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SCOTTISH POLICE FEDERATION West Area Committee

Ref: IF/LC/LW/WAC2022.

**Minutes of the Fourth Quarterly Meeting of the West Area Committee
held on Thursday 8 December 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

David Kennedy – SPF Deputy General Secretary

WAC Representatives

Edward Mather
Dougie Chalmers
Lee Hamilton
Dougie McKinlay

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Marketa Davidson
Denise Quinn
Scott Lisett
Paul Elliot
Marc Jobson
Stuart Johnston
Jonathan Bruce
Stephanie Milligan
Catherine McAndrew
Euan Graham
Chloe Rice
Michael Scott
Joanne Hay
Katie Edwards
Daniel Lunny
David Leslie
Linda Mathers
Elaine Sutherland
Iain Gray
Stuart Finnie
Gary Diver
Jenny MacFarlane
James Mutter
Pamela McFarlane
Steven Bryson
Stephen Gray
Christopher Hynds
Michael McCaughey
George Allsopp
Sean Innes
Jeff McFadyen
David Taylor
Stephen McGarry
Christopher Thomson
Karen Cameron
Robert Bryce
Gavin Tuohy
Richard North

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Apologies

Craig Fraser
Craig Dunn
Colin Scott
Lianne Kelly
Aaron Hicks
Alistair Wright

The WAC Chair opened the meeting and welcomed the members. A special welcome was extended to new WAC representatives –

PS Jeff McFadyen - SCD
PI Robert Bryce - Q Div
PC Joanne Hay – U Div.
PC Katie Edwards – Q Div.
PC Daniel Lunny - OSD
PC Colin Scott - OSD
PS David Leslie - Greater Glasgow North

Agenda papers had been circulated in advance of the meeting.

The Chair extended congratulations to those WAC Representatives who had recently been promoted.

Members were advised that the Election for WAC Chair would take place prior to commencement of the separate committee meetings.

2. ELECTION OF WAC CHAIR

Rule 6.1 of the Scottish Police Federation rules provides the West Area Committee must elect from amongst its numbers the following Officers.

Secretary
Chair
Deputy Secretary x 2
Vice Chair

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Rule 6.2 of the Scottish Police Federation (Scottish Police Federation) rules provides that a member seeking election as an Officer as mentioned above shall intimate in writing his or her intention to stand for election to the Secretary and shall give not less than 28 days' notice. For the purposes of this Rule 'in writing' shall include by electronic mail.

Rule 6.2.1 of the Scottish Police Federation rules provides a candidate for election must have a nominator and seconder from the members of the Area Committee.

The deadline for the post of WAC Chair was set at 4 November 2022.

As a result, the following nominations were received within the stipulated timescale;

Lynne Gray
Iain Gray

An Election was held for the post of WAC Chair. Each candidate was invited to speak for up to 5 minutes and at the conclusion of speeches, a vote was held. On completion of the election, Iain Gray was elected as WAC Chair. The Committee noted the result and congratulations were extended to Iain.

3. 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 each committee thereafter provide a brief update of any issues raised at their meeting.

Constable's Committee

Court duty change- This is a regular occurrence whereby officers are held on due to insufficient planning.

Sergeant's Committee

Custody – Backfill causing issues.

New case reporting system – Sergeants may be asked to review cases, raising questions over accreditation.

Inspector's Committee

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Large areas being managed by only one or two Inspectors. This results in Inspectors being unable to take breaks.

The WAC Secretary asked that full details be provided to the Secretary/Chair to allow the matters to be taken forward.

ACTION – Divisions to collate examples of court duty change.

4. **MINUTES OF THE PREVIOUS MEETING**

The draft minutes of the previous meeting held on 8 September 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 (September 2022)

(1) C/F from previous

Re Motions

Prepare and circulate a guide to the WAC on how to write a competent motion.
Update –Guidance circulated on 7 December 2022 and discussed at Dec. WAC Meeting.
COMPLETE

(2) Annual leave

Issues with officers trying to plan annual leave periods. It is the responsibility of the officer to make arrangements for a swap with someone else on their shift.
It would be beneficial if the AL dates were made available earlier.

Update - The WAC Chair advised that this matter had been raised.
At present, officers who are in the same Group/Role can expect their annual leave to remain the same. Action to be closed off meantime unless any further issues arise.
COMPLETE

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(3) Working Practices

- Regarding the new committee set up, the WAC Secretary will circulate to members, the guidance for attendance at the meetings.
- Training will also be organised.

Update - Forms issued for completion by local reps. And to be returned to MH.
COMPLETE.

(4) Election for WAC Chair.

WAC Secretary will circulate a letter to all WAC members in relation to the election for the post of WAC Chair.

Update - Email and letter sent to WAC on 4 October 2022.
COMPLETE

(5) Roadshows

WAC Secretary to circulate planned dates for road shows and also arrange for SPF website to be updated with this information.

Update - No further dates confirmed at present.
COMPLETE.

The SPF Deputy General Secretary advised that consideration was being given to organising more in the future, where it was hoped there would be better attendance.

(6) 12 Hour shifts

From 'V' Division

Update - Report that officers being asked to stay on to cover 12 hour shifts - if no volunteers then officers are picked to cover the shift.

Update - Matter raised at LPC Meeting.
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5. LEGAL ADVICE AND ASSISTANCE

The Deputy Secretary reported that there have been 15 files sent to legal since the last WAC Meeting –

Criminal legal Defence x 5

Injury on duty x 2

Employment dispute x 3

Injury off duty x 1

Misconduct x 1

RTA x 1

Other x 2

This does not include any applications submitted directly to Legal.

JCC Legal Advice and Assistance updates –

ALLARD – Still trying to get a better settlement, this will affect at least 166 officers. There has been a development in the England and Wales case which has reinforced our case.

HOLIDAY PAY – Update awaited from NI. Result expected on 15 December 2022.

WHATS APP – Waiting on permission from Europe to hear the case. (No timescales).

6. DIVISIONAL REPORTS

Area 8 - L Division, Argyll, and West Dunbartonshire

Regular meetings take place with Senior Management Team and local reps.

Resource levels in LB continue to be an issue, but there is work from the SMT to try and resolve this.

Local reps are looking for confirmation/clarification from full time reps around Firearms enquiry officer role. Officers are being informed that it is now a core duty and training is compulsory.

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The WAC Chair stated that whilst SPF are supportive of training, they would not be supportive of probationers being allocated firearms enquiries.

ACTION - The WAC Secretary will make enquiries and report back.

LA CID shift pattern not currently sustainable. Officers having short notice of shift length changes and working 12 hour shifts to fill the gaps. Review of the shift pattern is on-going. All appropriate consultations will take place prior to any implementation of new shifts.

There was an issue with court citations for floating trials. Following previous federation input, Glasgow High Court are now wording emails to officers differently which appears to have resolved the issue.

Area 9 - U Division, Ayrshire

The last meeting with SMT was 16 November 2022. Matters arising from members were-

Lack of front line officers available and corresponding knock on effect of members being unable to take time off due to insufficient OBLs.

Fleet issues – time taken for vehicles to be repaired and returned to Division for use.

Members being asked to attend TRIM meetings in their own time and being advised by line management that they cannot claim expenses or time back.

Pressure on officers to submit Stop/Search forms in circumstances that do not merit their submission.

Diary car issues.

Ayrshire Division have recently filled the vacant post of Constable Rep with the election of PC Joanne Hay however there are vacancies for 1 Sgt Rep and 3 Inspector Reps. SLT committed to encouraging members to put themselves forward for available positions.

SLT acknowledged and addressed all matters raised and a number of actions were taken from the meeting.

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The Ayrshire Divisional Awards Ceremony was held at Ayr Town Hall on 23rd November. This ceremony acknowledged the hard work and commitment displayed by our members, partners and members of the public and was acknowledged as an enjoyable and worthwhile event.

Area 10 – V Division, Dumfries & Galloway

Localised Promotion Processes - Recently a localised promotion process was put in place to service specific positions within L, N and V division geographical areas. These posts included uniform and specialist roles (RPU).

National Inspector Process

Frustration around the most recent Inspector promotion process, with some candidates having received a score of 1 getting through process, despite some of their peers not receiving a score of 1 but the overall mark being lower. Clarity is required by the force.

The WAC Secretary advised that there will be an update on this later in the agenda.

Leave Requests-

Local issues with the length of time requests were sitting with DCU for consideration around leave and days off where it was 3 days or more. Taken by local reps to SMT and this will be reviewed by new T/Supt.

Resourcing-

Still a challenge locally and nationally. V division is the lowest strength division currently in PSoS.

Body Armour -

Issue raised with local SMT about new body armour being supplied by no suitable provision for this to be hung up. Certain stations across division have half sized lockers. SMT are looking at options to provide hanging rails at stations.

Health & safety

Local 6 monthly H & S inspectors beginning December across division.

Strikes by Teachers, NHS employees etc.

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With the number of public sector employees either threatening or currently undertaking strike action this had potential to impact on resources as staff may need time off for dependants leave, if no other provision can be put in place. Force guidance circulated amongst local supervisors to ensure consistent messaging and raised with SMT for awareness.

Area 11 - Q Division, Lanarkshire

The First meeting with new Q Division Commander took place on 2 November 2022. Discussion centred on a recent letter submitted to SMT on behalf of Response Inspectors and Sergeants relating to request for feedback regarding divisional issues. Also in attendance was WAC Secretary, Ian Florence. National issues discussed relating to resources but specifically Q Division.

Discussion continues regarding the exigency for duty change and plans are to meet with the Service Delivery Chief Inspector and Inspector.

- CP/Davru shift pattern short life working group is ongoing but positive.
- CJSD pilot succesful numbers to date.
- Number of cops giving evidence since July of 7130 cited 0.5% given evidence. SMT meeting with sheriff principle to further discuss.
- Q Division entering pilot for OBL's. Update to be provided at timescale and impact of implementation.
- All departments available for deployment for all events.
- Constant complaints about beards. Reference to H&S SOPs as per directive.
- Large number of queries regarding submission of rest day disruption claims for operation Unicorn. Still awaiting clarification on this.
- Successful promotions to Inspector from process with a high number from Q passing moderation. Three Reps currently awaiting parade.
- Welcome new reps Bob Bryce & Katie Edwards.

Area 12 - K Division, Renfrew and Inverclyde

Representatives have met with the new K Divisional commander who has agreed to a monthly meeting with all reps.

Resourcing improving slightly for response shifts in K as new probationers arrive.

Officers awaiting moves from response to other departments are frustrated as they have been advised to remain until resourcing has been addressed.

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Prisoner observations still an ongoing issue for KC with limited rationale offered to officers undertaking the role.

“Exigency of duty” is being used frequently to correct bad planning.

Offer for officers to work their days off to supplement response shifts in KC short of numbers on weekday nightshifts, offer of a day back. The offer was made with less than 18 days’ notice on one instance, no one took up the offer even when payment was available.

K Division are looking to utilise SM platform to better inform members going forward similar to those utilised by other divisions in the west.

Welfare-

Members were unhappy about not receiving full compensatory rest during an incident which had been pre planned.

This matter will be raised at LPC.

Community policing

CPT has increasing challenges due to a lack of backfill.

Welfare concerns raised with regards to their team over the festive period between dates of 26 December 2022 to 2 January 2023 with a change of shift to a N/S for one day and other varied shifts over that particular 6 day working week.

Health and Safety -

Awaiting site visit from the business unit to Greenock office for replacement lockers as the current lockers are unsuitable.

Increase in call numbers from SAS to K Division, who appear reluctant to attend certain mental health calls when it’s clear a person may take their own life, there appears an expectation for police to now deal and conclude appropriately, SAS do not attend at all now when this call type is resourced by police. Guidance from SPF sought on how best to approach this going forward.

There was discussion regarding a pilot system whereby mental health nurses assisted with calls. It appeared that this system is no longer in progress, it was highlighted that the mental health nurses were unable to check the police system when assisting

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with incoming calls. Concerns were raised regarding 'near miss' situations and the recording of same.

The WAC Secretary encouraged members to complete 'near miss' forms as necessary and advised that guidance on completion of the forms was available on the intranet. Line Managers should be providing feedback to officers on receipt of the forms.

Area 13 & 16 – Greater Glasgow North and South

A meeting with the Senior Management Team took place on 26 October.

The main topics of discussion were:

Low Emission Zone - Stewart St PO falls within this zone and there are no plans to provide an exemption for police officers to take personal vehicles within this zone. A recent survey suggested this would affect about 17% of officers currently stationed there. There are other officers who may be affected due to the City Centre Policing Plan. There is no plan b should no progress be made with the council on this matter.

Excusals for officers for court during periods of annual leave are still a problem and the Division are working with COPFS to try to improve the situation.

Flexible workplans were still causing some concerns and there have been a couple of successful appeals in the Division. WAC Vice Chair and the AGS Equality will attend a G Division Chief Inspector forum this month to provide them with some guidance.

Complaints had been raised about the amount of movement a response Sgt suffers whilst in G Division. The requirement to cover other offices is becoming so frequent it is causing some stress and anxiety to individuals.

The matter of the continual use of community policing teams to staff events was raised, and the detrimental impact this was having on community relationships as well as officer morale.

Advised division that there should still be a transport plan in place for events. They stated that not many officers take them up on the offer to move kit.

A number of other matters were discussed however they were more minor in nature.

Area 14 – OSD

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OSD still has one Inspectors vacancy.

Awaiting update from SPF regarding Officers sitting on travel expenses claims for during Unicorn as BSU's stating not entitled. This is for claims during and subsequent to Op Unicorn

Issues progressing Flexible Work Applications. Thanks to WAC Vice Chair, for guidance and assistance with this.

H&S concern at C3 as the Atrium stairs can no longer be used due to structural issues. Fire evacuation plans have been updated. CS Wilson sent email with update to SPF.

Concerns about body armour and PPE storage, provision of lockers for officers. Issues were raised with Service Delivery CI. Thanks to WAC Secretary for assistance.

Concerns raised regarding the number of Red Days on system for 2023. Ops Planning reviewing.

Concerns raised about officers unable to get time off due to lack of available resources. Being addressed with Resource Management.

Some issues progressing Excessive Rest Day Disruption claims but this has been resolved.

Area 15 – SCD

Welcome to New Rep, Jeff McFadyen.

Major issues have been around lack of heating within the Scottish Crime Campus and Dalarnock, where both were turned down to 19 degrees. This was raised at the SCD Health & Safety Committee. It appears that the Crime Campus has been resolved but Dalarnock issue remains.

The WAC Secretary advised that members should request a thermometer and record the temperature.

Five officers continue to receive support due to long term absence or other issues.

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7. **LOCAL POLICING COMMANDERS (LPC)**

The Secretary reported that there had been two meetings of the Local Policing Commanders since the last WAC. First on 28 September 2022 and second on the 23 November 2022. The October meeting was cancelled.

Courts/Citations – Issues were raised with Divisional commanders on various points, The majority of this work sits under CJSD. It had been asked if annual leave dates could be known 2 years in advance given the length of time it's taking cases to appear at court. Officers can use the rotation for their sub-groups if they don't intend to request any changes.

One Division highlighted that they have been looking at the figures provided for members who are cited and are actually called to give evidence, this was shockingly low at 0.5%.

Discussions took place and the Commanders stated they would be having meetings with local PF's to ascertain if local measures can be put in place to reduce the number of citations. There will also be re-iterating the guidance on police witnesses and report writing.

Deaths in service – WAC Secretary met with HR and advised of some issues. HR are now working on a guide.

Transporting of kit – Still waiting for guidance/policy to come out.

One member highlighted an issue when officers raise concerns or request transportation of their kit, they are being told that it is not a common issue/request. It appears that many officers are raising this issue, and all being given the same response.

ACTION – Transportation of kit. Raise this matter with Commanders and insist that this should be part of the planning for events.

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.

Divisional resources – The WAC Secretary raised concerns about officer numbers in Local divisions which have been declining over the years, there has been several business areas which have moved from local policing divisions to national divisions. Highlighted to commanders that when requests are made for events this means that

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the same members are likely to be used more. There are 159 vacancies in West Divisions, the majority of which should be filled soon.

Strategic Workforce plan – Concerns raised about the delays to 2024.

PODG –

There had been a pre-meet, due to changes in personnel the October meeting was cancelled and rescheduled for February 2023.

8. **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 Regulation - WAC Deputy Secretary (Conduct)

The last meeting was held on 19 October 2022.

A response has been submitted by the SPF for the consultation in improving victims' experiences of the justice system.

From conduct AGS – PSD want to publish the outcome of misconduct hearings and meetings. The SPF have raised concerns regarding members identity and the rationale of why this information is necessary. The SPF will (if required) publish any misconduct matters that go to Judicial Review.

A separate meeting took place to provide feedback for the response to the “bail and release (Scotland) bill.

There was a separate meeting to discuss the 2023/24 budget scrutiny. A response has been submitted on the impact on Policing.

There have been 3 misconduct hearings and two scheduled to take place this month.

SPF response to Pre-budget scrutiny

Further consultation – Retained EU Law bill.

People & Operations Sub-Committee - WAC Vice Chair

The second meeting of the People & Operations Sub-Committee took place on 24 October 2022 at SPF Training and Meeting Facility.

Abnormal escort training - Officers undergoing abnormal escort load training had been encouraged to attend on days off in plain clothes and unmarked vehicles. WAC Secretary confirmed to the Chair that this practice had now ceased. If any committee member is aware if this continuing, can this please be brought to SPF's attention.

Leadership, Training & Development - The Chair advised that there had not been a strategic LTD meeting in the recent past and hoped the meeting would take place in November. The Chair reported that on 8 November there was a new recruit intake of 300 probationers.

Driver Training - In relation to driver training, a letter has been received in relation to protect the protectors. As from November 2022, drivers of police vehicles will not have the same protection as they have been afforded in the past.

Special Constabulary - It was reported that the force hoped to increase the numbers from 450 to 1000, discussion took place around issues especially with remote areas to people becoming special constables.

Equality, Diversity & Inclusion - Following discussions with peers it was highlighted the biggest problem for EDI was lack of ownership of issues. There was an urgent need for training for there to be a greater understanding for line managers of flexible working, absence management etc. and working groups were to be set up to see how this would work. The AGS People & Equality was to attend the EDI Strategic Oversight Board that week and would provide an update to the sub-committee in the future. The General Secretary highlighted to the sub-committee the recent PSoS 'Don't be that guy' campaign. THE AGS People & Equality advised he was attending the Sex & Misogyny Working Group on Friday. The National Chair advised the sub-committee it would be helpful to know if there were any emerging EDI issues within the areas. The Chair requested that on finding any issues in relation to EDI should report back to this sub-committee via local Area Committees. This feedback would allow the Chair to raise the issues and concerns with the force executive. Discussions ensued between the sub-committee regarding flexible working.

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Grievances – Discussions took place around issues with grievances and their timescales, a grievance workshop was set up, however the force were notified on 17 October that the SPF, Unite and Unison were withdrawing from this meeting due to lack of action.

Ill Health – It was updated that there is an average of 850 officers absent in any one day, anyone who is off for more than 28 days is classed as long term absent. Work is ongoing with the force in relation to getting officers back to work or retained on full pay. It was noted that not all officers who are long term sick are being encouraged to contact the SPF by their supervisors and the officers were not contacting the SPF until they hit the half pay point. This was actioned to the WAC Chair to raise at PODG. It was raised at the Commanders meeting and the West Peoples board in the interim. ACC Johnson agreed this needed addressed.

Modified duties – Modified duties had been discussed at a recent RPTG meeting, there is currently a review of modified duty pools, with the potential for redeployment. We will continue to monitor this at meetings with the ACC and Divisional SMT at the West People Board meeting.

My Career – Finding that the reflection logs are only being completed at the last minute.

Promotion process – Further update at AOCB

Working Practices – WAC Secretary

The meeting of the Working Practice sub-committee met on 24 October 2022.
Items discussed included –

CJSD – Various issues arising surrounding waiting times, shortage of staff for Custody, lack of training for staff and back fill. Concern about the numbers in custody centres, 114 officers/staff returned to other duties. The WAC Secretary will be SPOC for CJSD and will take on these matters.

CJSD Looking to identify learning re cases – 40% returned and further 10% to no proceedings. Training aspect for probationers has been removed.

One member raised issues regarding increasing assaults on officers whereby prisoners are not held in custody to attend court and are released with no conditions. There needs to be some kind of deterrent to try and minimise the assaults.

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The WAC Deputy Secretary asked that any such incidents are notified to Merrylee House and they can be reported back to Divisional Commanders.

The SPF Deputy General Secretary will raise the matter at a meeting with the Deputy Chief Constable later this week.

Events and rostering – An update was provided from the Resource Deployment Group meeting. Discussions took place around resourcing events & outstanding OP Unicorn claims. A meeting invitation will be extended to the SPF.

Double lock (To be financed through local divisions).

WFA (Due to expire next year)

Resourcing units Re-design project, CJSD liaison with crown, Citations (Summary case management trial and Nightshift countermands.

Frozen rest days - 600 days currently frozen – SLWG has been set up to look at issue, SPF will be invited.

OBL's (SLWG being set up, trials of new system to take place in Q, N and J divisions). Issues raised here are progressed to the Working Practices Review Board.

Wind Farms – Discussion took place around the proposal for wind farm escorts in Skye.

PIP – The Deputy General Secretary will make up a pack that can be taken to PIP's.

Health & Safety Forum – WAC Deputy Secretary (Health & Safety)

Beards - At this time we still awaiting a Policy decision.

'Assistant Chief Constable Alan Speirs is leading the development of a consistent policy which will be considered by the executive in December and a decision communicated to all officers and staff as soon as possible.'

Naloxone - A national rollout is beginning but has been delayed due to the availability of Naloxone due to supply chain issues and the war in Ukraine.

Since the start of the test of change and it has been successful in all but 2 cases.

Naloxone is going to be supplied to the divisions by the regional health boards. Each health board has a Naloxone co-ordinator, and they will be responsible for ordering sufficient kits for the police officers in those areas.

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While refresher training isn't required it will be included in OST first aid refresher training.

There is a statement on the Intranet from the Scottish Chief Medical Officer and Chief Pharmaceutical Officer regarding the safety of Naloxone.

The previous SPF guidance in relation to Naloxone will be updated, the line with regards to 'Can't be compelled to carry,' will be removed as this only applied to the test of change.

Training

Operation Unicorn had impacted on the delivery of some essential training courses.

OST - currently 44% of the Force are out of "card" - divisions are failing to provide the necessary numbers to attend the courses with currently only 80% of positions being filled. Divisions struggle to release resources due to a lack of numbers on the front line. It is only with the current COVID exemption that officers are permitted to deploy while being out with the years recertification and that exemption will be removed.

Driver Training – it is hoped that all backlogs for *priority drivers be cleared in 18 months (*not including officers who are awaiting training).

Taser currently 918 trained with 862 deployable, a further 115 to be trained. The target for 2000 STOs nationwide for end of next year.

CBRN trained officers has seen a reduction in 100 in its cadre with further officers to be identified for training. The reduction was due to officers retiring.

H&S Boards

Both National and west met on 4 November 2022.

Figures showed a decrease in assaults of 9.9% overall which is a drop below the 5 year average for the first time for a while.

Personal impact Statement usage in assault cases still very low. Constant obs still a disproportionate number in the divisions compared to the rest of the country.

Estates

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The rising cost of and availability of materials causing issues as well as the performance of Servest.

Production Stores are very full, needs work with COPFS to change practices and culture to start only taking productions required to prove the case.

Office Temperatures – Exec policy is that room temperature should be 19C for energy efficiency (H&S Guidance is that a minimum of 16C should be maintained in a normal working place). Numerous reports of offices falling below. Estates playing trial and error with the various different heating systems to attempt to get a consistent temperature with varying results. Any incidents of cold rooms should be reported via the estates portal and a near miss submitted.

Main Estate Issue in the West Currently are,

C3 Stairwell - A structural issue with main staircase required it to be closed off.

Mounted Branch – immediate remedial action required on just about every area of the facility.

Dog Unit Pollock Park- immediate remedial action required on just about every area of the facility.

Legionelle – Positive tests at Maryhill and Maybole (and SPC).

Estates Triage System – Due to financial constraints estate triage all reports and will only immediately action those assessed as priority 1 or 2

Risk Register

Resources - Lack of resources, particularly in L and V Division highlighted. This is presently being mitigated by overtime but that cannot last forever.

Industrial Action Tactical - various partner agencies (SAS, SFRS, SPS and Border Agency, Teachers) have ongoing pay negotiations with the potential for industrial action which could have an impact on PSoS resilience.

Clothing & Equipment

Orders in for replacement road signs and blue lights.

Boots – The footwear project team has now closed. Due to supply issues with Altberg any new probationers or officers who are eligible for footwear will be issued with the Haix boots that were trialled. If any officer who is already issued Altberg boots requires replacements they will be able to request Altberg boots, but there is a 14 week lead time compared to 6-10 days for the Haix boot currently.

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Divisions have sent back unclaimed boots to stores and any request for boots will now be dealt with in the usual manner.

Vegan-friendly PPE holders (Non-leather baton, handcuff and Pava holders) were identified for testing by OSTIs. The Pava holder was found to be unsuitable the other 2 items have been approved for use if requested.

Soft Shell Jacket – To be trialled.

Mobile Device Refresh Group -

The current Note 9 devices are due for replacement next year. The replacement is the Samsung X Cover 6 Pro. It is slimmer and light, but it will have to be carried in a pocket as it has been considered that the additional £200k cost to add a clip to the device is excessive and If body worn video is funded it will require a chest high clip on body armour for that.

Safety Alerts

2 alerts since last WAC

Metonizene - a synthetic opioid that is being used as a filler in heroin. Warning re wearing FFP3 while carrying out all presumptive drug testing. (Forensics have confirmed that they have found traces of it in drug samples they have analysed.)

High Visibility – High Viz jacket must be worn while working on the roadway as the vest alone does not meet the requirement.

9. JOINT CENTRAL COMMITTEE

There have been two meetings of the JCC since the last WAC. The meetings took place on 4 & 5 October 2022 and 29 & 30 November 2022 . The WAC Secretary provided an update on the following.

Finance Standing Committee

The JCC Finance Standing Committee took place on the 4 October 2022. There were no exceptional areas of expenditure to note.

The migration of accounts to the cloud server was now complete.

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The independent analysis previously received by the Fraser of Allander institute report on the impact of the spending review needed updating. A recommendation was put to the FSC and was agreed.

The FSC recommended to the JCC a revised fee structure for the SPF Equality advisor. This was agreed by the JCC.

PNB –

There have been no meetings of the PNB.

Work had been ongoing in relation to the Island allowance. This has now been agreed and is waiting on final sign off.

Pensions –

Injury to feelings claim – There is still no movement from the Scottish Government.

Pensions remedy – Update provided that there is concern that the remedy won't be in place for October 2023. The work on the remedy is complex and the Home office appeared to lack essential information from the treasury to answer all the technical questions.

Annual statements had been sent out. There were some issues with the information on these being incorrect.

The SPPA pensions calculator had been updated to include the 2006 scheme.

JNCC

There had been no further meetings of the JNCC for updates for the October JCC.

SPF Training

More basic training courses were to be held in October and November 2022.

JCC Other

Scottish Police Consultative Forum –

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There have been no meetings of the SPCF since the last JCC.

SPA

SPA – Body worn video cameras – PIRC have highlighted in reports the benefits of body worn video cameras.

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

From the Peoples Committee it was clear that Equality, Diversity and Inclusion issues were pertinent. The committee had also discussed method of operation, exit interviews, career progression, police staff and Health and Safety.

Scottish Police Budget and Finance –

An update was provided on the Scottish Parliament pre-budget scrutiny. The Resource Spending Review (SRS) suggested that all public sector (with the exception of health) would return to pre pandemic size. The police headcount did not increase during that time. The SPF estimate that there was a real possibility that officer numbers could drop to below 15500 by the end of the SRS period, this would be the lowest numbers since 2003.

Scottish Parliament and Political engagement -

A submission had been made to the Parliamentary Consultation on the Bail and Release from Custody (Scotland) Bill. It had been discussed prior to submission at the new Policy, Procedure and Regulation sub-Committee which had proved invaluable in submitting a response.

The mental health workshops had taken place with six officers or retired officers providing evidence. Thanks were extended to the, East Area Secretary, North Area Secretary and West area Vice Chair, in identifying the officers. The committee noted that the MSP's and HMICS were impressed by the sessions and wrote to the SPA and PSOS on a number of matters.

10. JCC CIRCULARS

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

36/2022 SPF Regulations, Rules & Standing Orders – Information

V.1.

35/2022	SPF Expenditure Policy – Information
34/2022	JCC Minutes June 2022 & FSC Minutes June 2022 – Information
33/2022	Police Pay 2022 – Agreement – Information
37/2022	JCC & FSC Minutes August 2022
38/2022	JCC & FSC Minutes October 2022

11. CONSULTATIONS

The Secretary reported on SOPs issued for consultation since the last meeting.

Consultations

06.09.22	Allowance & Expenses v12 – further amendments & consultation
01.09.22	Duty Modifications Task Force – Line Manager Briefing
25.08.22	Officers/Staff Attendance at FAI – Custody & Guidance Document
19.08.22	Breach of License NG v0.07
23.09.22	Scottish Justice Sector’s Budget 2023/24 to 2026/27
04.10.22	Flexible Working Consultation
09.11.22	Flexible Working (further consultation) – Draft Police Officer only.

12. MOTIONS

The WAC Chair updated members on the reference guide to submitting a motion that was circulated on 7 December 2022.

There were no questions.

13. CORRESPONDENCE

The following items of correspondence were received –

- Letter of nomination for WAC Chair from Lynne Gray
- Letter of nomination for WAC Chair from Iain Gray
- Letter of resignation/retiral from Billy Hendry
- Letter of resignation from Christopher Dibbs

V.1.

14. **ANY OTHER BUSINESS**

The WAC Secretary updated on the following items;

SPF Awards

This was a successful event and the WAC Secretary thanked all involved. There was however a reduction in the number of nominations for the West Area compared to previous years. Members were asked to ensure that any suitable nominations are sent in for next year. Nominations are submitted by an online form which is straightforward to complete. The link has been circulated and is also available on the SPF website.

Promotion process

Various issues have been raised with regards the promotion process.

PC to PS process - There should only be one process per rank each year (January to January), occasionally bespoke promotions are put in place. Due to the diploma coming to an end, it meant that had they not run that process, the last two cohorts would not have had a change to do the diploma before the new system next year, therefore agreement was to run this. The decision was then changed, and rules were changed. It was assumed that all could enter and that should not have been the case. No communication was put out by PSOS to highlight the changes. A new process put in place should avoid this happening again.

PS to PI - SPF have been made aware of some anomalies and these were discussed.

Driver training

This matter has been ongoing for some considerable time and relates to a change in the law regarding Road Traffic Regulations for police drivers. With regard to Regulation 6, a refresh of one full day should now take place which officers must complete. Any officer who has not completed the refresh will no longer be qualified to drive a police vehicle in response mode.

Questions over previous initial courses are being raised with the Home Office to ensure we have the accurate information in terms of what is required to comply with the Regulations. Confirmation will be required in writing.

V.1.

The SPF Deputy General Secretary advised that SPF have been highlighting this issue for a considerable time and correspondence has been sent to the Chief Constable asking for clarification of current training and what instructions have been provided to the driving courses. The SPF await a response.

The matter was discussed briefly. The SPF Deputy General Secretary advised Members that JCC Circular 39 – 'Driving Police Vehicles', would be circulated later today.

Presentation to WAC Chair, Lorna Cunningham.

The WAC Secretary made a small presentation to the WAC Chair, thanked her for her time with the West Area Committee and wished her well in her new role as SPF Deputy General Secretary.

15. **CLOSE OF MEETING**

The WAC Chair closed the meeting and wished the members best wishes for the festive season. The next meeting will take place on 9 March 2023.

Lorna Cunningham
Chair

Ian Florence
Secretary