



SCOTTISH POLICE FEDERATION

West Area Inspector's Committee

Minutes of the fourth quarterly meeting of the West Area Inspector's Committee held
on 5 December 2024 within the Glynhill Hotel, Renfrew

1. Roll Call and Opening of Meeting

Present:

Chris Thomson

Gavin Tuohy

Robert Bryce

Jennie MacFarlane

Davie Taylor

Emma-Louise Smith

Pamela McFarlane

Richard North

Colin MacRitchie

Laura Stewart

Gary Divers

Gus Byres

Darren Muir

Introduction:

The Chair welcomed all representatives.

2. Minutes of Previous Meeting:

The minutes of the previous meeting were agreed.

3. Matters Arising:

- JCC Update:

WAC Deputy Secretary , Dvid Taylor advised the committee that the motion for Inspecting Ranks to be paid for Public Holiday working is now part of the Staff Side pay claim, as is an increase for on-call allowance.

Flexi-Time, figures have been obtained from PI Ewen Logie that shows that 30,000 hours have been claimed but cannot tell how many hours are unclaimed and lost. Action is being progressed through JCC for a better system to record rather to replace the existing spreadsheet. Important for local reps to maintain messaging at division, particularly with pay review, so that there isn't a drop in number of people submitting and recording hours worked.

It was highlighted that we now have Inspecting ranks carrying out roles sometimes such as Silver or Bronze Command for specialisms which previously would have reserved for the Superintending ranks. It is believed ASPs provide indemnity cover for their members, however, there was discussion whether the Force would cover federated members for any matters and updates are sought regards this.

The committee was advised that there is at least one hour set aside at next year's SPF Conference for separates. General discussion about how the time could be most productively used with consensus that it should be to develop a strategy for next steps to develop priorities of where to focus efforts.

One member provided an update on action concerning on-call arrangements, he was proposing for division on-call, which is detailed later in the minutes.

4. Correspondence:

No correspondence had been received.

Motion to take to SPF Conference:

"That the Joint Central Committee reconsider current arrangements and responsibilities for Divisional On-Call SIOs to obtain fairer compensation and enhanced welfare."

Proposer/Seconded: Colin MacRitchie and Gus Byers.

The proposer provided an overview of current Divisional SIO on-call arrangements across the West and advised committee that financial remuneration was presently £28 per 24-hours period (unless in very specific circumstances). All Divisions in the West, except for G Division, have only DI/DCI covering On-Call SIO function. They perform a dayshift during business hours where they fulfil their core role and then are on-call for the rest of the day(s), they would then be early dayshift on Saturday and Sunday to brief on-call Detective Superintendent and Division on-call CI and to brief Divisional commander first thing Monday morning. Divisional On-Call DI has the responsibility for strategic overview for multiple incidents and associated workload thereafter.

They are only Divisional SIO covering for the 64-hour period from close of business hours Friday to business hours on the Monday morning. There is no backfill, so officers are not able to go off-sick, it involves long hours and officers can frequently only get 2 to 3 hours off between each shift.

One member advised the committee that the motion was for welfare and not just financial. Divisional SIO's manage multiple incidents and have responsibility for them all. Other on-call roles deal with one incident at a time. SIO's can't make proper informed decisions when exhausted. Money may be the rationale for the motion but there is a need to change the culture and expectations.

Gavin Tuohy supported the motion and stated that the associated workload, responsibility and pressure was not sufficiently compensated. The motion was a start and could lead to future motions concerning other on-call roles.

The WAC Deputy Secretary, Jennie MacFarlane spoke in support of the motion. There were issues about proper compensation but there should be a realisation that the answer to the welfare issues may be the proper application of existing regulations. The motion could give SIOs awareness and confidence to insist on regulations being applied. At present it was significant that there is no consideration for giving Divisional SIO 11 hours rest between shifts...

Several other representatives spoke in support of the motion. It was also agreed that the demands on on-call for Divisional SIO make it difficult to maintain family life, as overnight and at weekends no nursery provision available. Make have disproportionate impact on female officers. There is an assumption that DI's will just accept the status quo as that is how it is. The Divisional SIO cover massive demand particularly at the weekend. There was an agreement that the whole on-call function needs to be reviewed.

The proposer advised that the motion was for a review but doesn't offer a solution but that it was hoped that it may be helpful to bring about change and a future solution. The recurring theme is that people want to do their job and that there is expectation that they fulfil the current on-call arrangements. Every rape, child death and murder needs an SIO. The impact on proposal for 7-day working under force mobilisation

model was also discussed as SIO's are being SCOPED to cover conventional roles at football and large events.

There were no amendments to the motion.

The motion was unanimously carried to be taken to the SPF Conference for discussion.

5. Other Business

Gavin Tuohy advised the committee, that the General Secretary had provided a commitment, during conversation at the demonstration in Glasgow City Centre, that the communication strategy is under review and would be improved. Weekly messages would be provided to members moving forward.

No other items of business were raised.

6. Close of Meeting

The Secretary thanked those in attendance.

Chris Thomson – Chair

Bob Bryce – Secretary