



SCOTTISH POLICE FEDERATION

West Area Inspectors Committee Minutes of the meeting held on Thursday 6 June 2024 Within the Glynhill Hotel, Renfrew.

1. ROLL CALL AND OPENING OF MEETING

Chris Thomson
Davie Taylor
Jennie MacFarlane
Colin MacRitchie
Michael McCaughey
Gavin Tuohy
Pamela McFarlane
Robert Bryce

Apologies

Richard North

Introduction

The Chair welcomed all representatives.

2. MINUTES OF PREVIOUS MEETING

The minutes of the previous meeting were agreed.

3. COMMITTEE VACANCIES

The Secretary advised that he may be moving post in near future and as such there may be a future vacancy. Any representative is interested in standing as Secretary in the future were encouraged to contact the Chair.

4. MATTERS ARISING

The Chair provided an update from Inspector Central Committee Meeting, on-call was raised as was ongoing work with Flexi-Time and on-going work to remove the current spreadsheet format.

Flexi-Time

There was discussion about Flexi-Time and in general experience was positive, with most management teams supportive.

Lanarkshire Representatives highlighted that one Area Commander had advised Inspectors not to claim for start of shift due to optics; Sergeants were also in early and could not claim flexi. Q Div Reps had sent out communications to members that they should record actual hours worked, regardless of if before shift and all additional time work applicable for flexi-time (appears isolated incident as no further reports). In Lanarkshire it is believed that the Division Commander and majority of SLT do not record working hours or regularly claim flexi-time.

General discussion that claims are on trust and members should not claim if in early but finish early. There should also be a reason for claim not just habit.

SCD and CID representatives gave examples of organisational change where on Monday morning there was no longer expectation that DI/DCIs who had been off weekend, should have knowledge of incidents prior to morning meetings; therefore no need to come in early to prepare.

Discussion about claiming flexi-time for on-call and call out. If additional hours on what is a working day then flexi should be claimed. If a Rest Day and called out then anything over 8 hours should be claimed.

West Area Deputy Secretary David Taylor reinforced that next year's pay evaluation is evidenced based and encouraged local reps to engage with members to record hours worked. Accepted that few members recorded hours for working time regulations but should. Longer-term SCOPE will be method to record hours but for now it is important people complete spreadsheet.

Discussion how to obtain details of hours worked and hours lost to evidence actual demand on Inspecting ranks and importance for future negotiations. Individual spreadsheet for last year. should show hours worked and lost. David Taylor advised he could not access figures from SCOPE but will try and obtain information at the next JCC .

Action - Davie Taylor: Contact Euan Logie for JCC to ascertain how many hours were recorded by Inspecting Ranks and how many hours were used and lost.

On-Call Allowance

Davie Taylor advised the Committee that the WAC is looking to develop a number of motions that can be taken to JCC or Conference. It was suggested, particularly after lengthy discussions last WAC, that as a committee a motion is pulled together regarding on-call.

General discussion and agreement that current allowance of £23 is not enough and it was suggested that one solution could be an additional payment should someone actually be called out regardless of time at office or scene. One member advised that the £99 payment at present requires a 4 hour call out. He is frequently called out to attend office but not for the 4 hours or more required to be eligible.

General consensus that something that needs changed and for committee to work together to bring to JCC/PNB. Discussions about the roles that involve on-call. One member advised that the current on-call arrangements are different at every division. There are specialisms that perform on-call and are regularly called out many officers performing these roles will not be Inspecting ranks. Important that as committee we ensure that any motion developed doesn't negatively affect anyone. It was also suggested that due to tax rate on on-call allowances for Inspecting ranks that it may be worth considering non-financial compensation.

Agreed that as starting point the current on-call arrangements would have to be documented to enable further work towards a motion.

Action - Colin MacRitchie: document current on-call arrangements in West.

Contact Details

One member advised the committee that it would be beneficial to have contact details for all Inspector reps for WAC and their respective divisions.

WAC Deputy Secretary Jennie MacFarlane advised that SPF staff could provide this information.

Action - Jennie MacFarlane: have contact details circulated for WAC Inspector Reps.

5. CORRESPONDENCE

There were no items of correspondence.

6. MOTIONS

No Motions

7. OTHER BUSINESS

There was no other business raised.

8. CLOSE OF MEETING

The Chair thanked those in attendance.

Chris Thomson

Chair

Bob Bryce

Secretary