



# **Scottish Police Federation** **East Area Committee**

**Minutes of the First Quarterly Meeting of the East Area Committee of the  
Scottish Police Federation held on Wednesday 7<sup>th</sup> March 2018 within  
The Houston House Hotel, Uphall, Livingston, EH52 6JS**

## **1 ATTENDANCE**

Inspector Jim Thomson	C - Forth Valley
Inspector Hugh Loudon	C - Forth Valley
Inspector Mark Murphy	C - Forth Valley
Sergeant Mark Westmorland	C - Forth Valley
Sergeant John Burgoyne	C - Forth Valley
Sergeant David Reid	C - Forth Valley
Constable Scott Callaghan	C - Forth Valley
Constable John Hay	C - Forth Valley
Inspector Allan Symington	E - Edinburgh
Inspector Peter Jones	E - Edinburgh
Inspector Neill Whiteside	E - Edinburgh
Inspector Norman Towler	E - Division
Sergeant Quentin Russell	E - Edinburgh
Sergeant Scott Meechan	E - Edinburgh
Constable Euan Sinclair	E - Edinburgh
Constable Richard Wood	E - Edinburgh
Constable David Davison	E - Edinburgh
Constable Stephen Neilson	E - Edinburgh
Inspector Michelle Ritchie	J - The Lothian's & Scottish Borders
Inspector Andrew Toombs	J - The Lothian's & Scottish Borders
Chief Inspector Liz Macleod	J - The Lothian's & Scottish Borders
Sergeant John McEwan	J - The Lothian's & Scottish Borders
Constable John Brownlee	J - The Lothian's & Scottish Borders
Constable Jim Friery	J - The Lothian's & Scottish Borders
Inspector Brian Henderson	P - Fife
Sergeant Wilkie McCloskey	P - Fife
Sergeant Graham Ross	P - Fife
Constable Stevie Herd	P - Fife
Constable Austin Barrett	P - Fife
Constable Colin Nicoll	P - Fife

Andrew Malcolm	Chair
Stephen Clark	Vice-Chair
Grant McDowall	Secretary
Heather MacDonald	Deputy Secretary

## 2 APOLOGIES

Constable Paul Redwood	C - Forth Valley
Sergeant Mark Wilson	E - Edinburgh
Sergeant Christopher Richardson	E - Edinburgh
Sergeant Mark Sherman	J - The Lothian's & Scottish Borders
Sergeant Richard Banks	J - The Lothian's & Scottish Borders
Constable Darren Gallagher	J - The Lothian's & Scottish Borders
Inspector Ian Stephen	P - Fife
Inspector Stephen Kay	P - Fife

## 3 OPENING OF THE MEETING

The Chair welcomed all those in attendance to this, the First East Area Quarterly Committee Meeting of 2017 taking the opportunity to congratulate John Burgoyne, Liz Macleod, Stephen Neilson, Richard Banks and Peter Jones who had all recently been elected to the Committee. He informed them that he looked forward to working closely with them while assuring them that the Scottish Police Federation would provide them with the necessary training and skills to enable them to fully support the members.

The Committee were then informed that they would be joined by Assistant Chief Constable Wayne Mawson who would be answering any questions they wished to put to him later in the morning.

There would be a change in the way the Subject Committees operated with a new National Training Programme devised.

The Chair 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 in place and the meeting was then declared open.

## 4 MINUTES OF THE PREVIOUS MEETING

The minutes from the previous meeting held on Wednesday 6<sup>th</sup> December, 2017 had been unanimously approved by those in attendance.

## 5 MATTERS ARISING

### (a) JOINT CENTRAL COMMITTEE UPDATE

The last Joint Central Committee Meeting (JCC) took place at the Apex Hotel, Dundee on Tuesday 13<sup>th</sup> February and Wednesday 14<sup>th</sup> February 2018. As part of the transition for the British Transport Police becoming part of Police Scotland, Douglas Brownlee who is a Rep with BTP attended. Kirsty Garrick, Head of People Engagement for Police Scotland also attended on the 14<sup>th</sup> and provided an input for those present. Amongst subjects discussed were the following:

**Legal Advice and Assistance** - The Deputy General Secretary reported that a number of new cases for various matters had come to light since the last meeting. He then went on to supply updates in relation to Held in Reserve/Allard and Holiday Pay as follows:

**Allard** - Negotiations are still ongoing with Police Scotland and it is hoped that a formula, which has been decided through Actuaries, will be agreed upon and finalised soon making it easier for the membership to receive payments.

**Holiday Pay** - There are a number of ongoing cases in relation to Holiday Pay throughout the country, which are all at various stages of appeal. The SPF recently met with Police Scotland, unfortunately agreement on terms and compensation could not be reached, therefore it has been referred for further legal progression. Only officers who applied initially will be eligible.

**Held in Reserve** - As we are aware, a number of payments have already been made to officers in other Forces. The Force is keen to resolve this issue and a further meeting is scheduled for March to allow officers who are off on long term sick or, who have transferred to other Forces to submit retrospective claims. Reps have been advised that if they know of anyone falling into this category that they should advise them to make contact with the Secretary in order to submit a claim.

**Police Negotiating Board (PNB) Scotland** - The last meeting took place on the 1<sup>st</sup> February 2018 at Glasgow where a number of issues were discussed including annual leave in hours, disruption into a rest day, which comes into force on the 1<sup>st</sup> June 2018 and officers attending court on Back or Nightshift without adequate rest. This specific matter was given to ACC Williams to look at.

The Committee were reminded that pay negotiations are negotiated through the Staff Side with ASPS, SCAPOSA and the SPF all requiring to agree as to what would be acceptable.

The Secretary asked the Representatives what their thoughts were as to a pay rise or, any other terms they wished looked at this year. Discussions ensued with remarks as follows:

- The role of Police Officers is more diverse now than 20 years ago therefore, they should be remunerated accordingly.
- Officers are not getting a rise in real terms
- Poor retention of officers
- Officers using food banks
- Any claim has to be realistic but there needs to be a starting point
- Figure must reflect what officers are worth
- Picking up slack of other organisations
- Realistic indexation

Representatives were asked to further reconsider, discuss and consult with their members submitting their views to the full-time Office Bearers who will report back to the Technical Working Group Meeting.

An overnight allowance is under discussion and is being progressed.

Although PSoS gave up on VAT Exemption, due to SPF persistence, the Westminster Government agreed to make PSoS VAT exempt which takes effect from 1<sup>st</sup> April 2018.

**Pensions** - Doug Keil intimated his intention to stand down from the Police Pension Board and in his absence David Ross, who is the ex-Vice Chair of the SPF will now undertake this role.

The Police Pension Board assists the Scheme Manager and the Scottish Public Pension Authority (SPPA). Since its inception in 2013, the Board has had 3 separate Chief Executives. There are 4 meetings held annually at Tweedbank and this covers all ranks including Chief Officers and Retired Officers.

There is also a UK Police Pensions Consultative Forum, which is UK Home Office wide and they look at all pension schemes to ensure these are being financed appropriately looking at stated cases to provide any changes.

The Annual Pension Statements were sent out and the calculator continues to operate well, resolving many of the issues that are usually encountered. The SPF wrote to the SPPA with their concerns regarding information held on these Statements and the length of time it was taking to send them out. To date no reply has been received.

The Committee were urged to speak to members who had changed Pension Schemes to look at any potential tax liabilities that could be encountered. This generally applies to officers who have had speedy promotions.

The Chair addressed Assistant Chief Constable Mawson thereafter, Mr Mawson addressed the Committee and the EAC then participated in a question and answer session during which a number of key issues were discussed specifically in relation to the East Area.

**Scottish Police Consultative Forum (SPCF)** - The last meeting of the SPCF took place on 1<sup>st</sup> February in Glasgow where the main topic of discussions was the integration of BTP into Police Scotland. However, on Tuesday 20th February, Ministers announced that the merger of British Transport Police (BTP) into Police Scotland had been delayed confirming that the merger of British Transport Police (BTP) and Police Scotland would not be possible by April next year as previously planned.

Police Scotland had earlier intimated that it had become clear the integration would not be achieved by that date without "compromising public safety". The National Force is due to assume responsibility for railway policing under legislation passed last year by the Scottish Parliament, despite concerns from the Railway Industry, Staff Associations and Trade Unions.

There are unresolved issues around the integration of IT systems and how the terms and conditions of officers transferring from BTP to Police Scotland will be protected. Following a meeting of the Joint Project Board, which is made up of representatives of the Police, Scottish and UK Governments, it was decided the implementation plan could not continue as planned. Justice Secretary Michael Matheson said: *"The Scottish and UK Governments are working together to ensure the legislation passed by Parliament last year is implemented as effectively as possible. While a later integration date is disappointing, it will provide all partners with the opportunity to enhance the process of engagement, in particular with officers, staff and their representatives on key issues."*

Other discussions took place surrounding 2026 regarding working hours and whistle blowing, with very little being achieved.

**Scottish Police Authority (SPA)** - On Wednesday 7<sup>th</sup> February 2018 the Chief Constable Phil Gormley tendered his resignation to SPA, who accepted it and he resigned with immediate effect.

The SPF released a press release stating:

*"Phil Gormley has made a considerable contribution to policing over his long career. It is to his credit that he recognised continued speculation over allegations of misconduct were an ongoing distraction and, in the best interests of policing in Scotland, decided to resign. We wish him well in the future."*

Susan Deacon was appointed as the Chair of SPA and SPF are hopeful of improvements under the new Chair, which would be beneficial to the Service.

On Tuesday 27<sup>th</sup> February the Secretary attended the SPA meeting held at Stirling University where it was announced that DCC Rose Fitzpatrick was to retire in June 2018.

The annual plan for Policing 2018/19 was discussed and should be agreed upon at the next meeting of the SPA.

**Scottish Police Budget and Finance** – Mention has been made in respect of Held in Reserve and Allard, along with Pre-2015 TOIL buy back. In relation to Pre-2015 TOIL Buy Back the Force sent out a memorandum, PS253/17, on 8<sup>th</sup> December 2017. In simple terms officers are required to do nothing as on the 5<sup>th</sup> of March the Service will run a check on all Pre-2015 TOIL and any payments will be authorised and paid to the recipient officers by the end of March or April dependent on the respective area pay date.

The SPA have set aside payments in respect of all three matters estimating £1 million for Held in Reserve, £4 million for Allard and £1 million for TOIL Buy Back. Even with the Removal of VAT liability from PSoS the projected shortfall for 2018 is estimated to be in the region of £43 million.

At present Police Scotland are protected by the Scottish Government in funding issues, with no real term cuts. An additional £25 million was given under reforms and along with the VAT savings we will look for this to be placed into wages growth.

**Local Negotiation Consultative Committee LNCC** – There have been no meetings since the last EAC Meeting.

**Joint Negotiation Consultative Committee (JNCC)** - The last scheduled meeting of the JNCC took place on 20<sup>th</sup> November 2017.

**2026 Update** - Further discussion took place on the 2026 Project where it was felt there was a lack of leadership and direction. 2026 continues to run large and infiltrate other areas of business, there is a general lack of cohesion in 2026 Planning and delivery.

There are some 36 Projects currently running under 2026, these go from Digital Enabled Policing to the Integration of BTP into the Service.

**TELEMATICS** – Continues to be progressed with the belief that savings can be made. Bizarrely the Service are looking to implement it prior to the 1<sup>st</sup> April, 2018, although we would be VAT exempt **after** this date!

There are a number of questions around data retention and investigative elements specifically what other authorities can be given namely PIRC, COPFS, Defence lawyers etc. Some Forces down south use this and Federations are reminding officers that it is **their licence** and **not** the Chief Constables which would receive endorsements therefore, they should consider their driving whilst attending 999 calls. Engagement on this and other elements are ongoing.

Linda Duxberry is carrying out a Research Project on behalf of PSoS which commenced on Monday 5<sup>th</sup> March 2018. SPF have paid for a number of tablets to be placed in divisions/stations to aid and encourage staff engagement. The survey will take around 10 to 15 mins to complete, will be open for 4 to 5 weeks and will also be accessible via the Force Intranet and the SPF Website. Bar codes will be available to enable this to be carried out via mobile phones. It is important that as many replies are received as possible.

**AOCB** - An amnesty for members who had either not joined or, had left the Voluntary Fund expired on the 31<sup>st</sup> December 2017. The process was sent out as an EAC circular 42/2017 which was circulated on the 11<sup>th</sup> October 2017.

## **(b) HEALTH & SAFETY**

The SPF East Health & Safety Committee met on 9<sup>th</sup> January 2018 and the minutes of that meeting are available. Main items discussed were as follows:

- Fireworks incident in Drylaw – The SPF Health & Safety Investigation has been completed with a number of recommendations prepared with regard to this year's event.

- Incident at Telford College, Edinburgh, November 2017 – the injured officer concerned remains off sick. The SPF Health & Safety Investigation remains on-going although all information has now been provided and the report will be completed in the near future.
- Incident within 'J' Division in December 2017 regarding the doubling of radio channels at the ACR which resulted in a near miss thankfully with no injuries to officers however, this practice is a regular occurrence within the ACR and is a cause for concern. A SPF Health & Safety Investigation has been completed with a number of recommendations highlighted regarding the requirement of the need for a risk assessment and the introduction of a safe systems of work for each occasion that this practice is implemented.
- Drugs cultivation in Edinburgh and recovery of productions from a 4ft high crawl space under the floor – local response officers dealt with this however, concerns have been expressed regarding an apparent lack of risk assessment/safe systems of work, including safety equipment, hard hats, suitable and fit for purpose face masks etc. A SPF Health & Safety Investigation has been initiated.
- Uniform trousers – concerns regarding current stock being of poor quality and officers buying their own trousers. The issue has been highlighted to the Force, ACC Mawson is aware and actively involved in addressing this. Currently a 3 month trial is underway in Glenrothes, Glasgow and Aberdeen with several types of new trouser (both with and without cargo pockets). The new trousers are a poly cotton type material, are apparently much better quality and fit for purpose. Following the trial the results will be analysed and new stocks of fit for purpose trousers will hopefully be made available.
- Issue reported in December 2017 in 'E' and 'J' Divisions regarding the removal of sharps containers from Police Vehicles due to a licensing issue - the matter had been raised by the Business Support Unit and as a result of SPF involvement the matter was raised with the PSoS Health & Safety Team. The instruction to remove sharps containers has since been rescinded.
- Issue highlighted that charges of police assault are regularly being plea bargained away by COPFS. **All local SPF Reps** should be monitoring this situation, and highlighting any cases where police assaults are not proceeded with to their respective Command Teams for them to raise with COPFS in an effort to address the perception that charges are routinely plea bargained away.

- The lack of defibrillators across the East Area, with the exception of Custody Centres was raised. This was taken to the JCC Health & Safety Subject Committee meeting on the 23<sup>rd</sup> January 2018 where it was further discussed, with some concerns highlighted regarding the increasing use of police resources to assist the ambulance service. To be discussed further – no decisions taken at this time.
- SPF are currently seeking to arrange a 1 day accredited training course for SPF Safety Reps via a private company called RRC. The training will include legislation and information to assist regarding conducting building inspections. It is hoped to deliver the training prior to April 2018.

**JCC Health & Safety Subject Committee** - last met on Tuesday 23<sup>rd</sup> January 2018. The main items were as follows:

- Concerns highlighted regarding the apparent reluctance of ITFC's to deploy armed policing to incidents of extreme violence. Vice Chair to progress this issue with PSoS Executive.
- The issue of temporary places of duty is a recurring theme of concern with officers routinely deployed to temporary places of duty to police major events. Concerns regarding additional mileage/transportation of PPE and, restricted documents within their vehicles at a time when the current threat level remains at severe. The ASGH has approached PSoS Safety Team and requested an appropriate Risk Assessment to resolve this issue which is work in progress. Jackie Lambert, PSoS, is leading on this piece of work and a draft looks positive.
- Concerns still remain regarding the apparent number of Response Officers across the country who have not received their standard driving course. The number outstanding is thought to be in the 1000's. The Vice Chair and the ASGH are to meet with TLD Division to identify how significant the problem actually is.

**Police Vehicles** – an issue with the load bearing capabilities of general purpose police vehicles was highlighted by the SPF ASGH following work regarding the vehicle equipment list. Stewart Taylor, Fleet, initially advised that weight testing of the proposed kit had been carried out and that it was not an issue. However, as a result of the SPF conducting weight tests, it was identified that all front line vehicles could be easily overloaded, despite reassurances from Fleet. SPF highlighted that, as a result of their findings, the operational deployment of these vehicles needed to be reassessed as a matter of urgency by PSoS. As a result new Risk Assessments are required and a Safety Alert was

issued. The weight test identified that Vauxhall Astra, Ford Focus and Peugeot have limited load bearing ability, between 500-530kgs for all three vehicles.

PSoS have now agreed to carry out weight testing of the entire Fleet as well as introducing Risk Assessments for each vehicle.

**Body Armour** – The Body Armour Group last met on 20<sup>th</sup> December at the SPC. A Paper has been submitted to the Force Executive to purchase new 2017 standard body armour which is significantly lighter (30%) and more flexible than the current armour designed in 1995. The new armour provides slightly lower levels of protection, moving from KR2/SP2 to KR1/SP1. SPF have minuted their concerns on the reduction in protection, however, the body armour has the same protection as that worn by the officer on London Bridge, which sustained a number of direct attacks, but was not penetrated.

Concerns have been raised by the lack of Clothing Stores resource able to carry out fitment of the new body armour, with Glasgow, Aberdeen and Glenrothes being the only centres remaining able to do so. Acknowledgement that local resolutions will be required in order to enable officers to be suitably measured and fitted with the new body armour. Stores have been tasked with designing a briefing document.

**Taser** - The Taser Working Group last met on 28<sup>th</sup> December at Jackton with discussions centring on the authority required to deploy. The SPF, via ASGH highlighted that Taser was to be seen as PPE, as with PAVA and will be deployed when deemed proportionate and necessary by the officer concerned. This point was agreed by the Chair, Chief Superintendent Matt Richards.

Concerns were raised regarding the potential intervention of PIRC on all deployments. Chief Superintendent Richards was tasked to meet with PIRC to highlight officer safety benefits of Taser and the deterrent effect to ensure their understanding. Chief Superintendent Richards will provide an update at the next meeting.

Single points of contact are to be identified for all Divisions so that they can liaise directly with local COPFS offices to ensure they are fully conversant with the role of Taser x26 and, that it is to be viewed as an additional piece of PPE.

Training periods have been agreed with 7 days training for Instructors and 4 days for identified STO's. 9 Lead Instructors have now been trained and training facilities are to be identified and risk assessed.

“Chronicle” a new auditing programme has been set up and this system will manage the day to day deployment of the Taser x26.

The procurement budget has been agreed £930k over 4 years. With £767k being agreed for the first 2 years and an investment of £163k for the remaining 2 years.

Recruitment of STO's across the whole country had been slow apparently due to concerns about 'hubbing' and a potential lack of support regarding PIRC enquiries, however the required numbers have now been met.

**PSoS Health & Safety Team** - have published a number of Safety Alerts over the past few months covering a number of issues:

- Lead Acid Batteries
- Lyme Disease
- Vehicle Safety and Locus Protection
- Asbestos
- Method of Entry
- Blood Borne Viruses
- Fentanyl
- Concealed Weapons in Custody
- Police Vehicles – load bearing capabilities

**NPCC Health Safety and Welfare Strategic Group** - last met on 25<sup>th</sup> January 2018 in Birmingham. A number of points were highlighted:

- **Diabetes/Blue Light Drivers** – DVLA has now issued additional guidance regarding insulin dependent diabetics. Initially they had stated that insulin diabetics were unable to perform emergency response driving however, they have now regressed from this position and have left it to the responsibility of individual Chief Officers to risk assess.
- **Anticoagulants & Fitness for Policing** – the duty is on both employer and officer to manage this situation with appropriate control measures.
- **DVI Vaccinations** – PSoS are not recognised on the National Cadre for deployment however, if officer's volunteer then the necessary vaccinations would be required. The position of Hep B is more flexible but there is still a worldwide shortage. There are sufficient vaccines available to address reactively, but, insufficient vaccines to introduce a proactive screening programme.
- **Temporary Signage** - SPF Lead on this with PSoS. The new signage is at the 2<sup>nd</sup> prototype stage. England & Wales and PSNI will adopt a sign when produced. They will also accept the PSoS training package when rolled out.

- **Vehicle Maintenance/Equipment Checks** - This has now reached a national stage due to SPF raising awareness. The situation across the country is disparate to say the least. PFEW now trying to address this issue as well.
- **ASPHA Update** – There are new briefing documents on a number of work related hazardous issues such as Working at Height, Infectious Diseases, Water Safety, Asbestos, DSE, Fire Safety, Risk Assessment (legal requirement of same) and Manual Handling.
- **Vehicles** - load bearing capabilities of general purpose police vehicles was raised following recent weight tests in Scotland. Discussion centred on the Home Office's approved list of vehicles. It was agreed the Group should have far greater scrutiny of Fleet and the procurement practices. PFEW advised following the information from SPF, that all vehicles south of the Border will be reassessed as a matter of urgency.

In conclusion, there are a number of areas where the Force is under scrutiny due to an apparent lack of due diligence, the completion of necessary Risk Assessments and the introduction of Safe Systems of Work.

The HSE is now applying scrutiny in the work place with regards to stress and the causes of stress, which, are usually more prevalent when the above-mentioned two control measures have not been addressed.

The HSE have previously sent PSoS a letter of advisement that the Force Executive should undertake formal training in Health & Safety so that they can be identified as competent under Health & Safety Legislation. To date the SPF understand that this training has not yet been undertaken.

### **(c) CONDUCT**

The Deputy Secretary updated those present in relation to current cases being monitored informing them that in the East the current conduct picture is a reasonable one by comparison to other areas, going on to say that Conduct still continues to be a challenging area and her primary focus as the Conduct Lead was to ensure that the process is carried out fairly, timeously and with the best outcome for our members.

Since, the last Quarterly Meeting, there has been 1 Gross Misconduct Hearing, where the officer was dismissed on all 4 allegations. 2 officer's Hearings scheduled for February have been put on hold, pending a legal challenge submitted by the SPF with the outcome of a Judicial Review awaited.

The Deputy Secretary is predicting a very busy spring/summer approaching for herself and the Conduct Reps in the East as already there are trials ongoing

with more to commence, several criminal enquiries ongoing with several meetings and Hearings scheduled for the coming months.

Regular meetings continue with the PSD Leads in the East which are beneficial to all.

Further Command Team changes have resulted in new Superintendents appointed to Conduct in both 'E' & 'P' Divisions. Helen Harrison is now the 'E' Division lead and Irene Ralston the Lead in 'P' Division.

In terms of training, we have two of our members who will receive the 2014 Conduct Training when it becomes available. Amanda Givan is giving this a refresh to ensure it's still fit for purpose and current.

The Conduct Sub Committee have invited Chief Inspector Sam Ainslie, PSD (Crime), to give a presentation at the next meeting. She next reminded everyone that, if they are asked for advice regarding **any** misconduct matter, to pass them onto a Conduct Rep or herself who will advise accordingly.

#### **(d) EQUALITY**

The Chair informed the Committee that the last East Area Equality Meeting had taken place on Monday 8<sup>th</sup> January 2018 within the Livingston Office. The minutes of this meeting had been circulated.

Issues covered at the meeting included:

**Flex Working** - there appears to be a lack of understanding within the Service around part-time and flex working, in particular, part-time which, has strict guidance in terms of Regulations, review and hours being worked. The Chair encouraged the Reps to look at the SOPs.

**Grievances** – the numbers are increasingly having a profound effect on our members. This should be about resolution with members being given the relevant support and guidance.

The JCC Equality Group met on 13 February 2018, the minutes have been published.

#### **(e) OPERATIONAL DUTIES**

The last meeting of the Operational Duties Committee was held on Wednesday 24<sup>th</sup> January 2018 at Woodside Place. No significant issues have been discussed. Funds and investments appear to be healthy and working satisfactorily.

## **(f) DIVISIONAL UPDATES**

**“C” Division** David Reid reported that a productive meeting had taken place with the new Chief Superintendent. Topics discussed had been successful Public Service Team setup; Rank Ratio Cuts; Sergeant cover and variations due to posts not filled; a new community shift pattern and backfill within Custody. Overall, the meeting had been positive.

**“E” Division** an update was given by Ricky Wood who had met with the Divisional Commander. Topics discussed had been court and backshift, the number of Acting Sergeants on shifts; issues with productions; kit in vehicles, Taser and the lack of interest from officers who are afraid that they do not get back up from the Force. Issues with the Drylaw Area and the trialling of a Motorbike Unit. Neill Whiteside then went on to say that the Force had been impressed with the commitment of officers walking to work in the inclement weather; overtime; recording of working hours; and a reminder that red days have no regulatory position and officers can still request leave, it just follows a different authorisation process.

**“J” Division** an update was provided in relation to ‘J’ Division by John McEwan and ongoing matters included discussions around 222 shift pattern plebiscite result; concern regarding Sharps Containers taken out of cars; cancellation of events; feedback from CID regarding workloads going through the roof; reactive CID and unrealistic workloads which then get pushed back onto Uniform Officers. Reactive CID are burst!! Problems with hubbing.

**“P” Division** an update was given by Austin Barrett regarding recent meetings held with the Command Team topic discussed had been opportunity days; temporary place of duty, Red Days and Kirkcaldy Police Station – Sherriff and Jury courts looking to move in.

## **(g) MAJOR EVENTS**

Planning Meetings had been held in relation to Hogmanay, transport plans arranged and refreshments organised. Ongoing discussion with Events Planning in relation to Stirling and Edinburgh Marathons, Summer City the Highland Show and other associated events within Divisions with the primary focus being on welfare and rostering.

**6 NEW BUSINESS**

There were no items of new business discussed.

**7 COMPETENT BUSINESS**

No competent business.

**8 DATE OF NEXT MEETING**

The next meeting will be held on Wednesday 6<sup>th</sup> June 2018.

**9 CLOSURE OF MEETING**

The Chair thanked everyone for attending and for their valued input into proceedings wishing everyone a safe onward journey home thereafter formally closing the meeting.

**Grant McDowall**  
**Secretary**

**Andrew Malcolm**  
**Chair**