



SCOTTISH POLICE FEDERATION

West Area Committee

Ref: IF/LC/LW/WAC2022.

**Minutes of the Third Quarterly Meeting of the West Area Committee
held on Thursday 8 September 2022 at 1000 hours within the Glynhill Hotel,
Renfrew.**

1. ATTENDANCE AND OPENING -

West Area Committee (WAC) Office Bearers & Staff

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

Guests

James Thomson – AGS People and Equality
Caroline McNaughton – North area Secretary

WAC Representatives

Gary Diver
Stuart Johnston
Stephanie Milligan
Dougie Chalmers
Jennie Macfarlane
Karen Cameron
Chris Thomson
Emma Louise Smith

Richard North
George Allsopp
Stuart Finnie
Linda Mather
Stevie McGarry
David Taylor
Gavin Tuohy
Marc Jobson
Craig Fraser
Billy Hendry
Stephen Gray
Lianne Kelly
Alistair Wright
Scott Lisett
Iain Gray
Catherine McAndrew
Chris Hynds
Pamela Macfarlane
James Mutter
Michael Scott
Paul Elliott

Apologies

Chloe Rice
Elaine Sutherland
Marketa Davidson
Edward Mather
Lee Hamilton
Michael McCaughey
Euan Graham
Stevie Bryson
Dougie McKinlay
Denise Quinn
Chris Dibbs
Jonathan Bruce
Aaron Hicks
Sean Innes
Craig Dunn

The WAC Chair opened the meeting and welcomed the members. She gave a special welcome to newly elected member PS Lianne Kelly, K Division, who was attending her first meeting. The Chair also welcomed guests, James Thomson, AGS People and Equality and Caroline McNaughton, North Area Secretary.

Agenda papers had been circulated in advance 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. The Chair requested that representative vacancies be discussed at the separate committee meetings.

3. **MINUTES OF THE PREVIOUS MEETING**

The draft minutes of the previous meeting held on 9 June 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 (June 2022)

(1) C/F from previous - Re Motions

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

Update –matter discussed under item 11 on agenda and reps advised on guidelines for submitting motions . WAC Chair will prepare information on compiling a motion to be circulated .

ONGOING

(2) C/F from previous - Home working policy

Member raised the issue that in SCD the Agile working tab has not to be used.

Update – Guidance has been circulated.

COMPLETE

(3) C/F from previous - Phones and IT for local reps.

Members raised the issue that despite having some IT there was no internet available meaning that they had to fill in forms etc. in their own time, further suggested that all members should be supplied with a mobile phone.

Update – FTOB's have continued to raise and the matter with Finance.
COMPLETE

(4) C/F from previous - Charity donation

Members were advised of the ability of choosing one local charity a year for a donation to be made on their behalf. A member suggested a local charity that is supplying aid to Ukraine.

WAC Secretary has checked and the charity should be for the local area. WAC secretary will advise that an alternative charity should be selected.

Update - Two charities were highlighted, and it was suggested that a 50/50 split of the donation be considered. WAC Secretary confirmed that this is allowed and donations will be made to both chosen charities.

COMPLETE

(5) SPF Awards

Request for the link to the SPF Awards to be re circulated to WAC.

Update -Link was circulated on 23 June 2022
COMPLETE

(6) Budget re Double Locking

Question over whether the budget for double locking should come from the Divisional budget or national budget ?

Update - WAC Secretary advised that as Divisions are currently spending on overtime that the double locking will come from the central budget meantime as agreed, however this will most likely revert back to divisions at some point in the future.

COMPLETE

(7) Red days

It was highlighted that there does not always appear to be any justification in relation to 'red days' for officers. There was an agreement that if not justified then it should be removed.

Update – Raised at LPC Meeting. There was agreement that officers have to be advised why the day is classed as a red day. WAC Secretary supplied Commanders with a note of all red days for the remainder of the year in each Division. Working to ensure that any that are resourced will be removed. No other issues raised.

COMPLETE

(8) Near Misses

Request to re circulate the guidance previously provided on Near Misses.

Update - Circulated 23 June 2022.

COMPLETE

4. SPF LEGAL ADVICE AND ASSISTANCE

There have been 13 files sent to legal since the last WAC Meeting -

CLD x 4

Property dispute x 2

RTA x 1

Contractor dispute x 1

FAI x 2

IOD x 1

Other x 1

Employment dispute x 1

This does not include any applications submitted directly to Legal.

JCC Legal Advice and Assistance updates –

ALLARD – A 'Without prejudice' offer was made, this was significantly lower than expected. It is unlikely to be accepted.

HOLIDAY PAY – Update awaited from NI.

WHATS APP – Permission has now been sought for appeal.

5. **DIVISIONAL REPORTS**

The following divisional reports were provided.

Area 8 - L Division, Argyll, and West Dunbartonshire

Legal Advice -

Issue raised about Guidance on the disability in employment policy:

The guidance states that this should all be done in sensitive manner and information should only be shared with those who strictly need to know.

Issues highlighted with the Disability passport/reasonable adjustment under the scope modified duties sections. It is hoped that Optima will assist in evidencing this and it can be resolved.

LB-

Low level of resources to cover custody.

Panic bar – within custody area, does not sound beyond custody

Area 9 - U Division, Ayrshire

The last meeting with Senior Management Team was held on 30 June.

The majority of time has been spent updating members on pay negotiations and laterally the pay deal.

Main areas of discussion were;

- Movement of kit - clarification of officer/organisation requirements.
- Ayr police office move
- Body armour storage
- The encouragement of the submission of near miss forms
- The current proportion of front line officers having rest days cancelled compared to office staff
- Commitment of SMT to consider welfare of officers in current financial climate and being open to the consideration/requirement that some members may require internal moves within the decision to reduce fuel costs.

Current rep vacancies 1 x Constable 1 x Sergeant 3 x Inspector

Area 10 – V Division, Dumfries & Galloway

- Issues surrounding the state of the vehicle fleet, the length of time they are off the road awaiting parts leaving a shortage of vehicles.
- Struggling to meet OBL's and having officers working 12 hours, and out on WRD's to fill gaps, the knock on effect is potential burnout of officers.

ACTION – WAC Secretary will raise matter at Division with regards officers having to work 12 hour shift.

- Issue with Divisional admin sitting on excessive rest day disruption claims as they are of the opinion that claims which include rest days for court that were countermanded do not apply, despite being sent the qualifying criteria.
- Issues raised with regards to officers being allowed duty time to carry out essential training.
- Issues with number of abstractions through hospital watches/custody watches causing significant demand.

Area 11 - Q Division, Lanarkshire

- CP/DAVRU shift change proposal - short life working group has been set up and meetings arranged for September. Further updates to follow.
- Lanarkshire SPF intranet section is now live - the division are promoting the Lanarkshire intranet section for accessing briefing, jobs etc and have provided a section for SPF matters which is accessible to Fed Reps
- New Area Commander taking over.
- Lanarkshire Ops Planning - SMT have confirmed that they will provide refreshments to officers used for working at football games going forward. The division have also started to use CID and other departments to cover events, the majority of the Lanarkshire contingent for the Old Firm game comes from these backgrounds. Initial teething problems with uniforms was resolved quickly.

- Summary Case Management Pilot- the Division has been selected for a new process which is still in its early stages.
- Court Update – The court diary must be updated to reflect how often members are required to give evidence.
- Training -update that the training department are introducing tutor forums and will invest additional training for them.
- Cost of living crisis- Federation representatives along with SMT looking to arrange for Police Mutual visits to offices to see if officers can save money.
- Fleet/custody - same issues as before.

Area 12 - K Division, Renfrew and Inverclyde

A welcome to newly elected Representative, PS Lianne Kelly. It was noted that there are still no Inspectors Representatives for the Division.

- Resourcing – Resourcing for the front line has been a major issue for the division. Resources across the board are struggling.
- The Duty Change Model for court is continually causing resourcing issues. The number of Officers that are being cited for court is having a big impact on resourcing the Mid-week Back and Night Shifts. It is being noted that very few off these Officers are actually required to provide evidence. SMT are aware of the aforementioned and have been in dialogue with the PF in order to minimise the number of Officers being cited for court.
- Court Pilot – On Monday 5 Sept 2022, the Summary Case Management Pilot (SCMP) will launch covering Paisley Sheriff Court, focussing on all domestically aggravated cases and CWP (Continue without Plea) cases which are deemed appropriate by COPFS.
- Near miss – There is an under-Reporting issue within the Division for Near miss Reports. Discussions are under way with SMT to educate Officer to what constitutes a near miss and how to record this.
- Direct Reporting - Movement of kit - clarification of officer/organisation requirements. The Guidance needs to be reviewed as a number of issues have been identified.

Area 13 & 16 – Greater Glasgow North and South

A meeting between Federation representatives and SMT took place on 2 August. Due to low attendance, only a few issues were discussed, and it was not minuted. Another meeting has been scheduled for 15 September.

The main issues for officers are:

- Time off – it is becoming increasingly more difficult for officers to take time off in particular Sergeants. This was raised with SMT. The Service Delivery Insp agreed to look at a few examples of officers being refused on multiple occasions. After a conversation it was suggested that officers should always ask for time off and not preempt a knock back by checking OBLs. That way they can properly review whether there is an issue but also as some times it may be possible to support the time off applications. Guidance is due to be circulated in relation to this however, this has not been seen as yet.
- Duty Roster – There are more and more changes being made to officer's duty rosters under the heading of 91+ day variation. These changes don't seem to be in keeping with the WFA and feedback was welcomed from other Divisions about their experiences.
- Travel Plans – more officers have asked for their kit to be moved however there is still issues with the lack of a "plan" on a number of occasions and officers having to ask supervisors to resolve this issue. This matter will continue to be raised within Division.
- Annual Leave – It is still not out for officers to apply or for Supervisors to sort out swaps. The onus is with the Officer to arrange a swap as required.

ACTION – The WAC Chair will take the matter of Annual leave forward and request more information.

- Custody –two main issues raised with SMT. Firstly the number of constant obs and in particular the level 4 obs. The second being the number of individuals being released after committing police assault.
- Refreshments at Events – there are still issues with a lack of proper facilities, breaks being given at the start of a shift and now we have had some concerns raised about suitable storage of food that is delivered prior to an event.

One member raised the matter of rest day disruption, the WAC Secretary advised that this matter will be covered under AOCB.

Area 14 – OSD

The WAC Chair provided a brief update.

Issues with beards –SOPS are inconsistent. This has to be addressed to make guidance clearer for officers.

Issues with Rest day disruption. West Full time Office Bearers are now invited along to the Inspectors Review Board. The next meeting of which will take place next month.

Area 15 – SCD

One ongoing issue is in regard to communication. Information is not being passed on to members within the department as there has been issues getting the information out.

Issues for Officers who have applied for a move from their current department.

Caroline McNaughton, North Area Secretary advised that any issues can be passed to her to raise at the People's Partner with SCD meeting which is due to take place the following week.

6. LOCAL POLICING COMMANDERS (LPC)

The WAC Secretary reported that there had been two meetings of the Local Policing Commanders since the last WAC.

The first meeting took place on 23 June 2022 and the second on the 27 July 2022. The August meeting was cancelled. The following matters were discussed.

Events – Issues were raised with Divisional commanders on feedback from events. The WAC Secretary emailed all the commander's details of these issues, their obligations under H&S regulations and a copy of the HMICS report into events.

Deaths in service – WAC Secretary raised an issue whereby there is not one piece of guidance to cover how Senior management teams inform members when there is a death. The WAC secretary will meet with P&D to highlight the issues in order that guidance could be provided. This was welcomed by the Divisional commanders.

Transporting of kit – This is being looked at nationally, in the meantime each division has put something in place.

Travel plans for officers not excused from court who are away from home – It was again raised that the SPF had not seen sight of the policy. Informed that it would be sent.

One member stated that clearer guidance is required for officers in relation to travel plans. The WAC Secretary advised that work is ongoing to get a policy put in place.

Cancelling of compensatory rest prior to officers starting their shift – WAC Secretary highlighted that in some divisions, decisions are being made to cancel compensatory rest up to a number of days out. It was highlighted that whilst it is accepted that once on duty the member may become involved in an incident and required to stay on into the compensatory rest, it should not be pre-planned. Compensatory rest is covered in the Work Force Agreement and comes from R10 of the working time regulations. It was agreed by all that the RDU's would be contacted to ensure this practice is stopped.

West People plan – Shadow and monitoring plan is ongoing.

There are roadshows being held by the SWDF and EDI sessions continue.

Strategic Workforce plan – Now sits under streams, insight and innovation. A full refresh was due in 2023, this is likely to be delayed until 2024.

PODG

The last meeting took place on 18 August 2022. Matters raised included Leadership training and development.

7. **JCC SUB COMMITTEES**

- Policy, Procedure & Regulation - WAC Deputy Secretary (Conduct)
- People & Operations – WAC Vice Chair
- Working Practices - WAC Secretary
- Health & Safety Forum – WAC Deputy Secretary (Health & Safety)

Policy, Procedure and Regulations

The first meeting was held on 28 July 2022. Items discussed included ;

Conduct, Performance and Complaints – work is ongoing by the AGS (Conduct) in relation to three business areas –

- SPF training and admin
- Increasing dialogue with PSD
- Preventing Misconduct

Review of complaints handling – Meetings have been held with force in relation to the recommendations from the Complaints handling report.

Consultations – Discussions took place around the consultation for ‘Improving victims experience of the Justice system’

A separate meeting was held in regard to the consultation on the ‘Bail and Release (Scotland) Bill’

People & Operations Sub-Committee

The first meeting of the People & Operations Sub-Committee took place on 4 August 2022 at SPF Training and Meeting Facility. Items discussed included ;

Leadership, Training & Development

The Chair explained that due to Covid there had been a significant decrease in training courses in various work areas, including PSD, wide load and grievance training. The Chair advised that on 26 July there was a new recruit intake of 305 probationer officers, which was attended by SPF.

WAC Vice Chair reported that they had been advised that officers undergoing wide load training required to do three outdoor exercises, and these were being done in uniform, and in the officers’ own time. This would be raised once confirmed.

AGS for Conduct, said that the timescales for feedback in relation to the promotion process appeared to be around two months. The Vice Chair added that at the moderation panel they sit on for the promotion process for constable to sergeant, more than 85% of officers were successful.

Special Constabulary

The Chair reported that in 2013 there were more than 2000 special constables as of 2013, but now in 2022 there was 450. Special constables were now referred to as force volunteers and retiring regular officers were being asked to return as specials. The plan was to increase numbers to 900 specials by 2026. The Chair explained that there had been discussions about approaching different organisations in relation to the recruitment for specials and the legislation had changed to allow fire service

personnel to be special constables providing their employer allowed this.

My Career & ACDLP

The Chair said that the My Career programme was introducing a new appraisal system that comprised of a tick the box/reflection log.

Equality, Diversity & Inclusion

The Sub-Committee discussed cases across the areas. There was discussion about disability and promotion, difficulties relative to Optima and returning to work and losing documentation.

The Sub-Committee discussed the submission of flexible working plans within areas. The Deputy General Secretary added that FWP is in relation to hours worked not the job.

Grievances

The WAC Chair and Vice Chair reported for the West Area and said that they had around 20 cases and timescales were not being met with one case outstanding case from 2020.

The Sub-Committee said that a guardianship programme was being considered by PSoS to ensure compliance, but that it was expensive and redundant in some ways given the role the SPF and other staff associations play.

Ill Health

The Sub-Committee discussed the number of officers in the ill health process, half pay, no pay and appeals. There were issues relative to a lack of updates being provided by PSoS.

The General Secretary reported that at the last meeting with PSoS Head of People, Health & Wellbeing, the SPF offered reps to assist and help with understanding the issues and patterns on IHR through surveys.

Promotion/Diploma

The Vice Chair explained the new promotion system where examinations were no longer required but a diploma course was put in their place. He said there were a lack of qualified Constables, particularly in the North area and PSoS was considering a new process without the diploma comprising a suitability interview. He further said that this would require a change to the promotion regulations. The Sub-Committee did not support this proposed change.

The General Secretary reported that work was on going to equalise the conditions of 'acting' and 'temporary promotion.' (Now resolved as part of 2022 pay deal.)

The AGS (Equality) provided a general update to the WAC on current equality issues

Working Practices Sub-Committee

The first meeting of the Working Practices Sub-Committee took place on 4 August 2022 at SPF Training and Meeting Facility.

Custody

The Sub-Committee discussed staffing in custody and was concerned about a shortage of staff in many custody suites.

Criminal Justice

The Vice Chair reported that 40% of reports written were returned and a further 10% were returned from the Procurator Fiscal and added the CJSD were looking to identify learning activities and introduce the rollout of report checkers. Members discussed the chronic situation relation to citations and countermands.

The Vice Chair raised the subject of court productions and the large number across the country. Members agreed that this needed urgent attention.

Events

The Chair highlighted that since COP26 and the introduction of double lock, there had been 30 double lock events within PSoS and added that most double lock events should not come out of the budget, but from organisers of the events. The Chair reported that 216 PSoS officers were deployed to Birmingham for the Commonwealth Games. The SPF was awaiting final feedback.

Rostering

The Chair advised of a new process being set up by the SPF for shift patterns. Any new shift pattern must be agreed by JCC and PSoS and receive an identification number. This new process would be in action the following month and the specific numbers would confirm to anyone seeking to introduce a new pattern that it had been approved and processed through the correct channels. Members discussed the pressure on OBLs.

The Sub-Committee also discussed the serious problem of court during annual leave and considered that if officers knew their leave periods at least a year in advance, it might give the courts more information on which to plan.

C3

The Chair said that overtime was still a main issue within C3. The Sub-Committee discussed staff shortages across C3. Staffing levels and issues were discussed.

Post Incident Procedures

The Chair advised that more divisional reps needed training in PIP and added that only key police witnesses should be involved in the process.

Health& Safety Forum

Op Talla

Op Talla silver and H&S groups have been stood down but Covid guidance still remains in place for attending incidents where there is a known or suspected covid case. The clean shaven memo remains in place for that purpose.

There is discontent over the clean shaven policy. SPF remain Supportive of the clean shaven policy remaining. There is a need to impress upon the officers and PSoS management the many other situations that FFP3 masks should have been worn by officers before Covid, but they were not provided by the Force. This was a failing of the force before the pandemic began and this may cause health issues for officers in the future. This situation will be monitored closely. RPE (Respiratory Protective Equipment) Policy expected to be announced sooner rather than later. General discussion on the matter.

Your Safety Matters

Work ongoing to identify repeat victims of assaults from SCOPE. Assault reporting slightly down on last year, although a better reporting habit appears to be emerging.

Research ongoing looking at last 20 years of literature and engagement with forces across UK as well as Police Scotland. Identified key areas - Impact on officer confidence, lack of peer support, difficulty with sleeping (all signs of PTSD), fear of repeat assaults. Findings and presentation to be shared at regional People Boards and SLB.

Equipment

Body Armour-

Safariland starting to experience problems procuring raw materials for manufacture due to war in Ukraine.

A total 3400 standard sets and 630 ballistic sets of armour will be issued this year, remaining 6400 sets of armour to conclude the programme next year.

Officer's old, but usable armours have been donated through NPoC to policing in Ukraine.

Safariland being asked to pre-make carriers as they are the component that takes most time as they are manufactured abroad. Carriers will be required for replacements for at least the next 10 years.

Armed Policing - All the various armours have been delivered and anecdotal feedback is good. Survey to be carried out with officers to identify any learning.

Clothing & Equipment Working Group

Samples of road signs arriving for testing with RP

Pulsar blue lights - LPT requirements being gathered to submit a bulk order.

Metal detectors - suggested to be added to vehicle equipment list.

Cycle Equipment - significant funding sourced through budget and external grants

Strategic review - Discussion over the need for a strategic review of kit - there hasn't been a strategic review of how police kit all marries together since the introduction of the black shirts. Still many officers wearing legacy or self-purchased kit all over the country.

New spit hoods being rolled out.

Uniform Disposal - Reminder is to be send out regarding the correct process.

Naloxone Pouches - Every officer is to be issued with a Naloxone pouch.

Shields SLWG

Short Shields have been removed from vehicles. A document explaining this rationale will be produced - Policing environment has changed since the original issue of these shields, More ARVs, STOs, OST techniques etc.

Fleet

Fleet have recruited several more vehicle commissioners and more subsequently more vehicles are getting commissioned. Priority being given to response policing in the shape of Peugeot vans and Ford Focus.

Clinical Governance/First Aid

Public Order - All medics have undergone refresher training. 46 deployable medics across Scotland.

Armed Policing - Work ongoing to stock new first aid drop bags that have been mandated by NPCC.

Operational First Aid - Probationers now all leave SPC with individual first aid kit. 500+ additional kits that will be rolled out to officers who have already completed the advanced first aid training (mainly FRU and previous probationer's courses).

Almost 1400 new vehicle first aid kits have been ordered by BSUs to replace current car kits.

Casualty Transport Policy - Now out for formal consultation.

ESN – Emergency Services Network

Issues over re-lotting of some of the service contracts held by Motorola will knock the shutdown of Airwave back from December 2026 by 15-27 months. (March 2028-March 2029).

Two vehicle devices have been installed in Police Scotland Electric Vehicles for testing and interference testing. No issues so far.

NPCC Health Safety and Welfare

Post Covid infection control - Clinical panel was not convinced reducing PPE was advisable despite government position.

Op Talla legacy - National guidance on dealing with other pathogens is being produced.

8. **JOINT CENTRAL COMMITTEE**

There have been 2 meetings of the JCC since the last WAC. The meetings were held on 21 & 22 June 2022 and on the 23 & 24 August 2022.

There were two elections held on 23 August 2022. –

Election of Deputy General Secretary –

Notification of an election was issued with JCC Circular 29 of 2022. Lorna Cunningham (WAC Chair) was the sole candidate for the post. She was duly elected.

Election of AGS (People and Equality) –

Notification of an election was issued with JCC Circular 29 of 2022. Emma-Louise Smith was the sole candidate for the post. She was duly elected.

Finance Standing Committee

The JCC Finance Standing Committee took place on the 21 June 2022 and 23 August 2022. Items discussed included –

Funding for the pipe band will continue.

A donation will be made to the Police Treatment centre.

Investment fund is down, this is due to the current financial crisis. There is no concerns with regards to this.

PNB –

Pay Deal – The pay deal for 2022 has been agreed and full details are contained within JCC circular 33 of 2022. Work has still to be undertaken in respect of the islands allowance.

Roadshows – These will continue as we will soon be entering into the pay negotiations for 2023.

The WAC Constables Committee had raised the question in respect of negotiating an allowance or expense would be possible for officers who are changed shift/cancelled on a rest day at short notice who must then spend money on additional care. A discussion took place, it was found that this had previously been raised at PNB around 2007 to 2009. An agreement had been reached on a dependant's care allowance; this was at the discretion of the Chief Constable. It will be arranged to have details of this added to the PNB handbook.

Pensions –

Pensions remedy – Currently still looking at October 2023 before remedy is in place.

Scheme Advisory Board – There has been some re-engagement, there is still a lack of transparency between the Home office and staff side.

Pensions board – Annual benefit statements being sent out online, so far only 8000 officers have signed up for this, there will be no paper copies sent out.

Annual allowances – Some officers have been receiving letters informing them they are over the threshold for the annual allowance, it has been found that a number of these are incorrect. Any member who believes they have wrongly received one should get it checked.

JNCC –

The JNCC Met on the 9 June 2022 items discussed included –

Cost of living – Questions were asked of the force about what it can do to help reduce the cost of living for members.

Low Emission Zones – These are being introduced in 3 areas.

Resourcing of events – Decision from strategic group that they will attempt to provide 25% from specialist divisions.

SPF Training –

A register has now been established to ascertain quick time, who has been trained and in what. In the West area there is only four Reps still requiring basic training, there will be dates available in October.

JCC Other –

Scottish Police Consultative Forum –

There have been no meetings of the SPCF.

SPA –

The SPF now attending the Peoples Committee, which have proven successful so far.

Naloxone – Agreed that more discussions are needed in regard to this.

Scottish Police Budget and Finance –

Spending review – Scottish Government as produced its figures, it is Flat Cash for the next 5 years. This is the same as all justice departments. Work is ongoing to arrange a collective meeting with the other Justice representative bodies to discuss this matter.

Scottish Parliament and Political engagement -

There has been round table discussion about mental health issues within the force, some members/ex members will be providing evidence to the Parliamentary Committee.

Mental Health Legislation – Discussions taking places to look at change in legislation to allow officers to have the same powers in a private place as they do in a public place.

JCC Sub Committees –

Engagement was carried out with Area Committee Office Bearers and area committees to align JCC Standing and Subject Committee's to reflect the JNCC – proposal to formally absolve the Standing and Subject Committee's and replace with the creation of the new structure. It was approved for dissolution;

Police Service of Scotland Reform –

Projects – Still major issues, recruitment of project managers becoming an issue. Still too many projects on the go at the one time with nothing being delivered.

Body Worn Video – Initial case due to be submitted, concerns about funding. No formal decision as yet.

EUROCOP – Meeting to be held in regards to unions rights, this has been subject to work by Cambridge universities.

ICPRA – No update since last meeting.

Police related charities –

Police Children's Charity – The rebranding and amnesty appeared to work with number joining up, however it will be 12 months before we can see if a real success. There was discussion around banding for awards regarding death benefit or retirement due to ill health. It was decided that now is not the time to make any changes as only just changed name.

PTC - The PTC is now running as pre pandemic. The only real changes are mask wearing during physio sessions. COVID out-breaks are low but do happen. The current wait list for Physio is 2 – 3 weeks although with some cancellations, you can get in virtually straight away. Numbers of applicants are currently low from police Scotland currently. (This may be due to summer holiday period).

First PTSD trial using EMDR (Eye Movement Desensitisation and Reprocessing) was run in June. Outcome measures were good. The running of the course did not affect any other activity in the centre. There will be a Sept and Oct Cohort. NI are looking for one being run for their staff. Currently apply through Police Care UK.

POLICE CARE UK – Latest report suggests that £6m was lost from the charity due to a investment collapse. Thankfully the charity runs several portfolios.

- SPMT – Scheduled for 7 September 2022.
- National Police Memorial Day (NPMD) – Taking Place in Belfast on 24 September 2022.
- SPF Awards – Finalists have been announced.

The WAC Secretary advised that an election for the WAC Chair will be held at the next WAC Meeting in December.

ACTION – Circulate WAC members with details for election of WAC Chair

The WAC Secretary advised members that the road shows will continue and members should be encouraged to attend. Details are on the SPF website and will also be re circulated to WAC Members.

ACTION – Circulate information and dates for road shows.

9. JOINT CENTRAL COMMITTEE CIRCULARS

The following JCC Circulars have been circulated since the last WAC Meeting-

13/2022	JCC Minutes Feb 2022 and FSC Minutes Feb 2022 – Information
14/2022	Election of General Secretary – Information
15/2022	Equality & H&S Subject Committee Minutes – Information
16/2022	Staff Side Circular – Police Pay 2022 – Information
17/2022	JCC Minutes April 2022 and FSC Minutes April 2022 - Information

18/2022	Police Pay 2022 – Information
19/2022	Police Pay 2022 – Information
20/2022	Police Pay 2022 – Information on Action
21/2022	Police Pay 2022 – Withdrawal of good-will
22/2022	PIRC: Revised Statutory Guidance June 2022 – Information
23/2022	Press Release: HMICS Annual Report 2021-22
24/2022	Police Pay 2022 – Information
25/2022	Police Pay 2022 – Update on Negotiations – Information
26/2022	Police Pay 2022 – Information
27/2022	Bail and Release from Custody (Scotland) Bill – Consultation
28/2022	Police Pay 2022 – Update on negotiations and action
29/2022	Election of Deputy General Secretary and Assistant General Secretary (Equality) – Information
30/2022	Police Pay – Revised and improved offer – Information
31/2022	Police Pay Roadshows – Information
32/2022	Police Pay 2022 – Update on Negotiations – Information

10. **CONSULTATIONS**

The Secretary will report and answer questions on SOPs issued for consultation since the last meeting.

08.06.22	Information Assessment Disclosure (IAD) NG – Initial Consultation
08.06.22	Draft Data Policy V0.03
01.06.22	Collisions & Incidents on the Roads Network V1.03
25.05.22	The Management & Transport of Casualties v1.00
25.05.22	Child Abduction SOP v5.07
16.05.22	Firearms Licensing SOP v6.03
12.05.22	Products of Conception NG 0.07
11.05.22	Second Consultation – Post Incident Procedures NG v1 + Aide Memoire v1
09.08.22	Smoking at work v3.01
01.08.22	Drugs Investigation NG v1.04
25.07.22	Draft Resourcing Policy V1.02 (to be published as V2.00)
20.07.22	Scottish Intelligence Database (SID) – Criminal History System (CHS) Status Field National Guidance v1.03 and associated EqHRIA
18.07.22	Sexual Crime Investigation SOP V5.06 and EqHRIA
13.07.22	Equality & Diversity Employment Monitoring V3.00
12.07.22	Armed Policing Operation SOP v6.06, AP Policy v3.04 and EqHRIA.
11.07.22	Divisional Guidance PPE Divisional Guidance PPE

06.07.22	CBRN Incidents SOP v3.04
05.07.22	Advice and Guidance Briefing Procedure Guidance, Version 2.04 - Standard Request
01.07.22	Bail and Release from Custody (Scotland) Bill
04.07.22	Drug Related Deaths – Investigatory Considerations national guidance v0.10
29.06.22	Serious Crime Prevention Orders, Trafficking Exploitation Prevention Orders and Trafficking Exploitation Risk Orders
17.06.22	Improving Victims experiences of the Justice System

11. **MOTIONS**

The WAC Chair advised that two motions had been received; one was withdrawn, and one referred to another meeting to determine if relevant.

The Chair outlined the procedure for writing and submitting a competent motion and advised members that a guide will be circulated to members as per discussion at the previous WAC Meeting.

The WAC Secretary advised members that any motions for Conference 2023 should be submitted at the next WAC Meeting in December.

12. **CORRESPONDENCE**

The following Items of correspondence were received –

- Letter of resignation from Claire Duffy – 10 June 2022
- Letter of resignation from Cat Glass – 16 June 2022
- Letter of resignation from Gordon McKeand – 21 June 2022
- Thank you letter to G Division Reps. – 13 July 2022
- Letter of resignation from David Carmichael – 3 August 2022

The WAC Secretary made a small retiral presentation to Federation Representative, Billy Hendry from who retires later this month.

A copy of the letter of thanks to G Div. Reps was made available.

13. **ANY OTHER COMPETENT BUSINESS**

Amendment to SPF Rules and Regulations

The WAC Secretary read the recent changes to the SPF Rules and Regulations which affect the election process. The Secretary answered any questions. Guidance will be circulated in due course.

Excessive rest day Disruptions

The WAC Secretary advised as per the PNB handbook and confirmed that the allowance was provided to an officer up to the rank of Chief Inspector, albeit this is now going to be including Superintendent.

The Secretary read the guidance to the members and answered any questions.

Court/Court duty change Pilots

It had been highlighted at the recent JCC that there were some pilots running on court/court duty change.

Some divisions through Scotland have been selected and have an agreement with the Procurator Fiscal (PF) that someone from these divisions can check the court system that PSoS have access to, to check up -coming court dates.

If they show that they have been dealt with (guilty plea) and the fiscal have not notified us and sent out countermands they then have the authority to issue that countermand. There are only some divisions that this has been agreed with. Any other divisions doing this without authority should cease to do so as without the PF agreement then Police Officers have no right to countermand someone in that circumstance.

14. **CLOSE OF MEETING**

The Chair closed the meeting and thanked the members for the attendance. The next meeting will take place on 8 December 2022.

Lorna Cunningham
Chair

Ian Florence
Secretary

