



SCOTTISH POLICE FEDERATION West Area Committee

Ref: GC/IG/LW/WAC2024

Minutes of the West Area Committee meeting held on 7 March 2024 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 Secretary (Elect)
David Taylor – WAC Deputy Secretary (Elect)
Lynne Welsh – SPF Staff
Philip Maguire – SPF Staff

Guests

David Kennedy – SPF General Secretary
Lorna Cunningham – SPF Deputy General Secretary
Emma-louise Smith – SPF Equality Secretary
Ash Toner-Maxwell - General Secretary - Scottish LGBTI Police Association

WAC Representatives

Aaron Hicks
Adam Potts
Alistair Wright
Anton Hughes
Brian Martin
Christopher Hynds
Christopher Thomson
Claire Walker

Colin MacRitchie
Colin Scott
Daniel Lunny
David Leslie
Derek Scrimgeour
Edward Cairns
Euan Graham
Fiona Moore-McGrath
Gary Diver
Gavin Tuohy
George Allsopp
Graeme Kerr
Gus Byers
Heather Wallace
James Gunn
Jamies McLeod
Jeff McFadyen
Joanne Hay
Johnny Mullan
Julie Hayes
Kevin Anderson
Laura Stewart
Liam Butler
Lianne Kelly
Mark Whyteside
Marketa Davidson
Megan Logan
Michael McCaughey
Michael Scott
Pamela McFarlane
Paul Elliott
Richard North
Robert Bryce
Ross Preston
Sally young
Scott Lisett
Stephanie Milligan
Stuart Gillies
William Quinn

APOLOGIES -

Jennie Macfarlane
Andrew Davis
Marc Jobson

Karen Cameron
Stephen Gray

OPENING OF MEETING

The Chair welcomed the members to the meeting and gave a special welcome to the guests, David Kennedy, SPG General Secretary, Lorna Cunningham, SPF Deputy General Secretary, Emma-louise Smith, SPF Equality Secretary, and Ash Toner-Maxwell, General Secretary - Scottish LGBTI Police Association.

He also welcomed the newly elected WAC Representatives.

PI Stuart Gillies (G)
PS Brian Martin (G)
PS Eddie Cairns (G)
PC Fraser Donaldson (G)
PC Liam Butler (G)
PC Mark Whyteside (G)

PS Fiona Moore McGrath (K)
PS Johnny Mullan (K)
PS Megan Logan (K)
PC Graeme Kerr (K)

PS James Gunn (L)
PC William Quinn (L)
PC Anton Hughes (L)

PS Heather Wallace (Q)
PS Kevin Anderson (Q)
PC Ross Preston (Q)
PC Julie Hayes (Q)

PS Claire Walker (U)
PC Sally Young (U)
PS Adam Potts (V)
PC Andrew Davis (V)
PI Laura Stewart (OSD)
PS Derek Scrimgour (OSD)
PI Gus Byers (SCD)
PC Jamie McLeod (SCD)
PC Lynne Stewart (SCD)

All representatives were encouraged to take an active part in the meeting.

2. SEPARATE COMMITTEE MEETINGS

Separate committee meetings took place. The WAC Chair advised that committee vacancies should be discussed, and all updates noted to be advised at the WAC meeting.

3. MINUTES OF PREVIOUS MEETING & ACTIONS

The minutes of the previous meeting (December 2023) were proposed, seconded and approved as a true record.

Actions from previous meeting (December 2023)

1. 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.

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.

Update - CLOSED

2. C/F Communication app –

Communication app. Design made up of our 66 reps to be more inclusive of all areas, as currently the website shows the area that Reps. represent, not where they work.

Discussion ongoing at JCC to ensure feasible and cost effective.

Update - CLOSED

3. C/F Compensatory rest –

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

No further update as the last RDG Group was cancelled. Will raise at next meeting. No further examples received.

Update - CLOSED

4. C/F Near Miss

Request for more information regarding Guidance for near misses. The WAC Deputy (H&S) will prepare guidance and circulate to WAC.

WAC Deputy Secretary (H&S) will circulate guidelines.
Update – CLOSED

5. C/F C3

Increased level of safety risk to officers due to additional workload and sickness level in the dept. - Sergeants under extreme pressure. Additional pressure for ACR's . Asked to assist with RT calls for resolution team.

WAC Vice Chair is SPOC for C3 for SPF – he will raise concerns at the next meeting.

Update - ONGOING

6. Re Review of reasonable adjustments.

Officers being asked to complete questionnaire. Line Managers calling officers in to complete questions. Is this normal practice ?

WAC Vice Chair reported back that this should no longer be happening.

Update – CLOSED

7. Re Health & Safety

Can electric vans be used with blue light? Guidance indicates that they should not be used for response. It appears that guidance is not always adhered to.

WAC Chair will confirm guidance on this matter and report back to WAC.

Email put out from fleet re vehicles that can/cannot be used as response. Representatives were asked for specific examples.

Update - CLOSED

8. PNBS

Set up to discuss matters that have been ongoing for a lengthy period of time.

(1) ARV Course -mileage. Have gone on for a request for guidance in respect of rate that should be paid. 36.9p or 65p

(2) Public holidays as part of annual leave – officers submitted claim and were refused. This has also gone for a request for guidance.

Update - ONGOING

4. **LEGAL ADVICE AND ASSISTANCE**

Applications for Legal advice and assistance

The WAC Chair provided a brief explanation of the SPF legal advice process for the benefit of the new representatives. 24 files were submitted to legal since the last WAC Meeting. This does not include any applications submitted directly.

JCC Legal Advice and Assistance updates -

Allard – Now resolved, some tax issues being sorted.

Sheku Bayoh enquiry – This is still ongoing.

Judicial reviews – ‘With Cause’ – Now concluded. The decision was that the SPF acted too early. It would require a full hearing to have taken place first.

Pension Forfeiture – Response by the SPA received.

Restitution fund – A letter has been written to Scottish Government declining taking ownership.

Pension trap – The SPF Deputy General Secretary reported that legal advice had been sought and the issue was currently with solicitors for review and opinion.

Legal opinion – Legal opinion has been sought on the use of criminal statements during a conduct proceeding.

5. **DIVISIONAL REPORTS**

Area 8 - L Division, Argyll, and West Dunbartonshire

- Concerns were raised in regard to response officers from different offices being required to drive significant distances to backfill at other offices due to resource issues eg, Dumbarton to Oban, Helensburgh to Dunoon, etc. Several officers raised their concerns especially on night shifts as it may be unsafe.
- Some discussions regarding Dumbarton office being closed and what the potential remedy is. Some officers feel there is a lack of information in relation to the closure plan and there are concerns in relation to what parking facilities would be available for both private and police vehicles at other locations.

- Helensburgh officers have raised the issue re they have no safe drinking water facility after their water fountain was removed due to having not being serviced in a number of years. They do not feel comfortable using the tap water.
- Several officers over the 10 year service mark have noted that their AL entitlement for next year is not showing the correct figure of 312 hours, with most showing 288. Officers have commented that this is preventing them from fully booking their AL for next year. Resource Management were contacted but were unable to assist with the matter.
- Concerns raised by officers when weekday nightshifts are below OBLs during the week due to court citations. Further to this, if nightshifts are below OBLs due to court citations, backshift are asked to remain on duty at the time rather than have more notice.

The WAC Chair asked that examples of OBL's to be submitted to Merrylee House.

- Resourcing of Bute – Continued backfilling due to low to no resources on Bute. Officers in Dunoon are frequently being Scoped to carry out 12-hour shifts however this is often the minimum, particularly on weekend nightshifts when officers are commencing duty at 2000 hours on the Saturday evening and not able to depart the island until 0840 hours on the Sunday due to ferry times.
This scenario is occurring continuously. Similarly with midweek nightshifts, officers are being Scoped two hours ahead of usual start time (2000 hours rather than 2200 hours) however are prohibited from finishing at 0500 hours to due to no ferries off the island. This is also impacting officers in Helensburgh who are filling the gaps in Dunoon and therefore unable to progress their own enquiries etc.
- Dunoon Sheriff Court – Remand courts held on Thursday when it is commonly known accused persons are likely to be sanctioned with custodial sentences.
- Continued breaching of OBL's.
- A perception from officers in LB that a 'KPI' culture is being created with spreadsheets being created which reflect that of a "league table". Reasons

for the creation of spreadsheets from supervisors are mixed which is causing concern amongst officers.

- Continued concerns around divisional sifts and transparency.

Area 9 – U Division – Ayrshire

- Fleet - Looking to see where cars can be moved to busier stations.
- Probationer training – Concerns regarding Officers being put straight into response.
- LPT shift patterns – due to sign off on this.
- Officers leaving the force – Is there any way to find out why officers are retiring/resigning.

The WAC Chair advised that exit interviews should be set up and there should be a request for an exit form to be completed which will request officers comments. Officers should be encouraged to complete the form on retirement/resignation.

Area 10 – V Division, Dumfries & Galloway

- Resources - staffing levels in Response are poor, rarely meet OBL's, officers going call to call, never getting enquiry time, often not getting meal breaks, cannot get time off as OBL' are not met. There is a real danger of burnout and greatly increased sickness via stress and being run down. Morale is poor.
- Mental Health provision - no access to MH Crisis Team after 1800 hours in Division except at Dumfries. This means if person in crisis at Stranraer and MH Crisis team triage over the phone and want a face to face it is a 2 hour commute for two officers before a long wait at A&E for initial triage and then MH Team doing assessment. this usually ends the person saying they are fine as by the time seen they are no longer in crisis.
- Custody Backfill - continues to have an effect on response policing. Response covering Motorway during night shifts continues to be a real concern for officers and Sgts.

ACTION – Custody backfill - Raise this matter with Divisional Commander.

Area 11 – Q Div. Lanarkshire

- Welcome to the new reps – Heather Wallace, Kevin Anderson, Ross Preston, and Julie Hayes.
- No SMT meeting updates as there has been a change of team.
- Flexible work plans – There appears to be potential push back regarding the massive uptake in FWP. Specifically, officers requesting 12 hours shifts and 0600 hour starts. SMT pushing back to management when reviewing FWP whether these are meeting the needs of the officer and the organisation. Work in progress.
- Promotions have occurred during February, but officers with external lateral moves sitting on SNV are being informed that their moves are being blocked due to Lanarkshire having the highest demand per officer.
- Lanarkshire Division have gone live with the Define Pilot which will eventually go national. This is training Neurodiversity ambassadors within division who will engage with line management and officers regarding sign posting and providing “lived experience” advice. This is due to the ever-increasing number of officers being diagnosed with Neurodiverse conditions and ensure appropriate support is provided.
- Dedicated wellbeing rooms being set up and furnished in all sub-divisions.
- Incident involving officers being spat at by Hep C positive prisoner has resulted in Division looking to find method of faster testing similar to that within HMP service. Division would look to cover costs for officers as a welfare interest. Current waits for NHS state a 3-month period for testing.

Area 12 - K Division, Renfrew and Inverclyde

Reps have met with the Divisional Commander on one occasion since the last meeting of the WAC, a lot of areas were covered by both at this time. Discussion was had around several matters, with most focus on the term “Exigency” being discussed, the offer to meet further was offered. This will be continued.

- Community Policing
Huge demand on the division with regards to locus protection in recent weeks with Community policing teams being utilised daily, no BAU plan at present for them with little or no service to the public on offer from this department at this time crime investigation delays which will result in complaints from the public.
- Shifts
Officer frustration starting to fall on divisional reps regarding the sliding/changing of shifts, officers are feeling alienated with regards to the short notice variation with the term "Exigency" being used as the party line on SCoPE when it's clear bad planning is at the forefront. FTOB intervention is required to assist reps.
- Court
Officers also regularly being used to cover court rooms whilst waiting to appear to give evidence for their own cases, not the best way to prepare for court. Given recent dialogue with COPFS that highlighted the division was poor with preparation for court.
A large percentage of officers still attending court unnecessarily with many pointless citations, a standoff had between officers and CJSJ (Case markers) as to what is and what is not an essential police witness.
- Egress
Egress – summary case pilot highlighted that our division (KA & KB) were falling below an expected standard in relation to the submission of CCTV footage, if the COPFS don't grab the upload of footage within 14 days then it disappears and requires duplicate work for the officer, this appears to be a false measurement in that case unless COPFS can offer statistic.

Imbalance of service levels and specialisms across response shifts throughout the division, it's clear the focus is on filling a gap and no consideration to the development of our officers.

- Postings
supervisory postings across the division – It is unclear of the rationale applied when consideration is given to such postings. One Sergeant has seen their post move on 3 occasions in a 6-week period.
- Probationers coming from Jackton/SPC to division with specific training needs and are sent to Response policing without a clear understanding of what Inspectors/Supervisors need to know and how to remedy. No handover

- Fleet
The vehicle fleet across the division is poor, more K vehicles in Meikle wood Road than what is on the streets.
- Near miss
A recent dip sampling of near miss reports for the division shows an increase in the submission of Near miss / Accident forms, 60 assaults reported in one quarter, with one form showing that one of our officers was faced with 7.5 hours screen time covering prisoner observations in Greenock, with one very short toilet break offered throughout. This matter was raised at the divisional H&S meeting with the Ops Supt agreeing to escalate with CJSD.
- Office closures

Paisley, Greenock & Ferguslie Park offices area all earmarked for closure. Paisley PO is in a poor state of repair by far the worst of the three buildings earmarked, it was evident on a recent site visit for H&S inspection that our CID colleagues in an office with an un-operational fire door and the only escape plan in place is to smash the window and exit this way. Door repair is now approved though. The closest fire door to the unserviceable one doesn't open either.
- Misconduct
The number of officers placed on restricted roles for misconduct matters across the division appears to be on the increase with, no timescales and limited updates.
- AOCB

K division have launched a quarter newsletter "Kilobyte" with a space for correspondence given to the local team of reps.

Area 13 & 16 – GG Division, Greater Glasgow South & North

- GG have an interim Divisional Commander. There has been no divisional meetings since the last WAC however one has been arranged for April.
- Divisional change – A team has been set up to consider reviewing the city centre plan and a possible review of community Policing along with the estate transformation strategy. This has been ongoing for some time with no recent formal meetings or SPF involvement. SPF reps hope for a substantive update at the next commanders meeting.

- Egress – There are significant issues with the implementation of egress. The process has been rushed and moved from CJSO to divisional engine room ownership with no training. There are issues with files not being formatted correctly and the officers are then off duty. A Sergeant has done some work and demonstrated that there is already an increased overtime spend related to egress implementation which will have an immediate detrimental impact on officer welfare. This will be raised at the Divisional Commanders meeting.
- Event resourcing – A new event resourcing flowchart has been proposed by RDU nationally seemingly without any SPF or divisional consultation. It is clear this is a significant change from recent practice whereby it is widely accepted that there has been an improvement in event resourcing. If this is implemented it will cause significant increase in cancelled rest days for G&E divisions. The Ops Supt. is aware along with national FTOB.
- Kit transport – Although it has taken some time a new kit transfer process is now in place. It is online and rooms along with the process has been identified and agreed. This is being communicated within the next week for it to start at the end of March. It is hoped there is a good uptake for this as it covers Sgt cover, training and operations.

Area 14 – OSD

- Road policing

Road policing SMT is still persisting with their desire to reduce night shift cover between 0300 and 0700 to 2 double crewed cars based in the west. There is no new information regarding this other than a reiteration of their position. No implementation dates proposed. There is an ongoing HMIC inspection focusing on RP and Road Safety which may alter the SMT thinking but appears to be delaying any departmental structure alterations. The RP internal review has also gone quiet. New issues since the last meeting relate to 'additional expenses' claims and driving authorisation.

There is no sign of this matter being resolved and there is a reliance on the TWG resolving the matter. In the meantime, numerous members are out of pocket for a matter which appears straightforward.

- Some new directives from the SMT have been passed down and involves the implementation of the 2022 Police Driving Prescribed training legislation. Essentially all starts to RP revert to Basic driving level and are no longer Standard ERT drivers whilst in an RP vehicle. There are also problems relating to the authorisation of Intermediate drivers as this is not recognised by law. As it stands RP have suddenly had a massive reduction in their ability to respond to incidents as only Advanced trained drivers are properly authorised. Clarification on several aspect of this have been sought but the queries have been met with silence.

- C3 At a recent meeting with the SMT the additional expenses issue was once again raised. There is no movement on this with more and more members becoming increasingly frustrated.

- Deep Dive

The results of the Federation 'Deep Dive' were released recently and highlighted a number of points which should be addressed by the Force. It was no surprise manning levels and inability to get time off was at the forefront. This was recognised by the SMT who have successfully lobbied the executive to have a large number of unfilled police officer posts converted to civilian (no officers losing positions, only vacant posts). This will involve the hiring of controllers and the training of team leaders for the West which in theory should assist in the manning.

- Dog Branch

There are still issues surrounding the facilities at the Branch which continue to suffer from weather related problems. This is affecting the members, animals and their equipment. There does not appear to be any realistic plan to resolve this long standing problem. This will be pushed at the next SMT meeting which will hopefully be early April.

Members have also raised concerns about the lack of equipment and direction in dealing with the new XL bully type dogs and legislation.

- CJSD

Summary Case management launched in G division with roll out plan for later in 2024. Case management Bereavement support and PF liaison still under review.

Area 15 – SCD

- **Pensions Discrepancy**
In relation to an email sent to Merrylee House on 16th February regarding over/under payment of pension contributions, a response was received to the effect that the SPPA would be contacting retired members in the first instance. We have had queries from members still in service keen to find out when they can expect to be informed of how they will be affected.
- **Delay In Move to Vigilant House**
This has been planned/discussed for some time with works delayed initially by Covid and thereafter funding/technical issues. Clarification was sought by NRTF management due to concerns around retention and recruitment of staff and the latest update from SMT is that Vigilant House will be ready by “late summer” this year albeit previous promises have not been kept.
- **Re Rostering of Rest Days By RDU**
RDUs have of late been proactively scrutinising officers’ rest day banks and without any consultation with the officer concerned have been choosing dates and re-rostering rest days.

6. **PODG**

The scheduled meeting for January did not take place.

From the pre meeting, the items for discussion were -

- Recruitment – when is it restarting?
- Promotion process for future (how it would be divided up)
- Number of vacancies in each area
- Posting panels

7. **FINANCE COMMITTEE**

The WAC Chair provided an update from the last meeting which was held on 23 January 2024.

For the benefit of the new reps, the WAC Chair explained that the SPF operates on 2 different funds. The Voluntary fund (VF) and members benefit trust (MBT) and provided a brief explanation.

The VF covers members' dues and the legal portion. There is a significant overspend year on year on the VF. As listed in the circular, significant saving has been made and the Federation will continue to explore options in this regard.

Legal options are to stop covering certain aspects or to increase the contribution.

There will be significant increase in training this year with new reps.

The MBT is in a good position and this fund can be used for the general membership and improving their wellbeing and efficiency. Suggestions on ways in which this trust can be used are always welcomed.

8. **EFFICIENCY COMMITTEE – LEGISLATION, REGULATION & OPERATIONAL DUTIES**

There has been no national meeting of the efficiency standing committee since the last WAC.

Updates from the JCC meeting on the 06th and 07th February 2024 in relation to the efficiency committee include –

- Strategic Leadership group – No meeting since the last JCC.
- Probationer training – Expected to resume in March 2024.
- Workforce Agreement – Now just waiting on the new agreement to be signed. Once signed the agreement will be published and we will get guidance on changes and what they will mean.

The West Area efficiency standing committee arranged for 22nd of January 2024 was not quorate.

9. **CONDUCT & EQUALITY COMMITTEE**

An update was provided on Conduct.

The last local Conduct and Equality Meeting was held on 30th January 2024. Minutes are still to be circulated in relation to that meeting. The next meeting will be held mid-April. Areas were requested to advise Merrylee House of the representatives for the Committee in order that the invites can be sent out.

There has not been a National Conduct & Equality Standing Committee since the last WAC. One is scheduled for May.

The WAC Deputy Secretary updated members of the current conduct case figures for the West.

References

The force is currently looking to implement a policy to cover what they will supply to officers by way of a reference when they leave the service. This has impacted on a couple of officers so far who have been subject to misconduct proceedings at the point of resignation. This affects advice that we provide officers. When dealing with an individual who is contemplating resigning whilst a criminal/conduct matter is pending please ask a FTOB for assistance so that correct up to date advice can be given.

Equality Update

The WAC Vice Chair advised members that the Equality portfolio covers a wide range of matters -

- Equality cases
- Performance cases
- Grievances
- Ill health cases.
- Ill Health retiral (IHR)
- Injury on Duty (IOD) award – this applies to those who have either retired naturally or via the IHR process, members who have suffered an injury in the execution of their duty and for those whom it affects their ability to gain employment either in any capacity or at a level they once did.

Currently in the West Area we have seen increased numbers of officers submitting grievances, these are for various reasons, but we are seeing trends in relation to the following.

- Treatment by managers and colleagues, bullying etc.
- Issues/discrimination arising from individuals needing reasonable adjustments as per their disability.
- Discrimination based on all aspects which are covered under the Equality Act 2010.

Performances cases are primarily around the probationers having their probation extended for various issues, we do have some cases of substantive officers being taken through the Capability (Attendance and Performance) SOP, however these regulations are not used as frequently as we would expect, all too often officers

are not correctly supported and managed, and the Conduct regulations are utilised.

In relation to any probationer being advised they must sit and pass the Numeracy exam to be able to complete the Level 4 Numeracy unit to achieve the Modern Apprenticeship, they should get in touch with the SPF.

This affects either older officers, given when their Scottish High school qualifications are dated or those who have completed their learning out with Scotland. This was raised to the National Vice Chair, and anyone who is being Scoped to study and then sit this exam should inform us so we can seek further guidance on the implications around this. Officers affected must agree to their details being shared with the SPF.

Within ill health cases whereby officers are off long term, there is approximately one third of these officers who are off with mental health issues related to the workplace.

10. **HEALTH & SAFETY & WELFARE**

The Deputy Secretary provided an update.

The Health & Safety Board met on 09 February 2024.

There is a rise in assaults on police premises, police vehicles, and NHS premises.

Assaults in Police vehicles are widely caused by putting prisoners into a car rather than a cell van.

Work is being done to analyse NHS Premises assaults.

Near-miss reporting has improved, but reporting has not reached the levels which would be expected in an organisation the size of PSoS .

A new SCoPE report is being redeveloped, but unlikely to change until 2025.

West Area Health & Safety met on 06 February 2024.

West area quarter 3 (01/10/23-31/12/23) recorded an increase of 234 scope incidents compared to last year Q3 period. Year to date 727 assaults (compared with 534 last year).

Kicking, spitting, head butt, punch and biting remain the most frequent method of assault.

19 RIDDORS year to date.

Officer Safety Training

OST developing training for custody using actual cells as opposed to mats on the floor.

The number of officers currently out of card sits around 1400 - caused mainly to the training embargo in the Months of December / January.

There has been an increase in the number of use of force forms being submitted. PSoS believe this is a positive development - and not linked to the lack of resource on the front line.

A new training manual will be shared for full consultation in the near future. It is hoped that that the process will be concluded prior to the intake of new recruits in May 2024.

All training venues are to be reviewed to ensure they are still fit for purpose. Additional refresher training to be provided to impact on the numbers of officers being assaulted. It was not identified when this refresher training would be introduced taking account of the abstractions to a restricted resource set already.

Beards

Respiratory Protective Equipment (RPE) Policy sub-groups met and TOR discussed. No further developments (except the Uniform and Appearance Standards SOP being put out for consultation.)

Fire Safety

Still too few officers completed the training.

Risk Register

New operational risk identified in the distribution of Surefire Earpieces. This sits at high although likely to come down as the earpieces are available for distribution. Numbers showed an uptake in the earpieces, but it was still a fair way from completion or request from some Divisions. PSoS have had the kit for over a year - distributed delays exposing officers to hearing damage. Lithium-ion batteries are being put on the Strategic Risk Register.

Fleet

Electric Vehicles

1064 ULEVs in fleet (30%) 750 full EV remainder are hybrids.

Fuel usage dropped from 5.7 to 3.8 million liters.

Fleet currently considering deploying marked response EVs (around 50 Volkswagen ID4 and 5 Peugeot vans). They would only be deployed when -there is a full EV infrastructure available.

- officers have been trained

- there is a mix of vehicles at the station

- telematics data supports EV role in the station.

This will mainly restricted deployment to offices in the M8 corridor.

The average fleet age now 3.68 years (down from 8 on the creation of PSoS).

The fleet is more diverse (more than 1 manufacturer in most areas)

801 vehicles commissioned this year to date. 289 vehicles in stock and 178 on order.

Two mobile vans that operate out of Meiklewood Road had dealt with 1456 jobs in the last year.

A Fleet Management System is out for procurement.

Some type of app for the phone will make it easier to live report defects and get a better response from the garage ie photos can be sent and garage can advise if it is still drivable.

Clothing & Equipment

Shetland Jackets - The trial of the Keela fleece in Shetland.

Decision to be made by Chief as to whether she wants officer appearance to remain high vis or not prior to purchase of new molle Upper Body Carriage System.

Accident Investigations

Since the last WAC, three accident investigations have commenced.

One member asked if near miss forms can be submitted anonymously and was advised that this cannot be done, and that Officers should have no fear in submitting forms.

One member asked how best to evidence fleet issues. The Deputy Secretary advised that a photograph showing the number of vehicles off road would be adequate.

11. **JCC UPDATE**

The WAC Secretary provided an update.

The last JCC meeting took place on the 06th and 07th February 2024 Below is an update from that meeting.

PNB

The last PNB meeting took place on 14 February 2024. The Technical working group is starting to make progress, the terms of reference have been completed and there are still some matters outstanding. The recent JCC Circular also refers to what has still to be discussed.

Matters outstanding for the PNB -

(Members should note that the following is for information only on what is due to be discussed and there is no guarantee of agreement) -

Recall to Duty with the intention to develop PNBS Guidance. This guidance will consider areas where regulations require to be amended as well as areas where the interpretation of the existing regulations could be made clearer.

Travel - Overall arrangements associated with travel expenses. If consensus can be established this will likely require a PNBS agreement. This will include discussions about outstanding claims.

Stand by - Improved guidance that clarifies the regulatory position regarding entitlement to compensation when an officer is informed that they are on 'standby' for court during a rest day, public holiday or annual leave day. The

guidance requires to recognise that police regulations to not include provision to place an officer on 'standby'.

Overnight allowance outside the UK – The proposal to extend Overnight Allowance (currently applicable within the United Kingdom only) to include short-term overseas deployments which have a specific operational purpose.

Annual leave compensation for court - Consideration of the extent to which current regulatory arrangements are appropriate in relation to situations where officers are required to attend court during a period of annual leave and then are subsequently countermanded.

Annual leave half days – As per the pay deal from 2022/23.

Plain clothes allowance – Eligibility criteria.

Island allowance – Officers in receipt to still be paid if they are suspended.

Maternity pay - The finalisation of a formal Official Side response to the Staff Side claim to increase maternity pay from 18 to 26 weeks.

Detained on duty from a night shift – Agreement on wording for inclusion in PNB handbook on the differing entitlements depending on the status of the next day.

Other PNB updates –

Pay deal – A short discussion took place in respect of the pay deal for 2024/25. At the time of the meeting no pay request had been submitted.

Joint secretaries – Looking to re-establish a joint secretaries meeting for PNB(S). This can be used to ask for reviews on current PNB agreements where there remain grey areas. Full details will be made known to members in due course.

Travelling expenses – Agreement from the JCC that the General Secretary approaches the PNB(S) to look to change the current 36.9p rate to 45p.

Pensions

Scheme Advisory board (SAB) – The pension 'Remedy' is currently taking up the majority of time. Employer costs are increasing, there is no change to employee contributions at this time. There are still various questions outstanding with regards to the 'Remedy' and it's full implementation.

IHR – Review ongoing by SPPA, starting to contact members who have retired through ill-health re the remedy choices, also some retired members being contacted with regards to 2015 certificates. SPPA is writing to the RPOAS with a bulletin.

There were no other pension meetings since the last JCC.

JNCC (Joint Negotiating and Consultative Forum) -

Updates from the JNCC meeting included –

LEZ zones – Currently in place in Glasgow, Will be in place in Dundee from February 2024, Edinburgh and Aberdeen due to start in June 2024.

Working practices group update – Bespoke WFA's were discussed. Some differences in opinion on how useful they are. OBL's required to be reviewed.

Afternoon court citations was raised.

Policies and procedures – A review of all policies and procedures was carried out, 98% of these were found not to be misogynistic.

General purpose fleet – These can't be used on the fast roads network due to lighting issues on the vehicles.

OST – Looking to introduce two new techniques.

SPF Training –

Reps' induction – 47 new representatives were voted in after quadrennials, induction training was expected to take place in April, May and June, however due to unforeseen circumstances the April and June training requires to be delayed.

Maternity training – This is currently being worked on.

Other JCC Updates –

Elections –

An Election was held for Vice chair, Brian Jones was nominated and seconded, as he was the only candidate he was duly elected.

An Election was held for AGS Health and Safety, Gordon Forsyth was nominated and seconded, as he was the only candidate he was duly elected.

Chief Constable Visit -

Chief Constable Jo Farrell attended on day 1 of the JCC meeting and addressed the committee. The committee then had the chance to ask some questions. A fuller update will be provided on the JCC minutes.

Inspector ranks – Flexi-time – The committee was updated on work ongoing looking at flexi-time for inspectors ranks and it's use. 25,856 hours had been used, about 63% of inspector ranks were completing the forms. Average hours used per flexi-time period was 42 hours. There is still no way of accurately recording these hours and as such it unknown exactly how many hours are still being lost, it is estimated that between 20-30 hours are lost over a flexi-time period.

Scottish Police Consultative forum

There was no meeting of the SPCF since the last JCC.

Scottish Police Authority (SPA) –

Main meetings are available to view online.

The resources committee was held on the 19th of December 2023, highlights include –

There was a £18.9m predicted overspend in Q1, this has now been reduced to £9m.

Questions were asked if the sale of estates would be used to shore up the budget, assurances given that this wasn't the case.

There were assurances there would be no more reductions in the overtime budget allocations.

PSOS Reform –

Body worn Video – Has now been through all internal PSOS meetings. Now going to the SPA for government sign off. It is hoped phase 1 will start in August 2024 and will be for frontline facing officers up to the rank of Inspector, phase 2 would then take in the remainder of police officers and police staff.

Eurocop

Annual Fee – remains at 1.59 Euro per person up to a maximum of 60k Euros per organisation.

ICPRA

No update since last JCC

Police Related Charities

Police treatment centre (PTC) and The Police Childrens Charity – Occupancy levels are now up to 80%. There was a recent visit by the Princess Royal to open the new SPF wing.

Police Care uk has appointed a new CEO. Police Scotland signing up to new treatment available at Harrogate for complex PTSD.

Scottish Police Memorial trust – Accounts have now been published.

Police Memorial trust – Letter of thanks received from Canon Wilbraham for the invite to the SPF Awards.

Deep dive

Report into deep dive for C3 was provided to the Committee, a copy has been sent to all West Reps.

Motions –

There were no motions heard.

SPF Awards

Nominations are now open for the 2024 awards; nominations can be submitted via the following link –

<https://9xnq6a5vxbp.typeform.com/to/ZjhdWZxt>

Further information is available on the SPF website.

Committee members are reminded if they become aware of members who should be nominated for their work or bravery, they should contact the members supervisors/colleagues to get a nomination submitted.

There was a brief discussion regards the future pay deal. The WAC Secretary and SPF General Secretary answered questions from members.

The General Secretary anticipated that he would be in a position to provide an update to the membership by the end of April.

Response calls were discussed –

The SPF General Secretary advised that a press release will be issued later today in regard to proportionate response.

General discussion took place regarding lack of community Police officers, closure of police offices and concerns regarding the impact on the service to members of the public. The number of calls attended on behalf of other agencies was also highlighted, with officers spending more and more time on such calls.

Members were encouraged to get involved with their local Councillors to raise issues and concerns. Plans are already in place with West Area FTOB's arranging to visit Councillors in different areas to highlight the matter.

The WAC Secretary advised members that the West area committee maintain a good relationship with Estates and as such, can provide local representatives with information in regard to any current plans/proposals. Members should feel free to get in touch with Merrylee House prior to contacting Councillors.

12. JCC CIRCULARS

The following JCC Circulars have been issued since the last WAC Meeting –

34/2023	The Impact of Budget Cuts – Information
35/2023	Elections of Vice Chair and AGS (H&S) of the SPF - Information
36/2023	Letter to Cabinet Secretary re Why the Police Need Top Funding Priority -information
37/2023	Scottish Police Federation Quadrennial Elections – Information
01/2024	Overtime compensation
02/2024	Members Update - Pay, PNB, Pensions, Income & Expenditure – information

13. CONSULTATIONS

Shift Consultations

Ongoing –

K division Renfrew and Inverclyde CP
Armed Policing – (West, North and East)

Completed –

PPU – NCAIU OCSAE (Second consultation – Approved
U division LPT – Approved
CT Investigations – Rejected

Consultations

23.01.24	ACU/082/24: Local Consultation Review of Employee Safeguarding Guidance and Policy Documents
19.01.24	Business Continuity Management Policy, Version 1.06 and Business Continuity Management National Guidance, Version 0.14
15.01.24	Governance and Use of Automatic External Defibrillators Policy, Version 0.06 & Automatic External Defibrillators National Guidance, Version 0.12
11.01.24	SID Headers and Indicators, Version 27.00
09.01.24	Care & Welfare of Persons in Police Custody v18.06
05.01.24	Agricultural Vehicles on the Road Toolkit, Version 1.09
19.12.23	Custody Transfer v6.05 & EqHRIA
19.12.23	Bail Process NG v2.07 & EqHRIA
27.11.23	HMICS Report on Policing Mental Health in Scotland
15.11.23	Report Writing & Statement Writing NG v5.09
07.11.23	Revised Code of Practice for Constables in Scotland Exercising Search Powers Under POCA

14. **MOTIONS**

No motions were received.

15. **CORRESPONDENCE**

The following items of correspondence were received –

- 05/02/2024 - Letter of resignation (retiral) from Ian Florence, WAC Secretary and reply from SPF General Secretary 26/02/2024.
- 05/03/2024 – Letter of thanks from a Retired officer in relation to support provided by the SPF, Travel Insurance and Benevolent fund

16. **COMPETENT BUSINESS**

- Travelling JCC

The members were advised that three hotels were being looked at to accommodate the JCC meeting in August, costs and accommodation will be taken into consideration. Local councillors and MSPs will be invited to the early evening drinks reception.

- Charity Donation

Three charities have been selected and this will be presented to the next finance standing committee meeting.

- FTOB oversight of case files

Members were advised that FTOB's will have oversight of representatives who are assisting with ongoing cases. All Divisions were advised of the FTOB for their area. Members with ongoing cases should be contacted every 28 days by their representative. FTOBs will get in touch with representatives if there has been no contact with the officer.

- SPF mobile phones

The WAC Chair advised members that all SPF business should be done on SPF phones.

One member highlighted neurodiversity awareness week which will include drop-ins and support groups. Details will be forwarded to Merrylee House.

A small retiral presentation was made to Ian Florence, WAC Secretary, who was attending his last WAC Meeting. Members wished Ian a long and happy retirement.

17. **CLOSE OF MEETING**

The Chair closed the meeting and thanked the members for their attendance. The next meeting will be held on 6 June 2024.

Iain Gray

Chair

Ian Florence

Secretary