



Scottish Police Federation East Area Committee

Minutes of the Second Quarterly Meeting of the East Area Committee of the Scottish Police Federation held on Wednesday 5th June 2019 held within The Houston House Hotel, Uphall, Livingston, EH52 6JS

1 OPENING OF THE MEETING

The Chair welcomed all those in attendance to this, the Second Quarterly Meeting of the East Area Committee for 2019.

The agenda, evacuation and need for attendance were highlighted, Standing Orders were adopted and the meeting was declared open.

2 ATTENDANCE

Inspector Mark Murphy	C - Forth Valley
Inspector Ewan Wilson	C - Forth Valley
Inspector Jim Thomson	C - Forth Valley
Sergeant David Reid	C - Forth Valley
Sergeant John Burgoyne	C - Forth Valley
Sergeant Anne Begley	C - Forth Valley
Constable Lyn Redwood	C - Forth Valley
Constable John Hay	C - Forth Valley
Constable Calum Baird	C - Forth Valley

Inspector Norman Towler	E - Edinburgh
Inspector Allan Symington	E - Edinburgh
Inspector Peter Jones	E - Edinburgh
Inspector Neill Whiteside	E - Edinburgh
Sergeant Craig Rogerson	E - Edinburgh
Sergeant Heather Macintyre	E - Edinburgh
Sergeant David Hughes	E - Edinburgh
Constable Euan Sinclair	E - Edinburgh
Constable Stephen Neilson	E - Edinburgh
Constable Richard Wood	E - Edinburgh

Inspector Michelle Ritchie	J - The Lothian's & Scottish Borders
Inspector Andrew Toombs	J - The Lothian's & Scottish Borders
Inspector James Morrison	J - The Lothian's & Scottish Borders
Sergeant John McEwan	J - The Lothian's & Scottish Borders
Sergeant Callum Peoples	J - The Lothian's & Scottish Borders
Constable Alan Hastings	J - The Lothian's & Scottish Borders
Constable James Friery	J - The Lothian's & Scottish Borders

Inspector James McLaren	P - Fife
Sergeant Craig Menzies	P - Fife
Sergeant Graeme McLaren	P - Fife
Constable Stevie Herd	P - Fife
Constable Ian Rushford	P - Fife

Andrew Malcolm	Chair
Stephen Clark	Vice-Chair
Grant McDowall	Secretary

OBSERVER

Sarah Vesty	SPF Journalist and Communications Adviser
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3 APOLOGIES

Apologies were received from Heather MacDonald, Graham Ross, Ian Stephen, Austin Barrett, Darren Gallagher and Michael Williamson.

4 MINUTES OF THE PREVIOUS MEETING

The Minutes of the previous meeting held on Wednesday 27 February 2019 had been circulated and were approved.

5 MATTERS ARISING

(a) JOINT CENTRAL COMMITTEE UPDATE

The last meeting of the Joint Central Committee took place on Tuesday 14th and Wednesday 15th May 2019 at Dundee SPF Office. The following points are of note:

Legal Advice & Assistance

ALLARD – To date 185 officers have signed assignments allowing the claim to be presented by the SPF which protects member's identities and allows SPF to negotiate on behalf of all

claimants. The potential exposure could be 11 million however, this is a conservative estimate as the costs to the Service could be considerably higher.

HOLIDAY PAY – an offer has been made and a meeting has been scheduled. Six officers have refused the settlement and, if this continues, their part of the settlement will be withdrawn from the PSoS offer requiring them to fund their own ET submission. A formula in relation to future overtime claims has been agreed and will be circulated in due course. Claims will be progressed via PSoS Payroll once agreed and these payments will be subject of Tax and National Insurance contributions.

The Northern Ireland case was discussed and this continues to be subjected to appeal, potentially the 19 years since the inception of PSNI. The JCC took a view that due to the length of time and legal guidance, it has been put to members, all bar 6 are seeking to settle.

Police Negotiating Board (PNB) – the date of the next meeting is scheduled for the 11th June 2019.

College Allowance – potential day rate for those undertaking on a periodic basis, removal of allowance for those not required to stay. Potential to look at those undertaking duties away from their home address – Corporate, SCD – the focus is on disruption.

Working Overseas – volume of work and research required in this area – International Unit and Overseas Investigation. Engagement required with FCO and other elements as part of this work.

Pensions - nothing to report. The Scheme Advisory Board met but this was benign. There has been no meeting of UK Police Consultative Body.

Service Improvement Group – met on Friday 11th May, they are looking at finer details and annual allowances.

In 2018, 250 officers were affected by this and confusion around the calculation. With the 6.5% increase, it is likely that there will be more affected, generally just Superintendent and above, affecting members as a consequence of double accrual in the 1987 Scheme however, at present we cannot predict the affect.

Annual Benefit Statements – these are to be issued in August and the SPA hope to deliver 100% however, the focus will be on accuracy rather than meeting delivery.

Scottish Police Consultative Forum (SPCF) - the date of the next meeting is the 11th June 2019.

In March the SPF carried out a Deep Dive in 'L' Division. As a result of this the General Secretary wrote to the SPA in relation to officer accommodation within the Division. This related to a number of health issues and the horrendous condition of the accommodation.

Scottish Police Budget and Finance - there is no significant movement in the budget, with substantial revenue challenges due to the non-reduction of 300 officers this year. This will have implications in respect of Estates and Vehicle Maintenance. The current capital position is shocking and we are hopeful that the 'L' Division and other activities may reinforce the dire position within policing. A debate will be heard in Scottish Parliament on this matter.

Joint National Consultative Forum - the date of the next meeting is the 14th June 2019. The JNCF last met on 14th March when the following items were discussed:

Promotion Inequity– officers not paying Sergeants and Police Inspectors to Chief Inspectors due to local application in legacy Forces.

The issue of officers promoted prior to April 2013, has been ongoing since 2004/2005 when a PNB Bulletin was misinterpreted by some Forces.

Police Inspector to Chief Inspector still remains an issue. A circular was sent out detailing how affected officers would progress this matter with a pro-forma letter attached.

JNCC discussed other elements without significant issue, there is a move to a common pay date, and there is a plan around this. An implementation schedule will be circulated to enable a phased integration and will affect the East due to payment in advance and arrears. The 28th of the month will be the pay date.

Peoples Operation Delivery Group – the last meeting took place on 6th May 2019, at the Scottish Police College, attended by ACC and Area Representatives and is a gateway prior to the JNCC.

Amongst discussions were:

- **Remote Postings** – paper that was prepared by the Force
- **Probationer Postings** – impact of recruitment and consequences once they have been deployed. Work continues with regard to this.
- **Attendance Management** – issues around notification of half pay/no pay – element of retention on pay (PNB Guidance on 05/01) – case to maintain on full pay unless there is evidence to the contrary.

- **Colour Blind & Driving Licences** – both highlighted in respect of issues that are being experienced in Divisions.

Police Reform – the last meeting took place on 20th March, 2019 and the next meeting is scheduled for the 20th June 2019.

Mobile devices being launched in June, there is a slight delay in procurement and a desire for officers to take them home and charge. This is strongly opposed.

Cost regarding adaptation of Airwave lockers is between 800k and £2.4 million. Electrical safety regulations have changed since the launch of Airwave which causes the issue and cost. PSoS looking at creating charging hubs. Due to the funding SPF have no issues with this course of action.

DCO Page accepted that the slash and burn approach of the past had created issues, including with the rank ratio work.

Project work at a standstill as a consequence of lack of budget allocation.

APMG – TFC cover is being downgraded from Superintendents to Chief Inspectors who were in the pool could be used. There are huge issues surrounding Indemnity as ASPs are indemnified by the SPA, the question was asked would this extend to Chief Inspectors. As a result of this the General Secretary is writing to the Chief Constable around this particularly the lack of faith; lack of training for drivers in Armed Policing, particularly surrounding the lack of capacity in training and legal opinion being sought.

University – ‘D’, ‘P’, ‘J’, ‘L’ Division – test samples will be sent by Carlton University and participation to be encouraged. Wellbeing is the focus and the effect of change on health of officers – stress of change on officers.

There will be four football matches held in the West in 2020 as part of Euro 2020 and it has been reported that there will be Fan Zones in George Square and possibly other areas of the country.

Working Practices Review Board - met in April and May – issues around 10am start and court rostering. A review is going to be conducted with both parties around the ongoing work of the WFA and the number of breaches – lack of understanding of the WFA and documentation that is circulated by the Service. One member from each Area will be invited to the meeting with Resource Managers.

Finance Standing Committee - Last meeting was on 23rd April 2019. 300 additional officers have generated increased income in the Voluntary Fund.

Facilities management under review; general maintenance work being completed within the estate.

FSC noted the recruitment of Sarah Vestey; SPF staff pay increase was due to be negotiated. Charitable spend has increased by 300%.

Legislation and Regulation - the last meeting took place on 23rd April at Dundee, where the following were discussed:

The Misconduct Review being led by Dame Elish Angolini. There was extended discussion around some of the parallels and elements raised by the Dame which mirror practices in England & Wales focusing on public confidence and the extension of misconduct beyond retirement.

Fundamental issues discussed including the extension of misconduct provisions following resignation. The SPF panel focused on the causation factors of misconduct, wellbeing and other factors that impact on officers.

Operational Duties Standing Committee - the Operational Duties Standing Committee last met on 23 April 2019 and the Minute will be circulated when available. Updates were provided on PDC and changes planned for 2020.

Issues around Temporary Ranks and use of Acting; issues around pathways to promotion and duty time being allocated to courses.

Detective Training – recently changed from residential to a distance learning package which creates demand and capacity issues within the operational environment due to existing work pressures and the intensive expectation of the course.

PSoS are undertaking the funding of CBRN replacement vehicles. This features in the fleet replacement programme.

PIM to be extended to incidents beyond firearms, all deaths in custody and others.

Bravery Awards – nominations are being received and the judging panel will meet on 6th September, 2019. Planning meetings have been scheduled and the PMAS are sponsoring the event.

b) STANDING COMMITTEE UPDATES

All meetings (Finance, Operational Duties and Legislation & Regulation Committees) were held in Dundee on 22nd January 2019, the minutes of these have all been published on the

SPF Website. The Committee were updated on the pertinent elements by the Secretary and Chair.

c) HEALTH & SAFETY

Prior to the meeting the Vice Chair disseminated an update to the East Area Committee Representatives in relation to Health & Safety, including matters that had been discussed at the Joint Central Standing Committee meeting for Health & Safety that was held on 16th January 2019.

See appendix attached.

d) CONDUCT

The Secretary gave an update in the absence of the Deputy Secretary.

Two Misconduct Meetings had been held since the last East Area Meeting. Several protracted criminal cases have now concluded or, are almost concluded, resulting in a few new Gross Misconduct cases now being investigated. The East has seen a notable increase in the last month or so of Crown directed, Criminal PIRC Investigations.

The East currently have 6 officers suspended, (15 nationally with 6 West and 3 North.) All 6 are still within the criminal process, which for most when concluded will likely result in misconduct proceedings.

Complaints against the Police - at the Conduct Subject Committee, the AGSC reported that queries from members to the SPF in respect of complaints against the police continue to be on the decrease. Figures from the Force advise that the most common on-duty allegation categories remain Irregularity in Procedure, Incivility and Excessive Force. Insufficient enquiry and insufficient updates remain the most common issues within Irregularity in Procedure. There has been an overall decrease of 11% in allegations. On-duty allegations have decreased by 12.4%.

The Conduct Committee had discussed a recent example and the effects it can have on promotion prospects etc. They also discussed officers not being informed of the complainer being issued a letter. It was agreed that this matter could be raised with PSD.

The EAC were reminded to let the deputy Secretary know if there were any issues in their divisions with dealing/handling of CAP's

Conduct - it is expected that there may be an increase in Hearings in the near future as many Regulation 11 Notices had been served and a number of reports finalised for a decision on how to progress. The dates provisionally being looked at are not until September. A new National Unit is now responsible for arranging all Hearings.

There has been a lot of success relative to responses to Regulation 11 investigations, resulting in alternative methods of disposal being used rather than a Hearing.

PSD (conduct) will now be taking all Misconduct Investigations, not just Gross. This will reduce the pressure on divisions and local IO's and hopefully see timescales for local investigations cut considerably from the current position.

Performance - at a previous Conduct Subject Committee meeting, it was agreed to put 'performance' back on the Agenda following a case in the North Area where an officer was dismissed at the final Hearing in the process. The matter had been handled badly and as such, the officer has been reinstated and now faces no continuation of the Performance Regulations.

The Subject Committee discussed training needs and were reminded that formal guidelines were available on the website. It was agreed that joint training could be carried out with the Equality Subject Committee.

Police Appeals Tribunal - it was reported that there was one Police Appeal Tribunal outstanding relative to an East Area officer.

PIRC - The AGSC last met with Mr McSporran on 22 January, 2019. Amongst the matters discussed was the process used by PIRC relative to contacting Police Witnesses. It had been reported officers were often not given sufficient notice and could be left feeling unprepared. PIRC had advised that they followed the process agreed with PSoS and encouraged the SPF to engage with the Police to improve the process.

The AGSC spoke to PSD relative to officers involved in incidents where PIRC were carrying out investigations and learning the outcome through the news. PSD advised that when PIRC prepared a report for publishing, it is firstly shared with PSD to ensure that those involved are aware in advance of its publication. It is the responsibility of PSoS to carry this out. PSD had admitted that whilst the report and outcomes were forwarded to the Divisional Commander, perhaps it could have been made clearer that ALL involved were to be updated prior to its publication. She said she was aware that this had been put into place following the recent publication in respect of a 'C' Division Taser discharge. The officers involved in that investigation had been informed prior to its release.

Training - the eagerly anticipated Conduct Training for East Area Representatives will take place on 26th June, 2019 at Livingston. There had been a good response and it was hoped to

have all the Conduct Representatives present for training along with a few additional EAC Representatives who have requested to be trained. This training will allow more East Area Representatives to provide advice and guidance on conduct matters within their divisions and to assist the Deputy Secretary.

Summary - the Committee were asked to ensure that members in need were **ALWAYS** signposted to a Conduct trained rep for advice on **all conduct** related matters and that reps ensure that in their divisions, the members are aware of who they are and what is available should they find themselves in difficult situations requiring SPF assistance. They were reminded that the Deputy Secretary was always available at any time by phone, email or indeed in person to provide guidance and support on any matter at all for a member in need.

The Deputy Secretary is in the process of putting something together to go out to all reps in the East, regarding the very basic advice regarding PIRC Investigations as there have been a few 'issues' with these in 'E' Division recently and some very valid concerns have been raised by one of the EAC reps around the process being followed by Divisional Management. It is hoped that this basic guidance will assist however, in the meantime, it was reiterated that reps should direct anyone with concerns to a trained rep or indeed the deputy Secretary for advice.

e) **EQUALITY & PART TIME WORKING**

An update was given by the Chair in relation to Equality and Part Time Working matters.

Flex & Part Time Working - A new guidance document is being prepared by PNB following some recent judgements, not least the [Mair v Police Scotland Case](#) which focussed on the Services desire for officers requesting flex working to start or finish with their shift.

This is probably the biggest area of ongoing work and is the primary request for advice or guidance that representatives are approached around. It is vital that members when making applications focus on 'needs' rather than 'wants' and that they may not necessarily be confined to their particular post as the process should consider where an applicant's 'needs' can be met.

Disability & Modified Duties - the Service have recently made presentations to the SPF and Divisions to discuss options they are considering with regard to the management approach towards Disability and Modified Duties. We highlighted the need for the Service to focus on an individual 'needs' and that in the majority of cases these can be met with reasonable adjustments. The issues and challenges around Postings Panels and the Divisional approach of stating that there are no vacant posts were also discussed. The core role and functions of Constable, Sergeant, Inspector and Chief Inspector are often overlooked and the priority

assessed as training and experience individuals have been afforded rather than affording that to others who require modified posts.

There was also discussion with regard to whether the SMP was needed to identify if an officer was permanently restricted, we believe that this could be fulfilled by the FMA. This could streamline the process and afford capacity for officers who due to medical issues are seeking retirement from the Service. The current Ill Health Retirement Process continues to take a prolonged period of time which creates additional pressure for officers, particularly those suffering from mental health issues.

It is also important that officers suffering from ADHD or similar medical conditions highlight this to the Service particularly if they are applying for the Diploma or promotion. The Service should be considering their approach to the promotion system for those with disability or work part time.

Gender Pay Gap - Police Scotland have concluded their review and submitted their analysis without consultation. They believe that the gap is around 3.8% or 5.7% when overtime is included, our analysts believe this to be considerably higher and further meetings are scheduled due to the significant difference in the figures.

Mental Health – discussions continue with the Service regarding the significant impact of mental health issues on officers. Many Police Officers are working in a constant state of trauma and there is often a lack of awareness amongst peers and managers of the significant impact of mental health. There is a Police Care Awareness session for suicide prevention in Glasgow on 15th July 2019 and in Aberdeen on 17th July, 2019 – it is free (£20 deposit refundable on attendance)

f) **DIVISIONAL UPDATES**

“C” DIVISION – Divisional Representatives had met the Divisional Commander, CS McLoughlin and Superintendent Fotheringham. The following issues were highlighted and discussed:

Custody – the strict adherence to suggested protocols as opposed to common sense which resulted in a prisoner who had been taken to Falkirk for operational reasons being taken to Livingston because it suited custody.

CJPCSO – not undertaking searches which extends the time Police Officers are required to remain with prisoners.

Divisional Resourcing – the current deployment model creates a number of overlaps and results in officers criss-crossing across the Division and has an impact on courts and workload.

Missing Person System – launched in March, there is a distinct lack of training which was creating potential risks in respect of the management of missing person investigations and enquiries.

Discussion around 2 knife incidents and the authorisation and dispatch process as these had not been declared Firearms incidents. Also around the potential impact of the parking levy and issues that parking at stations already causes, particularly on neighbouring streets.

“E” DIVISION – New Commander, Chief Superintendent Sean Scott, had been announced. Meeting held with Superintendent Paterson on 4th April 2019, topics discussed included:

Resourcing and roster practices, particularly around Operation Night Guard (city centre policing plan). Edinburgh continue to report issues around capacity and resourcing due to a lack of numbers, leading to issues around ability to comply with the WFA and Regulations.

Divisional Management were keen for CAM to be implemented as it was believed that this will reduce the current call demand and ease the resourcing pressures.

“J” DIVISION –Due to the change of Divisional Commander there had been no meeting with local representatives however, this will be addressed at forthcoming meetings planned with the Chair and Secretary.

“P” DIVISION – Representatives had met with Divisional Management and a report prepared by Graeme Ross was circulated and discussed. Topics included recent issues with the number of phone calls and referrals to Optima; use of stay safe messages which often hampered initial communication, these have been made briefer by the ACR. West Command area had been de-hubbed and officers no longer working from a central location (Dunfermline) and had been returned to local stations (there were discussions around the preparation of risk assessments in relation to this change to working practice).

(g) MAJOR EVENTS

The following major events are due to be held within the East Area:

- Brexit
- Summer City
- Football Matches

6 NEW BUSINESS

Arrangements and views on the Centenary Conference were discussed particularly the inputs and benefits that delegates had gained as a consequence of attendance.

Representatives were also reminded of the arrangements for registration for the National Police Memorial Day being held in Glasgow during September 2019.

7 COMPETENT BUSINESS

No matters of competent business were raised.

8 DATE OF NEXT MEETING

The next meeting will be held on Wednesday 4th September 2019.

9 CLOSURE OF MEETING

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

Grant McDowall
Secretary

Andrew Malcolm
Chair

HEALTH & SAFETY

- **SPF Local Reps – H&S Training** – The SPF is running a further Health & Safety Training Course (1-day) for new local SPF Health & Safety Reps on 26th June 2019 at the SPF office in Dundee. As a result of the last Quadrennial Election, the East Area has 5 new local Health & Safety Reps and 3 of those Reps will be attending the aforementioned training, along with new Reps from the North and West Areas. Further courses will be held so that all Health & Safety Reps receive this training.
- **Custody** – The SPF continue to engage with PSoS regarding the issue of PC-Led Custody Centres and remote supervision, and are doing so on a national platform. In terms of the East Area this represented a significant change to working practices in relation to Dalkeith Custody Centre. As a result of SPF involvement PSoS has since acknowledged and accepted issues and shortcomings with the manner in which it was introduced in the East. Risk Assessments have since been introduced, and guidance material has been disseminated to staff. The SPF position remains that the introduction of PC-Led facilities exposes SPF members, the public and PSoS to significant risk.
- **Safe Seizure, Transportation and Storage of Firearms** – the report and recommendations from the Short Life Working Group was presented at the Health & Safety Board meeting in April. The report and all recommendations were approved, which means that only AFO's can 'make weapons safe'. As such, any firearm that is taken possession of by a non AFO **must** be immediately placed within a ballistic bag and stored securely at a police station until an AFO can attend to make it safe. This means that divisions will need to ensure they have a sufficient supply of ballistic bags that are available to staff.
- **Naloxone** – The PSoS position regarding Naloxone remains unchanged and the medication has **not** been approved for carriage by officers. The subject remains under review and the Short Life Working Group that includes the SPF continue to meet to discuss. We will continue to monitor this.
- **Throw lines** - 2 x failures in this piece of equipment in the North Area, as previously reported. PSoS Health & Safety Team are currently carrying out an investigation, including independent testing. A Force Safety Alert has previously been disseminated. The throwlines are now single use and should be replaced after each use/incident. There is no British Standard available for this piece of equipment, albeit the Coastguard use ones that can take a weight of 50 stone, whilst Police Scotland's are of a reduced capacity. It was noted that the incident in Tayside involved a male who weighed 20 stone. The SPF continue to monitor this issue and further updates will be provided when available.

- **Health & Safety Training for PSoS Senior Managers** – SPF organised and paid for training for PSoS Senior Managers via an external, private training provider. A 1day training course was delivered on 27 February at the SPF Office in Dundee and 15 PSoS Senior Managers (Superintendents/Police Staff equivalent and above) received Health & Safety Training/Awareness. The course was well received and it is hoped that this will prove beneficial to the individuals, the organisation and staff alike. A further training course is planned for the end of July for a further 15 Senior Managers.
- **PSoS Assault/Injury Statistics** - The latest quarterly figures pertaining to the number of officers injured/assaulted were 425 injured due to assault, and 200 injured during arrest. The total number of injuries sustained was 1166 a reduction overall of 8% on the previous year however, there had been a 27% increase on injury during arrest. RIDDOR incidents stand at 144 for the year, which is 27 reports less than the previous year. This equates to just over £1 million regarding the cost of abstraction from front line duties due to injuries sustained whilst in the work place.

JCC HEALTH, SAFETY & WELFARE SUBJECT COMMITTEE – last met on 1st May 2019 and the minutes of this meeting will be circulated in due course.

PSoS HEALTH & SAFETY BOARD – last met on 8th April 2019 at the Scottish Police College. Matters on the agenda included:

- **Driver Training** - A meeting took place on 14/03/19 Chaired by DCC Taylor to discuss this issue and an options paper is to be compiled for consideration by CS Nicola Burns. There was agreement that Firearms Officers should be offered some form of enhanced training due to the power of the vehicle and the role they fulfil, but it would be challenging to give every ARV Officer the full Advanced Driver Course. This position has not been accepted by the SPF. This would likely take many years to complete and is only one of a number of courses that Driver Training administer. ACC Anderson tasked to compile paper and present to SLB regarding enhanced ARV Training. PI Colin Reid is leading on this and the current preferred option appears to be provision of a bespoke Intermediate Driving Course for ARV Officers, which would include an element of pursuit capability. This still falls below the College of Policing National standards. It currently takes officers in Response roles between 9 months and 3 years' service to receive their SRDC. Taking into account probationary officers across the Force and those requiring SRDC the number is around 1600. LTD can provide between 850 and 900 in total for all courses, this includes SRDC/ADC/Surveillance courses per year and it is hoped they can reduce the back log within 2 years. The back log can only be reduced quicker if there is a significant increase in driver trainers, more training vehicles and less requirement for Cat D Driving and High Speed Driving Assessments. A 'health check' of SCOPE is being conducted by LTD to establish exactly how many officers require SRDC.

- **Noise at Work** - Health Surveillance for Police Officers and Police Staff is due to commence in April 2019, when the new Occupational Health contract commences. 8,000 audiometry tests per year have been requested for relevant Police Officers and staff. Wellbeing/Optima have baseline test results for all Police Officers so the audiometry health surveillance will be able to highlight any noise induced hearing damage, as opposed to the natural reduction in hearing that we all experience as we age. Some specialist officers already receive hearing tests as part of their medicals. Occupational Health will conduct audiometry for each person on the programme every 2 years thus managing abstraction levels. PSoS Health & Safety Team have been meeting with the Airwave Team in respect of hearing protection for officers and are currently looking at new devices.
- **Proposed Assault Pledge** - ACC Anderson to meet with COPFS regarding plea bargaining of police assaults etc.
- **RPE** – Update as per log – JB advised that the legal case in NI has concluded and the decision is awaited – should be within 12 weeks.
- **Driving Licence Checks** - Driving licence checks should be carried out annually. Being discussed whether this could be done as part of the PDC process - HR being consulted.
- **Body Armour** - The new body armour contract is expected to go live in August 2019, with new body armour not being available for issued until October 2019.
- **Estates, Health & Safety Update** - Estimated £280 million of works to be done and a budget of only £5 million allocated for 2019/20!
- **Clinical Governance Group** – An options paper re SPELS/First Aid Training and OST Training is to be presented at the next Group Meeting on 31st May 2019. If approved, the paper will need to go to SLB for presentation, consideration and approval.
- **Health & Safety Performance Report & Managers Update** – Statistics overview revealed an overall reduction across the board, there were three areas that saw an increase and they namely injured during arrest, manual handling and training accidents, albeit there was no information available to identify any specific patterns/trends. Final end of year figures are not yet available and further analysis will be done in the coming weeks in an effort to identify any work that can be done to address issues/concerns.
- **RIDDOR Statistics** – These are down on last year from 171 to 144, which demonstrated a non-cashable financial saving of £282,462 (based upon a daily rate of £179.00 per officer). No specific patterns or trends identified so far this year, but further work will be done when end of year figures are available.

- **Three Year Strategic Action Plan** - Work is currently underway to produce the first annual Health & Safety Report for Police Scotland. It is hoped that such a report will be published each year from this point.
- **Health & Safety Policy** – Approved by the Board and recommendation that it is presented to SLB for final approval. Also recommended that a comms strategy was important re the policy and also the Health & Safety Assurance Model, and in addition, that Health & Safety Training for Senior Managers and indeed all staff was very important and required as this did not exist currently. This was acknowledged and accepted by DCC Taylor and she highlighted the need for Health & Safety Training for **all** of the Force Executive.
- **Health & Safety Assurance Process/Model** – Papers presented. This model has been in place in the Metropolitan Police for the past 2/3 years. If PSoS decide to implement they will only be the 2nd UK Police Force to do so. The issue of Health & Safety Training (lack of) was discussed at some length and it was acknowledged and accepted by all that this was required across the organisation at all levels. It was accepted that currently the organisation as a whole, along with managers and staff at all levels, have legal responsibilities in this regard and the introduction of such an Assurance Model does not exacerbate that position, but it certainly appears to be focusing minds which can only be positive. In terms of changing the culture of the organisation, it was commented upon that Police Scotland needs to develop a no-blame culture of reporting so that staff are willing to report near misses/accidents etc. without fear of any retribution and with confidence that action will be taken to improve H&S for all. This was acknowledged by all within the group including DCC Taylor.
- **Health & Safety Training** - PSoS Health & Safety Team are currently seeking to compile an accredited managing safely training course (similar to IOSH, but specific to policing). DCC Taylor acknowledged the need to do some significant work regarding Health & Safety Training right across the organisation. She highlighted that this was required ASAP and that it was a big task.
- **National Vehicle Equipment Group Update – Breath Test Screening Devices (BTSD's)** - PSoS has recently taken possession of 1200 new digital devices. A 'Train the Trainers Course' is being developed and will see 180 staff trained who will then carry out cascade training to colleagues – work ongoing.

Intoximeters – maintenance contract with the supplier is due to end in 2023 and spares/replacements will not be available. An options paper is being compiled and may include a portable intoximeter option which would negate the need for the station procedure.

Vehicle Weights – an agreed methodology has been reached based upon feedback from DVSA and the National Measurements Office. Testing of vehicles is scheduled from June 2019 and updates will be provided.

Life Vests/Throwlines – the Working Group have been surprised at the extent of the frequent and regular use of these items of kit, which was questioned at the planning and procurement stage. Acknowledged as a positive in terms of officer safety and preventing officers from entering the water and / or the dangers if they do.

Fleet web portal re vehicle checks/fault reporting – portal went live as of 08/04/19. Initially a 3-month pilot in D Division and Road Policing, after which it will be reviewed before roll-out across the country. This is a positive for all divisions and should assist officers in terms of weekly checks and the timeous reporting of issues.

Vehicle Procurement – the SPF highlighted the continued issues in this regard and the failings re the Home Office in terms of UK Police Forces accessing the correct specification for police vehicles. The SPF continue to lobby on a National and UK front in an effort to seek improvements.

- **Policing Safely 365** - paper presented - this is the new branding for the PSoS Health & Safety Team. It is hoped that this would help to highlight the work of the team and raise awareness across the organisation. The 365 comms will apparently be increasingly visible via the Force Intranet, posters in stations, email straplines etc.
- **Body Armour Update** - paper presented regarding the ongoing procurement process and new contract. The Yorkshire Procurement Organisation will be utilised to procure the new body armour. Three suppliers have been identified that meet the necessary 2017 Home Office standards and trials of body armour have been carried out, with 6 officers (3 male/3 female) conducting operational assessment of the body armour. Written assessment on each body armour have been completed and returned to procurement and a paper is to be presented to the SLB for a decision and to progress the procurement process. The number of armour reaching end of warranty is currently at 285 units, with a projected 4000 units expiring by the end of 2019. A total of 500+ units have been replaced following inspection and damage found. Some anecdotal concern that officers are not returning damaged body armour, any damaged body armour must be returned to Stores and a replacement obtained. Stocks of body armour remain low. Funding for the new body armour is £2.3 million and it is believed that the cost of body armour may have increased. An additional challenge is that Police Scotland are the 1st Force in the UK to go the current procurement process for home approved 2017 Body Armour. The Metropolitan Police have moved away from the Home Office standard and introduced an armour which does not attain all the standards of protection as offered by the Home Office approved armour, in direct contrast to Police Scotland who have adhered to 2017 standards. The issue of carriage systems has been discussed, and a new working group will be introduced to oversee this area of work, to ensure commonality and address the issue of ever increasing work equipment being provided without suitable carriage.

- **Safe Seizure, Transportation and Storage of Firearms** – paper presented and acceptance and agreement amongst the group and the recommendations in the paper were endorsed. The costs regarding the introduction of additional ballistic bags was queried, however this information was not in the report. A quick 'google' search reveals that they can range from £50.00 to £150 dependant on size, quality etc. It is acknowledged that a significant number of bags will need to be purchased by each territorial division (there are approximately 1000 make safe calls per month across Police Scotland) and this cost will apparently need to come out of already strapped divisional budgets!
- **Footwear** – paper presented with acceptance and agreement amongst the group that footwear should be provided to Police Officers and staff, as per Health & Safety PPE legal requirements. There have been a number of civil cases, where employers had been sued following injuries at work, and the Concordia case was highlighted specifically. DCC Taylor commented that footwear should be provided to any and all members of staff who require same to fulfil their duties safely. The DCC went on to state that further work was required on this subject to identify who exactly requires footwear across the organisation and the associated specification, costs etc. It was agreed that there was a requirement to have a risk assessment completed for this piece of work which would assist in terms of identifying the relevant roles and the type/specification of footwear that is required. There has been some speculation regarding a tax issue relating to footwear, however it has been confirmed that the HMRC tax allowance relates to the maintenance and care (boot polish, laces etc.) rather than the replacement of footwear, and therefore the provision of footwear by the Force will not affect this allowance however, it should be noted that taxation is a private matter for individuals to deal with.

NATIONAL POLICE CHIEFS COUNCIL (NPCC) HEALTH, SAFETY & WELFARE STRATEGIC GROUP – last met on 18th April 2019 in London. Matters on the agenda included:

- **RPE** – Issue regarding facial hair. The legal case (employment tribunal) in PSNI has concluded, although a decision has not yet been made and could take up to 12 weeks. The group are awaiting the decision/outcome of the legal case before taking a view/position.
- **First Aid** – The College of Policing are looking to set-up a 'lead body' for First Aid, which will have HSE involvement. 'Lead body's' are commonplace in other industries, e.g. construction. HSE sit on these groups in a monitoring and oversight capacity and only intervene if necessary. It is felt that this will be a positive step as currently Police Forces effectively 'regulate' themselves since the move away from following HSE standards. The matter of tourniquets was discussed by the group and whether all Police Officers should be trained to use and be equipped with them. It was commented that there are alternatives to tourniquets and that they are not always the best or, most appropriate piece of equipment to use. There was agreement across the group that further evidence was needed regarding tourniquets and the requirement for them. Further updates to be provided to the group in due course.

- **Firearms First Aid – D13 & Public Order First Aid/Medic** - Advised that the College of Policing is to review both of these training. This is overdue. NHS resuscitation guidelines are due for review next year and it is very likely that the D13 review will want to incorporate any changes that come from the resuscitation review.

CLINICAL GOVERNANCE GROUP – last met on 31st May. Matters discussed included:

- **Firearms First Aid – D13** – A review has been carried out by PSoS and some of the content is dated. It has been referred back to National Policing. Looks likely this will stay the same. A paper has been submitted with 5 learning points. This does not affect the licence.
- **SPELS** – this was previously reviewed and the recommendation of this group is that practical SPELS Training should be delivered. This would require OST + SPELS to be taken over 2 days (1 ½ days OST ½ day SPELS) and would replace the existing Moodle Training. Costings/abstractions have been calculated to undergo an extra day of training. It was acknowledged that the time spent doing the Moodle Package should be taken into account. It was highlighted that in the West, there is a permanent cadre of OST Instructors, but this is not replicated in the East or the North therefore, this position needs to be looked at. It was also queried if officers who undergo more advance first aid training due to their roles would be required to undergo SPELS Training as well. Information/training regarding AED devices to be part of SPELS Training. This led to some discussion regarding who owns and is responsible for the upkeep of AED devices (ongoing costs regarding maintenance/replacement pads etc.) and also where they are located. A paper needs to go to the SLB for approval/sign off.
- **Israeli Bandages** – Agreement that the benefits out way the cost (approx. £4.90 each, but should get them cheaper if buying in bulk). Need to consider who carries them, how are they carried and what if any additional training will be required.
- **Carriage of Oxygen** – Paper presented. There needs to be a review of the generic Firearms risk assessment. The term prescription can't be used and PSoS and will require documentation to carry oxygen. There has to be signage on vehicles stipulating the carriage of oxygen, although there are some exemptions. The group needs to ascertain if covert vehicles are covered by the exemption. The weight of the canisters was queried and this is to be checked in conjunction with the other items carried, e.g. fire extinguishers.
- **Physiological Resilience Pilot** – Paper presented. This is an online audit tool and has been previously tested in 'N' Division. It is a voluntary process. Numbers who participated in the 'N' Division were low, out of a possible 1000 officers, 168 responded. After completing the online questions a traffic system is used. From the 168 responses, 48 were green requiring no further assistance (would be asked to complete again in 1 year), 31 were yellow which required a phone call and asked for more information to make a final decision and, 5 were red where they were given an immediate phone call and referred to various services and 78

are pending assessment. More officers need to participate to provide real value regarding the pilot. The question was asked if there is capacity to manage a national roll out of this provision and the response from the Wellbeing Department was "yes". Reports can apparently be broken down between Divisions and Departments. Line managers do not get to know the results for an individual officer unless their role is flagged and there is an issue identified. This provision is not intended to replace TRiM, it is in addition to TRiM.

CLOTHING & EQUIPMENT WORKING GROUP – last met on 9th February 2019. Matters discussed included:

- **Non Binary- Gender Fluid Headwear**- progress had been made on this sensitive subject. The Force is being cautious not to introduce a potentially unhelpful media story in this area of business. Concerns were highlighted by LGBT and SWDF Reps that the lack of any decision was having a detrimental impact on officer morale and, in some cases, officers' mental health. The SPF highlighted that they (SPF) had legislative responsibility for representing **all** rank and file officers and commented that the SPF position was a simple one, which would potentially desensitize the situation, the introduction of a choice of headwear for male/female/baseball cap.
- **Police Tunics** - to enable ceremonial duties, e.g. police funerals etc., it was agreed that a stock of tunics will be managed and maintained by Stores.
- **Hijab/Turban** - Paper was presented and accepted by the group to enable a new material and Hijab to be procured. A suitable risk assessment has been completed.
- **Cycle Clothing** – Paper presented highlighting all the necessary equipment and uniform required. It was agreed that the paper was extensive and required further clarity with regards to the overall cost - £400-£500 per officer with personal issue being agreed. The paper is to be reassessed to identify how many cycle officers were currently deployable in Police Scotland. SCoPE records show a figure of 2500 officers apparently trained, which equates to significant financial costs. The question of who maintains the cycles was posed and it is apparently Fleet.
- **Dog Instructors Boots (Muck Boots)** – Paper presented. Boots are apparently required to enable instructors to work in wet weather conditions for training purposes, and to ensure their operational equipment is not compromised (currently each has 2 pairs of boots - Altberg type boots, which take time to dry). Recommendations within the paper were agreed
- **Rifle Officers** – Two papers presented for additional equipment for deployment in inclement weather conditions, along with additional compasses. Both papers were agreed and endorsed.

- **Health & Safety Team Advisors** - Advised that all Health & Safety Advisors are to be issued with uniform identifying them as a Police Health & Safety Advisors, in the shape of a Keela jacket akin to Firearms and Public Order. The SPF highlighted concerns with potential risk to the Safety Advisors and the wider membership. Apparently the garments will only be worn within secured areas/loci.

ESMCP AIRWAVE RADIO REPLACEMENT GROUP – No recent meetings had taken place with the last meeting being held in January 2019.

There remains real concern of the deliverability of ESN before 2022. The strategic assessment across the UK confirms that ESN is the correct direction of travel as another TETRA network is not considered the best way forward.

Airwaves extension is likely to have to be extended again. Concerns over the costs of the hardware. The business case has gone out for further reassurance consideration. Scottish Government are holding strategic meetings regarding concerns.

Following an NPCC meeting in January, 2019 Scotland appears to be more advanced than most of the rest of the UK Forces.

The new forecast of £240 million is a more realistic cost for the full run of the contract for ESN. Significant budgetary concerns regarding this project.

- **Mobile Data Project** – Update that the Samsung devices being procured will be compatible with ESN as they are being bought via EE. Roll out for the mobile data project has been delayed until June 2019. The rollout takes place over the North Area and will be useful for the ESN project to highlight any coverage issues.
- **ICT update** - there is an ongoing review of the Local Area Network (LAN). A procurement paper is to be submitted through ICT. There was a discussion over the longer term provision of secure Wi-Fi in police offices and the potential necessity for such a provision due to coverage issues in police buildings.
- **NSS Update** – there were still security issues over the internet capabilities of covert devices used and their use on the ESN. There is the potential that on the introduction of ESN covert officers would require to carry 3 different devices for communications which isn't considered feasible. The UK wide Covert Policing Community are considering separate options.
- **Project update** – there are apparently 18 work packages in the project that are all at various stages of completion.

- **Coverage** – SE advised that EE have an 81% coverage in Scotland and there are still upgrades in process. EE have identified that 46 additional sites will be required in Scotland, but this is included in the contract. Coverage testing is ongoing.
- **Devices** – Samsung are the only providers so far of hand held devices. However they do not have a Device to Device facility (Point to Point). Samsung are working on a fix for that but one solution would be a Tetra based bolt on. It boils down to a long term availability of the frequency that point to point currently operates. The frequency is worth a lot of money to the operators. The vehicle device is still being identified, although a simpler device is being considered that has the capability of being updated or developed to meet the relevant need of the agencies.
- **Finance** - the revised projection for the cost of the non-core functions over the contract are around £240 million. This is double the original projected cost. Significant concerns are growing regarding how this is going to be funded and the Scottish Government have gone quiet.

The issue of dual running both the ESN and Airwave contracts simultaneously are in the region of £4.85 million p.a. These costs are a concern as they will have to be paid until ALL Forces in the UK are ready to shut down airwave at the same time. The Budget for the next financial year does not have any allocated funding for this.

Airwave Refresh Working Group - update provided that the New Motorola handsets had been distributed in 5 Divisions. The old terminals had been returned and those which were re-conditional were done under warranty prior to expiry. There is now a stock of reconditioned handsets available. The process has been returned from the working group back to the Airwave Lifetime Management Team.

Procurement – need sight of any business cases to ensure that the items were procurable within the appropriate framework prior to the end of the financial year. She also advised that Procurement had held a meeting with Motorola in relation to ongoing battery and accessory requirements. The procurement frameworks are in place for these items, although in many cases high volume orders provided better value.

NATIONAL FLEET VEHICLE USERS GROUP – last met in November 2018.

Highlighted that Fleet manages in excess of 3,500 police vehicles, with 9 national workshops and 107 staff. Yearly expenditure of £11 million on fuel, with vehicles covering more than 70 million miles a year. A further £1 million spent on vehicle hire and an additional £1 million on accident damage repair. Annual operating cost of £26 million.

The current procurement list consisted of Peugeot 308 General Purpose, Patrol car BMW 530 and BMW X5's plus some rear wheel and x drive variants.

Current capital budget allocated for fleet was £5.4 million which equates to 270 replacement vehicles. Replacement criteria remains 150,000 miles/5 years. 97% vehicle availability nationally – on average.

The current 4 year procurement contract has been extended to April 2020.
6 x Public Order/CBRN carriers have been purchased.

Draft, approximate capital budget required for the next two years was said to be £40 Million - to replace nearly 2400 vehicles.

Concerns raised with regard to hire cars, not being suitably inspected prior to and following hire, with damage being reported which could not be challenged and the Force was exposed to additional expense.

NATIONAL VEHICLE USERS GROUP – last met in May 2019.

- **Blue Lights for Cones** – A risk assessment has now been finalised for this piece of equipment. A mini procurement exercise has been carried out and as a result a portable, battery powered blue light has been identified as the preferred option. It is the Pulsar 360 blue light which will sit on top of the emergency traffic cone (via a spigot metal pole which the lights attaches to via a magnet) and give a full 360 degree coverage. It meets all the necessary standards regarding luminosity and quality. There is no British Standard for blue lights. Some discussion re need for a protective box. Ongoing.
- **Portable Road Signs – Raised Version** - Advised that 2 prototype signs have been identified by the manufacturer which are both fully compliant with BS8442 and will be provided towards the end of May 2019 for user trials. Ongoing.
- **Locus Protection Training** - Advised that this had been progressed and officers now receive a Moodle Training Package with new probationers receiving practical training. The SPF highlighted that best practice had been identified following a recent visit to Devon and Cornwall Police where the emergency traffic management regulations advised on physical training in locus protection training and theory training was not in itself sufficient.
- **Corrosive Substance Kits** - Advised that all kits have now been supplied to all front line vehicles. Guidance information, including a video are on the Force Intranet and officers now receive an input at the Officer Safety Course. There is a contract in place with the supplier and replacements should be requested by Divisions. Apparently the PSoS product is of better quality than that supplied south of the border.
- **Tranman – Online portal for vehicle checks/reporting issues, e.g. damage** - Advised that 2 divisions ('D' and Road Policing) had recently gone live with a pilot to run until June 2019. 'D' Division has apparently experienced an immediate increase in compliance from 85% to

93%. Following the pilot this will hopefully be rolled out across the Force. Some discussion took place regarding the governance process for vehicle checks and it was suggested that it should sit with divisional Health & Safety Groups. Ongoing.

- **Re-reflectometer re road signage** – PSoS reflectometer is available to other Forces and 12 Forces have already taken the opportunity to check their signs and so far all have failed!
- **Comms strategy re requirement to replace used/missing equipment** – Advised that this has been circulated to all divisional BSU's. It was noted that currently there is no single Stores System in place in PSoS and there remains disparity across the country, this is currently under review. Group were in agreement that in terms of the National Vehicle Equipment List that ideally Stores should hold stocks of equipment, although this is currently not possible and therefore there are often delays in replacing equipment/kit!
- **Training re life jackets** - Advised that the training package was complete and is now being delivered at OST and the OST manual has been updated accordingly.
- **Throw Lines** – Training is provided at OST. PSoS Health & Safety Team advised the group that they were currently undertaking an investigation into the instances where two x throw lines had failed. The first instance the throw line snapped and the second the throw line did not deploy correctly. He has established that there is no National British Standard, although there was RNLI guidance. To date testing of throw lines had been completed at Glasgow Scientific, with testing conducted at a minimum tolerance of 0.3 of a tonne. 10 throw lines tested and most failed, albeit some had passed. There was a fairly significant variance between the throw lines which in itself is concerning. It was confirmed that when the current throw lines were procured the breaking strain was not part of the specification, partly due to a lack of any national standard... Current throw lines cost £14.00 per unit. The investigation is ongoing and further updates will be provided in due course. The repackaging of throw lines was queried by the SPF and it was confirmed that this remained an issue. The manufacturer's video is poor and no real progress has been made to date. Discussion regarding single use -v- sending lines back to the supplier for repackaging and it was acknowledged that repackaging was not financially viable. As a result a safety alert has been disseminated informing officers and staff that throw lines are single use and should be replaced after each use.
- **Maintenance of Life Jackets** – Life jackets must be serviced on an annual basis in order to maintain the warranty. Only qualified personnel can conduct the servicing and they must be approved by the supplier. In addition to annual service there must be a 5yr lifetime check/assessment. A process regarding servicing etc. needs to be and approved and work on this is in progress. Life jackets cost £37.50 per unit. If a jacket is used and the internal canister deployed then the jacket must be taken out of service and the canister replaced. The canister can only be replaced by the supplier and they must be returned at a cost of £10.00 plus carriage costs. There is awareness that life jackets have been used across the

Force, however there is no reports of ANY jackets that need the canisters replaced and this is concerning that there are jackets in vehicles that have been used and are now not fit for purpose! An action was taken to deliver a comms message regarding this issue to be delivered via the Force Intranet and at OST.

- **Fleet Weight Capacity** – Following concerns regarding the accuracy of the weighing method of vehicles, experts have been consulted and an agreed methodology has been identified. The weighing of all vehicles will now take place at Craigforth Dynamic Weigh Bridge and it will be done collaboratively with PSoS Health & Safety Team, the SPF, Road Policing and members of the National Vehicle Users Group. The first date for testing has been set for 6th June 2019. The group are keen that this piece of work is completed by the end of June 2019.
- **Vehicle Risk Assessment** – A generic RA has been compiled by PSoS Health & Safety Team and is apparently ready to go - for consultation and comment.
- **Breath Test Screening Devices (BTSD's)** - the group were advised that 1200 breath test screening devices had been delivered to the Force, awaiting distribution after training is provided. The 'Train the Trainer' training date is still to be confirmed and will be done by the supplier (Draeger) there is no timescale for this currently. Ongoing.
- **Intoximeter** – The current supplier have supplies left that will allow for a life span of 4/5 years. In terms of procurement process only 2 suppliers have expressed interest (Intoximeter and Lion). Advised that this subject is to be taken away from this group and will be monitored by Road Policing who will progress for this issue.
- **Personal Protection Shields** – Paper presented at this meeting due to the nationally agreed Vehicle Equipment List, carriage space within vehicles and the vehicle weight issue. The paper is also to be presented at the next Use of Force Monitoring Group for consideration/approval. There are various shield choices that range from 0.5kg (Buckler shield) to 2kg for the PO short and round shields. Agreed that the max 2kg for shields should be acknowledged and included in the vehicle weight testing project.
- **Cones - (460mm 'King' cone)** – Advised that the current contract framework has ended with the supplier Protec. The current cones meet the required retro reflectivity standard – new contract framework required - SLWG to be set-up to progress this issue.

NPCC DRIVER TRAINING GROUP – last met in May 2019 – update as follows:

Objectives of this group are to retain the highest level of training in police driving and instruction to ensure National standards. It was highlighted that police driving was under huge financial pressures, but this could not be allowed to impact on the level of training provided, the rationale being that last year 26 members of the public had been killed whilst involved in police vehicle

pursuits, whilst in comparison 3 members of the public were shot and killed by the police in active operations.

- **Update From MIB** - Paul Farley from MIB addressed the group and advised on the impact of Brexit on the motor insurance industry. It is anticipated that 2 Million green cards will be required to enable UK residents to drive in Europe should there be a disorderly Brexit. 40 Staff will be deployed to provide 24/7 cover at major ports to address these concerns. The outstanding current financial liability for uninsured drivers in the UK sits at approximately £250 million per year. With some 29,000 motorists in the UK who are uninsured. Highlighted Operation Tutelage – this operation targets uninsured registered keepers by letter advising that their vehicle is uninsured, the letter drop is attaining an 83% compliance, with the identified registered keepers insuring their vehicles. The Insurance industry was apparently seeing a greater number of Police Officers failing to notify insurance companies of collisions taking place in the work place. It is the responsibility of all officers to highlight any work related collision to their personal motor insurance company especially at renewal. A paper has been submitted to the ABI (Association of British Insurers) to obtain an exemption to cover collisions following Emergency Response deployments and an update is still awaited.
- **Police Driving Instructors** - The Group is in agreement that all Police Driving Instructors should be advanced qualified driving instructors, i.e. those qualified to train beyond speed limits. In Scotland the majority of Police Driving instructors are qualified as advanced driving instructors.
- **Police Pursuits legislation** – Currently going through the House of Commons Lord Bellingham presenting on behalf of PFEW. Currently the road traffic law does not recognise police driver training as a form of defence to a section 2 or Section 3 RTA 1988, even when attending an emergency. This is a significant concern south of the border with a significant number of officers now being prosecuted for these offences when attending 999 calls. A further update was given by Tim Rogers who leads on this piece of work, significant progress has been achieved in the background despite Brexit and legislation is apparently imminent. This will ensure that police driver training is recognised in terms of any potential criminal prosecution.
- **Refresher Driver Training** – In England and Wales the current retraining period is every 3-5 years, which is mandatory and follows the advice of the Robert Lind report and Section 19 of the Road safety act 2006. This act has not yet been enacted, but England and Wales have been providing refresher training for a number of years as best practice and is part of their approved code of practice. A further update on this piece of legislation by Mark Perry that this legislation will be enacted in 2020. The Department of Trade and Transport have implemented the resources to introduce this legislation - PSoS currently have nothing in place in this regard! A paper has been introduced which highlights the minimum timescales required for refresher training, the timescales have not be fully determined, but will hopefully be decided upon at the next meeting in July. A number of the group tasked by the

chair to identify what skills must be assessed and retrained in the refresher programme. Seeking to have these details published prior to August 2019 so that all Forces in England and Wales will have a standard approach and timescale for refresher training. PSoS cannot voice such a healthy position, with in excess of 3000 officers awaiting a Standard Response Driving Course, let alone the number of ARV officers (320) who have not been trained to drive high powered Sports Utility Vehicles (SUV's) that are laden with equipment therefore, what will happen in 12-18 months when Section 19 is enacted?

- **Standard Driving - Responding in Unmarked cars** - The greatest cause of concern were officers attending incidents on the road network without high conspicuity markings, nor equipment to deal with incidents on the road network. There was discussion surrounding the dangers this exposes officers to. No risk assessment in place to mitigate this situation.
- **SUV's in Pursuits** – Craig Clifton National Lead on Pursuits highlighted that no independent testing had been carried out on a number of SUV's to ensure their suitability to enable 'T pack'. A number of SUV's are equipped with Dynamic Stability Control and traction control systems which prevents these vehicles from being used for 'T pack'. It was agreed that a resolution was required, or at the very least a joint approach.
- **Section 109 – Construction and Use Regulations 1986 - relates to on-board video systems and screens** - At present Police have an exemption from this piece of legislation, but there is a belief this exemption will not be renewed on the grounds of Road Safety. This will mean that screens will have to be positioned where they cannot distract the driver whilst driving.

There was some general discussion surrounding the capacity of driver training across UK Forces and concerns surrounding the ability to meet the increasing demands.