



Scottish Police Federation

5 Woodside Place Glasgow G3 7QF

Joint Central Committee Health & Safety Subject Committee

Ref: CS/LS

MINUTES

7 August 2019

1. Attendance and Opening of Meeting

Vice Chair	David Hamilton (meeting Chair)
Assist. to the General Secretary (H&S) AGSH	Brian Jones
North Area Committee	Gordon Forsyth
North Area Committee	Ross Polworth
North Area Committee	Mike Purdie
East Area Committee	Stephen Clark
East Area Committee	Andy Toombs
East Area Committee	Ricky Wood
West Area Committee	Dougie Chalmers
West Area Committee	Gordon Cumming
West Area Committee	Ian Florence
West Area Committee	David Hunter
West Area Committee	Kenny Kean
West Area Committee	Dougie McKinlay
West Area Committee	Chloe Rice
North Area Committee Observer	James Thomson
Business Administrator	Lesley Stevenson
Journalist and Communications Adviser	Sarah Vesty

The Chair opened the meeting and thanked everyone for their attendance. He explained that the agenda format was being changed to ensure that the Committee took a thematic approach to subjects and that he welcomed any feedback on this new style.

Apologies were received from Gordon Milne, Mark Murphy, Graeme McLaren, Michael McCaughey, Jamie Carruth and Campbell Smith.

2. Minutes of the Previous Meeting

The Minute of the previous meeting had been circulated with JCC Circular 12 of 2019 and was approved.

3 SPF H&S Updates

Gordon Forsyth gave an update on the North Area and said issues included a spike in the number of injuries during arrests. He also said a safety alert had been issued by the Force relative to knife tubes. They also discussed estates and the under recording/reporting of incidents.

Stephen Clark gave an update on the East Area and said that issues include a spike in police assault and injured during arrest data which had been provided by the Force. He said that this reflected a similar pattern / trend across other divisions across the rest of the country including CJSJ / Custody. He also highlighted the lack of invitations to attend H&S Inspections. It was agreed that the AGSH would contact ACC Kenny MacDonald to raise this issue as well as vehicle checks not being carried out. It was noted that the completion and compliance rate across the East Area continued to be poor. This was discussed and the Committee agreed that this was a nationwide issue. The online Tranman system was discussed and it was acknowledged that this had not yet been rolled-out across the country and that feedback from the pilot in D Division and Road Policing Division was still awaited.

Ian Florence gave an update on the West Area and said that work was progressing relative to the L Division Deep Dive. He also said that police assault and injured during arrest figures were also on the rise in the West Area. Also discussed was officer's welfare during prisoner observations and local area representatives were asked to send any issues they had to him. The AGSH said James Bertram had been tasked to carry out a deep audit across the country to identify any issues.

The AGSH advised he meets with DCC Taylor on a monthly basis and some of the issues raised thus far included driver training, locus protection training, naloxone awareness training, challenges with vehicle procurement, the lack of support for officers exposed to traumatic incidents, health screening for noise induced hearing loss, ITFCs failure to deploy appropriate resources and STOs numbers falling significantly.

4 UK H&S Meetings & Interdependencies

The Chair reported that the last meeting of TTEWG was held on 18 June 2019 where amongst the matters discussed were crowd dispersal, equipment failures and hearing & eye protection. The date of the next meeting is scheduled for 18 September 2019.

The AGSH reported that he had attended a meeting of the Emergency Services Mobile Communications Platform (ESMCP) transition group on 6 May and EMSCP project board on 13 June where the Airwave replacement project, risks and progress was discussed. The next meeting is scheduled for 16 August 2019.

It was reported that the last Joint UK Federations H&S Meeting was held in Birmingham on 30 May 2019 where amongst the matters discussed included national operations, events

and mutual aid, fatigue and stress, asbestos at crime scenes, and the Great Repeal Bill. The next meeting is scheduled for 29 August 2019.

The AGSH reported that he attended the last meeting of the National Police Chief Council Strategic Health, Safety & Welfare Group on 28 June 2018 where amongst the matters discussed were the Assaults on Emergency Workers Bill, PEQF (APHSAs concerns) no health and safety strategy, consultation on the Police Constable role, H&S training for all ranks and the use of tourniquets. The next meeting of this group is scheduled for 10 October 2019.

5 Clinical Governance, Health & Wellbeing

The AGSH gave a report on the Force H&S Board meeting which was held on 9 July 2019 and said amongst the matters discussed were RIDDOR statistics and Noise at Work. The Committee noted the date of the next meeting had been scheduled for 2 September 2019.

The Committee further noted that the Force Wellbeing Group meeting scheduled for 23 July had been cancelled and no date had been set for the next meeting.

The AGSH reported that naloxone would not be issued to officers. They also discussed the nasal spray as an alternative, but there was no intention at present due the lack of national licence.

The Clinical Governance meeting was held on 31 May 2019 and Ian Florence and Gordon Forsyth attended. Amongst the matters discussed were first aid training to replace Spels, AEDs, Israeli bandages, the carriage of oxygen, psychologic resilience and PENFLUX.

It was noted that the psychologic resilience test was open to everyone and work was ongoing. An issue was raised regarding previous posts that were mandatory in terms of referral for resilience checks and concerns were raised regarding the removal of this mandatory position. Members discussed this issue and were of the opinion that a blended approach would be preferable with mandatory and voluntary referrals being available – it was agreed that this should be raised by the Chair with the PSoS Wellbeing Team.

6 Estate, Fleet & Driver Training

The Committee discussed the findings from the L Division Deep Dive and thanks were expressed to Ian Florence and others in the West Area for the work they carried out during the exercise. Work was now ongoing and the meeting Chair asked that any further examples were sent for future exercises.

The AGSH reported that he attended the PC Led Remote Supervision Risk Assessment Review SLWG meeting on 5 July 2019 and the 9th July 2019, and said it was disappointing that the Force had failed to recognise the concerns raised by the SPF. The SPF position is quite clear that the role should be fulfilled by a supervisor. ACC MacDonald accepted the stance of the SPF but was happy to continue with the risk. A Risk Assessment was now in place. The Group is to meet monthly until all concerns are addressed.

The AGSH reported that he attended the UK Federations Road Policing Conference on 11/12 July 2019 where amongst the matters discussed were roads policing officer numbers and

collision investigations. It was noted that the Group met on a quarterly basis and Stephen Clark was to attend a Road Policing meeting the following day.

The AGSH reported that he attended the PSOs National Vehicle Governance Group on 13 May 2019 where amongst the matters discussed were locus protection, vehicle weights and the national vehicle specification template. The AGSH asked that any examples of vehicles known to be over 5yrs old or have in excess of 150,000 miles on the clock be made known to him. Preferably with photographs.

The AGSH reported that he had met with the Department of Transport on 29 May 2019 and had discussed the issue surrounding Section 19 of the Road Safety Act which requires driver training to be refreshed every 3/5 years. This is not being done.

7 Uniform, PPE & Officer Safety

The AGSH reported that new body armour was to be introduced and was 30% lighter than the existing armour. 4000 units were to be replaced by the end of 2019 and 6500 units were to be purchased prior to the end of 2020. There is a marginal change to levels of protection but this is more than offset by other measures such as buoyancy. Members also discussed footwear and it was noted that a SLWG was being tasked with identifying suitable footwear for all operational officers.

The AGSH reported that the Risk Assessment for Temporary Places of Duty had been written but had not yet been published by the Force. It was highlighted that the SPF were happy with the draft document and that it reinforced the Regulations and current threat level to police officers. The Force, however appear reluctant to approve it in view of on-going issues relative to events policing and the deployment of resources to same.

It was reported that a SLWG had been created to look at the deployment of taser and ITFCs. This issue would be monitored closely by the Committee.

8 H&S Administration & Governance

The AGSH updated the Committee on the Force H&S Board meeting which was held on 9 July 2019 and said that amongst the matters discussed were RIDDOR figures which had reduced with the annual cost of abstraction standing at almost £1.2m equivalent to 6601 days lost at work. The greatest cause of injury at work was slips/trips and falls.

Also discussed was the H&S Performance Report and 3 year strategic plan.

The AGSH reported that training courses were not being populated by Divisions and a Thematic Review was ongoing relative to resources.

The Committee discussed Moonbeam which introduced a robust plan to manage incidents on 5 November following the serious injury to an officer in Edinburgh. It was reported that 16,000 responses had been received relative to the Scottish Government Fireworks consultation which had been instigated by the SPF then taken over by the Force.

9 Investigations & Inspections

The AGSH reported that there were currently 10 accidents investigations ongoing. Three in the North, one in the East and six in the West Areas. A further five had been completed since the last meeting, two in the North and three in the West. It was reported that Ian Florence kept a detailed spreadsheet with all accident investigations and was available to all.

The Committee discussed pyrotechnics, corteo's and incidents in stadiums and it was agreed that PSoS should be keeping a record of these also.

It was reported that a H&S Audit of all primary custody suites would be carried out over a nine month period.

The Committee discussed the spike in the number of assaults on officers at point of arrest and asked if this was due to Scotland being more violent or a lack of investment and officers on the ground. More information was required from the membership.

The Committee noted that H&S training would be carried out in October 2019 with a scoping exercise to introduce training in Station Inspections.

10 Training

It was noted that there was a training course planned for September and names were required. Stephen Clark said that there were officers in the West Area requiring training but that 6 weeks' notice was not enough time for them to make the necessary arrangements at Divisions.

The Committee were asked for any ideas/suggestions to the SPF Vice Chair. Stephen Clark highlighted the need to train local SPF Safety Representatives in conducting H&S inspections and also regarding the completion of Accident Investigations.

11 Competent Business

There were no items.

12 Closure

The meeting Chair thanked everyone for their contributions to the meeting and wished them a safe journey home.

Date of next meeting: 21 October 2019