

V.1.



SCOTTISH POLICE FEDERATION West Area Committee

Ref: IF/IG/LW/WAC2023.

Minutes of the West Area Committee meeting held on 7 September 2023 at
0930 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
Jennie Macfarlane – WAC Deputy Secretary
Lynne Welsh – SPF Staff
Philip Maguire – SPF Staff

Guests

ACC Steve Johnson
PS Lynne Steel – Dumfries & Galloway
PC Uwise Ahmad – Greater Glasgow

WAC Representatives

Denise Quinn
Daniel Lunny
Gary Diver
Stephanie Milligan
Lee Hamilton
Dougie Chalmers
Dougie McKinlay
Colin Scott
Stuart Finnie

Paul Elliott
Joanne Hay
David Leslie
Katie Edwards
David Taylor
Marketa Davidson
Michael McCaughey
Euan Graham
Chris Thomson
George Allsopp
Jonathan Bruce
Chloe Rice
Richard North
Craig Fraser
Craig Dunn
Gavin Tuohy
Pamela McFarlane
Scott Lisett
Aaron Hicks
Karen Cameron
Lianne Kelly
Darren Munogee
Colin MacRitchie

Apologies

Elaine Sutherland
Michael Scott
Jeff McFadyen
Robert Bryce
Eddie Mather
Stephen Gray
Chris Hynds
Stephanie Milligan
Stuart Johnston
Alistair Wright
Marc Jobson

OPENING OF MEETING

The Chair welcomed the members to the meeting and gave a special welcome to guests, PS Lynne Steel – Dumfries & Galloway, PC Uwaise Ahmad – Greater Glasgow, who were attending the meeting as Observers, and to newly elected Representative, P.I. Darren Munogee, Greater Glasgow.

He advised the members that ACC Steven Johnston would attend the meeting at 1130 hrs to address the Committee.

2. SEPARATE COMMITTEE MEETINGS

The Chair advised members that there would be no meeting of the separate committee meetings due to the full WAC agenda.

3. MINUTES OF PREVIOUS MEETING & ACTIONS

The minutes of the previous meeting were proposed, seconded and approved as a true record.

Actions from previous meeting (June 2023)

1) C/F - 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 – Concerns raised.
CLOSED.

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 and all being given the same response.

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

3. C/F -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.

Update - This was taken to the RDG meeting and will be run again for an 8 week period . Figures will be collated. Hopeful the matter will be resolved, if not then it will be taken to the Review Board.

ONGOING

4. Events

There is not enough information available in advance of events with regards to changing facilities. Officers are not aware of where changing areas are located.

Update - Members asked to feedback the exact reason given when asking for kit to be transported and told this is not possible.

ONGOING

5. Prisoner Obs.

Concerns raised regarding the length of time handcuffs are used on prisoners.

Concern raised regarding excessive periods that officers are monitoring screens

Update - Members asked to continue to provide examples .

Any issues with level 4 Obs. Advise WAC Deputy Secretary.

ONGOING

6. Shift Pattern Consultation

Update by WAC Secretary regarding above consultation. feedback forms/ Possible visits round Divisions to answer any questions.

Concerns regarding no overlap of staff on weekends.

Update - Consultation is still ongoing .

ONGOING

7. Public Holidays

Re officers getting an additional days public holiday.

In circumstances where an officer will get paid and get an additional p/h as it was less than 8 days' notice, do we have any clarification over who has precedence on choosing when that p/h is allocated ?

Update - Discussed with Gen. Sec and Dep. Gen Sec. Matter to be raised with Deputy Chief Constable.

ONGOING

8. Workforce Agreement

Can SPF withdraw from WFA if not happy with any aspect of it.

WAC Secretary will check and confirm at next WAC.

Update - If SPF is unhappy with content, then the facility is there to withdraw.

CLOSED

9. Communication app.

Discussion around a communication app. For representatives.

Update – Require more detail of proposals. Group will discuss further to ensure feasible and cost effective. Will report back.
ONGOING

10. Compensatory rest –

RDU are implementing RRD rather than compensatory rest. This was unresolved at Division and now with FTOB for guidance.

Update - No further update as the last RDG Group was cancelled. Will raise at next meeting.
ONGOING

4. LEGAL ADVICE AND ASSISTANCE

The WAC Secretary reported that 19 Applications for Legal advice & assistance have been submitted to Legal since the last WAC Meeting –

Criminal legal defence - 9
Employment Dispute – 2
Injury on duty – 7
Medical negligence – 1

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

JCC Legal Advice and Assistance updates –

ALLARD – Settlement is expected imminently, calculations have been received from PSOS and these were being scrutinised.

HOLIDAY PAY – Now resolved and members have received payments.

5. DIVISIONAL REPORTS

Area 8 - L Division, Argyll, and West Dunbartonshire

- Shifts/Resources –

On-going issues with shift numbers and especially with the level of service. It is anticipated that this will not be helped following October with a number of officers considering the 25/50 option. The OBL is constantly being maintained by means of overtime.

As of 29 August 2023, it has been confirmed that the new proposed shift pattern (APM23) for LB is being scrapped. No further shift proposal has been forthcoming.

- H&S

No known issues at present.

- SMT

The last meeting was held on 30 April 2023. Local Reps will continue to push for a resumption ASAP.

- Pay Deal

Officers concerned that any deal will NOT include a backdated payment and are looking to see what action can be taken if there is no deal in September.

- Overtime/Varied shifts

Most overtime enquiries from officers are being resolved locally by Divisional Reps.

Area 9 - U Division, Ayrshire

U Division has a new Divisional Commander. The SPF Reps have yet to meet with the new Commander and look forward to continuing the positive working relationship that they had with the outgoing Divisional Commander.

- Ongoing pay claim – members asking about likelihood of resolution – signposted to Federation communication regarding negotiations.
- Lack of front-line officers available and corresponding knock-on effect of members being unable to take time off due to insufficient OBLs.
- Geoamey not picking up prisoners on time and not picking up level 4 Obs prisoners due to insufficient staff on their part, resulting in issues at prisoner holding stations and response officers being abstracted from shift to provide cover.
- There have been a number of instances of members contacting the Divisional Business Unit to query overtime claims and speaking to colleagues in an unacceptable manner. An e-mail was sent on behalf of Divisional Federation Reps. directing members to refer to PNB handbook in the first instance and thereafter to contact Divisional Reps for guidance on claims.

- Ayrshire Division have vacancies for 1 PC Rep, 1 PS Rep and 3 PI Rep. SLT committed to encouraging members to put themselves forward for available positions.

Area 10 - V Division, Dumfries & Galloway

- Custody backfill – Due to ongoing staffing issues within CJSD at Dumfries because of long term sickness/retirement there has been an increased requirement to backfill Custody Sgt duties. A large proportion of the shifts being covered at Rest Day rate by Response Sgts and CJSD Sgts.
- There was a recent interview process with two officers being successful but the transfer window was missed and hence will not be released until the next transfer window.
- Concerns raised over the shift proposal that RPU will no longer do nightshifts and whether SPF could raise the matter at a higher level. The concerns are that Response Officers will be required to attend incidents on the Motorway network during nightshift hours to deal with any matters during this period, when they are not trained, other than a Moodle package which belittles the danger posed. Officers do not have the relevant equipment or suitable vehicles, placing them and members of the public at greater risk of serious injury or death.
- There is a frustration among response officers as they are already stretched to breaking point. Staffing levels during nightshifts are at their lowest of all the shifts. In V Div the M74/A74(M) is not lit unlike other sections of this and other roads on the motorway network which again places officers at greater danger at night and in inclement weather.
- V Div continue to have local Reps. meetings with SMT to raise local issues and these remain positive and productive.

Area 11 - Q Division, Lanarkshire

- There is a lack of near misses being submitted and members are being encouraged to report where necessary.

- Discussion on promotion process.
- Red days – It has been noted that dates will be removed once resourced.
- Festive Overtime – It is hoped that any issues surrounding the festive period will be resolved.
- A new shift pattern has been approved.
- Guidance required for officers with regards prioritising the large amount of work which is due to a drop in staff numbers.

Area 12 - K Division, Renfrew and Inverclyde

- Health & Safety

No issues in relation to H&S

- Welfare/ Resources

The Divisional Commander has chaired a target operating model meeting with SMT as a result of a health survey which highlighted that the Division has is the worst performing Division in terms of work-related stress, absence, and physical health.

This meeting also looked at proposals for better resourcing of the shifts and reducing demand. C3, PSD, custody and RDU all present. Current operating models and department including AVRU, CPT and SOCT were also discussed as well as current roles and work streams. Discussions were held around LPA appointments, Domestic Bail and Curfew Bails, citations, courts, Court cops etc.

The Divisional Commander had issued a Divisional email to all Officers requesting any suggestions on how the Division could look at reducing demand. No decisions have been made yet and discussions are ongoing.

At the Divisional Operating Model meeting held in August -

- There was an input from SP Energy Networks. This was Poverty and Social Deprivation Input. This input was to inform the SMT that both SP Energy Networks and the Wise Group have received millions of pounds in funding to deal with persons in poverty and person released from prison. They were then looking to provide them financial help and assistance for their fuel bills.

The groups are looking for Police Officers to raise an IVPD if they attend and deal with any persons they can identify as fitting into the aforementioned criteria. Some members of the SMT fed back that they did not believe that this was a role that the Police should be taking on and questioned why other organisations had not been approached such as local Councils, Housing Associations and Social Work.

- Summary Case Management Pilot –

This has been running in K Division - Renfrewshire since September 2022. However, the Defence have only been on board since the beginning of this year.

This was set up to fast-track Domestic Offences and reduce the time spent going through the Court process and free up Officers from attending Court. Figures recorded up to June 2023, show a 31% compliance rate. There is still a lack of specially trained Officers in Renfrewshire. However, there is now 2 x Egress Terminals in each Subdivision.

Feedback from the Divisional Officer are that compiling all the paperwork is a lengthy process and they are not seeing the benefit of this pilot due to the amount of paperwork that it generates, and Officers are still being issued PF requests and citations to attend Court.

There has also been a number of welfare issues raised with the length of time Officers are being held on, especially after a Nightshift as some Officers have been kept still at work up to 9, 10 & 11 am.

It has been agreed that Egress will now be used for continued without plea trials. Furthermore, it has been agreed that due to the back log PF request will be sent to Officers requesting that they use Egress for CCTV formatting requests. This way they think they will get the CCTV requests back quicker.

- Stop Search – Divisional Bench Marking -

The percentage to Stop searches are extremely low for the Division. A breakdown shows that many of them are carried out by AVRU or that it was the result of a section 66 search prior to being placed in a Police Vehicle. It was agreed that there could be under reporting.

It was pointed out that Frontline Officers are no longer afforded the opportunity to be proactive due to the high call demand and calls of a non-criminal nature now being the priority.

Area 13 & 16 – Greater Glasgow North and South

- 222 Consultation

The 222 consultation was ongoing. Divisional Commander wanted to ensure that officers were aware the basis for the consultation was solely welfare based. The LPST/CCPP review was still ongoing however this had been delayed due to recent post reduction and restructuring considerations within the division. It was hoped there would be a further update at the next meeting.

- OBL

Divisional reps raised concerns that the actual level of resourcing on a day-to-day basis regularly breached OBL. This was of particular concern when events were resourced which brought available numbers down to a concerning level which may place officers at unnecessary risk.

The Divisional reps highlighted concerns that time off for 2024 was being refused by the SDU as the OBLs had not been agreed. Divisional Commander indicated that time off should be granted through the normal process.

- Transportation of Kit

Divisional reps asked the Division to consider implementing a kit transport plan which was fit for purpose and encouraged officers to utilise. The Divisional reps offered to put forward suggestions and assist to practically implement an improved policy. It was agreed that this would be beneficial to officers and tasked an action to progress the matter to the reps.

Area 14 – OSD

- Vacancies

Still 1 PI vacancy.

- Road Policing

Members from all federated ranks are concerned regarding proposed plans for Road Policing officers to finish at 3am and having only two

patrol cars covering between 3am and 7am based out of Glasgow to cover the country, which would cause a significant amount of health and safety concerns, welfare concerns and policing concerns.

Local reps had a meeting with the SMT of RP and were advised that this is only a proposal as they are having to looking at new ways for RP to operate as the cuts to the department are causing issues with the current operating model.

In the meeting the decision was made in regard to RP officers having tasers, in which they are only allowed to apply to use / use a taser if they are based out of a taser hub. If the officer has to travel to a hub to collect a taser they will not be allowed to.

- C3

Continued high sickness levels meaning staff shortages throughout the sites, channels constantly being covered from the East and North by West ACRs meaning running below OBLs constantly.

Sergeants are so under pressure with unknown locations and 999 that it is impossible to supervise staff in ACR, creating a huge reputational risk to the organisation.

C3 mileage claims still not resolved, resulting in a potential financial risk to officers now out of pocket.

Officers are being told to cover the contact us e mail at times due to the high volume to assist service centre, however officers do not feel that they have had sufficient training and there can be a duplication of work, which can cause confusion and may result in an e mail being missed. Officers are highly concerned at being asked to do things out with ACR role for which they are not trained for.

- CJSD

Case backlog continues to rise due to insufficient resources and removal of overtime. Numerous officers reporting increasing levels of stress and mental health issues.

Area 15 - SCD

Thanks were extended to Sean Innes who has, since the last WAC, resigned his position as Sgt's rep.

- DCS Meeting

The last meeting was cancelled.

- Promotion

Concern amongst members regarding the Forces decision to carry out a further sift of promotion forms and rejecting previously accepted forms.

- Ill Health

Continue to support Officers through ill health.

- Health and Safety

There is currently one live H & S investigation.

6. **LPC/PODG**

LPC – The WAC Secretary advised that there will be no further meetings of the LPC as this has now been cancelled.

PODG

The WAC Chair advised that this had not been in existence for some time, and was now up and running again.

Matters discussed included the following ;

- National Contributions for events
- Concern regarding no national shift system
- Appraisal – The National Vice Chair raised issues with this system.
- Flexi working – this appears to have improved.
- Plain Clothes allowance.
- OBL's – reviewed in 2 Divisions.

7. **JCC SUB COMMITTEES**

Policy Procedure & Regulation

The WAC Deputy Secretary provided an update on both on and off duty criminal and conduct case numbers.

The Scottish Government are looking to introduce a new bill in relation to Police Conduct, the main change would be hearings for Gross misconduct could still go ahead after the member retires/resigns. We await the Bill going public consultation.

Promotion Process

A brief update on the promotion process was provided –

In two areas, there was more than 500 applications for 80 posts. There was no national sift, Divisions were told to reduce the numbers and the matter is still being investigated. It is unlikely that PSOS will change the current process.

SPF are in the process of trying to gather all common themes to submit to the National Vice Chair. There may be occasions where officers wish to raise a grievance and, in this instance, they should be advised to seek assistance from SPF.

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The WAC Chair welcomed ACC Johnston to the meeting.

“Assistant Chief Constable, Colleagues, invited guests. It is my pleasure to welcome you all to the 10th AGM of the Scottish Police Federation West Area Committee. The AGM affords us an opportunity to mark the passing of those we have lost in the preceding year, so I ask that if you are able, please stand and take part in a minute’s silence to pay respect to our friends and colleagues who we have lost in the last year”

*“Sir,
Thank you for coming your willingness to engage with us is appreciated.....*

When preparing this speech, I looked back at the annals of time and over the 10 years since Police Scotland was created.

Having looked at the minutes of the meeting, in this room, just over 10 years ago, some issues raised were as follows....

*KPIs - the damage that these caused is still being felt many years on.
The promotion process... it was looking promising, but alas, we can’t seem to see the errors of the past.*

Issues with Occupation health and delays and the length of time taken to get an appointment and level of service provided... I appreciate some things take time.... But 10 years.....

At that meeting was the 1st PS dedicated West ACC, and I am taken back to the much maligned idea that greater Glasgow response policing should operate out of two aircraft hangers that were to be built in the north and south of the city.

Project Quest in Lanarkshire looks remarkably similar except we are replacing aircraft hangers with an old fire station and a council building.

I do not think that any one of us could have envisioned the changes and the closure of police offices that have taken place in the last 10 years.

We have over 1000 fewer officers; to go with that we have a reduced fleet, some of which is falling apart. We are concentrating on providing electric cars despite their being little infrastructure to charge these in offices.

We are not providing a safe fleet for the few officers we have left able to respond to emergency calls. These officers can't even use electric cars.

We only have around 250 police stations left, and this number continues to reduce. We don't seem to have seen the error of our ways in respect of station closures.... This leads to reduced custody capacity, obvious officer safety issues and general inefficiency with officers travelling excessive distances to carry out basic enquiries and meet public expectation.

There is a phrase that springs to mind. The public are the police, and the police are the public. I'm pretty sure the vast number of law-abiding members of the public, don't want police stations closed and officers withdrawing to central locations.

We are very concerned for our colleagues as when you close offices, you move any urgent assistance further away. The same situation will prevail in Lanarkshire, and it is purely down to budgets.

The previous chief constable addressed a very important issue as he left.

Changes are required, they have to start within and the way our members are treated.

I'm sure there will be many people in this room that will tell you stories that will horrify you, not just of their own experiences but in representing our members.

I will start with grievances.....

It simply takes far too long, what should be a simple process, results in numerous time delays leaving our members frustrated and unwell. The disfunction in the system leads to officers having no trust in management. these delays are exacerbating the situation our members find themselves in.

Sadly, even when delayed, the service doesn't seem to get it right, leaving the Scottish Police Federation to support our members through protracted employment tribunals.

We are still in a situation that a grievance is perceived as a complaint and as such this affects how they are dealt with. For this reason, grievances are very rarely upheld.

On the rare occasion that they are upheld, which tends to be at mediation prior to going to an employment tribunal why is there is a need for Non disclosure orders?

The only way the force will learn is to share the details of the previous mistakes, too often grievances are raised by members for the same issues.

If the force is happy to publish the outcomes of misconduct proceedings as learning, then why isn't the same being applied to grievance outcomes?

Your wellbeing matters.....

Well, does it?

We should not have to rely on our self-funded charities for help, particularly when officers are injured in the course of their duties, nor should we be relying on courts and CICA to pay compensation to members who are injured on duty.

It simply isn't good enough.

All too often we hear of the Employee assistance programme failing to provide the service our members require. There is a lack of support provided by the force for members who have psychological problems. Yet we all know how damaging this job can be.

Research by police care UK shows that 1 in 5 police officers have PTSD or Complex PTSD.

The service needs to invest in psychological wellbeing, whilst the west people plan wellbeing weekends are to be welcomed, there needs to be better structures in place to assist more members.

Dr Jess Miller the lead researcher in the Cambridge University said on PTSD.....

"Dealing with disturbing experiences is a defining part of policing, but employees have a right to expect resources to protect them from the impact of daily trauma exposure. Without such resources in place, the cost to policing and public safety will just mount up."

"Over half of our respondents said they had insufficient time to process incidents before being sent back out on the next call."

"A stiff upper lip attitude will not work in contemporary policing,"

This problem has existed since the creation of police Scotland. It's down to cost, so your wellbeing matters only as much as the service can afford it too.

This is why member feel let down, morale is low, and members feel you don't care. Nice words don't help, investing in actual accessible services do. If we are injured on duty, we expect to be looked after and that moral contract has been broken.

At our annual conference this year, the Chair of the SPA admitted that it had not had a strong enough voice in the past when it came to funding.

The only person I see in the executive speaking out about the poor state of our finances is DCO Page. It seems that the executive has also lost their voice when it comes to funding.

ACC, whilst I appreciate it is not in your remit, can you please convey to the executive that they need to be more vocal and not accept the financial status quo.

Events -

Our west members are scunnered. The frontline is used over and over again, cycle events, football, parades, marches. It's no wonder we saw such a strength of feeling over proposed 2/2/2 shift pattern. There is still too much resistance in using resources from the full establishment.

It is no secret that our members are having their days off cancelled rather than change the shift of an officer who is due to be working that day.

I look to the east, and they seem to balance the abstractions.

I know that this has been highlighted in the past but I'm going to do it again, it is not fair on the cops, nor the people of the west of Scotland that they are being used to prop up the funding for the service. Fully funded events should be just that, fully funded, not a revenue stream for the service. If an event organiser is being charged, that money should be used to resource the event and not diverted to other areas in policing.

Kit transfer. This has been ongoing for more than 5 years in the west area. We cannot be clearer, the movement of kit is the responsibility of police Scotland. It should form part of the event planning process and each division should have a plan in place for when

transport of kit is required on all other occasions. It shouldn't simply be left for shift Sergeant's to sort out.

Court excusals and trying to get a response from the fiscal. It is bad enough trying to afford a holiday these days without a citation landing in the middle of it. To make matters worse, our "partners" then don't respond to numerous requests for excusal which leads to the stress and worry not just for the officer but their family. If you truly want to do something, we need to push our partners to do more.

We are facing issues in our service with silo departments. These areas make decisions which affect our territorial divisions without proper consultation or consideration with those who the decisions affect.

SOC decided to no longer have a nightshift.... The 1st some divisions were aware of this was when they tried to call out SOC during a nightshift. No consideration was given to the knock on effect this has to territorial divisions at a time when our resources are at the lowest point of the day.

COS is coming.... again, the frontline will pay. We have been made aware that case marking may be returned to divisional SGTs who are already overburdened. Can you suggest where they will find time to mark cases, in between the personnel issues, probationer reports, ASMs, high risk missing people, checking STORM logs. We need to stop the continued push of stuff to the frontline.

With regards to case marking, what are the plans for all the officers who currently perform that role? Are they coming back to the frontline? I'm told the answer was no.....

Attempts to change the core shift pattern have been fruitless, no shift pattern can absorb or counter the sustained reduction of officers on the frontline. There simply aren't enough officers available we are wasting their time rearranging deckchairs on the titanic.

OBLs have become an aspiration and not a guaranteed minimum resource. This isn't just about getting a piece, being held on, calling complainers to apologise again for why you never made it out to them or giving the public the service they expect and deserve, it is also about the chronic impact it has on officers and their families. It is making people ill; you can no longer expect officers to absorb the cost of under investment.

Just like the crumbling and neglected police estate, if you continually fail to put the basic resources in to maintain it, it will fail. Once it fails, you won't get it back, not at least in the same state.

The real cost of failure cannot be measured in a spreadsheet."

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ACC Johnston thanked the WAC Chair for the invitation to the meeting, He addressed the various points raised by the Chair and answered questions from the members.

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People and Operations – WAC Vice Chair

There have been no meetings of the Committee since 15 March 2023.

Wellbeing Governance Board - A 9-month trial has been approved which will see officers on long term absence (psychological issues) receive an offer of intense therapy.

Procurement Exercise – The Occupational Health and Employee Assistance programs are due for renewal. Optima (existing provider) and one other have put themselves forward for the contract which the SPF attended the demonstrations of both companies and were given opportunities to ask questions to those presenting, the service. The SPA had a scrutiny panel also. Both companies showcased their best products and services,

With regard issues with the current provider, the new tenure did not seem to understand the scale on which they would have to deliver or the geography of Scotland citing examples such as a 30-minute drive time to see officers. This is on-going.

Equality and Diversity PSOS monthly team meeting - Continued dialogue with colleagues across all associations. The SPF can also signpost members to Diversity Staff Associations (DSA) which can be a positive thing for members.

Retiral/IHR figures were provided. Of those who had an IHR SMP appointment in July, the average time in the process to SMP appointment was 6 months. The average wait for an IOD SMP appointment for those who had an appointment in July was 2 months. This is far reduced in comparison to the IHR as many of the required processes are completed during the IHR and all that is generally needed is the officers case file reviewed based on the IOD legislation.

Injury on duty – The Vice Chair asked that any member requiring advice in relation to Injury on duty, get in touch for assistance as it can be a complicated process.

The SPF has now reengaged with the service on the review of the grievance process, a recent consultation on the new SOP has since been reviewed by the SPF and submitted back to the service.

After the Chief Constables announcement in May at the SPA meeting, we have seen an increase in our cases with regard grievance/equality files whereby there is an element of discrimination. This is a positive that more of our colleagues are feeling able to seek out help and support.

The Vice Chair asked the committee to encourage probationers who are subject to performance issues and have the potential to have their probation to be extended to contact the SPF for support and advice. This will allow early support and an awareness of the situation to allow best support to be put in place. The Vice Chair

also asked the same be applied for any officer subject to the Capability (Attendance and Performance) SOP.

In regard to Apprenticeship in Modern Policing, we have seen officers now being advised close to their confirmation date that they require to sit a numeracy exam to complete this. It should be noted that this does not in any way affect their confirmation date or them being confirmed in the role. Those having to sit this exam for the numeracy element are those officers who will have completed their higher education prior to a certain date, before the changes made and those who have obtained qualifications out with Scotland.

Health & Safety Forum – WAC Deputy Secretary

Estates

There is still a big lag in the tasks left incomplete at the end of Mitie contract and issues raised in new Fire Risk Assessments completed by Servest.

In the wake of the various positive Legionella tests an audit into water safety has been carried out which revealed a number of issues – most notably the lack recording of remedial works that was completed to mitigate the hazards identified in the water risk assessments.

A further audit looking at the wider Estates H&S responsibilities (electricals, gas and mechanics, asbestos management, fire safety) made 17 recommendations, many of which relate to the management and recording of remedial work and contractors missing Preventative Planned Maintenance (PPM) and Statutory Planned Maintenance (SPM).

The report recommends the commissioning of new Asbestos Reports at all the affected police premises (250+) to establish if any of the previous reports' actions have been completed.

Guidance is being prepared for incidents of Automatic Fire Alarm (AFA) activations where SFRS will only attend a confirmed activation. There is no change to SFRS response to AFAs in buildings that have overnight sleeping accommodation.

Since the last WAC, joint work place inspections have been carried out at - Govan, Oban, Baird Street, Rothesay, Alexandria, Maryhill, Helensburgh, Clydebank, Prestwick, Kilmarnock, Cumnock, Troon Police offices and Dalmarnock. The inspections confirm that many issues reported to estates are not being addressed unless already failed.

Officer Safety

The WAC Deputy Secretary provided assault figures.

There has been an increase of H&S reporting on SCOPE - particularly of non-injury assaults – which has likely led to the overall injury rate reducing.

High number of assaults occurred on the hottest day of the year in June and alcohol was the most significant factor.

Quarter 1 '23 - assaults down 4.8% on last year but increase of serious assaults. Increase in spitting assaults 168 in Q1.

U Div snapshot - They had seen a 2.9% decrease in assaults attributed to work with BTP, Scotrail and other agencies for 'Safer Shores' to decrease youth disorder incidents.

OSD - No new STOs due to refresher of existing STOs. 113 hubs with 22 more coming online in this financial year. 169 uses this last quarter with 27 discharges.

Use of Force - Empty hand techniques are by far the most used. A significant drop in PAVA use again, attributed to the tactical option of Taser. The effectiveness of the baton has been dropping and OST are looking at different styles of baton to see if that can be improved.

OST - 92.4% of officers in card. C3 have 47% out of card, but frontline were prioritised for spaces. Deployment exemption ends on 1 September, anyone out of card after that is not deployable until they complete course.

RIDDOR - There has been 53 RIDDOR reports in Q1 up 6% on last year.

Uniform/PPE

Footwear - Eligibility (officers who are in non-frontline roles but are deployed) will hopefully be published on intranet by the time of this meeting.

Body Armour project is well into its final phase. Issues with AFO body armour are being addressed.

Current supplier Safariland intended to cease production of the armour currently being purchased by PSoS once the contract is complete and are moving from providing 20 different styles of armour to 1. Options with other suppliers being investigated.

Surefire earpieces Roll out started. Officer's earpiece size needs to be recorded on SCoPE for future purchase and replacement. More Medium earpieces are required than expected, but there is scope in the contract and budget to get more stock. Stores have contacted Divisions as uptake on the earpieces has been very slow. Can reps ensure officers are aware of the earpieces and are ordering them.

STO - Use of taser up 24%, but in line with what should be expected as more STO calls and more STOs. Currently 1336 STOs with 1236 deployable (injury/illness, mat leave, conduct etc.)

466 STOs withdrawn, mostly due to post moves since training began.

Currently, 600 applicants are scheduled for initial STO training, and there are 100 spaces to fill. PSoS confident that they will achieve 2000 STOs by the end of the year.

113 Hubs across the country, 21 requests in for new ones. Some issues with procurement and contacts but should be overcome. Happy to accept the risk of Hubs without the conical system (currently 26) given the cost of installation.

New STORM code (PS29) for when a call is suitable for a STO attendance, but no STO is available.

Injury rates of subject and officers at an incident involving a taser discharge were significantly lower than other tactical options.

The current taser in use by STOs (X2) will stop being manufactured by the end of the year. The X2 has a 7 year life span. PSoS investigating alternatives. Additional 90 minute training is required for all STOs as an important part (Taser retention - what to do if someone takes the taser off you) was missed out.

Second incident of charger for a mobile device catching fire - despite significant testing by the provider. All have been recalled and the provider has agreed to replace them with Samsung chargers.

Casualty transport - Still await the full go live of the police triage phone number with SAS. Appears to be working in the areas being trialed as officers are getting first hand advice from SAS and honest appraisals of how long the ambulance is going to take.

ACTION Questions regarding recording a near miss - The WAC Deputy Secretary will prepare guidance to be circulated.

Finance Standing Committee

The WAC Chair provided an update.

The Voluntary fund accounts and the members benefit trust accounts were approved by the FSC. The JCC then approved both sets of accounts. It was noted that the investments were doing well despite the current financial climate.

It was agreed that there would be no increase in members subscriptions for the 7th year running.

The FSC committee agreed to investigate further the purchase of a case management system for the SPF.

The FSC agreed to support an academic study onto deaths of police officers.

Subject Committees - The WAC Secretary provided an update on the changes to the subject committees.

The JCC has changed the subject committees, which will meet quarterly, they now are –

- Health, Safety, and welfare
- Efficiency
- Conduct and Equality

Each area will replicate these three meetings and will meet via teams on a quarterly basis at a point mid-way between the JCC meetings. At each of the area meetings there will be two Full-time office bearers present and they will be responsible for attending the JCC meetings. It is anticipated that each meeting will last no more than two hours.

From each of the electorate areas, a representative has been chosen to attend. The H&S attendees remains largely unchanged, due to the training that has been provided.

The identified representative will engage with their fellow representatives from each area prior to each meeting to ascertain if there are any issues/information to bring to the meeting, they will also be responsible for disseminating information from these meeting to their fellow representatives.

8. **JOINT CENTRAL COMMITTEE**

The WAC Chair provided an update.

There have been two meetings of the JCC. The meetings took place on 20th/21st June and 22/23 August 2023. Items discussed included –

PNB

The WAC Chair advised members that this now comes under the new name of PNB Scotland. When the website is in operation, a link will be circulated to the WAC Representatives. The Chair has still to be announced.

Pay Claim 2023/2024 – The General Secretary reported that the official side would respond to the staff side at a meeting of the PNB on the 22nd June 2023. He had reminded the Official side that an uplift of 8.5% pay, a pay levels check and a link to a pay index was reasonable. The committee discussed possible outcomes and a strategy for the way forward.

Pensions

A discussion took place around members retiring at 50 years of age and with 25 years' service provision within the 87 Scheme, legal advice was so far at this time, that it was not discriminatory.

Work is ongoing in relation to the pensions remedy provisions which are due to be implemented on the 01st October 2023.

The SPF is looking at what can be done legally regarding the pensions trap.

JNCC

The JNCC met on the 1 June 2023. Items discussed included –

Discussion took place around the Misogyny report.

Capital budget – Capital budget will be short in real terms by £17M.

PIP – Number of problems including delays to the procedure starting.

Body Worn Cameras – Some progress here, issues standing relate to the storage of data. Not expecting full roll out for at least 1-2 years.

SPF Training –

All current training up to date, Enquiring about Post Incident procedure training through PSOS.

JCC Other –

Scottish Police Consultative Forum –

The SPCF met on the 05th June 2023. Items discussed included –

PNB Strategy working group.

PNB Justice.

Health interface.

The Strategy working group and the Justice group are in relation to the two working streams set up with members of the PNB. Further updates will be provided when these groups meet.

SPA –

The SPA board meeting was held on the 25th May 2023. Items discussed included –

Resources Committee – Finances are in a dire state. There is a massive overspend on overtime.

Scottish Police Budget and Finance –

TOIL – The general Secretary wrote to the Chief Constable as there were still instances of members being pressured into taking TOIL instead of payment (The choice is the members). JCC circular 18/2033 was published providing advice to members.

Capital budget – Shortfall of £50M of where it needs to be.

Scottish Parliament and Political engagement -

The General Secretary and Chair of the SPF had met with Angela Constance MSP, Cabinet secretary for Justice and outlined the current issues.

Members of the JCC and the East Area Committee met with local Councillors after day 1 of the meeting. Again, current issues were highlighted.

Police Service of Scotland Reform –

Only item for discussion was Body Worn Videos which had been discussed earlier in the meeting.

EUROCOP

A Meeting had been held in Belfast. Members who attended agreed it was a worthwhile meeting to keep attending. The next meeting is due to be held in November.

ICPRA

Next meeting is in June 2024.

Police related charities –

Police treatment centre and Police Childrens Charity –

Four new forces had signed up increasing the numbers slightly. An increase is being considered for 2025.

Members were reminded to submit applications to the Police Childrens Charity for paying members who leave due to ill-health retirement or due to a death of a member or spouse.

SPF Awards – Phase 2 of the awards has now been completed and is awaiting final judging. It was agreed that Christine Fulton would be invited to the ceremony.

Other matters from JCC –

SPF Communications –

Following on from the motion from the April JCC. A SLWG group had been set up and met to discuss various options. Options were discussed at the August meeting of the JCC.

There was a brief discussion on SPF communications with some feeling that the communication process could be improved. The WAC Secretary advised members that a request has been made that all communications are sent to the local area Secretary prior to being added to the website, to allow information to be circulated asap to Representatives.

Discussion around improving the website to encourage more members to use it on a regular basis.

Pay

General discussion took place regarding the recent pay deal that had been agreed, with both positive and negative responses from members.

9. JCC CIRCULARS

Summary The following JCC Circulars have been issued –

10/2023	Scottish Police Federation Regulations, Rules & Standing Orders – Information
11/2023	Pay Q&A May 2023 – Information
12/2023	Overtime & Rest Day Compensation – Information
13/2023	Scottish Police Pension Schemes' Consultation on implementing 2015 Remedy
14/2023	Age Discrimination Pension Claims – Information
15/2023	Letter from General Secretary to PSoS Chief Constable relative to his Claims of Institutionalised Discrimination – Information
16/2023	The Scottish COVID-19 Inquiry Leaflet – Information
17/2023	Clean Shaven Policy – Information
18/2023	Pay Overtime Compensation Update – Information

10. CONSULTATIONS

Consultations

31.05.23	Cybercrime First Responder Guide v1.09
25.05.23	Formatting Standards for the Police Scotland Service Delivery Record Set National Guidance
15.05.23	Career Break Procedure V4.00 – Amendment (Pending)
12.05.23	Respiratory Protective Equipment SOP and EqHRIA v0.11
04.05.23	Scottish Police Pension Schemes' Consultation on implementing 2015 Remedy
10.05.23	Firearms Licensing SOP v6.09
04.05.23	Fatal Accident Inquiries - Officer and Staff Attendance National Guidance Version 0.11
01.05.23	Respiratory Protective Equipment
23.03.23 (but via Egress)	Policing football Ultras], Version [3.00
24.04.23	Flexi-time (Officers) Procedure v0.03
21.04.23	Sex Offender Notification Requirements SOP V5.05
19.04.23	Criminal Use of Firearms Investigation NG v0.10

Discussion took place regarding shift consultations.

11. MOTIONS

Motion 1 - Inspecting Ranks Pay on Public Holidays

“That this Area Committee asks the JCC to seek a change to Regulations to allow Officers in the Inspecting Ranks to be permitted to claim the same compensation for working on a Public Holiday as Sergeants and Constables.”

Explanatory Note

As it stands just now, officers in the Inspecting ranks are unable to claim payment for overtime worked.

Annex 8, Regulation 18 Section 1 (g) outlines that where a Constable of the rank of Inspector or Chief Inspector performs duty on a Public Holiday, they are only entitled to a day's leave as compensation. Public Holidays for Police Officers when regulations regard Inspecting ranks were previously set as a minimum of 8 Public Holidays per year. Over the last decade, Public Holidays have been reduced to only Christmas Day or New Years Day (or alternative day as the member may request). Inspecting ranks can claim an allowance for being required to perform duty during a qualifying period of Annual Leave, however, cannot claim payment for working effectively on either Christmas Day or New Years Day which are National and indeed worldwide Public Holidays. This motion seeks to change the regulations to permit the small number of Constables in the Inspecting ranks who are required to perform duty on a Public Holiday (by and large Christmas Day and New Years Day), the same compensation as Constables and Sergeants.

Submitted by Inspector David Taylor
Nominator Karen Cameron (L Division)
Seconder Gary Diver (K Division)

This motion was carried.

Motion 2 – Annual Leave

“That this Area Committee asks the JCC to seek a change to operating procedures for officers’ annual leave period to be known at least one year in advance of the commencement of the following summer leave year period”

Explanatory Note

As it stands just now, the process to determine annual leave period for officers for the following year commences in August each year and is scheduled for completion in October to allow officers to request leave through SCOPE. This motion seeks to bring this forward to commence in April each year and be completed by June each year so that officers are able to plan for their annual leave and holidays at least a year in advance of the following year. In addition, this will facilitate advanced notice of dates to avoid for COPFS and Event Planners – at present officers could arrest someone in October 2022 but only be able to advise COPFS of annual leave until 31st March 2023, with trials unlikely to progress before then. The motion also allows officer with greater flexibility to plan family holidays and rest periods away from duty to benefit their welfare and wellbeing and personal and private life.

Submitted by Inspector David Taylor
Nominator Chris Thomson, (GG Division)
Seconder Marketa Davidson, (GG Division)

This motion was carried.

12. CORRESPONDENCE

The following items of correspondence were received.

27 July 2023 – Email resignation from Sean Innes.
11 August 2023 - Email resignation from Stevie Bryson.
20 August 2023 – Email resignation from Stuart Finnie due to
retiral.
25 August 2023 – Email resignation from James Mutter.

The WAC Secretary made a small presentation to Stuart Finnie, K Division and wished him a long and happy retirement.

13. OTHER COMPETENT BUSINESS

Quadrennial Elections

The WAC Secretary updated the members on the Quadrennial Elections. Every local representative at the start of next year, will be up for re-election. Any Representative who has moved business areas will have to apply for their new Division.

Body Worn Cameras

One member updated members regarding body worn cameras. The cameras will be issued to front line officers, and it is anticipated that this will take place within the next year. Police Scotland will be involving all staff associations in discussions.

14. **CLOSE OF MEETING**

The Chair closed the meeting and wished the members a safe journey home.

Iain Gray
Chair

Ian Florence
Secretary