scottish Police Authority (SPA)** - the last meeting was held on 21st March 2024. The Board Meetings can be viewed on-line via an on-line link on the SPA website. The SPF are only allowed to observe at these meetings and do not get a seat at the table for anything that is to be discussed in private or off-line. SPF can, when required, provide the SPA with updates prior to the meeting which at times, may be conflicting to the account/version of events within PSoS's reports.

Topics discussed had been:

- Court overtime being a major strain on the budget.
- Fewer female officers applying to join the service
- Number of probationers leaving within the first week
- Number of officers and retirement

- Probationers attending division a week prior to SPC. It is hoped this will help retain numbers due to the high numbers leaving within the first two years. The induction week will be similar to what used to happen in legacy days. Some are coming in without really knowing what the job entails i.e. unsociable hours etc.
- 57 will be trained at Jackton which, is not necessarily good for integration. It should not be an East, West, North divide which is what we appear to be moving back to. Officers should all be taught within the SPC in order that they are all learning the same way.

**Joint Negotiating & Consultative Committee (JNCC)** - the committee met on 4th March 2024. The Secretary informed those new EAC Representatives how the JNCC worked prior to his update. The following concerns were raised by the SPF:

- **AFO's** are being used to neutralise out of control XL Bully dogs. This is to be raised at the Firearms Monitoring Group.
- **Working Practices Review Group**, chaired by ACC Ritchie. Concern raised by the SPF around the high number of different shift patterns currently in place across the service. It was also noted that there is an increase in requests from Monday to Friday workers wanting to do compressed hours and do only 4 days a week to get a long weekend.
- **CCTV** expert will give an input to all SIOs, with a course on CCTV for PSoS. Advice will also be given on the use of BWV.
- **Driver Training** – due to a paper being submitted by the SPF, PSoS are now looking to recruit more driver trainers to try and keep officers in ticket.
- **Low Emission Zones (LEZ)** – the LEZ in Edinburgh is now in place. None of the stations we currently have in E Division are located within 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 it was introduced in Glasgow, officers who were going to be affected were able to be moved station. The service is sympathetic in relation to this therefore if the LEZ is causing issues for any officers within the East, they should let us know so we can see what we can do to assist them.
- **Changes to working practices and allowances for the Dog Unit** are to be brought to next JNCC on 6 June 2024.

- **Proportionate Response to Crime** - concerns raised regarding this. Questionnaire given to the public as part of the consultation around this. It was very one sided/imbanced.

**Finance Standing Committee (FSC)** - the last meeting had been held on 23rd January 2024 within Woodside Place.

The decrease in police officer numbers is a concern in relation to the Voluntary Fund as this has an impact on Federation subscriptions. Being able to speak to the recruits in smaller numbers may help with the uptake making our input more personable and officers may be more open about any questions they may have prior to signing up.

Legal advice and assistance costs have increased significantly however, a substantial reimbursement of legal costs from the Service was expected albeit this will not cover the deficit in the Fund. It is expected that contributions will need to rise at some point to reduce this deficit, but it will be monitored meantime. Expenditure has been reduced, this includes a reduction in estates costs, meeting costs and training costs. Production is now underway for new SPF video "Relentless" to show government and other bodies exactly what the role of a Police Officer is.

**Legal Standing Committee (LSC)** - the last Legal Standing Committee had been held on 15th May 2024.

Concerns had been raised relating to the number of officers being suspended. Lynne Gray, AGS for Conduct will contact the DCC to ascertain what the Service see as the bar for being suspended as currently, it seems extremely low. It was felt that there are too many officers being suspended who could be given meaningful restricted duties instead so they could still feel valued and served a purpose when under investigation.

Those present were asked to remind colleagues to be careful as to what they put on private WhatsApp groups and not to be afraid to challenge should they feel inappropriate comments are being made or they could find themselves served with a Regulation 11 (Failing to Challenge).

Several types of legal cases had been discussed. The bar is set high for Data Protection cases to get any compensation and payouts are low. When the SPF pay for legal advice for a member, the advice received is owned by the SPF **and not the member**. If the member goes to another solicitor, they are not entitled to take that legal case file or copy of the advice given with them as it belongs to SPF. The member must pay their new solicitor for the new advice. The SPF are the client, not the member.

**Conduct & Equality Standing Committee (C&E SC)** - It was reported that there had been no meetings since the last JCC.



Conduct Hearings and meetings are now scheduled up to the end of August 2024.

A consultation will be held in relation to the references that PSoS give to prospective employers. Currently references are basic and do not inform as to whether the officer has resigned or been dismissed. Over the last year, more organisations have challenged the lack of information given. There is no legal obligation to provide any more information than what is already being given however, there is a moral obligation and a duty of care to prospective employers to notify them of relevant and factual information about officers and, 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 as to whether it is appropriate to disclose information about employment history. SPF legal counsel have advised that a responsible employer has a duty to give an accurate reference so it is not a practice that we will challenge.

A trial is being undertaken to try and speed up the process for officers who are in Ill Health Retirement (IHR) process and applying for an Injury on Duty (IOD) award for their case to be heard at the same time by the Selected Medical Practitioner.

**Efficiency Standing Committee (ESC)** – met on 1st May 2024 within the Livingston Office. This covers the shift consultations of which there were two within the east as follows:

- **Armed policing 2x2x2** - shift consultation has now been undertaken. The results are with Deputy General Secretary for review and conclusion.
- **E Division PPU** - approved and officers will be moving to this on 1 July 2024

**Working Practices Review Board (WPRB)** - SPF have pushed back against PSoS trying to roster Rest Days out with the 91 days' notice. Further meetings are to be held with Executive where the Work Force Agreement will be pushed to confirm that Rest Days should be recorded for a further 9 months in advance, not just 91 days.

The word indicative is no longer in the Work Force Agreement. RDU's (Resource Deployment Unit) are struggling to get officers from National Divisions to work events to support event policing. This is currently sitting at ACC level.

**Armed Policing Monitoring Group meetings** have been routinely cancelled over the last year. There have been many places not filled on planned OST courses and this appears to be due to RDU (Resource Deployment Unit) not filling the places as OBLs (Operational Base

Levels) are low. External training centres are being looked at to increase up-take, but concerns have been raised in relation to the lack of any Health and Safety risk assessments at these venues.

**Special Constables (SC)** - there have been no face-to-face meetings. Discussions ongoing in relation to providing insurance for on-duty Special Constables.

The issue of '**shift slides**' being implemented for officers the day before their court shift is being debated. The SPF are against this practice, the service is for it, and they were seeking legal advice on this.

**Op Apparel** - explanation was given to those present. The East Area do not have an issue with this as it works well. This is only used for cost recovery events. EAC Representatives felt it was for the benefit of our members.

**Health, Safety & Welfare Standing Committee Forum (HS&W SC)** - the Vice-Chair, Ricky Wood, informed that there were two key points one being an ongoing legal claim in relation to 21 officers within the East who suffered hearing loss (tinnitus) because of working on Op Moonbeam. The other a litigation case in relation to a case of IOD for an officer who fell through a roof at a cultivation with no risk assessments in place. A Short Life Working Group is to be set up in relation to cannabis cultivations.

**SPF Training** - 47 new representatives were elected at the last elections with training taking place in Dundee on 9th & 10th May and 15th & 16th May 2024.

**Police Service of Scotland Reform** - an input had been given in relation to the introduction of Body Worn Videos (BWV). This appears to be on track with Phase 1 rolling out in August 2024. Front line (response) officers will be issued with the devices first.

PSoS are still using the old PNC which is owned and serviced by the Metropolitan Police as the new database is not ready. This is at a cost to the Force.

**SOPs/Consultations** - SPF are still waiting on the proposed SOP on Hate Crimes. These will be sent to Reps who have experience in the specific areas within the SOPs.

**EuroCOP/ICPRA** - the last meeting of EuroCOP had been held in April 2024 with 26 different police forces in attendance who mirror each other in relation to no staff and police assaults etc. We are governed by European Laws therefore, what goes on in Policing in Europe is still relevant to Policing in Scotland. A manifesto is being produced for the

European Parliament. The next meeting of ICPRA will be held in June 2024.

**Police Related Charities** - Vice-Chair informed those present that most of the charities are now at “tipping point” due to the number of officers not signing up with some starting to hit reserves. Younger in-service officers tend not to join the charities and those present were asked to push the charities to the members. It should be borne in mind that no one else supports the Police Service therefore, it is down to us to self-fund our own centres and charities.

**PTC (Police Treatment Centre) & Police Children’s Charity (PCC)** - last year 3300 police officers were treated on day release. The average wait time for both physical and psychological treatment is 4 weeks. There is a new complex PTSD program. Current cost of PTC is £7.80 per month, and this will be maintained for 2025 however, may rise in 2026.

**Police Children’s Charity** - the children of officers going through ill health retirement along with officers who suffer the death of a spouse can benefit from this charity.

**Police Care UK** - a new CEO has been appointed. The charity continues to work with Forces across the UK to develop support programmes. Reserves are dwindling and those present were asked to remind those within their respective divisions of the support provided by them to officers in need.

We have not been receiving complimentary reviews from officers who have used the new EAP therefore, we are sending more officers to Police Care UK whose service to the officers is excellent. Those present were asked to feedback any negative reviews from officers who have been directed to the EAP.

**SPMT** - No updates of note to report.

**Police Remembrance Trust** - the Police Memorial Day will be held on 29th September 2024 at the Royal Concert Hall, Glasgow.

**Scottish Police Benevolent Fund (SPBF)** - subscriptions were raised in April from £1.50 - £1.95. Officers must be subscribing members to be able to benefit from the fund.

Anthony Green (aka Special Constable Green) is a five-year-old boy with mild autism who has no links to PSoS but is obsessed with the Police. Anthony is going to visit 50 police stations covering all the divisions in Police Scotland in July to raise money for the Scottish Police Benevolent Fund. Those present were asked to advertise this throughout the various divisions to try and drum up as much support as possible. All

money raised will go straight to the Benevolent Fund which was his charity of choice.

**SPF Annual Awards** - the Secretary informed those present that the next SPF Annual Awards ceremony will be held in Dynamic Earth, Edinburgh on Wednesday 27th November 2024. Entries for phase one have now closed. He went on to thank those present for spreading the word in relation to nominations. Officers being nominated must be part of the Voluntary Fund, the matter, if applicable must not be sub judicial and the nominated officer must know that they are being nominated so 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.

**SPF Communications SLWG** - North Area put a motion forward to improve communications with a view to setting up an App. The Short Life Working Group is no longer, as it was disbanded at the time of the motion being discharged last year.

SPF website requires to be updated as it is not particularly user friendly. The recommendation is for an App based website, providing the benefits of both a website and App in one package. Communications will potentially be addressed by a text messaging service which will have the ability to send large group messages with updates and links to the new website.

Consideration is being given to a Wellbeing App which may have the ability to have bolt on sections for SPF matters but will be separate from the new website and communications. Not all agree to this as there are already Wellbeing Apps elsewhere. A presentation in relation to the new website will be given at the next JCC.

**Deep Dive** - a deep dive has been carried out within C3 in the three respective areas in November 2023.

**A Short Life Working Group (SLWG)** had been set up with a view to implementing SPF recommendations. Bilston is relying on overtime to function. PSoS need to maintain a balance of Support Staff and Police Officers given that Support Staff can strike. It does not look like it will get better anytime soon, and officers are saying that PSoS seem to have forgotten about the M9 incident already and fear they will walk into another disaster. The SPF will liaise with the SLWG to see what recommendations they have taken on board.

**Correspondence** - There were no new items of note.

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

### EQUALITY

CASE TYPE	NUMBER
Equality (EQ)	1
Grievance	13
Ill Health (IH)	42
Ill Health Retirement (IHR)	17
Performance (UP)	2

The Deputy Secretary 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:

**Grievance** - members continue to be supported through the grievance process. There is still a lack of training and understanding of equality issues particularly connected with disability.

**Ill-Health Retirement** - there is an increasing number of officers on long term absence, and we continue to support these officers.

IH process timescales are on the increase, and officers assessed by the SMP (Selected Medical Practitioner) as unfit to carry out the role of a police officer yet, deemed not to be permanently disabled are finding themselves in a precarious position. They may be subject to ill health retention and not retirement, assessed for re-deployment or subject to the capability procedures which is the way the Force is heading rather than Ill Health Retirement.

**Unsatisfactory Performance (UP)** - there has been an increase in probationers requiring support measures due to performance/exam failures or unsatisfactory performance in general. This is partly due to increased pressure on probationers when back at division due to the lack of resources and experienced Tutors however, it is also recognised that there are ongoing problems with elements of recruitment. These officers can find themselves subject to improvement action plans or having their probation extended. The Deputy Secretary has submitted a FOI to PSoS in relation to the full extent of probationers leaving or being dismissed from the Service.

### 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:

**OST** - there has been a pause in training boosting the numbers for those out of card. The Vice-Chair raised his concerns with the ACC at the last East Health & Safety meeting, and again when he attended the national Health & Safety meeting. The first question PIRC will ask is if the officer was in card. Deploying officers out of card puts both the officers and the service at risk. But the service appears to be happy to take the risk! RDU are not releasing officers due to the OBL's dropping.

**Temporary OBL's** - there has been no further mention of temporary OBL's. The service is losing officers quicker than they can recruit them and, in some cases, vetting is not complete with prospective officers being asked to leave due to failing vetting within a few days of taking up their post. PSoS are struggling to recruit and maintain the numbers which is going to have a knock-on effect for several years.

**Driver Training** - ongoing with the service still not having provided written evidence regarding their standpoint. SPF stance has not changed, a full day is required to refresh response driving qualifications after 5 years.

There have been issues relating to area officers being deployed on Fast Roads. Those present were asked to let the Vice-Chair know if they hear of any officers being deployed on Fast Roads and the circumstances around their deployment. Especially if there are any concerns. Response vehicles are not adequately signed up nor do they have the additional lights required. Simply watching a MOODLE package is NOT enough to make an officer fully qualified to deal with Fast Roads. An officer experienced in Fast Road deployment should pass on the practical knowledge to inexperienced officers however, there are very few suitably trained experienced officers within divisions. This has been raised at National level however, Senior Management appear to be burying their heads in the sand.

**Surefire Earpieces** - this came about on the back of Op Moonbeam. West have been given their earpieces however the East have not therefore, ACC Mairs is pushing for these to be rolled out in the East as soon as possible. This has also been raised at the National Health & Safety meeting. PSU officers require to be trained to use these earpieces as they need to know if they can hear and take commands in scenarios such as the now traditional Moonbeam riot. The Vice-Chair has been informed these will be used during the autumn training however, he is concerned as training usually runs before and after the Fireworks night.

**Electric Vehicles** - concerns continue to be raised around the lack of information when attending electric vehicle fires and the storing of electric bikes. The Service appears to have finally started to acknowledge concerns raised by the SPF and this is now on the risk register. There is only one fire blanket in the East of Scotland which the Fire bridge have and once it is used it cannot be reused.

**RAAC** (Reinforced Autoclaved Aerated Concrete) - no further issues raised. The buildings identified are unlikely to open again.

## **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:

<b>CASE TYPE</b>	<b>NUMBER</b>
Criminal Cases – On Duty	<b>26</b> (Increase of 1)
Criminal Cases – Off Duty	<b>13</b> (Decrease of 4)
Conduct Cases – On Duty	<b>1</b> (Remained Same)
Conduct Cases – Off Duty	<b>10</b> (Increase of 1) (10 are sat at Gross Misconduct)
Suspended Officers	<b>18</b> (No Change)

The number of suspended officers in the East is still reflective of what is occurring in the North & West with officers suspended for an assortment of reasons. There has been no change in the way the service is dealing with certain types of behaviour, and it is clear they are still trying to enforce this message with what looks like a tactical use of suspensions and restrictions.

PSD are now notifying SPF of officers who are being suspended. This will ensure the officer is not left to go through the process alone. To date this practice is working well and those officers who have found themselves suspended have been grateful for our support on the day. It can be a very traumatic time, especially when it comes as a surprise to the officer. PSD appear to have a low bar in respect of the reason a suspension should take place which is something that the SPF are fighting.

Conduct Hearing and Meetings have now been scheduled up to the end of September 2024. The Chair reiterated that CAAPD (Criminal Allegations Against the Police Division) are a small team (approximately 6) for the whole of Scotland and are part of the Procurator Fiscals Service taking all Police allegations. When allegations are made against an officer, it is difficult for that officer to understand why it takes so long to get information back from CAAPD and understand the length of time to conclude.

## **7 DIVISIONAL UPDATES – “C”, “E”, “J” & “P”**

**“C” Division** - Chris Scott, Scott Noble and Liam Harman met with Senior Management.

Relevant questions were asked, and answers were given. Some topics discussed worthy of note were the Diary Car Trial; Demand versus OBL (Operational Base Levels) and paper update; staff movement; mobile devices;

Sat Navs in vehicles; Divisional Warrants Operation and Divisional Staff Turnover.

**“E” Division** - David Davison informed those present that a meeting had been held on 28 May 2024 along with the Senior Leadership Team. The division have a new Commander. There were no significant issues however undernoted are some topics worthy of note that had been discussed:

STO capability; the storing of seized electric bikes and scooters is a catch 22 in terms of response to increase in their illegal use and custodiers accepting and processing. Custodiers are currently reviewing protocols due Health & Safety implications in relation to the batteries catching fire; dash cams for response vehicles; non-front-line departments and mobile devices; lack of vehicles at Drylaw; Sergeants covering two stations at the same time at Drylaw and Corstorphine; re-introduction of Enquiry Officers (EO's); IT and Estate issues at Wester Hailes; no suitable OST venue within the Division and 2/2/2 shifts change and timescale for publication.

**“J” Division** - Fraser Muir attended the meeting with Senior Management. Items worthy of note had been annual leave; recent amendment stopping the practice of officers allowing colleagues to use individual days within their leave block; shift swaps (officers volunteering to cover a shift to allow time off requiring a mutual swap); 3rd Year Probationer Programme; Community Policing; Additional Roles and Responsibilities; Challenges with resourcing and OBL's not being met; Resourcing of events in Division and sentencing for police assaults and road policing issue and fast roads.

**“P” Division** - Gavin Alcorn informed that the last meeting had been cancelled and re-scheduled for 13 June 2024.

## **8 NEW BUSINESS**

The Secretary reminded those present that the EAC Quarterly Meetings are always held on the first Wednesday in March, June, September, and December going on to confirm that the next SPF Conference will be held between 24<sup>th</sup> and 27<sup>th</sup> March 2024. These meetings including conference are duty parades and the onus was on them as individuals, to ensure that SCOPE was updated accordingly.

## **9 ANY OTHER COMPETENT BUSINESS (AOCB)**

The Chair next invited James McLaren to give an overview of custody procedures within CJSD primarily touching on the Criminal Justice Act and custody issues such as care and welfare, handovers, and cross border arrests etc... Thereafter discussions ensued and, James answered questions from the floor.



## **10 CORRESPONDENCE RECEIVED**

None received.

## **11 DATE OF NEXT MEETING**

The next meeting of the East Area Committee is to be held at 1000 hours on **Wednesday 4 September 2024** within the McDonald Houston House Hotel, Uphall, EH52 6JS.

## **12 CLOSURE OF MEETING**

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

DAVID REID  
SECRETARY

JOHN TURLEY  
CHAIR