

V.1.



SCOTTISH POLICE FEDERATION West Area Committee

Ref: IF/IG/LW/WAC2023.

**Minutes of the First Quarterly Meeting of the West Area Committee
held on 9 March 2023 at 1000 hours within the Glynhill Hotel, Renfrew.**

1. ATTENDANCE AND OPENING -

West Area Committee (WAC) Office Bearers & Staff

Ian Florence – WAC Secretary
Iain Gray – 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
Brian Jones – SPF Vice Chair

WAC Representatives

Dougie Chalmers
Lee Hamilton
Dougie McKinlay
Marketa Davidson
Denise Quinn
Scott Lisett
Craig Fraser

V.1.

Paul Elliot
Marc Jobson
Stuart Johnston
Stephanie Milligan
Euan Graham
Katie Edwards
Michael Scott
Joanne Hay
Daniel Lunny
Colin Scott
David Leslie
Elaine Sutherland
Stuart Finnie
Lianne Kelly
Gary Diver
Aaron Hicks
Jenny MacFarlane
James Mutter
Pamela McFarlane
Stephen Gray
Christopher Hynds
Alistair Wright
Michael McCaughey
George Allsopp
Jeff McFadyen
David Taylor
Christopher Thomson
Robert Bryce
Gavin Tuohy
Richard North

Apologies

Eddie Mather
Chloe Rice
Craig Dunn
Jonathan Bruce
Linda Mathers
Stevie Bryson
Sean Innes
Karen Cameron

V.1.

The WAC Chair opened the meeting and welcomed the members. Members were advised that guests, SPF Chair, Brian Jones and SPF General Secretary, David Kennedy would be attending the meeting.

Congratulations were extended to those who had recently been successful in the promotion process; Gary Diver, Jennie MacFarlane, Pamela McFarlane and Michael McCaughey, all promoted to Inspector.

Agenda papers had been circulated in advance of the meeting.

2. **SEPARATE COMMITTEES**

Members were advised that the meeting will break for separate committee meetings where the matter of pay should be discussed prior to returning to the full WAC Meeting.

3. **MINUTES OF PREVIOUS MEETING**

The minutes of the previous meeting had been circulated to the Committee in advance of the meeting and were approved as a true record.

The Secretary reported on the progress of the Actions from the previous meeting held on 8 December 2022.

Actions

1. Firearms Enquiries

Concern regarding Probationary Officers being asked to deal with firearms enquiries. Only one half day training is provided which is not adequate.

Update - WAC Secretary making enquiries.
ONGOING

2. Transportation of Kit.

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.

Update -CS Sutherland tasked with liaising with RDU to complete a policy.

V.1.

COMPLETE

3. JCC circular 39/22

JCC Circ 39/22 Re – Driving Police Vehicles to be circulated to all WAC Representatives.

Update - Circulated by email on 8/12/2022.

COMPLETE

4. Near Misses

H&S meetings to raise this at every meeting, then report back into WAC.

Update - COMPLETE

5. Court Duty Change

(From Constables Committee)

Each division to collate examples of court duty change not being implemented properly and exigency being used after 3am. Short shifts not being given when due. Email sent to all reps with a link to a form to ascertain the scale of the problem, this form has also been sent to the East and North areas. It is hoped the results of the forms will be known before conference.

Update - Secretary updated that there had been a good response to this request in the West. Local reps to ensure that the form is circulated within Division, but not via social media.

ONGOING

6. People Board meeting.

G Div - reps to be contacted to attend people board meetings .

Update - AGS Equality will attend these meetings along with a divisional rep.

COMPLETE

V.1.

7. Justice Committee Video

Link to Justice Committee Video to be shared. Email sent to all reps 21 February 2023.

Update - The WAC Vice Chair advised that this has since been updated and the latest version will be circulated along with the updated links. Any feedback would be appreciated.

COMPLETE

4. LEGAL ADVICE AND ASSISTANCE

The Secretary reported on the number and type of applications for legal advice and/or assistance made by members in the Area since the last meeting.

Applications for Legal advice & assistance

16 Applications have been submitted to Woodside Place –

Contract dispute x 1
Criminal legal defence x 6
Injury on duty x 4
Employment dispute x 4
Civil legal defence x 1

This does not include any that may have been submitted directly to Woodside Place.

JCC Legal Advice and Assistance updates –

ALLARD – Still ongoing. Figures are being put to PSOS

HOLIDAY PAY – All members involved have been written to. Vast majority have accepted the latest offer and work is ongoing to ascertain how much they are due.

WHATS APP – European court has rejected the latest on the grounds they don't believe our human rights were breached. Claim now closed.

V.1.

Presentation to the WAC on Policing Driving by Brian Jones, SPF Vice Chair

SPF Vice Chair provided the presentation and answered questions from members of the WAC

5. DIVISIONAL REPORTS

Area 8 - L Division, Argyll, and West Dunbartonshire

The Senior Management Team was held on 14 February 2023 via teams. No major issues discussed other than OBLs and resourcing levels. A future meeting is arranged for Oban along with performance support on 13 of April, Argyll Change of Operating Model

OFFICER CONCERNS

- Blue Light Authorisation clarified
- Naloxone carrying position
- Pay deal negotiations update
- OBLs combined with Oban/Maki
- Police officer accommodation- Probationer's and Supervisors currently have housing association homes however they have been contacted with regards moving out of these homes to allow new probationer's and summer secondments facilities.

Q Division Exchange Programme

A trial exchange programme was arranged with Q Division aimed at giving officers in LB the opportunity to experience a more urban policing environment. In return, a Q Division officer will experience the Argyll way. Accommodation will be provided at Jackton on a self-catering basis and the only claimable expenses will be mileage costs due to this being a voluntary arrangement.

Supervisors on each group should identify the most appropriate nomination and they can be from any of the LB offices. Ideally looking at those younger in service, (but not brand new probationary officers), who are seeking some lateral development or who

V.1.

are considering perhaps leaving LB and may wish to trial the urban policing environment.

Area 9 - U Division, Ayrshire

Continued engagement with our Senior Management Team. Work is ongoing to gain a proper reflection of officers being cited for court and the number of actual officers who give evidence by updating the court diary. Analysis will be made available at the start of April (Q Division have done some work around this which U Div. are replicating)

- Further work ongoing to update officer time spent covering constant obs. The hours are collated by using Scope and communicated back to custody division to highlight the issues.
- Highlighted to management to remind all supervisors to ensure any "injured on duty" incidents are brought to the attention of full time fed reps. This has been done using E-Brief.

A complaint had been received regarding operational resilience (old firm game) in relation to transport, Officers were required to take their own vehicles to park at a school near the police office, then walk in uniform to the police office to report for duty and walk back to the school after the match. This caused major congestion when trying to get home and highlighted what this must cost the organisation in fuel expenses. Officers working at other stadiums are required to park in public car parks and get dressed in uniform putting themselves and their vehicles at risk of assault or damage.

A complaint had also been received regarding refreshment and quality/choice of food provided to Officers.

The WAC Secretary advised that this matter has been raised, in particular to ensure that changing facilities are available to officers and that they are made aware of where they are based. The WAC Secretary will continue to pursue the matter.

Area 10 - V Division, Dumfries & Galloway

Response policing - Officers taken from division to support central events.

Diary calls – If more information is taken at source this could result in matters being resolved on the telephone.

V.1.

OBL's – Still paying overtime at time and a half. A local agreement is in place.

Area 11 - Q Division, Lanarkshire

A meeting with the Divisional Commander and SMT was held on 07 March 2023.

It was advised that Q Division ranked as the second highest Division, and highest in the West Command on Demand/Productivity tool highlighting current significant demands.

There are currently significant demands on PPU not just Response/CPT and focus is on procedures. A meeting with Force Executive Divisional Commander has identified 6 non-operational posts that could assist with budget cut. If further posts have to go then some unspecified tasks will not be performed.

Some deployable officers in posts that can be undertaken by non-deployable officers will be redeployed to operational roles. The priority is to keep people operationally active in a Community Based Policing Model.

- SERGEANT FORUM/ROLE. Feedback received that SMT input to PS has been negatively received. SMT position is that it was a focus on core responsibilities and appropriately delivered. SMT appear to believe that there is no need for PS to be in office and can manage things remotely from PDA. This was challenged and Divisional Commander and Supt. Raymond Higgins will work with a PS on late shift to get understanding on current demands on PS.
- OPS PLANNING/EVENTS. Officers are having Saturday of WRD targeted off from weekend nightshift and on one occasion after the 91 days notice, the shift time has been changed and brought forward when fixture kick-off changed due to TV. Local Reps also highlighted operational challenges for events/ processions on a Sunday and Monday lates shift when no CPT or DAVRU and Response only uniform resource. In June 21 officers required for procession, Red Day and officers being denied RRD/TOIL. Div Comm advised with processions organiser did not need permission just provided notification, but division were looking at necessity of every single officer deployed and stewarding and road closures by council should reduce future commitments.
- CPT/DAVRU Short Life Working Group the G Division Model is preferred option which is being progressed through group with proposal for approval, consultation and implementation. Timescale expected to be 3 - 6 months.

V.1.

- 2/2/2 SHIFT PATTERN. SMT advised only reason being considered is officer welfare as no other benefits. There will be online survey and if favoured will then be consultation with SPF.
- ALLOCATION OF CRS TO CPT/DAVRU. Division over last few months to ease burden on Response has allocated PAD Cos to CPT/DAVRU. CPT officers feel that they are now an enquiry team and cannot perform role in the community. SMT advised average number CRs by CPT is 10 and highlighted benefits including increased detections for shoplifting.
- CRIME RESOLUTION POLICY. Had been identified at discussion with local reps that potential to support and increase capacity in Response by CRP and maintaining modified officers on shift.
- MODIFIED OFFICERS. Highlighted to SMT that retaining non-deployable officers on shift increases capacity of the remaining deployable officers and that they contribute to case writing, prisoner watches, bar cover, remote enquiries etc. Some Response Teams have 10% officers in supernumerary posts elsewhere.

Area 12 - K Division, Renfrew and Inverclyde

K division reps met with the Divisional Commander. The Divisional Commander has raised several actions to be addressed and fed back at next monthly meet update on this to follow.

19 probationary officers arriving in division in the near future, hoping that this will improve resourcing. Reps advised by the commander that divisional vacancies unlikely to be filled at all ranks.

Prisoner observations still an ongoing issue in KC Greenock. Officers seeing level 4 observations more often and are expressing concern regarding the excessive amount of time officers are spending in front of screens, often 10 hours at a time, and whether this can be reduced.

ACTION - WAC Deputy Secretary (Health & Safety) requested specific examples to take forward.

V.1.

Several complaints were received from officers and supervisors about frequent Resource Advisor requests to vary shifts, often with less than 3 weeks or even 3-4 days' notice. The reason provided for the variations was 'exigency due to Court'. On investigation it was found the Courts, the Resource Manager and Ops Supt, were claiming was an "exigency" related to citations that had been received weeks and sometimes months in advance of the date the variation was being applied to.

Local reps highlighted to the Ops Supt and Resource advisor that these variations did not comply with the workforce agreement, where variations should be made 90+ days in advance unless an exigency arose. Under the PNB reg this was clearly not the case as the citations were known about weeks/months in advance, therefore it amounted to bad planning. The Divisional SMT and resource advisor sought advice from RDU SMT who advised them the variations complied with regulations under "exigencies". They also alluded to the fact they needed to keep the overtime spend down, another reason under PNB regs where variations should not be applied for financial reasons.

So, from there we invited FTOBs to a meeting at K Div on 10 Feb 2023 attended by local SMT, local reps and RDU West management.

Exigency of duty guidance sought from SPF for future reference to allow officers an opportunity to defend themselves.

Naloxone rollout across the division has taken place, members seeking better guidance on the stance from SPF on support should things go wrong. Current publication suggests of the 104 incidents where it has been used 99 times have been successful.

The WAC Secretary advised that he has requested guidance on this.

Muthu hotel – formerly Erskine Bridge Hotel are seeing weekly protests from activists. Divisional red days introduced every weekend as a result further depleting K resources and time off for members.

Community policing

New CPT shift pattern chosen by KB/KC officers reflects that of the pattern used by G division, officer feedback submitted, however being advised by members in both sub divisions KB/KC that the goalposts have been moved since consultation and has since been amended.

V.1.

Officers seek the same G division pattern as they were advised that any pattern would have to be consistent with those approved nationally.

Replacement locker programme at division well under way, KC first in line to be replaced in division as of 8th March 2023.

Footwear sought for non-uniformed officers from CID getting used more frequently for events. Commander keen to address this also.

Area 13 & 16 – Greater Glasgow North and South

Divisional change – A team has been set up to take consider a new shift pattern, reviewing the city centre plan and a possible review of community Policing. SPF reps will be invited to the meetings once this progresses. The main concern the division had was whether the 2x2x2 pattern would have an impact on resourcing for events as Edinburgh has the pattern however does not have the same number/frequency of events and have not had the pattern in place over the summer. The proposed implementation would not be until 2024 and they are aware of the process in place for consultation.

Annual leave/Excusals – Ongoing issues in relation to this which division are aware.

PPU pattern – This has still not been reviewed. Division will endeavour to have this undertaken. The pattern has been in place for some time now.

91 day variation – Division has changed process to track what officers have been cancelled to ensure equity. This will be reviewed to see if the changes are positive.

Police Assaults – Division will raise the issue of police assaults being plea bargained at their Fiscals meetings.

Baird St – Poor accommodation for officers. An H&S visit is due in the near future. The division is considering this accommodation in line with discussions around the LEZ zone, however this has been ongoing for some time. GF now has an area commander therefore it is hoped this can be concluded either way.

Sergeant cover – This is still an issue with Sergeants regularly touring the division. There are no other options suggested at this time to improve the situation.

LEZ zone – No decision in this regard, division believe it may affect 8% of officers and any moves will be on a case by case basis. Dundee/Aberdeen/Edinburgh are to

V.1.

implement similar schemes in future and are looked at Greater Glasgow to see what they do. Division have asked if SPF can raise at their meetings as this is a national issue.

Inspecting ranks – Support for the Inspecting ranks to accurately record their working hours – as per recent Inspectors committee letter. There was also concern about upcoming events where Inspectors are being rostered for 12 hours. This is a one off and will not be standard practice.

Other local issues discussed.

Area 14 – OSD

"OSD still have 1 Inspector vacancy outstanding.

Since the last WAC meeting positive progress has been made with OSD Senior Management Teams, especially with Road Policing.

The reps met with the Road Policing SMT on 31 January 2023 and discussed the numerous issues raised by members from RP.

Some positive progress has recently been made in relation to beards however we are still awaiting the decision from the DCC for a permanent resolution to the matter.

Lately all OSD reps are being approached by members in relation the next pay deal, looking for any new information / progress."

Area 15 – SCD

There were no issues raised.

The WAC Secretary updated members regarding the last SMT meeting in regard to response. Each Division will circulate their own communication explaining what the plan will be in that particular division. This is still at an early stage and it is hoped an initial consultation will be carried out.

Each Division will have to carry out their own consultation within offices. SPF can arrange for a representative to be present. Members should bear in mind that when a consultation is carried out, it is not a vote.

V.1.

One member highlighted the shift worked within V Division and how this is managed by Officers starting their shift 30 mins in advance to allow for an overlap.

ACTION – WAC Secretary will raise this matter.

6. **LOCAL POLICING COMMANDERS (LPC) and PODG**

LPC

Meetings of the Local Policing Commanders have taken place on the 21 December 2022 and 26 January 2023. The following items were raised –

Resources – It is now becoming clear that a figure of 16,600 officers will be the number the force are working with. There will be a reduction in the amount of overtime budgets available. There is a potential for a freeze on staff employment. The WAC Secretary raised concerns about how this will affect the local divisions who have already been depleted over the years. Further concerns raised about the use of exigency to plug resourcing gaps.

SOCO – There will now be limited availability during the night, this brings the west in line with the rest of the force. Concerns were raised about how this will affect officers on night shifts in regard to loci. Further concerns raised that this decision had been made with no input from Divisional Commanders

Shift Patterns in the West – An update was provided on the work being undertaken by G division to look at the potential to move West divisions onto the VSA222 shift pattern (V division already on this pattern). Work is still at an early stage and there is SPF representation at these meetings. It was agreed that Comms would go out from the force as rumours were starting to spread and causing some angst.

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

7. **JCC SUB COMMITTEES**

Policy, Procedure and Regulation – WAC Deputy Secretary (Conduct)

V.1.

The WAC Deputy Secretary provided an update on the current figures for on duty/off duty conduct cases.

People & Operations – WAC Vice Chair

There have been no meetings of the People and Operations Committee since 24 October 2022. The next meeting is on 15 March 2023.

IHR/IOD

The service has, as of January 2023 increased the capacity of appointments with the SMP (Selected Medical Practitioner.) Previously we seen only a limited number of appointments released each month, recently this has vastly increased to around the 20per month mark. In turn this will see officers have far less time in the IHR/IOD processes awaiting this appointment. The timescales for entering to conclusion of the process cannot yet be properly assessed, but we are no longer looking at 18-24 months.

IHR/IOD/PCS/Grievance Pro Formas.

To allow the three areas of the SPF to have continuity when submitting paperwork, various pro formas have been compiled. These will be sent out after this meeting. Members were asked to ensure that when submitting letters and grievance submission, that the correct format provided is used.

The grievance pro forma will allow us to best guide officers in constructing and the layout of their grievance. This will hopefully keep them concise and allow the best chance at them being assessed correctly and subsequently resolved.

Working Practices - WAC Secretary

There has been no further meeting of the working Practices Committee since the last WAC. The next meeting is scheduled for 15 March 2023.

The following update was provided at JCC –

PODG – There is a number of actions outstanding and tracking is now in place.

Health & Safety – Deputy Secretary (Health & Safety)

Estates

V.1.

CJSD

CCTV work is scheduled at Campbeltown, Saltcoats, Dumfries, Oban, and Motherwell. VESDA (Very Early Smoke Detection Alarm) – Prisoners found smoking in cells without any alarm activation. Requires recalibration across the board.

Work at Rothesay was postponed as no alternative custody arrangements.

Legionnaires

Routine water samples were taken at the Dunvegan block at SPC in November 2022. The results identified traces of Legionella. To control the risks the removal of all shower heads and a full disinfection/ flush of water systems took place. Further samples taken which identified further traces of legionella and the Dunvegan Student Accommodation block was closed.

A full inspection of all pipe work within the building identified key areas of remedial work. This work was undertaken, and the water systems were fully disinfected once more.

Further samples taken between 29-30/11/2022 identified traces of legionella bacteria at a number of other blocks. On Tuesday 6 December 2022 all buildings were vacated and the Police Head office closed.

Water Risk assessments for all buildings and remedial works identified addressed and a disinfection programme for each building and retesting followed.

SPC campus re-opened on Monday 9 January 2023.

A full review of the Water Management Programme is underway across the PSoS Estate which is being monitored by the Health and Safety Executive.

H&S Inspections

Since the last WAC joint inspections have been carried out at Shettleston, Easterhouse, Kilmarnock, Cumnock, Rutherglen, East Kilbride, Clydebank, Dumbarton, Oban, Alexandria, Helensburgh, Wishaw, Motherwell, Shotts, Bellshill and Baird Street.

Recently issues highlighted the continued inappropriate charging of electric vehicles across the estate – the infrastructure not keeping pace with the allocation of electric vehicles. Practice of charging EVs using normal 13 amp sockets out of windows continues as no other options available.

YOUR SAFETY MATTER 22/02/23

V.1.

Reporting rate has dropped in numerous divisions. Total number of reports has increased despite this.

Injury rate has increased for incidents at/in police vehicles. Work looking at use of cell vans as it these types of vehicles where you are more likely to be assaulted.

OST looking at techniques to assist and to deliver extra training in areas which are experiencing high incidents of assaults.

OST now at 70% in card.

246 new STOs in Q3 giving current total of 1255. Another 161 on courses before end of March.

Respiratory Protective Equipment

Still no clear policy or guidance from PSoS for officers wearing RPE.

The Uniform SOP will be required to address the need for officers to be clean-shaven when using RPE. Policy to be approved for continuous face fittings of FFP3 masks.

Divisions are unhappy that face fitting has been devolved to them and have currently not the capacity of either trained fitters or porta-counting machines. Asked if face fitting could be done during probationer training and OST take on responsibility for bi-annual face fit.

PSoS hoping to mandate a clean-shaven policy in March.

Safety Alerts

Avian Flu

Homemade Fireworks

One member highlighted that the current Moodle training provided was not bespoke for Police Officers. There were questions over which point officers should stand down. The Deputy Secretary (H&S) will raise the matter with the H&S Secretary.

Finance Standing Committee – WAC Chair

The JCC Finance Standing Committee took place on the 7 February 2023. The following matters were discussed.

SPF General Secretary requested permission to engage contractors in line with current agreed limits on spending. This was agreed.

V.1.

Legal – Payments for legal claims are within the legal budget.

A large amount of money has been spent on court cases of late but that will slow down.

Input from investment managers. The committee are happy with the progress of investments even though markets are tough at present.

Financial risk register - One of the biggest concerns is the drop in numbers joining up at Tulliallan, coupled with numbers of officers being reduced.

A discussion will take place at the WAC Meeting around an upcoming pay claim, yet to be submitted. Members are encouraged to engage in the discussion.

8. **JOINT CENTRAL COMMITTEE (JCC)**

The SPF General Secretary addressed the meeting –

The SPF General Secretary provided an update on the arrangements for Conference.

Meeting structure - SPF are trying to accommodate all representatives in respect of meeting arrangements in terms of location, distance to travel & time involved.

Pay – SPF will fight for a pay rise for members and continue to update members as much as possible via the website and official twitter account. Improving on communication is priority.

One member raised the matter of rest day disruption and asked if this can include annual leave as it currently only specifies disruption during rest days. It was suggested that this could be added to future negotiations.

The General Secretary agreed to take this to the Technical Working Group.

The General Secretary advised that local representatives will be updated at Conference in regard to IT solutions.

In terms of discussions around pay, one member asked if SPF would be taking a more aggressive stance especially in light of current inflation.

Term of pay deal, reduction in working week and extra annual leave hours are suggestions be taken into consideration. Highlight daily responsibilities of a Police

V.1.

Officer and get as much information out to gain support from members of the public, similar to the "It's what we do" campaign.

One member highlighted that the pay increase may result in a reduction in child benefit payment.

The WAC Chair updated on the following -

The JCC met on 7 & 8 February 2023. Items discussed included –

Election of Chair – There were two nominations, David Hamilton and David Threadgold. An election was held in accordance with the rules, David Threadgold was duly elected and replaced David Hamilton as Chair.

PNB

Pay Claim 2023/2024 – Confirmed that the request for our pay claim is still being looked at and no formal claim has been submitted as yet.

The PNB met on the 25th of January 2023 and the following in relation to outstanding matters from previous pay claims were discussed –

- In-service compensatory scheme
- Unpaid leave being pensionable
- Temporary/ acting roles salary
- Paid parental leave
- Short notice disruption (Insp and above)
- Increase in maternity leave and pay
- Overseas allowance
- Potential to reduce the working week

There is a number of strategic working groups looking at the outstanding matters.

Pensions –

Pensions remedy – Guarantees from Scottish Public Pensions Agency (SPPA) that from October 2023 any member retiring will be paid the pension they are due. For those members who have already retired this will take some time to contact and

V.1.

amend, Some of the tax issues still to be sorted, however it is hoped that a calculator can be added to the SPPA website to assist.

Index link – There has been some issues with members who should be index linked not getting an increase, work is ongoing to resolve this issue.

JNCC –

Next meeting of the JNCC will be on 21 February 2023. Items to be discussed include –

- Police demand and budget
- On-Call (request that local representatives find out who does on call in their Divisions)
- Use of Local arrangements (There is no such thing as local arrangements and regulations and PNB agreements should be adhered too).
- Digital training

SPF Training –

All reps who have been eligible have now undergone their basic training. Work still ongoing for more specialist training.

2 conduct courses have taken place at Merrylee House since the last WAC Meeting.

JCC Other –

Scottish Police Consultative Forum –

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

SPA –

There has been no meeting since the last JCC.

Scottish Police Budget and Finance –

A meeting had been held with the Scottish Government, SPF and Cabinet Secretary.

Items discussed included –

- Video evidence

V.1.

- Areas of Policing in Scotland that come under National (UK) roles
- BMW's – The vehicles that had the issues have had to be removed from service. There had been a number of reconditioned engines that had been bought (despite the ongoing issues) that now require to be scrapped.
- UK wellbeing fund – Policing in Scotland should have received approx. £750k from the fund.
- Policing numbers – Likely to be 16,600.

Scottish Parliament and Political engagement -

Letters now received back from the PSOS and SPA in relation to the ongoing work by the Justice Select Committee in relation to Mental health in policing.

Police Service of Scotland Reform –

No update available.

EUROCOP – No meeting since the last JCC

ICPRA – No Meeting since last JCC.

Police related charities –

Police Children's Charity – There has been a drop in contributions. Area Representatives were asked to make members aware of the work carried out by the charity.

PTC – More ENDMR courses are becoming available. A new wing has been opened at Harrogate and an upgrade is being carried out 19 rooms at Castlebrae.

POLICE CARE UK – No update.

SPMT – SPF Chair David Threadgold will undertake work previously carried by David Hamilton.

NPMD – Work will start soon on identifying suitable venue for the 2024 Memorial Day being held in Scotland.

SPF Awards – Nominations for the 2023 awards have now opened, any nominators from 2022 which missed the cut off will be contacted to ascertain if they want to re-nominate.

V.1.

Members were encouraged to submit nominations for the awards and were advised that the nomination process was straightforward. The nomination form can be accessed from the SPF website.

Discussion regarding officers on maternity leave asked to attend court. A risk assessment should be carried out. The WAC Vice Chair advised that this should involve confirming whether the officer is fit to attend, are there any underlying health conditions, how the officer will travel to and from court. All of this has to be taken into consideration. A specific risk assessment should be carried out for each separate occasion and the officer should retain a paper copy.

As yet there is no national guidance.

9. **JCC CIRCULARS**

The following JCC Circulars have been issued.

39/2022 Driving Police Vehicles - Urgent Update – Information

40/2022 Complaints, Investigation & Misconduct in Policing Implementations of Recommendations Fourth Thematic Progress Report

01/2023 JCC & FSC Minutes November 2022.

10. **CONSULTATIONS**

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

Consultations

15/12/22 Leavers Procedure V4.01

15/12/22 EqHRIA NG v2.16

20/12/22 Recruitment & Selection Procedures (Authority/Police/Staff)
v0.01

29/12/22 Forensic Sampling in Death Investigations NG v0.11

23/01/23 Annual Leave & Public Holidays Procedures (Officers)

23/01/23 Crime Investigation Policy – local consultation

21

V.1.

11. **MOTIONS**

There were no motions.

12. **CORRESPONDENCE**

03/02/2023 - Letter of resignation from West Rep., Stevie McGarry.

13. **COMPETENT BUSINESS**

Body Worn Video

The WAC Secretary advised members that a project team has been sent up. It is hoped that this could be out for tender by 2023 for implementation for 2024. The matter will be progressed.

Annual leave / Court

The WAC Secretary highlighted information that had been received recently from U division whereby an email was sent out advising officers that if they were at court during annual leave and subsequently countermanded within 28 days, officers can come in and work part of the day and get paid double time. This is not part of regulations. Work is ongoing in regard to this, but at present it is not within Regulations.

The WAC Secretary asked that any further examples of this are notified to Merrylee House.

14. **CLOSE OF MEETING**

The Chair thanked the members for their attendance. The next meeting will take place on 8 June 2023.

Iain Gray
Chair

Iain Florence
Secretary

V.1.