



SCOTTISH POLICE FEDERATION West Area Committee

Ref: GM/PC/LW

**Minutes of the third quarterly meeting of the West Area Committee held in the
Glynhill Hotel on Thursday 5 September 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
Jenny Shanks – WAC Vice Chair
Lynne Welsh – SPF Staff
Philip Maguire – SPF Staff

West Area Committee

David Wilson
Chris Thomson
Gordon Cumming
David Taylor
Stuart Burns
David Carmichael
Stevie Murray
Stuart Corbett
Paul McWhinnie
David Hunter
Alistair Mackinnon
Richard North
Dougie McKinlay

Elaine Sutherland
Kenny Kean
Thomas O'Pray
Dougie Chalmers
Neil Mackay
Iain Gray
Stuart Johnston
Michael McCaughey
Linda Mathers
Cath McNally
Jenny Macfarlane
Marketa Hola
David Somerville
Emma-louise Smith
Stuart Finnie
Fiona Tyers
Campbell Smith
Hugh Burns

Guests/Observers

Neil Cruickshank –Carlton University
Sarah Vesty – SPF Journalist

Apologies

Stewart Gailey
Lynne Gray
Stephen Gray
Adam Peppard
Gary Diver
John Munn
Pamela Macfarlane
Eddie Mather
David Osterberg
Jamie Carruth
Gemma Mazur
Chloe Rice
Sarah Jackson
Jonathan Watters
Craig Fraser
John Mullen
Ross Black

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.

The Chair opened the meeting and welcomed the members. He made special welcome to guests, Neil Cruickshank, researcher from Carlton University and Sarah Vesty, SPF Journalist /communications adviser. He also welcomed WAC Representative Fiona Tyers to her first WAC Meeting.

He updated the WAC on the new meeting format which involved a slightly earlier start time and a revised agenda. The agenda papers were circulated in advance of the meeting to allow representatives to be aware of matters for discussion and allow for a more productive meeting. He encouraged members to take an active part in the meeting and abide by meeting rules.

The Chair advised members that Phil Maguire, West Office Bearer was managing the local WAC representative's case workload in respect of assisting members with any ongoing enquiries/ issues within division. Phil provided a brief update to members and encouraged them to provide him with monthly updates on any ongoing cases as necessary. He thanked the representatives for their continuing assistance.

2. SEPARATE COMMITTEE MEETINGS

The separate Committee meetings took place and a brief update on matters discussed was provided thereafter by a member of each of the Committees.

3. MINUTES OF PREVIOUS MEETING & ACTIONS

The last West Area Committee meeting was held on 6 June 2019 and the draft minutes were circulated to members on 29 August 2019. The minutes were approved and recorded as a true record.

Actions from previous meeting

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

Update - Full time Office Bearers to monitor situation. A guidance document has been produced by SPF HQ, previous versions of which were handed out during training. The latest version is the subject of discussion at PNB with a view to getting agreement from all parties that it represents the correct interpretation of terms and conditions.

CLOSED

2) Issues with variations, KPI's and stop searches.

Issues to be forwarded to the WAC Chair.

There are ongoing issues which affect more than one division and will be subject of JCC updates and Ops Duties updates.

Update - Examples received in relation to U division shift changes have been forwarded to the SPF Deputy General Secretary (DGS) along with examples from G division regarding short notice unjustified changes of shift that do not appear to be exigencies or justifiable under the WFA. SPF Deputy General Secretary to progress with Police Scotland

CLOSED

3) 'V' Division – Events issues

Issues whilst policing recent large event in area resulting in resources issues & no toilet facilities for officers on duty. Trying to address locally.

Update - This matter has been raised by the WAC Chair at V div SMT.

CLOSED

4) Training for Officers in respect of Police Charities

It was highlighted that it would be beneficial for WAC Reps to receive some training in respect of the various Police Charities.

For discussion with WAC Chair/Secretary to agree and provide suitable training /information guide to reps.

Update - Due to change in agenda format and guest speaker this will be deferred until later date

ONGOING

5) Shifts - Consultation/SOP documents.

This matter has been raised previously in regards to Re shifts/PPU. WAC Reps require some update or guidance on what can and cannot be confirmed to Reps. Information to be provided and circulated to all WAC Reps.

Update - The main CID shift pattern for the West was approved with 92% of the vote after consultation with result forwarded to the force in April.

CID pattern is now being implemented with a minimal amount of notice. WAC chair has sought assurances from PSoS re arrangements for officers who would struggle for childcare etc. No response yet. There has been one enquiry re U division CID management wanting to move over to the K div CID shift pattern. This pattern was not subject to consultation in U and U div management have been emailed accordingly.

CLOSED

6) Motion

Motion in respect of changes to SPF Voluntary Fund subscription whilst Officers are on maternity leave. This motion was carried and WAC Secretary to take motion forward to JCC.

Update - Motion was rejected under standing orders 12.9 and 12.10 it requested a rule change and should have set out the new wording that was proposed and which words were to be replaced. Motion has been redrafted and will be debated later today.

ONGOING

7) Invite to WAC

Invitation to Alan Thomson, recently retired from WAC re presentation of Quaich and lunch at September WAC.

Update – Invitation sent, Alan unable to attend on this occasion

CLOSED

PRESENTATION ON WELFARE SURVEY BY NEIL CRUICKSHANK, RESEARCHER, CARLTON UNIVERSITY

Neil Cruickshank provided a presentation to the WAC and answered questions from members.

4. LEGAL ADVICE AND ASSISTANCE

The Secretary provided an update and reported that 14 Applications for legal advice and assistance have been sent FAO the General Secretary at HQ since the last WAC Meeting. There are as follows:

6 x Criminal Legal Defence
5 x Injury on Duty
2 x Contract dispute
1 x Employment dispute

There are currently 349 cases across Scotland being funded by SPF.
A list of the current SPF solicitors was provided to the members.

An update was provided on ALLARD –

Legal proceedings have commenced and a Judicial Review was raised. This was done to protect the officers involved. A meeting held on 1 August between legal parties advised that PSoS and SPF are happy to negotiate. The action will be raised against both PSoS and SPA.

An update was provided on Holiday Pay -

As reported at the last meeting an offer has been made. Several Officers had refused the settlement and were advised that their part of the settlement will be withdrawn from the PSOS offer and they will require to fund their own ET submission.

However in light of the Northern Ireland case being won, which takes the time back to 20 years. This was immediately subjected to appeal, by PSNI. The JCC took a view that due to the victory in Northern Ireland then it would be prudent to await the decision through the Supreme Court. Although any legal decision made in Northern Ireland has no jurisdiction in Scotland, if their victory is upheld then this would have an impact on the whole of the UK.

With regards to holiday pay, one member asked if it was only officers who had already claimed that would benefit from this compensation and was advised that this would be the case

On 1 April 2019 it was announced that all officers who regularly work overtime would receive 10% back for the first 20 days. This is aimed to apply to all officers and will go back to 1 April 2017, a memo of understanding is still required to be signed off and an update will be provided when finalised. This only applies to overtime payments made and does not include TOIL.

It is estimated that this will cost around £10 000 000 to Police Scotland. The global OT figure is £10m so 10% means an additional £1m cost to PSoS.

5. DIVISIONAL REPORTS

One member from each Division provided a brief update on local matters.

Area 8 (Argyll) - Reported good relationship with Area Commander. Informal meetings taking place as and when required. Issues with Workforce agreement (WFA) highlighted.

Area 9 (Ayrshire) – Nothing to report. Resourcing appears to be the main issue.

Area 10 (Dumfries & Galloway) - Issues discussed included TOIL buy back and annual leave. This will be raised formally. Issues with Pava - appears to be used to no effect.

Area 11 (Lanarkshire) - The last local meeting took place on 18 July and a meeting is scheduled for 26 September. Issues for discussion include Resourcing and fleet.

Area 12 (Renfrewshire) – Recent meetings have been positive. Issues raised include not enough officers Taser trained, Operational planning in relation to football games and plain clothes allowance. There was also reports of officers being notified of moves whilst on annual leave.

Area 13 (Greater Glasgow North) – Issues discussed included Events where there appeared to be concerns with officers welfare and wellbeing.

CAM – Issues with Christmas period as an embargo on annual leave.

CID Shifts and Taser were also discussed.

Area 14 (OSD) - WFA appears to be getting breached as officers are being forced to do overtime if no volunteers. Matters discussed included Shift changes, variations and Christmas annual leave issues. The matter of football events for 2020 was also highlighted with concern over the length of shifts.

Area 15 (SCD) - Equality issues for officer with work plan – examples were highlighted. Lack of suitable seating available to officers in Osprey House.

Allard was also highlighted and the requirement for regular updates for those officers concerned.

Area 16 (Greater Glasgow South) - Issues with Saracen Police Officer which does not appear to be fit for purpose.

The following actions were raised as a result of the updates -

Action – WAC Chair to obtain up to date position with regards to Allard from SPF Deputy General Secretary

Action – WAC Deputy Secretary to try and arrange walk round Saracen Police Office in terms of health and safety issues and provide update.

Action – all minutes from local area meetings to be emailed into Merrylee House

6. L DIVISION DEEP DIVE

The Deputy Secretary reported on the progress of the issues identified in the L Division Deep Dive;

- Police Estate
- Officer Accommodation
- Custody Arrangements
- Leadership & Management
- Fleet
- Postings

Since April 2019 and the first report submitted, which mainly focused on Health and Safety and accommodation issues, a monthly meeting has been held chaired by Supt Armstrong. Attendees are The SMT, Area Commanders, Estates, Force H&S and SPF. SPF along with the Force H&S advisors and estates have revisited most of the officers to see how the progress is going. There have been over 200 actions raised.

Police Estate

A lot of the estate in L division is in great need of modernisation, work has been ongoing at Oban and includes a large number of repairs being sorted and

upgrading to kitchens for the officers. At Lochgilphead there was a rat infestation and this has now been dealt with.

Officer Accommodation

Officer accommodation was of great concern especially as there was no HMO licences in place. Some of the building used were in a disgraceful state and work has now been carried out at most of the accommodations to bring them up to standard and the correct Licences have now been requested. At Dunoon Barracks during renovation work, it was noted that there were bats within the building, this caused the work to stop and the officers were re located at the forces expense. Work there has now commenced and it is hoped that officers can return by January at the latest.

Custody Arrangements

The custody area at Oban is currently undergoing major renovation which should hopefully be completed soon. Issues noted at the remote custody offices have now been rectified to allow the cells to remain open. There is still some work required at some of these custody areas.

Leadership & Management

Despite the initial feelings about the report, the SMT are now on board with the recommendations that were identified and are actively perusing remedies to fix the issues and to put in place systems to ensure things don't get so bad in the future. They are trying to liaise with local officers on wellbeing and welfare matters.

Fleet

Work is still ongoing in this area, ways are being looked at to ensure that the fleet is checked on a regular basis to ensure that it is fit for purpose and has the correct safety equipment within.

Postings

This is being looked at closely and there is around 30 – 40 officers who have requested moves away from the Division, there is work ongoing regarding remote postings and the division is due around 15 new recruits.

One member highlighted an issue at Oban Police Officer where there does not appear to be a fire exit for prisoners or staff.

Action – the SPF Deputy General Secretary will investigate and report back.

7. PEOPLE AND OPERATIONS DELIVERY GROUP (PODG) & LOCAL POLICING COMMANDERS MEETING (LPC)

The WAC Secretary provided an update.

Local Policing Commanders Meeting (LPC)

There have been two meetings of West Local Policing Commanders since the last WAC, the first on 24 July 2019 was held at Merrylee House, a first for PSoS, and the second on 26 August 2019.

Meeting 24 July 2019 - Action Log

ACC Higgins sought updates on case of reasonable adjustments for officers with PDAs as an RA for dyslexia

PSD

Complaints are on a downward trend overall but 53% are overdue nationally.

ICT- Andrea Whiffen reported that the main issues being dealt with are Nat-Net and internal boundary changes at G division.

Standard cameras for prisoner photos have been procured.

ADEL

The meeting was advised that G div should be complete by the end of the week, next division is C however there may be some delay because of network issues. Problems with BT causing delays but this is being dealt with.

L & U divisions may be delayed and overall, 85% of PSoS have migrated over.

The meeting was advised that there are local infrastructure issues at L div resulting in an overheating server with no sign of anyone covering the cost of installation of air conditioning. Any issues as a result of this will cause major IT problems.

ACC Higgins commented that Euro 2020 is not going to lead to annual leave cancellation. There is no reason why media comment was made regarding this.

It was highlighted that there are major potential problems with resourcing football particularly if Rangers FC progress in Europe as this leads to Saturday fixtures being pushed back to the Sunday. Events PRG has decreed that fixtures should be rostered using 91 day plus method. This was queried given the high likelihood that the fixtures will change. ACC Higgins has asked for an action to be raised with Events PRG.

Finance

Reported major problems with externally funded officers. Historically some legacy forces took funding from partners but did not increase their establishments. Funding was incorporated into existing budgets.

People & Development

A report on the people strategy for the West was provided. A meeting similar to the Senior Leadership Forum is planned for Superintendents and Chief Inspectors in the West to go over some points, CAM included.

A meeting took place on 26 August 2019 and was chaired by ACC Higgins. Items discussed included the following –

PSD Update

Superintendent McLuskey updated that timescales for overdue complaints against the police are still not being met. Statistics will now be sent out, the West are one of the lowest for meeting the targets. PSD will work with divisions to ease the burden. A meeting is due to take place with the new PIRC Commissioner.

ICT -

Adele – Now stands at 95% complete. Still some issues with Dumbarton due to its NAT NET system.

Resource deployment unit

Force reserve – Backfill officers have been identified whilst this is ongoing, 85 officers are ready and there have been 121 officers in total identified.

Annual Leave

Should be completed on scope by the 1 October 2019, there is an issue as 500 requests had already been approved nationally. It was pointed out that if officers had already had their leave dates granted, if the force now cancels these leave dates the officers involved may have to be recompensed.

Any members aware of such issues should contact Merrylee House.

Divisional budgets

K, L and V division were all over budget due to some major incidents. Biggest overtime spend is on backfill and custody cases. The anticipated savings on Fuel were not realised.

Federation

Highlighted issues with officer's duties when they return from sick leave and highlighted the issues surrounding resources and the knock on effect that is having with shift changes.

Commanders – There were no issues

CAM

V and Q divisions both reported that this seems to be working initially. NHS and Social work are now asking why Police Scotland will no longer attend certain calls. 30 to 40% of calls are no longer attended. G div Cam roll out is scheduled for October 2019.

AOCB

Taser is now back with ACC Williams. Consideration is being given to increasing the number of users and also where they are based.

The next LPC meeting is scheduled for 23 September 2019.

People and Operations Development Group (PODG)

The meeting took place on 29 August
Action Logs covered the following -

Remote Postings – Consultation is ongoing

Absence Letters

An update was provided to the meeting. The action is still not closed and the matter has been referred to health & wellbeing group. Revised guidance has been signed off by Chief Constable and circulated to ACC/HR Business Partners. The SPF have highlighted previous desire to have pay maintained unless there was a reason to reduce.

TASER – Availability & Deployment – An increase in the number of TASER proposed.

Vehicles

PSOS repair cars to highest standards, current predicament is caused by hard financial decisions due to budgetary pressures. SCD highlighted that due to the state of fleet and lack of vehicles they were estimating £250k to cover vehicles out with replacement criteria. SPF highlighted the issue on service delivery and how this also increased stress levels as officers were unable to attend incidents due to lack of serviceable vehicles. The issues that arise with procurement of vehicles that are not designed for 24/7 use was highlighted.

Central Car Users – Scottish Police Chief Police Officers Staff Association (SCAPOS) is working with Scottish Police Authority (SPA) to resolve. SPF highlighted need to identify essential and casual users not focus on taxation issues for senior ranks.

Colour Blindness – Established position from case law and around reasonable response – identified as a recruitment issue.

PDA

Delivery & Training – Local practices & lead for success; D Division provide 2 days, G Division only 1 day. There are concerns over the G Division structure but this will continue to be monitored. There was a general agreement that a two day course may be best practice.

Postings – This needs to be more focussed and ensure mobility rather than centralisation of roles.

On Call

Review ongoing, review and compensation for on call (Superintendents) being prepared

Use of Acting Ranks – v – Temporary ranks

Identified as predominantly an East issue and is being monitored. Data has been circulated to Divisions, SCOPE now providing regular data to ensure correct compensation.

West Area

ACC Higgins highlighted issues around events, particularly republican marches and that BREXIT reserve was invaluable for providing support. He thanked the West area SPF for the relationship at West Area Commanders.

BREXIT

ACC Williams highlighted contingency plans around BREXIT and support for frontline resource is being explored and developed. Force Red Days are between 31 October and 12 November. There was discussion around mutual aid to Police Service of Northern Ireland (PSNI)

Emergency, Events & resilience Planning (EERP)

Capability to achieve mass mobilisation. There is a need for deployment and maintenance of skills and equipment from those in non-operational resources. A paper is being prepared for SLB on 12 September 2019. Current flexibility to deploy non-operational staff curtailed by lack of equipment and uniform.

SCD

SCD are looking to increase Police Staff Posts to use civilian investigators & case preparation for MIT.

Criminal Justice

There is nothing at present available for circulation, papers are being developed for next PODG

HR

Awareness of modified duties work & presentation on categorisation are ready to implement; Training Day for Support Superintendents is planned for 20 November. Particular focus was on employment law updates, and people management

AOCB

The level of assaults on police officers, dedicated group reviewing. The first meeting occurred this week; Chief Constable is committed to minimise risk to officers and staff.

Other matters discussed –

Civilian Investigators

Brexit

Training

Postings & Remote Postings

Vehicles

Absence

Ivpd

Acting

One member advised the meeting that he had been informed that vehicle repairs were to come from the National budget.

ACTION – Member to forward details to Merrylee House

One member asked if there was any further updates in relation to the issue of Tasers and why it was taking so long to increase numbers of trained officers.

The WAC Secretary advised that this matter was currently ongoing and agreed to pursue this and report back to members.

ACTION – Members to be updated in relation to Taser training.

One member highlighted the issue of storage of PDA's which had been raised at a previous meeting. There appeared to be conflicting advice in relation to whether officers were expected to take PDA's to and from home to charge and store them. Federation support was requested in relation to this and the member was asked to forward details to Merrylee House.

8. OPERATIONAL DUTIES

The WAC Chair reported on the West Planners meeting which took place on 23 July 2019.

Risk assessments,

The WAC Chair attended with the WAC Assistant Secretary and raised the suitability and sufficiency of risk assessments for events. Previous force memo instructed that the PSoS Health & Safety (H&S) team were to be involved in giving advice for planning. With one or two exceptions, there has not been a H&S advisor at any of the planning meetings.

Event Resourcing

SPF are receiving numerous complaints regarding the methodology used to gather resources for events, wholesale shift changes claims of exigency, varied shift times which fall outside the workforce agreement. Examples have been passed to the SPF Deputy General Secretary to progress with the force

Euro 2020

An initial event overview with Glasgow is hosting 4 fixtures, 15 June, 19 June, 23 June and 30 June. Provisionally 4 hotels being used by teams for training 2 of which are in K division. Other hotels in the City Centre will be used by UEFA dignitaries and the teams on match days. Fan zones being looked at in Glasgow City Centre. In relation to travel plans, A request from SPF to the planners that they should incorporate travel plans into events.

Counter Terrorism

Further guidance is being issued regarding use of Hostile Vehicle Deterrence at events, essentially event commanders will have more discretion as to whether HVD is used.

The WAC Secretary reported on the following -

Operational Duties Standing Committee

The last meeting took place on Tuesday 30 July at Dundee and minutes were circulated in JCC circular 37/2019. The following were discussed.

Changes to Promotion Process – Discussion included an alternative promotion route.

Workshops – One was planned for 4 September 2019

My Career – There appears to be argument around the name and how it is going to be progressed. Issues and tensions that are being raised are not being addressed.

Brexit – Impact of yellowhammer –Availability of fuel and medical supplies will impact on custody. There will also be an Impact on travel and borders, in relation to additional security etc.

Operation Royal Standard – The SPF plan was activated without issue. PSOS are unable to gain accommodation required in the Edinburgh area, due to the

ongoing festival. No Silver/Gold meetings. There was concern around the availability of vehicles and achievability of obtaining hire cars.

PSOS reform

Professor Linda Duxbury (Carlton University) presented to the JCC the emerging findings of her Welfare and Wellbeing Research. This was presented to the executive the previous day.

The results show that officers feel that the service are ambivalent and appear uncaring of officers Welfare and Wellbeing.

CAM Project – It was reported that the initial roll out was going well with less volume of calls for officers to attend to.

Digital Policing – Dundee is coping well, however a bigger test will come with the next roll out in G Division. There was some anger in G Divisions with officers not being removed from OBL's to carry out online training.

Telematics –There are concerns regarding the cost however, it will go live soon.

Annual Review of Policing was discussed as it is felt that NHS, SWD and SAS are passing matters onto police. Discussions are ongoing to address these matters.

One WAC member raised the matter of exigencies of duty and decisions on this being made and communicated from different ranks.

ACTION – WAC Chair to investigate and report back to regarding this.

9. PENSIONS

The WAC Chair provided an update.

McCloud & Sargeant

This is ongoing. The Government has to report back to the tribunal with a proposed remedy. Government has indicated that there will be an industrial remedy which will apply across the public sector. This will involve millions of public sector workers. This was confirmed in a written statement to the commons on 15 July.

Liz Truss the Chief Secretary to the Treasury

“As ‘transitional protection’ was offered to members of all the main public service pension schemes, the government believes that the difference in treatment will

need to be remedied across all those schemes. This includes schemes for the NHS, civil service, local government, teachers, police, armed forces, judiciary and fire and rescue workers. Continuing to resist the full implications of the judgment in Court would only add to the uncertainty experienced by members."

The indications from Government is that the form of remedy will take some time to calculate. Members will appreciate the scale of this exercise as mentioned above is a huge task. The treasury estimate as to costs resulting from the McCloud Sargeant case is around £4 billion extra in scheme liabilities.

It is possible that compensation will be awarded to those in the challenge for hurt feelings due to the discrimination. Employment tribunals have given guidance on what are known as the Vento scales which give bands of potential compensation, the lower band which is likely to apply if compensation is awarded runs from £900-£8600.

Valuation and cost cap pause- On 30 January Liz Truss gave another written statement to parliament to inform them that the scheduled valuation and cost cap had been put on hold as a result of the McCloud and Sargeant case.

Scheme Sanction Charge and Annual Allowance Tax Charges were also discussed. Any queries about pensions should be directed to the SPPA and the member should also consider taking independent tax advice. The pension's regulators have held up the information on the SPPA website as an example of clear useful guidance.

The WAC Secretary provide the following update.

The Scheme advisory Board met on 26 June 2019 where discussions took place in relation to commutation factors being underpinned. This relates to 40 years of UK aggregates. This would have led to a lower total for Scotland,

The biggest risk is inflation and tax charges being subject to members receiving pension updates with breaches in their annual allowance this can occur where two public sector pension schemes are in play, this may effect a small amount of members and if members are approached, please note that SPF cannot give advice on this but refer them to SPPA. It is up to the scheme holder to decide which scheme will carry that cost.

It was reported that there were 450 combined breaches in 2019, some of these are believed to be from federated ranks. An arrangement has been put in place for anyone who breaches the charges as follows:

- If over £2000 SPPA will deal with the matter.
- Between £100 and £1999 SPPA will deal with the matter.
- Under £999 officers will require to make their own arrangements with HMRC.

The next meeting of the board is scheduled for 26th September 2019. The UK Police Consultative Forum met on 1st July where the following items were discussed.

Government Actuary's Department (GAD)

Data Assumptions were discussed to ascertain if the core data assumptions would be available to all not just the treasury, the answer was no.

It was highlighted that using the 40% tax levy on the lump sum for officers who have a commutation factor of over 20% in addition to the employees cost of tax there is an employer's cost which is another 7.5% on top of the 40%. In E&W the treasury agreed this should be borne by members however the Home Office disagreed and the cost sits with the employee so there is uncertainty there. In Scotland it is only 40% that has been agreed.

Annual Allowance Tax charges and support will go up in line with inflation. If this is a concern in the future, members should be referred to the SPPA.

McCloud and Sergeant Remedy. (Firefighters and Judges challenge). On 27 June 2019 the Supreme Court refused the Westminster Government leave to appeal the decision of the Court of Appeal in the cases of firefighters and judges Pensions. The Court of Appeal had previously held that the transitional pension arrangements for Firefighters and Judges were unlawful on the grounds of age discrimination.

A total of 3 JCC circulars were circulated for attention they are JCC 16/2019 sent on 28 June, JCC 17/2019 sent on 1 July and JCC 22/2019 sent on 16 July 2019. As advised in JCC 17/2019 the Government have 3 months to report what they propose to remedy the discrimination. JCC 22/2019 advised that the Government had provided a written statement in respect of this challenge. It advised that they would apply an Industrial Remedy to the discrimination found in the Employment Appeal Tribunal. This remedy will apply to every affected worker in public sector pension schemes.

It has to be noted that the discrimination applies to the transitional protection (tapering) aspect of the scheme. As such the CARE scheme is not an illegal scheme, the tapering was deemed to be discriminatory. At this time the Westminster Government have until 27 September to advise how they intend to

deal with this matter. It is unclear what will happen until that date when the Government advise how they will remedy the situation.

HMRC

Officers that are subject to temporary promotion will see a growth in their pensionable pay.

SPPA are setting up a members portal on the site where Officers can check their forecasts/statements and other personal details. It is hoped that will be in place in the future.

Pensions Board Update

Service has also identified that some members have been given the wrong tapering information indicating to some where they will lose out and some to the positive where they have been gaining more than they should. The service confirm they are resolving it. Only members who are affected will receive a response.

A question was asked regarding part time officers working additional hours and how confident the service was in calculating their pensions correctly. It has been asked that this matter be placed on the JNCC agenda. The issue seems to arise from how they claim their hours on Scope. An update is awaited.

One member raised the matter of a pensions challenge and asked if the SPF would support this.

The WAC Chair advised that this would be a matter for SPF legal and any application would have to be submitted via the legal advice process, cover for which is currently provided for members of the SPF Voluntary Fund.

There followed brief discussion regarding the guidelines of the DAS policy which was in place several years ago in relation to legal advice and why the policy had an exclusion in relation to claims against employer.

The WAC Deputy Secretary stated that further discussion was required with the SPF Deputy General Secretary to confirm the finer details of the legal cover provided under the previous DAS Scheme.

ACTION – Further discussion with Deputy General Secretary and report back to WAC.

10. CONDUCT

The last meeting of the conduct Committee took place on 6 August 2019. The WAC Deputy Secretary provided an update.

Assistant to General Secretary (AGS) Conduct

As reported previously, the force will now hold post incident procedures for any death or serious injury in police contact. Since this commenced in June, there have been two such occasions where a PIP was held. Neither ran without incident but have been useful in tweaking what effectively is a new process for the organisation. Clearly it will take a period of time for this to bed in, it is a process that is routine for firearms officers but not so much for conventional officers.

The interim report of the Review of Complaints handling, Investigations and Misconduct was published in June 2019. The report makes 30 recommendations which require to be considered and discussed. SPF General Secretary has reported back the SPF responses to the recommendations in consultation with AGS conduct and area conduct leads.

As of 17 August, Michelle Macleod took up her position as the Police and Investigations Review Commissioner. AGS Conduct, Amanda Givan and SPF Deputy General Secretary David Kennedy are looking to meet with her in the near future.

Since the last meeting all areas have had a significant increase in reps being trained in the 2014 conduct regulations. The next training being considered is in respect of SPF training in the Performance Regulations which are vastly underused by the organisation.

Conduct Standing Committee Meeting – 6 August 2019

The WAC Deputy Secretary updated the members on current cases. There have been no meetings or hearings since the last WAC.

Training completed on 24 May for new Conduct SPOC's and reserves. All criminal cases have been reviewed and are in the process of tasking out these members to reps in order that regular contact is made locally and support provided. There is no requirement to be conduct trained to carry out this function. Minor misconduct will also be tasked out. With reference to suspended officers and those facing gross misconduct, these cases would normally be held until representatives gain experience in representing at this

level, however due to the increase in these some will also be given to conduct representatives to manage.

PSD now have Sgt Gary Price who is working alongside Chief Insp Clarke Callaghan to facilitate the misconduct packs for chairs and assessors to remove the Investigating Officer (IO) from any contamination in this involvement as they are witnesses ultimately. There are a number of issues being addressed at present and the AGS Conduct is meeting with Chief Insp Clark today to agree the process to be undertaken by them.

The area conduct leads are meeting monthly now to ensure a consistent approach across the service.

The Deputy Secretary asked that if any representative is in contact with a member who informs them of a criminal or conduct issue that an electronic SPF conduct form is completed and sent in to - conduct.west.spf.org.uk in order that a case can be opened on the database and any information received logged. Any representatives who are representing Officers who have any court dates or solicitors appointments, were asked to send this information in to conduct west or to the Deputy Secretary as a minimum.

Thanks were noted to all who have taken on members facing criminal or conduct investigations and special thanks to Chris Thomson, Paul McWhinnie and Jennie McFarlane whose assistance is very much appreciated.

The next scheduled meeting of the Conduct Committee is 29 October 2019.

11. EQUALITY

The last meeting of the Equality Committee took place on 31 July. The WAC vice Chair provided an update. A copy of the draft minute of that meeting was circulated with JCC Circular 40 of 2019.

PNB(S) Equality Working Group

The last meeting was held on 16 May 2019 where single payroll and gender pay gap topics were discussed. The Federation Equality Advisor gave an overview on the equal pay gap. Issues such as problems with promotions, maternity leave, flexible working and the massive pay gap within Constable Ranks were discussed.

The equal pay gap figures for PSoS are contained in their Equality and Diversity Mainstream report, which will be circulated to members of the Equality Committee.

Equality, Diversity & Inclusion Employment Group –

James Thomson from the East area attended this meeting. The recruitment and retention of diversity groups, and the implementing of secondments to rural locations were discussed.

The meeting arranged for the 29 August was cancelled and is now rescheduled for 11 October.

Flexible Working in Police Service of Scotland

Some months ago Police Service of Scotland entered into an Agreement with the Equality and Human Rights Commission under section 23 of the Equality Act 2010. This was as a direct consequence of a case, supported by the Scottish Police Federation against the Chief Constable of the Police Service of Scotland, discussed at previous West Area Committee Meetings.

The SPF have also been updated on the actions undertaken by the Police Service of Scotland to meet the terms of the agreement and raised a number of points regarding the agreement and particularly the G Division Action Plan.

Consultations

The Postings and /Transfer SOP will soon be circulated for consultation. Feedback is welcomed.

The proposals are being developed by PSoS to change the approach to ill health pensions and retirement.

The power to grant officers ill health retirement and injury on duty awards is delegated to the Chief Executive under the SPA Governance Framework. The Chief Executive's formal determination is then communicated back to Police Scotland, P & D subsequently intimate the Chief Executive's decision to the officer.

The next scheduled meeting of the Equality Committee is 22 October 2019.

12. **HEALTH AND SAFETY (H&S)**

The WAC Deputy Secretary provided an update.

The last meeting of the SPF Health and Safety Committee took place on 7 August 2019 where the following was discussed as per the Pre read.

- UK H&S Meetings & Interdependencies
- Clinical Governance, Health & Wellbeing

- Estate, Fleet, & Driver Training
- Uniform, PPE, & Officer Safety
- H&S Administration & Governance
- Investigations and Inspections

A copy of the draft minute of that meeting was circulated with JCC Circular 40 of 2019.

CJSD Update

The CJSD Health and safety meeting took place on 25 June 2019. Issues raised at the WAC by the Constable's and Sgt's separate Committees were highlighted.

The SMT for CJSD are aware of most of the issues and have also been looking into this. It was revealed that there was over 5000 prisoner's observations in the West compared to around 900 in the East and the North. Due to the number of prisoner observations carried out, this is having a clear impact on the welfare of those officers who carry out the observations.

A cluster Inspector from the West has now been tasked with carrying out a review and looking into Prisoner Observations with a view of reducing them, a few things have been identified so far including prisoners still being put on observations based purely on the crime they have committed. Once the full list of issues is identified the Custody Sgt's and PC's will be spoken to highlighting the out of date practice. A copy of the review is awaited.

One member at the WAC meeting advised that on some occasions, a full shift can be spent on prisoner observations.

With regards to the issue of inexperienced Sgt's doing backfill, it was advised that that the last on the last two occasions that CJSD have put out adverts for Custody Sgt's they have received no applications as such and these positions are now considered hard to fill and will be taken by newly promoted officers. Their Resource deployment unit will be contacted in this regard.

Area updates were provided

North

- Increase in assaults
- Knife tube incident

East

- H&S Inspections – Taking place regularly but no invites received by SPF
- Lack of vehicle checks being carried out

West

- Issues raised in relation to prisoner watches – As per discussions at WAC meeting.
- L div Deep dive update.
- Issues within various divisions of regarding variations and shift changes.
- Workload issues
- Observation room at Coatbridge - this will be inspected soon as part of the CJSD inspections.

Updates are then provided on the following meetings -

- National Health & Safety Meetings
- The Joint UK H&S staff Associations - Birmingham 30/05/19
- THE NPCC Strategic Health, Safety and Welfare Group- Preston 28/06/19
- Clinical Governance Group –SPC 31/5/19
- Wellbeing Group - There has been no meeting of the Wellbeing Group.
- The Force Health and Safety Board – SPC 09/07/19
- The National Vehicle Users Group –Stirling 08/05/19
- The Clothing & Work Equipment Group- SPC 14/05/19
- The Body Amour Group – Govan 21/05/19
- Tactics, Training, Equipment Working Group (T.T.E.W.G)
- Airwave Radio Replacement Group.

The Force Health & Safety Board - SPC 09/07/19

Investigations and Inspections

At present there are active accident investigations in all three areas,

East – 1

North – 3

West- 5

General Updates

SLWG Chaired by ACC MacDonald re PC led custody centers. SPF has major concerns regarding safe systems of work, training, information and lack of supervision. SPF review led to the creation of this group. – Ongoing.

Health and Safety Audit of all Primary custody suites- This represents a huge step forward for PSOS and their Health and Safety regime. An Audit is the platinum standard of health and safety inspections and goes far beyond the level of scrutiny of the recent deep dive.

Ongoing issues and areas of concern-

Weekly vehicle checks not being carried out

A spike in the number of assaults at point of arrest

Is Scotland becoming more violent or is it down to a lack of investment and officers on the ground? We require more information from the membership.

Training

SPF H&S training in October 2019 this will be conducted by RRC.

Training in Station Inspections- Emails have been sent out to all H&S leads and reserves to look at possible dates. Due to the number of inspections due to take place this will hopefully be extended to members who are interested. More information will be provided when known.

One member passed on thanks to the Deputy Secretary for his input at divisional health & safety meetings.

13. POLICE NEGOTIATING BOARD (PNB)

The WAC Secretary provided an update.

The WAC Secretary advised members that the PNB is where the staff side (SPF, ASPS SCPOSA) and the official side (CC, SPA, and Scottish Government) discuss and attempt to resolve matters.

The last meeting took place on 10 July where the following items were discussed.

- Guide to Negotiating Conditions of Service – ongoing and being led by the SPF Business Manager.
- College Allowance – potential day rate for those undertaking on a periodic basis, removal of allowance for those not required to stay. This matter is still ongoing. Staff side are seeking wider application of any ‘new’ allowance.
- Working Overseas – Volume of work and research required in this area – A specific short time working group has been set up.
- Annual Leave – re accessing top level – accepted that it takes a long time / service. Discussions at an early stage.

- Pay Scales –

Discussions took place surrounding the potential shortening of the pay scale so officers would reach the top of their pay scales in a shorter period of time. The service are looking for this to be cost neutral so there is a large amount of work to be undertaken to achieve this.

- Additional Public Holidays - Matters were discussed in relation to an additional 2 days being granted.

Further updates were also provided in relation to a meeting that had taken place on 11 June 2019 where the following were discussed.

- Places of Duty & Mileage Entitlements - this verifies the entitlements and is to be 'enshrined' into the Regs and Determinations.
- Travelling Time – conformation that 45 minutes is the agreed time regardless if it is only a 5 minute journey
- Legislative Progress for PNB in Scotland
- Keeping in Touch Days
- Updates on Regulations and Determinations Work ongoing at PNB now.

The date of the next meeting is scheduled for 10 September 2019.

14. **JOINT CENTRAL COMMITTEE (JCC)**

The WAC Chair provided the following update.

Election of JCC Chair

David Hamilton the current Vice-Chair was elected to replace Andrea MacDonald who is retiring in April 2020. The early election will allow for a period of handover. The WAC advised members that it was his intention to stand for the post of Vice-Chair at the next JCC in November.

Finance

The FSC met on 30 July in Dundee the accounts for the year ending 2018 they were subsequently sent to the full JCC for consideration and approval. An updated expenditure policy was circulated which clarifies SPF procedures.

Investments

The SPF is the guardian of accumulated funds that have been built up over the last 100 years. The investment policy that was in place placed restrictions on the type of investments that could be made. Which restricted the ability of the Investment Manager to diversify the SPF portfolio and could have led to increased risk.

This has been changed although the investment policy will still be to only take medium balanced risks. A human rights/ethics requirement has also been added to protect the reputation of the SPF.

The SPF's current insurer life/critical illness insurer Forrester's Mutual has returned a dividend.

A decision was also made to buy tablets for a trial project for National Conduct Committee members. This trial will look at improving workload distribution to reps and should have benefits regards ensuring information security (sensitive/personal data in possession of SPF will be held on a SPF controlled device).

Police Budget

The Scottish Government continues to underfund the Service. An interview was given by DCC Kerr in which he stated that we could lose up to 700 officers without additional funding. The SPF will also push to ensure that any Barnett Consequential regarding the proposed uplift in officer numbers in England Wales are retained within PSoS and not diverted elsewhere.

Party Political Conferences

A decision was also made to attend the UK conferences of the Conservative and Labour, given the current political uncertainty on Brexit, police funding in England & Wales (E&W) and consequences for Scotland it was recommended that the SPF attends some of the UK conferences. Logistically it was not possible to attend the Liberal Democratic Conference but bookings are being made for Conservative and Labour.

The WAC Secretary provided the following update.

JCC Meeting

The last meeting took place on Tuesday 20 and Wednesday 21 August 2019 at the SPF training facility in Dundee. At the commencement of the meeting a vote took place to elect a new chairperson. Three candidates stood, David Hamilton, Brian Jones and Andy Malcolm. David Hamilton, who is the current Vice Chair was elected as the new chair and he will take up his post when the present Chair retires in April 2020. Elections for the Vice Chair will take place at the next JCC. Nominations will require to be in by 5pm on 8 October.

Scottish Police Authority (SPA)

The last meeting took place on 21 August 2019.

The Prime Minister announced that England and Wales would receive 20000 additional officers. This equates to approximately £110 million due to Barnett consequences. The Chief Constable announced that he would require to lose 770 officers to balance the books. This was ratified by the SPA. It is felt this will be used to have additional funding from the Government.

Legal Action & Appeals Committee - New Committee / process has been signed off and put in place.

Joint National Consultative Committee

The date of the last meeting was 14 June 2019 when the following items were discussed.

- Dog Handlers Allowances
It is expected that there was going to be back dating agreed and in place but this did not occur and the matter now waits on movement from official side or potential legal challenge.
- Recruitment Requirements
Matters covered included officers with colour blindness
Other discussion took place over the viability of maintaining a no driving licence for recruits.
- H & S Training - Every member of the Force Executive has received training from the SPF through the AGS Health & Safety, and thanks was given to him.
Reports from Working Practices Review Group state there was nothing major however since then there has been a large amount of correspondence over the chaotic approach in resourcing events. Due to this, ACC Mark Williams has now put forward a proper sit down with all the key parts of the service and staff associations.

The work of POD-G was also covered at this point and the SPF General Secretary highlighted the following issues as positive SPF lead work

- Remote posting
- Recording of officers details on VPD
- Half/Nil pay notifications
- Fleet Safety
- Unwillingness to use ARV's
- TASER Issues
- International deployment working conditions
- Travelling Allowances
- SOP's – Most heading for a bonfire

Also discussed

- The Promotion anomaly – Newly promoted Officers being placed on different scales dependant on legacy force.

As reported at the last meeting, issues for officers promoted prior to April 2013 was discussed as this issues has been ongoing since 2004/2005 when a PNB bulletin was misinterpreted by some forces.

SPF were advised that any member affected was to contact their payroll, who would resolve this matter. A circular was sent out detailing how affected officers would progress this matter with a pro-forma letter attached.

PSOS have advised SPF that they are not prepared to go back beyond 2012 – a 7 year period. This led to a lengthy discussion and this matter has been referred back to the JNCC for a decision. It is likely if this is not resolved a legal decision will be required.

JNCC discussed other elements without significant issues. There is a move to a common pay which will affect the East due to payment in advance and arrears. The 28th of the month will be the pay date.

- L Division – At the cells in Oban, there is an issue of self-harm. Cells are being re-opened against advice by custody and the matter has been dealt with by the service.
- Car Park Levy – impact of resourcing and funding – impact that this will remove money from budget, local authorities will have the right to charge £400 per car parking space.

Legislation and Regulation

The WAC Secretary provided an update.

The last meeting was held on 30 July at Dundee and minutes were circulated in JCC circular 37/2019. The following were discussed.

Leadership, Training and Development Division and the Special Constabulary -

The Vice Chair gave an update on a recent meeting with Superintendent Laura McLuckie, Training and Development. He advised that for 2020, Personal Development Conversations would be renamed “My Career” and would lead on to Sergeants Pathway as a replacement to the Diploma.

Officers would go through a ‘process’ and if successful they would be placed in a temporary Sergeant role for development and if successful they would be promoted. It was highlighted that the temporary role would require monitoring and some My Career is geared towards promotion with the process consisting of six competencies and will be administered via SCoPE.

Concerns were expressed over the capacity of existing supervisors to both manage the process and the expectations of those seeking promotion. As well as a potential vulnerability in the fact many supervisors who had themselves not received developmental training, would have the skills to impartially evaluate candidates.

The Vice Chair stated that the Force were not listening to the SPF concerns of answering questions re the process – a workshop has been scheduled for September where it is hoped questions will be answered and concerns resolved.

Workforce Agreements

The Committee agreed this item will now be named Events and Rostering on future agendas.

The Deputy General Secretary updated that over 50 shift/roster proposals had been received and were under consideration since the last meeting.

The Deputy General Secretary observed that there appeared to be far too many different patterns leading to widespread inconsistency when it came to the policing of events etc. the Deputy General Secretary advised that it appeared many officers on “new” patterns were simply bypassed when it came to being drawn upon when exceptional demand arose.

The Committee discussed Football Season 2019-2020 and issues with risk assessments, rostering for European fixtures, split in football tables towards the end of the season, TV companies/money/public safety. The Committee agreed the SPF should engage with legal advisors over the apparent unwillingness of clubs to share risk assessments.

Orange & Hibernian Matches / Transmit Festival –

The Chair asked for any learning points/issues from the above. The EAC Chair advised that the same mistakes are constantly being made in relation to rostering.

The Deputy General Secretary will raise these issues with ACC Mark Williams.

HMICS Inspection of the Resourcing of Events Report –

The General Secretary spoke about the recommendations. The Vice Chair highlighted that policies in respect of charging private companies that he first raised with the SPA in 2013 were still unresolved.

The Vice Chair gave an overview of the situation with the Inspectors to Chief Inspectors process and contention regarding the ‘merit score’ that saw more officers competent for promotion than were deemed eligible for promotion.

The Committee further discussed promotion issues and agreed with the General Secretary that the approach to the process should be through the Scottish Police Consultative Forum.

Public Order Monitoring Group (POMG) and CBRN

The Vice Chair reported that the POMG had been considered the significant shortage of D1 drivers and the subsequent training courses required. The Meeting heard that backlog in training was considerable. The Meeting also heard that some members have been asked to pay for their own D1 medicals but the POMG Chair, ACC Williams had pledged to stop this.

The Vice Chair advised he had met with ACC Mark Williams on 29 July 2019 to discuss pyrotechnic issues at football matches and stressed all incidents need to be recorded if there was any hope of making a difference during this season.

The General Secretary agreed that pressure should be applied regarding this but considered that the pace of legislative change meant significant changes this season were unlikely.

The Vice Chair updated the Committee on the meeting of the UK Strategic CBRN Leads on 29 May 2019. The meeting noted the update on the potential issues associated with a proposed move to wholly centralised CBRN Funding.

Independent Review of Football Policing in Scotland

The SPF General Secretary reminded the Committee of the need for SPF to be able to respond effectively to such reports. The Vice Chair added that HMICS have adopted this report as the basis for a thematic inspection and that he has already given an initial response in that regard.

Custody and Criminal Justice

The SPF Chair gave an update stating that the lack of budget that has seriously impacted on delivery of the Transformation Project.

Force Armed Policing Monitoring Group –

The SPF Vice Chair gave an update from the last meeting held on 19 June 2019.

The Committee discussed issues such as authorisation protocols, risk assessments, ARV deployment, legal indemnity of Tactical Commanders and the change to fitness testing (by May 2020).

Deep Dive Exercises

The Committee advised it is awaiting some reports from the West in relation to the final report, once these are received, WAC Chair will forward the spreadsheet to the General Secretary. The SPF General Secretary acknowledged how quickly PSoS reacted to the issues in L Division.

Representatives had now been identified for the sub Committee to perform the next Deep Dive Exercise in October.

Police Related Charities

The Police Treatment Centre (PTC) AGM took place in June 2019. Talks are ongoing to obtain finance for the proposed extension to St Andrews, which will allow the charity to increase the number of officers treated for psychological issues in both St Andrews and Castlebrae.

St Georges Children's Charity – Members were reminded that St Georges is not only for deceased officer's children. It also covers officers who go on ill health retiral and has spouse cover also.

Scottish Police Memorial Day – The event took place on 4 September 2019 at Scottish Police College (SPC). The WAC Deputy Secretary and WAC Chair attended on behalf of the WAC.

The WAC Chair reminded members that the National Police Memorial Day takes place on Sunday 28 and 29 September at Glasgow. Entry will only be allowed by ticket and anyone who wished to attend would have required to have registered when information was sent out earlier in the year.

SPF Bravery Awards - The closing date has passed for nominations. The recipients will receive their awards at Edinburgh on 28 November 2019.

15. PSoS REFORM

The WAC Secretary reported that telematics will be going ahead at considerable cost. However, there are limitations on performance and the benefits. Members should feedback any issues to Merrylee House.

16. CONSULTATIONS

The Secretary reported on the following consultation documents -

29 May	Policing Football Ultras (Craft 0.02)
29 May	Flags, Banners, and Emblems at Football (Draft 0.02)
30 May	Management & Deployment of Probationary Sergeants
03 June	Business Interest & Secondary Employment (BISE) Procedure
04 June	Disruption Procedure (Draft 0.01) & EqHRIA
24 June	Domestic Abuse Policy / SOP / Toolkit & EqHRIA
24 June	Transitioning at Work Procedure (proposed v4.00)
19 July	Draft Capability Procedure (Attendance & Performance) for Authority / Police Staff
19 July	Football Strategy (v5.02)

The Secretary reported on parliamentary issues currently under consideration by the SPF;

Age of Criminal Responsibility Bill
Transport (Scotland) Bill
Scottish Biometrics Commissioner Bill
Budget Scrutiny 2019/20

17. **MOTIONS**

The WAC Chair advised members that there was one motion for discussion. This motion had been presented previously but had been rejected on the grounds of format, not content.

Motion;

That this West Area Committee asks the Joint Central Committee to amend the Scottish Police Federation Policy. If an officer elects to take maternity/adoption leave beyond full pay (currently 18 weeks 2019). That member shall be entitled to remain as a member of the voluntary fund for the reduced fee of £1 per month for the duration of their maternity/adoption leave up to a maximum of one year, not including a career break.

Explanatory Note;

The voluntary fund subscription currently retails at £17.39. Officers who are on maternity/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.

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 returns to work to a maximum of 1 year from date they went off on leave.

Proposer – Christopher Thomson
Seconder – Jennie Macfarlane

This motion was carried.

18. CORRESPONDENCE

The Secretary advised members of the following item of correspondence -

26.8.19 - Email from Stuart Corbett re resignation due to retirement.

19. OTHER COMPETENT BUSINESS

The WAC Chair advised members of the promotion and transfer of former Q division rep Brendan McMahon and the promotion of Ross Black who remains in U division and who hopes to return to the WAC as an Inspectors representative.

The WAC Chair then made a short presentation to Stuart Corbett.

20. CLOSE OF MEETING

The WAC Chair closed the meeting and wished the members a safe journey home. The next meeting of the WAC will take place on Thursday 5 December 2019.

Paul Connelly
Chair

Gary Mitchell
Secretary