



SCOTTISH POLICE FEDERATION West Area Committee

Ref: IF/LC/LW/WAC2022

**Minutes of the First Quarterly Meeting of the West Area Committee
held on Thursday 3 March 2022 at 1000 hours within the Glynhill Hotel, Renfrew.**

1. ATTENDANCE AND OPENING -

West Area Committee (WAC) Office Bearers & Staff

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

WAC Representatives

Elaine Sutherland
Claire Duffy
Denise Quinn
David Taylor
Jennie Macfarlane
Chris Thomson
George Allsopp
Stephanie Milligan
Cath Glass
Lee Hamilton
Pamela McFarlane
Michael McCaughey
Chris Hynds
Aaron Hicks
Gordon McKeand
Hugh Burns

Marketa Davidson
Chris Dibbs
Richard North
Cath McNally
Linda Mathers
Stephen Gray
Stuart Johnston
Stuart Finnie
Euan Graham
Chloe Rice
Scott Lisett
Craig Fraser
Sean Innes
Stephen McGarry

Apologies

David Carmichael
Gary Diver
Karen Cameron
Dougie McKinlay
Catherine McAndrew
Alistair Mackinnon
Stevie Bryson
Emma Louise Smith
Jonathan Bruce
James Mutter
Iain Gray
Dougie Chalmers
Michael Scott
Eddie Mather
Gavin Tuohy
Georgina Gibson
Billy Hendry
Craig Dunn

1. ATTENDANCE AND OPENING

The WAC Chair opened the meeting and welcomed the members, she gave a special welcome to James Thomson, SPF Equality Secretary and John Turley, East Area Chair (Elect) who were attending the meeting as guests. A special welcome was also extended to the following newly elected representatives.

V.1

PI Gavin Tuohy – Q div
PI Stevie (Stephen) McGarry - G div (south)
DS Sean Innes – SCD

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 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 draft minutes of the previous meeting held on 2 December 2021 had been circulated to members of the WAC and were presented for approval. The minutes were proposed and seconded and thereafter adopted as a true record of the meeting.

The Chair updated on the actions from the previous meeting.

Actions from previous Meeting (December 2021)

(1) C/F from previous

Re Motions

Prepare and circulate a guide to the WAC on how to write a competent motion.
Guide to be prepared and sent to all reps. When complete.

Update - ONGOING Dec. 2021

(2) Re Committee Structure

Preference to the old committee structure with more input and more involvement from local reps. The WAC Secretary will feed back.

Update - Relayed back to SPF Gen Sec. 20 December 2021.
CLOSED Dec. 2021

(3) Re Events

Lack of consideration given to Officers welfare during large scale events in respect of travel distance, transportation of kit & personal equipment being kept at officers' home address.

3

Update - WAC Secretary will raise with SPF Deputy General Secretary to take forward.
ONGOING Dec. 2021

(4) Re Conference

WAC Secretary advised that Areas have been asked to put forward any requests for topics for discussion for Conference 2022. After discussion, the following topics were suggested

- Structure of Federation
- Front line policing
- Resourcing

Update -Relayed back to SPF Gen Sec. on 20 December 2021. CLOSED Dec. 2021

4. LEGAL ADVICE AND ASSISTANCE

There have been 11 files sent to legal since the last WAC Meeting –

- 6 x Injury on duty
- 2 x Criminal Legal Defence
- 1 x Employment Dispute
- 2 x Other

This does not include any applications submitted directly to Legal.

5. DIVISIONAL REPORTS

Each Division provided a brief update.

Area 8 – Argyll and West Dunbartonshire

Health and Safety

Issues with repairs not getting carried out again, SMT aware and have escalated with estates.

Welfare

On-going concerns regarding staff levels causing continued strain on officers, this is then leading to other officers having to travel to cover shortfalls.

A working group has been set up by Sup MacDougall and Federation representatives have been invited to attend the next meeting for this. Discussions regarding number of groups and other shift patterns being explored.

Complaints from officers in relation to being told to participate in firearms enquiry officer courses due to shortages of FEO's. Some Officers were advised that it is a core duty. Divisional reps making further enquiries into this to establish exact circumstances. The matter has been raised at recent SMT meeting.

Several enquiries regarding pension changes. Concerns for some that they are being forced into CARE without appropriate information being available until 10/23. This means that some officers could be forced into a bad financial choice as it is only way to claim 87 benefits at 30 years' service.

Shifts

Working group looking at how best to deal with resource issues. All parties aware any new pattern proposed would have to be compliant with WFA.

Resource levels

On-going issues and disturbance to rest days caused by shortages and OBLs. SMT are aware although it is not an easy problem to solve.

Issues around staff levels mainly caused by court abstractions with PST backfill still regular occurrence.

The state of the fleet was raised again at SMT and discussions around certain cars of a certain age constantly requiring work. Sup MacDougall stated he would make enquires with fleet to see if they were looking at cars requiring regular work and their sustainability.

Area 9 – Ayrshire

Ayrshire reps continue to have very positive engagement with the SMT.

Particular issues in the division are;

Ayr police office was badly damaged in the recent storms and is now leaking badly affecting the performance of persons working in the office. Issues have been identified and repairs are underway. The situation will be monitored until the move to the new office towards the end of the year.

There has been some feedback on the pay claim application. Beneficial to share the process of a pay claim as it goes some way to increasing understanding amongst members of how these claims are made.

Complaints from members regarding planned overtime and not being paid the correct rates of pay. Officers with 2 days' notice of planned overtime are only being given it if they agree to only claim time and a half.

Some officers are having issues with new boots. Complaints of the boots being too tight around the ankles. Concerns regarding the outcome should an officer suffer a trip/fall whilst not wearing police issue boots.

V.1

The WAC Secretary advised that wide fit boots are available to officers if requested.

Confusion over officers having to make their own way to events and operations and not being able to organise transport locally "due to covid". This is increasing travel times for officers and officers are attending the events only to be placed on buses in mixed groups.

Naloxone – Concerns from officers with regards to administering.

Area 10 – Dumfries & Galloway

The main issues raised –

No 4x4 vehicles provided for rural areas. The matter will be raised locally.

OBL's - some disparity between Sub Divisions.

Custody – Officers being asked with very little notice to do custody backfill.

Estate – Currently in good condition and no issues.

Vacancies in V Division – Currently looking to have vacant posts filled.

The WAC Chair advised that she had attended the recent V Division people board. They appear to be aware that there are certain groups who are struggling and look to address the matter and get the vacancies filled.

Area 11 – Lanarkshire

Thanks were extended from Q div reps to Inspector Hugh Burns for his service prior to his retirement in April. A welcome was extended to Inspector Gavin Tuhoj who has joined the Q div reps' team. There is currently an election for the vacant sergeant's post.

In the past month, Divisional reps were made aware of a rat infestation at a Lanarkshire police office. The area Inspector is working alongside property management services who took action, and the matter now appears to be resolved.

Court variations

The Divisional Senior Management team had a meeting with reps. and discussed how Friday and Sunday nightshifts were severely short of numbers due to court variations. There is a new pilot ongoing in Q Div to make efforts to reduce the amount of officers cited for court, this is in conjunction with Pf/Crown.

Community police/DAVRU shift change

Meetings have been held with Senior Management regarding the current cp/davru shift pattern. Officers working the pattern have intimated that they would rather work longer hours in exchange for cutting the 6 days to 5 days. Further discussion planned for March and SPF full time officials will be made aware of date.

Promotion process

A number of reps. have been contacted regarding the new promotion process. The general consensus is to why different areas appear to be starting the new process while the West is no further forward.

The WAC Secretary advised that this is due to the North area not having officers with the required qualifications for promotion, so they have had to extend the trial, and include officers from other areas.

Exigency of duty

Issues raised regarding shifts being changed with "exigency of duty" as the reason. Officers who were cited for court and cancelled sometimes less than 5 days are being reverted back to their original shift without being asked. There were also a number of officers who had rest days cancelled due to the upcoming Scottish cup game between Motherwell and Hibs.

Fleet

Complaints regarding cars constantly being in the garage.

Area 12 – Renfrew & Inverclyde

Federation Vacancies

There are currently two Constable vacancies and three Inspector vacancies, fortunately there will shortly be an election to fill the Constable vacancies as four people are standing for the role. There is still no interest from Inspectors in the division.

Welfare/Courts

Continuing issues with the high number of court citations, it appears the courts are trying to catch up and as such large numbers of citations are coming in with little regard to the impact this has on the service, this has a knock on effect in relation to variations, available resources, annual leave excusals and consequentially on officers welfare This is one of the issues which will be raised with the divisional SMT to see what can be done locally.

Vehicles

There is still a lack of working vehicles in the division on many occasions, vehicles are spending longer at the garage for repair with very few replacements being issued and the fleet continues to get older with higher and higher mileage.

V.1

In respect of electric cars, advised that the division is going to be issued with marked electric cars, however there is still a lack of infra structure in relation to charging these vehicles and there appears to be a lack of knowledge about how they can be deployed.

Feedback on what, if any trials have been carried out by the organisation over a protracted period to see how suitable electric vehicles are for certain roles, would be beneficial.

Resources

Continuing issue with shift/department numbers as well as level of service on the shifts in general.

Training

Training catch up in some key areas such as response driving courses, will be required to avoid this becoming more of an issue in the near future.

Direct Reporting

Officers are still being required to direct report with little regard being paid to providing secure parking. This matter has been raised previously with G division Ops planning but has still not been resolved.

Area 13 & 16 – Greater Glasgow

The representatives met with the Senior Management Team on 13 December 2021. The next meeting will be at the end of March.

The main topics were :

Low Emission Zone

The Glasgow LEZ will be introduced in 2023 and Stewart Street police office will sit within it. The representatives have raised concerns about the impact this will have on officers who regularly work there and also those attending for events most notably the City Centre Policing Plan. There will be no exemption for personal vehicles.

Custody

The main issues that were raised were ensuring that suitable decontamination facilities were available for officers dealing with COVID prisoners and also asking for clarity over the availability of custody staff for constant obs. duties. It was confirmed that when there was sufficient staff on, they would cover the obs. duties.

Flexible work plans

There seems to have been an increase in the number of officers looking for assistance in relation to work plans and some concerning comments being made to these officers. We are continuing to support the officers when they approach but there are concerns that

some are not stepping forward for help. This matter to be covered in supervisors' training/awareness.

Public Holidays

There were a number of issues that were raised after the Division made a change to how public holidays were administered on SCOPE. The Division agreed to review this before the next batch. Since the meeting a further issue has been raised when officers were required to work with less than 8 days' notice and are due another public holiday. It appears that SCOPE did not administer this. It is believed that a work around is in place however there is concern that the day is now being recorded properly to protect the officers for further duties on the new PH.

Resourcing of events

A number of events seemed to be getting resourced very last minute without explanation as to why. There are still problems with shift changes out with the WFA. A further plea has been made to try to use a broad a group of officers to work at events (Force wide).

TASERS

At times there scan be insufficient TASERS at hubs due to an uplift in those trained.

Assaults on police officers

Still seems to be under reporting of these however a high number were whilst within custody suite.

Stewart St

This office continually brings up problems with parking and the introduction of the Low Emission Zone next year will add more problems for some officers.

Area 14 - OSD

The Pay claim appears to have been quite well received.

The only issues raised were in relation to overtime, but issues resolved locally. No other matters of concern raised.

Area 15 - SCD

Most challenges appear to be around HR. Some departments are more flexible than others and some signs of inequity are starting to show. Previously, posts that would have been attractive to people are difficult to fill.

Brief discussion took place in relation to the use of electric cars and various issues resulting from use of these vehicles such as lack of charging points and vehicles not

having a full kit should officers require to stop at a road accident. There is also little instruction or guidance on use.

6 **DEEP DIVE**

No update since the last meeting.

7. **LPC Local Policing Commanders (LPC)**
People and Operations Deliver Group (PODG) National meeting

LPC

The WAC Chair advised members that there have been three meetings of the Local Policing Commanders since the last WAC. The meetings were held on 21 December 2021, 17 January 2022 and 25 February 2022. The following is a brief update from the meetings.

Resourcing events – WAC Chair and Secretary raised the issue surrounding the disparity between events across the country. Highlighted that a number of recommendations were made some years ago after an HMICS inspection, these recommendations have still not been put in place. Some of this work is being carried out at the WPRB however there is local work that can be done. It was agreed conversations would be had with Divisional Commanders and a separate conversation with the ACC to highlight all the issues.

Middle office remodelling – This is ongoing throughout the country, it led to a number of officers being moved roles due to restrictions. The WAC Chair raised concerns that it appeared to be done without any welfare considerations for those being moved. ACC was aware of the issue and it has been slowed down to ensure all parties were spoken to.

Estates – Proposal for a new office at Oban has been prepared to be presented to the force executive, this is to get funding, no sites had been agreed.

Delivery of citations – Paper copies sent to civilians to be cited are possibly being returned late and Officers are asked to deliver by hand to find that they have already been returned. SPF have asked if they can look at changing timescales for this to avoid duplication of work. ACC will take this back to force executive.

Regarding this, one WAC member highlighted a process with NHS whereby a QR code is included in appointment correspondence, this is a quick and accurate means of confirming attendance and may be something to take forward to improve the citations process.

Court/Court duty change – this continues to be an issue, ACC asked that divisions take into consideration the welfare of officers and that each divisions views were represented at their meetings with COPFS.

PIO cover – Some divisions struggling with PIO cover, this has been raised up to be looked at. Question was asked by WAC Secretary if the change in ratios has caused the issue. This will also be looked at.

The WAC Secretary asked that any representative aware of changes in estates feed the information into MH as often SPF are not advised by the Force.

PODG

There have been no meetings of PODG, these will resume when the new ACC's are in place.

8. **CONDUCT**

The last meeting of the Conduct Committee took place on 11 January 2022. The following matters were discussed.

Performance/PIP

No performance cases since last meeting.

Training

Training will restart once lockdown is eased. Representatives were asked to forward details to Lynne Gray, The WAC Deputy Secretary for conduct in relation to training dates in the near future. The training will give all representatives a basic understanding of conduct regulations and procedures.

AOCB

SPF Conduct update forms – Representatives were asked to direct any questions regarding the form, (which allows for updates on any interaction with members), to be directed to Lynne Gray at Merrylee House. Due to GDPR, this is the only format to be used for submitting information. Members who have been allocated devices, should ensure that they are being used for this purpose.

Members were advised to be aware of officers being required to provide hair and urine samples (known as "with cause") Guidance will be provided to Federation Representatives.

Current conduct cases.

Case figures remain steady and some CAPPD have been marked no further proceedings. We await a decision with the CI in conduct to determine if any misconduct is to be

answered. Any representative who has been assigned for an Officer's welfare should ensure that contact forms are submitted during this time.

Many 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 12 January 2022.

Equality, Diversity & Inclusion Employment Group

The last meeting was held on 16 December 2021, which included progression of the SWDF Menopause Tool Kit and the Staff Survey Your Voice Matters. It was noted that Police Scotland were now engaged and addressing the needs of those with Neurodivergent conditions.

It is important that officers who may be affected by this are being supported, they are covered under the Equality act for this and reasonable adjustments must be considered to support them.

Equality Training

The service has created a new post, EDI training Lead. Regular meetings are taking place and it is hoped that steps will be taken to try and get EDI firmly imbedded in all training.

Consideration is being given to having external trainers and emphasis has been made by the SPF that this needs to be practical training and not completely legislative, e.g. what are reasonable adjustments, what are and why do we have pregnancy risk assessments etc.

Independent Review Group (IRG)

As above the IRG are carrying a review of the EDI work within Police Scotland and will continue to meet with SPF.

It is important that issues are raised to the WAC Vice Chair as soon as possible and in turn passed to our national AGS in order to understand the issues and have them addressed at the appropriate level.

Hate Crime Group

The pilot and survey have been extended to G Division from K Division.

Wellbeing Governance Group

Trauma Impact Prevention Techniques - due to Cop 26 and Covid only 45 officers in Orkney have so far been trained. Positive feedback from them so far.

Return to Work Interviews - 3500 outstanding RTW interviews. This is being conflated by Covid but some of the causes have been addressed through SCoPE. Self-isolations are shown on SCoPE as a period of illness but these are going to be shown as special leave from beginning of January.

Health Wellbeing Programme Review – A review is ongoing to assess all the services that are currently used by PSoS to ensure that officer and staff needs are being met. Engagement has been carried out with staff associations.

ET/Guidance

The West continues to be busy. The Vice Chair thanked all local area representatives for their assistance.

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

It was highlighted that a training pilot for new supervisors was being held in D Division, and the grievance process could be incorporated into the pilot.

IHR

Continued work to assist with review, last communication with the service indicated services of two additional SMP's were being sought and are now secured.

There is dismay at the length of time people were sitting in the process, not solely about the human impact but the financial impact on the service.

Regarding half and nil pay for those officers within this process, they must be addressed on an individual basis with evidence of any delays. For example, the service will say that any delay in receiving medical records from GP's etc is not their delay, so all efforts need to be made to speed this process and lay any delay at the door of the service. For cases to be expedited this must be supported by medical or similar evidence.

Occupational Health

The contract with Optima is due to expire, a considerable number of issues have been raised by the SPF. It is important that feedback comes in from local Representatives to allow us to shed light on the current issues and failings.

Bradford Factor – This is no longer in use.

DSA's

There have been no further meetings.

Grievance Process

Under review, we await an update.

Timescales not being adhered to, lack of understanding, lack of training, poorly presented final outcome letters and process management.

Case allocation review process is not fit for purpose, failures to take cognisance of feedback and need to ensure transparency is there for allocation of issues.

Particular Case PNB

PNB 05/1 Guidance to chief officers on the use of discretion to resume/maintain paid sick leave.

Following an approach by the SPF agreement was reached that a process would be adopted that would pass the decisions surrounding particular case to Support Supt, ensuring an early decision and negate the need to progress through appeals.

In the meantime, please ensure all Particular case status requests come via Merrylee house so we can ensure these are conforming to the agreed format. A pro forma is available for those who wish.

Tribunal etc. Rulings & Legal Assistance

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

Dame Eilish Recommendations

Members were advised that the second thematic progress report following the publication of Dame Eilish Angiolini's independent Review of Complaints, Investigations and Misconduct in Policing in Scotland in November 2020 was available on Teams.

Active Bystander

Work is ongoing. A workshop has been developed for presenting to selected people from the EDI.

Training

A 3-day Equality Training Course took place on 22 February 2022. There will be more courses to follow. Any aspects of Equality that area representatives are wishing to gain more insight on to contact the WAC Vice Chair.

The WAC Chair introduced James Thomson, AGS Equality to the members of the meeting.

James extended thanks to Adam Peppard, the West Vice Chair and all involved in dealing with the extremely large caseload in the West.

James advised members with regards to the Independent Review Group and provided some information on the work involved.

James emphasised how important training is in the Equality field and informed members that a three-day course has been developed for this and encouraged anyone who wishes to attend to speak to Adam Peppard, as it is an excellent course.

James updated on the following matters-

Workloads for Sergeants, training, modified duties, the IHR process and the recent lack of Selected medical practitioner's (SMP) for the force. He advised that we now have four SMP's which has helped with the IHR cases.

James encouraged members to pass any concerns or questions through Adam and this will allow James to take any concerns forward.

The WAC Vice Chair highlighted the IOPC Operation Hotton Learning Report relative to issues in the Metropolitan Police. It was agreed that a copy be circulated to members of the WAC.

ACTION – Circulate copy of Hotton Report to all Reps.

10. HEALTH & SAFETY

The Deputy Secretary updated on the Health & Safety meeting which took place on 13 January 2022.

COVID / Op Talla

Op Talla was stood down on 26 Nov 21. Just before the Omicron variant arrived.

Op Talla was then stood back up on the 14 Dec 21.

During this period of the pandemic, absences were significantly higher than with previous variants, with positive cases being particularly high in comparison with self-isolating.

The Conventional Response Unit (CRU) was stood up on 10 January 22 (with officers given notice on the 5 January 22) providing around 400 to fill the gaps. Other resources not within commuting distance to the staging posts were returned to their local offices mostly in the North, Argyll V and J divisions.

Probationer training at Tulliallan was suspended and probationers were sent to their respective divisions to bolster numbers.

Absence numbers had reduced significantly by mid-January, although they were still comparable with the peak of the Delta variant.

On 19 January 2022, the CRU were given notice to stand down and return to their base posts on 21 February, with the probationers returning to the Tulliallan a week later.

The return to the previous control measures and policies of Physical distancing back to 1m in the workplace and the wearing of FFP3 masks at known or suspected Covid cases was implemented on 26 Jan 22.

The clean-shaven policy remains in place, although, as in previous policy, officers wearing beards for cultural, religious, or medical reasons can now be deployed, albeit that they cannot attend incidents where there is a confirmed or suspected COVID risk.

PSoS communications going out targeting officers who can wear FFP3 but don't to change their habits at least as to show respect to officers who want to be fully operational but can't. The burn rate of FFP3 remains so low that it cannot be demonstrated that the policy is being observed/enforced. There are similar themes in the Downey v McCreery & Chief Constable of PSNI.

There have been 472 RIDDORs incidents reported with more pending.

Your Safety Matters

A new Manager has been appointed as the new well-being manager. Wellbeing awareness packages for line managers to use in supporting officers who are subject to assault/hate crime are being developed.

George Square saw more incidents of assault recorded on SCoPE than on Crime Management – which is the opposite of the trend in normal policing environments. The Analysis and Performance Unit (APU) found similarities with underreporting during Public Order incidents in other forces across the UK.

COPFS - An operational instruction on marking and the prosecution of police assault cases has been finalised and will be delivered in the new year.

CJSD - Custody is considering a variety of steps to reduce the time prisoners and officers have to wait for processing as analysis provides this as a significant factor in flashpoints and the cause of many assaults, near misses, and adverse occurrences in custody centres.

Taser

112 STOs trained since September. More taser hubs have been installed and more have been identified.

The period between Apr -Sept saw 184 uses of Taser (force-wide) with 32 discharges.

This is an increase on the same period as last year, but there are significantly more STOs available so increases are expected, and any conclusions should not be made by comparisons.

Health & Safety Board

Estates - Contract with Mitie is now finished and Servest now in place since 1 December 2021. However, any work Mitie had started they retained. Early indications are that Servest is meeting the obligations of the contact and are providing a good service. 1200 reactive tasks force-wide have been completed by target date. There is now a PSoS help desk set up and two managers have been allocated to oversee jobs in the west area.

However, there are problems associated with COVID/BREXIT in terms of material availability and cost which is affecting the construction/maintenance industry.

Fire Safety -Servest are going to deliver a new system.

Working Time Recording - SLWG to be set up to try and address the issue which has been around since working time recording was introduced.

Clothing & Equipment Working Group

Thermal layers that the group supported waiting to be approved in the budget.

Armed Policing - the fire-retardant trousers have been trialled by female officers and have been found to be fit for purpose. Two pairs per officer rather than the single pair originally proposed.

Hearing protection trials - Following testing completed by Heriot-Watt on the Surefire EP4 headsets trials are underway to assess wearer comfort and usability.

Naloxone

ACC Ritchie recommendations were due in January; however, the evaluation team sought an extension to the time frame for producing their report. At the time of writing nothing has been produced.

The WAC Deputy Secretary advised members that it is a lawful order to participate in training, but not yet to carry Naloxone. Consideration is being given to included Naloxone in the first aid kit.

One member asked if the belt will be extended to allow officers to carry it and was advised that a carriage system is being looked at.

Casualty Transport SLWG

A paper has been drafted. There has been a much bigger input from Scottish Ambulance Service (SAS) and officers are being encouraged to go through 999 in order to get clinical guidance. Work is still in progress however after a pilot program in D Division a dedicated phone number may be rolled out nationally.

This policy is aimed at transporting casualties where there is a physical risk to life, mental health pathways are a separate issue. An option for walking away from an incident if the clinical advice is that the casualty does not require A&E and would be better suited making a minor injuries clinic or GP appointment was supported, as many casualties delivered by PSoS do not require attention and only add to backlogs in critical care units around the country.

Do Not Resuscitate/Do Not Attempt CPR red forms

It has been queried at First Aid training by officers what they should do if someone presents such a form. SAS advise they still have a presumption to perform CPR as they are not legal documents they are only for the management of care.

Casualty Treatment Forms

Submission of these forms is increasing, and they are being used to evidence issues with demand and delays/non-attendance of ambulances through meetings with SAS.

11. JOINT CENTRAL COMMITTEE

The WAC Secretary provided a brief update from the last JCC meeting which took place on 8 & 9 February 2022 at Dundee.

Finance Standing Committee

The last meeting of the JCC Finance Standing Committee took place on the 08 February 2022.

V.1

An update was provided on the positive financial position of the SPF.

Funding for the Police Superintendent's appeal was agreed.

An IT upgrade for SPF staff was proposed and agreed by the full JCC.

Motion with regards to change to rule 15.2(2) – Voluntary fund payment to spouse on death of member to increase to £5000 pounds from £3500 pounds. Motion was passed.

Legislation and Regulations -

No meeting since the last WAC.

One outstanding matter, re-instatement of cancellation of Public Holiday leave which was a North motion. This was remitted to PNB Staff Side for potential inclusion in 2022 pay claim.

Pensions

The WAC Secretary gave a brief explanation with regards to pensions.

PENSIONS REMEDY – Consultation re provision of a Scottish Government remedy on pension which followed a similar principle to E&W. Response was submitted on 14 January 2022. JCC circular 01 of 2022 refers.

Commutation cap – 87 scheme - The potential for removal of the commutation cap on 1 April 2022, this has not yet been signed off but is expected to be soon. This would mean officers who are aged 50 or over and have 25 years' service would get a full lump sum (if they choose too) instead of the cap of 2.25 x final gross pension.

Commutation underpin –The better commutation factors in respect of lump sums is going to be extended indefinitely.

PSEW – Appeal funding in respect of judicial review that was won and lost in respect of pension consultation. The focus was on pre-determined outcome, this was won but no remedy was provided by the court. Staff association funding was sought from other police staff associations – leave to appeal was refused.

Detriment –Pressure is being put on the Government in respect of immediate detriment being sorted when the officer retires and not wait until Oct 2023. Any officer who retires after 1 April 2022 and still have not had their immediate detriment sorted should complete the legal form on the SPF website or included in retirement packs.

Retired officers - Pensions increase by 3.1% due to timing.

Immediate Detriment – Employment tribunals raised and sisted.

SPF Remedy – Thomsons are representing 6,000 affected officers, reported that legal agreements had been reached for injury to feelings; there has been no formal offer in respect of this and our cases remain sisted including any agreement reached by Pension Challenge.

Members were advised that any complaints about SPPA should be put in writing and sent directly to SPPA.

PNB

There have been no formal meetings of the PNB. Updates were provided as follows - TWG progressing on PI element of pay-claim from 2021. A paper has been presented in relation to working hours of the Inspectors rank.

Queens Jubilee public holiday remains outstanding; in service compensation claim remains at SPCF.

LAA Updates

Allard case – Discussions continue, and the focus of the claim is the payment for recall to duty when required to undertake duty. There is a potential requirement for further actuarial work and the action remains live as a damages claim, as opposed to a failure to pay wages.

Holiday pay claim – This case remains ongoing and refers to the historical claim for overtime, a negotiated settlement was almost reached prior to the PSNI case. The Agnew V PSNI is currently referred to the Supreme Court and until this case is concluded, this matter is unlikely to be progressed and will remain sisted.

WHATSAPP Case - The right to appeal to the Supreme Court was refused, legal position and advice is awaited from QC. Further right of appeal would be to Europe.

Appeals for Legal Assistance – two appeals were made to the JCC on behalf of members. These were refused.

SPA

Three new ACC's have been appointed, Andy Freeburn (from PSNI), Bex Smith (from PSNI) and Emma Bond (from NCA).

The WAC Secretary asked that local reps please contact the West Area Secretary with any information on possible station closures, whether temporary or permanent.

Scottish Parliament and Political engagement

Several Political conferences are due to be held. As done in previous years, the SPF will have stalls to allow for engagement.

JNCC

The JNCC meeting was held on 13 December 2021.

Implications on workforce of pension remedy – The Chief Constable has set up a working group to look at pensions and potential implications for officers and the Force.

External Consultants – Introduction of consultants in the change concept, producing a lot of data, current costs are around £1million. The Chief Constable has pledged to scrutinise where appropriate the use of consultants.

The next meeting is scheduled for 3 March 2022.

Working Practice Review Board (WPRB)

The last meeting was held on 12 January 2022. No decision making coming from WPRB. The WPRB are meeting bi-monthly.

One WAC member asked if local representatives will be involved in the consultations on the new WFA. The WAC Secretary agreed to raise the matter at the next meeting of the JCC.

Resource Deployment Group (RDG) - is a subsidiary of WPRB – Discussions have included the un-regulatory practice for RRD and banking same, volume of rest day working expected by PI's.

JCC Sub Committees

Discussion took place on whether these should reflect the sub groups of the JNCC. JNCC meetings are policy (PODG), people and procedures and the working practices review board (WPRB).

SPF Training

There will be induction courses for new representatives held in March 2022. Equality training continues.

Police Related Charities

Police Treatment Centres – This is operating well. Members self-refer and there is no need for the forms to come through the SPF.

Police Children's Charity (Formally St Georges trust) – Continues to do well, has supported many members and their families. Costs over 30 years total is approx. £700 for members.

Police care UK – Looking at ways of raising funds and currently looking at the services they offer.

Scottish Police Memorial Trust – This is due to take place in September 2022.

National Police Memorial Day – This is due to be held in Belfast. SPF will send representatives.

12. **CONSULTATIONS**

- 28.01.22 Family Liaison NG V3.03
- 24.01.22 Hate Crime Campaign 2022
- 24.01.22 Productions NG v2.02
- 18.01.22 Reports & Statements Writing Guidance v3.03
- 24.12.12 Cybercrime First Responder Guide National Guidance V0.02
- 17.12.21 ACRA (S) 2019
- 13.12.21 Custody Policy v2.01
- 30.11.21 Remotely Piloted Aircraft Systems (RPAS) Code of Practise V0.05
- 29.11.21 Auditors & Social Media Bloggers NG v0.05
- 18.11.21 Respiratory Protective Equipment v0.05
- 18.11.21 Human Trafficking v7.04
- 15.11.21 Suspension from Duty NG v0.07
- 08.11.21 Absence Management SOP - P&D Policy Consultation 'particular case' and the absence management processes
- 22.10.21 My Career Proof of Concept Evaluation Outcome Report

The WAC Secretary advised members that due to the increasing number of consultations, some of them will now be put out to local area Representatives for a response.

13. **MOTIONS**

There were no motions.

14. **CORRESPONDENCE**

The following items of correspondence were received

- Resignation from Michael McConnell dated 2 January 2022
- Resignation/Retiral from Gary Mitchell dated 12 January 2022
- Resignation from Fiona Levett dated 19 January 2022.

The Secretary Elect advised that Gary Mitchell will retire with effect from 31 March. A vote of thanks was recorded to Gary who was unfortunately unable to attend the WAC Meeting today.

The WAC Secretary made a small retiral presentation to Inspector Hugh Burns who was attending his last WAC Meeting prior to retiral. The member wished Hugh a long and happy retiral.

15 **COMPETENT BUSINESS**

SPF Awards

Members were advised that nominations are now open for 2022. Some nominations have already been received and like last year, local representatives will be asked to undertake speaking to the nominators and nominees. Request that the awards be brought up at meetings with SMT's/Divisional Commanders to encourage nominations. The six categories will be the same as 2021.

Subject Committees

A discussion took place around the WAC's preference on a proposed structure change to the JCC subject Committees.

Results of the discussion will be passed to the JCC.

One member asked if there was a time scale for stopping the subject committee meetings and was advised that it is planned that the next scheduled committee meetings will still take place.

ACTION - Feed back at the next JCC meeting

16. **CLOSE OF MEETING**

The Chair closed the meeting and thanked the members for attending. The next meeting will take place on 9 June 2022.

Lorna Cunningham
Chair

Ian Florence
Secretary (Elect)