



Scottish Police Federation

PO Box 27163, Glasgow, G3 9EZ

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

Ref: CS/BJ/CR

MINUTES

12 July 2021

1. Attendance and Opening of Meeting

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| Brian Jones (meeting Chair) | Vice Chair |
| Gordon Forsyth | Assistant to the General Secretary (H&S) AGSH |
| Ross Polworth | North Area Committee |
| Simon Lewis-Dalby | North Area Committee |
| Yvonne Sloan | North Area Committee |
| Heather MacDonald | East Area Committee |
| Mark Murphy | East Area Committee |
| Richard Wood | East Area Committee |
| Andy Toombs | East Area Committee |
| John Turley | East Area Committee |
| James Gowling (Observer) | East Area Committee |
| Lyn Redwood (Observer) | East Area Committee |
| Ian Florence | West Area Committee |
| Dougie Chalmers | West Area Committee |
| Gordon Cumming | West Area Committee |
| Stephen Gray | West Area Committee |
| Michael McCaughey | West Area Committee |
| James Mutter | West Area Committee |
| Craig Fraser | West Area Committee |
| Kenneth Kean | West Area Committee |
| Dougie McKinlay | West Area Committee |
| Iain Gray (Reserve) | West Area Committee |
| Cara Riley | Administrator |

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

Apologies were received from Elaine Sutherland, Marc Lorente and David Hunter.

2. Minutes of the Previous Meeting

The Minute of the previous meeting held on 8 April 2021, had been circulated with JCC Circular 10 of 2021, and was adopted as a true record.

COVID Update

The AGSH reported that the PSOS had proposed to alter the PPE guidance commensurate with the restriction levels in a particular area. This effectively meant that when restrictions were at low levels, the requirement for officers to wear FFP3 when breaching the 2m social distance, would be removed. The SPF were opposed to this move given the rise of the Delta variant. However, due to a rapid increase in COVID related absences, the PSOS have reviewed their position and maintained the status quo.

A PPE SLWG had been created to look at the long-term plan for PPE requirements once infection rates had reduced.

Heather Macdonald advised the Committee that the Implementation Business/Continuity Plan had now been implemented in the East area due to the rapid growth of positive COVID cases, and that the East Custody would remain closed whilst staff were relocated to boost numbers across Division. Examples of outbreaks and resourcing issues were provided by the Committee and discussion followed in respect of mandatory LFT testing use.

3. Violence

Assault Analysis

The AGSH provided an update on police assault figures which had risen by 7% to around 7300. The most significant peaks occurred in May and August, which coincided with the relaxation of restrictions following the first lockdown. Further analysis indicated an increase in the number of police assaults occurring in private dwellings; again, this corresponded with restrictions and the lack of night time economy.

The AGSH reported a rise in submission of Accident Reporting Forms. This was indicative of guidance communications in respect of form completion and the positive impact from local YSM champions.

It was further reported that 'spitting' incidents had increased and following discussion, it was requested that guidance be circulated, providing assurance to officers over the supported use of Spit hoods.

- Assaults in care establishments

Following the last Your Safety Matters meeting, analysis was requested in respect of police assaults in care establishments. It was identified that 900 assaults had been committed by young people on police officers, 72% of these occurred in care institutions, 22 offenders had committed 5 or more assaults, and of the top 10 young offenders, 4 were resident in a care homes.

The AGSH highlighted that a significant number of the assaults occurred whilst returning the offender to the care establishment or when intervening in situations whereby the young

person was deemed out-with control of the SWD. It was noted that work is ongoing via Case Conferences to ensure Social Work are meeting corporate responsibilities, and Protocols have been introduced in Q Division, where the problem is more prevalent.

- Impact of CAM on Violent Incidents

The AGSH informed the Committee that following analysis there was no statistically significant connection between CAM and the reduction of assaults on officers. The year has been unusual given the higher rate of remote resolution and few diary appointments. THRIVE still required a physical police attendance at incidents which are more likely to lead to violence.

- OST Feedback

It was reported that 2348 officers have completed the new 2-day course. Feedback is generally very supportive of the changes.

The questionnaire also highlighted that officers require more tactical options with regard to subject control and confidence in defence against weapons.

The AGSH reported that a paper had been submitted regarding an OST response pilot regarding work tasked in relation to OST techniques following the Shields SLWG. Essentially this will entail one further day of OST Training, 6 months after the 2-day refresher course, providing additional techniques including the use of the Buckler style shield. This training will be aimed at those most likely to be exposed to violence and Q Division was proposed as the pilot area.

Discussion ensued regarding concerns around the commitment to training and uplift from resources. Whilst the concept was agreed in principle, a wider consideration would be required of the current OST backlog, the availability of resources and any longer-term complications. It was also agreed that a two-tier system should be avoided as this would only create significant disparity between officers.

Discussion followed regarding the Buckler Shield and training; specifically, whether use of the old shield could be approved until receipt of the new shield, or until vehicles had been commissioned to house the sizeable shields, in preference to being without.

Taser

AGSH reported that the current number of deployable STOs remained at 510, with there being 79 operational hubs.

It was highlighted that STO training is scheduled to commence in September and applications are actively being sought. Once training is complete, in 3 years the projected deployable resource will increase from the current 2% to 12% of establishment, and whilst this is an improvement, the PSOS remains behind many Forces in the UK.

The AGSH informed the Committee that the SPF PPE Survey is ongoing, and whilst a good return rate had been received across some Divisions, Committee members were requested to promote the survey with members in all areas.

4 Personal Protective Equipment (PPE)

Body Armour

The AGSH reported that Phase 2 of the distribution is progressing, with 95% completed at the regional hubs. At the Govan hub, only 523 remain to be fitted and supplied out of 2763 officers, which includes officers who have been shielding or are on long term absence.

The next phase had been budgeted to replace 5500 sets of armour and will include the ballistic sets for AFOs and Negotiators. This phase will cover existing armour that is due to expire between 2021 and 2025. The measurement rollout for this will commence in September, in North and East areas with a bell curve order being made for the Govan hub.

Negotiators will get personal issue, but currently they have to rely on pool sets of body armour for face to face deployments, and there is currently no availability of armour other than in Glasgow or Edinburgh.

The AGSH advised that the stock of ballistic body armour retained by stores is minimal and required for ongoing initial Firearms courses. Unfortunately, new armour cannot be ordered from the previous supplier nor the new supplier, therefore if old stock no longer fits an officer they are not deployable.

Trials for the replacement covert ballistic armour for CTSFOs and CPOs is imminent and the contract is likely to be awarded by the end of next month.

Footwear

The AGSH reported that over 3000 pairs had been distributed. There had been issues with the supply of the P3 Original boot from Altberg, where a move to the P3VS boots had been suggested. The Committee were reassured that this is the same boot, but with a flame-retardant coating and flame-retardant laces, making it also suitable for public order deployments.

Clothing

- Clothing & Equipment Working Group – The AGSH briefed the Committee on the following topics.

Police Tunics – A proposal paper was submitted to ACC Williams via ASPS and ACCs. Feedback is now sitting with ACC Williams for consideration. The original intent of this has perhaps been missed in that it was simply to have a supply of tunics that could be borrowed by officers involved in formal proceeding such as police funerals.

Equipment Carriers – Samples of the carriers and klickfast attachments were in the process of being obtained.

Gender Neutral Headgear – ACC Mairs is now taking this to his stand-alone Equality & Diversity Meeting for progression, and this will no longer sit with this Group.

Op Urram – It was recognised that should there be an issue with the kit provided to officers for Op Urram, the same issues would be experienced by officers a short distance away and they too would require replacement kit.

- Vehicle Equipment Group

An update on the work carried out by this group with regard to vehicle equipment was provided. The work of this group will be subsumed back into the work of the CEWG as business as usual.

The Road Safety/Locus Protection Training – This Training was now with LTD for development and delivery.

Road Signage – This is the only outstanding task that isn't fully discharged, and whilst a compliant product has been developed, there remains issues with stability.

- Soft-cuffs

An update on the trial of soft-cuffs utilised in Custody was provided. Soft-cuffs are a Velcro based product designed for use with custodies under level 4 observations, who are intent on causing themselves harm or are suspected of internal concealments. These cuffs are designed to provide more pain free, comfortable security in comparison to using rigid handcuffs, and have a positive calming effect. These will be issued to each Primary Custody Centre and training will be rolled out to staff.

- Aviation Security & Safety Unit

The AGSH reported that following some clarification, the kit list had now been approved.

5 Operational Equipment

Fleet

The AGSH advised the Committee that 140 beat cars are in the process of being commissioned to replace vehicles with high mileages and instances of breakdown. It was explained that the last-minute funding secured should see a sizable percentage of the existing ICE fleet replaced in the coming year, however commissioning and airwave issues are impacting on timescales.

Work continues on finding a solution for the installation of Carbon Monoxide detectors.

Vehicle Equipment

Vehicle equipment, with the exception of a BS compliant sign had been delivered. The AGSH reiterated the importance of weekly checks and replacement of missing equipment, which is considered as business as usual replacement via BSUs.

6 First Aid

Naloxone

The AGSH reported that Naloxone had been extended into Caithness. Ross Polworth reported that the training required to be adapted to suit a rural division where issues such as Ambulance attendance times is challenging. Discussion followed regarding Naloxone training as a whole and issues identified.

7 Administration & Governance

The AGSH reported that there were 14 ongoing accident investigations with 6 completed since the last meeting. Custody audits are ongoing and Inspections were due to commence in the new future.

8 Training

The Committee were informed that 8 FTOBs and Federation representatives had recently completed the IOSH Managing Safely Training and one further course is planned for later this year.

9 Area Updates

North

Ross Polworth reported on a rise of Assault figures for the North area and in particular the struggles with custodies within police vehicles. The Committee were reminded of the importance of members reporting incidents timeously.

The Committee were briefed on various issues occurring in the North area, including Cannabis cultivation, which had recently become more prevalent, and the low take up of Telematics following training. The lack of OST training remained an issue which had been discussed earlier in the meeting.

East

Covid - Heather Macdonald advised the Committee that Covid was becoming the main focus with a number of Divisions requesting Covid visits and local representatives were thanked for their assistance. Covid meetings were occurring weekly, and as advised at the start of the meeting, CJSD had implemented the BCP in the East; with Livingston and Kirkcaldy closing to enable safe working environments for staff at St Leonards, Falkirk and Dunfermline. This will be subject to regular review.

SLWG – Safe Custody Presentation. Heather Macdonald briefed the Committee that this was a review of processes following a shooting in the MET. This had now concluded and a briefing paper had been compiled with several recommendations to be presented to senior leadership within CJSD. This paper was available to the Committee if they wished.

CJSD – Meetings continue within local CJSD management to discuss ongoing issues similar to local policing.

Road Policing Shifts – The Consultation had now concluded and ‘constructive’ feedback had been provided. A report was to be compiled and sent to Ch Supt Blakelock.

CID/PPU – The Committee were informed that the SPF had become aware that DI’s/DCI’s were commencing day shift at 0600 hours, during their on-call week, to provide an upward briefing process to the Executive. This was not only a clear breach of Regulations but also the Work Force Agreement and following enquiries it was identified that this was a National

issue. Meetings were scheduled with ACC Mairs, ACC Heaton (Crime) and Det Ch Supt's McLuckie and McLuskey, to resolve this matter.

West

Ian Florence welcomed Gordon Cumming, who had recently been elected as an FTOB to the West Area, and who will retain the H&S portfolio. Campbell Smith resigned as a Federation representative and was thanked for his contribution to the SPF and the Committee wished him well in his future.

An overview on the number of ongoing Accident Investigations was provided and, in line with the other areas, Fleet remained an issue in the West. Discussion followed and confirmation was provided to queries around vehicle replacement, vehicle check training and submission of Near Miss Reports.

The question was raised regarding the Committee receiving IT equipment similar to that provided to the Conduct Committee, and the AGSH confirmed that he would raise this issue at the next JCC.

10 Competent Business

Driver Training – Following submission of a letter to the Chief Constable highlighting serious concerns in respect of Driver Training, a reply had been received, which had resulted in further communication. This correspondence had been copied to the SPA and HSE.

BMW Concerns – Following previous concerns raised by the SPF regarding engine faults with BMW police vehicles, communication had been received from Northumbria Police who were experiencing issues with engine degradation. BMW vehicles have since been removed from front line duties in that area.

Multiple Occupancy – A paper on Multiple Occupancy of cells for Op Urram has been circulated for feedback. This process had ceased due to associated dangers such as assaults.

Deaths In Service – The Chair reported that it had been ascertained that no National Death in Service record was maintained. The importance of retaining such a log was explained by the Chair. This is part of a workstream being addressed by the NPCC.

11 Closure

The meeting closed with a vote of thanks to the Chair.

Date of next meeting: **7 October 2021**