



Scottish Police Federation

East Area Committee

**Minutes of the Third Quarterly Meeting of the East Area Committee of the
Scottish Police Federation held on Wednesday 3 September 2025 within
The Houston House Hotel, Uphall, Livingston, EH52 6JS**

1. OPENING OF THE MEETING

The Chair, John Turley, welcomed all those in attendance to this, the third quarterly meeting of the East Area Committee for 2025 going on to inform those present that this would be his last meeting as Chair due to his impending retirement.

The Chair next reminded those present that the purpose of the Quarterly Meetings is for the Area Representatives and Full-time Office Bearers to come together to discuss the concerns and issues being raised by our members. He stressed the importance of Representatives attending and contributing on behalf of their respective ranks.

A warm welcome was then afforded to Dougie Bryce who was attending his first meeting as an EAC Representative.

The Chair informed the attendees of the Fire Procedures in the event of an emergency, thereafter, reminding those present that every member would have the opportunity to express their views and that **all** points or issues **must** be directed through the Chair allowing everyone who wished to participate the opportunity to do so.

Standing Orders were adopted, and the meeting was declared open.

2. ATTENDANCE

Inspector Liam Harman	C – Forth Valley
Inspector James McLaren	C – Forth Valley
Sergeant Billy McFarland	C – Forth Valley
Sergeant Christopher Scott	C – Forth Valley
Constable Laura Gray	C – Forth Valley
Constable Graeme Boyle	C – Forth Valley
Constable Jim Bayne	C – Forth Valley
Inspector Quentin Russell	E – Division
Inspector Marc Copland	E – Division
Inspector Richard Cockbain	E – Division
Sergeant Douglas Bryce	E – Division
Sergeant Christopher Richardson	E – Division
Sergeant Michael Dixon	E – Division
Constable Perri Hyslop	E – Division
Constable David Davison	E – Division
Constable Sarah Nimmo	E – Division
Inspector Ross Drummond	J – The Lothian's & Scottish Borders
Inspector David Hughes	J – The Lothian's & Scottish Borders
Inspector David MacMillan	J – The Lothian's & Scottish Borders
Sergeant James Gowling	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
Inspector Craig Stephen	P – Fife
Sergeant Craig Menzies	P – Fife
Sergeant Martyn Reidie	P – Fife
Constable Anthony Clark	P – Fife
Constable Ben Pacholek	P – Fife
David Reid	Secretary
John Turley	Chair
Ricky Wood	Vice-Chair
Lyn Redwood	Deputy Secretary
Deborah Kennedy	SPF Staff

3. APOLOGIES

Apologies were received from Mike Smith, Brandon McKendrick, Samantha Davidson, Craig Menzies, Jim McGuinness, Gavin Alcorn and Darren Gallagher.

4. MINUTES OF THE PREVIOUS MEETING

The minutes of the preceding meeting held on Wednesday 4 June 2025 had previously been disseminated to the Committee via TEAMS. The minutes were agreed and thereafter recorded as a true reflection of the meeting. (Proposed by David Hughes and seconded by Christopher Richardson).

5. ELECTION – VICE-CHAIR

The Chair informed those present that following his retirement the post of Chair was successfully filled by Ricky Wood, leaving the post of Vice-Chair vacant. After advising those present of the Scottish Police Federation Rules and Regulations in relation to elections, he informed that the undernoted had been received in accordance with the rules:

James Gowling

Proposer Liam Harman
Seconder David MacMillan

James McLaren

Proposer David Hughes
Seconder Ben Pacholek

Christopher Richardson

Proposer Sarah Nimmo
Seconder David Davidson

Christopher Richardson was duly elected to the post of EAC Vice-Chair.

6. SEPARATE RANK COMMITTEES

The Committee split for separates to discuss matters specific to their rank.

Inspectors reported to the Committee that the issues causing greatest concern were flexitime and how a clearer system is required with regards to the recording and the using of flexitime. Lack of training within "C" Division and issues with on-call.

Sergeants reported of the ongoing saga in relation to acting ranks getting daily/hourly rates along with issues with training and inconsistencies in how Acting

Inspectors can claim time back; training for Sergeants which was raised at JCC; contribution and pay scale issues; moral and review around PDLP process. (Reps will seek out newly promoted Sergeants to ask what they thought of the training and, what more, if anything they feel can be done).

Constables (*Graeme Boyle elected new Secretary for Constables Committee*) – topics discussed had been prisoners refusing to be searched, necessitating constant observations putting time and pressure on front line officers. (Albeit more of a problem in the West Area, this is creeping into the North and East). Probationer training and concerns regarding the 25% exam failure rate with probationers leaving after only working a few shifts! Concerns in relation to mobile device training which needs to be changed to become more practical training and not paper based. Concerns with massive recruitment drives whereby PSoS are simply pushing numbers through the doors! Concerns with lack of stand-downs and refreshments regarding Op Lest (refugee accommodation).

7. MATTERS ARISING

(a) JOINT CENTRAL COMMITTEE (JCC) - UPDATE

Those present were updated accordingly by the Secretary. The key points worthy of note from the JCC had been circulated via TEAMS to the Committee who acknowledged their receipt and understanding.

The last meeting of the JCC was held on 26th & 27th August 2025 at Ardoe House Hotel, Aberdeen.

Legal Advice and Assistance – The Deputy General Secretary provided an overview of the number of legal cases ongoing within the areas since the last JCC meeting in May 2025. Most of the legal spending has been for criminal off duty offences which, is no longer provided by PFEW. The number of probationers seeking legal assistance, which may reflect on the standard of recruitment, continues to rise.

Allard - (Recall payments for CHIS Handlers - ongoing since 2015). All members should now have been paid however; SPF are still to be reimbursed their legal fees which is in the region of £800'000.

Sheku Bayoh Public Inquiry – Concerns have been raised by both SPF and PSoS in relation to the Chair of the inquiry, Lord Bracadale, on the back of a Judicial Review raised by the Chief Constable, whereby it was disclosed that he had met with the family of Sheku Bayoh on several occasions. He had not met with any of the Police officers involved in the incident. This shows a lack of transparency and impartiality. Despite our rejection, Lord Bracadale has refused to recuse himself. SPF awaiting final legal advice on this, but it is likely

to go to Judicial Review should Lord Bracadale not step down. There will be a pause on the inquiry until the matter is resolved. Our stance has always been, that the officers involved in the incident have done no wrong.

Hurt Feelings - The Thompsons case is still currently listed albeit it is hoped that it will come to an end shortly.

Live Applications for Judicial Review - The committee were advised of the following applications that have been submitted for Judicial Review:

- Disclosure of statements to the Chair in Misconduct Proceedings when the subject officer has not agreed to this.
- Use of Probationer Regulation 9 Discharge Hearings for those who have been convicted of a criminal offence (as opposed to using the Misconduct Regulations).
- Contingent decisions which impact officers who left the 1987 pension scheme during the remedy period, only being able to join the 2006 scheme if electing to rejoin the pension scheme during the remedy period. Counsel have advised there is a challenge to the contingent decision ruling, however this matter could resolve itself depending on what comes from the UK SAB meetings.
- The new vetting protocols and whether they can be retrospective or just from date of joining, if/when they are implemented.

It was emphasised that those members who resign or retire from the service, must have applied for SPF legal assistance **prior** to doing so, or they are unlikely to be covered by the Voluntary Fund.

Police Negotiating Board Scotland (PNBS) - The last PNBS meeting was held on 2nd May 2025 with the next due to take place on 30th September 2025.

It was advised that the pay deal had gone through and the wage increase and back pay would be in the September salary. The Fraser of Allander report is expected to be out by the end of this year. PSoS may use the police pension to say that officers are well paid however, SPF will rebut this due to the level of contributions officers pay to their pensions which decreases their take home pay. Officers are struggling at present and cannot use a pension they cannot access until they retire to pay their bills/mortgages.

Op Roll overtime claims could take some time to process and agree, causing delays in some of the outstanding claims being approved. SPF are aware of issues with some divisions not authorising historic claims for travelling on a rest

day, despite this being agreed as part of the pay deal. The SPF's position has not changed, officers are entitled to this, and discussions are ongoing regarding it.

A mortality study is to be undertaken going back to 1970 which is when the records from the SPPA are available from, has been arranged by the SPF. It is thought it will show that being a police officer has an impact on life expectancy which, if proven may be used for pay leverage.

John Turley, Chair, informed those present that if they knew of any officers having had retired since 1 April 2025, to let them know that the onus is on them to contact Payroll to receive their back pay, which will be given as a one-off payment. PSoS will not track these officers down themselves.

Pensions - There have been no meetings of The Scheme Advisory Board (SAB) since it last met on 1st April 2025. The next meeting will be on 14th October 2025.

There have been no meetings of the Scottish Police Pensions Board since it last met on 5th March 2025. The next meeting is due to take place on 17th September 2025.

All information about pensions and advice should come from the SPPA, **not** the SPF, as the SPPA should be the single source of information.

SPF has voiced disappointment with the current Board, in relation to the reduction of SAB Meetings from 4 to 2 per year **without any consultation**. They seem to be in denial about several issues with the SPPA and the lack of efficiency. All mandatory timescales have been breached, and they have referred themselves to a regulator who is appointed by the Scottish Government. (The same body that serves as the scheme's advisor!) The General Secretary has written to the Minister for Public Finance, Ivan McKee, MSP who oversees public sector pensions, to try and address these issues. It appears SPPA staff work hard, but challenging problems, a lack of resources, and malfunctioning computer systems have forced them to rely on spreadsheets, which is extremely time-consuming.

Those who have not had a break in service should note that the pensions calculator is accurate, give or take a few pounds. The SPPA dedicated police pension enquiry number is 01896 893 000 (Option 3).

Scottish Police Consultative Forum (SPCF) - The last meeting was held on 14th August 2025 with the next due to take place on 7th November 2025.

The regulations governing the Special Constabulary and the vicarious liability of the Chief Constable for their actions were discussed. Also discussed was Stop/Search and how the Working Group set up seemed to only include people

who were unhappy about being searched, and not the views of the wider public who, in the main, supported the policy given it is a very important tool to reduce crime and keep people safe.

Scottish Police Authority (SPA) - The last SPA Board meeting was held on 21st August 2025 with the next due to take place on 25th September 2025.

SPA was updated on the impact President Trumps visit had had on officers and how exhausted they were with the long hours they were all required to work. A new task force set up to cover Edinburgh dealing with retail crime has been deemed a success. It helped that a councillor for Edinburgh City Centre publicly highlighted the issues and lack of Police presence to ACC Mairs and the Chief Constable at the SPF Relentless Launch in Edinburgh.

PSoS are waiting on guidance from the National Police Chief Council with regards the recent Supreme Court ruling confirming biological male and females. A 40% drop in relation to police assaults was reported in the three months following officers completing their Operational Safety Training which is being attributed to an increase in OST training making officers better equipped.

SPA Board were seeking assurances that Business as Usual can continue as normal with all the recent events. PSoS highlighted the Force Mobilisation Model as a means of dealing with demand. There is an ongoing demand for the number of protests recently and changing locations constantly had implications on demand predictions. SPF General Secretary will emphasise the impact this has had on officers at the Op Roll debrief.

Police Scotland have signed up to the Crimestoppers Police Integrity Line which will be used to report officers and staff for corruption, abuse and other breaches of trust or power. This will enable anonymous reporting via an online form or phone call. Discussion took place around how PSoS are not taking malicious complaints seriously enough when dealing with consistent complainers through this and integrity matters.

People Committee - There have been no meetings of the People Committee since the last JCC.

Resources Committee - The committee last met on 19th May 2025. The next meeting is due to take place on 18th November 2025.

SPA is not happy with delays in the Estates Masterplan as programmes are not meeting their targets. Overtime and Ill-health Retirals are the main risks for the revenue being under budget with threats to the workforce being the erosion rate and pay. It is not known if the continued employer National insurance contributions are going to be part of the set budgets.

Recruitment is currently operating on a “one in one out” basis, which does not consider additional retirements. The process is largely reactive and does not always ensure that the most suitable candidates are selected. The Force has now decreased to 16,500 officers, with most vacancies occurring in local policing – meaning the public is not receiving the frontline service it deserves.

Joint Negotiating Consultative Committee (JNCC) - The last meeting was held on 6th June 2025. Next meeting is due to take place on 4th September 2025.

Historically, this meeting has always been chaired by the Chief Constable but, recently it has been chaired by the DCC's. At the last meeting only ACCs were present. These meetings are important as this is the last chance for PSoS to agree and make decisions on matters the SPF raise prior to SPF looking to take matter further via legal channels. This new concept should be fine providing the ACCs can make final decisions.

Updates were given on neurodiversity, the Police Ethics, Conduct and Scrutiny (Scotland) Bill along with an update from People & Development on work going on around mediation. HR are no longer single points of contact for divisions which is a great loss. NHS are withdrawing support in some custody centres. The protracted delays in grievances and the process being non-punitive.

People and Operations Delivery Group – SPF were not consulted on the new role of the Force Incident Manager. Four Inspectors have been promoted to Chief Inspector with a view to them taking up the posts. Food provided to officers working at Events was also discussed.

Working Practices Review Group - A final agreement is close to being reached in relation to Double Lock. The Force Mobilisation Model is now on hold, and the SPF will not consult or approve anything further around the FMM until the service provide reassurances around officers who require Flexible Work Plans.

Strategic Engagement Forum – Chief Superintendent Davison gave a presentation on “Policing for our Communities” which has a go-live date in September. SPF are not supportive of the shift pattern that is in place for the pilot. A review is being carried out on the roles to see what posts will require warranted powers. Billy McFarland gave an insight into the pilot. In theory it may work with sufficient numbers however, this is not the case and although it may look good on paper, the likelihood is that it will cause individual officer's extra problems due to the shift pattern.

Finance Standing Committee (FSC) - The last meeting was held on 22nd July 2025. Voluntary Fund and the Member Benefits fund are in a healthy position investment wise.

Efficiency Standing Committee (ESC) - Last met on 25th June 2025. PSoS are to expand Probationer Training from 13 to 15 weeks increasing the level of practical/hands on application training. Special Constables are seeking specific regulations to increase their protection and conditions of working. Lack of training for armed response officers leaving those to drive at high speed/pursuit vulnerable should they have an accident. C3 has a reduced number of controllers with custody/criminal justice struggling for resources.

Events and Rostering - Ongoing discussions around a Work Force Agreement to cover events such as football matches, festivals etc.

Force Mobilisation Model - Due to ongoing concerns SPF has refused to move forward to the next divisional consultation for the FMM until agreement is reached with the service around Flexible Working Plans.

Conduct & Equality Standing Committee last met on the 25 June 2025.

Conduct - National figures for the current live criminal and misconduct cases including a breakdown of those for the East were provided. Nationally topics discussed had been the increase in number of cases involving probationers and PSD now requiring subject officers to provide their account when dealing with non-criminal complaints due to an obligation under Duty of Candour. This puts subject officers in a difficult position and SPF are taking legal advice around the conflict with self-incrimination. PIRC investigating all allegations of on duty assaults.

Equality – discussions ensued after the national figures of the current live Ill Health, Ill Health Retirement and Grievance cases were provided.

(b) AREA LEAD UPDATES (Conduct, Equality & Health & Safety)

CONDUCT - Preceding the meeting the Chair provided a brief update on TEAMS. Topics of interest included:

Figures were provided relating to the East Area Committee. The number of suspended officers in the East remains reflective of what is occurring in the North & West.

PSD – AGSC, Lynn Gray, continues to have regular meetings with PSD to discuss any issues and resolve them as a first line solution. The new ACC for professionalism and assurance appears to have a pragmatic approach with the complaints and allegations officers face.

The Chair thanked the committee members assisting with officers going through the conduct process, whether this had been attending meetings, serving of papers or attending court. It is anticipated that requests for assistance will increase over the coming months.

EQUALITY – the Deputy Secretary provided an update preceding the meeting on TEAMS. Topics worthy of note:

There is a high volume of performance related issues mainly concerning probationers i.e. failing exams on numerous occasions at college or failing at division and having their probationary period extended.

FMM is causing significant issues. There is an increase in refusals for Flexible Working Plans particularly within C3 (Bilston ACR). There is a high prevalence of mental health-related absences (stress, PTSD, anxiety, depression) alongside serious physical health conditions (cancers, MS, seizures).

III-Health is up significantly with mental health being the biggest issue. OPTIMA provision is still very poor, with many members reporting failures in the service provided by them leading to additional anxiety and stress. There is an increase in rejection by SMP's relating to the IHR process and specific requests for Psychiatric diagnosis for PTSD related cases. ACCs are now rejecting more Particular Case Status appeals, any appeal submitted will need to comply with at least one of the four criteria.

HEALTH & SAFETY – The Vice-Chair distributed an update to the Committee via TEAMS pre-meeting, highlighting some key Health and Safety issues both at a local and National Level.

Assaults are on the rise. PSoS are looking at ways to try and reduce assaults with OST by looking at additional training. A pilot was carried out in V Division; however, due to lack of resources, this cannot be carried out Nationally. It has been found that the closer an officer is to having undergone OST training the lower the chances of assault.

Uniform – Clothing Working Equipment Group has disbanded. Uniform is to be reviewed, and the Force will be asking officers what kit they want to see being distributed.

National Police Chiefs Counsel do not believe officers should be carrying Naloxone. SPF informed them of this 5 – 6 years ago, however, they still forced it through!

Concerns have been raised in relation to constant observations.

Custody - the practice of wedging the medical door open within St. Leonard's appears to have crept in after a lock was put on the door! The Vice Chair has raised this issue and has asked that representatives report any instances to him. There are also concerns about limited space in the newly upgraded area within the cells complex and the height of the walls in the waiting area.

Concerns have been raised regarding the number of PCSO's who are either non-deployable or deployable with restricted duties, particularly in the East. (43% and 18% Nationally). This has resulted in custody suites running light, increased waiting times, more pressure on remaining PCSO's, divisional cover, or closing custody suites and pressure on the front-line officers. It has been raised on National H&S Boards, and ACC is now aware.

OBL's - Vice Chair asked those present to feed in OBL's and Near Misses and to continue highlighting this to the Force. It is rare OBL's are met, and Op Roll highlighted this. ACC is aware of the shortage. OBL's are now at critical levels in Edinburgh, J Division, Mid and East Lothian. This has been raised by the East Health & Safety Board. ACC states that if there are too few officers and it is not safe to attend, then officers should not be sent. This would be a big call by a supervisor, and the Vice Chair has asked to be informed if this does happen.

Driver Training - Ross Drummond has taken up his new post as instructor within the Driver Training Department, and the Vice Chair wished him luck in his new post.

PSU – MOE - all part time officers trained in PSU in 2024 are out of card. The Vice Chair wrote to ACC Ritchie, who informed that, apart from being on SCOPE, all officers would be notified personally. This has not been done. Service has now extended MOE until April 2026. This is out with the College of Policing Guidelines, who govern public order training. The Vice Chair asked that he be informed that he wanted to know about any injuries, especially if officers were unaware, they were out of card.

Discussions ensued in relation to custody and major issues transporting prisoners to Custody Suites too far away and the problems which arise from this. Sickness rates for PCSOs in the East, due to the Force expecting more from less, are very high. The West is not in the same predicament due to having more staff.

SPF Training – the Secretary informed those present that Basic Training would be taking place, for those not already trained, on 9th and 10th September 2025. Additional training for the three portfolios will take place for EAC Reps within the Livingston Office as follows:

Equality - 6th and 13th November 2025

Health & Safety - 20th January 2026

Conduct - 28th January 2026

JCC Circulars issued since the last meeting:

- 08/2025 Frasr of Allander Institute Stage 1 Report – Information
- 09/2025 2025/26 Police Officer Pay Claim – Update on Negotiations
- 10/2025 Pay Update – May 2025
- 11/2025 SPF Regulations, Rules & Standing Orders – Information
- 12/2025 Members Benefit Scheme – GP24 Service
- 13/2025 Update: Pensions Injury to Feelings Claims
- 14/2025 Pay Offer Consultation – 2025/26 and 2026/27
- 15/2025 Pay Agreement – 2025/26 and 2026/27

Police Service of Scotland Reform - rolled out in D and N Divisions and in process of being rolled out in A Division. Earlier teething issues have now been resolved. The Force is looking to roll out the BWV in C & P in October and E & J in November 2025. COPFS are struggling to keep abreast of the evidential requirements and have asked that the implementation is slowed down.

Discussions ensued around protective headwear, male hats, female hats and gender-neutral caps in relation to them not being fit for purpose regarding quality and protection given under Health & Safety. The prototype being looked at is in its early stages.

SOPs/Consultations – the Secretary said he appreciated the effort made by those who had responded to the many SOPs/Consultations received since the last quarterly meeting. It is important that PSoS hear the views of the SPF and the officers prior to PSoS signing these off, otherwise what is proposed will be implemented.

EuroCOP/ICPRA – the last EuroCOP meeting was held between 15th and 16th April 2025 in Rhodes with the next due to take place 11th and 12th November. The current focus is on violence against police officers in Europe. The hope is for the European parliament to bring in laws to help tackle this. No meetings of ICPRA, the next ICPRA meeting will be held in June 2026.

Police Rated Charities – the Vice-Chair updated those present in relation to the charities. PTC 1898, the financial wing of the PTC, has had good returns with all donations and profits donated back to the home. He reminded those present that all paying members can apply for a weekend break at both centers. Waiting time for physiotherapy at Castlebrae is almost immediate with 11 weeks for Wellbeing. Waiting times for Harrogate, physiotherapy, 2 weeks, and 11 weeks of Wellbeing. Premiums have remained the same for the last 10 years, unfortunately this is now not sustainable, as the charity is heading for a deficit. An increase in premium will be taking place in January 2026 from £7.80 to £9.99. It should be noted that tax can be claimed back and deducted at source by the Finance Department. (Although showing the figure £9.99 on pay slip, the actual amount works out at £5.99 for officers up to top rate constables depending on salary).

Police Children's Charity – change to bandwidth, giving an increase in the money given to families currently being supported.

Scottish Police Benevolent Fund – in a strong financial position. There are not many applications requesting support, therefore the fund has been able to help other charities. £2,000 was given to UK Police Survivors and with the same amount being given to the Ukrainian Police who were looking for support to purchase a bus to transport some of their families out of the danger zone to get some respite. Representatives interested in sitting on the Benevolent Fund were asked to get in contact with Ricky Wood as there were vacancies.

Police Care UK – in a strong financial position. A new Chair has been elected with an election due to take place of a Vice Chair and new CEO.

Police Remembrance Trust – the Police Memorial Day will be held on 28th November 2025 in Coventry.

Deep Dive – the last Deep Dive was in Operational Policing with the next in Events Policing. This will be a National Review covering areas such as transportation, catering, training, and resourcing. PSoS had asked for it to be postponed until after President Trumps visit to Scotland.

Motions – no motions were presented at the Joint Central Committee. There is, however, a Motion pending about the location of the Joint Central Committee meetings.

Correspondence – there were two items, one being a letter from John Turley, East Area Chair, resigning his position due to his impending retirement on 5th September 2025. The second being from the Secretary of the North, Caroline McNaughton, who was also stepping down due to her retirement on 25th October 2025.

Any Other Competent Business – the Relentless Video will be taken on a Roadshow around shopping centers and the three areas to highlight the reality of policing to the public. A half day conference will take place to try and get policing on the manifesto for the various parties for the next election; this is to ensure they take policing seriously and see that we need more resources and better working environments.

The Secretary will link in with Woodside Place to organise elections to try and fill vacancies for Local Representatives within the East Area.

The Secretary informed those present that only two venues had been deemed suitable for the 2027 Bi-annual Conference. West and North were both in favour of Turnberry, however, the East Committee were not and asked for other venues to be explored. Stark Events, the company who checked the venues for suitability and cost, advised there were no other alternative venues suitable with the main requirement being exclusivity for security purposes. A three-year deal was taken for Turnberry due to value for money. The East Area Committee was not happy with the outcome and discussions ensued with the question of whether Conference was required and if the constitution could be changed. The Chair said that it is in the Constitution that the Conference takes place every two years. Motions at the Conference are for the whole of Scotland and not just one area therefore all areas are required to attend.

Those present felt the Joint Central Committee should be pushed to carry out a review of Stark Events itself. SPF have been dealing with them now for over a decade and it may be time to look for other companies who may be able to offer variety and different ideas rather than take their word for it. The Chair informed he will ensure that this question is asked at the next Finance Committee Meeting. He has also asked for a breakdown in expenditure.

Next Joint Central Committee meeting will take place on 18th and 19th November 2025.

8. DIVISIONAL SEPARATES

Updates will be forwarded onto the east area mailbox.

9. DIVISIONAL UPDATES – “C”, “E”, “J” & “P”

“C” Division – topics discussed at the last Management Meeting had been Task Allocation Timing; Correspondence Folder Setup; Crime Report Allocation; Kilo CPT Involvement; Falkirk Community Policing – Support During Recent Periods;

Training – Licence Search Officer (LSO) Course Allocation; Op Roll refreshment for local officers on 12-hour shift.

“E” Division - Christopher Richardson informed those present that the “E” Division Management Meeting had been postponed until 10/09/2025 owing to commitments on both sides.

“J” Division - on 21st August 2025 a meeting took place with the Senior Management Team, items discussed were OBL's; Hawick Custody Resourcing; Summary Case Management; Training regarding SCM and DESC; resources; Double Sectoring; Haddington Resourcing and annual leave.

“P” Division – Martyn Reidie informed that due to not receiving any relevant questions for the Senior Management Meeting in Fife this quarter, the meeting was postponed.

10. CORRESPONDENCE RECEIVED

No correspondence received.

11. NEW BUSINESS – MOTION

Motion - Childcare Compensation

“This Area Committee asks the Joint Central Committee to negotiate through the PNB(S) Technical Working Group, for provisions to be made to compensate officers who have incurred non-refundable costs with a registered childcare provider. This entitlement will be for officers who are required to work on a rest day, an annual leave day or pre planned overtime at the end of their shift but are subsequently cancelled from the requirement in circumstances where there is no provision to elect to work the rostered hours”.

Proposer: David Reid

Seconder: Lyn Redwood

Discussions ensued and Fraser Muir put forward the undernoted amended motion:

Amended Motion

*"This area committee asks the Joint Central Committee to negotiate through the PNB(S) Technical Working Group, for provisions to be made to compensate officers who have incurred non-refundable costs with a registered childcare provider **or a registered care provider for a dependant adult**. This entitlement will be for officers who are required to work on a rest day, an annual leave day or pre planned over time at the end of their shift but are subsequently cancelled from the requirement in circumstances where there is no provision to elect to work the rostered hours".*

Proposer: Fraser Muir
Seconder: David Hughes

Amended Motion was carried to be presented at the next Joint Central Committee.

Events – the Secretary informed that PSoS had put a paper together asking for SPF feelings regarding working at events on shifts outside the Working Force Agreement and he had been tasked by the Deputy General Secretary to find out the views of the East Committee. The proposal sent to SPF was for the modification of the Work Force Agreement for football initially with potential to extend to wider events if there was a necessity. Liam Harman gave a brief insight into what it would involve for the officers which is basically to stagger starting times for football.

It was decided that the Secretary write to the Deputy General Secretary seeking clarification regarding start times.

12. ANY OTHER COMPETENT BUSINESS

The Chair asked those present what their thoughts were regarding the latest pay rise. Discussions ensued – the general feedback was that officers, in the main, were happy with the pay deal, commenting that communication from SPF was better this time round.

13. CLOSURE OF MEETING

The Chair thanked the representatives for their hard work and commitment saying that it had been a pleasure getting to know them all. He went on to say that whilst the role could be challenging at times, it was also very rewarding.

The Vice-Chair thanked the Chair stating that he would be sorely missed and wished him a long, healthy retirement.

The next EAC Quarterly Meeting will be held on Wednesday 3 December 2025 within the McDonald House Hotel, Uphall, EH52 6JS.

David Reid
Secretary

John Turley
Chair