



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 4 June 2025 within the Houston House Hotel, Uphall Livingston, EH54 6JS

1. OPENING OF THE MEETING

The Vice Chair advised that an apology had been tendered from the Chair, John Turley due to sickness and he wished him a speedy recovery prior to welcoming all those in attendance to the Second Quarterly Meeting of the East Area Committee for 2025.

He stated that whilst it had felt like an eternity, he hoped everyone who had attended the SPF Conference had been able to take something positive away from it.

The Vice 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 him allowing everyone who wished to speak the opportunity to do so.

A warm welcome was given to Quentin Russell on his return as a Federation Representative after approximately 10 years, the Vice Chair said it was great to have Quentin back on board encouraging him to actively participate in discussions moving forward.

Those present were informed that there was a busy agenda ahead, David Kennedy, General Secretary of the Scottish Police Federation would be giving an input on the Fraser of Allander Report and thereafter, ACC Mairs would be attending for a question-and-answer session.

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

The Adoption of Standing Orders and Rules of Procedure were formerly adopted for the duration of the meeting.

2. ATTENDANCE

Inspector Liam Harman	C - Forth Valley
Inspector James McLaren	C - Forth Valley
Sergeant Billy McFarland	C - Forth Valley
Sergeant Heather MacIntyre	C - Forth Valley
Constable Graeme Boyle	C - Forth Valley
Inspector Marc Copland	E - Division
Inspector Quenten Russell	E - Division
Inspector Richard Cockbain	E - Division
Sergeant Christopher Richardson	E - Division
Sergeant Michael Dixon	E - Division
Constable David Davison	E - Division
Constable Brandon McKendrick	E - Division
Constable Sarah Nimmo	E - Division
Inspector David Hughes	J - The Lothian's & Scottish Borders
Inspector David MacMillan	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
Constable Lucy Langford	J - The Lothian's & Scottish Borders
Inspector Samantha Davidson	P - Fife
Sergeant Craig Menzies	P - Fife
Sergeant Martyn Reidie	P - Fife
Constable Anthony Clark	P - Fife
Constable Ben Pacholek	P - Fife
Ricky Wood	Vice-Chair
Davie Reid	Secretary
Lyn Redwood	Deputy Secretary
Deborah Kennedy	SPF Staff

3. APOLOGIES

Apologies were received from John Turley, Jim Bayne, Laura Gray, Michael Harte, Jim McGuinness, Gavin Alcorn, Christopher Scott, Ashliegh Archer, Mike Smith, Perri Hyslop, Ross Drummond, James Gowling and Craig Stephen.

4. MINUTES OF PREVIOUS MEETING

The minutes of the preceding meeting held on Wednesday 5 March 2025 had previously been disseminated to the Committee via TEAMS. The minutes were agreed and thereafter recorded as a true reflection of the meeting. (Proposer David Hughes and seconder Heather MacIntyre).

David Kennedy, General Secretary, gave an in-depth update to those present on who Fraser and Allander were and the Fraser of Allander Report.

The Vice Chair thanked the General Secretary for a highly informative update and once again for attending our EAC Quarterly Meeting, providing updates and answering questions put to him.

The Vice Chair addressed ACC Tim Mairs and thereafter a question-and-answer session commenced. The Vice Chair thanked ACC Mairs for taking the time to attend the meeting and answer the questions put to him so frankly.

5. RANK SEPARATES

The Committee broke to discuss rank specific issues:

Constables - Ben Pacholek informed that topics discussed had included previous issues regarding Level 4 Observations; Conference; update for JCC separates around probation and retention along with organising a new EAC Constables Secretary due to the resignation of Ashliegh Archer as an EAC Representative.

Sergeants - David Reid informed that the main topics discussed had been PSoS's method of calculating pay for Sergeants performing A/PI duties. The daily rate is used as opposed to the hourly rate which, would be better for the officer financially. The matter is now progressing to the PNB(S) Technical Working Group. Public Holiday and Rest Day calculations for Sergeants acting up is correct from the Service however, discussions will take place regarding this as it neither benefits officers or the Service; pros and cons of panel interview at Conference; recruitment; where we can go as a committee and bridging gaps between top rank of Sergeants and bottom rank of Inspectors pay.

Inspectors - James McLaren informed that Davie Hughes had been elected as JCC Inspector Representative due to the retirement of Neill Whiteside. Conference was discussed along with flexitime. Flexitime data has been requested from the service, PSoS have provided a SCoPE report which only shows how many times an Inspector has claimed flexitime and does not give the full picture. The flexitime issue will be taken to the PNB(s) Technical Working Group. Concerns were raised regarding officers conducting the role of a higher rank without training or payment.

6. MATTERS ARISING

(a) JOINT CENTRAL COMMITTEE (JCC) - UPDATE

The Secretary provided an update following the Joint Central Committee Meetings held on 6th and 7th May 2025 at SPF Offices, Woodside Place, Glasgow.

The key points worthy of note had been circulated via TEAMS to the Committee who acknowledged their receipt and understanding.

Action Log - outstanding actions from the last JCC were summarised and reported on.

Legal Advice and Assistance - an overview of the number of legal cases ongoing within areas was given to those present. Since the last JCC meeting in February 2025, 81 applications for Legal Assistance had been received, 4 of which had been rejected. Examples of reasons for declining an application may include an officer already using another solicitor privately prior to applying for legal funding or the matter being time barred.

Allard - this is in respect of recall payments for CHIS Handlers and has been ongoing since 2015. The adjustment deadline was 16 May 2025, and it looks promising for an agreement to be reached for all outstanding claimants.

Sheku Bayoh Public Inquiry - there is optimism that things will start moving forward soon.

Hurt Feelings - case remains sisted until June 2025. The delay is out with the control of the SPF or Thompsons Solicitors. Correspondence continues to be received on a weekly basis from officers seeking updates. Police Federation of England and Wales lodged their case first and this is currently with a court in Manchester sisted until the backlog is cleared. (SPF is in the queue behind E&W). Once further information becomes available, an internal circular will be sent to EAC Reps.

Appeals - no legal appeals were heard.

Police Negotiating Board Scotland (PNBS) - the last meeting was held on 2nd May 2025. The next meeting is due to take place on 30 September 2025. The General Secretary had provided the undernoted update.

Pay - it was made known on 2nd May that false promises of more money coming would not be tolerated this year again. An offer is not expected any time soon and pay restoration will not be looked at until the second part of the Fraser of Allander Report is received. The Official Side are aware they cannot

put this off forever. Circulars will be sent out when there is something to report on.

The Fraser of Allander Institute Stage 1 Report was released on 8th May 2025 clearly showing police funding much lower than it should be. Pay level check and indexation show that police officers, who are not part of the public sector pay policy, are underpaid compared to other public sector workers.

Stage 2 of the Fraser Allander Report being the main part is what SPF will look to in future negotiations. It covers a police officer's inability to take industrial action detailing limitations, curtailments and health risks and it is hoped to be completed by the end of 2025. PNB(S) would have to agree with the report therefore there is no guarantee it will become a reality. We are below inflation however the Scottish Government have burst their public sector pay policy by offering the NHS their 2 years pay deal!

The Secretary informed that consideration of SPF to claim all 15 minutes of work (back claims) is still with Counsel and may be used this year if the withdrawal of good is looked at once more.

Since the last EAC Quarterly meeting in March a pay claim had been submitted of 4.5% increase to all pay points for all ranks from the 1 April 2025. With all appropriate allowances to increase in line with the undernoted:

1. Maternity/Paternity claim for 26 weeks full pay with the option to take weeks 21 – 31 at half pay plus half the value of the SMP.
2. Inspecting ranks to be paid for Public Holidays.
3. Extension of current overnight allowance provisions to operational international deployments from 1 April 2025.
4. All mileage rates to align to HMRC rates resulting in removal of 36.9p mileage rates from 1 April 2025 including electric vehicles.
5. As of 1 April 2026, Constables pay points 4, 6, 7 and 10 to be removed.
6. As of 1 April 2026, Inspector pay scale have the 2nd Pay Scale removed.
7. Increase on-call payments to £60 from 1 April 2025. For any period of on-call beyond 7 days, in any rolling 6-week period, on-call payments will double to £120.
8. Fully agreed entitlement to mileage travelled on a rest day with less than 18 days' notice and all outstanding claims backdated.
9. Increase in annual leave entitlement up to 48 hours in line with Chief Officer.

The Secretary asked what the consensus was amongst the membership and the mention of an increase in annual leave was received positively by most.

Pensions - the Scheme Advisory Board (SAB) last met on 1 April 2025 with the next meeting to be held on 14th October 2025. David Kennedy, General Secretary, will be in attendance.

The Scottish Police Pensions Board last met on 5th April 2025 with the next meeting due to be held on 17th September 2025. Vice-Chair Brian Jones and Deputy General Secretary, Lorna Robertson represent the SPF on this forum.

The Scottish Police Pensions Authority (SPPA) have acknowledged that they had failed to meet the Remedial Service Statement requirements and have reported themselves to their regulator, the Scottish Government! Some Retired Officers, having had the need to complain, have been less than polite when voicing their frustrations to them and the SPPA are not happy with this. SPF continue to voice our concerns and address individual cases with them when errors have been made. All communications regarding pensions must come from the SPPA and the remedy is at the top of their risk register and, there have been issues with HMRC giving advice to those with tax implications!

Contingent Decision - no change since the previous update. Scheme Advisory Board is looking at the regulations. They are struggling to address remedy issues due to legal matters and this in turn is causing problems in allowing officers to re-join.

The SPPA has asked for a reduction in the number of pension meetings from four to two a year, however SPF are not content with this for the best governance of the scheme. The SPF had not been consulted instead they chose to go direct to the Scottish Government in relation to this.

Some members have been reporting issues with the online calculator. There appears to be two calculators, however, to get the correct figures, it is the **SPPA Remedy Calculator** that members should use.

Dedicated SPPA Police Pension enquiry number - 01896 892000 (Option3).

Scottish Police Consultative Forum (SPCF) - the last meeting was held on 18th February 2025 with the next due to take place on 27th May 2025.

Scottish Police Authority (SPA) - the last SPA Board Meeting was held on 20th February 2025 with the next meeting due to take place on 22nd May 2025. PSoS are facing an £11 million deficit due to the changes in how employers must now pay National Insurance. The work force 'blend' has dropped from 24'000 staff & Police Officers to 22'500 with the top line for officers being 16'500. PSoS are waiting on guidance from the National Chief Police Council with regards the recent Supreme Court ruling about what is a biological male and female.

They are aware that 25% of the work force will be eligible to retire in the next

four years however, there does not appear to be any plans to address this, should the vast numbers continue to leave the service!

People Committee - met on 3rd March 2025 with the next meeting taking place on 3rd April 2025.

SPA Health and Safety Dashboard is available to view online on the SPA website www.spa.police.uk This dashboard covers employees, hiring, leavers, availability, training, and wellbeing. It gives an at a glance figure for that quarter. (This was loaded on TEAMS for representatives prior to the meeting).

Driver Training remains an issue. On the creation of PSoS there were sixty-seven driving instructors however, in 2020 the figure fell to twenty-three and whilst the numbers have increased slightly, there are nowhere near enough instructors to insure everyone is suitably trained. PSoS have contacted the Scottish Government to try and get an exemption for training to go in through the back door to avoid their responsibilities!

Resources Committee - met on 13th February 2025, 13th March 2025 and again on 19th May 2025. Budgets and pay were the main discussion points. The underspend in February funded the pay award. SPA is conducting a Deep Dive into legal settlements due to them being a major cost to the Service. PSoS appear to be taking a harder stance in relation to officers taking them to Employment Tribunals, previously they had been inclined to pay out for Hurt Feelings which, as an East Area we felt sent the wrong message to Line Managers who had been found of having done no wrong from the Grievance after being guided by HR when having to manage a difficult staff situation. Thereafter the officer going on to receive several thousand pounds from PSoS.

Police Scotland are looking to modernize the Work Force and Recruitment by recruiting more police staff (without warranting powers), and not Police Officers.

Joint Negotiating Consultative Committee (JNCC) - last met on 6 March 2025 with the next meeting to be held on 6th June 2025. Items reported on at the last meeting had been uploaded to TEAMS prior to the meeting.

Finance Standing Committee (FSC) - last meeting was held on 25 April 2025.

The General Secretary gave a presentation on the current state of the SPF income and expenditure. A slight increase in the total expenditure in the Members Benefit Trust due to having less income (less members) and the making of the Relentless video.

A half day conference will be held in February 2026 prior to the Scottish Government Elections.

Conduct & Equality Standing Committee (C&E SC) - last held on 30th April 2025. National figures for the current live criminal and misconduct cases including a breakdown of those for the East Area were provided. Officers under Performance Regulations are mainly probationers. Probationers who do not pass fitness, exams or OST will now not be allowed to pass out or go to their allocated division with some having to re-sit the full 12-week course.

The Police (Ethics, Conduct & Scrutiny) (Scotland) Bill has now passed, and its publication is awaited to see exactly what this will mean for officers regarding vetting.

Efficiency Standing Committee - met on 30th April 2025. Matters discussed had been the number of level 4 Constant Observations being conducted in Custody, especially in the West.

In relation to Events and Rostering, the Deputy General Secretary informed at the Working Practices Review Board that C3 continue to breach the Work Force Agreement by using “exigency” when there is no exigency!

A network upgrade is to be conducted at Bilston Glen Control Room from 0700 hours on 24th - 0700 hours on 26th June. Talk Groups will move to other control rooms with all staff and officers relocated for the 48 hours period. This is to allow Virgin Media who are conducting the work full access.

Armed Police Monitoring Group - updated that there were issues with ARV in the North. Officers in East are more likely to be deployed in ARV however, in the West officers are more likely to be deployed if they are a STO.

Public Ordering Monitoring Group - updated that PSoS have extended period for officers to be recertified. Some officers are looking to move away from this specialism. New carriers are being ordered which should help for Op Moonbeam however, still an issue with the side windows that were targeted last year. Operation Supports Units technique of dealing with dangerous dogs appears to be working well.

Health, Safety and Welfare Standing Committee - last meeting had been held on 1 May 2025. The Vice Chair provided an update.

The Vice-Chair asked those present to ensure that they read up on the PSoS document in relation to how to deal with electric vehicles, as PSoS inform that all officers should now be fully aware of how to deal with electric vehicles should there be an incident. If not, to source a copy and read it as it is highly informative.

JCC Circulars- the following JCC Circulars had been issued since the last meeting and were noted:

14.02.25	02/2025	Pay Update 2024/25 – Arbitration Decision
24.02.25	03/2025	Pay Update – Information
28.02.25	04/2025	PNBS Circular 2025/01 – Federated Ranks Pay PNBS Circular 2025/02 – Superintending Ranks PNBS Circular 2025/03 – Senior Officers Pay PNBS Circular 2025/04 – Allowances
01.04.25	05/2025	Force Mobilisation Model
01.04.25	06/2025	Staff Side Pay Claim 2025/26
03.04.25	07/2025	Agreement on Family Friendly Provision

Police Service of Scotland Reform - Body Worn Video (BWV) has now been rolled out in “D” Division however, there have been issues with the transfer of data. Procurator Fiscal want a clip of actual incident and not the full clip. Whilst there have been teething issues, there have also been positive examples of how the footage given has helped in certain scenarios.

Discussions took place around mental health. Whilst work is ongoing, officers on the ground appear not to be seeing the benefits just yet. The sheer volume means many cases continue to be allocated and resourced even though calls are being diverted.

SOPs/Consultations - David Reid thanked those representatives who had assisted with the undernoted SOPs/Consultations since the last quarterly meeting as feedback to the Force is a particularly important part of the SPF’s work.

06.02.25	Leavers Procedure v7.00 & EqHRIA
13.02.25	Attendance Management v8.02 & EqHRIA
13.02.25	Bail Processes NG v3.05
20.02.25	National Online Child Abuse Prevention (NOCAP) Investigation Toolkit
21.02.25	Presumptive Testing National Guidance V0.10 & EqHRIA v0.1
26.02.25	Proactive Investigations NG v0.11 & EqHRIA
27.02.25	Counterfeit Currency SOP, Version 4.03 & EqHRIA v4.06
07.03.25	Armed Policing Training SOP v5.08 & EqHRIA v 5.06
19.03.25	Care and Welfare of Persons in Police Custody, Version 19.04 & EqHRIA v19.04
25.03.25	IHR & Injury on Duty (Officers)
25.03.25	Crime Investigation v12.47 & EqHRIA
31.03.25	Independent Custody Visiting NG v3.06
03.04.25	Appropriate Adults SOP v7.10 & EqHRIA
09.04.25	Disclosure of Evidence in Criminal Procedures NG & EqHRIA
10.04.25	SID Headers and Indicators National Guidance & EqHRIA v27.02
17.04.25	DESC Policy v0.08 & EqHRIA

17.04.25 DESC SOP v0.15 & EqHRIA
23.04.25 Information Security SOP Version 7.27 & EqHRIA

EuroCOP/ICPRA - SPF Executive attended the last meeting on 15th - 16th April 2025. Discussed had been the right to strike. (Coincidentally at that time office-based Police Officers in Finland were on strike). The Ukrainian Police and Cypriot Police Forces have now joined. Ukrainian police were looking for funding to transport officers and their families across the country. A donation was given by the SPF and the Scottish Police Benevolent Fund. The next ICPRA meeting will be 2026 in Canada.

Police Related Charities - the Vice Chair provided updates to the committee.

PTC & Police Treatment Centre - website has been re-branded and plans are in place to refurbish parts of Auchterarder. Members can apply for weekend breaks at both centres. Wait times for treatment are currently 3 weeks for physiotherapy at Auchterarder with Wellbeing being around 8 weeks. The financial wing of the charity, PTC 1898, has had good investment returns with all profits having been donated back into the home.

The charity has tried to keep premiums down having successfully done so for the past 9 years however, this cannot be sustained therefore in January 2026 monthly deductions will rise to £9.99. This may seem a lot, however those present were reminded that tax can be claimed off this and for an officer with 10 years' service, this works out to be a costing of £5.99.

Police Children's Charity - those present were reminded that children of officers going through Ill-Health Retirement can benefit from the charity along with officers who suffer the death of a spouse. The charity is currently supporting over two hundred families.

Scottish Police Benevolent Fund - in a strong financial position continuing to support members both serving and retired. The fund has helped other charities, more recently the Ukrainian Police in relation to a van to help bring police families together.

Police Care UK - although going through a period of transition, the charity is in a sound financial position and continues to work with Forces across the UK to develop support programmes. Some of the core programmes are based around dealing with trauma and they have recently taken a company on board called Phoenix who are assisting with PTSD within the Police Treatment Centre.

Scottish Police Memorial Trust - Annual Memorial Day will be held on 3rd September 2025 at the Scottish Police College.

Police Remembrance Trust - the Police Memorial Day will be held in Coventry on 28th September 2025, Chief Constables and political leaders from all parties will be in attendance.

SPF Annual Awards - the award ceremonies will be held every alternative year to the SPF Conference with the next one being in 2026.

Deep Dive - SPF are still waiting on a formal response for the Deep Dive into frontline policing conducted in G, J & D Divisions. It is hoped that DCC Spiers will respond soon. PSoS have been informed that we will hold them to account if any officer is injured because of what has been disclosed in the Deep Dive. Work is ongoing and whilst it looks good on paper, getting the resources to conduct the work is the major problem.

The next Deep Dive has been asked for by the West Area and will be in Events Policing. Those present were asked what other areas they felt could benefit from a Deep Dive and both the Resourcing Deployment Module and Dogs Section were mentioned.

Three motions all of which had been raised by the West Area Committee were heard and are as follows:

Motion 1 - Mental Health

"That this Area Committee asks the Joint Central Committee to seek the PSoS to establish better preventative mental health provisions. This being that all officers are to be provided with an annual in person well-being assessment with a qualified counsellor, and that this would be on an opt out basis."

Motion was passed.

Motion 2 - Shift Variations Compensation

"That this Area Committee asks the Joint Central Committee to negotiate, by whatever means possible, amending excessive rest day disruption to include occasions where officer's shifts are varied."

Motion was not passed.

Motion 3 - Shifts Exceeding 16 Hours to be Compensated at Double Time

"This area committee asks the Joint Central Committee to negotiate, by whatever means possible, an overtime entitlement that any officer detained on any shift will be compensated at double time for any time worked exceeding 16 hours and will be entitled to overnight allowance if detained on duty into their next rostered shift."

Motion was not passed.

Any Other Competent Business - two rule changes were proposed only one of which was passed. These had been uploaded to Teams.

Discussions ensued in relation to the next SPF Biennial Conference due to be held in 2027 as the current contract has now expired. The difficulty is that few venues either seem to want to host the conference or, simply are not big enough. The two deemed to be most suitable to host the conference were Turnberry & Radisson Blu, Glasgow. These were to be put to the Areas to discuss. The venue requires to have good security, exclusivity and able to hold everyone together.

After much discussion, the East Area voted that they were not prepared to decide on either venue therefore, the will of the East Area Committee was to go back to JCC to ask them to continue to look for other venues as it was felt neither were suitable for various reasons.

The next JCC meeting will take place on Tuesday 26th & Wednesday 27th August 2025 in Aberdeen.

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

CONDUCT - David Reid gave a brief update on behalf of John Turley giving the most up to date figures for the East Area.

Suspension figures in the East reflect what is also happening in the North and West Areas.

EQUALITY - preceding the meeting a brief update was added to TEAMS in relation to equality issues in the East.

Lyn Redwood Deputy Secretary updated there had been an increase within the East in relation to Grievance cases. Equality cases remain the same and these are mainly Employment Tribunals. Performance cases which primarily relates to probationers has decreased by two from the previous quarter. Long-term Ill-Health Cases are on the increase (28 days or more).

Officers going through the Ill-Health Retirement process are having to wait longer due to the numbers and workload however, SMP appointments appear to be coming through fast which should help decrease the waiting time.

Grievance still features however, more open, and honest conversations are being had with members in relation to their intentions which should be for a resolution and not for financial gain as this is not a part of the grievance process.

Equality, Flexible Working, FMM and Agile Working are the biggest matters. There appears to be a drive from certain Line Managers in relation to Flexible Working Plans

who are trying to hold back or suppress these until FMM comes into force. If an officer needs a working plan for a particular reason and can evidence why they need it as opposed to just wanting it then this should be put forward.

Instruction by the Chief Constable in relation to Agile Working and there having to be a hard stop has been taken literally. Everyone despite their disability or illness have been told that they need to get back into the office which, in some cases, we are challenging as there is legitimate medical evidence as to why that officer is working from home. (case-to-case basis).

There are several Duty Modifications albeit not as high as initially thought. With regards to Ill-Health and IHR, SPF along with People and Development have established a Short Life Working Group to highlight some of the continuing problems being had i.e. failures to request Medical Reports and failure to pay for them. Optima are blaming the doctors, and the doctors are blaming Optima with HR somewhere in between. SPF have contacted the Health & Wellbeing Manager directly and managed to get results for a few cases quite quickly.

After the Appeal Court Ruling in relation to biological sex and gender, there has been no change to date in instructions from ACC Paton. PSoS are awaiting guidance from NPCC.

Vice-Chair, Lyn Redwood thanked all EAC Representatives on behalf of the FTOB's who have been and continue to give assistance. It was very much appreciated.

HEALTH & SAFETY - the East Health & Safety updated had previously been added to Teams for the representatives to read. The main topics being:

Vehicles - cages in vans blocking the entrance doors will be moved when the vans are in being serviced giving clear access to cage doors.

Custody - it is hoped that the final snagging after the refurbishment within St. Leonards has been sorted. (fitting of a lock in the medical room to be confirmed). Checks will be carried out to ascertain same.

Investigations - quite a few investigations ongoing. Moonbeam (2023) is currently with the lawyers. Moonbeam (2024) in relation to the van window is being progressed by Fleet and the Vice-Chair is concerned in relation to the window upgrade and what testing has been carried out.

Driver Training - it is now clear that a one-hour course will not suffice however, the service is unable to cater for the extra training at present and will be playing catch up with the one-day refresher for years to come.

Fast Roads - Vice-Chair has raised the issues of Fast Roads with the ACC who is astounded that this is still standing at National Level while we are still waiting for a

National Program on how this will be delivered as there needs to be an element of practical training. A MOODLE package is not sufficient training.

MOE - is a major concern in relation to officers being "Out of Card." (All PSU are now Out of Card) and this should now be showing on SCOPE. ACC Ritchie has informed that in addition to this all officers would be notified personally. This cannot be pushed back any further as everyone trained is now Out of Card by over a year due to not having done the training in the allocated time.

Body Worn Video (BWV) - a new Molly Vest is being looked at to accommodate officers in Dundee as the cameras do not sit well on the body armour or high viz vest, pointing down towards the floor!

Thank you was given to Darren Gallagher for bringing Stirling Traffic Office to notice in relation to major health & safety issues. Such were the problems that a huge part of the storage building had to be closed with immediate effect. This was due to flooding in the garage and electric vehicles being stored within the building.

8 DIVISIONAL SEPARATES

Divisional Separates took place to discuss any ongoing issues within the respective divisions.

9 DIVISIONAL UPDATES - "C", "E", "J" & "P"

"C" Division - In attendance were Chief Superintendent Irvine, Superintendent McCallum, Liam Harman, Chris Scott & Jim Bayne.

Topics discussed worthy of note had been Kit Days; return from Maternity; Officers Morale; Crime Management Services; Recognition Awards and SPR Templates.

"E" Division - Senior Management Meeting was held on 15 May 2025 within St. Leonard's Police Station. Those in attendance had been Chief Superintendent David Robertson, Superintendent Sam Ainslie, Superintendent Neil Wilson, Sergeant Oliver Healy along with EAC Representatives Brandon McKendrick, Christopher Richardson, Mike Dixon, and Richard Cockbain.

Topics discussed worthy of note had been - the change of shift pattern by RDU to accommodate training/courses; reduction in hours per day appearing effect the number of rest days owed; SCOPE and SCD officers working within E Division to volunteer for E-division overtime as they are already used for events and will be under FMM; electric bike storage; signposting of officers to SharePoint H&S Area; new radios coming into force in October 2025 (trialled in Howdenhall and Peebles). Probationers not issued with printers and no printer replacements which are essential for tickets and alternative forms of prosecutions. LAC and hiring of vehicles; Road

Traffic booking more unsuitable calls in diary with few risk assessments completed. Gayfield Front Counter; increasing number of CPT abstraction for events and Op. Choreograph.

“J” Division - a meeting was held with senior management on 5 May 2025. Those in attendance had been Chief Superintendent Banks, Superintendent Carson, James Mackie (RDU), James Gowling, David MacMillan, Gareth Watt, and Fraser Muir.

Topics worthy of note had been - low resourcing levels within Haddington Group Area; travel distance for Public Order Training in Jackton and ad hoc travel plans having to be arranged by officers; FMM and SPU/PPU/COD and knock on effects as to FWP plans; concerns were raised regarding Christmas leave due to “first come first served basis” and the disadvantage to officers on rest days; amount of rest days within division and the backfill of Hawick custody suite.

“P” Division - SMT Quarterly Meeting was held in May 2025. Topics worthy of note had been the suggestion of a Maternity Group; Friday/Saturday backshifts amended to 1600hrs to 0200hrs ensuring a proper handover between dayshift and backshift reducing instances of people being held on; electric vehicle for response being inadequate; officers on modified duties working with response/community/CIU in order to assist with the ever-growing demand of admin, rather than being moved to the hub/VPD/PPU etc; number of non-criminal matters increasing having been passed from partner agencies; officers working full rotating shifts receiving a shift allowance in their salary; airwave problems in Glenrothes; CIU vehicles have no blue lights or sirens due to all being unmarked; shortage of parking bays due to EV Rapid Parking Bays; OBLs; lack of support for Tutors; CIPU/Community teams no longer backfilling response putting strain on response teams and the biggest issue was Airwaves.

10 CORRESPONDENCE RECEIVED

The Vice-Chair informed that two Motions had been received and went on to explain the process of submitting a Motion for those new to the Committee. Lengthy discussions took place in relation to both undernoted Motions.

MOTION 1

“That this committee (East Area Committee) requests the JCC commission an independent survey of its members to ascertain level of satisfaction with the Federation and its leadership.”

Proposer: Brandon McKendrick

Seconder: Sarah Nimmo

Motion not carried

MOTION 2

“That this committee (East Area Committee) requests the JCC commit to regular and meaningful and direct engagement with its membership on matters such as pay and changes to working conditions and regulations.”

Proposer: Brandon McKendrick

Seconded: Sarah Nimmo

Motion not carried

11 NEW BUSINESS

None received.

12 ANY OTHER COMPETENT BUSINESS (AOCB)

The Vice-Chair addressed the committee stating that Ashleigh Archer and Heather MacIntyre had decided to stand down as East Area Representatives the latter due to work commitments. Their service and contribution to the work of the Committee was acknowledged.

The Vice-Chair, next informed the committee of the retirement of Mike Hart, acknowledging Mikes work whilst on the committee especially in the field of Health & Safety. On behalf of the committee, he wished Mike a long and healthy retirement.

13 DATE OF NEXT MEETING

The next meeting of the East Area Committee is to be held at 1000 hours on **Wednesday 3 September 2025** within the McDonald Houston House Hotel, Uphall, EH52 6JS.

14 CLOSURE OF MEETING

The Vice-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 and he was thereafter shown appreciation for the orderly running of the meeting.

DAVID REID
SECRETARY

RICKY WOOD
VICE CHAIR