



SCOTTISH POLICE FEDERATION WEST AREA COMMITTEE

Ref: MM/AM/LW

Minutes of the West Area Committee held in the Glynhill Hotel on 2 June 2016

1. ATTENDANCE AND OPENING

WAC Office Bearers

Andrea MacDonald	-	Chair
Malcolm Macdonald	-	Secretary
Martin Bertram	-	Deputy Secretary
Gary Mitchell	-	Vice Chair

West Area Committee

Malcolm Macdonald
Andrea MacDonald
Martin Bertram
Gary Mitchell
Lorna Hogarth (afternoon only)
Tracey Bryan
Jennie Macfarlane (morning only)
Paul Connelly
Christopher Thomson
David Bruce
Joseph Conway
Amar Shakoor
Phil Maguire
Andrew Fairie
Andrew Smith

Garry Kirkwood
Adam Smith
Gary Phillips
James Bradley
John Munn
Alistair MacKinnon
Alan Heron
Joseph Thomson
Kenneth Kean
Campbell Smith
Terrence Robertson
William Worn
Joseph Irvine
Jennifer Shanks
John Haynes

Apologies

Fiona Morris (Deputy Secretary)
Lee Hamilton
Michael McCaughey
Colin Fraser
Scott Wilson
Thomas Crombie
Gemma Speir
Stevie Innes

Observers

David Kennedy – SPF Deputy General Secretary

Guests

ACC Williams

OPENING OF MEETING

The Chair welcomed everyone to the Annual General Meeting of the West Area Committee.

The Chair informed the meeting that apologies had been received from Fiona Morris, Deputy Secretary (Equality) as the meeting was originally scheduled for 9 June 2016 and Fiona had booked annual leave on this basis. A full update had been left for the meeting which would be provided by Martin Bertram in Fiona's absence.

Separates would run from 0945hrs to 1045hrs followed by the elections for the posts of Chair and Deputy Secretary (Health and Safety) which will be held between 1045hrs and 1115hrs.

ACC Williams would arrive at 1115hrs and lunch would be from 1230 – 1400hrs. Time would be allocated after lunch for Divisional Meetings

2. ADOPTION OF STANDING ORDERS

As per the 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. ELECTION OF WAC CHAIR

WAC Circulars 16/16 and 20/16 refer.

Rule 6.1 of the SPF rules provides the West Area Committee must elect from amongst its numbers the following Officers.

Secretary
Chairperson
Deputy Secretary x 2
Vice Chairperson

Rule 6.2 of the SPF rules provides that a member seeking election as an Officer as mentioned above shall intimate in writing his or her intention to stand for election to the Secretary and shall give not less than 28 days' notice. For the purposes of this Rule 'in writing' shall include by facsimile or electronic mail.

Rule 6.2.1 of the SPF rules provides a candidate for election must have a nominator and seconder from the members of the Area Committee.

The deadline for nominations for the Chair was Thursday 5 May 2016.
As a result the following nomination was received within the stipulated timescale.

Martin Bertram

Therefore the nominee for Chair, Martin Bertram, was duly elected into this post and congratulated.

4. ELECTION OF DEPUTY SECRETARY (Health & Safety)

The deadline for nominations for the Deputy Secretary (Health & Safety) was Thursday 5 May 2016.

As a result the following nominations were received within the stipulated timescale.

Andrew Smith
Paul Connelly

Two scrutineers were appointed, one from the Constables Committee, namely Joe Irvine and one from the Inspectors Committee, namely Joe Thomson.

The Candidates were then given the opportunity to address the Committee before an official vote.

As a result of the vote, Paul Connelly was duly appointed as Deputy Secretary (Health & Safety).

5. MINUTES OF PREVIOUS MEETING

The minutes from the previous meeting of the WAC on 3 March 2016 were circulated via e mail to all members on 19 April 2016 along with the minutes from the separate Committee Meetings.

The minutes were adopted as a true record of the proceedings.

Actions from the Previous Meeting

The following actions had been raised at the previous meeting and updates were provided.

(1) JCC Updates

Clarify if Temporary Inspectors qualify for casual overtime payments or if only entitled to claim overtime when working a Public Holiday. WAC Chair to report back at next WAC Meeting

Confirmed that those carrying out the role of Temporary Inspector are only entitled to payment when working on a Public Holiday. Action complete

(2) Operational Duties

Check if the Force has started planning for the European Games 2018 and if so will there be SPF representation on the Planning Group with regards to the responsibilities/entitlements to avoid the issues encountered during the Commonwealth Games.

The WAC Secretary has spoken to the National Chair and there have been no meetings regarding the European Games. Engagement will be made with Force planning to establish early engagement. Action complete.

(3) Conduct

West area dealing with 50% of all Conduct cases.

WAC Secretary to write to SPF HQ in relation to volume of work involved with West area conduct cases.

A meeting took place with National Conduct Lead on 6 May 2016 and matters have been resolved. Action complete.

(4) Health & Safety

Address Issues with new Police vehicles (Peugeots) as boot of vehicle not large enough to accommodate carriage equipment.

WAC Deputy Secretary (H&S) to take matter up with the National H&S Secretary, Peter Jones and report back at next WAC Meeting.

National equipment list has been approved at fleet meeting. Stuart Taylor (Fleet Manager) arranging to test to ensure equipment fits to a suitable standard in relation to Health & Safety. The matter may have to be reviewed. Action complete.

(5) New Representatives

Newly elected Federation Representatives are to be provided with email contact details for the full time Office Bearers at Merrylee House.

Details issued. Action complete.

(6) New Representatives

Contact newly elected Federation Representatives with date for Induction Training Day to be held at Merrylee House.

Training Day took place at Merrylee House on 29 March 2016. Action complete.

(7) Raised under Actions from Previous Meeting (re Action 9 – Airwave)

Deputy Secretary (Health & Safety) to confirm that use of force forms contains a section relative to the use of airwave communications.

The matter was raised at National level. Contact is to be made with SCoPE to have facility to record issues in relation to airwave and spitting added. Action complete.

(8) The following items to be placed on WAC Agendas as separate items.

LNCC
5C LNCC
LPC

Agenda amended. Action complete.

6. LEGAL ADVICE & ASSISTANCE

The following applications for Legal Advice have been submitted to SPF HQ since the last WAC Meeting:

14 files in total

6 x Injury on duty
1 x civil legal defence
4 x Criminal legal defence
3 x Misconduct

7. JOINT CENTRAL COMMITTEE – NATIONAL UPDATES

The minutes from the meeting held on 9 and 10 February 2016 were circulated via WAC Circular 22 of 2016 on 18 May 2016.

The minutes from the meeting held on 10 and 11 May 2016 will be circulated via WAC Circular once approved at the next meeting on 23 and 24 August 2016.

Some of the relative points from the February JCC were;

PNB

The General Secretary told the Committee that the Police Negotiating Board Staff Side (PNB SS) met on 26 January 2016 and the PNB Scottish Standing Committee (PNB SSC) met on 3 February 2016. Work continued on equality issues in the Equality Working Party. The Technical Working Group was also busy with issues including an overnight allowance, held in reserve and working into a rest day.

The Equality Secretary had reported on the Equality agenda and said that equal pay data had been examined. She said that work was ongoing in relation to temporary Inspectors, CRTP, annual leave, rest days and free days, part time Officers and pro-rata payments.

The General Secretary had reminded the Committee that since the break-up of the PNB UK and the establishment of Pay Review Bodies in E&W and NI, Representatives from the three countries now met periodically in a UK Police Remuneration Forum where they discussed pay claims and related matters.

He reported that the PNB SSC had discussed submitting a pay claim comprising elements outstanding from the 2015 pay claim in addition to taking into account corresponding movement in wages in Scotland generally. The General Secretary also provided an update on pay considerations across the rest of the United Kingdom.

Members noted the position.

PENSIONS

The General Secretary had emphasised that it was important that the membership understood that forthcoming changes to National Insurance were Government changes to taxation and not an increase to pension contributions. The loss of relief on National Insurance contributions would see a marginal reduction to take home pay as a result of this.

David Hamilton had reported on Scottish Public Pension Agency (SPPA) matters including the work of the Scottish Police Pension Board (SPPB) which included benefit statements; ill health retirements; pension forecasts and scheme evaluation. The Committee discussed the requirement for easily understood documentation explaining the benefits of the CARE pension scheme. It also discussed the Annual Allowance and David Hamilton had recommended that any SPF member who had received a tax letter about the Annual Allowance ask that the figures be checked.

The Chair thanked Andrew Hastie and Chris Thomson for their involvement and updates provided in relation to Police Pensions.

SCOTTISH POLICE CONSULTATIVE FORUM (SPCF)

The General Secretary and the Chairman had provided an update on the business of the SPCF and said that everything relating to the Service and policing was impacted by the dire financial situation. Members discussed various aspects of policing including recruitment, fitness, Pathways to Policing, and the impact of Court requirements.

SCOTTISH POLICE AUTHORITY (SPA)

The Chairman and General Secretary had provided an update on the meeting they had attended on 11 January 2016 and told the Committee of SPA personnel changes.

SCOTTISH POLICE BUDGET & FINANCE

Members were updated on recent discussions with the Service and the Authority on budget and finance.

JOINT NEGOTIATING CONSULTATIVE COMMITTEE (JNCC)

The General Secretary had told the Committee that he and the Chairman had attended a meeting in Stirling on 26th January where amongst the issues discussed were travelling to distant islands; 90 and 150 day letters re half pay; funding legal advice and assistance from the Police Authority; taxation; promotion; transfer; ill-health and the question of an SPF Representative on posting panels.

POLICE RELATED CHARITIES

The Committee had discussed the Charity Golf Day hosted by the Scottish Police Credit Union and it was agreed that the Chairman would speak to George Nedley for further information before agreeing to support the event.

Further to this, it was agreed at the May meeting that a donation be made to the charities directly as opposed to attendance at the Charity Golf Day.

Police Treatment Centre (PTC) and the St George's Trust

The Equality Secretary provided an update and advised that the PTC Board of Trustees had met the previous week and that membership was rising due to a large number of retired members joining.

Work continued on Castlebrae and was scheduled to be finished by April 2016. She said that the Psychology Wellbeing Programme was well underway.

Malcolm Macdonald had raised the issue of retired members being unable to get access to the PTC. This was discussed by the Committee and it was agreed that clarity was sought on this matter. It was further agreed that the Business Manager, Business Supervisor and Equality Secretary would meet to discuss the extent to which the SPF could assist the PTC with administration relating to retired Officers.

One member asked if other organisations such as the Fire Service were being allowed to take advantage of the facilities at the PTC as had previously been discussed ? This decision had been left to the discretion of the Trustees and members were advised that the Fire Service had been informed that they could send up to ten employees providing a donation was made.

Scottish Police Bravery Awards

It was reported that it was intended to host the Bravery Awards in the MacDonald Holyrood Hotel, Edinburgh in October 2016 and the event would be hosted by Colin Mackay.

Police Mutual would be sponsoring the event and invited guests would include senior politicians, Representatives of sister associations, Scottish Police Authority and other agencies and the Force Executive. Nominations would close by 31st August 2016. Further updates will be provided in due course.

Police Dependants' Trust

The Chairman had updated the Committee that the PDT was to celebrate its 50th Anniversary in 2016 and would be changing its name to the UK Police Support Trust. Work was still being carried out on the re-structuring of the Trust and an update would be given when received.

National Police Memorial Day

The event would take place on 25th September 2016 in St Paul's Cathedral in London.

8 JOINT CENTRAL COMMITTEE CIRCULARS

The following JCC Circulars have been issued. Members were advised that all Circulars were available on the website.

7/16	17.03.16	Expenditure Policy & Central Administration - Information
8/16	17.03.16	Election for Vice Chairman of the SPF - Information
9/16	21.03.16	SPPA Pension Circulars - Information
10/16	23.03.16	JCC Minutes February 2016 - Information
11/16	24.03.16	SPA Review of Governance in Policing - Information
12/16	14.04.16	Group Insurance Scheme - Information
13/16	18.04.16	Manifesto Programme for Policing 2016-2021 - Information
14/16	26.04.16	JCC Agenda and Papers May 2016 - Information
15/16	28.04.16	Scottish court business plan 2016-17 - Information
16/16	09.05.16	Subject/Standing Committee Minutes April 2016 - Information
17/16	16.05.16	SPF Draft Data Protection Policy

9 WEST AREA COMMITTEE CIRCULARS

The following WAC Circulars have been issued.

14/16	17.03.16	Care and welfare of persons in custody
15/16	21.03.16	SPPA Pension Circulars – Information
16/17	13.04.16	Stability and Resilience of the WAC
17/16	15.04.16	Group Insurance Scheme - Information
18/16	18.04.16	Manifesto Programme for Policing 2016-2021 - Information
19/16	04.05.16	SPF Bravery Awards
20/16	11.05.16	Election Result - SPF Vice Chair
21/16	18.05.16	Subject/Standing Committee Minutes January 2016 – Information
22/16	18.05.16	JCC Minutes February 2016 - Information
23/16	25.05.16	WAC Meeting – Confirm attendance

10. WAC CHAIR AND SECRETARIES MEETING

The minutes from the Pre-WAC meeting held on 29 February 2016 were approved at the meeting on 31 March 2016 and were circulated to the WAC on 31 March 2016.

The minutes from the meeting on 31 March were approved at the meeting on 30 May 2016 and were circulated to the WAC on 30 May 2016.

A Pre-WAC Meeting was held on 30 May 2016, the minutes of which were not yet available.

ACC Williams arrived at 11.15 am. The Chair addressed ACC Williams

Assistant Chief Constable, Colleagues, it is my pleasure to welcome you to the 2016 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.

Sir, last year I opened by speech by apologising to ACC Mawson because there was very little good news to report.

I wish that we were here today to say that things have changed since last year. Sadly, this is not the case; there is still very little good or positive news.

It is more than obvious that the Police Service of Scotland, contrary to any 'spin', has little or no consideration for the care or health and well-being of its workforce.

The results of the Staff Survey, made public almost a year ago, were extremely damning to the Service, and rightly so.

Whilst I do not disagree that much of the dissatisfaction communicated through the Survey was influenced by issues such as pension changes, it cannot be denied that a significant amount related to the way in which the Service treats its workforce.

One year later there have been no significant changes, indeed there has been very little movement in terms of addressing the issues which were raised and this has simply served to reinforce the opinion of the workforce that it was no more than a paper exercise.

What cannot be missed from this is the large number of Police Officers and Police Staff who opted to take time to complete the survey despite their misgivings that it would be swept under the carpet, and that in itself should be sending warning signals to the Force Executive.

I am aware that we have been promoting Health and Wellbeing with a number of activities such as No Smoking Week. This is a complete and utter waste of time, money and resources and something that the Service can ill afford. The academics will produce lots of evidence that sticking up a poster and having a 'campaign' is not effective and will not address the types of issues raised in the Staff Survey.

Apart from anything else, these campaigns do not reach those who are most affected in terms of health and well-being, namely those who are delivering the frontline services 24/7. The campaigns usually take place at headquarters offices and are during what is defined as the lunch break for those working Monday to Friday, 9 – 5. This excludes the vast majority of Police Officers and a significant number of Police Staff.

Dr Linda Duxbury of Ottawa University carried out a significant piece of research in Canada with the Police and started with the bias that the job causes Police Officers stress but very quickly found that most Police Officers actually love their job and just want to get out there and do it, but what really stresses them out is the way in which they are managed.

Police Officers believe that they no longer have the power or discretion to do their job properly, bureaucracy has gone mad and accountability still means figures, KPIs, or whatever you want to call them.

They cannot deal with calls properly, they very rarely have a refreshment break which is also down to the fact that the distribution of Police Officers around the Force is completely disproportionate and the frontline is constantly running below strength and is the first port of call for resources when someone has a "super idea" and needs to set up a Specialist Department.

The Specialist Department, a huge source of angst for those on the frontline. I said this last year and do not apologise for repeating it but as a young Officer starting out 26 years ago I was told that the function of the Specialist Departments was to support and assist the frontline Officers.

The theory behind this was that if the frontline Officers had the time and capacity to do everything themselves then the Specialist Departments would not exist.

Alas we now have the tail wagging the dog and many of those in the new breed of Specialist Department, not the traditional Specialists such as CID and Traffic, consider themselves to be the elite and that somehow their rank is superior to the same rank in frontline policing.

They very rarely supply any assistance and actually probably increase the workload of the frontline Officer with a frequent response being that they are strategic not hands on. Perhaps these departments need to be restructured and their roles and responsibilities redefined.

Dare I say it, perhaps they should be working 24/7 to provide the assistance that is actually their primary function.

On top of this Officers are working in offices across the Force which should be condemned, indeed the recent Health and Safety inspections would bear this out. The conditions and equipment are barely second rate and the IT system should be in a museum.

Dr Duxbury also found that technology was a major stressor and it upsets the equilibrium of work/life balance. Actually what she said was that "technology is the spawn of Satan".

Our IT systems are still not linked throughout the Service, we don't even have a unified payroll system, and this causes duplication of work through a number of different systems. On top of that we lost the war on bureaucracy some time ago and still work largely with paper systems to back up the failing IT systems.

In addition, we are all working excessive hours to 'make things work' and this is completely unacceptable from the youngest Probationer to the Chief Constable.

ASPS and the Federation have carried out several pieces of work with our members which demonstrate that we are making people ill by placing so many unreasonable and, in many cases, unnecessary demands upon them. The hours that are being worked demonstrate that the Service has scant regard for the Working Time Regulations which, contrary to opinion are not an optional extra but a legal requirement.

The view of the Staff Associations is that the Service has failed to ensure the necessary management information is accurately collated in accordance with its legal responsibilities or in demonstration of its commitment to well-being. We acknowledge some improvement in this over the past 12 months but it is clear that the recording and monitoring of working time has not been improved by the circulation of memoranda and that, despite many meetings,

the approach to well-being has not resulted in any significant improvement in the daily working lives of our members.

The most recent addition to the Specialist Department are the Resource Deployment Units. I am apologise for being so brutal but quite frankly these Units are a complete waste of resources and, in a Service struggling with a severely reduced budget. this has to be a shameful waste of money.

The staff within these Units have no concept of the Workforce Agreement, view the Regulations as a pick and mix to suit their own needs, think that adding 'exigency of duty' to something gives them carte blanche to do what they want and constantly abuse variations to the detriment of the work/life balance for our members.

We spoke out against these Units which were modelled on the system used within the legacy Central Scotland and more recently Forth Valley. Having experienced the shambles that they created we were in no doubt that the introduction of this process to the whole Service was a recipe for disaster.

Apart from anything why do we need them? We have Operational Planning Departments and SPICC et al.

More importantly though we have Sergeants and Inspectors and much of what the RDUs are doing is actually part of the basic functions of these ranks and could be done much more efficiently. We have removed their ability to manage their staff but rather than expand on this myself I will refer to an e mail recently submitted by a Sergeant.

Its content is resonating with many in both the Sergeant and Inspecting Ranks and succinctly captures the mood;

- I can no longer authorise an OT claim*
- I can no longer re-roster rest days*
- I can no longer grant TOIL*
- I can no longer grant A/L*
- I can no longer put my cops in cars*
- I can no longer deploy plain clothes*
- I can no longer decide to put an anti-disorder bus out*
- I can no longer decide how and where to best deploy my resources without senior management approval.*
- I can no longer arrange short secondments to departments*

A large part of my role should be to direct, influence and inspire and to create a team ethos. I have to say this is becoming increasingly more difficult under the climate here in XXXX and more generally across the force. Is it any wonder there is no initiative or enthusiasm and morale really is at the lowest point I have ever known. The most recent pressure exerted in terms of stop and search, is just one example which has led to a climate of robotic

cops/sergeants, who are not trusted and live in fear afraid to make a proper decision or indeed exercise discretion when required.

*It's a self-fulfilling prophecy in that many in positions of authority and who are in the position to actually influence change, are afraid to make big decisions and instead exercise control over minutiae thinking this makes them good or sound leaders. Further to this ideas are not allowed to flourish and it becomes 1 way (their way) or the highway.
Rank is not a monopoly over good ideas.*

I hate to rant but I think it really is the sad demise of the Sergeants rank.

Of course the Resource Deployment Units are part of the wider People and Development structure and, this is not a structure which is working for the good of the Service.

Again, I find that I will repeat what I said last year and this is because the situation has not changed, indeed it has probably got worse.

The growth industry that is People and Development is astounding in a Service that is so severely cash strapped.

Once again, I make it clear that I am not speaking about the members of Police Staff that we deal with on a daily basis, I am referring to the new top tier of People and Development populated by Senior members of Police Staff, an empire which has been allowed to expand at an alarming rate to the point where the People and Development structure is an inverted triangle in danger of toppling over.

Accordingly almost everything in Police Scotland now has a People and Development strand. It is also hugely disappointing that the Service has continued to be represented at the Police Negotiating Board by People and Development staff instead of a Senior Police Officer for the past year. I am happy therefore Sir, at the news that you will now represent the Force Executive on this Forum.

Another fact that causes great concern is that more and more of what could be described as traditional People and Development functions are being put back onto already over-worked and over-stretched Police Supervisors with very little relevant training and almost no support. Ironically, these functions were initially the domain of the Sergeants, Inspectors and Chief Inspectors.

However, when we first introduced Human Resource Managers into the Service it was to allow Police Officers to police and not to be over-whelmed by non-frontline tasks and to ensure that we had professionals doing the job, which ultimately was supposed to lead to financial savings too. This is no longer the case. Indeed this is probably true of civilianisation in general.

We still have Police Officers within People and Development to support the work of the department and the removal of the Police Staff who previously worked at Divisions and those who specialised in the Ill Health Process has been a complete disaster.

Very rarely does the Service treat those who suffer from ill health well but when it does it shows that it is capable of compassion and understanding and providing a level of care that exceeds the expectations of everyone concerned.

Unfortunately, these incidences are very few and far between.

The majority of Police Officers are treated in an appalling manner when they are ill and particularly when they have to go through the ill health process.

I severely criticised this process last year but at the time the Service had only just taken it over from the Police Authority so I acknowledged that it would take time to settle down.

This year I cannot give that acknowledgement, we are still making the same fundamental mistakes and are still dragging this process out unnecessarily and not keeping those in the process up to date with progress.

In actual fact it has probably got worse in one aspect, the appointment of Optima taking our Occupational Health function outwith the Service.

The contract that was negotiated is not fit for purpose in any shape or form and I dread to think how much this has cost us, not only in financial terms. We also had to appoint staff within People and Development to manage this contract, it seems that in saving money by taking the service outside cost money in other areas so why did we change it in the first place?

As the Service no longer has welfare Officers it falls to the Federation to try and look after these individuals but all too often they are falling through the cracks due to the downright obstructive attitude of those in the higher echelons of People and Development who put barriers in place for the sharing of information.

We are lucky in the West that we have an excellent relationship with both our HR Business Partner and the Senior HR Business Partner but we all find ourselves becoming frustrated by decisions made outwith their area of responsibility.

This is despite the fact that the Service clearly relies on the assistance provided by the Federation, even presenting it as a cost saving to the Police Authority, to look after Officers in this situation rather than meet its own obligations.

We consider this reliance on third party provision to save money to be shameful and indicative of a Service that does not take its responsibilities to its most vulnerable Officers seriously.

As a result we now have an alarming number of Officers who are disenfranchised either because of the way they have been treated or the way in which they have watched colleagues being treated.

Whilst limited progress has been made in terms of rehabilitating and redeploying Officers, this is still not a cohesive process with many still resisting the accommodation of such Officers within their area of business. This is an extremely short sighted view as many of these Officers have a wide skill set which would be beneficial to the Service.

Sadly by the time the Service works its way through redeployment or the ill health process it is too late as the Officers concerned are often beyond the point of return and leave the Service with bitterness and anger over their treatment clouding what, for many, was a much loved job.

In much the same vein, the Service does not cover itself in glory when you consider how Officers are treated following significant incidents or traumatic events.

The Service has a disparate approach to such matters and as a consequence Officers are often left unsupported and legally exposed.

Despite assurances to the contrary, the Service often neglects to advise the Federation when there has been an incident where Officers have been seriously assaulted or involved with issues such as deaths in custody. The Data Protection Act is not designed to be obstructive in cases such as this but it is used as a shield to hide behind by the Service. We would never disclose the details of our member's outwith the organisation, and in any event we are actually part of the organisation and covered in primary legislation as such.

We can think of no logical reason why this occurs as we have experience and expertise in dealing with such issues that could only benefit the Officers and Service alike. These failures see Officers exposed to additional stressors and often result in little genuine consideration for the health and safety of the Officers.

We are increasingly concerned at the proposals being made by the Pathways to Policing team in respect of recruitment and training.

It appears that the main outcome of these proposals will be to 'dumb down' recruitment and training.

We are told that the changes to recruitment are necessary as we currently exclude a large portion of society by the insistence that initial training, in particular, is residential. One of the sections of society that we are apparently excluding are those with caring responsibilities such as children or elderly relatives.

The Service wants to put out the message that it is inclusive and that there are no barriers to those with such responsibilities.

I find this to be quite amusing based on the fact that there is downright unwillingness to accommodate flexible working plans within many, if not most, areas of the Service with the Specialist Departments being the worst offenders.

The SPF General Secretary recently noted that 12 years ago the then President of the Association of Chief Police Officers in Scotland (ACPOS) announced (at the public launch of the ACPOS Flexible Working Works document) "I can see no reason why every Police Officer in Scotland could not work flexibly if they wanted to".

It is the experience of our members that that message has been turned on its head and now could be believed to be; there is no reason any Police Officer in Scotland could work flexibly even where they want to.

So, we dumb down recruitment and initial probationer training and manage to increase the number of those with caring responsibilities applying to the Force only to find that when they actually leave the training environment they will meet an immovable force when they request flexible working?

What happens then? They leave, how much money will that cost the Service?

Add that to what I have already said about morale and the way in which the Service treats its workforce and it is incredulous that we could really be surprised that the number of those wishing to join the Service is at historic low levels and the numbers of those leaving is at historic high levels. Undoubtedly those who are already within the Service and those who have left will be communicating to countless thousands of friends or followers on social media, including those we are seeking to recruit, just how badly the Service treats its workforce?

The quality of training delivered by the Service in general has been diluted severely. The workforce no longer believes that they are valued as the training is so ineffective.

Specialist training continues to be largely delivered "in the flesh" and this is surely very revealing.

Online training is not efficient and is more than likely not cost effective in the long run. This should tell us something. Regardless of the training vehicle used, for example Moodle, everyone knows that online training is used because it is cheap. This is not a new revelation, there is a wealth of academic research which supports this.

More seriously, dumbing down recruitment, initial training and then ongoing training creates huge risks for the future and an undoubted increase in misconduct proceedings.

In terms of conduct, the Federation were extremely disappointed that it took almost three years to introduce Conduct Regulations for Senior Officers and even then it is increasingly obvious that there is one rule for Federated Ranks, another for Superintending Ranks and yet another for Chief Officers. This is divisive and unfair.

The new Conduct Regulations were supposed to lead to a less adversarial approach to conduct matters but instead the opposite seems to be the case.

The blame culture under which the Service operates means that it is happier to criticise than to learn and the effects of this are deeply damaging for morale and actively discourage decision making for fear of criticism and sanction.

As an organisation the Federation do not want to see any Officer, regardless of Rank, needlessly subjected to misconduct processes.

However, as the SPF General Secretary recently stated, the Scottish Police Federation has always been exceptionally careful when it comes to public commentary (of either support or criticism) whenever individuals may find themselves under investigation. Recent events have shown that the Service is less reticent in this regard and this is likely to lead to pressures within the Federation to alter our own policy on this.

The time taken to investigate misconduct matters is extremely disproportionate and more often than not most cases could have been dealt with much earlier and cost less in terms of finance and working hours.

Sir, I am aware that I have been critical of what has been happening within the Service but we are increasingly frustrated at the practices and processes which are undoubtedly costing the Service unnecessarily.

The Federation is fully aware of the immense pressure placed on the Service by the severe budget cuts which have been imposed apparently on a whim as there does not appear to have been much cognisance taken of what we do, what the Politicians expect us to do and what we need in terms of resources and finance to deliver on these demands.

Indeed we submitted a lengthy document to the Scottish Parliament Justice Committee (dated 25th November 2015) on the budget issues.

We also acknowledge that the Service inherited failures of the legacy Forces but did not inherit their budgets.

However, the Service desperately needs to become more forceful and vocal with the Police Authority and the Government to make these points.

First though, we need to get our own house in order. We are constantly astounded and hugely disappointed at the way in which the Service needlessly wastes money. Organisational failures and inflexibility result in processes that frustrate and create conflict.

This is time consuming, costly and resource intensive. A complete change in how this is managed would undoubtedly result in the delivery of real savings whilst delivering empowerment and improved organisational capacity.

The significant changes that have been delivered in Education (McCrone) and Health (Agenda for Change) have only been possibly due to the massive financial support provided. Conversely the Police Service of Scotland is being expected to deliver wholesale organisational and structural change against a background of brutal cuts.

This is an impossible task and if it is not addressed soon our reputation will be irrevocably damaged. It is true to say that people don't mistrust the Police because of what they do but because of what Politicians do or say so the time has come for the Service to do and say something to defend itself.

Sir, again I acknowledge that this has largely been doom and gloom so I would like to finish with some positive comments.

I know that Mr Gormley and Mr Livingstone are working very hard just now on a number of the issues that I have mentioned, and many more besides and there seems to be a will from the Force Executive for change and we welcome this. We further welcome the fact that the Federation are being involved in this from the outset.

I would also, again thank you for the way in which you work with the Office Bearers in the West to deal with any issues we are experiencing and acknowledge that much of what is on a national level can often be outwith your gift to resolve but we know that you do progress it on our behalf.

Sir, I thank you again for coming along today and now invite you to address the Committee.

ACC Williams thanked the West Area Committee for inviting him to the meeting and addressed the Committee.

He stated that working with the Federation was very important and there had been enormous change over the last three years, with more to come. There were significant issues to address including the following;

- *To deliver an excellent service and protect members of the public*
- *Address performance and culture*
- *Recognition of time and resources spent dealing with Mental health and missing persons*
- *Disproportionate allocation of resources*
- *Cyber crime*

ACC Williams highlighted that while violent crime and anti-social behaviour appears to be reducing, on-line crime is increasing and is a much more difficult area to deal with.

Terrorist attacks are also a big issue and all of these challenges have to be addressed along with everyday policing.

Staff Survey

In relation to the Staff Survey, issues raised are being addressed although it was acknowledged that this has taken time.

Budget

There are significant savings required. There was no doubt that Police Scotland is in a very difficult financial position. The Chief Constable and Force Executive have a difficult task to bring things in on budget and one cutback will be that no police vehicles will be replaced this year as the budget does not allow for it.

Police Numbers

It was agreed that there were significant ways to save money before reducing police numbers and this would be a last resort.

Salary increase

Salary increase should not be affected in any way as this has been built into the budget.

Resource Deployment Units (RDU's)

The latest news is that this has been put on hold and will be fully reviewed.

Lorna Hogarth arrived at meeting 11.50am

ACC Williams informed the meeting that he had met with Calum Steele, SPF General Secretary regarding Special Constables in 'K' Division which was recently highlighted in the press. This matter would not be progressed further and it was hoped that a different option would be found if possible.

He stated that he hoped the Federation would work along with PSoS to resolve any issues directly before any media involvement as it was important to try to protect the relationship between PSoS and the SPF.

ACC Williams took questions from members –

Question

In relation to the push from the centre to reduce the number of Inspectors and Sergeants, is the perception that these ranks aren't pulling their weight and what happens to the work that the Officers in those posts do already? What assessment has been made that those who are left behind have enough spare capacity to take up that work or is this a slash and burn exercise ?"

Response

This is not about people not pulling their weight, it is more to do with trying to save £ 1.1 billion between now and 2026. When looking at ratios across the country, there are variations.

Divisional Commanders have been asked to identify roles and posts and there is a definite need for Officers to be less tied to paperwork but this does not appear to be happening at present.

ACC Williams highlighted that the Chief Constable and Deputy Chief Constable have moved back to Tulliallan. He also advised that no female Officers had applied for the Executive Posts. This is something that needs to be addressed as we have a challenge with representation across the service. Diversity, Equality and access and development is very important for the vacancies for both Superintendent and Chief Superintendent posts.

Question

Regarding the Superintendent review and the recommendations contained therein in relation to staff wellbeing.

With a possible reduction in the number of sub divisions being a consequence of budgetary restraints, how will the Force Executive ensure that Area Commanders who take on additional responsibility are supported and their wellbeing is at the heart of the organisation, when many are already working in excess of their working time regulations to manage current demands.

Response

There will be some areas where people are being asked to do a great deal more and take on more responsibility and this is across the organisation from bottom to top and it is a recognition of the current financial position.

It is important that the Force support those who have been tasked with additional responsibility. It is hoped that the staff survey results will help in this area as it will be a challenging time for many. The challenges faced should be fed back to the Force Executive in order that support can be given to those concerned and their colleagues.

One member stated that giving more resources only increased workloads for Area Commanders and there does not appear to be anything in plans to reduce their workload and stress ?

ACC Williams appreciated the concerns and admitted that this will not be done immediately. People will be expected to do more and that is a fact and he will be open to any suggestions where additional support can be given. Unfortunately the additional work is happening at every level throughout the Force.

Question

Are the Force Executive fully aware of the issues surrounding the Criminal Justice System (CJS) in respect of rest days being cancelled, attending court, cited numerous times – costs involved in terms of time and money and the implications on the front line ?

Response

There is an acknowledgment that the CJS is deeply inefficient and does not work well ; lack of 7 day courts and unwillingness to sit at weekends all adds to the issues. The inefficiency around citations is also causing issues. The efficiency of the Court system is an area where huge differences can and should be made. Efforts are being made to try and address such issues.

Question

(1) i6 – Will Police Scotland be getting i6 ?

(2) Resource Deployment Units - Less efficient, taking longer to do tasks.

Regarding i6 - This is not stable and if not delivered, the money should be invested into whatever makes the job easier in front line policing.

The WAC Chair raised this at the Commanders meeting about 3 weeks ago. This was taken to the Chief Constable and there was discussion regarding pausing and reviewing it and this is what has been done.

The WAC Chair thanked ACC Williams for attending the meeting.

Break for lunch. Andy Smith and Emma-Louise Smith left the meeting.

11 JCC FINANCE

The minutes from the meeting held on 18 January 2016 were approved at the meeting on 13 April 2016 and were circulated via WAC Circular 21 of 2016 on 18 May 2016.

The minutes from the meeting held on 13 April 2016 will be circulated via WAC Circular once approved at the next meeting on 3 August 2016.

12 JCC LEGISLATION AND REGULATIONS

There have been no meetings of this Committee since the WAC in March.

13 JCC OPERATIONAL DUTIES STANDING COMMITTEE

The minutes from the meeting held on 18 January 2016 were approved at the meeting on 13 April 2016 and were circulated via WAC Circular 21 of 2016 on 18 May 2016.

The minutes from the meeting held on 13 April 2016 will be circulated via WAC Circular once approved at the next meeting on 3 August 2016.

The minutes from the West Area Operational Duties Committee meeting held on 14 January 2016 were circulated to the WAC on 20 April 2016.

The last West Area Operational Duties Committee Meeting was held on 19 April 2016. The minutes will be approved at the next meeting prior to circulation to the WAC.

The WAC Secretary updated the members in respect of new shift patterns which generated a great deal of work for both the WAC Secretary and the Resource Manager, Stevie Diamond.

It appears to be the case that some Divisions are going ahead with shift patterns before consultation. The WAC Secretary has attended at meetings at both 'Q' and 'L' Division and made them aware of the guidelines in respect of any shift pattern and process that has to be adhered to.

The correct process in relation to shift patterns is that everything should go through the Force Resource Manager then it is shared with the WAC Secretary before the consultations may start.

Due to increased workload on full time Office Bearers, local Representatives may be approached to assist in dealing with the consultations.

A member stated that whilst he welcomed the rebalancing of the numbers between Response and CPT, he was concerned about the ability of the CPT to lose numbers and continue working the current VSA shift pattern.

It was explained that whilst we did not yet have the full picture from Greater Glasgow Division it was intimated that such rebalancing would mean reviewing the VSA shift pattern for CPT and, using the correct process, develop a new shift pattern to suit the resourcing and responsibilities of the CPT.

A member stated that the Force seem to be missing the point, it is not just about re-aligning our resources as we have more Officers than ever, it is about where they are.

The WAC Secretary advised that the Force is presently reviewing the Force Operating Model and this may result in a change in the alignment of resources.

One member asked if any new shift pattern introduced needs approval ?

The WAC Secretary indicated that it would have to come through consultation process first and any VSA must have agreement of SPF before it can be implemented.

14. JCC – Conduct Subject Committee

The WAC Vice Chair gave an update.

The minutes from the meeting held on 19 January 2016 were approved at the meeting on 12 April 2016 and were circulated via WAC Circular 21 of 2016 on 18 May 2016.

The minutes from the meeting held on 12 April 2016 will be circulated via WAC Circular once approved at the next meeting on 2 August 2016.

The minutes from the West Area Conduct Committee meeting held on 7 January 2015 were circulated to the WAC on 20 April 2016.

The last West Area Conduct Committee Meeting was held on 14 April 2016. The minutes will be approved at the next meeting prior to circulation to the WAC.

Since the last WAC meeting on 3rd March 2016, there has been one meeting of the WAC Conduct Committee where matters of on-going and new business were discussed. The Committee were thanked for their continued work in relation to conduct matters.

The WAC Vice Chair highlighted that we have the highest percentage of all conduct in Scotland.

We have had a few misconduct meetings since the last Committee meeting, and all have offered no issues.

We have a number of misconduct cases going to hearing in the near future; we still await dates being set by Professional Standards Department (PSD) .

The most recent gross misconduct case was found, after plea in mitigation, to be misconduct and a written warning issued as disposal. This was a very good result for the Officer and a fair and open hearing by the Chair.

PSD

The relationship continues to be productive, there may be times where there is disagreement on assessment but we are highlighting issues and seeking to address matters that we view as disproportionate or require wider inquiry. There are regular meetings and contact with Senior Managers and the Investigating Officers to ensure we maintain a good working relationship.

Early intervention with some Officers can cause concern; this may be down to poor pre-meeting explanations or just simply perception. There are no issues with this process as it fits with both welfare checks and needs assessment, as well as potential for avoidance of continued risk.

If there is a concern that the meetings are being used in an inappropriate manner, this should be fed back and if there are concerns from Officers pre attendance then a Divisional Representative can attend to support and monitor.

Divisional complaints are something that should be included in meetings with Divisional Commanders, to allow monitoring and ensure sufficient support is available to our members.

The WAC Vice Chair asked that members record this and submit to Conduct West on e-mail. This is simply to keep everyone right and should not be seen as defensive.

Counter Corruption Unit

There is still an open door relationship with the Senior Management Team, and we continue to engage with them where required.

There still are matters raised regards some practice and methods experienced by some Officers.

Legal Advice and Assistance

The current system continues to function well and the WAC Vice Chair has attended a number of meetings with Officers subject to criminal allegations and a number of trial days. We continue to receive a high standard of service from our legal providers on behalf of the membership.

On the subject of Officers who engage Solicitors out-with the scheme, Members were asked to ensure if asked that they are made aware this is cost they have to bear as the insurance scheme only covers named Solicitors.

PIRC

There are currently a number of PIRC inquiry's in the west area.

Training

We have a full training day for Conduct Representatives at the next Committee meeting on 21 July 2016. This will be delivered with a view of practical application and handling of misconduct matters. The National position in respect of Conduct would be to continue to develop the skill and abilities of those already trained, but also creating a position where all Representatives have an opportunity to be conduct trained.

A program has been put in place using a database to assign and record the involvement of all divisional trained Conduct Representatives, an element of that will allow the database to be used to make sure training and development opportunities are fair and effective.

The WAC Vice Chair is assigning conduct trained Representatives and observers to misconduct meetings in order that those trained Officers can see how in practical terms

the meetings function. With regard to observers, in the absence of trained Representatives, it is useful for all Representatives to experience this process.

The WAC Vice Chair updated the meeting in regards to the last Conduct Training Day which took place on 31 May 2016 – The meeting had highlighted PIRC and their powers and authority.

One member asked if a card or document could be issued to Officers giving guidelines on PIRC

ACTION - WAC Vice Chair agreed to address this and circulate members with necessary information regarding PIRC guidelines.

15. JCC – Equality Subject Committee

The WAC Deputy Secretary (Equality) had submitted her apologies prior to the WAC and an update was provided on her behalf by the WAC Deputy Secretary (Health and Safety).

It was reported that the West Area Equality Committee had last met on 5 April 2016 and was due to meet again on 19 July 2016 and minutes for the April meeting would be circulated when approved at the July meeting. It was reported that a number of hate crime initiatives were discussed; these had been approved and implemented without any Federation consultation. They are specifically the training for LGBT Liaison Officers and the I AM ME project which seems to be driven from Renfrewshire. The WAC Deputy Secretary (Equality) had raised the lack of consultation at the People and Development Equality and Diversity Governance Group held at Dalmarnock.

The WAC Deputy Secretary (Health and Safety) on behalf of the Deputy Secretary (Equality) updated the Committee about a Motion that had been agreed at the West Area Equality Committee following discussion namely

“This Area Committee asks the Equality Subject Committee to ask the JCC to review the venue for Conference 2017”

It was reported that it had been heard and passed at the Equality Subject Committee and thereafter heard at JCC on 11 May where again it was passed. It was reported that an update would follow.

Whilst on the subject of Conference 2017, the National Equality Lead, Jackie Muller, was seeking feedback in relation to possible themes for the Equality presentations, remembering in 2015 that it was disability.

An update was provided to the Committee from the P&D E&D Meeting including the feedback and the proposals to move forward from the results of the Staff Survey. It was reported that a mini survey would be carried out with a proposed date in October and a

full survey in 2017. The Committee was also updated regarding a proposal from Nigel Bathgate for a paper to assist Officers who were in the IVF process, something also being considered by the Scottish Women's Development Forum.

The Committee was updated on behalf of the WAC Deputy Secretary (Equality) about the Diploma and the complaints that had been received following the assessment process for applications. It was reported that a Review Group had been set up headed up by Fiona Gardiner from Leadership and Development and that David Kennedy (SPF Deputy General Secretary) had a seat on the Group. The WAC Deputy Secretary (Equality) had attended the initial meeting of the Review Panel on 4 May 2016 at Tulliallan due to the number of complaints received within the West area and an update from that meeting was provided to the WAC.

16. JCC – Health and Safety Subject Committee

The minutes from the meeting held on 19 January 2016 were approved at the meeting on 12 April 2016 and were circulated via WAC Circular 21 of 2016 on 18 May 2016.

The minutes from the meeting held on 12 April 2016 will be circulated via WAC Circular once approved at the next meeting on 2 August 2016.

The minutes from the West Area Health and Safety Committee meeting held on 6 January 2016 were circulated to the WAC on 13 April 2016.

The last West Area Health and Safety Committee Meeting was held on 6 April 2016. The draft minutes have been sent to the Committee only on 24 April 2016 and will be approved at the next meeting prior to being circulated to the WAC.

At the meeting on the 6 April 2016 an issue was raised in respect of Officers being used to restrain staff whilst drugs are being administered by medical staff. This matter was to be taken to the Health and Safety Subject Committee as well as the West Area Health and Safety Board. It was agreed that the National Health and Safety Lead, Peter Jones, would write to the ACC Williams in this regard; however this has been superseded by the Health and Safety Subject Committee meeting.

Issues raised regarding Airwave coverage and battery life were discussed seeking evidence of areas of poor coverage and battery failure. There has been a spike in Near Miss reports about battery failure particularly from G Division, Partick area. This was passed to Superintendent Hendren to link in with the Area Commander to ascertain and investigate the cause. Airwave Lifetime Management has also been contacted.

The SPF are seeking to have spitting and Airwave added to the accident form as stand-alone options to provide an easier way of collating issues.

Joint UK 28 April 2016

The minutes of the meeting have not yet been circulated and when they are they will be forwarded onto the Health and Safety Committee.

Health and Safety Subject Committee 12 April 2016

The North Area SPF offices in Dundee, Aberdeen and Inverness had recently been inspected and reports had been submitted to the National Health and Safety Lead and the Vice Chair. The findings were currently being considered. Attendees had also received training in accident investigation which had been well received.

The East Area Subject Committee did not have a quorate meeting. However, a discussion took place regarding Bilston Glen which is their main focus at this time.

The West Area Subject Committee included SCOPE, Airwave, Fire Risk Assessments and Spitting. There are concerns regarding the use of force to restrain individuals for medical purposes, this was also discussed.

In the consultation for the PSoS Use of Force SOP (draft) these concerns were also expressed.

The Committee discussed this matter at length and agreed the Chair would liaise with the Deputy General Secretary to seek a review of SPF legal opinion and the WAC Deputy Secretary (Health and Safety) would raise the Committee's concerns at the National Health and Safety Board.

All SPF buildings have been inspected and work is ongoing to address issues identified.

RIDDOR (Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013) was discussed and the fact that the SPF are not routinely informed. The National Health and Safety Lead is to request copies of all RIDDOR reports.

West Area Health and Safety Board 12 April 2016

Airwave Coverage

Airwave coverage was also discussed at the National Board whereby it was established that any improvements would be extremely costly and that Airwave were only liable to ensure coverage outside and not within buildings.

Superintendent Hendren suggested that while much of the conversation on this topic has focussed on hospitals, other black spots were also being identified within Greater Glasgow, such as in nightclubs, high rise building etc. She asked that this broader issue is captured and raised at the next National Board.

Discussion also ensued around issues with Airwave battery life and instances of the batteries only lasting 2-3 hours. Divisions were then asked to encourage Officers to identify problematic batteries so that Airwave can test them for faults.

Health and Safety figures for the West were discussed and these showed a low number of Health and Safety Executive (HSE) reportable incidents in the fourth quarter of this year for the West.

Superintendent Hendren highlighted that in Greater Glasgow, different agencies have undertaken Fire Safety inspections and each have provided actions for improvement. This has led to a vast amount of actions which has become problematic for the Division to manage, as many actions are centred upon improvements to the estate.

This was echoed by other Divisions and ACC Williams took an action to discuss concerns with David Seath, Head of Estates, PSoS.

Following HSE inspections in the West, four breaches of asbestos regulations were identified and improvement notices served which included this. An asbestos management plan is being carried out for all offices. This plan should be produced whenever contractors attend at offices to carry out work to ensure they are fully sighted on risks and which surfaces contain asbestos. National guidelines will be coming out in due course along with any training needs.

Further to this, the SPF visited Paisley office at the same time as the HSE who were content with the progress being made. Three areas have been identified for removal and a company was identified to produce a plan and risk assessment on doing this work which should have been completed by end of May 2016.

Divisional Updates

'L' Division – Dumbarton Office - work is being carried out where identified. Scottish Fire and Rescue Service (SFRS) were invited to do a Fire Safety check at the barracks at Dunoon where they found several concerns and issued a letter of intent to get the work carried out. This is in progress and things identified are being mirrored in other residential properties.

Following an inspection of cells in Oban, safety concerns were highlighted in respect of the single point of entry/exit to the cell areas which span two floors. These cells have not been closed by SFRS and they will work with PSoS towards a resolution, however, it appears that any improvements will involve costly, structural changes.

All Divisions reported the same with regards to recent inspections in that they require a substantial amount of money and they require guidance to who has to pay for same.

ACC Williams asked that all estates issues affecting Divisions be forwarded to him ahead of his meeting with David Seath.

National Health and Safety Board meeting 5 May 2016.

The minutes are in draft format and will be forwarded once approved.

The Board last met on 5 May 2016. Main issues discussed were the HSE Improvement notice, it was noted that PSoS has complied with the notice. The Chief Constable has asked that the group continues to meet and ascertain what is required to be carried out in order to comply with Health and Safety legislation to avoid possibility of prosecution. A good starting place was that training should be provided and that it is required from the top down, not just directed at Superintendents and Chief Inspectors. Meetings are to be arranged, updates will be provided as and when available.

Other issues discussed were a briefing paper on "Near Miss" reporting, no change from previous papers issued, a timeline been requested for installation of "Airwave Lite" in hospitals.

Other matters

The WAC Deputy Secretary (Health & Safety) recently requested that members of the Health and Safety Subject Committee identify issues within the estate that have been evident for some time and there appears to be nothing getting done about it, paying particular attention to such buildings that have not been inspected before.

A meeting had taken place with Colin Gill, Airwave Lifetime Manager, in relation to the hospital coverage whereby he is working with Scottish Ambulance Service, Airwave and the hospitals in an effort to identify suitable location for the required equipment; this will not provide full coverage but will assist within Accident and Emergency in particular.

At this meeting airwave battery life was discussed and Colin Gill was looking for all evidence of battery failure, which was provided from the SCoPE reporting tool, however not all battery failures are being recorded on SCoPE.

The SCoPE accident reporting tool will continue to be monitored with any issues being raised at Division. Officers should ensure that they tick the box for the SPF to be informed.

The WAC Deputy Secretary (Health and Safety) wished Paul Connelly all the best for the future when he takes over the role of WAC Deputy Secretary (Health and Safety).

17. Local Negotiating Consultative Committee (LNCC)

The last meeting of the LNCC was held on 27 April 2016, within the Albion Room at Dalmarnock.

No agenda, minutes of previous meeting or action log were presented prior to the meeting.

The attendance at the meeting was poor as there were only 2 Divisional Commanders, a support Superintendent, Fiona Morris and a Representative from Unison was also present.

ACC Williams was not present at the meeting.

The meeting was chaired by Chief Superintendent McInulty in the absence of ACC Williams.

The WAC Secretary explained the process of LNCC so that unresolved matters could then legitimately be raised by our National Office Bearers at the JNCC on 31 May 2016.

Matters raised in respect of West area issues were as follows.

1. We are receiving a series of enquiries whereby it is being reported that the managers in the Resource Deployment Units are refusing to authorise annual leave for Officers who are returning to work after a period of protracted absence. There may be some confusion with the European court judgement where Officers whose absence abridges two annual leave years are entitled to the statutory period of 20 days. Again however some confusion of when this has to be taken. The other factor is that Officers who have returned in the same A/L year can take their full A/L entitlement. It was hoped that the HR lead who normally attends could be directed so that the Resource Managers are made aware of the judgement and regulations.

2. We also sought some clarity as to the Force Position regarding shift patterns. The WAC Secretary is personally receiving numerous meeting requests to meet either Commander or Support Superintendents as to local engagement to the introduction of shift proposals. In effect leaving what is the corporate shift pattern for response and CPT (VSA 146) and some removal of what is described as Integrated Service Delivery Model (ISDM). This will obviously have implications for National events if divisions are working different patterns. Therefore clarity is being sought as to this executive decision to allow local Divisional Commanders to implement local shift patterns for Response and CPT or is the current pattern to remain?

These issues were passed to ACC Williams and arrangements were to be made for the WAC Chair and Secretary to meet with him prior to the next JNCC.

This meeting took place at Randolphfield on 16 May 2016 to discuss the matters that were raised at the meeting on the 27 April 2016. ACC Williams actioned both these matters to the Force Resource Manager to establish why these incidents are now happening. Feedback will be provided when known

The next meeting of the LNCC is 4 July 2016

18. 5C Local Negotiating Consultative Committee (5C LNCC)

There have been no meetings of the 5C LNCC since the last WAC.

There had been a meeting scheduled to take place on 5 May 2016 but this meeting was cancelled at the request of ACC Val Thomson and no reason was provided.

The next meeting on 5C LNCC is scheduled to take place on 14 July 2016 at Randolphfield.

19. Local Policing Commanders Meeting

There have been 3 meetings of this group since the March 2016 WAC.

The first was held on 15 March 2016 within the Albion Room at Dalmarnock. The WAC Deputy Secretary (Health & Safety) attended.

The Commanders were provided with an update from Superintendent Arlene Smith, C5 in respect of the transition/project work ongoing within Custody and Criminal Justice. She informed the Commanders of the move by COPFS to 7 day marking which was expected on 1 April 2016 (This has not occurred due to Fiscals refusing to work 7 days and work is currently ongoing to try and achieve this soon).

In respect of case management, most areas have staff in on Sunday to facilitate the custody process; consultations are ongoing with unions regarding full Support Staff. Nine out of 13 Divisions report not much change, with 4 divisions mobilising case marking teams to work weekends ('Q', 'L', 'K' and 'G')

Work is ongoing with COPFS to look at early release of low tariff cases, however need to examine sufficiency of evidence especially in some domestic cases as there is a disconnect in respect to numbers released and the Lord Advocates guidelines. This causes Divisions issues if releasing accused and managing the risks to the victims.

The future is hopefully looking at 7 day courts, however that is a long way off and a lot of work is required before this is reached.

T/ACC Williams confirmed at this meeting there will no longer be green/amber/red targets. Divisions will not have to maintain all KPI's, some will always be required but targets will not be attached to them.

A report was presented by Nicola Challis, Force Finance.

A report from Elaine Williamson (HR Business Partner West) advised that Attendance Management statistics for the West are running at 4.4% for Police and 5.8% for Police Staff. There are 3 divisions sitting below the Force attendance average 5%, 2 above. The theme for this month's wellbeing programme provided by AXA was 'Mental Health'. There had been 6 ill health retrials from the West at the SPA board meeting on 11 March 2016. Voluntary Redundancy has been extended another year and Unison has rejected the 1% pay rise offer.

ICT informed the Commanders that they are currently changing over the computers within the Divisions, 'L' Division by end of March with 'U' and 'V' Divisions next.

Professional Standards Department provided a full report.

A Government survey states that Public Confidence in the Police is down to 58%.

The second meeting was held on 12 April 2016 at the same venue.

This meeting was chaired by T/ACC Williams.

Matters discussed included information that the staff evaluation project had been completed; this did not have any impact on Police Officers. There were two workshops to be held for Analysis and Performance, these would be led by ACC Graham. A report was provided by Nicola Challis from Force Finance, who was preparing a report for end of year on Police budgets and work was ongoing as to the production of the year 2016-17 budget which should be shared with the Local Policing Commanders soon. T/ACC Williams shared concerns regarding the matter of the Police Estate and he was arranging a meeting with the Head of Estates to discuss this matter.

An update was provided by Elaine Williamson (HR Business Partner West). She reported that two Divisions were above the target of 5% for Police absence; however the Police Staff average was 5.3 %. The theme for this month's wellbeing programme provided by AXA was "Depression". There had been 21 Ill health Retrials this year, of which 6 were from the West.

There were in excess of 500 staff vacancies, many of which would remain unfilled due to the budget constraints and only business critical roles would be filled. There were concerns regarding the Secondary Business SOP which was leading to increased work within the Divisional Intelligence Units

Professional Standards Department provided a report. It was reported that Greater Glasgow Division have a SharePoint for complaints and this would be rolled out in other Divisions soon.

The third meeting was held on 17 May 2016 at the same venue.

The meeting was opened by Chief Superintendent MacDonald from 'U' Division as ACC Williams was delayed at another meeting.

Inspector Ewan Lyall provided an update on Analysis & Performance and reported that there was work ongoing into the Performance Framework. This report was to be presented to the Scottish Police Authority on 20 June 2016.

Nicola Challis from Force Finance reported that the Divisional Budgets would be ready by second week in June. ACC Livingstone would lead on a Force Finance Group and this will lead to Divisions being visited in week commencing 20 June.

The WAC Secretary raised concerns regarding the cost of Court Overtime still being placed on Divisional Budgets. This would hopefully be rectified by greater use of the Court Scheduling system. The WAC Secretary raised the SPF concerns that this work had been ongoing for quite a considerable time and unless the COPFS and the Courts actually take cognisance this would remain as a concern.

ACC Williams then took over as Chair

Elaine Williamson (HR Business Partner West) reported that Police Staff absence continues to fluctuate, however Police absence is decreasing. Concerns were expressed as short term absence is showing a slight increase. The theme of this month's wellbeing programme from AXA is "National Walking Month." Ill Health retrials for this month are 31 for Police Scotland, 8 were from the West

Criminal Justice Division reported that across Scotland there had been a reduction of SPR 2 reports of 14%, however when measured in Glasgow the reduction is 20%. There is a recordable increase in the issue of Recordable Police Warnings. There is still an ongoing concern that the COPFS is not yet working toward the 7 day Case Marking agreement, whilst Police Scotland were complying with this agreement.

Chief Superintendent Imery from HMICS attended at this meeting at the request of ACC Williams. She reported that communities still have confidence in the Police. The purpose of HMICS was to find solutions to problems and to remind Divisional Commanders that they are available for advice at any time. They are keen to encourage good work and report on success.

The next meeting of the Local Policing Commanders will take place on 16 June 2016 within the Albion Room at Dalmarnock.

20. MOTIONS

There were no motions

21. CORRESPONDENCE

The following items of correspondence had been received.

- 15.4.16 – email from Martin Bertram (Deputy Secretary Health & Safety) regarding nomination for Chair of West Area Committee
- 15.4.16 – email from Grahame Gosling regarding resignation and retiral
- 22.4.6 – email from Andy Smith regarding nomination for Deputy Secretary. (Health & Safety), West Area Committee
- 1.5.16 – letter from Paul Connelly regarding nomination for Deputy Secretary. (Health & Safety), West Area Committee
- 17.5.16 Letter from PTC regarding Annual Council Meeting 2016
- 30.5.16 – email from Graeme Cobb regarding resignation.

With reference to the invitation from the PTC to their Annual Council Meeting, the WAC Secretary advised that we would not attend this meeting due to time and cost implications. Consideration would be given to attending only if there was the need for attendance to vote on any motions submitted.

22. COMPETENT BUSINESS

The Chair informed members that a JCC Circular had been issued with regards to the budgetary challenges.

This would be forwarded tomorrow to all WAC Federation Representatives' as a WAC Circular for information only but would not be for onward transmission at this time.

The JCC Circular was read to the Committee and was discussed briefly.

ACTION – SEND WAC CIRCULAR RE BUDGETARY CHALLENGES

The WAC Chair addressed the Committee regarding the many rumours circulating about the budgetary challenges facing the Police Service of Scotland and advised that, with regret, she had to confirm that all the information the SPF is privy to, points to a significant gap in the budget for 2016/17 with further significant challenges in subsequent years.

She advised that the Chief Constable has made clear that Policing in Scotland is in much better shape than in England and Wales and we agree with him on that. However we do not believe this should be the benchmark. He has also made clear his expectation that the service will be delivered within budget.

From the offset, the SPF believes it is incumbent on Government to ensure the Police Service is properly funded to deliver all that is expected off it. The Police Service always has been and always will be the service of last resort and that needs to be recognised.

Additionally it is the first duty of any government to ensure the safety of its citizens and

we believe the current budgetary settlement jeopardises that obligation.

The SPF is adamant that the Service and the SPA should be making clear the risks created by the budget settlement and should be lobbying for more.

She further confirmed that whilst little may be seen or heard of what is being done, the SPF will continue to lobby and press the case with all of our politicians and opinion formers on the need for increased funding for the Police.

However, whilst the SPF will continue to highlight the risks and dangers and press for increased funding, the WAC Chair emphasised that we have to be pragmatic enough to recognise that the service is dealing with the here and now, and is expecting significant savings to be made across all areas of business.

That work has already commenced and there are proposals to reduce the number of Supervisors, particularly in the Sergeant and Inspector ranks. Promotions are also being slowed down. The SPF is not naive enough to believe that other options for savings are not being considered by other areas of the service. The SPF has an obligation to ensure we communicate our specific concerns and fully test the resilience of whatever may be proposed.

The WAC Chair stated that it is abundantly clear that the cuts will be made with or without our input and it is unquestionably better that we are involved in seeking to influence than standing on the side lines watching the axe being swung.

It is the belief of the SPF that no matter what measures are introduced by the service to make cuts they will be insufficient to meet the budget shortfall. We consider we currently lack the resources to deliver all that is expected of us and strongly believe the wider service deployment model cannot be left unscathed while cuts are being made.

The SPF appreciates that these are difficult and anxious times and that the uncertainty is deeply unsettling. She states that our colleagues in the Superintending ranks in particular are charged with making exceptionally difficult decisions and whilst we fully sympathise with what is asked of them, we make no apology for fully testing any proposals they are expected to deliver.

Divisional Meetings

A brief update was provided from each of the Divisional Meetings held earlier in the day.

23. CLOSE OF MEETING

The WAC Chair closed the meeting and as this was her last meeting as Chair of the WAC, she thanked the other full time Office Bearers, members of staff at Merrylee House and

all the WAC Representatives for their input and commitment to the West Area Committee. She wished Martin Bertram best wishes in his new role as WAC Chair.

Andrea MacDonald
Chair

Malcolm Macdonald
Secretary



SCOTTISH POLICE FEDERATION Constables' West Area Committee

Ref: IF/LW

Minutes of the Constables' West Area Committee Meeting held at the Glynhill Hotel on 2 June 2016 at 10 a.m.

1 ROLL CALL

Apologies were received from Graeme Cobb, Fiona Morris, Lee Hamilton, Colin Fraser, Scott Wilson, Gemma Speir and Steven Innes.

2. OPENING OF MEETING

The Committee Chair opened the meeting and welcomed all present. The Chair reminded members that standing orders were adopted at the opening of the Joint meeting and will remain in place for the duration of today's business.

Representatives were reminded that the purpose of the Constables' Committee is to discuss only rank specific issues and to consider if these matters or concerns need to be brought to the attention of the full West Area Committee for further discussion or action.

The Chair then encouraged members who are experiencing such issues to share them with the Constables' Committee. They should be submitted to the Chair via the Secretary at least 28 days prior to the meeting in order for them to be included in the agenda. If a topic is deemed to be of such importance that it would be detrimental to ignore, then this can be heard at the meeting at the discretion of the Chair of the Committee.

3. MINUTES OF PREVIOUS MEETING

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

4. **COMMITTEE VACANCIES**

The Chair informed those present that a number of vacancies had come up on some of the Committees and would ask the reserves if they wished to move up or remain as a reserve. Elections would then take place in relation to the vacancies.

Due to the number of elections taking place, the Chair's intention was to conduct the elections by a show of hands. The Chair then gave an update on each Committee. The Conduct Committee, Equality Committee and the Benevolent Fund Committee had the full number of members and reserves.

4.1 Health and Safety Committee

There was one vacancy for a member of the Health and Safety Committee, Gordon Cumming moved up from reserve.

This then left a vacancy for a reserve on the Committee, Gary Phillips and William Worn were both nominated. There was an election and Gary Phillips was elected as reserve.

The chair then informed members that Gary Gray has undergone surgery and has no return date. It was proposed that Campbell Smith would take his place from reserve on a temporary basis and that William Worn would take the 2nd reserve place again on a temporary basis.

4.2 JCC

The Chair updated the Committee that as a result of Martin Bertram being elected as Chair of the West Area Committee he would become a member of the JCC and Gary Mitchell would move to reserve.

There was one vacancy for a reserve on the JCC. Marketa Hola was nominated and as there were no other nominations she was duly elected.

4.3 Operational Duties

There was one vacancy for a reserve on the Operational Duties Committee. Eddie Mather was nominated and as there were no other nominations he was duly elected.

5. **MATTERS ARISING**

5.1 Pay and Allowances

The WAC Secretary reported that there were no rank specific issues and a full report would be provided at the full WAC Meeting.

5.2 Shifts

The WAC Secretary reported that there had been a consultation with the West Dog Branch, this had been approved. The WAC Secretary updated that business cases had been prepared in Lanarkshire and Dumbarton but after engagement with the West Area Secretary's these matters had been temporarily put on hold.

5.3 Committee Reports

(a) Health & Safety

There was an update regarding equipment within vehicles and the result would be a standardisation of equipment.

There was an update regarding Hi-Viz trousers, these are issued to traffic officers. There is clearly an argument for these to be issued to officers who regularly deal with incidents on motorways and fast trunk roads. Near miss reports should be submitted to strengthen this argument.

There WAC Secretary was aware of an issue with PAVA being issued to officers being deployed at the recent Old Firm game and that officers were deployed whilst not being in possession of their full PPE. He has spoken to the Greater Glasgow Divisional command team who are aware and this appears to be a result of a miscommunication and there was sufficient PAVA at Cathcart. Future deployment plans will stipulate that officers shouldn't be deployed without full P.P.E.

(b) Equality

Issue regarding the Diploma process had been raised and thanks passed onto the WAC Deputy Secretary (Equality) for her work on this matter.

(c) Operational Duties

The WAC Secretary reported that there were no rank specific issues and a full report would be provided at the full WAC Meeting.

(d) Conduct

The WAC Secretary reported that there were no rank specific issues and a full report would be provided at the full WAC Meeting.

5.4 JCC Report

The WAC Secretary informed members that he was Secretary of the Constables Central Committee and that there had been a lack of rank specific items on the agenda at

recent meetings. Any rank specific issues should be submitted to the WAC Secretary for inclusion on the agenda.

The WAC Secretary advised members that the SPF Central Conference is fast approaching and if any member requires assistance in the compilation of a motion then full time Office Bearers at Merrylee House can assist.

6. **CORRESPONDENCE**

A letter of resignation had been received from Graeme Cobb. The Chair passed on his thanks to Graeme.

7. **MOTIONS**

There were no motions.

8. **COMPETENT BUSINESS**

There were no items of Competent Business.

9. **CLOSE OF MEETING**

The Chair closed the meeting and thanked the members for attending.

Joe Irvine
Chair

Ian Florence
Deputy Secretary



SCOTTISH POLICE FEDERATION Sergeants' West Area Committee

Ref: AH/LW

Minutes of the Sergeants West Area Committee Meeting held at the Glynhill Hotel, on 2 June 2016 at 10 am.

1. ROLL CALL

Andrew Smith
Andrew Hastie
John Munn
Alan Heron
Andrew Fairie
Paul Connelly
Stuart Finnie
William Atkinson
Alistair MacKinnon
Adam Smith
Neil McKay
Jennifer MacFarlane
Lynne Gray
Gerry Welsh
Martin Bertram

2. OPENING OF MEETING

The Chair opened the meeting and welcomed all present. The Chair Also welcomed Adam Smith the new Sergeants Representative for Lanarkshire Division.

3. MINUTES OF PREVIOUS MEETING

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

4. **MATTERS ARISING**

4.1 Custody

Discussions took place with regards to issues with backfill, in particular at Greenock where PCSO's are being sent to assist at Clydebank only to have officers at Greenock having to backfill.

There was a discussion regarding a lack of communication between the RDU at Dundee and Milngavie as variations are not being organised or upheld. Discussions also took place regarding the RDU not appreciating shift work and refusing time off.

ACTION - Martin Bertram to look into these issues.

G Division is having issues with cells not being cleaned quickly and properly, though this issue appears to be restricted to G Division only.

ACTION - Martin Bertram to look into this issue.

4.2 Variations

Single variations are still occurring throughout most Divisions. These variations seem to be happening to maintain Divisional OBL's but do not take into account officer safety in particular on Response. However CPT are also being targeted and it is felt that CPT should be solely Sub-Divisional OBL's to avoid the pointless single variations.

4.3 RDU

Discussion took place in relation to the requirement of flexibility and whether this department is actually needed? It appears to cause more problems for Sergeants who are now struggling to deploy officers properly and operate shifts to maintain the best policing and Officer Safety, questioning why they have removed deployment operability for Sergeants.

These restrictions are causing too many issues; in particular if incidents occur which require more officers. The RDU now cause too much additional work for Sergeants which is ultimately affecting the welfare of officers who can't get time off despite the staff being there to cover, this would only be able to happen if Sergeants once again had control.

4.4 RATIO CHANGES

The current proposal is apparently 1 Inspector, 5 Sergeants and 40 Constables.

Discussion took place regarding whether a review would be carried out to confirm if these changes are necessary and operable. Many Divisions are already working above this proposal and are struggling in particular with RDU restricting supervisors ability to properly deploy. It was agreed that more SCOPE evidence would be required for meetings with the Force and Federation regarding this issue.

5. CORRESPONDENCE

No correspondence had been received.

6. AOCB

There were no items of competent business.

7. DATE OF NEXT MEETING

The next meeting will be held on Thursday 8 September 2016.

8. CLOSE OF MEETING

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

Andrew Smith
Chair

Andrew Hastie
Secretary



SCOTTISH POLICE FEDERATION Inspectors' West Area Committee

Ref: JC/LW

Minutes of the Inspectors' West Area Committee Meeting held at the Glynhill Hotel on 2 June 2016 at 10 am.

1 ROLL CALL

No apologies were received, however a letter of resignation was intimated on behalf of Graham Gosling and this was to be read to the full Committee. All other representatives were present.

2 OPENING OF MEETING

The Chair opened the meeting and welcomed all members to the meeting.

3 MINUTES OF PREVIOUS MEETING

The minutes of the previous meeting had been circulated and were accepted as a true record of that meeting.

4 MATTERS ARISING

4.1 JCC Update

The WAC Chair informed the meeting that as she had recently been successful in applying for the post of National Vice Chair this would be the last time that she would update the West Area Inspectors Committee. She then informed the meeting that the long awaited result of the Inspectors survey carried out by Cardiff University on behalf of the Federation, was due to go to press within the next month or so. Following its release it had been decided that rather than Police speaking about it, the matter would be left with the academics who could comment on its finding with authority and without bias. However the ICC would appreciate it if any Inspector who has been subject to

increased hours and workload as a result of being in the rank could make themselves known to the Federation and be willing to make comment if required.

The WAC Chair also informed the meeting that the new Chief Constable has re-introduced a monthly meeting with the Chair and Secretary of the SPF and that they were being fully appraised in relation to the ongoing funding issues being experienced by Police Scotland. She also stated that the Federation was fully sited on these discussions and would assist in any way it could in maintaining members' rights and conditions of service. In particular, current discussions were based on supervisory ratios, temporary ranks and the promotion process, further information will be provided in respect to these developments over the next few months.

4.2 Committees

As the meeting was attended by all members, it was decided that the Committees could now be fully resourced:

Cath McNally was elected to be Vice Chair of the West Area Inspectors Committee.

Joe Conway was elected to replace Andrea MacDonald on the JCC.

Jim Bradley would replace Joe Conway as a reserve on the JCC.

Joe Thomson and David Bruce were elected reserves to the Health and Safety Committee.

All Committee posts have now been allocated and a copy of the Committee members roster will be forwarded to all Representatives in due course.

5 **CORRESPONDENCE**

No correspondence has been received.

6 **MOTIONS**

There were no motions.

7 **AOCB**

There were no items of competent business.

8 **DATE OF NEXT MEETING**

The next meeting will be held on 8 September 2016.

9 **CLOSURE OF MEETING**

The meeting closed at 1100 hrs.

Joe Thomson
Chair

Joe Conway
Secretary