



**Scottish Police Federation**  
**PO Box 27163, Glasgow, G3 9EZ**

**Joint Central Committee**  
**Health & Safety Subject Committee**

Ref: CS/GF/LS

## **MINUTES**

28<sup>th</sup> January 2021

### **1. Attendance and Opening of Meeting**

North Area Committee	Simon Lewis-Dalby
North Area Committee	Colin Nicoll
North Area Committee	Ross Polworth
North Area Committee	Yvonne Sloan
East Area Committee	Heather Macdonald
East Area Committee	Mark Murphy
East Area Committee	Ricky Wood
West Area Committee	Dougie Chalmers
West Area Committee	Gordon Cumming
West Area Committee	Ian Florence
West Area Committee	Kenny Kean
West Area Committee	Dougie McKinlay
West Area Committee	Campbell Smith
West Area Committee	Elaine Sutherland
Chair	Brian Jones
Assistant to the General Secretary (H&S) AGSH	Gordon Forsyth
Business Administrator	Lesley Stevenson
Administrator	Cara Riley

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

Apologies were received from Andy Toombs, Michael McCaughey, Stephen Gray and David Hunter.

### **2. Minutes of the Previous Meeting**

Due to the COVID-19 situation the meeting was done by Video Conferencing. The Chair opened the meeting by welcoming everyone and invited all to take an active part.

The Minute of the previous meeting had been circulated with JCC Circular 67 of 2020 and was approved.

## **COVID Update**

The AGSH reported that there had been an increase in the levels of PPE due to transmission levels. It was noted that procurement had been unable to purchase sufficient quantities of the masks currently in use which in turn would mean further retraining. This was despite the fact that SPF had recommended a reusable option.

The Committee discussed a wide range of issues including recent outbreaks, COVID Marshalls, reusing face masks, and senior managers who appeared to be unwilling to implement guidance. Issues were being discussed at several Op Talla meetings and the Committee would be kept updated.

Members discussed vaccinations for officers who were increasingly being asked to attend calls without the appropriate PPE. The meeting Chair asked the Committee to send any examples to the AGSH. Dougie McKinlay asked whether a holding brief could be circulated to officers relative to the SPF position on vaccinations for officers. It was noted that the Chair would speak to the General Secretary and SPF Chair.

## **3 Violence**

### **Assault Analysis**

The AGSH reported that work had been carried out on police assaults occurring within police premises and vehicles. The majority of assaults on officers occurred whilst the subject was handcuffed, thus highlighting the need for control of suspects.

A discussion took place at the Your Safety Matters relative to the merging of the accident report and the Use of Force form, and it was agreed that whilst this was a good idea, there were many interdependencies for the information which suggested that this was not expected to be resolved quickly.

The Committee noted that a new template for the accident form had been developed which gathered the specific data which had been required previously. There had been no progress on this and it was noted that there was still a duplication of work required to complete the forms which was not helped due to it not being accessible on mobile devices.

The AGSH said that as a technical review of SCoPE was ongoing, and a decision was to be made later in the year as to whether it would be developed or replaced, the Mobile Working team were reluctant to carry out any significant development work putting SCoPE functions onto mobile terminals.

He said that a new Power Bi Dashboard had been demonstrated that captured data on Police Assaults from crime recording systems and another based on H&S reporting. Increases in police assaults could be quickly identified and the data used to hopefully reduce the number of assaults. Your Safety Matters Champions were to receive an input on this so that data could be used at a Divisional level.

## **Taser**

It was reported that the number of STOs had risen again back to original levels. A paper had been agreed at the SLB which would see an eventual uplift of an additional 1500 STOs and an increase to 110 hubs over the next 3 years, finances permitting.

## **4 Personal Protective Equipment (PPE)**

### **Body Armour**

The AGSH gave an update and said that the programme remained on track and was expected to end by the end of the financial year. Measuring had continued over the Christmas period in the East and North areas and with the exception of Aberdeen and Glenrothes, all regional hubs had completed the process and orders were with manufacturers. Glenrothes and Aberdeen had around 300 officers left to measure, and this was expected to be completed soon.

He reported that armour was being renewed on a priority basis from the fixed hub in Govan. He said that there were 380 priority officers in the West area, 200 of which had their armour replaced. Work had commenced on replacing others due for renewal.

### **Footwear**

Member discussed size gathering for boots and it was noted that the sizing method was found to be 89% accurate. It was reported that Altberg would supply 5100 pairs by the end of the financial year which was expected to supply the North and East areas. Sizing for the West area was expected to be started in the near future.

### **Clothing**

The AGSH reported that procurement contracts were in place for equipment carriers for STOs which used the Molle system. This provided flexibility on the positioning of equipment on the carrier. Further work was required in relation to equipment carriers for non-STOs and Roads Policing Officers

He said most supply issues had been resolved relative to Ripstop trousers with the exception of smaller sizes for females, however, a solution had now been identified.

He said it had been identified within divisions that up to 96 cycle kits were required before the end of the financial year however stocks were low. A new kit list was to be completed and ready for the next financial year.

The Committee discussed gender neutral headgear, football spotters, the body armour returns process, the provision of tunics and the Standards & Appearance SOP.

### **Shields SLWG**

The AGSH said that the SLWG had met the previous day. Research had been carried out on SCoPE reports and had shown that most injuries were caused by the presence of bladed weapons.

Members discussed Buckler and short shields and noted that many short shields were out of warranty. Although they would still be able to be used, there was no means of confidence testing causing concern.

It was noted that the Buckler shields had been trialled by force OSTis and feedback was positive. They had been recommended for procurement based on two per car. Members noted that they were not a solution for dealing with knife related incidents and these incidents would continue to be assessed and managed appropriately by ACRs with firearms/taser deployments.

A paper was submitted to the Your Safety Matters Oversight Group, but was returned to the SLWG for further work.

## **5 Operational Equipment**

The Chair reported that vehicle checks had recently been carried out and found that 92% of them had kit missing. Members discussed this matter and raised concerns. The Chair said the matter had been raised with the DCC. An update would follow.

The AGSH reported that with the majority of the budget being spent on ULEVs, the existing fleet would be aging and would not be getting maintained/replaced.

Members discussed a recent incident in Glasgow where two officers were exposed to carbon monoxide in a police vehicle resulting in hospitalisation. This was caused by a fault with the fuel injector. It was noted that inspections of fuel injectors had now been added to the maintenance plans on all police vehicles. It had been agreed that a procurement process should commence for the fitting of CO detectors into all police vehicles.

## **6 First Aid**

### **Naloxone**

The AGSH reported that the Test of Change had been supported by the SLB and training was being developed and would be rolled out to officers in parts of G Division, Dundee and Falkirk. SPF concerns had been raised relative to side effects. Clarity was awaited on some aspects of the policy relative to subjects being administered naloxone and unwilling to wait for medical attention.

The Committee discussed naloxone in general and concerns relative to training etc and asked if communication could be given from the centre to members on what they are compelled to do. The Chair said that he would raise the matter with the SPF Chair.

### **OST/First Aid Training**

It was reported that formal consultation on the new techniques to be introduced to the new style training had eventually been carried out, delaying its commencement. Feedback provided had expressed concern for the lack of time given to learn and develop the new skills required. The first aid input included catastrophic bleeding and the use of Israeli bandages.

## **7 Administration & Governance**

The AGSH reported that there were 20 ongoing accident investigations covering a wide variety of incidents.

## **8 Training**

Members discussed training and agreed that 'in person' training was preferable to being held online and it was hoped it would resume after the current restrictions were lifted.

The meeting Chair reminded the Committee that approval had previously been given from the JCC for IOSH and NEBOSH training. He also said that he and David Ross, SPF Policy and Coordination Officer, were working on training for new representatives.

## **9 Area Updates**

### **North**

Ross Polworth gave an update and said that the last meeting had been held on the 3<sup>rd</sup> November 2020. Assaults on officers had increased over the period compared to figures from the previous year. Noticeable incidents had occurred where custodies, carried within the rear of police vehicles, had assaulted officers, or injuries caused to officers by custodies kicking van doors against them. He said all areas had been reminded to report incidents at the time and not wait until officers returned to duty which generally lead to late reporting. He said all vehicles should have had all-weather tyres fitted and 90% of 4x4 vehicles replaced by the force, were situated within the north.

He said ballistic bags had been purchased and were to be circulated to areas. A hybrid model of bags and training for officers was to be developed.

### **N Division**

A process had now been agreed for new winter clothing. This would be implemented on a gradual basis due to financial restrictions however the areas most in need would get the equipment first. There were issues regarding stores being able to supply the equipment. A Yours Safety Matters group had been created to look at issues and try to find solutions.

### **A Division**

Issues in A division generally related to Op Talla and included the lack of social distancing. There appeared to be a reliance for SPF and Unions to carry out station inspections and whilst it had been made clear that SPF would give support, it believed that it was supervisors across the Divisions who were responsible for ensuring adequate measures were in place and guidance was being followed.

### **D Division**

A business user group had been set up. Overcrowded buildings were still an issue for implementing COVID measures. There was a continuance to accommodate home working where possible.

## **East**

Heather MacDonald reported that there were 11 ongoing H&S Investigations at varying stages in the East with some nearing completion.

She said that a lack of Information, Training, Instruction, and Supervision (I.T.I.S) which was the responsibility of the employer, appeared to be an emerging trend.

Visits continued across the East area relative to COVID and she wanted to give thanks to representatives Mark Murphy and Lyn Redwood for their assistance with them. She said the majority of recent visits had identified the continuing trend relative to officers not following guidance. Guidance had been issued recently from the ACC along with notification of the video on the SPF website relative to face masks, which would hopefully clarify the position and make improvements.

She said that 2020 had seen a significant increase in assaults from the previous 5 year average with J Division continuing to see a greater number of assaults than the other 3 divisions. This was something that continued to be monitored to identify any particular issues. Regular reminders were sent to local representatives to circulate to members to ensure good use of near miss reports and recording of all incidents that occurred. Custody division also had a greater number than previously. She said that a SLWG had been established to monitor issues within CJSD with the hope of making improvements.

She also reported that regular H&S meetings were continuing with the ACC and divisions.

## **West**

Ian Florence reported that the West H&S meeting with the ACC would take place on the 11<sup>th</sup> February 2021. Matters to be discussed included fleet/electric cars and manning levels for frontline staff. He said that joint visits to offices were continuing.

### **10 Competent Business**

There were no items.

### **11 Closure**

The meeting Chair thanked everyone for their contributions and closed the meeting.

Date of next meeting: **8<sup>th</sup> April 2021**