



SCOTTISH POLICE FEDERATION

West Area Constable's Committee
Minutes of the meeting of the West Area Constable's Committee held
On 4 December 2025

1. Roll Call

2. Election of Chair

Election of Chair and Vice Chair

Elections were held at for the position of Chair and Vice Chair for the Constables committee. From the elections, Marc Jobson was elected as Chair of the committee and Blair Wood was elected as Vice Chair.

3. Opening of Meeting

The Chair opened the meeting and welcomed the members.

4. Committee Vacancies

Reserves List for JCC – Given the few numbers in attendance at the previous meeting, it was suggested that members place their names on the JCC reserves list, however no new members placed their names on the list.

5. Minutes of Previous Meeting

Minutes of the previous meeting were circulated and approved.

6. Matters arising

- Tenure – Tenure was discussed at length. It was confirmed that tenure is not within the Regulations, however senior management are enthusiastic about it and Operational Support Division are already actively looking to implement it throughout the division.

Concerns were raised of tenure causing a culture of bullying and lack of nationalised policy.

Action – Chair was tasked with writing to each division and to find out their individual tenure policy and how they plan to implement it.

- Level 4 Custody Observation – A short life working group was set up for custody regarding Level 4 observations. SPF position is currently that officers conducting level 4 observations should be afforded the same welfare conditions as the prisoners.
- Near Miss - It was further noted that there does seem to be a lack of near-miss forms being submitted around level 4 observation and the committee was asked to raised awareness of the lack of near-misses being submitted.

7) **Correspondence**

There were no items of correspondence.

8) **Motions**

There were no motions.

9) **Any other business**

There were no items of business

10) **Date of next meeting**

The next meeting will take place on Friday 6 March 2026.

11) **Close of meeting**

On concluding the meeting's agenda, the Chair thanked everyone for their attendance and confirmed the next meeting will be held on Friday 6th March 2026 at the Village Hotel, Glasgow.

Marc Jobson

Chair

Daniel Lunny

Deputy Secretary