



**SCOTTISH POLICE FEDERATION  
West Area Committee.**

**Minutes of the West Area Committee meeting held on 6 March 2025 at  
0945 hours within the Village Hotel, Glasgow.**

**1. ATTENDANCE & 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

**Ex-Officio**

PM – David Kennedy – General Secretary

**Guests**

Vicky Barrett – Observer

**WAC Representatives**

Alistair Wright  
Andrew Davis  
Bob Bryce  
Brian Martin

Chris Hynds  
Christopher Thomson  
Claire Walker  
Colin MacRitchie  
Daniel Lunny  
Darren Muir  
Darren Munogee  
David Leslie  
Derek Scrimgour  
Edward Cairns  
Euan Graham  
Fiona Moore-McGrath  
Gary Mackie  
Gus Byers  
Graeme Kerr  
George Allsopp  
Johnny Mullan  
Jonathan Edgar  
Julie Hayes  
Lianne Kelly  
Laura Stewart  
Marc Jobson  
Marketa Davidson  
Maxwell Shaw  
Michael Scott  
Pamela McFarlane  
Richard North  
Ross Preston  
Scott Lisset  
Stephanie Dunlop  
Stephen Gray  
Karen Cameron

**Apologies**

Aaron Hicks  
Adam Potts  
Anton Hughes

Brian Sexton  
Fraser Donaldson  
Gary Diver (morning only)  
Gavin Tuohy  
Heather Wallace  
Jamie McLeod  
Joanne Hay  
Kevin Anderson  
Liam Butler  
Lyn Stewart  
Mark Whyteside  
Megan Logan  
Michael McCaughey  
Paul Elliot  
Stuart Gillies  
William Quinn

The Chair opened the meeting and welcomed members. He made a special welcome to Vicky Barrett who was attending as an Observer and to newly elected representative, Jonathan Edgar from 'V' Division, who was attending his first WAC Meeting.

Promotions - Congratulations were extended to Jeff McFadyen, SCD, and Claire Walker, 'U' Division, both recently promoted to Inspector. Claire was re-elected to P.I. vacancy in U Division.

Members were advised that the SPF General Secretary would attend the meeting after lunch.

All representatives were encouraged to take an active part in the meeting. Standing orders were adopted for the duration of the meeting.

## **2. SEPERATE COMMITTEE MEETINGS**

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

Matters discussed included -

Constables Committee -

FMM update. No risk assessment as yet.

Flexible working

Officers on fast roads not fully trained.

Sergeants Committee -

Probationers and standards

Inspectors Committee -

Upcoming SPF Conference - matters for discussion.

FMM update

**3. MINUTES OF PREVIOUS MEETING & ACTIONS**

The minutes of the previous meeting held on 5 December 2025 were proposed, seconded, and approved as a true record.

Actions from previous meeting- December 2024

All actions had been addressed and updated/closed. The following actions are ongoing-

Action 1 - Request for guidance to the PNBS

V Division officer travelling to Tulliallan for training – decision re 36.9p per mile or 65p as essential user

Public holidays during annual leave, PH rate or treated as annual leave.

C3 mileage

These matters are still ongoing. No meetings of the technical working group held.  
Action 2 - K Division issues

Issues with abstractions.

Variations (back shift) - Generally, not enough officers to cover.  
Every day seems to be an exigency. Health & safety is a concern.

- Officers backfill for Court
- Absence
- Officers just returning to work after an absence

WAC Secretary to take up and check the period of notice given to officers.

Action 3-Thomsons Claim

WAC Chair will check with SPF Dep. Gen. Secretary to see if they can provide an update and report back to WAC.  
Still ongoing.

In relation to the previous action on duty modification panel, the WAC Deputy Secretary (DT) advised that this matter will be covered under the Equality update.

One member asked if officers who wish to put themselves forward for Ill Health retiral can do so. The Deputy Secretary (DT) advised this can be done and asked that any members contact Merrylee House.

#### **4. LEGAL ADVICE AND ASSISTANCE**

The Secretary updated the members on the LAA applications submitted to legal since the last WAC Meeting. Details of which are not for further dissemination.

One member asked if a breakdown can be provided in terms of percentage of serving/probationer cases in relation to criminal matters.

The Deputy Secretary has this information should it be required.

## **5. DIVISIONAL REPORTS**

A brief report was provided by each Division.

L Division

No report was provided.

U Division

SPF reps held a meeting with the newly appointed SLT on 4th February 2025 including the newly appointed Divisional Commander. The following issues were discussed.

Issues relating to New RDU Process

Most issues raised in recent months have related to the new RDU process for time off for Response officers. An email was disseminated to the Divisional Inspectors within Response to capture all feedback prior to our meeting.

The response was overwhelming with 15 email replies as well as verbal feedback. This was summarised to U Div SMT as well as a 10-page document highlighting in detail the issues with the new process introduced by the newly formed RDU in relation to time off for Response. The report lacked constructiveness due to the overwhelming negative feedback, however, will hopefully be pertinent to improving the process during an ongoing review (3-month review) that is being carried out.

Public Holiday Working

Another point that has been raised by Response Supervisors has been the working of Public Holidays during the festive period and the expectation that this falls to Response to resource as opposed to other departments including DCU, LPT, PPT etc. where this fell midweek and would have been considered a working day for those officers.

The 31st of December was also questioned why the 91 days' notice was not issued to operational officers within Divisional Departments that has been done in previous years which could support Response during this demanding evening

Changes to Shift Briefing Times were discussed.

The new Divisional Commander has already arranged for further meetings with the Divisional Representatives for the remainder of the year which are in the diary 1-2 weeks before each WAC.

V Division

Questions and comments regarding Federation comms before, during and subsequent to the arbitration process.

Glasses claim and the interpretation of the regs in that regard. Advice had been sought and gained.

K Division

Matters raised included –

Offices due for closure.

Intranet – Plans to renovate area of intranet with more information to engage better with members.

In relation to recent storm Eowyn - Communication issues where information was not circulated timeously to officers.

G Division

Matters raised included –

All national issues – meetings have been arranged for April 2025.

Ops. Planning meetings to recommence.

Issues around division not paying mileage claims.

OSD

Matters raised included -

FMM.

Concerns over shift patterns.

SCD

Matters raised included -

FMM

The Chief Constable has reiterated the position that no officers currently working Mon-Fri can be considered exempt from the FMM at the present stage and whilst the stated intentions of this are to support "front-line" policing, there is a great deal of uncertainty amongst SCD Officers/Members as well as Line Managers given the significant likely impact of the FMM not only on the working arrangements of individual staff but on multiple key areas of operational policing business which include Public Protection, Major Crime, Local Crime, Organised Crime & Counter Terrorism and Intelligence functions as well as multiple vital departments contained within each business area

Q Division

Upcoming change to Senior Management team.

## **6. PODG**

The Chair advised members that ACC Sutherland has taken over this meeting.  
Matters raised included the provision of food for officers at events.

Exigency relation to football match and C3 – this matter is still ongoing.

## **7. FINANCE STANDING COMMITTEE**

The last finance committee meeting took place on 21 January 2025. The WAC Chair provided an update.

Matters discussed included;

New case management system for SPF – ongoing work.

SPF Voluntary Fund - Members were advised that there will be a rise in the Voluntary Fund subscriptions. The monthly subscription will increase from £17.39 to £21.89.

This is the first increase in a number of years and is mainly due to rising legal costs.

#### **8. EFFICIENCY STANDING COMMITTEE**

The WAC Secretary advised members that there have been no meetings since the last WAC. The next meeting is scheduled for 30 April.

It is proposed to hold a West area Efficiency meeting on 4 April 2025 and invitations will be sent out in due course. One representative should aim to attend from each division.

ACTION – Invitation for West Area Efficiency Standing Committee Meeting

#### **9. CONDUCT AND EQUALITY COMMITTEE**

##### **Conduct Committee**

The Deputy Secretary provided an update on figures for all criminal and conduct cases that were not for further dissemination.

There was a reminder that when submitting case contact forms only the members' details should be included on the form to assist with subject access requests. Rather than including information pertinent to another member, it would be sufficient to refer to them as a colleague/line manager etc. and then, if necessary, a separate form would go in for the other officer.

The Police Conduct and Ethic Bill had now received royal assent and would become legislation. Details are still awaited for how the vetting part of the legislation will be implemented. The Chair highlighted that there had been a recent high profile case involving the Metropolitan Police and encouraged the Committee to read the verdict in full as the crucial point in that was the method by which the Force had chosen to try to remove the officer rather than the details of the alleged conduct.

There has been an increase in the number of officers being reported to CAAPD as a result of a policy change within PIRC in relation to the Lord Advocate's Ref No 1 of 2023. This has resulted in an increase in what the investigators may consider as corroboration and as such a higher number require to go to CAAPD for assessment. This will mean that the length of time officers find themselves subject to investigation will increase and there will be significant delays.

The Deputy Secretary also updated the Committee that one officer has been reinstated after a recent appeal to an ACC and another long-running legal matter in relation to the use of WhatsApp by officers had been heard again at another PAT which had resulted in an instruction that the officer be reinstated.

There has also been an increase in the number of probationer discharge hearings that we see year on year, which has resulted in a number of probationers needing support.

### **Equality Committee**

The WAC Deputy Secretary provided an update on the current case figures. Not for further dissemination.

Matters discussed included –

Duty Modification Panel outcome for officers - Previously officers were read a script, however Officers can now request that an SPF representative be in attendance when they receive their outcome. May look for assistance from local representatives for this in the future.

Three outcomes –

- . Deployed to another role
- . If no suitable role is available, can explore ill health retirement, although there are no guarantees that this will be approved.
- . The Panel may request an updated Optima report.

PCS (Particular Case Status) requests -

Officers were advised to contact the WAC Deputy Secretary if they require any assistance in preparing PCS letters. Any requests/ appeals to ACC's should be submitted to Merrylee House prior to being submitted.

Employment Tribunals (E.T) -

Members were reminded that the time bar for E.T.'s is 3 months, minus 1 day.

Flexible working -

Applications need to go through SCoPE , this can highlight other officers who are on a flexible work plan who may be able to cover. This can reduce the chance of the application being refused.

IHR -

Questions were raised regarding officers being requested to explore the IHR route. The WAC Deputy Secretary advised that the officer has to consent to this as it cannot be forced.

One member raised issues with the Promotions Process - disparity on processes.

Members were asked to forward any issues raised to the Deputy Secretary at Merrylee house to take forward.

The next meeting of the Conduct & Equality Standing Committee is scheduled for 30 April 2025.

## 10. **HEALTH AND SAFETY COMMITTEE**

The WAC Vice Chair provided an update.

The last meeting of the Health and Safety Committee was cancelled.

Estates -

There has been some improvement in Q Division.

Rutherglen / Cambuslang – There has been no office closure at Rutherglen as officers cannot be moved from one office to another with Health and Safety issues. Officers will remain in Rutherglen until Cambuslang office repairs are complete. At this time, the completion date is not known.

Building User Group-

K Division – No improvement

U Division – Some progress with offices

V Division – General decor problems

L Division – Work ongoing

Level 4 Obs. – There are several accident investigations ongoing. Welfare for Prisoners, not officers.

Accident Investigations -

There were 17 open cases, 5 of which are now closed. A further 12 have been raised, taking the total to 24.

RIDDORS - Figures have almost doubled in the West.

Tasers – There are plans to train a further 144 officers.

Uniform -

Hats – still being discussed

Trousers – issues with different leg lengths. Will keep members updated.  
Road policing officers – Cold weather clothing to be looked at.

Dog Unit -

The current site is owned by Glasgow City Council. It has been highlighted that the facilities are not fit for purpose.

***At this point in the meeting, the General Secretary joined the meeting and provided members with an update on pay and answered questions from the members.***

#### **11. JOINT CENTRAL COMMITTEE**

The last meeting of the JCC took place on 4 & 5 February 2025. The WAC Secretary provided an update.

ALLARD – update provided

PUBLIC INQUIRY – request by family solicitor that the Terms of Reference be extended was declined by Scottish Gov.

PENSION TRAP - legal opinion has been sought.

FATAL ACCIDENT ENQUIRIES - legal support is usually only provided by SPF to officers that are interested parties.

Pensions

The pension scheme advisory board last met on 09/12/24 and the next meeting will be on 01/04/25.

Now waiting on contingent decisions and decisions on those that opted out of the pension schemes and the options available. There has to be some evidence to demonstrate that the pension changes influenced the opt-out decision. If the opt out was more than 6 months before the transition date will need robust evidence

to show consideration for change.

The SPPA has asked for a reduction in the number of pension meetings, but the SPF are not content with this for the best governance of the scheme. They want to move from 4 meetings to 2 a year, SPF has challenged this.

PSoS Reform

BWV and DESC integration is aimed to be rolled out, starting with D division from March 2025. No time frame for the West divisions.

## **12. JCC CIRCULARS**

The following circulars have been issued since the last WAC Meeting -

11.12.24	15/2024 Operation Chainring - Premier Sports Cup Final 15th December 2024 - Celtic Vs Rangers.
19.12.24	16/2024 Pay Update 2024/25 – ACAS Conciliation & arbitration
24.12.24	17/2024 Pay Update 2024/25 – Information
23.01.25	01/2025 Pay Update 2024/25 – Arbitration 6th of February 2025
14.02.25	02/2025 Pay Update 2024/25 – Arbitration Decision
24.02.25	03/2025 Pay Update – Information

## **13. CONSULTATIONS**

- Solicitor Access National Guidance
- Railway Policing Safety SOP
- Postings & Transfers Procedure
- DESC Policy
- Menopause Toolkit
- Data Protection SOP
- Distress Brief Intervention Bill
- Health & Safety Policy
- Drug Consumption Facilities Divisional Guidance
- Social Media Policy
- AED Guidance

Blood Borne Viruses  
Adverse Incidents in Custody  
Data Protection SOP  
Bail Process  
Leavers Procedure  
Attendance Management  
NOCAP Toolkit  
Presumptive Testing  
Proactive Investigations  
Counterfeit Currency

The WAC Secretary advised members that there was an increasing amount of shift consultations and it was suggested that some of these be forwarded to West Reps for comments/observations.

General discussion regarding shift patterns/business case and the effect on Divisions.

#### **14. MOTIONS**

The following motions were received-

##### Motion 1

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.

##### Explanatory note

Mental health has been declared a crisis by many across the globe, including the UK Government. Police Officers have always faced more traumatic incidents than most workers, this has only worsened in recent years with reducing officer numbers who are facing more traumatic incidents and violence than ever before. Police Scotland's current provisions are reactionary at best, this needs to change. Yearly counselling access will allow officers to be assessed, diagnosed and then allow for appropriate treatment to help prevent further mental health injury and/or deterioration in their health and wellbeing.

Proposer - Adam Peppard  
Seconder - Darren Munogee

THIS MOTION WAS CARRIED

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.

Explanatory Note

The WFA enables the Chief Constable to vary start times of shifts without compensation. This was originally intended to ensure more officers were available for high demand periods.

Successive Chief Constables have chosen to reduce frontline resources. The agreement to vary officer's shifts is now a means to backfill preposterously low numbers at no cost.

The necessity arises due to poor planning - but PSoS call these incidents exigencies. This motion does not seek to limit the Chiefs ability to vary officers, but wishes the disruption caused to officers and their family's lives is recognised and compensated accordingly.

Proposer – Gordon Cumming  
Seconder – Adam Peppard

THIS MOTION WAS CARRIED

### 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.

#### Explanatory Note

PSoS should ensure that enough resources are available to prevent officers from working protracted shifts which endanger themselves and the public. In remote and specialist areas, this has become more frequent. This is primarily down to low resourcing levels and poor planning.

There have been several recent incidents where officers have been detained on duty for over 24 hours. Officers were not entitled to overnight allowance or any overtime at all when they continued duty into their next rostered shift.

Proposer – Gordon Cumming

Seconder - David Taylor

THIS MOTION WAS CARRIED

#### 15. **CORRESPONDENCE**

There were no items of correspondence.

#### 16. **ANY OTHER BUSINESS**

Election of Vice Chair

The WAC Secretary advised that if any nominations are received for this post, an election will take place at the June 2025 WAC Meeting.

## Contact Forms

Representatives were advised of the importance of submitting contact forms for any contact/support with members. This ensures accurate recording on the SPF database.

## SPF Legal Advice & Assistance Forms (LAA)

Any member requiring advice or an application form for LAA should be directed to Merrylee House in the first instance

## Matters for discussion at Conference

Representatives should consider what they would like to see raised at the next SPF Conference. Contact Merrylee House for advice/further discussion.

## Portfolios – Merrylee House

Members were advised that Jennie Macfarlane, WAC Deputy Secretary will now take over the Equality portfolio and David Taylor, WAC Deputy Secretary will take over Conduct portfolio.

## Thanks to WAC members

The WAC Chair thanked all representatives in the work that they do representing members, often in their own time.

## 17. **CLOSE OF MEETING**

The Chair closed the meeting and thanked the members. The next meeting will take place on 5 June 2025.

**Gordon Cumming**  
**Secretary**

**Iain Gray**  
**Chair**

