



SCOTTISH POLICE FEDERATION West Area Committee

Ref: IF/AP/LW

**Minutes of the Fourth Quarterly Meeting of the West Area Committee
held on Thursday 2 December 2021 at 1000 hours within the Glynhill Hotel,
Renfrew.**

1. ATTENDANCE AND OPENING -

West Area Committee (WAC) Office Bearers & Staff

Ian Florence – WAC Secretary (Elect)
Adam Peppard – WAC Vice Chair
Gordon Cumming – WAC Deputy Secretary
Lynne Welsh – SPF Staff
Phil Maguire – SPF Staff

Apologies

Lorna Cunningham – WAC Chair
Lynne Gray – WAC Deputy Secretary

WAC Representatives

Scott Lisett
Iain Gray
Karen Cameron
Jennie Macfarlane
Gary Diver
Chris Thomson
Cat Glass
Cath McNally
Linda Mathers
Richard North
Stuart Johnston

V.1

David Carmichael
Hugh Burns
Elaine Sutherland
George Allsopp
Billy Hendry
Stephen Gray
Marketa Davidson
Pamela Macfarlane
Jonathan Bruce
Catherine McAndrew
Alistair Mackinnon
James Mutter
Chris Hynds
Stuart Finnie
Craig Dunn
Stephanie Milligan
Euan Graham
Denise Quinn
Michael McCaughey
Dougie Chalmers
David Taylor
Craig Fraser
David Osterberg
Dougie McKinlay
Claire Duffy

Apologies

Emma-Louise Smith
Eddie Mather
Stevie Bryson
Christopher Dibbs
Michael McConnell
Lee Hamilton
Georgina Gibson
Chloe Rice
Michael Scott
Aaron Hicks
Fiona Levett
Gordon McKeand

1. ATTENDANCE AND OPENING

2

In the absence of the WAC Chair, the WAC Vice Chair opened the meeting and welcomed the members, he made a special welcome to the newly elected representatives;

PC Scott Lisett	Greater Glasgow
PC Denise Speirs	Greater Glasgow
PC Catherine McAndrew	Ayrshire
PC Euan Graham	Ayrshire
PC Stephanie Milligan	Lanarkshire
PC Jonathan Bruce	Argyll & West Dunbartonshire

Agenda papers had been circulated in advance of the meeting. Due to current Covid guidelines, Members were advised to wear masks when moving around the hotel. Standing Orders were adopted for the duration of the meeting.

2. **SEPARATE COMMITTEE MEETINGS**

The Vice Chair advised that the meeting would break for the separate committee meetings and thereafter reconvene for the WAC Meeting.

3. **MINUTES OF THE PREVIOUS MEETING**

The minutes of the previous meeting held on 9 September 2021 had been circulated in advance of the meeting and were approved as true record.

ACTIONS FROM PREVIOUS MEETING (September 2021)

(1) Re Pensions

Amended Action

C/F From previous meeting

Issues surrounding the Government's proposed remedy in response to the court rulings, and how this would affect officers who were previously informed they had full protection. The proposal to transfer everyone on to the CARE scheme next year to remedy the age discrimination, will mean that officers who were previously fully protected by age will lose that protection.

SPF could highlight the issue to those who will be affected, by way of a circular outlining the facts and requesting that they contact the SPF to gauge the extent of the problem. It was hoped that the SPPA FAQ site would cover this matter, it does not appear to cover it sufficiently. Secretary (elect) will take this further

V.1

Update –

SPPA in process of circulating information to officers.
COMPLETE

(2) C/F from previous meeting

Action for all Divisional representatives

Reps to raise any issues with officer's home working on their Mobile Devices out with duty hours, which they are aware of, with senior management teams.

Update –

This matter has been raised. Div. Reps to advise if any further issues
COMPLETE

(3) Re Near Miss issues.

Raised under Divisional reports (Lanarkshire). Request to WAC Secretary to re circulate the email originally sent to Reps regarding near miss recording.

Update –

Re circulated WAC Email ref IF/LW/WAC2021/26 on 20 September 2021.
COMPLETE

(4) Re JCC – Pay award

The matter is still ongoing and nothing agreed as yet. One member highlighted that due to the increase in National Insurance, members will be earning less in a few months' time. This should be highlighted to Woodside Pl.

Update -

Raised at JCC for next pay claim.
COMPLETE

(5) Re Motions

Prepare and circulate a guide to the WAC on how to write a competent motion.

Update -

Guide to be prepared and sent to all reps. when complete.
ONGOING

V.1

(6) Re Pre read for WAC Meeting

One member asked if it would be possible to provide printed copies of the pre read in advance of the meeting for any reps who required this.

Update-

It was agreed that any representative who requested a printed copy should be provided with same in advance of the meeting.

COMPLETE

(7) Re Operation Urram

In relation to working at Operation Urram, a request was made for clear and concise communication from SPF to members who are currently on work plans. This should clarify what they can and cannot be requested to work during this period.

Communication to be circulated to Reps. For information of members on work plans.

Update -

COMPLETE

(8) Re PTC

PTC currently running an amnesty for serving and retired members. Details to be circulated to reps. for information of members within Divisions.

Update -

Poster and information circulated on 9/9/2021

COMPLETE

4. LEGAL ADVICE AND ASSISTANCE

The Secretary advised the members that the following applications had been submitted to Legal at Woodside Place since the last meeting.

4 x Criminal Legal Defence

2 x Employment dispute

4 x Injury on duty

1 x Grievance

5

V.1

5 x Other

1 x FAI

17 Applications had been submitted. This does not include any applications submitted directly to Legal.

5. **DIVISIONAL REPORTS**

The following divisional reports had been received.

Area 8 - L Division, Argyll and West Dunbartonshire

COVID – No new issues

Health and Safety

Contrary to the current covid guidance to work from home, an officer with serious health conditions has been instructed to work from the office with no provisions made for home working.

Welfare

LB officers frequently required to remain on duty or alter working times to resource shortfall impacting on wellbeing, morale and family life. Officers feel there is an expectation on them to assist to avoid a negative impact on colleagues. This increased during Urram.

Shifts

Update required on PPU shift plan. This is opposed by officers due to impact it will have on Individual department's daily business and workloads. Other options are available, there is no reluctance to work evenings and weekends.

Resource Issues LB

A working group is being formed to review resources in LB and will include a representative from SPF. This should commence in December 2021, the date to be confirmed.

This will not provide a resolution to current issues which continue to impact welfare as above. Officers encouraged to submit near misses to record incidents.

Firearms

A severe lack of enquiry officers making workload unmanageable for those who are trained. Officer resilience - There is a lack of experience on Bute particularly female officers to undertake custody duties, searches and prisoner watches.

PIO - L Div PIO cover

Due to lack of resources, cover is required at short notice and Inspectors shifts changed or requested to do 12-hour shifts as no alternative cover. This is down to lack of resources and

has a negative impact on welfare and family life. SMT are aware and options to address are being discussed, however there does not appear to be a resolution as yet.

The WAC Secretary (Elect) suggested that it may be of benefit to raise with the Divisional Commander to take forward to the PODG.

PAVA – Officers at Urram paid for having PAVA when there was no availability to store at their accommodation. Is there a current policy? As those who police remote islands experience this upon each overnight posting in LB, particularly Tiree.

There was brief discussion where it was highlighted that there does not appear to be any clear instruction to the officers in L Division in this regard. It was agreed that officers need to challenge this to get a definitive answer.

Area 9 - U Division, Ayrshire

New reps.

U div welcomed two new Constable Reps in October and we are delighted to have Euan Graham and Catherine McAndrew as part of the team.

Cop 26

Cop 26 has been the major focus in the run up to the meeting. The meeting with SMT on 18 November discussed the impact of Cop 26 on officers who had policed the event and those who had stayed behind to carry out business as usual. Concerns were raised regarding workloads and impacts on their wellbeing for those that stayed at division.

OT/travel claims

This remain a topic of discussion at this time. The PNB document has assisted however the potential for a review of the document was highlighted based on queries that the SPF had received which were not covered in the document.

South Ayrshire

There are major changes in South Ayrshire as the police office is moving. Changes for departments have been discussed and it's all appears positive. The local representatives are poised for any personal issues that may occur as a result of moving offices e.g. access issues in new building but so far none have been highlighted.

Thanks were recorded to the G Division reps and their Twitter page. A lot of issues were alleviated by the dedication and hard work of the reps highlighting issues, providing updates and passing information allowing local reps to answer queries quickly for the members.

Committees

Draft areas for officers are as follows;

Conduct - Euan Graham and Claire Duffy

H&S - Stephen Gray and Chris Hynds

Equality - Kat Glass and Catherine McAndrew

Area 10 – V Division, Dumfries & Galloway

No issues raised in advance of meeting.

Area 11 - Q Division, Lanarkshire

Resourcing

Resourcing BAU seemed to be better during Cop26.

Shifts

Divisional Reps Stevie Bryson is assisting with the potential new shift pattern for CP and DAVRU's. Update to follow.

Fleet

No change with Fleet, still poor quality and lack of vehicles.

Project Quest

No updates regarding Project Quest.

SMT

No SMT meetings for some time as the Divisional Commander is currently off.

Ops Planning

Ops planning have been instructing officers who put in excusal requests for events, to source replacements themselves if they want the time off. The replacement officer is then only been given a day back regardless of notice period as technically they have requested the overtime. One of the Lanarkshire Divisional Reps has made enquiry with OPS Planning.

Still trying to recruit candidates for the Divisional Inspecting ranks positions.

New Rep.

Lanarkshire Reps would like to welcome Stephanie Milligan and congratulate her on becoming a Divisional Rep.

Divisional Health and Safety

Divisional Health and Safety Inspections have restarted. Motherwell, Wishaw and Shotts have been completed. More offices in the coming weeks.

Area 12 - K Division, Renfrew and Inverclyde

Most recent meeting with the Divisional Commander was on 22 November and current issues in the Division are –

Communication

Addition of a Federation section to the divisional briefing page on the intranet was agreed to provide easier reference for force and divisional federation updates, this is in the process of being set up.

Continuation of Sergeants and Inspectors forums and the Commander agreed to improve the notification process to staff by sending invites direct to potential participants as there has been feedback that people were previously unaware of the times for meetings. Meetings are

currently on "Teams" but the Commander expressed that when Covid restrictions allow his preferred format is for these to be in person.

Divisional Resources

Continuing issues in relation to lack of service/resources on many of the shifts in the division meaning it is difficult to find suitable tutors for the high number of probationers. Division is awaiting the return of around 20 officers from the FRU , Talla and Urram planning which should start in early December and efforts are being made to identify the most suitable shifts to deploy these officers to.

Training

Training has fallen behind after the backlogs created as a result of Covid and Urram, issues emerging on some shifts/departments where this is becoming a problem with a lack of MOE trained officers and response drivers in particular.

The Commander has agreed to have Divisional Training review this and liaise with shifts/departments in order to confirm what areas are a priority and see what can be done locally and with Force training.

Welfare

The upcoming festive plan and resourcing was discussed in relation to the impact variations have on officers welfare and the Commander agreed to review this to try and minimise them where possible and look at utilising overtime if available.

SMT have also agreed to notify the federation locally when an exigency is required to be declared in the division due to an unplanned event or a resourcing issue so that this can be monitored.

Direct reporting

There have been issues recently when officers from the division have been asked to direct report for events with very limited consideration given for security or welfare especially in relation to where they leave their personnel vehicles.

Custody

Ongoing issues with Custody Division

Agreement was made to monitor and report back on the impact that the recent change in PCSO's shift pattern to 12 hours shifts and Greenock being used as a Covid/Immigration centre is having operationally to the division. This is to see if it is having any positive change or any change at all on the abstractions for prisoner Observations/Escorts etc.

Vehicles

The Commander agreed to review the process that minor repairs such as having to take vehicles to the garage to have a bulb changed to see if a more local process can be adopted to save officers time and minimise the time vehicles are off the road.

Aftermath of Urram

Business unit are working overtime to process the high volume of overtime claims for officers, there is some concerns from members that this will not be done in time for the December pay date as a large number of claims have been sent back to be amended.

Vacancies

There are still 3 Inspectors vacancies and now a Constables' vacancy due to the resignation of Kenny Kean. Merrylee house have been contacted to see what needs to be done if an election is required.

Area 13 & 16 – Greater Glasgow North and South

Events

URRAM covered elsewhere

BAU

After Op. URRAM, our notification for cancelled rest days went from 16 days to 19 days. There have been issues surrounding offering 1.5 for events that are now less than 8 – dealt with by FTOB's.

Issue recently re division waiting for 19 days to cancel days off for a couple of football matches whilst waiting on Intel. This will be progressed through FTOB and the commander.

Division are continuing to change rosters on rest days with 90+ days' notice without going through a formal cancellation process.

Annual Leave

Division have managed to "fix" next year's annual leave allocation.

Taser

There do not appear to have been many issues but Officers are still being sent across the city for inappropriate calls. Serious issues continue to be raised to FTOB. There are still insufficient numbers.

Violent incidents/SCOPE

Following representation by G Div Reps, we are now being asked for the reference numbers from scope to close CR's.

CCPP

Although raised with senior management, due to a change in ethos with the CCPP it makes it extremely difficult for anyone to get time off on a Friday and Saturday night due to how Officers are counted in OBL.

Fleet

The situation improved over Urram – some electric cars are being issued - LPST issued with some vehicles with blue lights and siren but no light bar– limited facilities to charge them and no training on how and when to charge. Guidance sent out by division regarding not using vehicles for locus protection, pursuits or "response driving". Clarity is required.

Mobile devices

Division have been asked to remind officers not to take mobile devices home. There were recent issues regarding officers whose day off was cancelled – no order before going on their days off and the suggestion made that they check their mobile devices. Ops planning are aware.

Court Excusals – Same as other divisions, submitting requests and not receiving a reply.

Custody

This appears to be getting better. Not had many complaints although during Urram, heavily staffed and took non Urram prisoners.

Airwave

There was an issue with garbled transmissions pre URRAM – reported on numerous occasions to C3. G Division reps requested near miss reports be submitted. A few were submitted and matter was resolved within 10 days.

Health and Safety

Numerous near miss reports for poor airwave in Shettleston office, will be taken back to Commander.

Highest hitter for violent incidents is GP. This will be taken back to division along with the CCPP time off matters.

There has not been a H&S meeting in division for several months. One is arranged for December.

One Representative asked if any other areas had been experiencing a 90+ day change of roster on a rest day. Told if given 90 days' notice it is not a cancelled rest day, just a change of roster. Examples given and a brief discussion took place.

The WAC Secretary advised members to make him aware of any examples of this.

Area 14 - OSD

OSD will be sitting with one PS vacancy, due to the imminent retiral of David Osterberg and one PI vacancy.

Urram

All reps received numerous enquiries regarding Urram shift changes and overtime. All resolved at the time using online guidance, as well as circulated advice, alongside Urram WFA.

One representative had been contacted by divisional officers complaining about the signal and quality of the new Airwave radios being issued.

Other representatives have dealt with various low level non thematic enquiries relating to PIRC, FWP's, allowances and Grievances etc.

Area 15 – SCD

Grievance

Two Officers are still being supported through the grievance process.

Op Urram

Numerous officers have been in contact to advise that overtime claims were being declined with a myriad of excuses reasons being offered up. The confusion always seems to fall on the side of claims being rejected. Most issues were around less than 28 days' notice or double lock rest days. Thankfully a number have been resolved but some claims remain unpaid.

6. **DEEP DIVE**

There has been no update since the last meeting.

7. **LOCAL POLICING COMMANDERS (LPC) & PEOPLE AND OPERATIONS DELIVER GROUP, (PODG) NATIONAL MEETING**

LPC

There have been two meetings of the Local Policing Commanders since the last WAC meeting. The first meeting was on the 30th September 2021 and the second meeting on the 22nd October 2021. Due to COP26 these were reduced meetings. The only items discussed were a brief update on the West People plan, an anomaly has been found in relation to vacancies but this requires further checking and Welfare money that was provided for the Divisions for BAU

PODG

There have been no meetings of the PODG since the last WAC Meeting.

8. **CONDUCT**

The WAC Secretary provided the conduct update in the absence of the WAC Deputy Secretary, Lynne Gray.

An update was provided on the meeting of the Conduct Committee that took place on 28 September 2021.

Performance/PIP

No performance cases since last meeting.

Training

Training will restart once lockdown is eased. Anybody who wishes to be trained in conduct please inform WAC Deputy Secretary, Lynne Gray and arrangements will be made to plan some days training to give representatives a basic understanding of conduct regulations and procedure.

AOCB

Conduct IT –All conduct leads for each division now have ipads or have their own device to complete case submissions forms for any contact we have with members under investigation. If the equipment provided is not being used, SPF will ask for it to be returned and re-circulated. West area have, for a number of years asked for the appropriate IT for representatives to help with misconduct matters but not many are actually using the equipment. Members were encouraged to use as often as possible.

An update was provided on current conduct cases.

The criminal figures remain high, but as per last quarter this is anticipated to reduce once the courts are back to normal as many cases were postponed due to covid. There is still a high number of CAPPD awaiting the PF decision which is holding up the conduct process. There have been no further meetings during COP 26 but we have several meetings and hearings scheduled for December and beginning of 2022.

The WAC Deputy Secretary extended her thanks to all divisional representatives for their help looking after the welfare of our officers whilst being investigated.

9. **EQUALITY**

The Vice Chair provided an update on the last Equality Committee meeting which took place on 29 September 2021.

PNB(S) Equality Working Group

The Assistant to General Secretary, People & Equality (AGSE) reported that there had been no meetings of this Group since the last Equality Subject Committee meeting. A number of outstanding issues highlighted at the last ESC will be addressed at the next meeting once arranged.

Equality, Diversity & Inclusion Employment Group

The Chair reported that the next meeting of this Group was scheduled to take place on 6 October 2021. The AGSE highlighted significant delays with Access to Work, who assist disabled persons return to the workplace by ensuring reasonable adjustments are implemented. The Committee were requested to notify the AGSE or Equality leads of any similar issues.

Equality, Diversity, Inclusion & Human Rights Strategic Oversight Board

The AGSE provided a summary of the main points resulting from the last EDI Strategic Oversight Board on 14.09.21. The Committee noted that 2 of the 50 workstreams from this Group which have had substantial SPF involvement; Maximising Attendance and Smarter Working, appear to have stalled. Work is ongoing to ascertain the current position.

Independent Advisory Group (IAG)

The Committee were provided with an overview of this Group, which emanates from Recommendation 18 of the Dame Eilish Report (Complaints Handling, Investigations and Misconduct). The Group is independently chaired and will report to the SPA on EDI issues within the Service.

Hate Crime Advisors

The AGSE advised the Committee that the Hate Crime Advisor Course review is now complete is now a revised 2-day course. Five courses have now been completed with 42 deemed competent to move to a supported redeployment. Discussion followed regarding the reasoning

behind this being rejuvenated and a lack of awareness by officers. The AGSE was tasked obtaining Hate Crime figures from the Service.

Hate Crime & Public Order (Scotland) Bill

The Police Service continue to liaise with Scottish Government regarding implementation and impact on service delivery and data recording. A Working Group had been created to decide whether Misogynistic Abuse should be considered a separate crime. The Bill will take effect from April 2022 and changes to the legislation will require training, guidance and communications planning, as well as upgrades to ICT systems. Concerns have been raised in terms of the Service being unable to meet demands regarding recording and data provision to Scottish Government.

Your Safety Matters

A draft Hate Crime Victim Strategy for SPR2 is being progressed which will highlight repeat victims/perpetrators culminating in a report to the PF. A Focus Group has been created within K Division, made up of police victims to assist in improving the overall service provided to officers and staff. Adam Peppard informed the Committee of the experience in U Division, which had followed the Your Safety Matters process successfully.

Sex Matters

The AGSE informed the Committee that Police Scotland had received communication from Sex Matters regarding Police Scotland's membership of the Stonewall Diversity Champions Scheme. Sex Matters have stated that this will put employers at risk of non-compliance with the Equality Act, and had resulted in a number of Police Forces and organisations leaving the Stonewall Scheme. This matter is under review.

Dame Eilish Recommendations

There are 11 recommendations specifically relating to EDI resulting from the Dame Eilish Report, details of which will be circulated by the AGSE.

AGSE Update

The AGSE reported the following figures across the Country.

EQUALITY CASES

CASE TYPE	NORTH	EAST	WEST
EQUALITY CASES	10	17	29
IH CASES	36	26	91
IHR CASES	9	26	33

The AGSE summarised emerging trends and highlighted the associated cost implications for legal cases and tribunals, which could have been resolved at an earlier stage.

It was accepted that some managers had little awareness or understanding of processes and were unaware of how to access guidance to assist them in dealing with the grievance process. It was highlighted that a training pilot for new supervisors was being held in D Division, and that this could be incorporated into the pilot. The Chair requested that an invite is extended to the AGSE for SPF consultation. This was attended by the Equality leads who will feedback on this in due course.

Tribunal etc. Rulings & Legal Assistance

The Committee were briefed by the AGSE of 6 recent Tribunal rulings which had been circulated to the Committee previously.

Training

The Committee were informed that the next 3-day Equality Training Course is scheduled for 22 February 2022. This was circulated to the committee and then emailed out by the WAC Vice Chair. West representatives will now attend this course with more courses to follow. Any aspects of Equality that area representatives are wishing to gain more insight on to contact the WAC Vice Chair and this will be met.

Competent Business

What do you require to carry out your role?

The AGSE asked the Committee for any requirements or suggestions, other than training, to enable representatives to carry out their role more efficiently. Suggestions highlighted included a Grievance guide, key-wording document and Equality booklet. Any further ideas would be welcomed by the AGSE and Chair.

Dates of future meetings:

12 January 2022

6 April 2022

13 July 2022

28 September 2022

10. HEALTH & SAFETY

The Deputy Secretary provided an update on the last Health & Safety meeting.

Op Urram

The operation has (at the time of writing) passed without any significant injuries to officers. The risk assessment submitted from the tactical plans were fed back on to Supt McBride as there were a variety of standards presented. Many clearly had not been reviewed by the PSoS H&S Team as they were not in the recognised format used by PSoS. What it did highlight was a clear lack of H&S training in some areas.

COVID/ Op Talla

Op Talla structure was to be absorbed back into day business for ACC Spiers staff office, but was extended to maintain a degree of expertise for Op Urram, particularly on the Outbreak Management front.

The ordering of PPE and cleaning materials has been transferred to Divisional BSUs and the management of FFP3 mask stocks have been taken over by EERP.

The guidance remains the same re distancing, wearing of IIR masks and the carriage of FFP3 for use in known Covid incidents.

There were outbreaks during Op Urram but they were largely contained (mostly involving mutual aid officers). The culture of wearing face masks amongst PSoS officers appears to be established.

There are no figures available to establish the number of officers who have been vaccinated, however those who have not been vaccinated are still required to isolate for 10 days whether or not their PCR test was negative.

There are around 40 PSoS officer currently absent with long covid. They have been protected on full pay until 22 April 2022. After this they will be treated the same as any other person with a health issue.

It is essential that officers, or their line managers submit near misses/accident reports for covid related incidents as it may be extremely beneficial to the individual if they can demonstrate any infection was acquired whilst on duty.

Clothing and Uniform Working Group

Armed Policing looking to introduce fire retardant trousers following the approval of fire retardant tops. Proposed to issue these instead of the current Rip-stop trousers.

Torches

A paper recommending replacing current torch and will be included in budget for next year as a capital investment. Procurement process will look at different options as the current issue is effectively useless and officers are purchasing their own equipment.

Thermals

Thermals were distribution to officers on fence line at Op Urram and a paper has now been supported to supply all frontline officer with the clothing form next years budget.

Pedal cycles

Equipment list has been compiled and waiting for approval as per risk assessment and EQHRIA completion. This will allow procurement process to be set up and contracts with appropriate suppliers - rather than the divisional free for all approach.

Several divisions have had donations of, or have made applications to various funds for the purchase eBikes. Although eBikes appear to be an obvious tech progression there use and maintenance have implications for H&S risk assessments and fleet which may take time to resolve.

First aid

Agreed that the current ventaid and pouch be replaced with resus mask, tuffcut scissors and compression bandage on the standard kit list issued to probationers and cost will be absorbed by the existing budget.

Road signs

Still no resolution to the issue with the signs that meet British Standards and fall over in the wind. However replacement signs are required due to shortages in vehicles. Further update to be obtained from sign manufacturers. #

Footwear

As of 24 Nov 21 measurement gathering has been completed in V, K, L, U, Q and approximately half the order complete. An order of the less common sizes has been received (smaller or wider fitting boots) and distributed which should complete the order in the North and East. Very few pairs remain in stock and the next order is expected in Feb/March 2022. A proposal changing the commitment to provide every officer with boots to only those in the front line with sufficient stock retained to provide for new recruits and a stock hold for those who may require boots or replacements for wear & tear.

Officer are presently being prioritised by sizes availability and whether or not they have already received suitable or similar footwear through a speciality.

There is a budget that provides funding for a replacement programme in the next 3 years should it be required. It is unlikely to be required if a wear & tear replacement programme is followed, although the Chief may elect to issue a blanket replacement pair if he so chooses.

One member of the WAC advised that there appeared to be issues with all officers receiving new boots. The WAC Deputy Secretary (H&S) stated that there was a supplier issue and that all Officers should be provided with their boots by February/March 2022.

One representative asked if the plan is still to provide officers with two pairs of boots and also is it only front line officers who will receive them. The Deputy Secretary advised that supplies have been received and the force are prioritising front line officers. They are currently looking at what the plan will be as originally it was two pairs of boots for each officer. There have been some issues sourcing boots and a paper will be submitted in relation to the plan which has still to be approved. Officers may receive their second pair of boots at a later date.

Body Armour Working Group

Next phase will see the issue of 5500 sets of body armour including 800 ballistic sets, there will be 12 hubs across Scotland same as for the initial phase.

A meeting was held with Safariland and their body armour designer to discuss formed body armour (soft plates for different body shapes). Looking to have 3 officers identified and formed armour custom fit for them to have comfort and wearer trials. Formed armour will be heavier as it requires more Kevlar and overlaps. Trials will be in a non-operational setting as the shaped Kevlar panels are not currently certified by the Home Office. No Date as yet.

Body armour covers options to be investigated as any new cover will have to have the capacity to attach more equipment such as body cams. Molle strap & Velcro and click fast are the preferred options.

Your Safety Matters

YSM Diamond Oversight Group meeting has not met for the last 2 quarters due to Op Urram. The Hate Crime SLWG chaired by ACC Kenny MacDonald has met.

There is a Hate Crime SLWG (Short Life Working Group) chaired by ACC Kenny Mac Donald looking at how officers and staff who are victims of hate crime are supported and managed with the aim of identifying good practice across the country to provide a consistent process.

Health & Safety

RIDDORs

Approximately 500 RIDDORs have been submitted over the last year. The majority of which relate to COVID and relate to workplace exposures.

For non-covid incidents the number submitted is down on the previous year.

Network Rail Update

A protocol review is being carried out to simplify the guidance and to ensure that the correctly worded requests are delivered to Network Rail to ensure the appropriate caution or stop is placed on the line when officers are dealing with incidents near live railway tracks. The plan includes better use of the What.3.Words app to ensure accurate locations are provided.

Electric Vehicles

Probationers are being exposed to Electric Vehicles while at the SPC. DTU are providing practical training in EVs as they are being rolled out across the force.

One member of the WAC raised issues regarding the training provided for the use of new electric vehicles. The training is in the form of a power point which provides some guidance, part of which stipulates that the cars cannot be used for response policing as the vehicles have not been fitted with a light bar, however the guidance needs to be clearer for officers as to what they can and cannot be used for as it is currently too vague.

One representative advised that training on the electric vehicles forms part of the new standard response course, a one day induction is included which is very beneficial, however, many officers will miss out on this if they have already completed the response course.

It was suggested that Woodside Place be contacted for their opinion in relation to the guidance provided for electric vehicles. The WAC Secretary (Elect) advised that this will be referred back to AGS (Health & Safety).

Naloxone

47 uses to date.

18 – G

22 – D

5 - C

2 - N

There has been only a couple of issues reported with the Scottish Ambulance Service down to poor comms between control rooms.

There has been a low response to the three staged surveys from the evaluation team - particularly the final survey. PSoS issued communications to encourage volunteer officers to complete it.

The evaluation team may be seek an extension to the time frame for producing their report from December to January or possibly February.

Meanwhile the chair of the NPCC health and welfare advised that their position remains that naloxone is not something that police officers should be carrying or administering.

The WAC Deputy Secretary advised that due to COP 26, there had been no further information available in regards to the figures and that he would request an update.

One member of the WAC raised concerns regarding Officers carrying and administering Naloxone, and that the SPF seem to be accepting that this is something that will be going ahead.

The WAC Secretary (Elect) stated that SPF are very much aware that the carrying and storage of Naloxone will result in issues for officers that they need to be made aware of before agreeing to carry it. Police Officers have a high level of liability and responsibility placed upon them and for that reason, there is questions over whether officers will face any potential claims, court cases, or misconduct proceedings should there be any incidents resulting from the administration of naloxone. SPF have requested confirmation in writing of the above due to obvious concerns.

Casualty Transport SLWG

The Casualty Transport SLWG was set up following an action from the Clinical Governance group and has met on two occasions. It is investigating if a single policy for police transporting members of the public in need of hospital treatment transport could/should be devised.

CI Dave Bradley is the lead. A draft policy was circulated and feedback submitted highlighting a variety of areas particularly over liability and responsibilities of officers.

Apart from the obvious injured persons, victims etc. issues include whether or not the routines matter such as the transport of custodies to hospital if a custody requires medical treatment

(i.e treatment which is neither an accident or emergency), and person suffering from mental health episodes, D&I's etc. .

It was agreed that in all occasions the best practice is the Scottish Ambulance Service should be mode of transport and that officer's shouldn't be transporting for convenience as opposed threat to life.

PSoS Health & Safety Advisers had been in contact with their counterparts in SAS and have been advised that SAS policy is that the only safe mode of transport is an Ambulance. SAS cannot be responsible for a casualty until they arrive or take over their care.

11.JCC

In the absence of the WAC Chair, the WAC Secretary provided an update on the last meeting of the JCC which took place on 15 and 16 November 2021 at Dundee.

The WAC Secretary advised members that the JCC meetings will now increase from 4 per year to 6 per year.

OPS Duties –

The meeting for Operational Duties was cancelled due to COP26. The General Secretary provided the following updates – Leadership – My Career – Proof of concept is under way in three areas. Initially there was a poor response to the reflection logs, however in the last weeks there was influx, this shows an issue with the process as these should be completed throughout the process.

A request for a meeting re promotion processes made to the SPF as there is further desire for change. Challenges around the lack of qualification for promotion in certain areas. Appears a lack of appreciation of geographic factors; lack of investment and funding on developing leadership; there is a significant opportunity for March 2022 for a policy conference which could address some of these issues, particularly the policing of remote or small communities.

SPF Policy Conference 2022

The WAC Secretary (Elect) advised members that permission has been received from the Chief Constable to hold a Conference in March 2022, Provisional dates for Conference were 21 & 22 March. The WAC Secretary (Elect) He also explained the structure and workings of the JCC for the benefit of the new Representatives.

The Conference will be based on discussion around policies and SPF have requested any ideas on topics from local areas. After discussion, it was agreed that the main items put forward for discussion from the WAC would be; the structure of the SPF, Front line policing and resourcing.

There followed discussion with concerns from some representatives in regards to the voting system for members of the JCC, terms of office for SPF Trustees and a lack of consultation with local areas on decision making.

COP26 – A discussion took place on COP26.

Members of the WAC were asked to provide an overview of reported issues and complaints raised to them during and after COP 26. The following was highlighted –

- Issues with Workforce agreement
- RDU – officers not being advised of their shifts until the last minute.
- Officers not fully briefed on where to report
- Public Order – running PSU's with no Supervisor.
- Deployment plans were chaotic and ad hoc plans created
- Officers told to report at staging post for 4.20 pm for a 5pm start time
- Issues around who would be provided with accommodation
- Lack of clarification around officers entitlements
- Recovery Phase – no resources to deal with issues after the event
- Issues regarding overtime

Finance Standing Committee

The JCC Finance Standing Committee took place on 15 November 2021. Items discussed included –

An update on the positive financial position of the SPF, particularly the Member Benefit Trust (MBT) and Voluntary Fund Investments. Exploring options around recruitment consultancy for job matching/searching, for officers who are leaving the force.

1919 publication – This provides view on news/media agenda, continued reference to ongoing social factors (ambulance), Gemma Fraser who runs the magazine has been nominated for an award. The Chair provided an update on protection of governance and establishing independence of the publication to maintain journalistic integrity and identity. FSC reviewed methods to protect the organisation – recommendation is the creation of a LTD company, aligned to the MBT, no conflicts of interest identified, company owned by MBT, requires Directors (best served by the Trustees of the MBT), these are the positions rather than individuals. FSC recommend creation of a LTD company and following guidance from legal and financial experts. This was approved by JCC.

Purchase of property in Aberdeen - Advisors have identified a suitable property, property market indicators are good. JCC have approved.

Fixtures & Fittings – Provision of secure cabinets/furniture to area offices. This requires to go through the FSC as these then become assets. Each area to provide details of what is required and discussions will take place at a later meeting of the FSC.

In relation to the positive financial position of the SPF, the WAC Secretary (Elect) outlined the details and purpose of the SPF Voluntary Fund and explained that the monies in the fund can be used for the benefit of the members but not in a monetary manner.

There was some discussion regarding this and how the options on how the money could be used, there was also concern that there had been no wider discussion with the area committees in this regard. The WAC Secretary (Elect) asked members to forward any suggestions to Merrylee House.

Legislation and Regulations

The JCC Legislation and Regulation Committee has not met due to COP26. The General Secretary provided updates at the JCC meeting. Items discussed included;

The Scottish Government draft Budget Bill is due on 9 November.

Pensions Consultation - The Home Office launched a police specific consultation on proposed pension remedy. The consultation is for England and Wales but will likely affect Scotland. This closes on 2 January 2022.

Standing committee structures – potential for changes. It was requested that views be sought from the WAC in relation to the current set up of the Subject Standing committees, One proposal is that Operational duties is discussed at JCC. The WAC Secretary asked Members of the WAC for their thoughts on the matter -

One member highlighted the benefits of the previous structure of the subject committees whereby they were held locally which encouraged more representatives to get involved.

The WAC Secretary (Elect) agreed to feed this back to Woodside Place

ACTION – Raise request for committees to refer back to previous set up whereby they were held locally within each area.

With reference to the JCC being held 6 times per year, it was highlighted that this will make it more difficult for representatives to sit on this committee due to additional time required away from Division.

One member advised the Full time office bearers that it would be possible to cut the time of the Sergeants committee meeting to 15 minutes or have alternate meetings as there is not a requirement for a full meeting each quarter.

Pensions

SAB – A meeting was held on 26 October 2021, the Police Staff Associations withdrew from the meeting and as such it was not quorate.

Pension challenge – Immediate detriment – Immediate detriment not expected to be resolved until October 2023. Looking at what can be done in the meantime to resolve this issue. There are three areas of concern – Officers who have already retired with a mix of legacy and care pension through Ill-health retirement, officers who are due to retire on a mix of the schemes and officers who have delayed retirement due to moving to care schemes. In the latter example this creates a pension trap as officers lose out on the lump sum due to the commutation factors. This is part of the consultation. Looking at a number of options in relation to the pension trap including a safeguard for the commutation age, allowing both pensions to

be taken fully at earliest age of retirement or reduction for percentage lost from CARE scheme from the NPA to age 60. This forms part of the consultation.

Pensions board

There is an ongoing re-evaluation of the pensions scheme. If SCAPE rates reduce this will likely have a hit to members and will likely effect commutation factors from 2024. At this time there is no way of knowing what the commutation factors would change to if at all. The WAC Secretary (elect) asked for communication to go out to provide details to members, this was rejected until the commutation factors are known.

Annual benefit statements – only 45% of members have accessed their statements.

Auto enrolments - Issues have arisen whereby officers who have been auto enrolled, later finding out they are not fully covered. It is standard practice when an officer leaves the Pension schemes then re-joins they have to provide medical details and, in some cases, undergo a medical, this can lead to reduced pension benefits. Issue is officer's auto enrolled not finding this out until later.

PNB

Pay issue – Pay issue was resolved for this year and details have been sent out on JCC circular 30/21. Negotiations will start soon for the pay deal for 2022.

Discussion to be held at the WAC in relation to next year's pay deal. What add-ons would be beneficial to our members.

LAA Updates

Allard case – Still ongoing.

Holiday pay claim – Still ongoing, NI case still at courts.

Pension challenge against SPF – Dates set for next year.

Scottish Police Consultative Forum –

There has been meeting of the SPCF, the General Secretary provided the following updates -

Legal advice and assistance – There is ongoing discussions around a Police circular from 1978 which relates to officers legal fees being funded by the Force for certain on duty incidents. This is prevalent now due to the number of officers being sued in Civil cases.

One member of the WAC asked if members can be provided with a copy of the information in regards to this legal advice and assistance and the WAC Secretary (Elect) advised that this would not be made public whilst there is a legal challenge ongoing. A request could be made to view the information.

SPA

A Meeting took place on 29 September 2021. Updates include –

5 year financial plan – Current budget is £1.25Billion, from that 86% is for staffing costs. It advises that 17234 officers is the current minimum number.

People committee – Discussion took place at the peoples committee in relation to the Force's survey findings against the SPF survey findings. SPA suggested the Forces survey needs better benchmarking.

Scottish Parliament and Political engagement

The General Secretary updated that the force has applied to the Justice Secretary for an exemption to S19 RTA. This had previously been refused.

JNCC

The JNCC took place on 9 September 2021. Updates include –

Workload and Burnout – Discussions were held, this issue was raised prior to COP26. Recognition that this is a major issue.

Driver Training – Further discussions to take place, the force believe that current numbers requiring response driver training is around 2000, the SPF believe this number to be around 4500.

PSOS reform

Age of Criminal Responsibility – This has been delayed. Likely to be sometime before it's implemented.

SPF Training

There will be induction courses for new reps being held in November, December and January. All FTOB underwent PIP training.

Motion –

The previous motion from the NAC around FTOB roles and responsibilities was complete and the motion was discharged.

Police related charities

PTC – Operating well and more spaces opening up.

St Georges trust – Is changing its name to the Police Children's Charity.

Police care UK – Funds are healthy.

Scottish Police Memorial Trust – No physical events this year. Work is required around the ground at the memorial at the SPC.

National Police Memorial Day – Service was held in Lincoln with limited numbers, next year's memorial service to be held in Belfast, memorial service for 2023 could be in Dundee.

SPF Awards – Nominations are now open for next year.

Presentation to D. Osterberg

The WAC Secretary (Elect) made a small presentation to David Osterberg who was attending his last WAC Meeting prior to his retirement from Police Scotland. The WAC wished David a long and happy retirement.

12. CONSULTATIONS

The WAC Secretary (Elect) advised of the following SOPs issued for consultation since the last meeting

03.09.21 MoU – SPS – Significant Staff Shortages of Prison Officers & Requests for Police Assistance by SPS

03.09.21 Unconscious Bias Awareness Package

08.09.21 Sick pay protection update Sept 2021 - Cessation of Covid-19 Sick Pay Protection

08.09.21 Model for Investigation and Audit 3 and 5 Allegations

10.09.21 Staff Associations Feedback - Role of 2nd Line Managers MyCareer

22.09.21 The Crime Investigation National Guidance Draft V0.21

24.09.21 Publication of Bail Operational Toolkit NG v2.00

25.09.21 Records Management Policy v1.08

12.10.21 Threat to Life SOP v4.05

22.10.21 Anti-corruption Policy v2.03 and EqHRI

13. MOTIONS

There were no motions.

14. CORRESPONDENCE

The following items of correspondence had been received –

- Notification of retiral from David Osterberg dated 10 September 2021
- Notification of retiral from Stewart Gailey dated 30 September 2021
- Notification of resignation from WAC from Kenny Kean dated 19 November 2021

15. COMPETENT BUSINESS

Direct reporting to events.

Concern was raised that no consideration is given to officer's welfare when travelling to events in their own vehicle. One member highlighted an agreement in another area, whereby officer's kit was transported for them if they were travelling to an event, however this is not the case in the West. Distances are not being taken into consideration and officers are having to carry clothing and equipment with them.

The WAC Secretary (Elect) were advised that in the west we have separate departments dealing with events, not one events team. It was agreed that this matter be raised with the SPF Deputy General Secretary.

ACTION – Re Events - raise with ACC direct and with the SPF Deputy General Secretary with a view to requesting one events team.

Double Lock – rest day compensation.

The WAC Secretary advised members that this came into effect recently, prior to COP 26 and is included in Part G of the PNB handbook. He explained to members what it is and how and when it can be implemented.

In order for it to be put in place it is up to the Chief Constable to secure the agreement of the relevant staff association for a specific event or operation that is mutually agreed, Members who volunteer to work cannot agree to the double lock rest day compensation as this as authorisation has to be from the Staff Association and will only be authorised by the SPF Deputy General Secretary. The WAC Secretary (Elect) answered questions from members.

16. DATE OF NEXT MEETING

The Vice Chair thanked the members for attending and wished everyone a Merry Christmas. The next meeting will take place on 3 March 2022.

Ian Florence
Secretary (Elect)

Adam Peppard
Vice Chair