



Scottish Police Federation
PO Box 27163, Glasgow, G3 9EZ

West Area Committee Minutes

Minutes of the West Area Committee meeting held at the Village Hotel, Glasgow, on 4 September 2025.

1. ATTENDANCE AND OPENING

West Area Committee Office Bearers & Staff

Gordon Cumming	Secretary
Iain Gray	Chair
Gavin Tuohy	Vice Chair
David Taylor	Deputy Secretary
Jennie Macfarlane	Deputy Secretary
Lynne Welsh	SPF Staff

Ex-Officio

David Kennedy	SPF General Secretary
Emma-Louise Richardson	AGS(P&E)

WAC Representatives

Adam Potts
Anton Hughes
Blair Wood
Brian Martin
Christopher Hynds
Christopher Thomson
Claire Walker
Colin MacRitchie
Daniel Lunny
Darren Muir
Darren Munogee
David Leslie
Euan Graham
Gary Diver
Gary Mackie
Graeme Kerr
Gus Byers

Heather Wallace
Jamie Macleod
Johnny Mullan
Lyn Stewart
Mark Whyteside
Marketa Davidson
Maxwell Shaw
Megan Logan
Mervyn Almeida
Pamela McFarlane
Paul Elliot
Paul McCartney
Richard North
Scott Lisett
Stephanie Dunlop
Stephen Gray
Terry McEwan

Apologies –

Alistair Wright
Andrew Davis
Bob Bryce
Brian Sexton
Fraser Donaldson
George Allsopp
Johnathan Edgar
Julie Hayes
Karen Cameron
Laura Stewart
Les Duncan
Lianne Kelly
Marc Jobson
Neil McGinn
Ross Preston
Stuart Gillies
William Quinn

The Chair opened the meeting and welcomed the members. All representatives were encouraged to take an active part in the meeting and Standing orders were adopted for the duration of the meeting.

The Chair gave a special welcome to the new WAC Vice Chair, Gavin Tuohy and to new West Area representatives, Paul McCartney and Blair Wood, who were attending their first WAC meeting. He also welcomed Emma-louise Smith, the SPF AGS (Equality) and advised the members that the SPF General Secretary David Kennedy would attend the meeting later to address the committee on current issues.

2. SEPARATE COMMITTEES

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

3. MINUTES OF PREVIOUS MEETING & ACTIONS

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

Actions from previous meeting- June 2025

C/F Action 1 - Request for guidance to the PNBS

- V Division officer travelling to Tulliallan - CLOSED
- Public Holidays during Annual Leave - ONGOING
- C3 Mileage Claims – No agreement as yet - ONGOING

Action 2 - K Division Issues

- Issues with abstractions

The Secretary has escalated these issues directly with K Division, and to the Working Practices Review Board, via the Deputy General Secretary; however, no update was available. This action would remain open.

Action 3 - Thomsons Claim

An update was provided by the SPF General Secretary in JCC Circular 13 of 2025. – CLOSED

Action 4 - OBL issues – L Div.

Examples of OBL's include an officer from another Division having to cover 3 x night shifts to assist with dangerously low staffing levels.

Examples to be submitted to MH to allow this to be highlighted. – ONGOING

Action 5. Case Management System

Issues raised with changes to the Case Management system. System is not satisfactory.

Matter to be escalated to ACC Middleton – ONGOING

Action 6 - Request for easy read information on recording of Near Misses.

Action for WAC Vice Chair - Correspondence/guide to be circulated to WAC reps. – ONGOING

4. LEGAL ADVICE AND ASSISTANCE

The Secretary provided an overview of LAA applications submitted since the last WAC Meeting.

He advised members that there is an increase in off duty allegations which require legal representation.

Two appeals have been heard for applicants – both not upheld.

JCC – legal advice

Allard – All claims are now settled. SPF await reimbursement of legal fees.

Public Enquiry - This continues, and concerns were raised re the impartiality of the Chair.

Judicial Review will be taken forward.

Disclosure of statements to Chair in misconduct proceedings – this is ongoing.

Probationer Reg. 9 discharge – Members facing criminal charges under conduct investigations.

Contingent decisions on pensions is ongoing.

SPF GENERAL SECRETARY INPUT

The SPF General Secretary addressed the meeting on current matters including ;

- Pensions
- FMM
- Community Policing
- Pay
- Operation Roll – feedback from members.

He thereafter answered questions from members.

5. DIVISIONAL REPORTS

A brief report was provided by each Division, and matters raised are highlighted below.

SCD

- Days off cancelled for events.
- Transfers.
- Volume of events that SCD officers are required to work.

OSD

- Mounted Unit & Dog Branch – conditions not fit for purpose.
- Health & Safety visit scheduled for the mounted unit.

G Division

- Lack of reporting of near misses.
- Events.

K Division

- PS and PI levels of cover over the summer period - struggling to manage cover.
- Estates – repairs outstanding.
- Fleet – ongoing issues.

L Division

- Rothesay refurbishment.
- No update on Oban.
- Finance.
- Operation Roll.
- Dangerously low resource levels in L Division with examples given of an officer from another division having to provide cover for 3 nights.

ACTION - Members were asked to forward examples of OBL's to Merrylee House to highlight the issue.

U Division

- Operation Roll – transport issues.
- Modified duties – officers being scoped for roles that they are not fit for.
- Increase in absences.
- Short notice of change of shift .
- Estates update.

Q Division

- Working from home.
- Case / report marking.
- Current workload in response.
- Fleet – issues as do not have enough vehicles for officers to attend calls.

V Division

- No major issues

ACTION - The Case management system was discussed briefly, and issues were highlighted. It was agreed that the matter should be escalated, and an action was raised for the WAC Secretary to write to ACC Middleton in respect of this.

6. PODG

The WAC Chair provided an update.

The last meeting took place on 11 August. The following matters were discussed.

- Force Incident Manager (FIM) Role – C3 Division
- FCI/CRI Merger – Custody Oversight - merging of two roles with no real training being provided.
- Arrested Person's Pathway Proposal. – this appears to be working.
- C3 Division Resource Crisis.
- Legal and Safety issues with Officer Injuries on Fast Roads due to no traffic vehicles available and more officers requiring training.
- Event Refreshments and Nutritional Standards – non refrigerated food provided.

7. FINANCE STANDING COMMITTEE

The last finance committee meeting took place on 22 July 2025. The WAC Chair provided an update to the members.

- Training costs are due to rise.
- 1919 Magazine and ongoing cost. Readership is on the increase.
- Sponsorship of the Pipe band is down.
- Investments remain steady.

8. EFFICIENCY STANDING COMMITTEE

The last Efficiency committee meeting took place on 25 June 2024.

The WAC Secretary provided an update.

The WAC Secretary advised members that the West area would be starting to hold local meetings, and an invitation would be circulated to members in due course. It was expected that at least one representative from each division would attend.

Probationer training will increase from 13 weeks to 15 weeks to increase level of training. Probationers will not progress without passing all exams.

Special Constables Conference – looking to increase working conditions for Special Constables
Members were advised that numbers were down from 2100 to 384. (since inception of Police Scotland)

C3 have reduced the number of controllers.

Custody & Criminal Justice Division struggles for resources which results in the closure of custody offices in the West.

FMM - this had been stalled temporarily but will start back up.

WFA – A general events WFA has been proposed.

9. CONDUCT & EQUALITY STANDING COMMITTEE

The last meeting of the Conduct and Equality standing committee took place on 25 June 2025

CONDUCT

The WAC Deputy Secretary provided an update.

Members were updated on current misconduct and conduct cases for the west.

The WAC Secretary thanked the Reps who are currently supporting members through the conduct process.

We still await an update on some legal matters where PSD have changed policy regarding misconduct hearings/meetings that can be shared by the Chair without the subject officer's consent. SPF do not agree with this.

SPF Contact forms - members were reminded that all contact forms are held on members database files and as such can be requested by SAR by members.

Any member aware of a change to court dates or new courts dates, please advise Merrylee House to allow case files to be updated. Members were advised that the Division should be providing someone for the officer's welfare.

Telematics – There is a Memo of Understanding (MOU) between ASPS, Police Scotland and SPF that telematics data cannot be used for disciplinary proceedings.

Training - Members will be advised within the next week or two of upcoming conduct training dates.

SPA Conduct Committee meeting - Irregularity with procedures on the increase for CAP. Papers will be circulated.

Operation Blade – still ongoing.

The Deputy Secretary answered questions from the members.

EQUALITY

The Deputy Secretary provided an update.

Current figures were provided for Grievance, Equality, Performance and Ill health

Ill health

The Deputy Secretary extended thanks to Representatives who are supporting members through the ill health process.

There is limited availability for SMP appointments resulting in officers having longer wait times which extend the length of the process. On average, members who are considering Ill health retiral are looking at a wait of 6-8 months for an SMP appointment, and an average time for the full process from start to finish is approx. 11 months

Once members are in the Ill health process for a period of 12 weeks and their pay is affected, there is a process to have them maintained on full pay. Enquiries have to be made to ensure that this is put in place. Any representatives who are aware of officers in this situation can contact Merrylee House with details.

Parenting / maternity sessions

This has been carried out at Division and is proving successful.

Maternity pay increase – There will be no change until 1 April 2026, we await clarification to confirm at which point officers qualify. Any queries can be referred to Merrylee House.

The Deputy Secretary advised members that Awareness sessions should still be sitting on Microsoft teams, however if Representatives have any questions or wish the session to be repeated, they should advise the Deputy Secretary.

Modification panels - One member asked for further guidance in relation to members who are attending panels and have to consider IH retiral due to no job available for them. There are concerns arising from the uncertainty of whether this will be financially viable without access to pension figures.

Members will not get accurate pension figures immediately as it is not a financial decision, the decision has to be made on a medical basis.

Employment Tribunals

There have been two successful E.T's that SPF have been involved in recently.

The Deputy Secretary emphasised the importance of documenting information when dealing with members and submitting the SPF Contact forms when speaking to or attending meetings with officers. The information can be beneficial at a later stage should it be required for any potential E.T. Any questions on the matter can be referred to the Deputy Secretary.

Grievance procedure -

Members were advised that the allocation of grievances is currently taking in the region of 4-6 weeks.

The AGS Equality provided brief updates on the following -

Grievance procedure

Home working – reasonable adjustments

FMM

Optima

Police Memorial Trust – Glasgow

World Suicide prevention Event – this will take place on 10 September by Police Scotland and is for Police officers and their families.

10. HEALTH, SAFETY & WELFARE STANDING COMMITTEE

The WAC Secretary provided an update. The last H&S Board meeting took place on 5 August 2025 and was chaired by ACC Taylor.

Matters of discussion included –

- Fast roads - not meeting standards
- Assaults on Police Officers – figures have increased.
- OST
- Your safety matters
- Estates – Rothesay has been renovated whilst officers are still working from the office.
- Taser - Discussion in regard to providing tasers for all officers.

Clothing and working Group -The clothing and working group met on 15 August. There was nothing new to report.

C3 & CJSD sickness levels are up.

Level 4 Obs – There is a new Superintendent in CJSD.

Health & Safety Executive visited Kitty Brewster in Aberdeen and they have been issued with a notice due to stop search not being recorded properly and lack of panic strips.

Near misses – Recent concerns include Roads policing officers travelling to all areas, Officers travelling from one area to another to provide cover & abstractions. The Secretary highlighted to members the importance of submitting near misses or the situation will continue as is.

One member asked if near misses can be recorded elsewhere as SCOPE is not user friendly, unfortunately this is the only method currently available to officers.

ACTION – SPF to send out an easy read guide in relation to Near misses.

11. JOINT CENTRAL COMMITTEE

The last meeting of the JCC took place on 26 & 27 August 2025.

Pay deal - Feedback on the voting process for officers, there were a significant number of reps who did not take part in the vote. This was the first time that the option to vote was available, however the response was not as good as expected

Pensions - The pension advisory board have cut their meetings back. SPF are observers only.

JNCC - The last meeting took place on 6 June 2025

Police service of Scotland Reform - body worn video and desk integration has been rolled out in D Division and N Division. Roll out will start in the West in January.

The Uniform group is now part of police reform.

Protective Headwear is being discussed under the Health & Safety Act.

SPF Training-

The following training has been arranged -

Basic training – 9 & 10 September

Equality - 5 November 2025

H&S - 15 January 2026

Conduct - 5 February 2026

Courses will also take place in the East and North Areas. If any West representative is unable to attend on the arranged dates, there may be availability to attend the course in one of the other areas. Representatives can contact their local area to confirm available places.

Once training is completed, it is expected that Representatives will then take on case files to support officers.

OTHER JCC BUSINESS

A Deep dive will take place in events policing.

Charities – PTC will increase subs to £9.99 in January 2026, the first increase in 10 years. Members were advised that this is deducted from salary prior to tax.

Federation subscriptions (Voluntary Fund) - as a result of the pay deal, Federation subscriptions (Voluntary Fund) will increase by 4%.

Pay deal – The WAC Chair requested feedback from the members on the voting process for the pay deal. General opinion was that there was a good amount of positive feedback with members being appreciative of engagement.

12. JCC CIRCULARS

The following JCC Circulars have been issued since the last WAC Meeting –

10.06.25	11/2025	SPF Regulations, Rules & Standing Orders – Information
07.07.25	12/2025	Members Benefit Scheme - GP24 Service
30.07.25	13/2025	Update: Pensions Injury to Feelings Claims
01.08.25	14/2025	Pay Offer Consultation – 2025/26 and 2026/27
18.08.25	15/2025	Pay Agreement 2025/26 – 2026/27

One member asked if there was any update in regard to the next Conference, which will be the 100th SPF Conference. The matter was discussed, and members will be kept updated in relation to the chosen venue. Members were encouraged to put forward any suggestions in regard to speakers/presentations to Merrylee House.

13. CONSULTATIONS

There have been 24 consultations since the last WAC Meeting.

14. MOTIONS

There were no motions.

15. CORRESPONDENCE

The following was received;

- Letter of thanks from a member
- 30/07/2025 Resignation from West Rep. Kevin Anderson
- 02/09/2025 Resignation from West Rep. Edward Cairns
- 03/09/2025 Resignation from West Rep. Aaron Hicks

16. OTHER COMPETENT BUSINESS

- Workforce agreement for events - The current WFA has specific start times for early shift, back shift and night shift. The force wishes to have a bespoke work plan for events, specifically for football, which will result in a change to start times, either moved forward or back depending on shift. There was brief discussion on the matter and members were asked for feedback.
- WAC Vacancies – There are a number of vacancies coming up and members were asked to check in their division/departments for anyone who may be interested in the posts.

17. CLOSE OF MEETING

The Chair thanked the members for their participation in the meeting. The next meeting will take place on 4 December 2025.

Iain Gray
Chair

Gordon Cumming
Secretary