



Scottish Police Federation **East Area Committee**

Minutes of the Second Quarterly Meeting of the East Area Committee of the Scottish Police Federation held on Wednesday 3 June 2026 within The Houston House Hotel, Uphall, Livingston, EH52 6JS

1. OPENING OF THE MEETING

The Chair, Ricky Wood, welcomed all those in attendance to this, the second quarterly meeting of the East Area Committee for 2026. The Chair welcomed new representatives James Scarborough and James Gunn and provided an overview of the Federations structure and operations.

Neil Cheyne was also welcomed to his first official meeting having previously attended as an observer.

The Chair informed those present that it was with great sadness that he had to apprise them of the death of serving police constable Thomas McAulay. A minute's silence was held in respect of his memory.

Once again, the Chair reiterated to those present that Quarterly Meetings are a duty parade and that the onus was on them as representatives to ensure that Scope is updated in relation to their attendance, stressing the importance of attending and contributing on behalf of their respective ranks.

The Chair next informed the attendees of the Fire Procedures in the event of an emergency, thereafter, reminding those present that every member would have the opportunity to express their views and that **all** points or issues **must** be directed through the Chair allowing everyone who wished to participate the opportunity to do so.

Standing Orders were adopted and the meeting was then declared open.

1. **ATTENDANCE**

Inspector Phillip McIntosh	C - Forth Valley
Inspector Neil Cheyne	C - Forth Valley
Sergeant Willam (Billy) McFarland	C - Forth Valley
Sergeant Chris Scott	C - Forth Valley
Sergeant James Gunn	C - Forth Valley
Constable Laura Gray	C - Forth Valley
Constable Jim Bayne	C - Forth Valley
Inspector Quentin Russell	E - Division
Inspector Richard Cockbain	E - Division
Inspector Marc Copland	E - Division
Sergeant Douglas Bryce	E - Division
Sergeant Mike Smith	E - Division
Constable Brandon McKendrick	E - Division
Constable Perri Hyslop	E - Division
Constable Sarah Nimmo	E - Division
Inspector David Hughes	J - The Lothian's & Scottish Borders
Inspector Ross Drummond	J - The Lothian's & Scottish Borders
Inspector David MacMillan	J - The Lothian's & Scottish Borders
Sergeant James Gowling	J - The Lothian's & Scottish Borders
Sergeant Fraser Muir	J - The Lothian's & Scottish Borders
Sergeant Leigh Skirving	J - The Lothian's & Scottish Borders
Constable Gareth Watt	J - The Lothian's & Scottish Borders
Constable Darren Gallagher	J - The Lothian's & Scottish Borders
Constable Liam Arbuthnott	J - The Lothian's & Scottish Borders
Inspector Craig Stephen	P - Fife
Inspector Samantha Davidson	P - Fife
Inspector James Scarborough	P - Fife
Sergeant Craig Menzies	P - Fife
Sergeant Gavin Alcorn	P - Fife
Sergeant Martyn Reidie	P - Fife
Constable Anthony Clark	P - Fife
Constable Ross Woodridge	P - Fife
David Reid	Secretary
Ricky Wood	Chair
Lyn Redwood	Deputy Secretary
Deborah Kennedy	SPF Staff

2. APOLOGIES

Apologies were received from Chris Richardson, Kos Papakyriakoa, Laurence Barnett, Michael Dixon, and David Davison.

3. MINUTES OF THE PREVIOUS MEETING

The minutes of the preceding meeting held on Wednesday 4 March 2026 had previously been disseminated to the Committee via TEAMS. The minutes were agreed and thereafter recorded as a true reflection of the meeting. (Proposed by Darren Gallagher and seconded by David Hughes).

4. ACTION LOG

The Chair ran through the action log:

01.26 Concerns relating to OBLS AND Near Misses.

ACTION: Continue to raise OBL/resource tolerance levels (staffing/near miss recording concerns) at monthly meetings with the ACC and Senior Divisional Managers insuring this is kept on action logs.

2.26 Political Engagement – it was felt now was the time to strike due to influx of new politicians. Michael Dixon and Sarah Nimmo have been exceptionally good in pushing.

ACTION: Pass political Engagement Forms to Chris Richardson ensuring engagement forms are filled in and submitted for any MP/MSP interactions (Capture details of meeting/communications for the political engagement log).

3.26 Issues with PFs in “E” and “J” Divisions in relation to wanting full transcripts which is extremely time consuming.

ACTION: Follow-up with David Threadgold to provide an updated on the body worn video (BWV) full-transcript issue for “E” and “J” Divisions.

4.26 Concerns raised in relation to SPF manifesto – Reps engaging with politicians in relation to federation business to inform Christopher Richardson at Livingston office.

ACTION: Chris to complete all forms.

5. SEPARATE RANK COMMITTEES

The Committee split for separates to discuss matters specific to their rank.

6. MATTERS ARISING

(a) JOINT CENTRAL COMMITTEE (JCC) - UPDATE

Those present were updated by the Secretary, who provided an overview of the JCC, its members, and their respective roles for the benefit of the new representatives. The key points worthy of note from the JCC had been circulated via TEAMS to the Committee who acknowledged their receipt and understanding.

The last meeting of the JCC was held on 5th and 6th May 2026 at Park Inn, Aberdeen.

Rank Separate meetings took place with matters relating to each rank discussed.

Legal Advice and Assistance - the Deputy General Secretary provided an overview of the number of legal cases ongoing within the areas since the last JCC meeting including criminal offences, employment disputes, and personal injury cases. The bulk of the legal spending is for criminal off duty offences. This cover is not provided by PFEW and PFNI are now no longer providing it either. There is going to be changes to the cover we do provide simply to keep costs under control. The number of cases which are now going petition has increased dramatically which is impacting our costs. The number of probationers seeking legal assistance continues to rise.

Live Applications for Judicial Review - The committee were advised of the following applications that have been submitted for Judicial Review:

- Disclosure of statements to the Chair in Misconduct proceedings when the subject officer has not agreed to this. This has been found in the SPF's favour, and our General Secretary is in discussions with PSD to try and reach an agreement that will see a memo of understanding signed by both parties.

Sheku Bayoh Public Inquiry – a new Chair having been appointed, the timetable for written submissions has been agreed. An outcome is not anticipated until 2027.

Pension Trap – legal advice has been received and referred to Counsel for review. A final position is expected in due course.

Hurt Feelings - the Thompsons' case remains sisted. Their request to lift the sist to progress the claims was rejected. A further update is awaited.

Work Force Agreement – we continue to receive reports of rostering arrangements being implemented outside the parameters of the agreed WFA framework. Considering these ongoing concerns, SPF is now seeking legal advice in relation to what we consider may constitute breaches of the terms and provisions of the agreement. SPF are now seeking legal advice with regards to what we believe are breaches to the agreement.

Police Negotiating Board Scotland (PNBS) - the last PNBS meeting was held on 18th February 2026 with the next due to take place on 10th June 2026.

It was noted the Fraser of Allander (FoA) report has not yet been finalised. The General Secretary has seen part of the draft report and raised concerns that it does not currently capture a significant amount of the information SPF had hoped would be included.

Concerns were raised that the draft does not sufficiently recognise the role and responsibilities of police officers, including the unique risks and dangers faced daily. It was noted that the nature of these risks, and the tricky situations officers can find themselves in, should be accurately reflected when considering police officers' pay. WhatsApp case shows that officers cannot have a private life and other cases have shown officers can face prison sentences for making an honest mistake whilst doing their jobs.

SPF had requested that officers be consulted as part of the FOA's research. However, it does not currently appear that officers have been adequately engaged as part of this process.

The impact of rest day cancellations on officers and their families was also raised as an area that does not appear to have been sufficiently factored into the report.

Further meetings are being arranged to review the current content of the report and discuss the outstanding issues before it is finalised. SPF are still pushing for a Pay Index which the Scottish Government do not want.

The PNB(S) Technical Working Group - several outstanding issues were discussed including SPF raising its request for PSoS to honour the additional public holiday announced by the First Minister to celebrate Scotland's return to the World Cup. This was not on their agenda indicating PSoS are not keen to grant the Public Holiday and PSoS appear to be awaiting the return of parliament and the appointment of a minister prior to progressing the issue. SPF reiterated that as Public Holidays are incorporated into Police Officers' annual leave entitlement, all officers should receive an additional day's annual leave. If agreement cannot be reached with PSoS and SPA the SPF may consider referring the matter arbitration.

The SPF confirmed that its position on historical claims for travel undertaken on rest days remains unchanged, with officers considered entitled to make such claims.

PSoS are currently only paying claims from 1st April 2025 when the entitlement was introduced as part of the pay agreement. The matter remains at a stalemate at PNB and may be treated as a “failure to agree” issue and referred to arbitration. Retrospective mileage claims are likely to be subject to a five-year statutory limitation period.

The SPF wants to submit the pay claim by Christmas to avoid delays and ensure officers get payment. SPF will also seek to secure inflation guarantees in future pay agreements.

PENSIONS

Scheme Advisory Board – last met on 14 April 2026 with the next meeting still to be confirmed.

The SPPA remains under significant pressure due to high workload and limited progress on ongoing issues. The Board has raised concerns regarding the long-term funding of police pensions approximately 90% of serving officers currently contribute to the pension scheme however, concerns remain around officers leaving prior to completing 30 years of service which may create longer-term funding pressures. Any shortfall will initially be met by government while longer term arrangements are considered.

Legislation is being amended to allow officers to purchase additional service during the remedy period for their legacy pension. This means that members of the 1987 Police Pension Scheme can purchase service back to 1987 scheme rather than just 2006 scheme for the remedy. A tax-year change from 1 April to 6 April has benefited higher-ranking members by increasing their tax-free allowance in the year of retirement.

The Government Actuary's Department (GAD) has indicated that it will review the pension lump sum allowance in 2028. These allowances determine the maximum amount a member can withdraw from their pension each year. The intention is to provide six months' notice of any changes, whether increase or decrease rather than announcing changes in April when it may be too late for members planning to retire.

Any changes to the lumpsum allowances are expected to take account of the ongoing mortality study.

Superannuation Contributions Adjusted for Past Experience (SCAPE) – Discount Rate Changes – the SCAPE rate used by Government to value public sector pensions, increased on 19th May 2026. (CPI 1.7% to CPI 2.0%). Change reflects

updated assumptions about long-term economic growth and pension affordability. Police Pensions are not being reduced but the change is expected to reduce the amount received when converting pension benefits to a lump sum. Change will also affect employer contribution rates from April 2027.

This is a valuation/accounting change with members taking pensions normally seeing little direct impact, while those taking lump sum or transfer receiving less

The Scottish Police Pensions Board – last met on 2nd March 2026. The next meeting will be on 21st May 2026.

A new governor with a background in social services has been appointed. The calculator/illustrator continues to perform well, with call handling times reducing from 40 to 20 minutes.

Ill health overpayments are being written off having been due to SPPA errors. Approximately 600 remain awaiting their remedy information, with a further 900 officers waiting still to decide what to do regarding the pension changes.

All information around pensions and advice should come from the SPPA, **not the SPF**, as the source of information. The SPPA dedicated police pension enquiry number is 01896 893000 (Option 3).

Scottish Police Consultative Forum (SPCF) – last met on 16th March 2026. The next meeting will be on 3rd June 2026.

The main topic of conversation was based around the new Conduct and Performance Regulations and the lack of knowledge relating to this. It was highlighted that due to the changes, there is now no incentive for an officer to resign prior to a hearing; therefore, this will come at a cost to PSoS. Namely, PSoS being able to hold a Hearing after the officer has resigned. It is unsure as to which cases would still go to a hearing should the officer have left the service prior to any hearing taking place. It is thought the changes will be implemented in November 2026.

Line Managers are being hindered by the lack of a suitable appraisal system when it comes to addressing or recording good/poor performance. There is currently a culture of grievances being taken out against Line Managers when they attempt to address short or long-standing performance issues.

The Scottish Government appear to be taking a back seat in relation to the changes PSoS want to take in relation to the 1978 Home Office circular written by the then Secretary of State which details officers being covered for on duty matters due to the Chief Constable having vicarious liability. Concerns are being raised that PSoS are looking to reduce the current levels of cover and entitlements. On the back of the pension changes, stagnation in wages, new conduct regulations, officers being

tried criminally for making mistakes when doing their jobs etc, will impact recruitment as it makes the police a less attractive career to join.

Scottish Police Authority (SPA) – the last SPA Board meeting was held on 25th March 2026 with the next held on 28th May 2026. This meeting is public, and while our SPF representatives attend, they cannot participate in it but only observe.

Chief Constable gave an update including topics such as the fire beside Central Station in Glasgow; violence at football matches; changes to Particular Case Status; roll out of Body Worn Video; expansion of PFOC; 20% reduction in overtime; the disbandment of the Grievance Investigation Team and her commitment to maintain officer numbers to around 16,500. ACC Waddle informed that he is hoping to be able to reduce police numbers at events. Other matters discussed included local needs; Edinburgh Council funding in the East helping tackle retail crime; fuel plans, AI, and estates.

People's Committee - last meeting was on 15 May 2026. Topics discussed included data from the staff survey and audit Scotland's findings. The sheer volume of complaints and PSoS's current approach to dealing with them is being looked at. A longer-term solution is needed as Line Managers are being expected to deal with unmanageable overspills/backlogs. The cost of PSoS's legal cases and public inquiries are being looked at. Mental health calls were also discussed with PSoS looking to move to a new model like what they use in English forces.

Resources Committee – the last meeting was held on 19 March 2026 with the next taking place on 16th June 2026. Topics worthy of note discussed were how PSoS are dealing with the concerns of the budget. Updates were given on the 39 transformation projects that are currently in existence. PSoS are looking to recruit permanent staff for projects rather than short-term contracts. Projects are just changing completion dates to ensure they remain green on the register rather than progressing. The impact of absence and officers being modified was also discussed.

Joint Negotiating Consultative Committee (JNCC) - the last meeting was held on 6 March 2026 with the next to be held on 4 June 2026.

The Chief Constable traditionally chaired this meeting however, she has not attended recently, including the last JNCC. It is now chaired by a Deputy Chief Constable, with some Assistant Chief Constable's in attendance.

Points worthy of note being a step back has been taken in relation to facial recognition due to objections from the biometrics commissioner. A new toolkit must be introduced for dealing with grievances. Body Worn Videos are no longer personal issue with devices to be kept in a pool. It has been reported that there has been a dramatic reduction in complaints and assaults in the areas that had body worn video which is a positive. There is to be a new Driver Training Group set up ensuring officers are suitably trained to drive the vehicles they are allocated to drive. Flexible

Working plans for officers moving to FMM should remain in place. SPF political manifesto and, HR are struggling to allocate grievances due to most managers stating they do not have the capacity to take them on.

Working Practices Review Board - reached an agreement that all RRD's are to be 8 hours in length effective from 6th April 2026.

Finance Standing Committee (FSC) - the last meeting was held on 21st April 2026. General Secretary gave a presentation on the current state of the SPF income and expenditure. Voluntary Fund and the Members Benefit Trust both in healthy positions.

Conduct & Equality Standing Committee – last meeting was held on 29th April 2026.

Conduct – The Police (Ethics, Conduct & Scrutiny) (Scotland) Bill has now passed, and we await its publication and what it will mean for officers regarding vetting. SPF are seeking counsels' opinion on this, as it is a change to our terms and conditions.

Equality – Flexible Work Plans submitted by officers who are going onto the Force Mobilisation Model. The advice is not to put in a new FWP, put in what meets your needs. PSoS should not be sitting on or delaying approving FWP's due to the FMM coming in.

Health & Safety Standing Committee - last met on 30th April 2026.

Those present were informed that SPF are reintroducing the three subject committees. The purpose of these subject committees was to gather issues from local divisions, link into the area who then would link into national meeting. This will give opportunity for everyone to be better informed in the subject matter as well as more opportunity to improve knowledge with time used to update on key themes and provide some training. Representatives were asked to put their names forward for whichever subject committee they wish to sit on.

The Efficiency Standing Committee last met on 29th April 2026 - matters discussed were the Special Constabulary and the open day that was being held for them on 9th May at the Scottish Police College which the SPF attended. An agreement has been reached that will see all rest days cancelled within and out with 91 days will be 8 hours in length. SPF seeking legal advice regarding what we see as continued breaches of the Work Force Agreement, regarding shift start times for events. Concerns raised by the LGBTI community regarding the use of the rapid relief team who provide refreshments at events. A bespoke Work Force Agreement has been agreed for Summer City and shift lengths of 9 hours have been agreed for the Commonwealth games.

There are many issues with CJSD relating to staffing resulting in custody centres closing or running at a reduced capacity. This was the last meeting of this committee with a decision made to revert to the operational duty committee.

SPF Training - the Vice Chair advised the Committee that the 20 newly elected reps will be trained in July. FTOB's recently completed advance equality training.

SOPs/Consultations - the Secretary David Reid thanked those representatives who had forwarded their observations and thoughts in relation to the SOPs/Consultations since the last quarterly meeting. It is important that PSoS hear the views of the SPF and the officers prior to PSoS signing these off, otherwise what is proposed will be implemented.

EuroCOP/ICPRA – the last meeting of EuroCOP took place in Cyprus in April. Roberto Gonzalez who came from one of the Spanish Federations was elected as the new president. A petition was signed by all four European Unions who represent Police officers to have policing formally recognized as a dangerous occupation. Eurocop have formed a mental health wellbeing group, and its aim is to try and promote health and wellbeing across Europe, identify common areas of challenge and best practice.

There has been no meeting of the International Council of Police Representative Associations (ICPRA) since the last JCC. The next meeting will be held in Victoria, Canada in June 2026.

Police Rated Charities – the Chair (Ricky Wood) updated those present in relation to the charities. The SPF is encouraging officers to join the charities and take advantage of the support available. Those present were asked to also push the charities within their relevant divisions/departments.

PTC & Police Treatment Centre – currently a 2 week wait time for physiotherapy, and a 13 week wait for the wellbeing course at Auchterarder. Diane Clayton, PSoS's Health & Wellbeing Program Lead is continuing to get places for officers to attend the Intensive Trauma Service, which is a two-week residential treatment program at the Police Treatment Centre, Harrogate. Reminder to all paying members that they can apply for weekend breaks at both centres. There is a free taxi shuttle service between Edinburgh Airport and Auchterarder.

Police Children's Charity – the children of officers going through ill health retirement can benefit from this, as well as the children of officers who suffer the death of a parent. The charity is in a strong financial position.

Scottish Police Benevolent Fund – is in a strong financial position and been able to make several charitable donations.

Police Care UK - the charity is in a sound financial position and are looking to introduce a police lottery to help raise funds. They are looking to remove the clinical risk when taking calls from officers in need and calls would be transferred to NEST to review to ensure the correct response is provided.

Scottish Police Memorial Trust – Annual Memorial Day will be held on 2nd September 2026 at Scottish Police College. The September East Area Committee meeting has been moved to accommodate this to allow for east officers to attend the service.

Police Remembrance Trust - the Police Memorial Day will be held in Belfast on 27th September 2026 and will be attended by Chief Constables and political leaders from all parties. The Police Remembrance Trust has the royal charter and copy right of the Police role of honour. It is hoped that the other similar themed charities will merge so that there is one charity over seeing all the remembrance activities and commitments.

SPF Annual Awards – the next awards ceremony is to be held in November 2026. Links are on the SPF website www.spf.org.uk

The biannual SPF Awards ceremony is being held at Dynamic Earth, Edinburgh in November 2026. The Secretary encouraged those present to spread the word about the awards and to ask officers for a final push to nominate colleagues, highlighting the excellent work that is being done. All nominators and judges get an invite to attend the ceremony and all finalists (and their plus one), will receive an invite to the ceremony and a meet with MSPs in the afternoon. The closing date for phase 1 entries is Friday 5th June 2026.

Deep Dive – next deep dive will be in the Criminal Justice & Services Division and will be carried out during May and June with Primary Custody suites being visited. We have asked the Deep Dive includes a survey of operational officers who use custody in order that a true reflection of the CJSD's issues and practices can be obtained. Staff on both sides will be spoken to, to try and get a full and clear picture of all the issues.

The vast majority of the FAI's we see are custody related; custody personnel need to abide by the Criminal Justice Bill which does not appear to be fit for purpose. It has been reported that over 40% of their PCSO's in the East are non-deployable and due to resourcing issues, custody centres continue to close.

The Chair invited those present to participate in Health & Safety visits to Custody Suites to gather feedback from officers reporting back to the Livingston Office.

Mental Health Calls and Police Scotland Reform – an update was given on the mental health pathway and the challenges face in transferring calls to the NHS.

Any Other Competent Business - SPF will be present at a Canmore Trust Event which is being held on 29th & 30th October at Dunblane Hydro. The Canmore Trust is a Scottish suicide prevention and postvention charity which focuses on creating safe spaces and support systems for individuals and communities affected by suicidal distress.

Date of next JCC Meeting is Tuesday 18th and Wednesday 19th August 2026 in Grange Manor Hotel, Grangemouth.

(b) AREA LEAD UPDATES (Conduct, Equality & Health & Safety)

CONDUCT - preceding the meeting the Deputy Secretary, Lyn Redwood, provided a brief update on TEAMS. Topics of interest included:

Figures were provided relating to the East Area Committee. Conduct updates show an increase in on-duty criminal cases and decrease in off-duty criminal cases. Criminal Cases are the largest cost to the legal fund. Off duty is still covered by SPF, albeit other Police Federations do not cover off duty criminal allegations. Current criminal cases show a range of concerns across several key areas. Neglect of duty is a recurring issue, with multiple instances where officers are alleged to have failed to carry out their responsibilities properly. This may point to underlying problems such as gaps in training, lack of supervision, or excessive workload demands.

Misuse of information and breaches of data protection law, highlight concerns around awareness of responsibilities and compliance with legal standards. Road traffic related cases with officers reported for dangerous/careless driving give cause for concern around driving standards and effectiveness/suitability of training provided.

On Duty Conduct cases have decreased by 1 and the conduct cases off duty remain as was. Conduct-related issues are centred on integrity, professionalism, and behaviour both in and outside of the workplace. Information governance remains another area of concern, with serious breaches of data protection occurring on duty, often reaching the threshold for gross misconduct.

Among suspended officers, there is a continued pattern of serious allegations, particularly in relation to violence including assault and serious assault, both on and off duty. The number of suspended officers reflect several serious allegations, with a notable number linked to behaviour outside of work, particularly in relation to violence and sexual misconduct.

The Deputy Secretary once again thanked all committee members who had been assisting with officers undergoing the conduct process, noting that their support is appreciated.

EQUALITY – the Vice Chair provided an update preceding the meeting on TEAMS however, being absent on the day of the meeting, the Deputy Secretary, Lyn Redwood, provided his update. Topics worthy of note:

Particular Case Status/Extension of pay – there has been a shift back towards the original process with HR having more of an input. Those present were reminded of the Particular Case Status criteria.

Common Divisional Issues – a review of shift patterns and return to 24/7 working; review of flexible working plans including modified duties and if they still fulfil warranted powers of a Constable; a new level of scrutiny with regards to medical advice. All of which can be symptomatic to the lack of resources.

HEALTH & SAFETY - the Chair, Ricky Wood, distributed an update to the Committee via TEAMS pre-meeting, highlighting some key Health and Safety issues both at a local and National Level. A few of the topics discussed were:

Driver Training - ongoing impact of the Police Driving Prescribed Training Regulations 2022, with many officers losing driving accreditation due to historic non-compliance.

Concerns raised that legislative changes were highlighted to Police Scotland over several years but were not acted upon sufficiently early.

Positive progress has been made in requalifying D1 drivers and some specialist drivers.

Ongoing concern that officers attending fast roads still lack practical training, with current provision primarily limited to online learning and a supporting video package.

Method of Entry (MOE) - long-standing concerns regarding officers being out of accreditation without notification.

Previous extension of accreditation periods from two to four years delayed retraining requirements.

MOE training is now included within the Spring training program.

Expectation that all officers will be brought back into accreditation by the end of the current training cycle.

Taser Deployment - continued reports of Taser-qualified officers being dispatched to knife incidents.

Request for examples to be provided where concerns exist.

Estate and Buildings - Multiple stations and buildings across divisions remain earmarked for closure.

Closures are expected to proceed. No confirmed replacement arrangements yet for Edinburgh stations.

Staff encouraged providing feedback on the impact of closures and potential replacement facilities.

Assaults and Officer Safety - assaults on officers remain a significant concern and continue to trend upwards overall. Near-miss reporting has improved but remains below desired levels.

"Your Safety Matters" (YSM) initiative is being reintroduced in response to rising incident levels.

Custody - continued concerns around constant observations being conducted with cell doors open, increasing assault risk. Ongoing issues where detainees refuse searches.

Significant challenges identified: Understaffing, Closure of custody suites, Low staff morale.

Custody was selected as the subject of the next SPF deep-dive review.

Further information being sought through FOI requests on staffing levels and processing times from arrest to custody processing.

Officer Safety Training (OST) - numbers of officers out of accreditation remain low. No major concerns reported.

Health & Safety Inspections - multiple H&S visits completed by local representatives during the quarter.

Appreciation recorded for representatives' support and involvement.

Firearms - no updates reported.

Operational Baseline Levels (OBL) - OBL targets continue to be difficult to achieve.

Ongoing misunderstanding among officers regarding entitlement to compensation following workplace injuries. Not all injuries sustained at work are compensable. Practical advice should be sought before pursuing legal action,

particularly when offenders have limited means to pay damages. Officers are encouraged to seek guidance when considering potential claims.

Key Committee Considerations:

- monitor progress on driver retraining and fast-road practical training
- seek updates on Edinburgh estate replacement plans
- Review actions aimed at reducing assaults and improving near-miss reporting.
- Continue oversight of custody staffing, safety practices, and morale concerns.
- Monitor delivery of MOE accreditation program and OBL/resource levels

7. DIVISIONAL SEPARATES

Updates will be forwarded onto the East Area mailbox.

8. DIVISIONAL UPDATES – “C,” “E,” “J” & “P”

“C” Division – EAC representatives Chris Scott, Neil Cheyne and James Gunn attended a meeting on 29th May 2026 with Chief Superintendent Roddy Irvine and Superintendent Ross McCallum. Topics discussed had been:

Issues regarding custody staffing; staff moves/lack of communication from HR about probationer placements causing operational issues; Water fountain issues with no contract in place for servicing leading to unhygienic water being provided; Annual Leave and use of other officer’s provisional leave. Also, CI Thompson (confirmed by Supt. McCallum) has asked that a motion be raised to extend the period an officer who claims TOIL must use this before it is paid. This is currently a three-month period, and the proposal is to extend to six months to give officers more time to make use of TOIL. Local feedback shows this is welcomed and ‘should’ assist officers and, in turn, save money.

“E” Division – Quentin Russel informed that issues discussed had been resource levels and work related stress; performance times leading to extra pressure on already over laden officers; insufficient applications for the City Centre Unit leading to vacant posts; there is a skill drain occurring as proactive officers are leaving for other roles; rumours about Corstorphine Police Station closing is causing concerns amongst officers working within the station. PFOC arriving in the division 22 September 2026.

“J” Division – David Macmillan, David Hughes, Fraser Muir, Leigh Skirving, James Gowling and Darren Gallagher all attended a meeting on 4th May 2026 with Chief Superintendent Banks, Superintendent Fletcher, Superintendent Thomson,

D/Superintendent MacGregor, and Inspector Colin Deans. Topics discussed worthy of note had been:

Overtime - an update on Force Executive's requirement for a 20% reduction in overtime spend throughout the force was given. Officers detained on duty is the biggest overtime code used. Also discussed was identifying officers who relied on overtime to ensure that any support was in place for them if they faced a significant reduction in pay as a result.

Operation Glade and complaints allocated to the division by PSD as part of Op Glade. PSD will undertake further training sessions for J Divisional Line Managers due to some missing out.

Further topics discussed had been Local Policing Appointment Process; Lack of Continuous Professional Development within the division; Policing for our communities; Cover Shift Amendment; Advertisement of vacant posts and Acting rank opportunities and Near Misses.

"P" Division – no meeting had been held. The next meeting is diaried for 10th June 2026. Those present were however informed that the state of the fleet has never been so bad with the response vans barely road worthy. PFOC is challenging the division in equal measures, cracks are appearing and it is not staffed properly with response officers being hammered daily. There is a total ban on overtime and travelling to custodies can take approximately 2 hours going from one custody centre to another.

9. CORRESPONDENCE RECEIVED

The Chair informed those present that Graham Boyle had resigned from the East Area Committee and due to his promotion to Sergeant. He thanked Graham for his hard work and commitment during his time on the Committee extending best wishes for his new post.

10. NEW BUSINESS – None received

11. MOTIONS

MOTION 1 - Increase the time limit for TOIL Buy Back

The EAC asks the Joint Central Committee to seek PNBS staff side to seek a change in the 90-day timescale applied to TOIL Buy Back with a view to increasing the time permitted to utilise accrued TOIL.

PROPOSER: Craig Stephen

SECONDER: David Reid

Motion Passed

MOTION 2 - Review of Central Services Allowances

That this Area Committee seeks the JCC to ask the PNBS staff side, to negotiate by whatever means necessary a review of the Central Services Allowance (CSA) so that this allowance is formally adopted by PNB(S).

PROPOSER: Craig Stephen

SECONDER: David Reid

Motion Passed

The Chair thanked Craig Stephen for the challenging work involved in bringing the above motions to the meeting.

12 ANY OTHER COMPETENT BUSINESS

None received. Comment was made in relation to the Rapid Relief Team who are linked to a Christian Charity by Sarah Nimmo who felt that although the team were doing a good job feeding the officers, they were probably not the correct organisation to be serving the officers due to some of their beliefs and comments they had been heard making.

13 CLOSURE OF MEETING

The Chair said he hoped that the new EAC Representatives had gained some insight and would leave with a better understanding of how the East Area Committee operates internally. He concluded by wishing everyone in attendance a safe journey home.

The Deputy Secretary asked for a show of appreciation for the Chair for the orderly running of the meeting and the meeting was closed.

The next EAC Quarterly Meeting will be held on Wednesday 16 September 2026 at the McDonald House Hotel, Uphall, EH52 6JS.

David Reid
Secretary

Ricky Wood
Chair