



## Scottish Police Federation North Area Committee

Minute of the quarterly meeting of the Scottish Police Federation North Area Committee, held on Monday 1 and Tuesday 2 September 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 (Apologies)

Constables	Sergeants	Inspecting Ranks
Mark Douglass	Julie Stephen	Rhona Di Meola
Allen Begg	Geoff Catto	Gillian Donald
Sorcha Burns	Ryan Thompson	Lynne Kortland
James Will	Greig Ferguson	Simon Lewis-Dalby
Dale Evans	Paul MacLaren	Kris McCall
Ronnie Irvine	David Mackay	Pat Nicoll
Scott Birrell		
Ross Polworth		

The Chair opened the meeting and welcomed all members present.

Apologies were received from Andy Sawers, Yvonne Sloan, Iain Fraser, Ricky Burr, David Gibson, Rob Southern, Bruce Crawford, Dayne McDonald, Robin Brown and Andrew MacKenzie.

### 2. Minute of Previous Meeting

The previous meeting Minute was formally approved, having been proposed and seconded by Julie Stephen and Simon Lewis-Dalby.

The Chair then advised on outstanding actions from the Action Log and there was some discussion around future Deep Dives.

### **3. Health & Wellbeing Input – Diane Clayton, HR Manager - Wellbeing**

The Chair introduced Diane Clayton, HR Manager – Wellbeing, who ran a Health & Wellbeing Workshop and delivered a presentation.

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

The Chair advised Rank Separate meetings will now take place.

### **5. Legal Advice and Assistance**

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

There are currently 110 live legal advice and assistance files, with 178 closed since the last JCC meeting.

Since the last NAC, for the North Area there have been the following number of legal assistance applications between 4 May and 22 August 2025.

On-duty – 7 accepted applications. 2 Personal Injury, 1 Employment Dispute, 2 Civil Legal Defence and 1 Criminal Legal Defence.

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

During this period, there were 62 General Legal Advice calls taken and 6 of these converted to legal applications.

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

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

ALLARD - all members now paid and just await legal fees reimbursement.

PUBLIC INQUIRY – As per national media, SPF and the Service raised concerns around the fact that the Chair of the Inquiry disclosed meeting with the family of Sheku Bayoh, showing a potential lack of impartiality. The result of the review of this was the Chair refused to recuse himself. SPF are taking this to judicial review.

Review of Legal Aid conditions as the solicitors used by SPF won't do Legal Aid as they are not paid enough by the Legal Aid Board. SPF looking to liaise with Legal Aid Board around this, use of Legal Aid for criminal cases could save some money.

LIVE APPLICATIONS FOR JUDICIAL REVIEW – looking at a number of issues, including the disclosure statements to the Chair in Misconduct proceedings; the use of Probationer Regulation 9 Discharges for those under criminal charges; and the contingent decision on pensions. Regarding the contingent decision, it's likely that there could be a case but could be cost prohibitive and not best use of member subscriptions.

APPEALS RE LAA - two appeals were heard and rejected.

## **6. Divisional Reports**

A Division - Divisional Rep Lynne Kortland gave an update with BWV being the main topic. Also staffing issues – backfilling for Court etc. She also spoke about restricted duties causing issues. The Chair mentioned under staffing issues within PSD and there was discussion around the lack of PSD updates. The Chair also spoke about PIRC updates.

D Division - Divisional Rep Kris McCall advised of case management issues, Op Roll overtime claims being returned for amendment and issues with claims for spectacles.

N Division - Divisional Rep Ross Polworth spoke of CID shift pattern issues following consultation, Court standby / PF issues and RDU staffing issues. There was discussion around WFA / shift consultations.

National Divisions – Divisional Rep Pat Nicoll advised of a Briefing Paper being submitted on lack of numbers. He also spoke about running below OBLs and training issues.

The Secretary then spoke about relocation allowances for Probationers and a proactive recruitment campaign for remote and rural areas.

## **7. JCC Sub Committees**

The Secretary advised the Conduct and Equality Standing Committee last met on 25 June 2025.

### **Conduct**

The Chair gave updates on suspensions and live Criminal / Conduct cases in the North Area. He advised of increases nationally in number of cases involving Probationers, sexual offences and "with cause". He also spoke about upcoming Conduct Training in the Aberdeen office.

### **Equality**

The Secretary gave the update and summarised the PCS process which provoked discussion around the room.

### **Action – The Chair to distribute PCS criteria / information to NAC.**

She then spoke about the following points:-

- SMP now being firmer about only accepting a MH diagnosis from a psychiatrist, not a psychologist. Can take much longer to get this via the NHS, prolonging IHR waiting times.
- IHR accounts for the biggest number of cases in this portfolio. Increase in officers being ill health retained at the moment, and SMP choosing not to retire officers but to retain them.
- Lots of negative behaviour from Optima and the SMP, with short notice changes of appointments.
- Now taking around 12 months for the IHR process – back to where it was previously when concerns were raised with the SPA.
- Seen a number of previously modified officers returning to operational duties when perceiving the possibility of being pushed into the ill health retirement route by the Service.
- PSOs are following NPCC guidance on policy around issues involving gender and taking cognisance of the recent court outcome around biological sex recognition.

<b>CASE TYPE</b>	<b>CASES</b>
<b>GRIEVANCE</b>	<b>5</b>
<b>EQUALITY</b>	<b>13</b>
<b>ILL HEALTH</b>	<b>33</b>
<b>IHR</b>	<b>23</b>

### **Efficiency Standing Committee**

The Secretary advised the Efficiency Standing Committee (Legislation, Regulation & Operational Duties) last met on 25 June 2025 where the following topics were discussed.

- Probationer training looking to be increased from 13 to 15 weeks, to increase the level of practical, hands-on application and training.
- DCC Spiers now leading on Leadership and Development.
- Special Constables looking to have specific Regulations to increase their protection and conditions of working. There is currently no mechanism to dismiss a Special Constable due to the lack of Regulations governing them. However, this is being pushed back by the Service as an issue for the Scottish Government to deal with if they see there is a need for it. Currently 384 Special Constables in Police Scotland.

- Lack of training for armed response officers in high speed / pursuit driving, leaving them vulnerable.
- C3 has a reduced number of Controllers.
- Custody and Criminal Justice are struggling for resources.
- PIP training has been rolled out for all FTOBs.

**Action – The Chair to email Lynne Gray, AGS Conduct re recognised PIP Suite, Dundee.**

**Events and Rostering**

The Secretary spoke of Force Mobilisation Model (FMM) issues. Update from Deputy General Secretary – due to ongoing concerns around the lack of consideration for Flexible Working Plan (FWP) officers and the implementation of FMM, the SPF has refused to move forward to the next Divisional consultation for FMM until there is agreement from the Service around FWP.

**Health, Safety and Welfare Standing Committee**

The AGS Health and Safety advised the Health, Safety and Welfare Standing Committee last met on 26 June 2025 and gave an update.

He advised the Health and Safety Board was poorly attended by ACCs. This has been highlighted in an audit by the Health and Safety Department.

He then spoke of the Roads Policing and Locus Protection Module still under review and working on a Moodle. He advised the SPA would like wellbeing included in the Health and Safety Board. The Health and Safety Team have taken on a Risk Assessor to review all Risk Assessments.

He advised Estates are now in a better position in relation to planned maintenance, which provoked discussion around Baluniefield.

Increase in assaults in all Areas, with no Your Safety Matters meeting since January 2025. Clothing and Equipment Working Group being suspended. There was then discussion around uniform supplies.

A Vehicle Equipment Working Group has been created. HSE highlighted issues at Kittybrewster Custody. Protective headwear also spoken about and an Awareness Training Day being held in Aberdeen on 10 February 2026.

## **8. JCC Updates**

The Secretary advised the last meeting of the JCC took place on 26 / 27 August 2025 with the Finance Standing Committee meeting held on 22 July 2025. The Secretary then advised on the following updates from the General Secretary.

- Pay levels check and index
- Pay
- Outstanding issues
- PNBS meeting and handbook working group

### **PNB(S)**

The Secretary advised the last PNBS meeting was held on 15 August 2025, and next meeting is due on 30 September 2025.

They will now look at everything except pay for the next two years, awaits the Fraser of Allander report at the end of the year. The Secretary then advised the September pay will have the increase in.

There are discrepancies within Areas on claiming for mileage on Rest Day working which is awaiting clarification if this is likely to be able to go back 5 years, which is the statutory limitation. Need to claim it and see it rejected before there could be an appeal.

The Secretary gave an update on the maternity issue stating it will take effect from April 2026.

There was lots of discussion around these issues and CPI.

### **Pensions**

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

She advised the SPF are significantly disappointed with the current Board, who have decided to reduce the SAB meetings from four to two per year without any consultation. They are in denial of the issues of the SPPA and its lack of efficiency. SPF are only advisory to SPPA and have no legal status. All mandatory timescales have been breached, and they have referred themselves to the Regulator.

### **JNCC**

The Secretary advised the JNCC last met on 6 June 2025, and the next meeting will be 4 September 2025. This used to be chaired by the Chief Constable, but is now chaired by three DCCs with attendance of ACCs.

Topics discussed at most recent meeting:

- Legislative update around PECS Bill and Neurodiversity Bill.
- Removal of NHS support in custody around neurodiversity – queried by CJ ACC.
- Protracted delays in grievances and issues around the civilian statement takers, who are not doing an investigation. Woolly outcomes.
- BWV – confirmation that custody officers are not required to upload for first court appearance. ACC Middleton has taken this on board.

JNCC Sub-Groups are the Working Practices Review Group; the Policies and Procedures Group; and the People and Operations Delivery Group.

The Secretary advised at the last strategic Engagement Forum, which is supposed to replace the JNCC, there was no engagement with the SPF. There was a presentation on “Policing for our Communities” which has a go-live date in September 2025. This is not supported by SPF due to the shift pattern having few weekends off.

### **PSoS Reform**

The Secretary advised BWV and DESC integration has now been rolled out in D and N Divisions and underway in A Division with no issues reported, learning having been taken from the earlier Divisional rollouts. The East are now looking to rollout two Divisions at a time but COPFS have requested that the Service slow down the implementation as they can't keep pace of it with the evidential requirements.

She advised the Uniform Group is now part of Police Reform, looking at protective headwear under Health and Safety.

### **SPF Training**

The Secretary spoke briefly about training advising of the following scheduled courses.

- Basic Training – 9/10 September 2025, Livingston.
- Equality Training – Reps
  - North – 4 & 11 November 2025
  - West – 5 & 12 November 2025
  - East – 6 & 13 November 2025
- Equality Training – FTOB
  - Part 1 – 13/14 January 2026
  - Part 2 – 21/22 January 2026

- Conduct Training – Reps
  - East – 28 January 2026
  - West - 4 February 2026
  - North – 10 February 2026
- Health, Safety & Welfare Training - Reps
  - West – 15 January 2026
  - East – 20 January 2026
  - North 30 January 2026

## **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 meeting being held on 14 August 2025 and the next on 7 November 2025.

There was discussion around the following:-

- The Regulations governing the Special Constabulary and vicarious liability of the Chief Constable for their actions.
- Stop / Search Working Group, which included only persons who were unhappy about being searched, and not the views of the wider public that supported the policy.
- Report released after FOI around misogyny in the Police Service.

## **SPA**

The Secretary advised the last SPA meeting was on 21 August 2025, and the next meeting will be on 25 September 2025.

At the August general meeting, DCC Connors updated the SPA on the impact on officers of President Trump's visit and how tired they were with long hours and that it cost £0.5 million in overtime.

It was reported that PSoS are delighted with the 21% uptake on the Staff Survey. DCC Spiers reported a drop of 40% in police assaults and attributes this to an increase in OST training making officers better equipped and reported success of the Retail Crime Taskforce in Edinburgh which cost £3million to fund.

SPA Board were seeking assurances that Business as Usual (BAU) can continue with all the recent events. PSoS highlighted FMM as a means of dealing with demand. There was ongoing demand for the number of protests recently and changing locations constantly had implications on demand predictions. There is a debrief next week for Op Roll and the General Secretary will be candid about the impact it had on officers.

The Secretary advised the last Resources Committee Meeting was on 13 August 2025, and the next meeting is on 18 November 2025. The Deputy General Secretary reported on this as follows:

- Delays in the Estates Masterplan. SPA not happy with progress to date and programmes not on target.
- Stated that the Service main costs are on ill health pension costs and officer pay.
- Recruitment is a one in, one out basis at the moment, which doesn't account for additional retirements and the failure to recruit quick enough and numbers of suitable candidates.
- ACC Mairs highlighted that most of the vacancies in policing are in local policing and the public are not getting the frontline service they deserve.
- New chief officer of estates starts in September 2025.

### **Deep Dive**

The Secretary advised the next Deep Dive will be Event Policing with the leads being Vice Chair, Brian Jones, and AGS H&S, Gordon Forsyth. This has been temporarily postponed at the request of ACC Waddell due to Trump's visit and Vice President visit.

### **EuroCOP & ICPRA**

The Chair advised EuroCOP was last held in Rhodes on 15 and 16 April 2025 with the focus on Violence Against Police across Europe and strategies to reduce this. The next meeting is 11 and 12 November 2025.

The last ICPRA meeting was held in Greece on 14 April 2025, and the next will be in Canada in June 2026.

### **Police Related Charities**

The Chair gave a brief update on Police Related Charities advising of an increase in PTC subscriptions and mentioned the facilities available at Auchterarder and Harrogate for weekend breaks. He also spoke of a poor uptake with new Probationers for the Police Children's Charity and the Benevolent Fund.

The Secretary then advised of a free taxi shuttle service between Edinburgh Airport and Auchterarder – this information has been passed to N Division SMT in case it assists with Island officers attending at the PTC.

### **SPF Awards**

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

## **9. JCC Circulars and Consultations**

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

## **10. Motions**

The Secretary gave an update on the previous motion explaining the explanatory note was not competent. There was a unanimous vote regarding the re-submission with the wording changed.

## **11. Communication**

There were updates from the three Divisions regarding Webex which generated some discussion around what can be done to make it better and how to educate response officers in its use.

The Chair advised the "Relentless" video is to be taken on Roadshows around shopping centres in the three North regions and any contacts for shopping centres should be forwarded to the Secretary and Chair.

**Action - Sorcha Burns, A Division, Caroline Macnaughton, D Division and Ross Polworth, N Division to forward contact details for shopping centres.**

## **12. Correspondence**

The Secretary advised of the resignation of Rep Calum Smith and read out his resignation letter to the Committee. A record of thanks to Calum for his time as a Rep.

## **13. AOCB**

The Chair advised there were no items of AOCB.

#### **14. Closure**

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

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