



SCOTTISH POLICE FEDERATION West Area Committee

Ref: GM/PC/LW

**Minutes of the Annual General Meeting of the West Area Committee held in the
Glynhill Hotel on Thursday 6 June 2019 at 10 am**

1. ATTENDANCE AND OPENING -

West Area Committee (WAC) Office Bearers & Staff

Paul Connelly – WAC Chair
Gary Mitchell – WAC Secretary
Ian Florence – WAC Deputy Secretary
Lorna Hogarth – WAC Deputy Secretary
Lynne Welsh – SPF Staff

West Area Committee -

Marketa Hola -
Neil MacKay
Stephen Gray
Stuart Corbett
Sarah Jackson
David Hunter
Michael McCaughey
Richard North
Stuart Johnston
Gary Brown
Lynne Gray
Hugh Burns
David Carmichael
Jamie Carruth
David Somerville

Gary Diver
David Wilson
Stuart Johnston
Adam Peppard
John Mullen
Gemma Mazur
Kenny Kean
Pamela McFarlane
Chris Thomson
Stuart Burns
Jennie MacFarlane
David Wilson
Elaine Sutherland
Cath McNally
Jonathan Watters
Gordon Cumming
Emma-louise Smith
Campbell Smith

Guests (2)
ACC Higgins
Sarah Vesty – SPF Communications Adviser
David Kennedy – SPF Deputy General Secretary
Mark Dines

Apologies

Jenny Shanks
Dougie Chalmers
Fiona Tyers
David Taylor
Eddie Mather
David Osterberg
Alistair MacKinnon
Thomas O'Pray
Stewart Gailey
Stephen Murray
John Munn
Iain Gray
Paul McWhinnie
Dougie McKinlay
Linda Mathers
Stuart Finnie
Chloe Rice
Craig Fraser

The Chair opened the meeting and welcomed the members. He made special welcome to Sarah Jackson and Jonathan Watters who were attending their first meeting. The Chair also introduced Sarah Vesty, who had recently joined SPF as our Journalist /communications adviser.

He advised the members that ACC Higgins would be attending the meeting to address the members and take questions. Area/Divisional meetings should be held during lunch and any issues should be reported back to the WAC Meeting.

The Chair reminded the members that the updates that are received at this meeting are for their own information only and until substantive minutes are approved for meetings with the force and JCC detail should not be shared out with this room.

The separate Committee Secretaries were requested to forward the minutes for their meetings to Merrylee House as soon after the meeting as possible.

SPF Centenary books were allocated to Divisional Representatives, one to each Police Office in their area.

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. MINUTES OF PREVIOUS MEETING & ACTIONS

The last West Area Committee meeting was held on 28 February 2019 and the draft minutes were circulated to members on 30 May 2019 with the Constables Committee minutes. The minutes were approved and recorded as a true record.

Actions from previous meeting

1) Re – Local Area Operational Duties Meetings.

Concern was raised regarding the fact that members no longer have the opportunity to discuss local issues on a regular basis due to the new Committee structure. Subject Committee Meetings are now on a national basis.

WAC Chair to make SPF aware.

Update - Matter has been raised.

ACTION COMPLETE

2) Re – Police Treatment Centres (PTC)

One member asked if it would be possible to obtain a PTC information leaflet in pdf form and circulate to the WAC for info of wider membership.

Update - Email to all WAC Reps sent out on 4 April 2019 with link to PTC website giving access to all information and application forms

ACTION COMPLETE

3) Re – WAC Circulars

Remove this item from the agenda and clarify if we will continue to circulate JCC Circulars to the WAC or will they have to obtain copy via the website?

Update - Item removed from Agenda. Although WAC Circulars will no longer be issued, WAC Secretary will continue to circulate JCC Circls to members.

ACTION COMPLETE

4) Re – WAC quarterly meetings

Members were asked for their approval for full time Office Bearers to explore possibility of extending WAC meeting to a two day meeting which would incorporate training. This would not necessarily take effect at each of the quarterly meetings but possibly twice a year.

Update – Advise members that this will not take place as Regulations do not allow this. WAC Meeting will continue as a one day meeting.

ACTION COMPLETE

5) Re – Health & Safety

WAC Deputy Secretary (Health & Safety) to send out link from Eurocars survey re vehicles sent out.

Update – Issued on Friday 1 March 2019

ACTION COMPLETE

6) Re Pensions Presentation

Circulate PDF copy of pension's presentation to all West Reps for info.

Update - Circulated on 4 March 2019

ACTION COMPLETE

7) Re Previous Actions –

Duty change / Shift changes

From previous meeting. Overtime Guidance document required to allow officers to make correct decisions and to ensure all divisions are following the same guidelines.

Update - Matter was discussed briefly again. Various parts of this are still ongoing. Duty change model has not been properly implemented. Still requires further agreement.

Members requested to email in examples to enable matter to be progressed further.

ACTION ONGOING

4. LEGAL ADVICE & ASSISTANCE

The WAC Deputy Secretary reported that there have been 18 applications for legal advice and assistance forwarded to SPF HQ since the last WAC Meeting-

Criminal Legal Defence x 7

Employment Dispute x 1

Injury off duty /RTA x1

Misconduct x2

Injury on duty x 3

Grievance x 1

CICA x 1

Civil Defence x 1

Potential Injury claim x1

This does not include any applications sent directly to Woodside Place.

Chairs address to ACC Higgins.

"Assistant Chief Constable, Colleagues it's my pleasure to welcome you all to the 2019 AGM of the Scottish Police Federation West Area Committee.

The AGM affords us an opportunity to mark the passing of those we have lost in the preceding year so I ask that we all stand and take part in a minute's silence to pay respect to our friends and colleagues who we have lost in the last year"

"Sir

Thank you for coming, your willingness to attend our meetings and engage with me, the other full-time officials and representatives is appreciated.

You will recall that at our last AGM I asked that you work with the SPF to ensure that the strands of your wellbeing matters were delivered for our members in the West. I am pleased to report that there has been progress in a number of areas. However there is a danger that we will regress if efforts aren't maintained or attention is diverted.

In relation to financial wellbeing last September SPF members received a pay rise of 6.5% after hard fought negotiations at PNB. Although this has been overtaken in headline terms by the teacher's pay settlement it represented an immediate and welcome boost to the take home pay and future pension entitlements of our members. The future challenge will be to ensure that our next pay deal will further reduce or eliminate the loss in wage growth and earnings we experienced during the public sector pay freeze.

Last year when I spoke about physical wellbeing I made a plea for the wider rollout of taser to ensure the safety of SPF members, I would like to repeat this and I believe that there is a question from the floor with specific examples of where the service risks regressing. Worryingly our office is receiving reports of STOs not being released for requalification due to a lack of officers to cover the street.

This year I would like to talk about the physical environment that SPF members work in. The recent SPF deep dive in L division revealed instances of horrific living and working conditions with buildings that had been deteriorating for a number of years.

John Finnie MSP, the convenor of the Justice Sub-Committee on Policing stated in Parliament

"The Chief Constable must take urgent action to rectify the unacceptable condition of some of the police estate, or he may well find himself in front of a court in the not too distant future."

The conditions in some of the L division buildings were so bad that they represented a risk to the health, safety and wellbeing of our members. My colleagues and I know that these problems haven't developed overnight, instead they are a product of years of underfunding. Indeed if you speak to the reps here today they will be able to identify buildings in their areas which share some of the defects we identified.

Last week representatives from the SPF, ASPs and UNISON gave evidence to the policing sub-committee on the lack of capital funding available to Police Scotland. Despite the unique challenges we face including our geography our capital funding is amongst the lowest in the UK.

I welcome DCC Kerr's recent comments regarding the Police Scotland capital budget "The current allocation is significantly smaller than would be proportionate for an organisation of our size and scope,"

I also welcomed the commitments made to rectify the issues that we found in L division but worryingly I am hearing about timeframes for work slipping.

I understand that the force executive will be lobbying hard behind the scenes and having discussions with government, I also understand that officers of executive rank cannot be as vociferous as the SPF but can I ask you to consider what the executive can do in public to support the staff associations as we try and obtain a fair budget settlement for Police Scotland. Police Scotland was founded on a false premise, that at a time when the service was expected to reform, increasingly fill gaps in service provision in partner agencies and address entrenched problems in Scottish Society such as domestic and child abuse that it would be possible to remove funding from Policing. This was a folly.

The last West Area meeting you attended occurred in the immediate aftermath of the Greenock attack and I know that the injured officers appreciated the support you gave them and their families in the aftermath. I am pleased to be able to inform the meeting that they have both been able to return to duty.

Sadly, last Friday, I experienced a terrible moment of déjà vu as we again found ourselves in a hospital corridor and relatives room providing support to the family of a seriously injured officer.

I hope that in the months ahead we will hear that this Officer has also been able to return to policing.

My experience of dealing with officers who have been involved in such high profile tragic events is that the most serious wounds tend to be psychological and although the immediate support provided by the organisation has been excellent they have experienced problems which have hampered their recovery.

Unfortunately it is not just officers involved in high profile incidents who require assistance with their psychological wellbeing. Research carried out by Cambridge University on behalf of Police Care UK using data from nearly 17000 UK police officers, shows that 1 in 5 of us is currently suffering from PTSD or complex PTSD. Half of the remaining 80% of officers who did not display clinical symptoms of PTSD reported fatigue, anxiety and trouble sleeping over the preceding 12 months.

The service is on the brink of a mental health crisis with officers from response, PPU, roads policing and other departments contacting my office and saying that they are overwhelmed by the demands that have been placed on them.

My colleagues who specialise in conduct matters tell me that increasingly the officers they are assisting who are subject to Gross Misconduct proceedings are suffering from a mental illness.

The demands placed on individual officers are such that the service is making them unwell and when they act out the service seeks to dismiss them.

It is imperative that the force gets it right when it comes to providing psychological wellbeing services.

As an example I am personally dealing with an officer who works in a high pressure specialist support role who was diagnosed by Police Scotland's own occupational health provider as requiring specialist counselling due to PTSD caused by being bullied in the workplace.

The officer was instead referred for a few sessions of standard counselling which had no therapeutic effect. A freedom of information request has revealed that one of the considerations in declining her request for specialist treatment was a fear that this would be an admission of liability on the part of the force.

The service needs to invest in psychological wellbeing, the reasons for this were articulated in stark terms by Dr Jess Miller the lead researcher in the Cambridge University study when she said.

"Dealing with disturbing experiences is a defining part of policing, but employees have a right to expect resources to protect them from the impact of daily trauma exposure. Without such resources in place, the cost to policing and public safety will just mount up."

"Over half of our respondents said they had insufficient time to process incidents before being sent back out on the next call."

"A stiff upper lip attitude will not work in contemporary policing,"

The officers who I deal with do not want to sue the Chief, instead they just want to be treated fairly and to feel that their wellbeing matters to the service.

I know that as a result of your chairmanship the force PODG is in the process of reforming the sick pay procedure so that managers will have to take a positive step if the service wishes to place officers on to half or nil pay.

Up until now too many officers who should have been treated favourably in terms of PNB Circular 05/01 as a result of being injured on duty received letters from HR telling them that their pay was being reduced causing a great deal of unnecessary stress.

Can you give an indication of when the changes will be implemented?

I would also like to ask you to expand on the work already being carried out at PODG to help some of our most vulnerable members, those who cannot complete their service due to ill

health. PNB Circular 05/01 gives examples of circumstances where Chief Officers are expected to exercise discretion and retain sick officers on full or half pay.

This includes officers who are going through the ill-health retirement process. Unfortunately my colleagues and I are dealing with a number of cases where this advice has been ignored. We have been told that it is Police Scotland policy to ignore this part of the guidance contained in the PNB Circular. I ask that you review this.

Officers have a finite amount of inbuilt resilience which is being worn away by a lack of resources, equipment, and the poor state of the services infrastructure. Recently G division had to partially implement Business Continuity plans as they could not cope with demand. The information I have from local reps is that demand hasn't reduced and this situation is replicated in many other parts of the West."

Thank you

RESPONSE FROM ACC

ACC Higgins thanked the WAC Chair for the invitation to address the Committee. He addressed various points raised by the Chair and agreed to take questions from the members.

He stressed the importance of a strong staff association and highlighted the good relationship that has been built with the SPF, he also stated the importance of the role of Federation representatives and their contribution to the membership is one that should be valued.

ACC Higgins assured member that PSoS want the best for the members and any instances of officers being treated unfairly is not acceptable and as such should be addressed.

The following points were addressed; -

Taser - Current plan is for more officers to be taser trained to get the numbers up. The issues of where Tasers are stored is also being addressed as this has to be safe and convenient for the trained Officers.

Ideally PSoS would like to roll out training to more officers but this will very much depend on finance.

L Division Deep Dive – ACC Higgins agreed with the findings in the recent report. It was clear that the Division had reported all matters to the estate, however, they had not been actioned. Reaction is clearly too slow. PSoS moving forward an action to all Commanders to identify any issues in their areas.

Capital budget - The capital budget requested was £90 million but the actual budget was approx. £30 million leaving a considerable shortfall. This results in obvious financial challenges.

Front Line Officers - ACC Higgins referred to the recent serious Road traffic incident resulting in one Officer suffering life changing injuries. This in itself highlights what officer's face on a daily basis- putting their lives on the line every single day. Support is being provided for the Officer and his family to assist in the challenges they now face.

Mental health issues – ACC Higgins referred to the increasing number of officers suffering from mental health issues, anxiety, depression and fatigue. This is a critical issue and needs to be addressed. The mental wellbeing of our officers has to be a priority. They have to be offered the necessary support, whatever that may involve and in that respect, no bad decision should ever be made based on finance.

Half pay /no pay - ACC Higgins highlighted the half pay/no pay situation and appeals to be retained on full pay. Cases very much depend on circumstances and each one has to be treated individually. He also referred to the process for Medical discharge in relation to Officers being retained on full pay and stated that guidance had been sought to ensure that Officers are paid according to their entitlements.

CAM – This is being introduced next week in V and Q division.

Digitally enabled policing – Due to be rolled out, designed to make things easier for Officers.

Divisions - ACC Higgins advised members that due to recent changes, by the end of the summer there will be five divisions out of six with new Commanders in place.

ACC Higgins thereafter answered all questions from members including those on, Events, Custody, Tasers and the timetable in respect of remedial work to be carried out in L Division.

The WAC Chair thanked ACC Higgins for attending the meeting and answering member's questions.

5. JOINT CENTRAL COMMITTEE (JCC) NATIONAL UPDATES

The WAC Secretary provided an update. He advised members that the local and national updates for the Committees will now be delivered under the respective agenda heading, i.e. Health and Safety, Equality and Operational Duties.

The last meeting of the JCC was held on 14 & 15 May 2019. Minutes will be circulated after approval at the next meeting.

He advised the members that various JCC circulars had been issued since the last meeting.

Allard

The SPF Deputy General Secretary provided an update on the ongoing position with regard to Allard. The Force continue to be obstructive with regard to data and resist the ongoing claims of handlers with regard to 'on call' payments and recalls. 185 officers have signed assignments which allow the claims to be presented by the SPF. This protects member's identities and allows SPF to negotiate on behalf of all claimants.

One member raised issues with regards to Essential Users allowance. The SPF Deputy General Secretary requested that any issues be forwarded to him.

Holiday Pay

A meeting was scheduled for the week after JCC and no update has been provided as yet. Formula in relation to future overtime claims has been agreed and will be circulated in due course. The value of the claims vary considerably and will be progressed via PSOS payroll. Once agreed, the payments will be subject of tax etc.

One member asked if the payment will be backdated and was advised that claims will go back 2yrs – 2 1/2 years.

The Northern Ireland case continues and is subject to appeal.

Overnight allowance

This was discussed briefly and Officers are advised to check in advance as to what they will be paid in terms of allowance.

Police Negotiating Board (PNB)

The next meeting will take place on 11 June 2019.

College Allowance

Potential day rate for those undertaking on a periodic basis, removal of allowance for those not required to stay. There is potential to look at those undertaking duties away from their home address and working overseas.

The Official side recognises that the length of the PC pay scale is difficult to justify given the 'gender pay gap' and are mindful of the differences between England & Wales, (E&W) they would not be looking to remove anything from the scales.

Pensions

The Service Improvement Group met on Friday 11 May 2019 and reported that they are looking at the finer detail regarding 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 Officers affected and it may affect members as a consequence of double accrual in the 1987 scheme. Any members affected will be advised in October. There is ongoing work with the Superintendents Association.

IT challenges remain an issue – there is no solution at present, SPA is working with the current supplier.

Annual Benefit Statements are issued in August and the SPA desire to deliver 100%, however focus is on accuracy rather than meeting delivery.

Audit Scotland reviewed SPPA following the procurement exercise completed in 2017 – the retainer to the current provider has been reviewed and will be subject to Parliamentary scrutiny as a consequence.

Scottish Police Authority

There was no update as papers from the last meeting had yet to be published.

Scottish Police Budget & Finance

There is no significant movement in the budget, there are significant revenue challenges due to the non-reduction of 300 officers this year. This extends into Estates and Vehicle Maintenance.

Joint Negotiating Consultative Committee (JNCC)

The last meeting was held on 14 March. The following matters were discussed.

Promotion Inequity

JCC terms of reference

Dog Handlers Allowance – discussion was primarily around vehicle use and the transportation of dog and equipment using their own vehicles.

An agreement was reached for a proposal out with the meeting and Officers transporting dogs would be considered as Essential Users.

SPA Partnership Forum

The SPF Chair and General Deputy Secretary attended on behalf of SPF.

The next meeting will take place on 14 June 2019.

Welfare and Wellbeing Research Survey – Professor Duxbury

Wellbeing is the focus and the effect of change on health of officers. This has now included K Division but there appear to have been issues with intranet and the link, possibly Adel based. Members were encouraged to complete the survey.

Working Practice Review Board

Meetings took place in April and May 2019.

There were issues around a 10am start and court rostering. A review is going to be conducted with both parties around the ongoing work of the Workforce agreement (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. The next meeting will take place on 20 June.

Police Service of Scotland (PSoS) Reform Meeting

The last meeting took place on 20 March.

The Vice Chair provided an update on the last meeting, chaired by Neil Dickson.

An update was provided on budget:

The UK Average for Estates - £46.67 per officer

PSOS - £9.56

Mobile devices are being launched in June and it was recently discovered that charging of devices is an issue as there is a desire for officers to take them home and charge them.

Cost regards 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 the cost. PSOS looking at creating charging hubs.

Core Operating Systems – The work on this appears to be progressing well. Some configuration issues have been identified.

UNISON reps were angered at the number of police staff being replaced by police officers; issue was not police officers but the recruitment and engagement of consultants.

Police Treatment Centres (PTC) /ST Georges

An update was provided. There was positive news in respect of planning.

Scottish Police Memorial Day – A marquee is being extended due to increased attendance. SPMT will recognise the death of Secret Service agent at Turnberry in 2018; recognition of Chinook helicopter crash in 1996. Centenary exhibition will be displayed at the college on the day of the service.

National Police Memorial Day - Registration is open for the event in Glasgow. Centenary exhibition and SPF Pipe band will be in attendance. Levy McRae have made a donation. A police widow from the North of Scotland will be representing Scotland and lighting the candle.

Bravery Awards

Nominations are being received and the judging panel will meet on 6 September. PMAS (Police Mutual Assurance) are sponsoring the event.

Police Care UK

Academic research has been published; research has shown correlation and links to 'The Job and the Life' survey.

A New HQ in Woking has been opened. Suicide Awareness seminars have been circulated. Dates have been arranged for July 2019 in Aberdeen and Glasgow.

Police Care UK remain to have considerable assets – there is the launch of a major grants project which will be launched in September. The focus is on providing practical help to officers injured on duty. A Counselling service is being trialled with potential extension to personal consultations. Investments continue to perform well despite the market conditions Grants and other work continue to assist officers injured on duty and their families. A National Police Chiefs Council (NPCC) representative has been appointed. We await an update on PSOS and ASPS representative following the retirement of Chief Superintendent Gordon Crossan and Assistant Chief Constable Bernie Higgins. With regards to the Police Roll of Honour, a new book is being launched on 8 July 2019.

ACTION

The WAC Chair highlighted the requirement for WAC Representative training on the various police charities. The matter will be progressed.

The following JCC Circulars have been issued since last meeting-

6/2019	SPF Bravery Awards Nomination Form – Information
7/2019	SPF Group Insurance Policy – Information
8/2019ET	Decision – Furlong v Cheshire Police – Information
9/2019SPF	Deep Dive 'L' Division – Interim Report – Information

SOP's issued since last meeting total 14 with 6 for area consultation. The number continue to reduce,

24.04.19	Major Incident & Generic Scene Management SOP V5.00
23.04.19	Mentoring Prog V1.01
19.04.19	Safety & Policing of the Railways SOP V2.00
18.04.19	OMU Toolkit Section for Mandatory Consultation
12.04.19	CBRN SOP V3.00
12.04.19	Adverse Incidents in Police Custody Guidance Document v3.04 & EqHRIA
22.03.19	Home Detention Curfew and Restriction of Liberty Orders (Electronic Monitoring)
12.03.19	Relocation procedure V2.00 & EqHRIA
11.03.19	Electronic Monitoring of Offenders
11.03.19	Allowances & Expenses, Staff, Proposed
11.03.19	PSoS Risk Management Framework
01.03.19	Draft Custody Estates Strategy
21.02.19	NOMU documents for mandatory consultation - Media Section of the Offender Management Toolkit
19.02.19	Overtime and Toil (Authority/Police Staff) Proposed V1.00 Procedure

EuroCop/ICPRA

The meeting of The International Confederation of Police Representative Associations (IC) took place on 15 May 2019.

The last meeting of Eurocop took place on 10 and 11 March. Matters discussed included useful inputs on the safety of officers including terrorism, the forthcoming congress meeting scheduled for 2020 in Scotland, research initiative on workload demand and stress on police officers.

Two of our North Area Members will attend the next meeting.

There was reflection on the impact of Brexit and resurgence of troubles in Northern Ireland and death of Lyra McKee in Derry.

Correspondence

There was a number of recorded thanks received in relation to conference.

There was discussion on recommendations for police bravery and distinguished service that had been prepared by Police Federation of England and Wales (PFEW). Honour and

rewards system was discussed and the current focus on senior management and command. The paper presented prompted discussion and indicated that the current system may require reinvigoration as the presentation and phrasing is poor.

PFEW are seeking SPF support. At this stage it falls short of what is required and further work is needed including consultation with the Awards Team at Scottish Government.

A letter had been received from a retiring member which reflected on the performance of SPF.

Competent Business

Conference Review – Centenary event and conference content. Discussion highlighted that workshops could have worked better albeit there were a large number. A minor security alert had been handled well within the hotel.

Members were advised that SPF Kilts were available to purchase and the cost is £320. Orders should be made via Susan at SPF Headquarters.

Age Of Criminal Responsibility – The SPF Vice Chair provided an update on recent legislation which had been passed by Scottish Parliament.

This legislation went through the quality Committee of the Scottish Government rather than Justice which has presented some of this issues, recognition that a resolution could require primary legislation rather than reverting it back to Stage 2.

Parking Place Levy – Government consultation has commenced on the issue that has been sponsored by the Greens. Local Authority impact on policing budgets was removed at the inception of the service due to concerns regarding local funding Removal of £495 per space from already strained budgets only reduce policing in communities further. Impact on officer security and finance is another issue.

L Division Deep Dive – Commendation of the work that has been undertaken. This epitomises the work that SPF undertakes on behalf of members and highlights issues faced by officers and the Service. The political response has been immediate. Consideration has been given for a future deep dive planned for October 2019.

Future Options – A review of National Divisions and Processes. There is failure in management recognising the issues and addressing problems that they are aware of.

Members were advised of the retiral of WAC Representative Gary Brown. Gary had previously been with the North Area Committee and will retire in August. Gary was thanked for his contribution to the West area and his services to the SPF and JCC.

The next meeting of the JCC will take place on 20/21 August 2019.

6. JOINT CENTRAL COMMITTEE CIRCULARS

The following JCC Circulars have been issued since the last WAC Meeting.

No 7/2019	21/03/2019	Group Insurance Policy
No 8/2019	11/04/2019	ET Decision-Furlong v Cheshire – Info
No 9/2019	26/04/2019	'L' Division Deep Dive Interim Report
No 10/2019	29/04/2019	JCC Agenda Papers
No 11/2019	03/05/2019	JCC Minutes – Feb 2019
No 12/2019	13/05/2019	Conduct, Equality & H&S Minutes Apr/May
No 13/2019	04/06/2019	HMCIS Inspection of the Resourcing of Events Report

7. WEST AREA CONSULTATION DOCUMENTS

Shift Consultations -

SCD	SCD Human Collections
SSD	West ARV's
V	Divisional CID & PPU
V	Response Shifts
NSFU	NSFU Armed Policing Operations National Specialist Firearms Unit

SOP Consultations

11/03/2019	Police Scotland Risk Management Framework
26/04/2019	Major Incident SOP
26/04/2019	Mentoring Programme

One member asked if there was any update or timeline in respect of the PPU shift and highlighted that Representatives would benefit from advice on what update/information can be shared with members.

The Chair advised that over 90% had voted on this pattern and it was now back with Police Scotland to be signed off.

ACTION – Information regarding PPU shift consultation to be circulated to WAC Representatives.

8. WAC CHAIR AND SECRETARIES MEETING

The last meeting was scheduled for Monday 3 June 2019. There are no minutes as the meeting was not quorate. The next meeting is scheduled for Monday 2 September 2019.

9. **FINANCE STANDING COMMITTEE**

The last Finance Standing Committee meeting was held on 23 April 2019. The following update was provided by the WAC Chair.

300 additional officers recruited at the end of the financial year have generated increased income in the voluntary fund.

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

The Finance Standing Committee noted the recruitment of Sarah Vestey.

SPF staff pay increase was due to be negotiated and an award has been made.

Expenditure on charitable gifts and donations - Charitable spend has increased by 300%.

There have been exceptional spends in relation to Conference, Woodside Place extension and other property upkeep.

The WAC Secretary requested consideration around gifts that could be obtained by SPF to replenish corporate branding and gifts.

10. **LEGISLATION AND REGULATIONS STANDING COMMITTEE**

The last Legislation and Regulations Standing Committee meeting was held on 23 April 2019. The minutes will be circulated after approval at the next meeting.

The WAC Chair provided a brief update.

Discussion around the Misconduct Review was led by Dame Elish Angolini.

Extended discussion took place around some of the parallels and elements raised by the Dame which mirror practices in England and Wales. Focus was on public confidence and the extension of misconduct beyond retirement.

College of Policing are advocating a licensing scheme for police officers, the intention is to maintain a register of officers and operate a barred list. This could have an impact on officers resigning as an alternative to gross misconduct proceedings as being on the Police barred list may prevent them from going on to work in other professions e.g. teaching, social work etc.

Discussion re causation factors of misconduct – the wellbeing and other factors that impact on officers, including the length of time taken to conclude matters.

11. OPERATIONAL DUTIES STANDING COMMITTEE

The WAC Chair provided an update.

The Committee last met on 23 April 2019 and the Minute will be circulated when available.

Updates provided on Performance Development Conversations (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 was discussed. Celebrity patrons proposed and extended to Executive officers.

SPF General Secretary is to raise with the Chair of the Scottish Police Consultative Forum (SPCF) around the fundamental changes to the training curriculum without consultation or involvement of SPF.

Detective Training was recently changed to a distance learning package which creates demand and capacity issues within the operational sphere.

PSoS are undertaking the funding of CBRN replacement vehicles. This features in the fleet replacement program however funding is insufficient for the number of vehicles which need to be replaced.

PIM to be extended to incidents beyond firearms – all death in custody and others. This was previously agreed but not implemented by Police Scotland. This will be monitored.

One members asked if an update on prisoner watches could be provided. The WAC Chair advised that the Assistant to General Secretary for Health & Safety (AGSH&S) is progressing this.

12. JCC – CONDUCT SUBJECT COMMITTEE

The WAC Deputy Secretary provided an update.

The last JCC Conduct Subject Committee Meeting was held on 30 April 2019. The minutes will be circulated after approval at the next meeting.

The minutes from the January meeting were circulated on JCC circular 5 of 2019. The meeting was followed by a training input on regulation 11 notice of investigation forms and how to advise when one is received.

The first training day for new Conduct Reps took place at Merrylee House in May 2019. There may be an opportunity for those who missed out on the training to attend Dundee or Livingston when the North and East areas respectively will hold their conduct training.

The National meeting for Conduct Leads took place on 13 May in Dundee, matters discussed included the memo of understanding drafted between SPF and Professional Standards Department (PSD) to return to the previous position of all statements being provided to subject officers to allow them to prepare their defence/mitigation. The West area recorded thanks to Amanda Givan and David Kennedy for their continued endeavour to get us to the position where our members are afforded a fair hearing through provision of statements.

All Conduct Leads formed part of a practitioner's focus group who met with Dame Elish Angiolini in April. She was very interested in the welfare of the officers who are subject to complaints/misconduct. Her interim report is awaited.

PSD are now undertaking all misconduct investigations whether minor or gross. They believe it will only add two cases to each Investigating Officer (IO) over the course of one year and they have capacity for this. It is believed that this will provide consistency in how investigations are carried out and also reduce the time for minor investigations to be completed as the Investigating Officers (IO's) at Professional Standards Department (PSD) do not have the same demands on their time as divisional IO's do.

The Assistant to General Secretary for Conduct (AGSC) raised issues with the outcome of Police Investigations & Review Commissioner (PIRC) investigations not being given to subject officers who have then found out through media. This was addressed and PSD have committed to rewording their memo to divisions when PIRC make the service aware in order that this does not happen again.

13. JCC - EQUALITY SUBJECT COMMITTEE

In the absence of the WAC vice Chair, the WAC Deputy Secretary provided an update.

The last Equality Subject Committee meeting was held in Dundee on 24 April 2019 and the minutes will be circulated after the next meeting.

PNB(S) Equality Working Group

The Staff Side tabled a proposal to draft a comprehensive guidance document aimed at the service relative to Flexible Working. The draft document had been circulated to both Staff Side and Official Side and would be progressed at the meeting on 16 May 2019. No minutes have been provided to date.

Equality, Diversity & Inclusion Employment Group

This was held on 13 May 2019 at the Scottish Police College and was chaired for the first time by Jude Helliker, Director of People and Development.

The main topics discussed were;

- Temporary Promotion
- Disability Action Plan
Deployment of officers on restricted and modified duties has come high on the agenda.
- Modified Duties Workshop

The WAC Vice Chair attended with the SPF Vice Chair and AGS Equality and the North Area Committee Deputy Secretary. The meeting was hosted by HR who presented a proposed revised process map for accommodating officers on permanent or temporary restrictions.

Their process was fundamentally wrong in terms of disability legislation, and the SPF Vice Chair has written back to HR on our collective behalf requesting a review of the whole draft proposal.

Divisional updates

Brief updates were provided from each of the Divisions in relation to any ongoing issues.

One action was raised in relation to 'V' Divisional update

ACTION – local Federation Representative to provide further details of a recent event (involving approx. 1500 people) resulting in resource issues. Call made for support from other divisions. Issues included no toilet facilities for officers.

14. JCC – HEALTH AND SAFETY SUBJECT COMMITTEE

The Deputy Secretary provided a pre-read update to members. The main parts of the pre-read are as follows –

The JCC Health and safety Committee meeting took place on 01 May 2019 within the SPF training facility at Dundee, items discussed included –

Area Updates -

North

Estates and maintenance – The lack of maintenance.

Custody issues – PC led centres and waiting times.

Officer with TB – Possibility officer contracted TB during duty.

East

Custody – Review of PC led centres.

Shields – Looking to have these placed in vehicles in Edinburgh.

Winter Clothing – For officers who attend to snow gates.

West

Deep dive L div – Brief update to members. Has been well received by members.

Custody Division – Mini- deep dive carried out and details passed to DCC Taylor.

Updates were then provided on the national health and safety meetings that had been attended.

Force Executive Health and Safety Board

The board met on 8th April 2019 at the SPC, items discussed included -

Driver Training – Work ongoing to reduce the backlog of officers requiring training, may take up to 2 years.

Noise at Work - The Health & Safety Team have been meeting with the Airwave Team in respect of hearing protection for officers and are currently looking at new devices and awaiting for our independent noise consultant to confirm their suitability. If they are suitable then we will proceed to a trial within three Divisions.

Proposed Assault Pledge- A meeting is to take place with COPFS regarding the plea bargaining of police assaults.

STO's - It was too early to tell if there was any relevant data on whether the use of STO's had reduced assaults/violence towards officers. Work is ongoing.

Joint UK Health & Safety Meeting

This Group met on 1 March 2019, items discussed included -

Safety Inspections and Risk Assessment- Nationally these are area of concerns for all staff associations.

Working time Regulations- Concerns raised regarding the inaccuracies associated with recording working time- with associations experiencing varying infringements.

Driver training- Lack of training in locus protection and standard driving courses.

APHSA

This group met on the 24 May 2019 at Dalmarnock, items discussed included -

Over weight issues re Police Fleet

Ear Defenders- Discussions still ongoing to identify suitable equipment and begin trials.

Narcan- Not to be rolled out to all frontline officers. Discussions still ongoing.

Footwear - Now agreed to be provided by the Chief Constable under PPE.
Regulations working group to identify suitable footwear.

Drive training – Including lack of response drivers, new rules to come into force regarding driver assessments and training for A.R.V officers.

Hi Viz trousers- Force H&S is looking at a corporate approach and the benefits this will bring.

Safety Alerts -

Ticks and in particular Lymes disease.

Overloading of Police Vehicles.

Cannabis Cultivations in particular “booby traps”.

BBV's and HIV - this will be issued in the near future following discussions at previous meetings.

Fentanyl.

Guidelines for the dispensing of methadone to custodies.

Concealment of weapons by prisoners.

The NPCC Health Safety and Welfare Strategic Group

This group met on 9 May 2019 at NPPC HQ, items discussed included -

Striking the Balance Document review - New updated version of the document is now out and published on the HSDE website. Work is still ongoing in producing a guidance note.

Spit Guards - The manufacturer of spit guards is changing the colour of them from flesh coloured to a darker colour because this apparently allows for improved monitoring, i.e. you can see the custody more clearly and identify any emerging potential issues re their care.

Uniform/PPE/OST

The uniform working group met on 14t May 2019 at the SPC, items discussed included -

Cycle Kit- The chair advised that the work of the Clothing and Equipment group was now complete and the proposed cycle kit would be passed to ACC Williams for executive sign off.

Non Binary- Gender Fluid Headwear- the chair advised that progress had been made. The SPF position was a simple one, introduce a choice of headwear- male/female/baseball cap. The Chair agreed with this and was happy to sign off on the introduction of non-binary headgear namely a baseball cap.

Throw lines - Difficulties had been experienced with the new throw lines, with one snapping and one failing to deploy despite the fact the throw lines had been returned to the supplier to address this issue. Significant concerns that the product is not fit for purpose and an urgent request for a meeting with the supplier has been sent to date the company who have not responded thus far.

Body Armour Group

The body armour working group met on the 20 March 2019, items discussed included -

Damaged Body Armour- There was still a number of outstanding damaged body armours in circulation. This is despite checks at OST.

6500 new sets of body armour will be introduced prior to the end of 2020 with the winning supplier being required to measure and fit officers.

A FAQ's had been highlighted on the Force intranet to assist the wider membership and address concerns.

SPF Update – There is continued concern were the numbers of outstanding armour that had not been traced and checked.

Carriage systems - 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.

National vehicle and equipment Group

This group last met on the 8 May 2019 at SPC, items discussed included -

Breath Test Screening Devices (BTSD's) – 1200 new screening devices have been procured.

Corrosive Substance Kits – Now disseminated across the country.

Fleet web portal re vehicle checks / fault reporting – The portal has went live. Initially the portal was being piloted for 3-months in Tayside and Road Policing when it would be reviewed. It can be accessed just now by other Divisions.

Equipment lists - Significant progress had been made in this regard with a commitment from the Force that the agreed Equipment List will be purchased and national training will be rolled out across the Force. A Short Life Working Group has been introduced to see the process through to the procurement stages.

Accident Investigations

There is currently 8 live accident investigations ongoing in the West area.

15. PEOPLE AND OPERATIONS DELIVERY GROUP (PODG)

The WAC Secretary provided an updated.

The meeting was held on 6 May and was attended by ACC Higgins and area representatives. The meeting is a gateway prior to the JNCC.

Items of discussion included;

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.

IVPD – Recording of personal details when officers are victims/subject of hate crime. Force resistant due to impact on analytical and statistical work.

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. People and Development (P&D) are reviewing the concept.

TASER – lack of devices and access was discussed. Divisional Authorised Firearms Officers (AFO's) will be able to deploy as STO. Deployment and activation remains a challenge – UOF continuum.

Initial Tactical Firearms Commander (ITFC) - impact on officers, poor recording of information and intelligence on STORM. Tactical relocation and activation.

The following action was raised – SPF Chair and Vice Chair to progress with C3 and OSD. SPF General Secretary prepare letter to Chief Constable regarding deployment.

Colour blind & driving licences – Both highlighted in respect of issues that are being experienced in Divisions. Project work at a standstill as a consequence of lack of budget allocation.

Contact assessment model (CAM) – 2 week delay for Q Division; issue around centralisation of resources and creation of hubs, existing footprint within the 4 ACR's. Resolution teams require minimum technology which impacts on resourcing.

Operational Support Division (OSD) Standing Committee meeting – This meeting was held on 30 May. KAMS modelling has been completed – focus is on the call management rather than the call handling at point of inception and receipt. Lack of faith in project analysis and the net benefit. Adaptation of call centre approach to dealing with police incidents. IT potential require large data and hubs – the network existed in legacy areas.

C3 – Update provided and particularly the lack of integration with people board.

Armed Policing Monitoring Group (APMG) – Tactical firearms commander (TFC) cover.

Indemnity issues were raised – Association of Scottish Police Superintendents (ASPS) indemnified by the SPA. SPF General Secretary will write to the Chief Constable in regards to this.

Lack of training for police drivers in Armed Policing – lack of capacity in the training and legal opinion is being sought. Divisional AFO being issued with new X2 Taser which provides interoperability.

Challenge around TFC competency and resilience – proposal was for those in the pool could undertake the role and training to gain professional competence.

An update was provided on PC Led Custody station – There was lack of consultation and provision. Potential meeting to take place on 14 June.

16 LOCAL POLICE COMMANDERS MEETING (LPC)

Two meetings had taken place since the last WAC Meeting.

The first meeting took place on 29 April 2019 – This meeting was attended by the WAC Secretary and the WAC Chair. Items discussed included,

Authorised Signatories - New system coming into place, the system will only allow authorised signatories to order items. Number of signatories is being drastically reduced. This will take up a lot of time for senior ranks for small orders. ACC Higgins will progress this matter with David Page.

Events Calendar – New events calendar on scope with different classifications as to resources required. Will be reviewed in 3 months.

The recent Deep Dive in L division was discussed.

The next meeting took place on 28 May 2019 - This meeting was attended by WAC Deputy Secretary Ian Florence, Items discussed included;

CAM – Divisions have been identified for implementation dates, there will be a series of events throughout the west to update officers. Events have taken place in L div with K and V divisions due to be visited next.

PSD – Number of overdue complaints sits at 39% in the west. Overall number of complaints is down. There will be a 1 day training course for Inspectors. PSD will retain all Misconduct or gross misconduct.

PDA's – work is ongoing to ascertain who still requires use of a PDA as a reasonable adjustment. There will then be 2 options that they retain its use (limited time for this) or identified officers are trained, transferred over in system and supplied with a new device.

RDU – Officers involved in the locus protection in the North area have been given details of their shift pattern, for ease this will be updated on scope on a daily basis.

CJSD – Looking at best ways to improve waiting times and are discussing various options. There has been some guidance put out in some divisions and this will be monitored to see if it is effective.

17. MOTION(S)

One motion was presented.

Motion

That this West Area Committee asks the Joint Central Committee to consider making changes to the Scottish Police Federation voluntary fund subscription whilst officers are on maternity or adoption leave and in relation to special constables.

Explanatory Note:

The Scottish Police Federation (SPF) voluntary fund subscription currently retails at £17.39 and is the basic level of subscription. This is the basic cover for an officer to be able to utilise certain services. Officers who are on maternity or adoption leave receive full pay for 18 weeks and can thereafter be on statutory maternity pay for 39 weeks which is currently £139.58 per week. The current practice is that when an officer is on maternity leave they are written to by the SPF outlining the options available to officers who are planning on extending their maternity/paternity leave longer than the allocated 18 weeks. Rule 16.3 which states that you will be required to repay your contributions for the period during which you had withdrawn from the Voluntary Fund.

This Motion is seeking to change this process and if officers are off after 18 weeks then the SPF forgoes the payment until the officer return to work up to a maximum of the 39 weeks. This would show that the SPF are supporting their members and alleviate a small financial pressure. When officers are off on maternity/adoption leave there is little chance they would need to use the services of the SPF. It would ensure that members do not pull out of the voluntary scheme, would be a small financial commitment from the SPF however in the long term would ensure officers remain as voluntary fund members.

Further to this the special constable's subscription to be reviewed. Special Constable are expected to pay the full subscription, this seems unfair given they are voluntary and work reduced hours, consideration should be given to reducing the amount special constables are expected to pay.

Proposer – Christopher Thomson

Seconder – Jennie Macfarlane

This motion was carried and will proceed to JCC.

ACTION – Present Motion to JCC

18. **CORRESPONDENCE**

The following items of correspondence had been received and were shared with the Committee.

- 28.1.19 - Email of thanks to Lorna Hogarth from Gareth Laird regarding assistance given.
- 15.4.19 – Letter from ACC Higgins accepting invite to WAC
- 5.6.19 – Resignation from WAC from Alan Thomson due to retirement
- 5.6.19 – Thank you letter from Ian Saunders to Gary Mitchell

19. **COMPETENT BUSINESS**

The Secretary extended best wishes to Gary Brown on his forthcoming retirement and thanked him for his contribution to the West Area Committee.

20. **CLOSE OF MEETING**

The Chair thanked the members for their attendance and input at the meeting and wished them a safe journey home. The next meeting will take place on 5 September 2019.

Paul Connelly
Chair

Gary Mitchell
Secretary



SCOTTISH POLICE FEDERATION

Constables' West Area Committee

Minutes of the West Area Constables' Committee
Held in the Glynhill Hotel, Renfrew on 6 June 2019

1. Opening of Meeting

The Chair opened the meeting.

2. Minutes from previous meeting.

Minutes were approved.

3. Committee Vacancies.

1 x vacancy for Benevolent Fund Committee

David Somerville was nominated by Adam Peppard and seconded by Gordon Cunningham. There were no other nominations. David Somerville was therefore duly elected.

4. Matter arising

There was nothing to report rank specific on Pay and Allowances, Shifts, Health and Safety, Equality, Operational Duties or Conduct. There was nothing rank specific on JCC report either.

5. Correspondence

No correspondence received

6. Motions

No motions proposed.

7. Any other business

Custody matters are continuing to affect Constables across all West Divisions. Prisoner watches are on the rise as are hospital watches. Officers regularly use their own cars to travel to custody suites and rarely receive a refreshment break.

Oban have continual resourcing issues in their Custody Suite, currently only having 3 PCSO's across the 5 shifts. There have been occasions where there was no one available to process prisoners. The LiveScan and Intoximeter are located in the Prisoner Observation room presenting obvious privacy issues when using them for other prisoners.

G Division has recently recruited between 20 to 40 PCSOs within the Criminal Justice Hub. Their training should be finished by now. Several near miss reports have been submitted by officers who have not been provided with refreshment breaks.

Officers in K and U Divisions have also highlighted they are not being provided with refreshment breaks during Prisoner Watches. It was reported that in K Division Probationers were the most affected. K div is currently conducting research into Custody related matters.

Concerns have been raised across all Divisions in the West that Prisoner Watches are often unnecessary and driven by risk aversion. One representative advised that she recently transferred through from the East where there were far less prisoners put onto constant observations.

The West area has also been affected greatly by PIRC enquiries.

ACTION: The WAC Secretary has asked that examples of Custody related issues including abstractions and welfare are forwarded to him as soon as possible.

The Deputy General Secretary cautioned officers against using their own vehicle to travel between offices as they may not be insured to do so.

8. Date of next meeting and closure

The next meeting will be held on 5 September 2019. The Chair closed the meeting and thanked the members for attending.

Campbell Smith
Chair

Marketa Hola
Secretary



SCOTTISH POLICE FEDERATION WEST AREA COMMITTEE

INSPECTORS COMMITTEE

Minutes of the West Area Inspectors Committee Meeting

Held On Thursday 6 June 2019 10 A.M. Within Glynhill Hotel Paisley

1. ATTENDANCE AND OPENING OF MEETING

The Chair Cath McNally opened the meeting, welcoming all in attendance.

2. MINUTES OF PREVIOUS MEETING/APOLOGIES

The previous minutes were agreed and approved as a true record.

3. MATTERS ARISING

No matters from JCC rank specific

CHI Paul Cameron wished an invite to attend the WAC, Phil McGuire agreed to invite him to the next WAC given his interest in joining the Federation and underrepresentation of Inspecting ranks.

Chair reported she attended the wellbeing events recently which were found beneficial, chair reported that the Chief Constable is trying to restrict sessions to blocks of 6

G division reps commented on the variations and amount of parades in G division, Q division reps confirmed that the model they have adopted for parades seems to be working well.

RIPA legislation is causing issues divisionally given the time it takes to complete for officers, again not rank specific

4. **CORRESPONDENCE**

There were no items of correspondence.

5. **MOTIONS**

There were no motions.

6. **COMPETENT BUSINESS**

There were no items of competent business.

7. **CLOSE OF MEETING**

The Chair closed the meeting and thanked the members for their attendance.

Cath McNally
Chair

Emma-louise Smith
Secretary