



SCOTTISH POLICE FEDERATION West Area Committee

Ref: GC/IG/LW/WAC2024

Minutes of the West Area Committee meeting held on 6 June 2024 at
1000 hours within the Glynhill Hotel, Renfrew.

1. ATTENDANCE AND OPENING -

West Area Committee (WAC) Office Bearers & Staff

Gordon Cumming – WAC Secretary
Iain Gray – WAC Chair
Adam Peppard – WAC Vice Chair
David Taylor – WAC Deputy Secretary
Jennie Macfarlane – WAC Deputy Secretary
Lynne Welsh – SPF Staff
Philip Maguire – SPF Staff

Guests

C.I. Kenny McGeogh, Police Scotland
P.I. Frank McManus, Police Scotland
Lynne Gray, AGS (Conduct)

WAC Representatives

Adam Potts
Anton Hughes
Brian Sexton
Christopher Thomson
Claire Walker
Colin MacRitchie
Colin Scott
Daniel Lunny
Darren Muir

Darren Munogee
David Leslie
Derek Scrimgeour
Edward Cairns
Euan Graham
Fiona Moore- McGrath
Fraser Donaldson
Gary Diver
Gary Mackie
Gavin Tuohy
Graeme Kerr
Gus Byers
George Allsopp
Heather Wallace
James Gunn
Jamie Macleod
Johnny Mullan
Julie Hayes
Kevin Anderson
Laura Stewart
Liam Butler
Lianne Kelly
Lyn Stewart
Megan Logan
Michael Mccaughey
Michael Scott
Pamela Mcfarlane
Paul Elliott
Richard North
Robert Bryce
Ross Preston
Sally Young
Scott Lisett
Stephanie Milligan
Stephen Gray
William Quinn

APOLOGIES -

Aaron Hicks
Alistair Wright
Andrew Davis
Brian Martin
Chris Hynds
Derek Scrimgeour

Jeff McFadyen
Joanne Hay
Karen Cameron
Mark Whyteside
Marketa Davidson
Stuart Gillies

OPENING OF MEETING

Standing orders were adopted for the duration of the meeting.

The Chair welcomed the members to the meeting and gave a special welcome to the guests, C.I. Kenny McGeogh and P.I. Frank McManus who were attending to provide a presentation on body worn video, and Lynne Gray, AGS (Conduct).

He also welcomed the newly elected WAC Representatives; P.I. Darren Muir from U Division, P.S. Brian Sexton from G Division (north) and PS Gary Mackie from Q Division.

All representatives were encouraged to take an active part in the meeting.

2. SEPARATE COMMITTEE MEETINGS

Separate committee meetings took place. The WAC Chair asked that a brief update from the meetings be provided at the WAC meeting.

Constables Committee

Matters discussed included -

Conditions in L Division
Estates
Motions

Sergeants Committee

Matters discussed included -

Response Sergeants covering other areas at short notice.

Inspectors Committee

On Call - Increase for Inspectors

3. MINUTES OF PREVIOUS MEETING & ACTIONS

The minutes of the previous meeting (March 2024) were proposed, seconded and approved as a true record.

Actions from previous meeting (March 2024)

1. C/F 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.

Update - Propose regular meetings & Local rep. from OSD welcome to come along. ONGOING

2. C/F Near Miss C/F

Issue near miss guidance for benefit of local reps.

Update - WAC Secretary circulated guidance for reps. on 5 June. It is hoped that JCC will issue official guidance. CLOSED

3. C/F Response Cars

Cars covering Motorway on Night shift in V Division. Vehicles not properly equipped.

Update - WAC Secretary reported that if on a dual carriageway/fast roads then two vehicles should attend, if this is not the case then a near miss should be submitted.

Roads Policing should secure the locus before others attend. Check guidance on this and circulate to WAC. ONGOING

4. SPF Basic Training

Other than newly elected reps (Jan 2024), advise Cara of any other West Representatives who have still to receive Basic training .

Details provided to Cara on 13/3/24. CLOSED

5. Request for guidance to the PNBS

Outstanding issue in relation to mileage claims and appropriate claims when public holiday lands within annual leave period. ONGOING

4. **LEGAL ADVICE AND ASSISTANCE**

Applications for Legal advice and assistance

The West area have submitted 22 files to legal since the last WAC Meeting, this does not include any applications submitted directly to Legal.

There are currently 427 live cases nationally.

5. **DIVISIONAL REPORTS**

Area 8 – L Division , Argyll and West Dunbartonshire

Reduction in numbers across L div from 2014 – 2024 - Figures show that there has been a significant reduction in frontline PCs and PS over the period.

Overall call demand may have fallen, but it would appear that Code 72 calls – (concern for person) have increased and such calls can be lengthy. Officers are also facing a reduced number of custody suites and longer processing procedures due to legislation changes and longer journeys to custody.

There appears to be a significant issue in rural areas as there is no resilience and no assistance close by. Officers are faced with lengthy journeys at times to backfill.

Area 9 – U Division, Ayrshire

With regards to issues in Ayrshire division. SPF reps have been approached by officers detailing the housing issues on the island. Estates are aware; however, no solution has been found since January. Housing solutions are still being sought.

Health and safety meeting highlighted water filtration systems being removed from all buildings as tap water deemed suitable. Irvine police office water runs brown, so this has raised concern.

Sergeants have been given inputs on pregnancy and maternity support which have been well received and increased the knowledge in the division.

The duty modification panels have raised concern. No real input to officers before being put forward, and no information provided to Federation representatives either. Any information going forward would be appreciated.

Health and safety checks of buildings will commence in June.

There has been several approaches to Reps in relation to the pay deal and hurt feelings claim.

A recent fire at a recycling centre, had raised a number of concerns in relation to health and safety which are being progressed.

Area 10 – V Division, Dumfries & Galloway

V Division Shift Pattern-

Work is ongoing with local Representatives and Senior Management Team to review officers in the Division working 3pm – 1 am backshifts. Other divisions work 2pm – midnight. It has been noted that other divisions appear to have a weekend crossover, with backshifts starting at 4pm. It is hoped this will potentially bring V Division into line with other Divisions and prevent weekday backshifts running on to 1 am.

Red Days

It was highlighted last year that V division had a disproportionately high number of red days, particularly over the festive period. This has been the subject of a review and the division has now agreed to remove a number of these red days.

Divisional Newsletter

A local divisional newsletter is being prepared to introduce the new reps and explain issues we are working on, this will also include any national SPF updates (pay deals etc.)

RDU

New staff in the RDU, resulted in a spike of issues with officers complaining they are not getting the relevant rest or OT rates. Representatives are trying to arrange a meeting to discuss issues and offer guidance as to how rules apply.

Area 11 - Q Division, Lanarkshire

Operation Quest – this is now closed.

Carrying forward annual leave –This is allowed in exceptional circumstances only, which is not exactly what the regulations state.

There are concerns regarding the reduced number of court officers.

CID officers have been told that they are not allowed to change one block of annual leave, they will have to change it all. This has been raised and a reply is awaited.

Area 12 - K Division, Renfrew and Inverclyde

A recent meeting was held between Representatives and SLT. Discussion took place around a number of items, with frontline policing being the focus.

Variations - The new Workforce agreement (WFA) was discussed and paragraph 1 of said agreement was highlighted *"This paper comprises a legally binding WFA for the purposes of REGS 41 And 23 of the WTR 1998 (as amended).*

There appears to be a difference of opinion regarding definition of exigency between SLT and SPF.

CPT - A new shift pattern is soon to go live but there is a delay in this to facilitate the upcoming general election - Go live date anticipated around the end of July 2024.

Apprentice police officers - Email circulating across the west regarding apprentice police officers and timescales regarding the submission of paperwork, some concerning messaging about the use of regulatory warnings.

The role of the Tutor Constable - The demand for tutor constables cannot be met in the division with some apprentice police officers advising they have worked with up to six different officers over a calendar month leaving them unsure as to who has responsibility in marking or assessing their portfolio. A new process in tutoring has not been passed to the tutor and no training is provided in relation to the completion of a myriad of documents and new processes.

Response policing - The 5 shift VSA pattern in the division sees a very low number of deployable officers daily across Inverclyde (KC) and a slightly better number across Renfrewshire (KA) (KB).

The continued refusal of rest days is leading to a risk of burnout and apathy within response.

There has been a recent loss of young officers to resignation citing personal safety as a reason for moving on.

Fleet – A significant number of vehicles are “off the road”.

Uniform - Issues with the new process which is inefficient and does not allow for officers requiring kit for various purposes (general duties, PO, Taser) which results in orders coming in small deliveries and often items refused as no option to select multiple roles.

Poor quality and fit of kit reported by several female officers. Overall, the available kit is of poor standard and does not last.

The WAC Secretary advised that any specific examples of uniform issues should be fed into Merrylee House

OST Pilot- Initial feedback appears somewhat positive however nothing has been discussed as to engagement with COPFS / CJSJ regarding disposals and pleading away of Police assaults.

Nothing formal to address officer concerns regarding the number of complaints and perceived lack of support from organisation and time in dealing with complaints.

6 monthly H& S office Inspections - All offices across the division have now been inspected with 50% of those not fit for purpose.

Area 13 & 16 – Greater Glasgow North and South

The main issues are Resourcing and events.

Resourcing – reliance and impact on cancelled rest days within the Division is an issue which has been made worse by the event resourcing flow chart.

Events- Difficulties in covering the large number of events in the area over the summer period. This has been raised at the Ops. Planning meeting.

Area 14 – OSD

- RP
Issues surrounding RP drivers and Police driver legislation. Current work ongoing to clarify how non advanced drivers stand in respect of the law and what, if any protections they have.

Issue of marked EV's being used by RP for some duties despite them being unsuitable. Dispute with Fleet at present who claim they are suitable. Issue is being looked at by SPF Vice Chair, Brian Jones who has been approached for assistance.

Mortuary procedures. Following RTA's, Officers in some NHS areas are having to carry out procedures that mortuary staff refuse to do in regard to preparing deceased for identification. The matter has been presented to RP SMT and the force Health & Safety. There is no specific Risk assessment for this task and no suitable PPE is being supplied.

Almost all training in west suspended in July due to the Golf, causing concern for officers who were scheduled for same. This has caused welfare issues for some who had made arrangements around the training dates, which now needs to be changed.

- Dog Branch

Pollok Park is neither safe or suitable for dogs and members. SMT are aware and are pursuing alternative accommodation. OSD was looked at and discounted. There is no firm plan for even short-term use. SPF Health & Safety inspection is scheduled.

Officers still have concerns over dangerous dog tactics. New equipment is being looked at

Support Unit

Only local matters. Nothing for WAC.

Firearms

Only local matters. Nothing for WAC

- CJSD

Reform and changes still being progressed in Case Management and Custody. Significant impact on resourcing due to Summary Case Management. Procurator Fiscal (PF) anticipating significant resource implications to occur because of the introduction of Body worn video (BWV).

CJSD PI's being rostered for weekend working on days previous showing as days off. This is to cover Duty PI role. Issue raised with WAC Chair. Possibly being changed in near future but nothing confirmed.

- C3

Lack of resources, control of divisions frequently being bounced between other ACR's all creating significant risk. Historic Travel expenses claims issues remain unresolved.

General queries regarding pay claim.

Duty Modification panels

There was brief discussion regarding Duty modification panels in relation to officers on modified duties being advised of alternative posts. This information has been delivered at short notice with little guidance provided and no feedback. Communication has been extremely poor.

ACTION

WAC Secretary/Chair to raise the communication issues with Mark Sutherland and report back at next meeting.

Area 15 – SCD

A range of issues and ongoing cases have been dealt with by the 6 SCD SPF Divisional Reps since the previous WAC. Points of note as follows;

SPF Training - All remaining SCD SPF Reps have now completed Basic Training which was beneficial and appreciated, two attendees also undertook EDI Active Bystander training.

Discretion to Extend Pay – Two members were assisted by a SPF Representative at an ACC Chaired meeting re above. Whilst ultimately fair and reasonable, members were very concerned given the potential ramifications, perhaps consideration of greater reassurance from ACCs office needs fed back.

Rest Day working

Open Golf & Royal Troon

Member who currently works Monday – Friday and would in effect be working a 6 day week, Clarification provided by the WAC Chair; Rest day to be returned to member at some point between Monday – Friday.

Vigilant House – Work nearing completion with IT currently being installed.
Aug/Sep entry.

6. **P.O.D.G.**

The Chair updated the committee.

The PODG met on 17/05/2024.

ACC Johnston was the only senior police officer in attendance.

Discussion took place around stop search and the creeping back in of potential KPIs. ACC Johnstone assured the meeting that this was about compliance and not KPIs.

A discussion took place around local “people boards” and local rules being implemented. Of note, the new West modified duty panel had taken place and appears to be a success. SPF west have not been approached by anyone as a result of the panel.

The new event resourcing flowchart was discussed. This has been implemented with no meaningful consultation.

ACC Johnston indicated that he would be looking for an impact assessment to be done to see how it has affected officers.

7. **FINANCE STANDING COMMITTEE**

The Chair provided an update on the last meeting which took place on 26 March 2024.

Progress has been made in reducing some legal costs due to some good work and scrutiny done by the SPF Deputy General Secretary.
Property costs are up but not overly concerning, given the overall costs pressures.

SPF training costs were significantly reduced this year due to most member having already been trained; this will change in this financial year due to training pressures.

A discussion took place around 1919 magazine and its costs/review.

A discussion took place regarding the payment of a charitable donation. This was resolved and the WAC wishes have now been fulfilled.

In relation to the 1919 magazine, one member asked if articles from the 1919 magazine could be copied and circulated through a Divisional Newsletter.

ACTION – Check if this can be done and report back to WAC.

Body worn video presentation.

CI Kenny McGeogh and PI Frank McManus provided a presentation on body worn video and answered questions from the members. During this session it was clarified there would be no requirement /expectation for officers to ever have to take their BMV home.

The proposed timescale for roll out is now 2026.

8. EFFICIENCY COMMITTEE -LEGISLATION, REGULATION AND OPERATIONAL DUTIES

The WAC Secretary update the members.

The last meeting was held on 15 May 2024. Matters discussed included the following -

Remote and Rural

Housing meetings continue. Seeking advice on the legality of particular occupancy contracts. Benefit In Kind tax obligation due by officers in police housing from 1 April 2024, though won't be collected by HMRC until 2025.

Officers have still not been given their individual BIK obligations. Proposed occupancy charges due to be circulated in July 2025 with payments to commence in September 2025.

Probationer Training

New intakes of probationers will for the first week of their service attend their local Divisional training before Tulliallan for 13 weeks.

At this time there are 960 new recruits planned for the year with 192 coming in the next intake in May 2024. Further intakes in July, September and November.

Working Practices Review Board (WPRB)

SPF have pushed back against the Service trying to roster Rest Days outwith the 91 days' notice and stating that officers will be given specific hours back for the cancelled date. SPF have a further meeting with Executive where the WFA will be pushed to confirm that Rest Days should be recorded for a further 9 months in advance, not just 91 days, and officers that have a Rest Day cancelled will get a full Rest Day back – not specific hours on a day. SPF have not agreed with Service trying to use the reversion of court duty days as an exigency.

9. **CONDUCT & EQUALITY COMMITTEE**

The last West Conduct & Equality committee meeting was held on 15 April 2024. The minutes have still to be circulated.

Conduct

The WAC Deputy Secretary updated members of the current conduct case figures for the West, there has been a recent increase in figures resulting in a heavier workload.

Thanks were extended to all Representatives who were currently supporting members going through the conduct process, especially those dealing with suspended officers. Any Representatives requiring advice or assistance with this should contact Merrylee House

References – There is still no firm policy from the force in regard to this, SPF will continue to give the best advice we can for officers who face gross misconduct and are considering resignation.

The next meeting of the committee will be held on 10 July and invitations will be sent out within the next few days.

Equality

The WAC Deputy Secretary provided an update.

The last West Conduct & Equality Standing Committee sat on 15th April 2024. Minutes have still to be circulated from this and a future date will be confirmed in due course.

The last National Conduct & Equality Standing Committee sat on 2nd May 2024.

The WAC Deputy Secretary provided an update on the current west Equality case files.

The People & Equality portfolio continues to have a high turnover of cases covering a wide range of matters and some of the key matters since last WAC are detailed below:

Equality – Cases mostly relate to discrimination or Flexible Working applications. Representatives were asked to be mindful of the time bar that is applied to lodging of discrimination cases with Employment Tribunals (3 months minus a day).

Grievance - Main trends in grievances continue to be allegations of treatment / bullying from line managers.

Grievance Consultation ongoing re the new process – Trade Unions objected to plans for Implementation. Planning Work to commence pending JNCC approval for the new Grievance procedure & policy due to significant concerns they had and objections they would be raising.

Ill Health / Ill-Health Retiral / Injury On Duty Awards

For any members being supported, please be conscious of the half pay date which might be different from the officers belief. Line Managers should be able to provide any half pay / nil pay dates from the member's absence record on SCOPE.

The timescales for the IHR process have improved. However, there has been a slight increase in the number of reviews and appeals which can create significant additional work for Reps and pressure on the service also. If any member has an appointment with a SMP for the IHR process, please advise as soon as possible so support options for this can be considered.

Concerns regards the accuracy and quality of some SMP reports have also been highlighted to the Service following feedback from members involved in this process.

The new contract launched with Optima on 1st April, we are aware of some recent issues which have been fed back to the Service.

Work has also progressed within the service in relation to the posting's panels for modified officers. The first panel took place a few weeks ago to look at alternative postings for officers with reasonable adjustments within the service. Work is ongoing to monitor the progress of this.

10. **HEALTH AND SAFETY**

The WAC Vice Chair provided an update.

The West Health & Safety Board met on 10th May 2024.

There has been an increase of 221 SCoPE incidents reported in the West Command area for Q4 2023/2024 compared to the previous year's Q4 period, from 763 to 984. Of this rise 731 were assaults with a further 124 assaults during the arrest.

As we move into Q1 of 2024/25, it has been confirmed that assaults regardless of whether contact occurs will now be classed as incidents and no longer as accidents or near miss. It is hoped this will allow for a clearer distinction between health and safety related accidents, near misses instead of those with criminal intent (assaults).

Location wise for assaults has again seen an increase in public places, Police premises and NHS premises.

The reporting rate for assaults is the comparison between crime systems and SCOPE, while this will never display exactly the same figures it does allow an indication that these are being reported correctly.

There has been 22 RIDDORS in 2023/24 which is double that of the preceding year, in which there were 11. (Reporting of Injuries, Diseases and Dangerous Occurrences Regulations).

OST

The new training manual that was hoped to be shared by May 2024 prior to the new recruits starting has not been shared for full consultation.

Beards

No further developments, the Uniform and Appearance Standards SOP which was out for consultation has been returned to PSoS with the observations/comments of the SPF.

Fire Safety

Figures for officers having completed this training remains low compared to what it should be with some divisions having better rates of completions than others.

Risk Register

Surefire earpieces are still not completely rolled out with each division having varying rates of completion.

The WAC Vice Chair during the West H&S meeting highlighted that G division had in a recent operational order included details ensuring all officers were aware of the surefire earpiece and should be trained and have these in their possession.

Accident investigations

There have been several new Accident investigations commenced since the last WAC.

Office Inspections

These are now underway in most divisions; they are vitally important and especially at the moment with the proposed closure of offices across the service.

Any representative interested in being involved, should contact the Vice Chair. This can be facilitated by initially shadowing until content to take undertake the visit on their own.

Lynne Gray, SPF Conduct Secretary & Chair of the Scottish Police Benevolent Fund, (SPBF) provided a brief input on the Benevolent Fund Committee.

Lynne advised that there are currently a few vacancies on the SPBF Committee for west representatives –

2 x PC vacancies

2 x PS vacancies

1 x PI vacancy

She asked that anyone interested in any of the above vacancies, get in touch with her and she will provide more information on the work that the Fund do and what is involved for Representatives. All information in regards the Benevolent Fund is strictly confidential.

11. **JOINT CENTRAL COMMITTEE**

The WAC Secretary provided an update.

The last meeting of the JCC took place on 23 April 2024. Guest speakers attended on day one and day two. On day one, there was a presentation on the PSoS Performance and Accountability Framework, which should be the basis of the Force Control Strategy dealing with assessment of Threat, Risk, Harm and Performance. However, generally this was not well received at the JCC.

Finance Standing Committee –

Production is underway for new SPF video. The working title of the film is "Relentless".

Voluntary fund contributions are down due to a decrease in the number of officers.

Expenditure has been reduced, this includes a reduction in estates costs, meeting costs and training costs.

North Area Committee (NAC) to consider estates provision in the North – in Tayside and Inverness and feedback to the General Secretary. The December NAC Meeting will be held in a hotel.

PNB(S)

A copy of the PNB(S) guide has been circulated to the Committee. This explains how the PNB(S) works.

The PNB Technical Working Group has met twice since the last JCC.

The PNB Technical Working Group is still dealing with a number of outstanding issues previously documented by circular.

Discussion in April JCC around the 24/25 pay claim and looking at the average inflation rate over the last year as a basis for claim.

Pensions

JCC had an input from PSoS pensions expert, Sharon Daly.

GAD – life expectancy has gone down - so commutation increases. However, this could go the other way in the future.

Members receive a statement from the SPPA with their projected figures for the remedy at retirement (RSS – Remedy Statement). Due to be out in August this year (but unlikely to be ready). Statutory requirement to be out before March 2025.

Contingent Calculator – if an officer came out of the 87 Scheme as a result of the remedy, they can request to back in and pay contributions for that remedy period.

SPPA contact number for Police Enquiries – 01896 893000.

SPF Training

New Rep Basic Training - May

Mental Health First Aid Training by Lifelines for all Reps.

Positive Bystander Training – 7 / 8 May

PIP Refresher Training.

Equality / Conduct / H&S Training to be scheduled through the year.

EuroCOP & ICPRA

EuroCOP recently held 2023 in Malta

ICPRA – in June 2024 in Portugal.

Police Related Charities

PTC uptake is increasing – there is currently a 4-week waiting list for both physical and psychological treatment. New wing now open which has been sponsored by the SPF. PSoS now signing up to the 2-week complex PTSD treatment course that E&W already support but being held in Harrogate.

Police Children’s Charity – Members were reminded that children of those officers going through ill health retirement can benefit from this, also officers that suffer the death of a spouse.

Travelling JCC – August 2024

SPF are looking for one Representative per division to attend as an observer at the JCC meeting. This would have to be done in the members own time. Anyone interested should contact Merrylee House for further details.

12. **JCC CIRCULARS**

The following JCC Circulars have been issued since the last WAC Meeting –

04/04/2024 JCC Circular 03/2024 - Member update – Pay and PNBS
10/05/2024 JCC Circular 04/2024 – PNBS – staff side pay claims 2024/25.

The WAC Chair opened up discussion on the pay claim.

13 **CONSULTATIONS**

Shift Consultations

- Armed policing 2x2x2 shift consultation.
- Helensburgh CP
- Isle of Bute Sgts
- PPCW
- OCTU - CT Investigations West

14. MOTIONS

Motions – June 2024 WAC Meeting

The rules were explained to members of the WAC .

The members were advised that the Proposer of each motion will have ten minutes to speak on the motion and the seconder will have 5 minutes to speak on the motion. Anyone else on the committee wishing to speak will have 5 minutes to do so.

Motion 1

1. That this Area Committee asks the JCC to seek a change to conditions of service to provide for the re-payment of additional childcare expenses where these have been incurred as a result of changes to the published duty roster (advancement of start time/court/events etc).

Explanatory note

At present most officers with children will have arranged childcare in advance taking into consideration their published duty roster. Changes to childcare to facilitate the force should not be paid for by officers.

COPFS currently pay expenses/allowance for members of the public who incur childcare costs.

In England the CPS compensate members of the public with a flat rate of £67 per day.

Sec 5.10 of the PNB Website lists a possible solution but this has not been exercised favourably when presented in the past. It is left to divisional discretion and refused.

Proposer – Iain Gray
Secunder – Jennie Macfarlane

This motion was passed.

Motion 2

2. That this WAC ask the JCC to pursue changes to Excessive Rest Day Disruption Allowance so that “fourth” becomes “third” and “42” becomes “31”.

Explanatory Note

PNB Circular 2018/3 outlines an agreement between staff side and official side in relation to the introduction of the above allowance. The service agreed to this as a commitment to welfare and reducing the number of days officers rest days were disrupted. If the service is committed to welfare and not defaulting to using rest day as a means to resource events and is also committed to employing a better system in courts, there should not be a cost to this change.

Proposer – Iain Gray
Secunder – Eddie Cairns

An amendment was proposed to this motion by Jennie Macfarlane. David Taylor spoke on this motion.

If the amendment is passed, then the amended motion will become the motion. All were in favour of an amendment. The amended motion will read as follows;

“ That this WAC ask the JCC to pursue changes to Excessive Rest Day Disruption Allowance so that “fourth” becomes “third”.

Proposer - Jennie Macfarlane
Secunder – David Taylor

The amended motion was passed.

Motion 3 - Motion For Conference

That this Conference calls on the Chief Constable to ensure that all frontline uniformed officers (including probationers) have access to Taser.

Explanatory Note

The chief constable, being laser focused on frontline policing needs to address the issue of officer safety. We cannot rely on “wrap around” care and extra provision for psychological support in the aftermath of traumatic incidents, it would be far better to provide officers with the equipment to deal with incidents effectively. Whilst Taser is not the answer for knife/edge weapon calls, it would provide a valuable tool to help prevent injury to officers. Now is the time to do more to address the root cause to prevent injury as opposed to treating the injury.

Proposer – Iain Gray
Secunder – Eddie Cairns

Colin MacRitchie proposed an amendment to this motion. Jennie Macfarlane seconded the amendment.

The amended motion would read –

“That this Conference calls on the Chief Constable to ensure that all operational officers (including probationers) have access to Taser”.

Iain Gray spoke on the amendment to the motion and asked that the amendment be rejected, and the original motion put forward.

A vote took place and the amendment to the motion was defeated. Referred back to the original motion.

A further amendment was proposed –

Michael Scott proposed an amendment to the motion.
Michael McCaughey seconded the amendment.

Amendment - Remove “including probationers” and insert “that have concluded their probation period”

The amended motion would read -

“That this Conference calls on the Chief Constable to ensure that all operational officers that have concluded their probation period, have access to Taser”.

This amendment was defeated and referred back to the original motion.

The original motion was PASSED.

Motion 4 – Motion For Conference

“That this conference calls on the Chief constable to review the deployment model for authorising ARVs to serious incidents where there is a potential threat to life”.

Explanatory note

The Chief Constable has a legal and moral obligation to protect police officers. Time and time again we are continually hearing of officers being sent to “have a look” to see if someone has an edged weapon. The front line feels like they are cannon fodder with little care or attention being given to their safety. It is time to review the model to see if it is fit for purpose.

Proposer – Iain Gray
Secunder – Eddie Cairns

This motion was PASSED

15. **CORRESPONDENCE**

There were no items of correspondence

15. **COMPETENT BUSINESS**

The following items of competent business were discussed -

Plan to carry out some awareness inputs possibly via Teams at Merrylee House. This will cover grievance, near miss, health & safety, overtime and allowances. Invites will be sent out in due course.

General Election - The WAC Chair advised Representatives to contact MH if they require any advice on lobbying.

Bravery Awards – Members were advised that there was still time for new nominations to be submitted.

16. **CLOSE OF MEETING**

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

Iain Gray
Chair

Gordon Cumming
Secretary