



Scottish Police Federation

5 Woodside Place Glasgow G3 7QF

Joint Central Committee Health & Safety Subject Committee

Ref: CS/LS

MINUTES

21 October 2019

1. Attendance and Opening of Meeting

Chair	Andrea MacDonald
Assist. to the General Secretary (H&S) AGSH	Brian Jones
North Area Committee	Mike Purdie
East Area Committee	Stephen Clark
East Area Committee	Ricky Wood
West Area Committee	Dougie Chalmers
West Area Committee	Gordon Cumming
West Area Committee	Ian Florence
West Area Committee	Craig Fraser
West Area Committee	David Hunter
West Area Committee	Michael McCaughey
West Area Committee	Dougie McKinlay
West Area Committee	John Munn
Business Manager	Doug Keil
Business Administrator	Lesley Stevenson

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

Apologies were received from Elaine Sutherland, Campbell Smith, Ross Polworth, Gordon Forsyth, Gordon Milne, Kenny Kean who was replaced by Craig Fraser and Jamie Carruth who was replaced by John Munn.

2. Minutes of the Previous Meeting

The Minute of the previous meeting had been circulated with JCC Circular 40 of 2019 and was approved.

3 SPF H&S Updates North

Brian Jones gave an update on behalf of Gordon Forsyth and said that D Division was compiling an updated risk assessment in relation to human trafficking operations where

the subjects were likely to be from high risk countries after an officer had developed TB. Plans would include the provision of suitable RPE to officers. He said that each of the North divisions were experiencing difficulties with the level of service being provided by MITIE, the estate management company. He said an audit was carried out at the custody centre at Kitty Brewster where only a few minor issues were found. New throw lines were being sourced and tested and it was hoped that suitable equipment would be obtained. Finally, he stressed the importance of officers recording incidents.

East

Stephen Clark reported that invitations to H&S inspections were now being received. He said the Health Assurance Model was having a positive impact.

West

Ian Florence gave an update and said there were problems in G, K and L Divisions where the Airwave signal was extremely poor. He also said there were significant issues with fleet and massive difficulties with the number of prisoner observations being carried out. These amounted to 32% of all custodies. Members discussed this high figure and said it was considerably higher than the percentages in the North and the East and suggested this must be down to the approach being taken to assessments. The AGSH said that custody audits had been carried out at London Road and Cathcart and the facilities were frankly appalling. He also said that far too many officers were not receiving refreshment breaks and that these were essential particularly during nightshifts.

Members also discussed the PSoS reaction to incidents recorded which too often comprised the supervisor simply appending 'noted' on the log. He said actions to the log entries should be noted and information should be being passed to supervisors who required to be accountable for solutions. They also discussed the issues under consideration by the SLWG on armed and STO Command Structure.

It was reported that Road Policing SIOs had huge workloads; 2500 officers were awaiting initial driver training; nasal Naloxone was being examined and the safety concerns over the BMW xdrive vehicles and 80 related incidents across the UK had been raised with the DCC.

4 UK H&S Meetings & Interdependencies

TTEWG

The AGSH, having received an update from the Vice Chair, reported that 22 new vans had been obtained which brought the public order fleet up to 72. He said there were major concerns about police officer resources in relation to the major events ongoing and forthcoming.

The Joint UK H&S Staff Associations - Birmingham 29/08/19

The AGSH said that matters discussed included fatigue and stress. He said there had been a number of independent studies which had linked both together and said this could lead to significant PTSD and complex PTSD in the future. He reported that Safety Inspections and Risk assessments were discussed and it was acknowledged that these were deficient around the UK. He said that concerns had been raised about Mutual Aid, the number of officers required and the lack of suitable vehicles.

THE NPCC Strategic Health, Safety and Welfare Group - Preston 28/06/19

The AGSH reported that this group is chaired by ACC Tim Jacques and encompasses all Health Safety & Welfare Practitioners in the UK. He said £7.5 Million had been pledged to assist officers diagnosed with PTSD in E&W. The standard of First Aid training was a universal concern especially around the issue of catastrophic blood loss and the use of Tourniquets. He said that mental health issues due to demand exceeding available resources and officer burn out were a concern. He said there was a lack of a coordinated response from NHS England to officers who had been assaulted on duty, many of whom had to wait in A&E for hours for treatment whilst in uniform.

5 Clinical Governance, Health & Wellbeing

The Clinical Governance Group meeting was held at the SPC on the 28th August 2019 and a review has concluded that First aid training would be re-incorporated into OST training at an estimated cost of £2.5 million.

Following an SPF accident investigation where an officer almost bled to death, a recommendation to purchase Israeli bandages had been made to the SLB. These had saved the officer's life according to the medics who attended.

A Psychological Assessment Pilot had been carried out in N division. The online questionnaire had proved successful and would be rolled out around the country. A number of officers had been referred for further assistance following analysis of results.

There had been no meeting of the Wellbeing Group.

6 Estate, Fleet & Driver Training

The AGSH reported that the Force Health and Safety Board met at the SPC on 2nd September and was chaired by the DCC Designate Fiona Taylor. The main issues discussed were Driver Training, Noise at Work and Noise Induced Hearing Loss. There were plans to introduce annual health screening as required legally. He said the Board was awaiting an update from HSE regarding the clean shaven policy in relation to RPE.

He said that the ESN, the replacement for airwave had been discussed and 32 risks, nine high, had been identified. It was estimated that the implementation date would be 2024 but a new covert system would be introduced before then.

He said that the estate required £300 million to ensure all building were water tight and legal.

He reported that new body armour would be rolled out over the next 4 years. He said it was 28% lighter than before with formed armour still being progressed.

He said PSoS was still considering the issue of footwear and a boot in use in PSNI would be trialled by 6 city and 6 rural officers.

The National Vehicle Users Group had not met but work was ongoing on a new throwline, new blue portable lights and a fully compliant road sign.

The ASGH met with the DFT representative Mark Perry who had advised that the resources were now in place to enact section 19 Road Safety Act 2006. This would make it mandatory to retrain all officers in emergency response, every three years for advanced, and every five years for general purpose.

7 Uniform, PPE & Officer Safety

The AGSH reported that the Clothing & Work Equipment Group met at the SPC on 27 August 2019. He said Cycle Kit had been identified as was awaiting sign off by ACC Williams. He said a baseball cap has been identified as non-binary headgear and new cargo trousers were being rolled out prior to the end of 2019.

He said the Footwear Group met on 1st October 2019 and three products had been identified for wearer trials. The Haix Boot, The Altberg and the Magnum patrol boot.

He reported that the Body Armour Group met in Govan on 27th September 2019 where members were advised that the contract had been awarded to Safari Land who would also dispose of all out of warrant body armour with a small resale value. Following concerns raised at the wearer trials the supplier has reconfigured the length of the armour panels to give greater areas of protection without impinging on comfort when driving.

8 H&S Administration & Governance

The AGSH reported that on 2nd September 2019 the Health and Safety Administration had highlighted that the RIDDOR figures for the first quarter had risen by 15 in comparison to the previous year. There were no specific trends or patterns identified, however the number of assaults at point of arrest and within custody had increased.

As part of the Health Assurance Model all Divisional Commanders must sign a compliance document stating that all areas of their business in their division complies with Health and Safety legislation. This will negate plausible deniability. Current information suggests all Divisional Commanders are signed up to the process.

On 5th September 2019, the AGSH had met with the DCC Designate and discussed ongoing concerns about inappropriate resources being deployed to bladed weapons incidents. The DCC had instigated a SLWG to examine these issues.

The issue of Excessive workload for RP SIO's was also raised. He said some SIOs were currently investigating seven to eight serious and fatal collisions. This was in contrast to the Murder Manual which advocated one case per SIO at any one time.

He said Force Driver training, Naloxone, and the BMW xdrive system were also discussed.

9 Investigations & Inspections

The AGSH said that there was one investigation in the East (needle stick), three in the North (TB, Burn injury, Celtic Victory Parade) and eight in the West (injuries on duty- slip, trip, falls, cuts, crushing at Celtic park, catastrophic leg injury following collision). Two investigations had been completed in the North (Fracture to ankle, Cut injury) and three in the West (two assaults on duty and one broken back mounted branch). Thanks was given to Ian Florence for the work he carried out in relation to inspections in the West Area.

A SLWG chaired by ACC MacDonald had discussed PC led custody centres where the SPF had major concerns re safe systems of work, training, information and a lack of supervision.

It was reported that there was to be a Health and Safety Audit of all Primary custody suites and SPF would be fully involved. An Audit is the platinum standard of health and safety inspections and goes far beyond the level of scrutiny of the recent deep dive.

The AGSH said that weekly vehicles checks were not being done. He also said there was a spike in the number of assaults at point of arrest for unknown reasons.

The AGSH said that SPF H&S training in station inspections would be held in October/November 2019. Ricky Wood asked that a checklist be supplied to ensure that inspections were carried out to an agreed standard. The AGSH said he would arrange this.

Members discussed appropriate training for inspections and it was agreed that the following motion would be put to the JCC:

“That the Health & Safety Committee recommends to the Joint Central Committee that all Area Health & Safety leads be NEBOSH trained and all Area Health & Safety representatives be IOSH trained.”

10 Training

Members discussed the training that had been delivered recently and agreed that whilst it was of good quality it could have been improved if it had been more specific to the police. The AGSH explained that using an outside provider meant that external accreditation was possible. He also said that additional training on station inspections was to be delivered to reps in the Areas starting with the West on the following day.

11 Competent Business

John Munn asked if there were any issues relative to emissions from the new mobile devices. The AGSH said that it had been established that there was no evidence that the devices caused any issues. He said records would need to be kept and that the issue would be raised at the Mobile Working Group.

12 Closure

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

Date of next meeting: 15th January 2020