



## **SCOTTISH POLICE FEDERATION WEST AREA COMMITTEE**

Ref: MB/MM/LW

**Minutes of the Annual General Meeting of the West Area Committee held in the  
Glynhill Hotel on 7 June 2017 at 10.00 a.m.**

### **1. ATTENDANCE AND OPENING**

#### **WAC Office Bearers**

Martin Bertram	-	Chair
Gary Mitchell	-	Vice Chair
Fiona Morris	-	Deputy Secretary (Equality)
Paul Connelly	-	Deputy Secretary (Health & Safety)

#### **West Area Committee**

##### Attendance

Ian Florence  
Chris Thomson  
Mark Dines  
Gary Phillips  
Marketa Hola  
Linda Mathers  
Jennie Macfarlane  
Alan Thompson  
Cath McNally  
Ruth Gilfillan  
Gemma Speir  
Tracey Bryan  
Kenny Kean  
Stuart Finnie

Alistair MacKinnon  
Garry Kirkwood  
Gordon Cumming  
William Atkinson  
Gerry Welsh  
Paul McWhinnie  
Steven Innes  
Campbell Smith  
Brendan McMahon  
Phil Maguire  
Hugh Burns  
Adam Peppard  
William Worn  
Lynne Gray  
John Munn  
Gemma Mazur  
Tommy Crombie  
Lorna Hogarth  
David Osterberg  
Lee Hamilton  
Eddie Mather

Apologies

Malcolm Macdonald  
Alan Heron  
Emma-Louise Smith  
Andrew Fairie  
Jenny Shanks  
Joe Thomson  
Thomas O'Pray  
Michael McCaughey  
Neil Mackay

Observers/Guests

ACC Williams

Also in attendance

Lynne Welsh –Office Supervisor

## **OPENING OF MEETING**

The Chair opened the meeting and welcomed all in attendance. He advised the Members that ACC Williams would attend the meeting and was due to arrive at approximately 11.15 am. ACC Williams would address the Board immediately after the Chair's speech and thereafter take questions from members.

The Chair informed the members that Malcolm Macdonald, WAC Secretary was due to undergo his planned surgery the following week, and this would be followed by an 8-12 week recovery period.

There was then a break in the WAC meeting to allow the separate Committee meetings to take place. The WAC would reconvene at 10.30a.m.

The Chair asked that anyone wishing to leave the meeting early notify him in advance and members were reminded that draft minutes should not be forwarded on until approved at the next meeting. There was no fire alarm scheduled by the Hotel.

## **2. ADOPTION OF STANDING ORDERS**

As per the Scottish Police Federation (SPF) Rules, the Standing Orders took effect as soon as the meeting was opened and would remain in place throughout the meeting, including separates unless specifically suspended for any reason.

## **3. MINUTES OF PREVIOUS MEETING**

The minutes of the previous meeting had been circulated on 22 May along with the minutes from the separate committees and were approved as a true record of the meeting.

### **Actions from previous meeting**

#### Action 1 - Firearms Shift Review

Update - This shift pattern was to be subject to a six month review. This review is still ongoing and the SPF await its results.

#### **Action Complete**

#### Action 2 - Optima Health

Deputy Secretary (Equality) to look into provision of physiotherapy by Optima Health.

Update - Physio x 6 sessions and Mental Health x 10 sessions. (After 6 months absence only)

### **Action Complete**

#### Action 3 - Personal Protective Equipment

Issue of uniform to officers.

Deputy Secretary (H&S) to look into issue of Officer's being refused certain items of kit as they are not considered 'Standard Kit'

Update - Issue was discussed at the Health and Safety Subject Committee Meeting. Deputy Secretary (H&S) will contact West Federation Representative for more information. Assistant to the General Secretary for Health & Safety will raise matter with Vice Chair.

### **Action Complete**

#### Action 4 - Personal Protective Equipment

Deputy Secretary, Health & Safety (H&S) to look into issue of Officer's not receiving requested trousers in 'G' Division.

The reason for the delay in receiving new trousers is due to the Force trying to clear old stock before distributing new stock. Any issues within division/departments to be forwarded to Merrylee House.

### **Action Complete**

#### Action 5 - Vehicle Fleet

Deputy Secretary (H&S) to seek a legal opinion regarding Vehicle Fleet.

Update - Deputy Secretary (H&S) looking into issue and will be contacting the Deputy General Secretary for a legal opinion.

Legal opinion sought. Assistant to General Secretary for Health & Safety has taken matter on and will raise nationally.

### **Action Complete**

### Action 6 – Use of Airwave and Officer Safety

Deputy Secretary (H&S) to speak to H&S Area Leads regarding issues with new Airwave batteries (not lasting a full shift)

Update - Issue discussed at the Health and Safety Subject Committee Meeting. Problems with airwave batteries have been reported in the West and North Areas. As this is a national issue it will now be taken forward by the Health and Safety Subject Committee.

Assistant to General Secretary for Health & Safety will write to Deputy Chief Constable regarding this matter.

#### **Action Complete**

One member highlighted issues regarding officers in 'G' Division having to return batteries after events (football)

**A further action was raised** - It was agreed to raise this matter with the Divisional Commander 'G' Division. Deputy Secretary (H&S) to progress this.

### Action 7 - Public Holidays

WAC Chair to take forward issue of Public Holidays falling on a weekend and reallocation of a WRD.

This matter was raised at the full time Office Bearer's meeting. WAC Chair has been advised that Executive Officers are aware of the situation regarding public holidays.

**A further action was raised.** WAC Chair to clarify what agreement was reached by SPF when the change to public holidays was confirmed several years earlier and whether SPF were aware of the implications to Officers at that time and if so, why the membership were not notified.

### Action 8 - Officer Safety Training (OST)

Vice Chair to look into issue of Officer's having difficulties booking OST courses and the availability of courses.

Update – Vice Chair attended an Officer Safety Monitoring Group meeting where this matter was raised and possible new venues were looked at. Issue will now be taken forward by the Officer Safety Monitoring Group.

#### **Action Complete**

#### **4. LEGAL ADVICE & ASSISTANCE**

The Vice Chair informed the members that 27 applications had been submitted to the Deputy General Secretary, SPF from the West office since the last WAC.

Injury on duty x 10  
Pension matter x 1  
Criminal Legal Defence x 9  
CICA x 2  
Misconduct x 4  
Employment dispute x 1

This did not include any that may have been submitted directly to Legal at SPF.

The scheme continues to offer and produce good results for members, particularly in the criminal cases.

The Vice Chair asked that members advise any officer who is detained and or arrested to use, where they subscribe, the SPF scheme. It should be made clear to Officers that they will not be covered if they chose to engage their own solicitor.

One member asked if the WAC would be advised of any West Officer who makes direct contact with SPF in respect of legal advice. The Vice Chair replied that this would not automatically be the case if that matter could be dealt with directly by Legal at SPF.

#### **5. JOINT CENTRAL COMMITTEE (JCC) – NATIONAL UPDATES**

The WAC Chair updated the Members.

The last meeting of the JCC was held on 9 and 10 May 2017. The minutes will be circulated after approval at the next JCC Meeting.

##### **Police Negotiating Board (PNB)**

There have been no meetings of the PNB since the last WAC meeting. The working group met on 23 May 2017 and the next PNB meeting is due to be held on 13 June 2017.

The General Secretary sought support from the Joint Central Committee (JCC) in respect of this year's pay negotiations. The General Secretary was looking to ascertain whether this should be in line with SPICe – The Information Centre – Financial Scrutiny Unit Briefing, which looks at the average pay increase in Scotland, which this year is 2.4%, or

to accept 1%. The JCC believed that we should continue as always, and claim as per the information from SPICe.

There is no update from the Court in respect of Held in Reserve.

## **Pensions**

The Police Pensions Board met on 8 March 2017, discussions surrounded the new pension calculator and its release which appears to be a success so far.

One member stated that he encouraged his colleagues to refer to the calculator rather than speculating as quite often results were a pleasant surprise.

SPPA are looking to set up a micro site with short facts to make it easier for those who visit. The annual statements will be out this year, with end of August being the projected date for all to be provided.

The IT project requires a considerable amount of work and has been put back at present.

The General Secretary highlighted an issue in respect of a tax anomaly for those who are ill health retired and receive the increment increase of 7/60ths. This has already occurred for two Chief Inspectors due to a large increase.

The General Secretary also informed the JCC that there is no update in respect of the removal of the 2.25% maximum commutation issue with Officers retiring at 25-30 years.

An Issue has been identified by the Police Federation of Northern Ireland (PFNI) that in the 1987 scheme, a widow can receive up to 13 weeks payment which is not in the 2006 nor CARE scheme. The Northern Ireland Department of Justice is looking into this matter and discussions are ongoing.

## **Scottish Police Consultative Forum**

The last meeting was held on 22 February 2017 and the next meeting is scheduled for 13 June 2017.

At the meeting, updates were provided regarding the 2026 project and the Superintendent, Inspecting and Sergeant rank review.

Pathways to Policing has another new start. There has been a hold on academic recruitment and there is no graduate entry.

Probationary training are looking at a pre e-learning package and anticipate that recruits will buy their own equipment required for this, i.e. iPads.

Assistant Chief Constable Higgins has to report back regarding driver training to the Scottish Police Authority and the Scottish Government.

### **Scottish Police Authority (SPA)**

There have been no meetings of the SPA board since the last WAC meeting.

The Justice sub-committee is eager for engagement between SPA and SPF. HMICS has written to the SPA regarding carrying out an open and transparent review of the Board.

People Committee meetings are targeting Health and Wellbeing and Wellbeing Champions that was piloted in 'Q' division is to be rolled out nationally.

### **Trauma Risk Management (TRIM)**

#### **Counselling**

In respect of the Occupational Health provision, satisfaction of service is being looked at. Any issues can be forwarded to Merrylee House as well as being raised with the service.

#### *CHAIRS ADDRESS AND RESPONSE FROM ACC WILLIAMS*

*"Assistant Chief Constable, Colleagues, it is my pleasure to welcome you to the 2017 Annual General Meeting of the Scottish Police Federation West area Committee. Before I begin could I ask that you all stand in memory of our colleagues and friends who have passed away since our meeting last year? Thank you*

*Assistant Chief Constable Williams, on behalf of the Committee may I take this opportunity to thank you for attending today. We are grateful for the 'open door' policy which you operate with us and look forward to the continuation of our close working relationship. I would also like to thank you for the continued invite to the Divisional Commander meetings.*

*It would be remiss of me not to pass on this committees thoughts and support to our colleagues and sincere condolences to those who have been affected by the recent tragic events in Manchester and London.*

*Sir I would like to start with these incidents that have occurred out with our force area but which has a major impact on the public, our members and their safety.*

*Off course I am talking about the tragic and senseless loss of life caused by so called terrorists, Constable Keith Palmer and 4 others died on 22 March 2017, more recently the horrific events of 22 May 2017 in Manchester where 22 people lost their lives and just this weekend with the death of 7 individuals and 48 injured in London.*



*The murder of Constable Palmer sparked so much emotion from the public and officers alike who started to ask the question are we suitable protected with the Personal Protective equipment (PPE) provided. Can we be confident that we would be able to respond with the appropriate deterrents to protect not only the public but ourselves?*

*I believe the time is right for the Police Service of Scotland to look at the whole aspect of PPE, methods and reasons for deploying Taser/Firearms and any other factors necessary so that the executive can comfortably reassure the public and the officers alike.*

*We are in a current heightened threat level which for a short period of time last week went to critical, this is a situation that is new to us all but dare I say it not totally unexpected but yet we still deploy staff to incidents using methods that possibly doesn't now fit with the current threat levels or the level of violence that we face or could face.*

*We look at the recent events in London whereby a British Transport Police (BTP) Officer attempted to stop the 3 individuals on Saturday night only armed with a baton and he has been seriously injured and is recovering in hospital. Whether or if he had other PPE would he have used it or would the result be different can be argued, the fact is he only had a baton to tackle knife wielding individuals, a situation though not terrorist linked, our members face on a regular occurrence.*

*Albert Einstein quotes*

*'The world as we have created it is a process of our thinking. It cannot be changed without changing our thinking'*

*Deepak Chopra quotes*

*'All great changes are preceded by chaos'*

*We are not quiet in a chaotic situation however the sentiment behind this quote is real. We seem to change processes after a serious incident has occurred, let's not wait this time for another serious incident, let's look at this now before it's too late for a member of the public or one of our members.*

*Change is inevitable and necessary for everything we do in life but yet we seem to baulk or slow down any possible change to processes that will protect the public and our members. Those who are trained deal with the matters with the tools that they have, let's look at these tools let's think in advance let's try and out think the violent individuals out there.*

*The incidents I have referred to have been terrorist linked however our members are met with violence and violent situations on a daily basis let's give them the tools to deal with these situations safely.*

*This is not about arming our members but about carrying out an examination on is what we do right for the current situation we find ourselves in? If not change it.*

*Sir, it would be remiss of me if I was not to mention re-rostered Rest Days and the continual use of same throughout the West area and no doubt Scotland on a whole. Where officers*

*understand that from time to time they will be needed for operational reasons they are increasingly frustrated that due to the shift system some groups are affected more than others.*

*They are also aware that football clubs pay a revenue for the officers within the ground but they don't get overtime, don't get suitably refreshed, and when they do it's at the beginning of the shift in cramped conditions. These matters are being raised with Planning and we will continue to raise them however I feel it only prudent that you should be aware of the impact this has had on our members as if not resolved these matters will come to yourself.*

*As you are aware I requested, through yourself, the amount of re-rostered rest days and the impact on each group, this is not the outstanding balances but the amount of days that have been re-rostered, the increase in football matches in the season past and what will only increase next season with Hibs getting promoted will clearly impact again on the these groups.*

*Situations where a group finish 4 nightshifts on a Friday morning only to have their Saturday Rerostered and they are deployed at 11.00 hours, impacts on the health and wellbeing of the officers through sleep and recovery from night shifts.*

*Rest days are an important part to the officer's life but when it keeps on getting altered and affected it impacts not only on the officers themselves but their families this then simply causes disaffection and low morale amongst the officers.*

*The service is looking to roll out nationally wellbeing champions from a successful pilot in 'Q' Division. I in all honesty hope that this works and provides assistance to the members, this is at least some form of step forward from the survey results, but again it's looking at very busy people to do more work when members raise concerns about their own wellbeing by directing them to the appropriate assistance. This used to be done by line managers and in a lot of cases remains the same practice to date, and it may be seen as another way of eroding the duties of the line manager.*

*As you will be aware, Mental Health is becoming a major topic within the service and with our charities with the Police Dependents Trust (PDT) using the university of Nottingham to do work in respect of the pressures placed on our members, The Police Treatment Centre (PTC) have now employed a psychologist on a full time basis because of the amount of work they have been doing.*

*I recently attended the Police Federation of Northern Ireland conference whereby they have provided a large sum of money over a 3 year period to pay for services via their Occupational Health to speed up the treatment and process of those suffering from mental health issues working with a Professor Alastair Black, Consultant Psychotherapist who is head of the Psychological Therapies at the Police Rehabilitation and Retraining Trust (PRRT). This has seen officers affected by mental illness being treated quicker and returning to work earlier thus costing the service less.*

*Police Service of Scotland (PSoS) only provide 6 sessions with the clinical psychologist, with a potential for a short term extension if it can be shown that it will assist in the return of the officer quicker. In a recent case the PSoS clinical psychologist has written that the officer*

*requires specialist treatment to try and get her onto the road to recovery which has been rejected. This officer is not from West local policing but it is an example of issues that has been identified with the service and the provider.*

*We are all aware of the financial situation that Police Scotland find themselves in due to austerity cuts, although you have to manage these monies it is everyone in here and our members that feel the pain. When I say pain I mean not direct I mean it comes in the conditions of the workplace with an ageing estate which in some cases desperately needs work done to make them habitable, ageing vehicle fleet to which the cost of replacing broken or worn parts will only increase, vehicles with in excess of 120,000 miles is now more common.*

*Outdated IT systems that don't speak to each other, this is one of the most frustrating issues when we are supposed to be one but we are still really 8.*

*A Radio system that is fantastic when it works as you can technically speak to anyone all over the country the only issue, which is a major concern for safety, is to find a battery that lasts 4 hours never mind a full shift. The potential of a new radio system in the future is making it difficult, anything out-with the agreed contract doesn't get done and when it does it takes some time, 2 years or more before they can install a gateway in the Glasgow Royal Infirmary hospital for officers attending is an example of this.*

*The closure of custody suites, although a different division, causes the members some great concern for the travel from their division to an open suite, this means that staff are away from their core duties more and unable to respond to incidents. The issue then arises in who has responsibility to take the custody to hospital if required, we all know it is the arresting Division and the situation arises again. Now in Glasgow custody suites are relatively near each other but at rush hour it can take longer than travelling a great distance, but when you get to the more rural areas like V, U and L divisions you can travel in excess of 50 miles to a custody suite. This is a danger to the public, members and the service alike.*

*The future of Policing, 2026 project, where ideologically it has some good ideas and work is ongoing but we need to see the changes now, we need to see the IT changes just so that we can all communicate with each other and do the job and not have the duplication and in some cases triplication of the same information just to put it on a different form. It would be an interesting survey if it was done to see how much time an officer sits at a computer or updates via a phone instead of actually on the beat and available.*

*Finally this is a request in respect of the volume of new shift patterns being planned and initially ignoring the agreed Variable shift Arrangement (VSA) Protocol as per Working Practices Review Board can you encourage that early engagement with the Federation as this would prevent voluminous enquiries to quell rumours and untruths.*

*Sir, having said all of this you must know that you still have officers out there doing the best job they can with the tools they have, give them better tools and they will do a better job"*

## *Response from ACC Williams*

*ACC Williams thanked the Chair for the invitation and addressed the West Area Committee, agreeing to take questions from the members. He hoped to cover the following matters; Finance, National Security, demand, technology, mobility, PPE, Re rostered rest days, mental health , shifts, ICT and the radio system .*

*ACC Williams stated that he shared the frustrations of officers regarding many of the issues raised by the WAC Chair regarding ICT, estates and the length of time taken to put changes in place.*

*He thanked members and colleagues for their daily work across the country. This has been epitomised over the last week in relation to the recent Manchester and London attacks. Officers have gone above and beyond what is expected of them and he highlighted the commitment and dedication of officers who have recently been supporting the community in the West of Scotland at what can only be described as a very distressing and sad time.*

*He highlighted the monthly meetings with the SPF and stated that he is keen to maintain an open door policy and is grateful for the support of the Federation.*

*Shifts – Supports the need for early dialogue with the Federation and is committed to the fact that the Divisions should link in with the SPF as early as possible for consultation and negotiation.*

*Finance - Current financial conditions are challenging and unfortunately this is unlikely to change. Financial demands include National Security, Brexit, and much of which was borne out of the banking crisis This year PSoS will be unable to make their budget by about £47 million That is assuming 200 police staff leave by September. £45 million short by next April. One positive thing is that the Government has put up some sort of money for reform, of radio systems and £10 million in ICT which will see the roll out of desk tops and single log in anywhere in the country.*

*PSoS have had to start over again after I6 and the procedure will take some time but now that this has commenced, progress should soon be evident.*

*A body worn video may arrive sometime in the future but the correct infrastructure has to be in place to allow this, again, this will be costly. Mobility will involve some sort of new device, either a tablet, phone or device of similar nature and this will depend on the Officers role. It should allow single data store so Officers don't have to return to a police station each time they have to update data.*

## *Question*

*With regards to Body Worn Video, this kit is available and is used down south. Is it possible to purchase for our Force?*

*ACC Williams replied that we don't currently have the infrastructure to deal with this and as we have gone from eight forces to one, this is a large scale and expensive process.*

#### Question

*Officers find themselves spending an increasing amount of our time performing role of the ambulance service. This role on a daily basis as we are the only service that cannot say "NO". The ambulance service in particular is struggling to cope with the demands placed on it, meaning that officers are waiting extended periods of time with injured parties for an ambulance to attend and often on occasions conveying injured people to hospital in police vehicles in order to avoid long delays.*

*Officers are also routinely being sent to calls that are predominately medical issues and it would seem that this is almost becoming a tactic by an over stretched ambulance service to defer calls. Concern that Officers are being exposed to unnecessary risk performing a role for which they are not trained or equipped to undertake.*

*Are Senior Management aware of the extent of this problem and what is being done in at an executive level to try and address it?*

#### Reply

*ACC Williams replied that PSoS is aware of this and recognise that the ambulance service is also stretched. To try and resolve some of the issues, a six week pilot was ran whereby ambulance controllers worked alongside police controllers. This saved 200 hours of police time on calls that were not police business. 1780 calls were triaged by ambulance and police controllers.*

*This was seen as a successful pilot of what we can achieve if we worked with them in a control room environment.*

#### Question

*A member stated that there is concern that the ambulance Service is at a crisis and this is not within our control as they also seem to be underfunded. Is this information being brought to the attention of the Government?*

#### Reply

*ACC Williams advised that the ambulance Service have to feed this back to the Government and we have to make sure that our officers are getting the appropriate support. Looking forward, the control room environment and how we deploy services is a common sense approach and when Bilston was built it was built with room for the ambulance service but they chose not to occupy the building at that time.*

#### Question

*Should PSoS should communicate to the public that they don't have the police to attend all calls and that certain calls should be placed with other organisations?*

### Reply

*ACC Williams replied that the nature of demand is changing and there are some calls that can be shifted to other agencies. There is a need to do this and PSoS have to recognise that we also have to try and meet the demands of the public whilst reducing the demand on front line officers.*

*The WAC Deputy Secretary (Health & Safety) stated that PSoS should bring to the attention of the Government, the situation with the ambulance service as it does impact on Officers.*

*ACC Williams stated that we do need to quantify what our demand is but we will not address this with the Government, this should be done by the Ambulance Service. This does not mean we can't evidence what our demand is and how our resources are used. It is important that we highlight what our resources are doing and why and this allows us to make a case for matters such as mental health.*

*The new police recording system (THRIVE - Threat, Harm, risk, investigation, vulnerability and engagement) project should take away demand from front line officers if done properly.*

### Question

*At the recent SPF conference the Chief Constable was quite clear that armed Officers should be sent to incidents involving edged weapon threats and firearms. This is not the case, is there an update as to why?*

*Further to this can the Force Executive explain why Scotland is so different than the rest of the UK in relation to the deployment of Taser? Are the threats any different? Why are Police Scotland more interested in saving face and money rather than protecting their Police Officers? What will it take for this position to change?*

### Reply

*ACC Williams stated that every call is assessed when received and based on this information, firearms Officers may be the appropriate response. The PPE is being reviewed as to what is appropriate in the current climate so this is being actively looked at including Tasers. Public opinion will have to be considered also.*

*One member highlighted a previous pilot scheme where the use of Taser was deployed for a 6 month period. The recollection of the member was that this was highly successful. However, as with most things, cost is a factor.*

*ACC Williams had no knowledge of that pilot and would endeavour to obtain some feedback on it*

### Question

*More and more officers are working longer days and having rest days re-rostered. There also appears to be a reluctance to deploy ARVs at times and recent survey shows that members of the public are in support of Firearms Officers being deployed to incidents when necessary.*

### Reply

*ACC Williams stated that we can't sustain critical levels of resourcing as we have done and we require to utilise more armed officers. The point of ARV deployment is well made and is being considered.*

*With regards to re-rostered rest days, this is of concern and there has been an increase in the number of re-rostered rest days for officers, in particular due to number of events taking place and this is likely to become more demanding. We have to improve on using the resources available as we still rely too much on community and response officers. There is a commitment from Resource deployment to use a wider pool of officers more often to support events.*

*One member highlighted the need to communicate with members of the public regarding the issues faced by PSoS and to find out what they want from the Police Service.*

*ACC Williams replied that the Force faces many new challenges; issues with mental health, policing major events, cybercrime, alcohol and drugs issues are a few examples of the challenges that impact on everyday policing. There is certainly more awareness of mental health issues and this is resulting in more effectively addressing the problem in terms of policing.*

*The committee thanked ACC Williams for attending the meeting and answering questions from the members.*

The WAC Chair updated the committee on the following;

### **Scottish Police Budget & Finance – Policing 2026**

This agenda item is now being replaced with Policing 2026. The service have bought in Linda Duxbury and will be setting up an advisory committee of all ranks. The proposal is to carry out a staff survey which will take 10 minutes to complete.

The General Secretary asked the JCC to support the possibility of funding another PHD student at around £14,000, nothing has been confirmed but depending on the amount of work it may require two students to carry out the work. The JCC approved this.

## **Joint National Consultative Committee (JNCC)**

The JNCC met on 13 February 2017 and was chaired by Deputy Chief Constable Livingstone. An exit survey carried out by the SPA found that 30% of those leaving gave work life balance and flexible working as their reason for leaving.

They are looking to centralise the application process for flexible working but there is no time scale on this. This is to provide one mechanism for the whole service.

Concerns were raised as to the number of new probationers not joining the Police Pension Scheme. SPF are looking at ways to assist at inputs at the college along with charities. A video is being compiled to make it easier to view and place onto websites so that they can be accessed at any time.

The amount of Standard Operating Procedures (SOPs) is being reviewed by Chief Superintendent McLaren.

A paper has been submitted by the group, formed to ratify different pay issues (Sergeants Pay). They have identified 20 different issues which they are working through, as soon as an update is available it will be circulated.

Post Incident Procedures (PIP) is being looked at to cover all incidents where there is a death in police contact and as such Chief Superintendent Speirs has to compile a report on same and the impact it may have. The service are keen for this to be progressed.

## **Police Related Charities**

The Police Treatment Centre (PTC) have increased their psychological work by employing one full time staff member and they have recently received gym equipment purchased by the Scottish Police Benevolent Fund.

The Police Dependents Trust have a lot of work ongoing to make it more visible with further work on mental wellbeing.

National Police Memorial Day 2017 will be held in Cardiff on 23 and 24 September.

## **Eurocop/ International Council of Police Representative Association (ICPRA)**

ICPRA had a meeting on 12 and 13 May 2017 in Geneva, where matters to be discussed were minimum standards of work. International Labour Organisation have been approached which is the first Police organisation to do so, this is a long term project at no cost to the organisation.



Conference is set for 15-17 June 2017 with October's meeting to be on Symposium of Whistleblowing.

Eurocop's spring meeting was on 3 May 2017 in Malta, evidence is being sought by the European Parliament on the state of preparedness of Police responding to terrorism, serious and organised crime etc.

Other European countries retirement age is between 67 and 68 years and average 1-330 Officers per population. The next meeting in autumn will be held in Spain and will look at increased exposure of Eurocop and Brexit.

### **Motions from Conference**

#### **Motion 1**

*"That this Area Committee asks Conference to ask the JCC to approach the Scottish Government to engage with the Lord Advocate to seek parity when dealing with Police Officers as victims of Crime."*

Passed to Operational Duties Committee

#### **Motion 2**

*"That this Central Conference asks the Joint Central Committee to seek an amendment to Section 51 of the Police, Public Order and Criminal Justice (Scotland) Act 2006 to extend football banning orders to include any person merely found in possession of pyrotechnic devices".*

Passed to Legislation and Regulations Committee

#### **Motion 3**

*"In light of the recent brutal and savage murder of Police Constable Keith Palmer in a terrorist attack, that Conference discusses the policing responses and readiness of the Police Service in Scotland to deal with the terror threat.*

*Specifically that Conference discusses whether the fight against terrorism risks being undermined by drastic cuts to the policing budget, the erosion of community based policing, and whether officers have sufficient personal protective equipment (including firearms) to be able to protect themselves in the event of a terrorist incident."*

Work is ongoing for a survey to be carried out nationally

### **JCC Motion from East area**

This East Area Committee asks JCC to make representation to have paragraph 5 of the Criminal Injuries Compensation Scheme 2012 recognise that it is not part of an individual's duty to be injured as direct consequence of a criminal act.

### **Explanatory note**

The current 2012 Criminal Injuries Compensation Authority (CICA) takes no cognisance to Police Officers being injured or seriously injured as a result of a prisoner resisting arrest and under paragraph 5 it explains that claims will only be considered when officers are carrying out a role considered as exceptional if it would normally be expected of the applicant in the course of their work.

### Other

The General Secretary updated the JCC in respect of the request for Inspector Phil Maguire to work at Merrylee House to assist with general enquiries whilst the WAC Secretary is off sick.

The 2019 centenary event is ongoing and will be continually until Conference 2019.

Member Services have changed with some teething problems, particularly with retired officers. Subscriptions are set for the next two years.

A new SPF website has been commissioned which will allow each area to input items as well as consideration for email alerts to those who register.

Criminal Justice review have insisted that PSoS react positively to recent Court Judgements which the service had lost in respect of wrongful arrest.

The WAC Chair raised an issue of 'G' division twitter account which appears to be doing the job well and highlighting it to the other areas. Concerns raised were passed to the originators at the time of implementation.

## 6. JOINT CENTRAL COMMITTEE CIRCULARS

The following circulars had been issued.

10/17	21.03.17 - SPF Near Miss Guidance Document - Information
11/17	04.04.17 - New Group Insurance Scheme Arrangements, prepared by David Hamilton, SPF Vice Chair
12/17	19.04.17 - SPF Bravery Awards 2017 - Information (amended)
13/17	11.04.17 - Election of H&S Secretary - Assistant to the General Secretary - Information
14/17	11.04.17 - Justice Committee call for evidence on the Domestic Abuse (S) Bill - Consultation
15/17	24.04.17 - JCC Minutes February 2017 - Information
16/17	25.04.17 - JCC Agenda and Agenda Papers May 2017 - Information
17/17	02.05.17 - ICC Circular 3/2017 - Information
18/17	03.05.17 - PNB Annual Report 2015-16 - Information
19/17	08.05.17 - Subject & Standing Committee Minutes April 2017 - Information
20/17	15.05.17 - SCTS Corporate Plan 2017-20 and Business Plan 2017-18 - Information
21/17	22.05.17 - PTC AGM 220617 - Information

In relation to JCC Circular 12/2017, the Deputy Secretary (Equality) advised that no nominations had been received and asked that members seek nominations within their division.

## 7. WEST AREA COMMITTEE CIRCULARS

The following WAC Circulars had been issued.

21/17	06.03.17 - JCC May 2017
22/17	09.03.17 - "It's What We Do" Campaign
23/17	09.03.17 - Consult Scotland Consultation Document
24/17	21.03.17 - Police Treatment Centre Applications
25/17	21.03.17 - SPF Near Miss Guidance Document - Information
26/17	04.04.17 - Equality Committee Minutes - 10 January 2017
27/17	04.04.17 - Group Insurance arrangements
28/17	06.04.17 - SPF Bravery Awards 2017 - Information
29/17	11.04.17 - Conduct Minutes January 2017
30/17	11.04.17 - Operational Duties Minutes January 2017
31/17	12.04.17 - Justice Committee Call for Evidence on Domestic Abuse (Scotland) Bill
32/17	12.04.17 - Election of H&S Secretary - Assistant to General Secretary
33/17	18.04.17 - Health and Safety Minutes January 2017
34/17	20.04.17 - WAC Chairs and Secretaries Pre-WAC Meeting Minutes
35/17	24.04.17 - WAC Meeting - Change to date of June Meeting
36/17	25.04.17 - Contact with Members
37/17	03.05.17 - Time for Justice – Inspecting Ranks Update – ICC Circular 3/2017 – Information
38/17	03.05.17 - West Area Committee - Merrylee House
39/17	04.05.17 - PNB Annual Report
40/17	16.05.17 - SCTS Corporate Plan 2017-20 and Business Plan 2017-18 - Information
41/17	18.05.17 - WAC AGM - Questions for ACC
42/17	18.05.17 - 2018 WAC Dates
43/17	22.05.17 - JCC Subject & Standing Committee Minutes January 2017 - Information
44/17	22.05.17 - JCC Minutes February 2017 - Information
45/17	24.05.17 - Threat Level

One member highlighted issues when completing the "Note of Interview form" on smart phones and asked if information could also be submitted to the West Area Office by email. The Chair stated that this is also acceptable as the information will still be updated on Officers database file. Members were asked to forward any forms or updates to either himself or Lynne Welsh at the West Area Office, including as much information as possible.

*Ruth Gilfillan left the meeting at 1.45 pm*

*Lynne Gray left the meeting at 1.55 pm*

## **8. WAC CHAIR AND SECRETARIES MEETING**

There have been two meetings of the WAC Chairs and Secretaries Committee since the last meeting. The meetings were held on 20 April 2017 and 5 June 2017. Both meetings were held at Merrylee House.

The minutes of the meeting on 20 April 2017 were approved at the meeting on 5 June 2017 and circulated to the WAC on 5 June 2017.

The minutes of the meeting on 5 June 2017 are not yet available.

The Secretaries of the rank committees were reminded to submit their minutes timeously so that they could be circulated by draft minutes to members of their ranks committees.

The date of the next meeting has to be confirmed.

## **9. JCC FINANCE STANDING COMMITTEE**

The last Finance Standing Committee Meeting was held on 19 April 2017. The minutes from the previous meeting held on 18 January 2017 were approved at this meeting and were sent out via WAC Circular 43/17 on 22 May 2017.

The minutes from the meeting held on 19 April 2017 will be circulated via WAC Circular once approved at the next meeting on 2 August 2017.

The General Secretary informed the JCC that Captain Chuck Cohan plans to come to Scotland in August. The exact dates are unknown but will be forwarded as soon as they are available.

The General Secretary informed the Committee that the Members Benefit Trust has a healthy balance and is looking for ideas to use this money for the greater benefit of all so that it can be reported back. Discussions took place in respect of how best this money can be spent to the benefit of the members.

This money as it is in a trust cannot be paid back to all members however it could be used to offset any increase in contributions, which are frozen for 2 years anyway.

A letter has been received from the convenor of the Scottish Police Pipe Bands asking for a donation to assist them with the purchase of equipment etc. for all of the bands. The

SPF logo can be placed strategically to show our sponsorship. The JCC agreed £10,000 per year for three years.

A matter was raised in respect of the Obama Charity dinner and to the cost involved. A lengthy discussion took place regarding the event and who was in attendance during which it was highlighted that this was a worthwhile event which had been turned from good to bad due to the lack of transparency.

At the conclusion, the Chair noted comments from the members and agreed to raise the matter with the Finance Committee. This obtained the support of the majority of the Committee.

## **ACTION – RAISE WITH FINANCE COMMITTEE, COSTS OF RECENT CHARITY DINNER**

### **10. JCC LEGISLATION AND REGULATIONS**

There have been no meetings since the last WAC Meeting.

The minutes from the previous meeting held on 18 January 2017 were circulated via WAC Circular 43/17 on 22 May 2017.

### **11. JCC OPERATIONAL DUTIES STANDING COMMITTEE**

The Deputy Secretary (Equality) updated the Committee regarding recent shift consultations which had taken place in Air Support, K Division, Criminal Justice Division, G Division Rape Investigation Unit and Q Division.

The Deputy Secretary (Equality) also updated the Committee regarding the recent Divisional Operational Duties Committee Meeting which had discussed amongst other things Court Duty change and the disparities across the Force area regarding payments. Court on Annual Leave was also discussed as was “standby for court”.

The Deputy Secretary (Equality) updated the Committee on the JCC Operational Duties Meeting which had taken place in April. She advised that matters discussed at this meeting included training for full time Office Bearers with Post Incident Procedures (PIP) training being held on 15 June 2017. She updated The Committee about the work currently being carried out by the SPF Deputy General Secretary regarding the Work Force Agreement.

The Deputy Secretary (Equality) also updated the Committee regarding concerns at some forthcoming events due to be held and the planning and resourcing issues surrounding them. She also advised that staff shortages within Custody were proving problematic and this issue had been raised by the West area at the recent LNCC.

## **12. JCC CONDUCT SUBJECT COMMITTEE**

The last JCC Conduct Subject Committee Meeting was held on 18 April 2017. The minutes from the previous meeting held on 17 January 2017 were approved at this meeting and were sent out via WAC Circular 43/17 on 22 May 2017.

The minutes from the meeting held on 18 April 2017 will be circulated via WAC Circular once approved at the next meeting on 1 August 2017.

The last West Area Conduct Committee meeting was held on 6 April 2017, this was a full day and encompassed the new SPF training course for the Police Service of Scotland (Conduct) Regulations 2014. The minutes from the previous meeting held on 12 January were approved at this meeting and were circulated via WAC Circular 29/17 on 11 April 2017.

The draft minutes from the meeting held on 11 April were sent to the Committee only on 24 April 2017 and will be circulated via WAC Circular once approved at the next meeting on 20 July 2017.

### **General Update**

There has been one meeting of the JCC Conduct Sub Committee on 18 April 2017, ongoing matters and new business were discussed.

The WAC Vice Chair thanked the committee for their continued work, and to all representatives who have submitted conduct matters and or carried out work on behalf of the membership.

He thanked all representatives who continued to attend national meetings and represent the West Area in those matters of Conduct, and any other matters that arise.

The WAC Vice Chair advised that he has also taken on the national portfolio for PIRC and the Association of Police Superintendents (ASP's). On 2nd May 2017, he attended and participated in an ASP'S Panel of Friends conduct training course.

The WAC Vice Chair attended a meeting with PIRC on 23 of May 2017. The meeting was to discuss national and local issues, and it was agreed that regular meetings take place. He has attended and supported members at court and in legal meetings where criminal conduct has been alleged.

## **Meetings Hearings & Suspension's**

Based on the information on the spread sheet database, live case breakdowns are as follows:

16 X Criminal on Duty Files  
18 X Criminal off Duty Files  
14 X Misconduct on Duty Files  
7 X Misconduct off Duty Files

In regards to upcoming meetings and hearings there are;

7 x Gross Hearings

1X Postponed for Judicial Review.

With 4 x Pending Regulation 15 Packs.

No notice of misconduct Meetings

A WAC Member was recognised as he also took on one of the more challenging divisional meetings which involved a lot of effort supporting the officer.

## **Professional Standards Department**

The WAC Vice Chair reported that relations with Professional Standards Department continue in a positive manner.

We still await the new training programme for investigating officers within PSD Dalmarnock, and have been assured we will be invited to attend, observe and participate in the training.

The Divisional position is still for the most part positive. One or two cases have required challenge, engagement with Divisions is still very much positive.

## **Anti-Corruption Unit**

The Vice Chair advised any member subject to a visit from the Anti-Corruption Unit to have a Federation Representative present if they wish.

**PIRC** There were no major issues reported with PIRC, for the West area.

Amongst matters discussed were:

- Early officer interaction to explain process, status, and legislation being used.



This has been dramatically better than before but they will ensure this is fed back to their Investigating Officers.

- Concerns over personal property being seized. This is a matter that they are aware of and have stated that in all their cases only 1% have seen them seize personal items.
- There is potential to give officers updates in regards to case status which they are more than happy to do.

Members were asked to feedback any issues that they are made aware of in relation to PIRC involvement at local levels.

### **Training**

The conduct training package for the 2014 regulations was delivered nationally. There is now a pass/fail exam which will be used for future courses. Due to the retirement of the Assistant to General Secretary for Conduct, the remaining three leads are due to meet and discuss what priorities and strategy will be pursued.

### **Other Matters**

There are no other matters of note.

## **13. JCC EQUALITY SUBJECT COMMITTEE**

The Deputy Secretary (Equality) updated the Committee regarding a meeting that was held with the Equality leads and the Assistant to the General Secretary (Equality). She advised that matters discussed included forthcoming training, Equality for All days at Tulliallan, women's health issues and maternity packs. She also stated that she would be keen to receive suggestions for future packages.

The Deputy Secretary (Equality) also updated the Committee on a letter that had been sent out to a number of officers which included wording related to Flexible Working plans which appeared discriminatory; this has been resolved.

The Deputy Secretary (Equality) also updated the Committee on recent events within 'V' Division and steps being taken by their Equality and Diversity Group to integrate with various diverse communities and their support groups. This appears to be working well within the local communities and receiving good feedback.

The Deputy Secretary (Equality) updated the Committee on the recent JCC Equality Committee meeting including suggestions for the Equality theme for Conference 2019 and Specialist Fitness testing.

A member, following on from the input at Conference, has put forward a proposal to try and highlight issues faced by female Officers experiencing menopause. This could be either by means of training or information available on the intranet. This would highlight the issues which will impact not only on the Officer but on their family, colleagues, etc. and how reasonable adjustments could be made to support Officers.

#### **14. JCC HEALTH & SAFETY SUBJECT COMMITTEE**

The last JCC Health and Safety Subject Committee Meeting was held on 18 April 2017. The minutes from the previous meeting held on 17 January 2017 were approved at this meeting and were sent out via WAC Circular 43/17 on 22 May 2017.

The minutes from the meeting held on 18 April 2017 will be circulated via WAC Circular once approved at the next meeting on 1 August 2017.

The last West Area Health and Safety Committee meeting was held on 5 April 2017. The minutes from the previous meeting held on 13 January were approved at this meeting and were circulated via WAC Circular 33/17 on 18 April 2017.

The draft minutes from the meeting held on 5 April were circulated to the Committee on 6 June and will be circulated via WAC Circular once approved at the next meeting on 19 July 2017.

Amongst the issues discussed at the meeting on 5 April were the lack of confidence in first Aid training, PPE, clothing for the Scottish Crime Division (SCD), H&S Training and the vehicle fleet.

#### **JCC Health & Safety**

This meeting was held on 18 April at Woodside Place and was preceded by the Operational Support Division (OSD) and Custody subgroups which were held earlier that day.

The main issues raised in the sub-groups were; the accident investigation carried out by the Assistant to the General Secretary for Health & Safety which was finally drawing to a close and Insulin dependent blue light drivers.

Concerns were raised regarding remote supervision of custody centres. This was raised by officers in the North but is also a practice that is used in the West particularly in 'Q' and 'V' divisions.

The main meeting discussed the closure of control rooms in the North, airwave battery failures and instructions issued to firearms officers about their manner of dress.

The Deputy Secretary (Health & Safety) presented the long awaited PAVA investigation and there was a lengthy discussion about how best to present it to the force. The report now sits with the new national lead for consideration.

A decision was made to request that JCC authorise a review of police officer Personal Protective Equipment (PPE). This was remitted to the full JCC for discussion.

The Previous Health & Safety Secretary also gave an undertaking to discuss menopause workshops with the SPF national Vice-Chair as there was substantial crossover between the Health & Safety and Equality on this topic.

## **JCC**

The full JCC met at the Glynhill Hotel on 9 & 10 May 2017 and the Chair of the East Area Committee was elected as the new Assistant to General Secretary for Health & Safety.

Authorisation was also given in respect of the PPE review which includes funding for expert witnesses if required.

### Health and Safety Area Leads

The Deputy Secretary (Health & Safety) attended at the SPF offices in Dundee on 23 May 2017 for a meeting with Assistant to General Secretary for Health & Safety and the other area leads. It is intended that the area leads will now have a video conference call once a month to better co-ordinate efforts. This was really worthwhile as it is expected that there will be an improved flow of information between the national leadership, the Area Leads and local representatives. Also, issues of national importance can be raised and dealt with in between meetings of JCC H&S. Inevitably there will be a transition period with Assistant to General Secretary for Health & Safety familiarising himself with his new role and meeting schedule.

The National vice Chair also gave an update on the PPE review. Tasks were allocated in respect of this.

### **Area Leads Health & Safety Committee**

The Deputy Secretary (Health & Safety) updated the members on the recent Area Leads Health & Safety Committee meeting which took place on 23 May 2017 at Dundee

Matters discussed included

- Joint UK Health & Safety Meeting
- Apha

- NPCC - HSW
- Uniform/PPE/OST
- Fleet and Vehicle Equipment
- National Operational Planning
- Local Operational Planning
- OBL's

### **Local Meetings**

Since the last WAC, The Deputy Secretary (Health & Safety) has attended 'Q' division and Custody Division H&S meetings, a member attended the 'G' division meeting and Phil Maguire attended the West vehicle User Group, both were thanked for their assistance.

The WAC Deputy Secretary (Health & Safety) also attended the SCD national meeting at Gartcosh.

The last West Area H&S meeting) was scheduled for 25 April but was cancelled, the next one is scheduled for 28 July. Continue to raise H&S issues at meetings of the Local Policing Commanders (LPC) which is attended by Divisional Commanders or their deputies.

The main issue pursued was in respect of events; re-rostering of rest days, working time Regulations and welfare provision. The WAC Deputy Secretary (Health & Safety) has attended planning meetings in respect of the Old Firm games, Cup Final, Scotland -v- England, the 2018 championships and he also attended the quarterly event planners meeting held by Events West which is attended by Operational planners from across the area. A briefing was given in respect of the various regulatory restrictions that they have to operate under and are in place to protect officer welfare.

The WAC Deputy Secretary (Health & Safety) and the WAC Chair are also engaging with Ops. Planning 'G' division due to the size of events within the division and the level of complaints received from the membership are in respect of these

Airwave - The Deputy Secretary (Health & Safety) reported on the implementation of a new solution to improve coverage within the Emergency Room at the Glasgow Royal Infirmary and requested that feedback be given as to whether this has worked. If so, it is intended to push for it to be used as a model to improve reception at other hospitals.

First Aid Kit provision is being looked at. There are currently three levels of first aid across the UK. Some forces in England do have trauma packs in vehicles.

One member highlighted a recent survey completed in 'G' Division. This was an independent survey from officers in the division.

The WAC Deputy Secretary (Health & Safety) stated that the national review will include the survey already carried out by the members when published and it was felt that it was more beneficial to wait for the bigger national picture and not just that in one Division.

One member questioned whether the decision should be that of local representatives. The WAC Chair stated that the response from SPF is that results should not be published at the moment. Any member making enquiries should be advised that there is a national survey ongoing.

## **15. LOCAL NEGOTIATING CONSULTATIVE COMMITTEE (LNCC)**

The LNCC met on 02nd May 2017 at Tulliallan. Matters raised by the East area were in respect of standard vehicle equipment, training for all officers and resource levels/OBLs in E division in particular running low.

The North area raised the issue of the attendance of ACC's from National Divisions and the attendance at this meeting which is being raised at the Joint Negotiating Consultative Committee (JNCC)

The North area raised the issues with custody back fill and the pressures it places on those who back fill. They also raised the recent closure of Aberdeen and imminent closure at Inverness Control Room for C3 and the move to Dundee.

The West area raised concerns in respect of the continual use of Re rostered rest days and the figures which we have yet to receive, along with the closures of custody suites and the impact it has on local policing and the dangers it places on the service and the members.

Concerns were raised by Divisional Commanders to the new PDC process and the fact that they have all to be done at once which impacts heavily on the larger divisions and the Line Managers involved asked if it could not be as previously and spread out over the year.

The East Divisional Commanders raised the concern re the supervisory cuts and the impact it is having on the staff level of supervision and distance of supervision, East are one of the last to progress this as other areas have been carrying or carried out the process.

The Chair reported that most areas have or at least nearly achieved the savings they are looking to save £4.5 million by the end of 2018.

## **16. LOCAL POLICING COMMANDERS MEETING (LPC)**

The WAC Chair attended the meeting on Monday 5 June 2017 which was poorly attended, therefore not much business was discussed.

An input was provided from Safer Communities in respect of the results from the new stop and search training which has been valued as quite well in removing the pressure regarding volume and improving tactics. They reiterated the need for officers not to perceive this as linked to volume. Update of how the stop/search is going will be published soon.

The new Domestic Bill is with the Justice Committee and impacts on frontline. Information and advice will be given as to what determines 'coercive behaviour' and non-harassment orders will become the norm in domestic cases. They will revisit a case and go through the new processes through the Domestic Abuse unit to see what impact it has.

An input was provided by Information Sharing/Corporate Risks in respect of IT problems and the need for officers to double key the same information due to the fact that Vulnerable Person Database (VPD) cannot be linked to Police National Database (PND) and as such what is on a VPD requires input onto Scottish Intelligence Database (SID) so that it can be marked for PND. Memo has been published highlighting the need to place the information onto SID.

New data protection legislation changes in May 2018 and will have a direct effect of the service and how they retain and report information.

Looking at the work carried out by all Concern Hubs to get a common good practice as divisions do it differently depending on legacy protocols etc. This needs to change. Some partners may not like it but are required to do so through law.

Finance gave an update on the monies saved from court overtime however indicated that there was an over spend on accident damage to vehicles.

Resource Deployment Unit provided an update regarding annual leave roll out for 2017/2018 in which all sheets will be in by the end of June. They also raised concerns with the amount of events that require policing and that on 10 June there are 88 events and on 26 June there are 126 events which they are struggling to resource.

## **17. MOTIONS**

There were no motions.

## **18. CORRESPONDENCE**

The following items of correspondence were read to the Committee.

- 17.05.17 - resignation from Colin Fraser
- 22.05.17 - JCC Circular 21 re PTC Annual Council Meeting
- 23.05.17 – resignation due to promotion from Michael Williamson
- 24.05.17 – resignation from Jim Foy, Assistant to General Secretary for Conduct.
- 27.05.17 - resignation from Andy Hastie, Secretary of Sergeants Committee
- 06.06.17 – resignation from Gary Gray

## **19. COMPETENT BUSINESS**

### **Business Interests**

The WAC Deputy Secretary (Equality) informed members that unfortunately we are becoming more aware of Officers having to declare business interests when what they have in fact is a hobby. She referred to the Regulations and then gave examples of situations where Officers had to declare hobbies. The matter was open for brief discussion.

After discussion it was agreed to take this matter to the JCC

### **ACTION – TAKE TO JCC**

### **Re-rostered rest days**

One member raised an issue regarding Officers losing re-rostered rest days whilst off sick.

The WAC Chair will raise the matter to confirm correct procedure.

The WAC Chair requested that any issues with football affecting days off over the coming weekend are fed back in to MH

### **Sick leave during annual leave**

One members asked if a fit note has to be presented when Officers are sick during an annual leave period.

The Chair advised members that this matter is being raised at JCC and the issues arise with self-certificates, when officers are absent for less than 7 days.

### **ACTION -WAC CHAIR TO TAKE TO CHAIRS AND SECRETARYS MEETING**

### **Claim for clothing whilst Pregnant**

One member asked if anyone was aware of pregnant officers having issues when claiming for clothing allowance.

The Deputy Secretary (Equality) will check previous minutes and one of the members agreed to attempt to make a retrospective claim meantime to clarify outcome.  
Business dress/maternity SOP – The Deputy Secretary (Equality) to check and take forward

### **ACTION – DEPUTY SECRETARY (EQUALITY) TO CHECK PREVIOUS MINUTES**

### **Private Health Insurance**

One member asked if enquiries could be made into providing private health insurance for members. Looking for discussion only at this point with a view to obtaining quotation of cost and to confirm if this would have to be part of the group insurance package or would it be available as a separate option for members?

### **ACTION - CHAIR TO RAISE WITH THE FINANCE COMMITTEE**

*William Atkinson left the meeting at 4.30pm*

### **Federation Training Course**

Members who still required SPF Training were asked to leave their details at the end of the meeting.

### **ACTION –LIST OF OFFICERS STILL TO RECEIVE SPF TRAINING TO BE SUBMITTED TO SPF HQ**

## **20. CLOSE OF MEETING**

The Chair closed the meeting and thanked the members for their attendance and participation. A vote of thanks was given to the Chair.

**Martin Bertram**  
**Chair**

**Fiona Morris**  
**Deputy Secretary**

**Paul Connelly**  
**Deputy Secretary**





## **SCOTTISH POLICE FEDERATION Constables' West Area Committee**

Ref: CT/IF/LW

**Minutes of the Constables' West Area Committee Meeting held at the Glynhill Hotel  
on 7 June 2017 at 10a.m.**

### **1 ROLL CALL**

Chris Thomson – Chair  
Ian Florence – Secretary  
Lorna Hogarth – Deputy Secretary  
Gemma Speir – Vice Chair  
Lee Hamilton  
Marketa Hola  
Mark Dines  
Gary Phillips  
Tracey Bryan  
Kenny Kean  
Gordon Cumming  
Paul McWhinnie  
Campbell Smith  
Stevie Innes  
Adam Peppard  
William Worn  
Gemma Mazur  
Eddie Mather  
Gary Mitchell – WAC Vice Chair  
Fiona Morris – WAC Deputy Secretary (Equality)

Apologies were received from Malcolm Macdonald and Thomas O'Pray.

## 2 **ADOPTION OF STANDING ORDERS**

Members were reminded that normal standing orders were continued from the main meeting.

## 3 **OPENING OF MEETING**

The Committee Chair opened the meeting and welcomed all present.

## 4 **MINUTES OF PREVIOUS MEETING**

The Minutes of the previous meeting had been circulated and were approved as a true record of the meeting.

## 5 **MATTERS ARISING**

### 5.1 **Committee Vacancies**

The Committee Chair informed members that Gary Gray had resigned as a Federation Representative and as such elections for a reserve place on the Conduct Committee and the Health and Safety Committee would take place.

Members were asked if there was any objections to the voting being carried out by a show of hands as opposed to a ballot, there were no objections.

#### Conduct Committee

Mark Dines, Gemma Speir and William Worn were nominated. There was an election and Mark Dines was duly elected as a reserve.

#### Health and Safety Committee

Tracey Bryan and Lee Hamilton were both nominated. There was an election and Tracey Bryan was duly elected as a reserve.

### 5.2 Pay, Allowances and Conditions of Service

The WAC Deputy Secretary (Equality) reported that there were no rank specific issues and a full report would be provided at the full WAC meeting.

### 5.3 Shifts

The WAC Deputy Secretary (Equality) reported that there were no rank specific issues and a full report would be provided at the full WAC meeting.

#### 5.4 Committee Reports

##### (a) Health & Safety

The WAC Vice Chair (Conduct) reported that there were no rank specific issues and a full report would be provided at the full WAC meeting.

##### (b) Equality

The WAC Deputy Secretary (Equality) reported that there were no rank specific issues and a full report would be provided at the full WAC meeting.

##### (c) Operational Duties

The WAC Deputy Secretary (Equality) reported that there were no rank specific issues and a full report would be provided at the full WAC meeting.

##### (d) Conduct

The WAC Vice Chair (Conduct) reported that there were no rank specific issues and a full report would be provided at the full WAC meeting.

#### 5.5 JCC Report

The WAC Deputy Secretary (Equality) reported that there was no rank specific issues and a full report would be provided at the full WAC meeting.

The WAC Deputy Secretary (Equality) asked members to consider matters for discussion rather than asking for a motion, to allow discussions to take place.

### 6 **CORRESPONDENCE**

The Committee Chair informed the Committee that letters of resignation had been received from Gary Gray and Colin Fraser. The Committee Chair thanked them for their time as members.

### 7 **MOTIONS**

There were no motions.

### 8 **COMPETENT BUSINESS**

A member raised the issue of rest days being lost whilst an officer is off sick. A discussion then took place on this matter. Local Supervisors now have no control over this and there is little guidance on the matter. It was highlighted that this would require a statutory

change to the regulations. Further discussion took place and the matter was also being raised at the full meeting.

A member raised the issue of officers not getting refreshment breaks. A discussion then took place during which it was highlighted that some officers are accepting this as the norm and that some Supervisors are not monitoring if their officers have had a refresh. A member pointed out that this issue was raised as a motion at Conference in 2013.

Further discussion took place with members highlighting how this affects officer's welfare, issues with remote offices and not in keeping with current regulations. Members will continue to monitor the issue and encourage officers to submit a near miss form when appropriate.

After the discussion the Constables' Committee agreed that this matter should be taken to JCC Constables' Committee for discussion and direction.

A member raised the issue of skills being eroded due to current training methods. A discussion took place during which it was highlighted that mistakes were being made by officers since the introduction of Moodle training for Detective Constables.

Further discussion took place and the WAC Deputy Secretary (Equality) informed the committee that they were aware of the issue.

## 9        **DATE OF NEXT MEETING**

The next meeting will be held on Thursday 7 September 2017.

## 10       **CLOSE OF MEETING**

The Committee Chair then closed the meeting and thanked everyone for their attendance and participation.

**Chris Thomson**  
**Chair**

**Ian Florence**  
**Secretary**



## **SCOTTISH POLICE FEDERATION Sergeants' West Area Committee**

Ref: JM/JM/LW

**Minutes of the Sergeants' West Area Committee Meeting held at the Glynhill Hotel  
on 7 June 2017 at 10am.**

### **1 ROLL CALL**

John Munn (Deputy Secretary)  
Jennie MacFarlane (Chair)  
Paul Connelly (WAC Deputy Secretary Health & Safety)  
Tommy Crombie  
Alistair MacKinnon  
Stuart Finnie  
Lynne Gray  
Linda Mathers  
Gerry Welsh  
Brendan McMahon  
David Osterberg  
Alan Thompson  
Billy Atkinson

Apologies were received from Alan Heron, Andrew Fairie, Michael McCaughey and Neil MacKay.

### **2 ADOPTION OF STANDING ORDERS**

Members were reminded that normal standing orders were continued from the main meeting.

### **3 OPENING OF MEETING**

The Chair opened the meeting and welcomed all present.

#### 4 **MINUTES OF PREVIOUS MEETING**

The minutes of the previous meeting had been circulated and were approved.

#### 5 **ELECTION OF SECRETARY**

Due to the previous Secretary's resignation, an election was held for the position of Secretary of the Sergeants' Committee. Lynne Gray was nominated and duly elected.

#### 6 **MATTERS ARISING**

##### 6.1 Committee Vacancies

Due to a members resignation the following committee vacancies have arisen:

##### **Equality Committee – One Member Vacancy and one Reserve Vacancy**

Linda Mathers was elected as a member of the Equality Committee. David Osterberg was elected as second reserve.

##### **Health and Safety Committee – One Member Vacancy and one Reserve Vacancy**

Alan Thomson was elected as a member of the Health and Safety Committee. John Munn was elected as second reserve.

##### **Joint Central Committee – One Reserve Vacancy**

David Osterberg was elected as a member of the Joint Central Committee.

##### **Operational Duties Committee – One Member Vacancy**

Thomas Crombie was elected as a member of the Operational Duties Committee. Jennie Macfarlane was elected as first reserve.

##### 6.2 New Appraisal System

The Chair advised that the questions raised at the last Sergeants Committee meeting with regards to the concerns surrounding the implementation of the new appraisal system were still awaited from the National group. Once received these will be forwarded to all members via e-mail for their comments/feedback.

There were concerns regarding the amount of PDC's that have to be completed. The Committee feel that this issue is placing an unnecessary

strain on the already burdensome daily workload experienced by supervisors.

## 7 **CORRESPONDENCE**

Notice of resignation from Federation duties was received from Andy Hastie.

## 8 **MOTIONS**

There were no motions.

## 9 **AOCB**

Discussion took place with regards to the recent opening up of the Sergeant/Inspector promotion process which specified a preference towards the North and East Areas to the detriment of potential candidates from the West Area. Members were of the opinion that this was unfair, however cognisance was taken of the fact that there is a severe lack of promotion positions at present in the West Area due to the reduction in supervisor numbers across all the West Divisions.

Further discussion took place regarding Custody backfill. The Committee believe that the training for Sergeants who backfill infrequently is not good enough and that there is a lack of opportunity afforded to "shadow" experienced Duty Officers. Members were concerned that the lack of training presents a high risk of something untoward occurring within the custody environment when staffed by inexperienced backfill officers.

There was no other business highlighted, however the Chair did request that notice of any business be given to the Chair or Secretary of the Committee prior to the meeting as this is vital for the efficient processing of any competent business.

The meeting was curtailed on this occasion due to time constraints as ACC Williams was attending the full WAC meeting.

## 10 **DATE OF NEXT MEETING**

The next meeting will be held on Thursday 7 September 2017.

## 11 **CLOSE OF MEETING**

The Chair closed the meeting and thanked everyone for their attendance and contributions.

**Jennie Macfarlane**  
**Chair**

**John Munn**  
**Deputy Secretary**