



Scottish Police Federation

5 Woodside Place Glasgow G3 7QF

Joint Central Committee Health & Safety Subject Committee

Ref: CS/LW

MINUTES

19 October 2017

1. Attendance, Opening of Meeting and Minutes of Previous Meeting

North Area Committee	Grant Letham
North Area Committee	Steve Thomson (by VC)
East Area Committee	Stephen Clarke
East Area Committee	Wilkie McCloskey
East Area Committee	Hugh Louden (by phone)
West Area Committee	Paul Connelly
West Area Committee	Campbell Smith
West Area Committee	Philip Maguire
Vice Chair	David Hamilton (meeting Chair)
Assist. to the General Secretary (H&S) AGSH	Brian Jones
West Area Office Supervisor	Lynne Welsh

Apologies were received from Andrea MacDonald, Linsey Burns and Stuart Finnie.

The Chair opened the meeting and thanked everyone for their attendance.

The Minute of the previous meeting had been circulated and was approved.

2. Matters Arising

2.1 TAC Vests & PPE Redeployment

AGSH advised the members that concerns had been raised by Firearms Officers across the country in relation to entanglement of equipment with vehicle furniture seat belts and the like. This led to a meeting on 12 September with Chief Inspector Bob Glass and Peter Jones. (Health & Safety for Police Scotland). It was agreed to address the issue and a new risk assessment has been published. Since this, there have been no further complaints received and the matter was now resolved resulting in a proper process being in place for Officers.

This item was removed from the Agenda.

Action - Remove Item From Agenda

AGSH&S asked if Mr Higgins had signed off on this assessment. The Chair replied that he had not attended the monitoring Group Meeting on this occasion but that this could be done outside of the Group.

2.2. Deployment of Firearms resources

The issue of FA resources not being deployed as and when required was discussed. The Chair advised that this had been raised at the last meeting.

Contact has been made with ACC Telfer and a process agreed whereby any concerns are progressed through the AGSH&S in the first instance and thereafter passed to C3 if necessary. This will allow a route to raise any issues.

It was agreed to keep recording of issues as current as possible and record anything of concern as of today.

3. Standing Items

3.1 SPF H&S Updates

Area Committees

North

Steve Thomson advised that the last meeting had been held on 4 October, the minutes of which had been circulated.

Matters of discussion included:

- C3 in Dundee which is being monitored
- Control of persons in custody
- Winter Clothing in the North Area. This will be raised at the next North H&S Meeting.

East

The last meeting had been held on 26 September, the minutes of which had been circulated. Matters of discussion included:

- Temporary places of work – Events planning and allowances and expenses Standard Operating Procedure (SOP)
- Occupational road risk – lack of such a policy in Police Scotland.
- Issues with kit being transported
- Issues re Flares at football matches
- Custody
- ACR at Bilston – vacancies have arisen to 25.

AGSH&S raised concern regarding meetings taking place by other full time officials that H&S Committee have not been sighted on.

The meeting Chair agreed to discuss this matter with the SPF Chair to clarify and report back on any work ongoing with regards to Inspections.

ACTION – Meeting Chair to report back and AGSH&S possibly liaise with SPF Chair.

Travelling to events was discussed and the meeting Chair requested views from each area on the matter.

Steve Thomson confirmed that this does not appear to be an issue in the North area at present although there have been previous instances where resources have not been best organised in terms of travel costs etc.

Paul Connelly raised issues with regards to temporary place of duty; secure parking and advancement of start times. This has been raised with Events West.

The Meeting Chair stated that in such circumstances Officers should be parading at their normal station and he would progress this matter at JNCC.

The AGSH&S suggested raising the matter with James Bertram and asking for a complete risk assessment on temporary places of duty and an equality impact assessment. AGSH&S will meet with James Bertram on 30 October and highlight concerns, someone will be tasked to take forward.

Concerns regarding storage of body armour was discussed as manufacturer states that this should be stored hanging up and not left lying in police vehicles.

ACTION – AGSH&S to raise with James Bertram at meeting on 30 October 2017. The matter to be further discussed at JCC on 31 October 2017.

West

Paul Connelly reported that the last meeting had been held on 27 September 2017 and the minutes have still to be circulated. Matters of discussion included:

- Events - Division hosting commercial event gets 50% of money raised. This is in place in 'G' Division.

ACTION - The Meeting Chair will raise with ACC Higgins for further information.

- Issues with PPE and Taser roll out.
- Uniform - budget is devolved into divisions. Example of Officers having to explain to Business Unit why items need replaced.
- Custody – Prisoner Handling
- Fleet - distances to travel for repairs due to closure of local garages
- Request for clarity on training

Campbell Smith raised issues regarding Driving Authorisations. Many Officers driving with only standard police driving when they should be trained to Advanced Driving Standard. Training issues identified as these courses are few and far between and majority of drivers on ARV's have not had training.

The AGSH&S advised that Gillian Macdonald has been tasked to look into this matter and co-ordinate with the Police College.

ACTION – David Hamilton and Brian Jones (AGSH&S) to request meeting with Gillian Macdonald and take forward.

Inconsistency of Prisoner handling

AGSH&S advised that this has gone for legal opinion and a Memo has come out declaring that number of assaults has gone up in custody recently. The matter was discussed further in relation to inconsistency in prisoner handling.

ACTION - The Meeting Chair will discuss further with Conduct and HQ Officials to examine further.

Operational Support Division (OSD) Sub Group

AGSH&S advised that the Custody sub group will meet in the near future. He gave a comprehensive update. It is necessary that the Custody sub group meet to discuss the Fire evacuation drills further.

The OSD sub group has not met as there has been no OSD H&S meeting.

Road policing – Quarterly meetings are held. The AGSH&S was on leave during the last meeting. The biggest issue is training in locus protection and driver training standards. This issues was raised at the last meeting with James Bertram to make PSoS aware and to try to get some resolution.

3.2 PSoS H&S Updates

Force Executive H&S Board

AGSH&S gave an update. The last meeting was held on 18 August. This was a comprehensive meeting and the papers for that meeting come out as a pre read. He referred to the action log as a summary of the meeting. Anyone wishing full details can be provided with a copy of the papers.

Matters raised;

- Police Scotland to look at management of Health & Safety
- Regulations and compliance for asbestos
- Fire
- Safety management of water and legionella
- Noise in the workplace
- HS improvement notice - this was provided to Estates regarding some buildings which are under the standard expected of the organisation. Assurance could not be provided at the meeting that all actions in improvement notice in relation to the estate were completed and will therefore be provide this at the next meeting on 9 November 2017.
- Control of noise at work – James Bertram preparing a document to address the issue
- HS performance report

- Events and welfare – James Bertram reported at the meeting on the 18th re the number of concerns. Mr Livingston has since issued a memo as to what people should be expected to receive at events in relation to refreshment and facilities
- New & Expectant Mothers guidance – A new document is being released on the force intranet
- Area command forensic updates - Concerns with fentanyl, and coming in to contact with same.
- Road collisions - issue in U division where Officers had lack of locus protection equipment. This has been brought to attention of Mr Livingstone.
- Driver training
- The 9 point stress plan from England & Wales. This is now available and can be forwarded on as required.
- Hep B vaccinations. Still waiting update from NHS Scotland regarding shortage. Update to be provided at next meeting.

It was agreed that the Action Log provided a good summary of the meeting and anyone wishing full details should contact the AGSH&S direct.

APHS

AGSH&S gave an update. The AGSH&S has had a number of meetings with James Bertram which have been very productive. Matters discussed at the meetings include

- Blood borne viruses and HIV
- Riddor reports
- Safety alert – Fentanyl
- Safety Alert re Acid attacks
- Advice on corrosive attacks
- Arranging a Joint training day for Fire Regulations between the Area Leads and James Bertram's team
- Looking for annual reporting of stats.

Uniform/PPE/OST

The last meeting was scheduled for 21st August which was the same date as the JCC. Awaiting a minute. AGSH&S gave a brief resume. There have been a number of meetings regarding body armour. Further risk assessments for ballistic body armour and covert body armour is now being carried out.

Contract we currently have for Body Armour is now in its last year and will be extended for a further 12 months.

The Meeting Chair advised members that approx. 4000 responses had been received to the survey regarding the question asked regarding preference of weight of body armour. He had hoped to give results today but as the report is about 80% complete, it will be available for the forthcoming JCC Meeting. He gave a breakdown of results and added that there may be further analysis.

ACTION - David Hamilton to provide results of survey.

3.3 Other H&S Meeting Updates

Joint UK H&S Meeting

Steve Thomson and the AGSH&S attended the meeting. AGSH&S has sent an update to Area Leads regarding matters discussed at the meeting. Majority of matters raised at the Joint UK.

AGSH&S gave an update on Taser Working Group. There had been two meetings, one on 31 August and one on 9 October, both were held at Tulliallan.

There was brief discussion regarding issue of Taser and training.

ACTION - Brian Jones to check what deployment model is for Taser.

3.4 Inspections/Investigations

Paul Connelly gave a brief update and advised that Gordon Cummings will attend the meetings in the West.

AGSH&S advised that after consulting with area committees, it was apparent that there is a requirement for more H&S training. It is hoped that a two day training package will be arranged in the New Year for each area.

ACTION - AGSH&S Will raise with James Bertram regarding the amount of station inspection reports to see what he has recorded.

4. Correspondence

There were no items of correspondence.

5. Competent Business

Leaders Seminar minutes to be forwarded to Meeting Chair for upload to the new website.

The Meeting Chair advised members to forward information regarding any station inspections carried out as they will be uploaded to the website to keep members up to date.

6. Closure

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