



## Scottish Police Federation North Area Committee

Minute of the quarterly meeting of the Scottish Police Federation North Area Committee, held on Monday 2 and Tuesday 3 June 2025, at the Park Inn by Radisson, 1 Justice Mill Lane, Aberdeen AB11 6EQ.

### 1. Attendance, Opening and Roll Call

#### Full Time Officials

|                      |                        |
|----------------------|------------------------|
| Allen Shaw           | Chair                  |
| Caroline Macnaughton | Secretary              |
| Yvonne Sloan         | Vice Chair (Apologies) |
| Andrew Sawers        | Deputy Secretary       |
| David Kennedy        | General Secretary      |

| Constables              | Sergeants      | Inspecting Ranks            |
|-------------------------|----------------|-----------------------------|
| Mark Douglass           | Julie Stephen  | Rhona Di Meola (Day 1 only) |
| Allen Begg              | Geoff Catto    | Gillian Donald              |
| Sorcha Burns            | Iain Fraser    | Lynne Kortland              |
| James Will (Day 2 only) | Ryan Thompson  | Simon Lewis-Dalby           |
| Dale Evans              | Rob Southern   | Kris McCall                 |
| Scott Birrell           | Greig Ferguson | David Gibson                |
| Ross Polworth           | Dayne McDonald | Pat Nicoll                  |
| Robin Brown             | Paul MacLaren  | Bruce Crawford              |
| Andrew MacKenzie        | David Mackay   |                             |

The Chair opened the meeting and welcomed all members present. He introduced new Rep Greig Ferguson and extended a warm welcome.

Apologies were received from Yvonne Sloan, Calum Smith, Ricky Burr and Ronnie Irvine.

## **2. Minute of Previous Meeting**

The previous meeting Minute was formally approved, having been proposed and seconded by Rhona Di Meola and Simon Lewis-Dalby.

The Chair then advised on outstanding actions giving updates on lighting issues at rural stations, TRiM and “Relentless” trailer.

## **3. Election of Secretary**

The Secretary updated the Committee regarding the election of Secretary and advised of initially there being two candidates however, one candidate withdrew leaving one candidate, Ross Polworth who has been elected as Secretary when current Secretary retires in October 2025. Ross was proposed by Dale Evans and seconded by David Mackay. The Committee congratulated Ross who then gave a thank you speech.

## **4. Guest Speaker – Input from David Kennedy, General Secretary**

The Chair introduced David Kennedy, General Secretary who gave a presentation on Fraser of Allander, the Force Mobilisation Model (FMM) and the ongoing pay negotiations. This was followed by a Q&A session.

## **5. Separate (Rank) Committees**

The Chair advised Rank Separate meetings will now take place.

## **6. Legal Advice and Assistance**

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

There are currently 484 live legal advice and assistance files, with 80 closed since the last JCC meeting.

Since the last NAC, for the North Area there have been the following number of legal assistance applications.

On-duty – 5 accepted applications. 2 Personal Injury, 1 Employment Dispute and 2 Criminal Legal Defence.

Off-duty - 7 applications – 6 for Criminal Legal Defence and 1 other.

There have been £40,900 legal fees reclaimed by the SPF and claims settled of the value of £65,725 between 1 February and 1 May 2025. During this period, there were 63 General Legal Advice calls taken and four of these converted to legal applications.

There have been seven interviews legally supported since the last JCC.

There were no appeals against rejected applications for SPF legal assistance.

### **JCC Legal Advice and Assistance Updates**

The Deputy General Secretary reported that the SPF are still awaiting the payback of legal fees from the Service for a number of cases, but not getting responses from the Service so will be looking to take this direct to the SPA.

The bulk of cases are criminal legal defence cases; highest number of cases are domestic related. With a rising number of contract dispute cases, the SPF are going to look at potentially engaging the services of a solicitor that specialises in such cases for passing on some referrals.

ALLARD – The deadline for finalising all cases was 16 May 2025. The last group were the CAV officers who have now agreed their figures. The SPF awaits a reclaim of legal fees for this case.

PUBLIC INQUIRY – As per national media, SPF and the Service have raised concerns around the fact that the Chair of the inquiry has disclosed meeting with the family of Sheku Bayoh, showing a potential lack of impartiality. The General Secretary then gave a further update on this.

The next Public Inquiry is the Emma Caldwell case, using the same solicitors, which is likely to start soon.

Misconduct statements and adopted criminal statements in Misconduct Hearings and Meetings are now being shared with the Chair, according to memo from PSD to SPF. This is being challenged as it breaches the Conduct regulations. The General Secretary then gave a further update on this.

## **7. Divisional Reports**

A Division - Divisional Rep Gillian Donald advised there are no issues that FTOBs are not already aware of. Divisional Rep Lynne Kortland spoke about resourcing being an issue in July and there was discussion around Policing for our Communities (PFOC). Divisional Rep Julie Stephen spoke about issues with excusals / countermands and there was discussion around chaser emails re excusals.

**Action – The Secretary asked for details of issues with excusals / countermands to be forwarded to her to take to the Business Management Meeting.**

D Division - Divisional Rep Kris McCall advised of issues with estates, case management and resourcing for events.

N Division - Divisional Rep Dayne McDonald spoke about issues with civilian witness citations. He also spoke about issues with SOLO courses, Moodles etc. He then gave an update on the meeting with the Chief Constable and advised there is a SLWG looking at rural policing. The Deputy Secretary gave his views on the meeting with the Chief Constable.

**Action – The Chair to ascertain issues with SOLO courses throughout PSoS.**

National Divisions – Divisional Rep Pat Nicoll gave an update around fleet and AFOs.

The Secretary then gave an update on Remote and Rural Strategic and Tactical Groups. Looking at Caithness and Kyle and Lochalsh to be added to island allowance to assist in retaining numbers. She also spoke about housing and Probationer relocation costs.

## **8. JCC Sub Committees**

The Chair advised the Conduct and Equality Standing Committee last met on 30 April 2025.

### **Conduct**

The Chair gave updates on Suspensions and live Criminal / Conduct cases in the North Area.

The number of domestic investigations is high, and there is a rise in the number of warrants craved to search the home addresses of officers. This will be reviewed by our legal support to see if there are any patterns and issues to be addressed.

The Chair then discussed the following points regarding issues within Conduct:-

- Statements being disclosed – breach of regulations – 18(4)
- Proportionality
- Inconsistency
- Time taken to conclude

He then spoke of the HMIC Deep Dive of PSD and also advised communication from PIRC is very poor as they are so busy.

Currently looking at dates for Conduct Training to be held in the Aberdeen office with more Criminal cases being allocated to Reps.

## **Equality**

The Deputy Secretary gave the following update.

| <b>CASE TYPE</b>                 | <b>CASES</b>                            |
|----------------------------------|-----------------------------------------|
| <b>GRIEVANCE</b>                 | <b>8 (increase of 1 from previous)</b>  |
| <b>EQUALITY</b>                  | <b>18 (increase of 9 from previous)</b> |
| <b>PERFORMANCE (PROBATIONER)</b> | <b>3</b>                                |
| <b>ILL HEALTH</b>                | <b>42 (same)</b>                        |
| <b>IHR</b>                       | <b>19 (increase of 5)</b>               |

## **Grievance**

Early intervention within the North generally is negating the need for members going to a grievance as often there is no real helpful outcome for the officer just more anxiety. There are times when it is clear and obvious that a grievance is required for organisational change, but we need to ensure members move away from the idea that they should raise a grievance to just annoy someone or think there is some form of financial gain from it, that is not what they are for. There are more valuable options with positive communication and mediation. Some concerns about the new civilian investigation team for grievances.

## **Equality**

Flexible working, FMM and Agile working are the emerging trends for cases that we are assisting with or certainly continuing to respond to hence the increase with Equality cases. It's case by case but some of the returns raised by members are simply embarrassing. There has been an increase with requests for modifications and disability passports (numbers coming from local People's Boards). Along with the FMM and, in particular Agile working, there has been an increase with contact about legal concerns over disabilities. Case by case but some situations that arise will be legally tested.

**FWP and Agile Working** – We are still awaiting formal national guidance on these and this was brought up with ACC Bond at our monthly meeting and at present, Divisions are dealing with local emails and speculation. Changes are coming, I don't disagree with the majority of it, but it has to be implemented correctly and legally. All those within Command Executive level in the North that we have engaged with on these topics are looking to take a common-sense approach but further down the chain of command, the message becomes cloudy due to the lack of national guidance to refer to. ACC Bond was under the impression that the draft guidance for FWP and Agile Working is with legal, however she has taken an action to provide an update at our next meeting.

**FWP** applications should not be put on hold because FMM is coming soon, members can submit based on their shift pattern right now, they are subject to review, and this can be asked for if / when a new shift is put in place. FWP's cannot be torn up, they can be reviewed as per SOP. Officer can be moved to another role to fit their FWP.

**Agile Working** is a hot topic right now and essentially home working will not be guaranteed. Where there is a genuine and justified reason for a member to be working from home, this will likely continue if it is required as a reasonable adjustment due to a disability or for recuperative reasons, but this will need to be backed by medical documentation. However, once that adjustment is no longer required or the member can return to an office, the expectation will be that they do. That said, there will be case by case examples for some members and we will continue to look at these and engage with the Service. Fully deployable officers who are working from home should be ready to be deployed but again I'm aware of frustration from Line Managers when they have required officers to deploy and they are met with negative comments.

**HR advisors** are struggling too due to the ongoing restructure by Director of People and Development, Katie Millar. I have no doubt they will be operating with less going forward which has a huge impact on service delivery from them and with ourselves who deal with them on a daily basis.

**Duty modifications** – The majority of officers subject to this process are long term or permanent modified non deployable officers, not just those within supernumerary posts. If the officer is no longer able to undertake the role of Police Constable, they could be put to a Panel. The idea of the Panel is to place an officer within a role that suits their individual capabilities and if they cannot find one locally, the Panel will look wider within the organisation. The Duty Modifications form is worth reading, as it provides the core capabilities that are addressed by the Panel, if you are entering into discussions with a member.

Geographical issues will become a factor in the outcome, as the Service may not have roles that suit a capability and can only offer in other areas. This will be likely more prevalent in Remote and Rural areas. If a role cannot be found for the officer, they will move into the Ill Health Retirement process, but there have been minimal cases of this to date as there is now evidence of fully deployable officers being moved out of roles to suit a modified officer.

### **Ill Health & IHR**

The OPTIMA SLWG has allowed us to have some discussion around some of the issues we experience daily with OPTIMA. In the North, the issues just now seem to mostly land with the Secretary's cases. The same issues as always, relating to delays and medical administration. I raise these cases directly with June Standen, Health and Wellbeing Manager within People and Development and action is taken to speed things up.

Regarding the Appeal Court ruling on biological sex, the Service will need to ensure that there are separate sex changing rooms and toilets, although no changes will be made until the NPCC guidance comes in.

There was then some discussion around Employment Tribunals / Legal Services.

**Action – Deputy Secretary to look at PSoS Legal Services / Employment Tribunals.**

### **Efficiency Standing Committee**

The Secretary advised the Efficiency Standing Committee (Legislation, Regulation & Operational Duties) last met on 30 April 2025 where the following topics were discussed.

- Issues around constant obs monitoring in custody (in the West – using officers sitting in the cell).
- Tayside Custody provision – Gold Group meetings for West Bell Street. No decisions being made but it is the second highest priority on the Force Estates Risk Register.

### **Events and Rostering**

The Secretary then gave an update on the issues around “Doof in the Park” in Dundee around rostering shifts to start outwith the WFA. She also gave a brief update on Post Incident Procedures (PIPs).

### **Health, Safety and Welfare Standing Committee**

The AGS Health and Safety gave an update on the meeting held on 1 May 2025. He advised of an increase in assaults and spoke about additional OST training pilot in K Division.

He also updated on the following:-

- SCoPE reporting of assaults
- Taser training
- Review of locus protection training
- Estates masterplan
- Clothing Equipment Working Group
- Naloxone issues re Op Roll

The Secretary informed the Committee the report on the Deep Dive on Divisional frontline policing has been submitted to Police Scotland, with no response as yet. She then advised the next Deep Dive will be on Event Policing and has asked for suggestions for topics for future Deep Dives.

**Action – The Secretary to collate suggestions for topics for Deep Dive.**

## **9. JCC Updates**

The Secretary advised the last meeting of the JCC took place on 6 / 7 May 2025 with the Finance Standing Committee meeting held on 25 April 2025. The Secretary then advised of the following from the Finance Standing Committee meeting.

The General Secretary gave a presentation on the SPF income and expenditure advising 1919 costs will be reviewed again in 12 months. They have been asked to look at income generation now via sponsored articles. Reminder to all Reps to encourage others to sign up to the publication and contribute to ideas for articles. Flyer for this will go in the new recruit packs. The Voluntary Fund has increased to £21.89, with the £4.50 increase solely going towards legal cover.

### **PNB(S)**

There has been no meeting of the PNB(S) Technical Working Group due to the ongoing pay negotiations, but these will be reinstated very soon. The updates from the previous Circulars need to be added into the Regulations and updated on the PNB, this is ongoing.

The West Area Chair, Iain Gray, sits on the PNB Handbook Working Group so he will be our go-to contact re issues with the PNB online guide.

### **Pensions**

The Pension Scheme Advisory Board last met on 1 April 2025, and the next meeting will be on 14 October 2025.

The Secretary advised an update in relation to the contingent decision which was forwarded separately for your information.

All RSS statements should have been sent out by the end of March, but this was not achieved so the SPPA reported themselves to the Pension Regulator. The focus now for the SPPA is looking forward and not at the remedy.

All information around pensions and advice should come from the SPPA, not the SPF, as the source of information.

### **JNCC**

The Secretary advised the JNCC last met on 6 March 2025 with the next meeting scheduled for 6 June 2025. She then asked for any relevant items to be taken to the next meeting.

**Action – The Secretary to collate any relevant topics to take to next JNCC meeting for discussion at Executive level.**

## **PSoS Reform**

The Secretary advised BWV and DESC integration has now been rolled out in D Division and will be implemented in N Division from 17 June 2025 and A Division in August. Preparations already underway with learning lessons from D Division being taken on board for N Division.

Concerns so far appear to be around the time it takes for custody cases to be viewed, reviewed, snipped and downloaded – reported in some cases to be incurring over five hours overtime to complete the custody case. PFs are so overloaded with the work from BWV that they are threatening if it doesn't get more streamlined, they will not be able to take BWV on from N Division due to the caseload.

The National Chair updated on his attendance at the Mental Health Strategic Oversight Board and the updates they give. He reported nothing has changed on frontline, no matter what the Board is saying about diverted calls. Police are still trying to solve the health crisis and the main partner in this, which is inappropriate.

Merseyside Police have the Right Person, Right Care policy but PSoS will not buy into this as the legislation has the requirement for Police to deal with “welfare” in it within policing. The handover piece is still the biggest issue and no solution.

Policing for Communities Consultation – this has gone out to all Area Committees for consultation. This is being led by Chief Superintendent Phil Davison but so far, all feedback very negative. Reinventing the wheel and requiring additional resources that fail to materialise.

## **SPF Training**

The Secretary spoke briefly about training advising there will be Basic Training for new Reps. Equality, Conduct and Health and Safety Training to be scheduled throughout the year.

## **Other JCC Business**

### **Scottish Police Consultative Forum**

The Secretary advised this is the arena for discussion of subjects that cannot be negotiated with the last meetings being 18 February 2025 and 27 May 2025 where there was discussion on the new Conduct Regulations. They are trying to mirror what is done in E&W when there is no need to do so.

## **SPA**

The last SPA meetings were 27 March and 22 May 2025.

There is a Resources Committee and the People Board.

The People Board was held on 25 March 2025 where there were discussions around the Wellbeing Plan which Katie Miller said was working well. Restricted duties was also discussed, along with TRiM, wellbeing weekends and the increase in absence due to PTSD. Katie Miller advised that she reviews every single IHR application to look for learning lessons.

The SPA Health and Safety dashboard is available to view online on the SPA website.

The Resources Committee discussed budgets, pay, future recruitment and advised of 110 retirements in the last quarter.

Also discussed were issues around the backlog in driver training and advance training and advised OST is now 96% compliant.

Workforce modernisation – moving from warranted officer roles for Police only to increase the proportion of civilian roles, including Firearms Licensing and Investigation.

There is a review of the recruitment profile, 100 cops have been taken off the topline and the quote is now that PSoS have “around 16,000” cops. There was a general agreement that SPA don't properly scrutinise PSoS.

## **EuroCOP & ICPRA**

The Secretary advised on the update from EuroCOP by the General Secretary. Reports around how many Police officers were killed in the Ukraine invasion and the number of Police families affected by this. Russia targeted Police stations at the start to destabilise. A fund has been started to support Police officer families in Ukraine and JCC are providing a contribution to this. They have started a welfare bus that goes around Police families offering support.

The next ICPRA meeting will be in Canada in June 2026.

## **Police Related Charities**

Police Children's Charity – reminder about those going through ill health retirement that their children can benefit from this, also officers that suffer the death of a spouse. Currently supporting over 200 families.

The EMDR courses previously run by Police Care at PTC are now being run by Phoenix with quite strict criteria on applications.

## **SPF Awards**

The Secretary advised the next ceremony is to be held in 2026 – now every alternative year to Conference.

## **10. JCC Circulars and Consultations**

The Secretary advised of the most recent JCC Circulars and SOPs for Consultations issued since last meeting.

## **11. Motions**

The Secretary proposed the following Motion which was seconded by Pat Nicoll and was carried unanimously to take to the next JCC meeting.

*That this Area Committee requests the JCC rotate the location of their JCC meetings between the three geographical areas, North, East and West, on an equal basis.*

*In 2013, the Scottish Police Federation was formed from the previous regional Branch Boards. This national organisation represents all federated members across Scotland, including islands and remote areas.*

*Holding JCC meetings more often in the Glasgow office disproportionately impacts on JCC representatives based in the North and East who have further to travel, longer working days to incorporate the travelling time, and more time spent away from home and family.*

## **12. Communication**

Divisional Rep Dale Evans gave a brief update on Webex in D Division advising of very positive feedback. Divisional Rep Simon Lewis-Dalby also stated it has been very successful in A Division.

**Action – The Deputy Secretary to advise of new Probationers to add to Webex and to liaise with Divisional Rep David Mackay on N Division Webex.**

The Deputy Secretary spoke about Equality guidance processes being trialled on podcasts and sound bites.

## **13. Correspondence**

There was discussion around ongoing elections and future Conference venues.

#### **14. AOCB**

The Chair advised there were no items of AOCB. There was then some discussion around future speakers for meeting.

#### **15. Closure**

The Chair advised that the next meeting of the North Area Committee is to be held on 1 and 2 September 2025 at the Park Inn by Radisson, Aberdeen. He then stated the last meeting for 2025 would be held on 1 and 2 December.

The Chair thanked the Committee for their active and constructive participation and closed the Meeting. He was thanked in the customary manner.

**Allen Shaw**  
Chair

**Caroline Macnaughton**  
Secretary