



SCOTTISH POLICE FEDERATION West Area Committee

Ref: GM/PC/LW

Minutes of the Annual General Meeting of the West Area Committee held in the Glynhill Hotel on 7 June 2018 at 10 am

1. ATTENDANCE AND OPENING

West Area Committee (WAC) Office Bearers & Staff

Paul Connelly – WAC Chair
Gary Mitchell – WAC Secretary
Fiona Morris – WAC Deputy Secretary – Equality
Jenny Shanks – WAC Vice Chair
Lynne Welsh – SPF Staff
Philip Maguire - SPF Staff

West Area Committee

Attendance

Eddie Mather
Andy Smith
Stuart Corbett
Alistair McKinnon
Campbell Smith
David Dougan
Neil Mackay
Alan Thomson
Chris Thomson
Ian Florence
Paul McWhinnie
Cath McNally

Tommy O'Pray
David Somerville
Alan Bowater
John Mullen
Andrew Fairie
Stuart Finnie
Lee Hamilton
Billy Atkinson
Marketa Hola
Linda Mathers
Adam Peppard
Stevie Innes
Kenny Stevenson – a.m. only
Hugh Burns

Guests

ACC Bernard Higgins

Apologies

Jenny Macfarlane
Lorna Hogarth
Mark Dines
Gordon Cumming
Stuart Johnston
John Munn
Brendan McMahon
Kenny Kean
Maxwell Barbour
Stewart Gailey
Gary Phillips
William Worn
Michael McCaughey
Gemma Mazur
John Mullen
Lynne Gray
Joe Thomson

Alan Heron – resigned

OPENING OF MEETING

The Chair welcomed the members and extended a special welcome to two new WAC Members; Constables Pamela McFarlane and Constable David Somerville. Members were reminded that attendance is duty time and anyone having any issues with this should advise the WAC Chair or Secretary. Anyone leaving the meeting must inform the Chair of this at the earliest opportunity.

The Chair asked that all attendees sign the attendance book which is in circulation.

The Chair advised members that ACC Higgins will be attending the meeting to address the members and will take any questions.

The Separate Committees were asked to submit their minutes from the meeting as soon as possible and members were reminded that Draft minutes should not be forwarded onto the members until they have been appropriately approved.

The WAC Secretary asked that any WAC Representatives who had not yet received their password for their new email account to make contact with Lynne after the meeting.

The WAC Deputy Secretary (Equality) asked that any member involved in the Benevolent Fund ensure their attendance at meetings as a full complement is required.

2. ADOPTION OF STANDING ORDERS

As per the SPF Rules, the Standing Orders took effect as soon as the meeting was opened and would remain in place throughout the meeting, including Separates unless specifically suspended for any reason.

3. MINUTES OF PREVIOUS MEETING & ACTIONS

The minutes of the previous meeting had been circulated to the members on 6 March 2018, therefore copies were provided for anyone who had not had the opportunity to read through the minutes in advance of the meeting.

The minutes were thereafter approved as a true record of the meeting.

Actions from previous meeting

Operational Duties

Update on any review of shift patterns implemented in 'G' Division over summer in Case Management and PPU.

The Chair advised that the Force have to carry out such a review and that he would make contact and request that this is progressed.

Update – some reviews have been carried out. The matter is still ongoing.
Action complete.

Health & Safety

The Deputy Secretary (Health & Safety) to confirm if the information regarding near miss can be circulated to members as presently sitting with JCC.

Update – The matter will be taken forward on a national level and is still ongoing.
Action complete.

SPF Bravery Awards

Issue WAC Circular with information and nomination form for 2018 Bravery awards.

WAC Circular No. 15/2018 issued on 13 March 2018.
Action complete.

SPF Group Insurance Breakdown Service

WAC member has received a couple of complaints regarding break down cover provided through the Group Insurance Scheme and gave an example.

WAC Chair raised with SPF vice Chair and advised that most feedback has been positive.
Action complete.

Body Armour

New Body armour – Has the contract had been finalised and when will the new body armour would be rolled out.

WAC Chair will take forward and report back to WAC.

WAC Circular 32/2018 refers and was issued on 31 May 2018.
Action complete.

New Rep email Accounts

Update Representatives on how to save emails from current Pulsant email account to the new Microsoft email account.

Email sent to WAC Reps on 19 March 2018 with process to save emails to new account. Action complete.

4. LEGAL ADVICE & ASSISTANCE

The following legal advice files have been submitted to the Deputy General Secretary at Legal at HQ:

Criminal Legal Defence x 6
Civil Legal Defence x 2
Employment Dispute x 2
Misconduct x2
Injury on duty x3
Appeal against dismissal x1
CICA x1

This does not include any applications that may have been submitted directly to HQ.

The Chair welcomed ACC Higgins to the meeting.

WAC Chair's Address to ACC Higgins

Assistant Chief Constable, Colleagues

It's my pleasure to welcome you to the 2018 AGM of the Scottish Police Federation West Area Committee. Sir, I understand that you have interrupted a period of annual leave to attend here and I would like to thank you for taking the time to attend.

*Before I move on to the main part of my speech I ask that we all stand and take part in a minute's silence in respect of our friends and colleagues who we have lost in the last year.
Thank you*

ACC Higgins when it came to compiling this speech I decided to take some time to reflect on the previous year. Exactly a year ago today my predecessor and friend, Martin Bertram, addressed this Committee in the presence of ACC Williams and spoke on a number of issues, with other contributions coming from questions raised by some of our reps.

*Amongst the points raised were;
The burden of policing Events with subsequent disruption to family life, mass re-rostering and a lack of welfare provision.*

The state of the vehicle fleet with worn out vehicles and some of the equally decrepit buildings our members work in.

The collapse in provision by the Scottish Ambulance Service and the transfer of risk onto the Police was raised by a member from the floor. Unfortunately at that time the position was taken that this was not a matter for the Police Scotland Executive to take on.

It would be churlish not to recognise that there has been progress but too often it has been glacially slow and seems to have taken place after the SPF has had to overcome initial denial from the service and a refusal to recognise the problems.

We now have a workable definition of what an Exigency of Duty is and new methods for identifying resources for Events are being trialled which will reduce the burden on response and community policing Officers. The efforts that are being made by planners and resource managers to make this work are appreciated but it beggars belief that until now even when an event was known about months in advance, the Officers who were expected to Police it were only given minimal notice.

The Scottish Police Federation has identified the risk associated with our vehicle fleet and now our Health and Safety lead sits on the UK body which oversees procurement of vehicles. A huge amount of work had to be undertaken to overcome denials from the service that the vehicles we were procuring were not suitable and some were in an unacceptable condition.

We were not crying wolf, we had vehicles held together with duct tape that were overloaded and buildings with collapsing ceilings, no heating and an eclectic selection of windows that either didn't open or conversely weren't wind and water tight. Not all of these issues have been resolved but progress has been made, buildings are being inspected, faults are being logged and occasionally Mitie contrive to carry out a repair.

Unfortunately in relation to the fleet, Police Scotland has elected to spend a 7 figure sum on telematics rather than providing patrol vehicles, cell vans or personnel carriers which are fit for purpose.

We have also seen a shift in attitude from the Executive and I understand that work is being done by ACC Graham to address our concerns regarding the Scottish Ambulance Service. When I wrote this speech I didn't intend for it to be an extended whinge or to only hark back to the recent past, but I felt that it was important to place some of these issues in context and show that with benefit of hindsight, the Scottish Police Federation has been proved right. You can trust us.

The members I represent are understandably cynical and still don't feel that the Service has their interests at heart. Their position is that changes which were required by the service that had the effect of cutting costs were forced through in short order irrespective of whether those measures would impact on their welfare or their ability to do their jobs. E.G cuts to fleet, inability to procure basic supplies and uniform. However anything which could improve their wellbeing is delayed or deferred and they are told that there is no money available.

They have heard that their wellbeing matters, seen the tweets and read the additional lines placed on email signatures. The force strategy is to improve wellbeing on 4 fronts;

Psychological, physical, financial and social. Officers now want to see action which demonstrates that they are actually valued.

They want those words and straplines to be translated into tangible improvements which they can see. You may have heard Professor Linda Duxbury, who gave an input to our last conference, when she has spoken to the force executive. Linda speaks with authority on the different generations and their attitude to work.

In summary she says that those of us who came of age before the wide spread adoption of the internet value earnings and status, whereas those who came of age afterwards are less materialistic and want to feel that their work stimulates them and that their employers value them as individuals.

I have some suggestions as to what can be done over the next year to improve the lot of the SPF membership, to make them feel valued, and hopefully in June 2019 we will be able to look back together on a year of tangible improvements.

Let's not talk any further about "Your Wellbeing Matters". Let's actually implement it.

Less than a week ago in this division we had an incident which nearly led to the death of a number of our colleagues. Before I continue I want to thank you for the support you provided to Kenny, Laura and their colleagues on what was very nearly the darkest of days.

Psychologically those Officers and their families have a long road ahead of them but I am aware that the support they have received from the force has been exceptional and I hope that this standard will continue.

Sadly in day to day policing this level of care is not always replicated. I am aware that Officers are stressed in all parts of the service. From response and community policing Officers who are subject to extensive re-rostering to public protection Officers carrying unsustainable workloads with every specialism and part of the service in between being subject to similar pressures. This stress level is not reduced when they have requests for work plans summarily dismissed, rest breaks not given and utterly trivial complaints taken up by PSD.

In my role I meet with you and other members of the force executive. I believe that you all buy into the importance of the psychological wellbeing of our Officers but sadly that is not always translated into how Officers are dealt with on a day to day basis.

If an Officer needs Special Leave to look after a dependent, the SOP still does not reflect the Police Scotland Regulations and places artificial limits on what that Officer's supervisors can grant them. Officers who have legitimately incurred overtime have to justify it to a second line manager before it can be authorised, they feel that their claims are viewed with suspicion. Frequently their first line managers (usually sergeants) feel powerless and unable to look after the Officers under their command.

Individual concerns like this add to stress levels and contribute to an atmosphere where Officers feel that they are not valued.

We have areas where only a minority of Officers get a rest break. We are Police Officers and will step up and perform exceptionally but this is not sustainable. My members are keen, they have a sense of duty and vocation but they are done, they are spent, they are burst.

I ask that you ensure that from your office down the message goes out that concern for an Officer's wellbeing is not an add-on. Instead it should be at the core of everything the service does.

Ensure that when an operation is planned, the welfare of the Officers is explicitly mentioned in the strategic intentions, ensure that every manager knows that each time they make a decision they should be considering the welfare of the Officers involved. Empower Officers and their supervisors to turn down work. Let them know that they will be supported if targets are missed because they have had to prioritise welfare and that they will not be subject to blame and sanction.

In relation to physical wellbeing, Police Officers know that their duties involve an element of risk but it's not acceptable for them to be sent out to calls where there is a known risk without adequate kit. I still get contacted by Officers who are being sent to calls involving potentially lethal weapons. It has been more than a year since the then Chief Constable and the Justice Secretary said that this was unacceptable. We have highly trained and well equipped armed Officers and have been assured that there are a sufficient number of ARVs to protect our wider membership and the public. Please ensure that they are deployed to these incidents.

I have noted a worrying trend where Officers have been attacked and injured at football matches; pyrotechnics have been thrown, Officers have been deafened, punched, kicked and crushed. I have written to the force informing them that I am investigating these incidents under Health and Safety legislation. We have well trained Public Order Officers please ensure that Event Commanders use them and more importantly their equipment.

I cannot talk about the physical wellbeing of police Officers without mentioning the events that happened last week in Greenock. The initial rollout of Taser has begun and I welcome it.

I don't welcome the force's cautious approach, as the evidence which the force already has in its possession shows that Taser should be standard PPE for every frontline Officer. A so called routine call can develop into a life threatening situation in an instant. Police Officers must have the proper equipment to protect themselves and the public.

In 2010 Taser was piloted for 6 months in Glasgow City Centre and Rutherglen. I believe that this may have coincided with your appointment as the Divisional Commander at A division. Contemporary reports show that assaults on Officers were halved. The media also reported that the only incident at which Taser was actually discharged related to a disturbed male barricaded in a house. He was detained safely without injury to him or the Officers.

We cannot know for certain if having Taser at the Greenock incident would have prevented the Officers becoming so seriously injured but it would have given them another option.

Our former Chief Constable Sir Stephen House spoke to the Strathclyde Police Authority at the time of the trial, he mentioned Incapacitant spray describing it as "a very, very inconsistent piece of equipment. It isn't effective on everyone".

He went on to state "Our use of taser is very clearly contained....they (speaking about Officers) must use it proportionally in line with human rights. That is part of the training". Tellingly he also said that he did not expect Taser to be rolled out to every Officer as this would be "hideously expensive".

The force's own Health and Safety advisors put the cost to the force of the most serious injuries sustained by Officers as more than £1 million pounds a year. This figure is for the Officer hours lost to the force and does not include minor injuries, the cost of backfill or the cost of treatment. The leading cause of serious injury for Police Officers in the West Command is being assaulted. Injuries sustained when offenders resist arrest are counted separately. ACC Higgins rolling out Taser to every frontline Officer would not be a hideous expense it would be a wise investment which would show that Police Scotland values the physical wellbeing of its Officers.

Your Wellbeing Matters has a strand encouraging Officers to look after their financial wellbeing. I appreciate that as ACC you don't control our pay and conditions but in your position you are not only leader of the West Command, you represent West Officers within the Force Executive and in your dealings with government. Can I ask that you convey this message? Police Officers deserve a decent pay rise.

The Officers in front of you are around 15% worse off than their counterparts were in 2010. They work in a more challenging environment than existed in 2010, assaults are up, finances are tight but they need to feel valued.

Every time that I receive notification of an Officer having been injured I have a sharp intake of breath. I hope that he or she has been able to afford to take out our insurance and is a member of one of the pension schemes. It is not right that Officers have to decide between mitigating the consequences of ill health & injury or of having a decent home. These are the difficult decisions that Officers are having to make. They deserve better.

I am new to my current post and I know that you are new to yours but in the short time since you have taken up your appointment I have come to appreciate your plain speaking and your willingness to take on tasks and make decisions.

If these suggestions are taken forward on psychological, physical, financial wellbeing are taken on it will go some to showing Officers that they are valued by the Service and socially. They will start to feel that their wellbeing truly matters.

Thank you

ACC RESPONSE

ACC Higgins thanked the WAC Chair for the invitation to attend the meeting and addressed the Committee, agreeing to take questions from the members. He covered the following matters;

Greenock incident

ACC Higgins referred to the recent police incident involving the Officers in Greenock. He commended the Officers who showed great courage throughout the incident and had potentially saved the lives of others due to their professionalism and bravery. He had also visited the team on duty at the time of the incident and assured them that they would all receive the support of the force.

Budget

ACC Higgins highlighted the police budget for 2018/19 which includes £15.2 million to start a single national ICT network. It is estimated that it will take 2-3 years for completion.

The following will also be included;

£5 million to purchase new vehicles (not including telematics)

£4.4 million for estate for upgrading and remodelling

£6.4 million for digitally enabled policing – electronic notebooks etc.

£2 million for new models in custody and productions

Workforce Agreement (WFA)

The new WFA has been signed off. ACC Higgins is in full agreement with SPF in regards to events, and stated that rest days should only be re-rostered if absolutely necessary.

ACC Higgins referred to forthcoming events and processes in place to try and avoid short notice cancellation of rest days whereby Officers will be given notice in advance of the requirement to work.

Telematics

This is quite a contentious issue. There now appears to be general agreement as to what the telematics is used for and that is in the main, vehicle maintenance. This will identify any issues with vehicles and when they are scheduled for servicing etc. One of the main benefits will be an automatic signal from the vehicles back to the control room if the vehicle breaks down or is involved in any RTA where the vehicle may be off road. The telematics system will notify the control room who will be able to identify the location and send assistance.

There was a series of meetings which resulted in negotiating this agreement and the system will have to be evaluated.

Ambulance service

PSoS in the process of trying to develop a tri -service collaboration strategy whereby Police, Fire and Ambulance service work as shared services. An increasing amount of calls are now non-criminal and often relating to mental health issues.

This should help to divert people away from the Criminal Justice system and means they get the appropriate response at the time of incident.

Wellbeing

ACC Higgins stated that wellbeing is massively important to PSoS and the priority is to keep staff at work and keep them healthy.

With regards to post incident procedures, this is about the welfare of Officers and is beneficial for Officers dealing with traumatic incidents. We now have 200 wellbeing champions across the force and Officers and staff have been specifically trained and can point staff who need support in the right direction.

Unfortunately there are not enough Officers on the front line and in response policing. It is hoped that this can be looked into further over the next few months to make sure that resources are being used in the best way possible.

TASER

This is in the first stages and approximately 500 Officers have been trained. Time will tell how successful this is, but ultimately the decision to roll out further will come down to politics and finance.

The next stage is evaluation of the current model prior to rolling it out, however this will have to be evidence based. Officer safety and reduction in police assaults will be the main factor in determining future plans.

Armed Deployment Officers

It has been ongoing for about 2 years to get Officers back to answering calls and attending at firearms incidents. This was implemented a couple of weeks ago and the feedback from firearms Officers is very positive.

Body armour

ACC Higgins highlighted the ongoing work in relation to body armour which SPF is heavily involved in. The Force will have to be convinced that the new product is safe and suitable for our Officers. Progress may appear slow but it is essential to get it right.

Pay and conditions

The Scottish Government have made their intentions very clear in that the Police service are not going to be given a substantial pay rise, this also applies to NHS and Fire and Ambulance Service. The reality is that unfortunately there isn't the money in government to give the pay rise that the police deserve. Officers pay does not reflect the degree of risk taken by them on a daily basis.

Complaints

ACC Higgins advised the Committee that Temporary ACC Alan Speirs is currently in charge of complaints and doing an excellent job in this area.

ACC Higgins advised the WAC that if there are any other issues, he is happy to provide a written response to the WAC Chair. He then read the response from DCC Livingston to the recent ASPS Conference.

ACC Higgins thanked the members on behalf of Police Scotland and the communities of Scotland and offered to take any questions.

Chris Thomson arrived 11.55 am

QUESTIONS FROM MEMBERS OF WAC

Question

Many Officers have raised concerns regarding the current uniform standards, these being quality of items, durability and being ill fitting. Trousers that offer no protection from the elements in the winter and fade and discolour after only a few washes. Hi vis vests that are either too tight or too loose, due to limited sizes, these also do not wear well when washed and pull apart due to stretching over the body armour. Also this has been leading to Officers suffering back pain. We seem to have the same issues with poor quality items that are not fit for purpose and do not send out a professional look to the public. I'd like to ask if you alongside the executive team and SPF could look at a review and team to assess what is going wrong and best rectify this. As this could lead to equipment not being replaced as frequently as it currently is due to poor quality.

Response from ACC Higgins

ACC Higgins stated that there is a working Group chaired by Mr Telfer , the "Uniform and clothing Working Group" There appears to be a gap in that they authorise new pieces of equipment so often replacement contracts, for e.g., trousers, don't go to that group to get replaced. The quality of the trousers has been raised and remitted back to Uniform

working group with a view to obtaining better quality. With regards to the Hi Vis, ACC Higgins was not aware of this but will take forward to get a response.

Question

Half way through the promotion process for PS-PI a decision has been made to change it so that those who now receive a panel face a tougher, competitive process. How does this meet the organisation's aim of improving fairness and consistency? How does it tie in with wellbeing given that negatively affected Officers are demoralised due to a sense that the promotion process is not a level playing field?

Response from ACC Higgins

ACC Higgins agreed that the current promotion process is wrong and updated members regarding the procedures for Officers at the current time.

He explained the proposed changes to the process which should result in a much fairer process for all Officers involved.

Question

Police Scotland seem to continually be accepting charitable donations at major events or incidents as a replacement for welfare provision. All the other services have welfare provision in place for their staff. Even prior to Police Scotland the Police seem to struggle with welfare at such incidents. What are the executive doing about this issue?

Response from ACC Higgins

ACC Higgins stated that in relation to pre-planned events, the one thing insisted upon is that Officers are fed and watered. This can be charged back to the organisers. Comfort breaks and food and water are a necessity however, there is gap where we have spontaneous incidents. We have in the past had great support from the Salvation Army in that regard. An incident caravan is currently being remodelled in to a wellbeing caravan for Officers.

Operational orders should include welfare provision.

5. JOINT CENTRAL COMMITTEE (JCC) – NATIONAL UPDATES

The last meeting of the JCC was held on 8 and 9 May 2018. The minutes will be circulated after approval at the next JCC Meeting on 21 & 22 August 2018.

The Deputy Secretary (Equality) provided the following update to the WAC.

The SPF Chair opened the meeting and noted there were only two members of the Inspectors' Central Committee present. She reminded everyone that attendance at JCC meetings was a duty and only in rare circumstances was it permissible not to send a reserve member.

Legal Advice and Assistance – The Deputy General Secretary reported on case statistics and updated the JCC on the holiday pay claim, the Allard case and the Held in Reserve claims.

Police Negotiating Board (PNB)

Meetings were due to be held in respect of this year's pay award.

The JCC received updates on Overnight Allowance and Rest Day Disruption Payments which since the JCC have come into effect. Current topics at PNB include removal allowances and half pay no pay procedures.

Pensions

The General Secretary reported on the Police Pension Scheme Advisory Board, the Scottish Police Pension Board, the Police Pension Practitioners Group and the UK Police Pension Consultative Forum.

The Vice Chair said he had written to the Minister and all concerned about the poor quality of operational efficiency at the Scottish Police Pension Authority. He awaited responses. He had meetings with PSoS pensions department and together they had rewritten the Annual Benefit Statement letter for this year. He said the service level agreement between the SPA and SPPA was being refined and that GDPR would bring about some changes to service delivery. He also said some training on pensions would be provided to FTOBs.

Scottish Police Authority (SPA)

The Chair and General Secretary reported on the SPA meetings with its new Chair Susan Deacon who seemed keen to have staff associations' views, and the present state of chief Officers and their recruitment. The Chair encouraged all JCC members to attend a SPA meeting where possible.

Joint Negotiating Consultative Committee (JNCC)

At the JNCC, updates were given on telematics and cyber kiosks, ICT infrastructure, leadership and the fact that a new sub-Committee had been established to rationalise SOPs. The General Secretary and Vice Chair gave a full update on telematics, the cost and the background to its purchase. They said SPF had no problems with its use for asset management (although this was a very expensive way of doing that), it had no problems with its use for accident investigation, but had serious concerns about its use for surveillance in criminal or conduct cases. A memorandum of understanding is being considered to ensure that telematics will not be used in surveillance, criminal or conduct cases.

2026

On 2026 the Vice Chair reported that there had been a very good response to the Duxbury/Carlton University Survey and the initial results were described as devastating. He said masses of qualitative information had been gathered and this would be properly analysed before releasing the report. He did agree to some interim statement being produced.

The Vice Chair said he was going to progress the West Area Motion on “Victims of Crime” under wellbeing.

RULE CHANGE MOTIONS IN AGENDA PAPERS

These Motions which will bring the election and tenure of full-time officials into line with that of the National Office Bearers were debated and carried. The JCC decided that the new arrangements should be implemented retrospectively back to individual post holders election dates.

Health and Safety

The Chair put on the record her thanks to Brian Jones the AGSH&S for the sterling work he had been doing recently. She said Brian had recently been invited onto a Home Office Vehicle Procurement Group and to a EuroCOP Safety Week Event, both unique in the experience of the SPF. Brian had circulated his usual comprehensive report to the JCC and highlighted issues including damage to hearing; first aid training and vehicle procurement.

British Transport Police (BTP)

The Committee discussed various issues relative to integration of BTP. Many complex issues such as pensions and employment status remained to be resolved and the General Secretary said he was keen on an approach which would lay out options for affected Officers.

Charities

Nigel Bathgate, AGSE, reported on some changes to the St George's Fund which can be found on the Fund's website and the Chair reported on the Bravery Awards, the PDT and the National Police Memorial Day.

A WAC Member highlighted that some Officers have missed out on holiday pay as they were not aware that they could claim and asked if this can be paid retrospectively??

The WAC Secretary advised that he would check this and report back to the WAC.

ACTION – Check if holiday pay claims can be paid retrospectively.

There was some discussion on pensions and the WAC Chair advised that everyone should take independent advice as the SPF cannot now give a pension calculation. Benefits were discussed.

6. JOINT CENTRAL COMMITTEE (JCC) CIRCULARS

The following JCC circulars had been issued.

No.

11. 05.03.18 SPF Bravery Awards Nomination Form – Information
12. 05.03.18 SPPA Circular 2018/1 - Information
13. 06.03.18 HMICS Local Policing Inspection of Firearms Licensing –Info.
14. 19.03.18 Tax Relief on Professional Fees, Subscriptions, and Maintenance of uniform
15. 30.03.18 Annual Police Plan 2018/19 – Information
16. 11.04.18 ICPRA E-Newsletter Issue No 1 April 2018 – Information
17. 23.04.18 Tax Relief (Updated) – Information
18. 24.04.18 JCC Minutes February 2018 – Information
19. 24.04.18 JCC Agenda and Papers May 2018 – Information
20. 02.05.18 Conduct, Equality & H&S Minutes April 2018 – Information
21. 07.05.18 FSC & Operational Duties SCs April 2018 – Information
23. 30.05.18 Data Protection
24. 30.05.18 Eurocop

7. WEST AREA COMMITTEE CIRCULARS

The following WAC Circulars had been issued.

No.

15	13/03/2018	SPF Bravery Awards info.	JCC Circ 11.of 2018
16	13/03/2018	SPPA Circular 2018/1	Information
17	19/03/2018	JCC Circ 14 re tax relief	
18	26.03/2018	WAC vacancies /Elections	
19	29/03/2018	UPDATE - Tax relief	
20	05/04/2018	WAC Health & Safety Meeting Minutes September 2017	
21	05/04/2018	WAC Equality Minutes January 2018	
22	05/04/2018	JCC Circular 15 of 2018 - Annual Police Plan 2018/19 - Info	
23	11/04/2018	JCC Circular 16 of 2018 - ICPRA Newsletter	
24	11/04/2018	Committee Structure	
25	25/04/2018	Election Constable - G Division	
26	26/04/2018	Further update - Tax Relief	
27	02/05/2018	JCC Circ 7-minutes -Conduct, Equality and H&S Jan 2018	
28	21/05/2018	Bravery Awards nomination	
29	24/05/2018	JCC Minutes – Feb. 2018	
30	24/05/2018	JCC Legs & Regs & Operational Duties Mins – Jan 2018	
31	24/05/2018	JCC Conduct. Equality & H&S Mins – Jan 2018	
32	30/05/2018	Body Armour	
33	31/05/2018	Data Protection	
34	31/05/2018	Eurocop	
35	31/05/2018	Post WAC Minutes Jan 2018	
36	31/05/2018	WAC AGM questions	
37	04/06/2018	Post WAC Minutes April 2018	
38	06/06/2018	March WAC minutes	

One member asked if there was a memo issued regarding rest day disruption. The WAC Secretary advised that this would be circulated later today.

8. WEST AREA COMMITTEE CHAIR AND SECRETARIES MEETING

The last meeting of the WAC Chairs and Secretaries Committee was held on Monday 4 June 2018. The minutes will be circulated after approval at the next meeting.

The minutes from the meeting held on 26 April were approved at the meeting on 4 June and were circulated on 4 June 2018 via WAC Circular 37/2018.

9. JOINT CENTRAL COMMITTEE (JCC) FINANCE STANDING COMMITTEE

The WAC Chair updated the members.

The last JCC Finance Standing Committee Meeting was held on 18 April 2018. Minutes will be circulated once approved.

A presentation was given by the fund managers and investments are performing in line with Market expectations.

Draft accounts were submitted for discussion prior to approval being sought from the JCC.

An update was given re the new FRS102 accounting standard which the accounts had been prepared to.

The accounts for next year will be simpler as the Grant in Aid from Scottish Government had been withdrawn with effect from the 2018-19 financial year. There had been a corresponding transfer of liabilities to PSoS.

In relation to the SPF Investments, one member asked if there had been any further discussion in relation to the suggested purchase of property. The matter had been discussed previously with a view to the property being used as student accommodation.

The WAC Chair replied that no decisions had been made in that respect and the Trustees would have to give great consideration to any proposal involving the spending of Investments. The matter is still ongoing.

Charitable donations were discussed briefly.

10. JOINT CENTRAL COMMITTEE (JCC) LEGISLATION AND REGULATIONS

There have been no meetings of the Legislation and Regulations Standing Committee since the last WAC.

11. JOINT CENTRAL COMMITTEE (JCC) OPERATIONAL DUTIES COMMITTEE

The WAC Secretary updated the members.

The last JCC Operational Duties Committee Meeting was held on 18 April 2018. The minutes will be circulated after approval at the next meeting on 1 August 2018.

Amongst the points discussed were the promotion process which has caused a huge amount of angst particularly in the sergeant rank.

National office bearers have met with senior personnel within TLD to raise member concerns.

There have been communications sent out by the force implying that the SPF had been part of the decision making process. For the avoidance of doubt this was not the case.

The SPF is prevented by law (s59(1)(a) The Police Act 1996 from representing members regarding "questions of promotion affecting individuals"

Matters of discussion also included;

- CBRN Awareness including lessons from the Salisbury incident
- The draft Workforce Agreement
- Custody
(Remote Working)
- Armed Policing
- C3
- Allard
- Ambulance Issues

The last West Area Operational Duties Committee meeting was held on 2 April 2018. The minutes will be circulated via WAC Circular after approval at the next meeting.

The WAC Secretary advised members that he had recently attended a meeting with Supt. Simon Jeacocke who has taken up post in command of CJSD West.

He is keen to engage with the SPF and Unions and would like to open up a meeting invitation to representatives working in custody.

Although we only have two Representatives working fulltime in CJSD, we also have a number primarily Sergeants, who backfill. Nationally the SPF is looking for the SCC to take the lead when engaging with Custody and it is intended that invites be forwarded on to the Sergeants representatives as they are the main rank represented in Custody.

The WAC Chair informed members that regular updates will be provided to the WAC in relation to this new process.

The WAC Secretary gave an update on Allard. The regulations determine who will be eligible to receive this payment and the main recipients will be CHS handlers who should be paid for each call.

With regards to NHS issues, it is apparent that the Police are now taking on more work in this area in addition to their own police work. Members were asked to feed in any issues.

12. JOINT CENTRAL COMMITTEE (JCC) CONDUCT SUBJECT COMMITTEE

The WAC Secretary provided the following update on behalf of the WAC Deputy Secretary who was on annual leave;

The last JCC Conduct Subject Committee Meeting was held on 17 April 2018. The minutes will be circulated after approval at the next meeting.

The last West Area Conduct Committee meeting was held on 5 April 2018. The minutes will be circulated via WAC Circular after approval at the next meeting of the on 19 July 2018.

The National meeting for Conduct Leads will take place on 15 June at Woodside Place. Updates are being processed for the current cases and contact was being made to ensure the members are well supported. The number of cases currently ongoing has increased across all areas Criminal and Conduct since the last WAC however we have seen a drop in the number of suspensions.

Refresher training will be provided at the next conduct meeting which would encompass the new conduct forms. Thanks were extended to those representatives who have assisted with misconduct, solicitors meetings and asm's of late. The WAC are hoping to provide more representatives with the opportunity to observe and carry out misconduct meetings and hearings in the near future.

Any representatives interested in conduct matters who have not been trained in the 2014 regulations should contact Merrylee House and training will be organised.

Thanks were extended to Gary Mitchell for the hard work and effort he has committed to conduct and best wishes in his new role as WAC Secretary.

In relation to PIRC, The WAC Secretary informed the members that it is not uncommon for Officers to be advised that they have to attend a PIRC interview at short notice. This can create panic as many Officers don't understand the process. If any WAC representative's receive a request from Merrylee House to assist with PIRC statement

taking, they are encouraged to attend as this is beneficial to both the Officer and Representative.

13. JOINT CENTRAL COMMITTEE (JCC) EQUALITY SUBJECT COMMITTEE

The Deputy Secretary updated the Committee regarding her request for funding for another Menopause Awareness Training, this had met with a favourable response and she was hopeful that a date in September could be arranged as this would fall out with the school summer holidays and the October breaks.

The Deputy Secretary (Equality) also updated the Committee on her recent attendance at the Police Dependents Trust (PDT) Conference which had been very well received and well attended. She further updated the Committee regarding grants which are provided by the PDT and provided some examples of how they have been utilised in some Forces in England and Wales.

The Deputy Secretary (Equality) advised the Committee that the most probable theme for Conference at the Equality input would be Unconscious Bias, however, who was going to provide that was still to be confirmed.

The Deputy Secretary (Equality) provided the Committee with an update regarding the new structures for Joint Central Committee Subject Meetings which will now take place in Dundee with the afternoon being utilised to provide meaningful training to Representatives.

One member raised the following;

(1) There are issues with the paternity leave SOP whereby Officers have to take their paternity leave within 56 days of the birth of baby. This can create problems with premature babies or babies who are held in hospital for several weeks after their birth resulting in Officers losing out on leave. Consideration could be given to presenting a motion to try and amend this. The WAC Deputy Secretary (Equality) advised that as this is part of Police Regulations, it will not be a straightforward process to amend.

(2) In relation to ongoing work to compile a business case in relation to Officers having to pay subscriptions to the Group Insurance whilst on maternity leave. A request was made to SPF HQ for figures highlighting the percentage of Officers on maternity leave who choose to continue to pay their subscriptions by direct debit and those who temporarily cease their cover.

Police Scotland have provided some figures in relation to Officers on maternity leave and SPF HQ were asked to provide figures highlighting how many Officers choose to continue to subscribe by direct debit. SPF have not provided this information to date.

The purpose of the business case would be to highlight the cost to SPF should they cover the subscriptions during an Officers maternity leave period.

The WAC Chair will request sample figures to assist with the business case.

ACTION – WAC CHAIR TO CONTACT SPF FOR SAMPLE FIGURES FOR BUSINESS CASE.

The Deputy Secretary (Equality) notified that she will retire in November and highlighted the requirement for subsequent election for post of WAC Deputy Secretary. This post will carry the portfolio for health and safety.

14. JOINT CENTRAL COMMITTEE (JCC) HEALTH AND SAFETY SUBJECT COMMITTEE

The WAC Chair updated the meeting.

The last JCC Health & Safety Subject Committee Meeting was held on 17 April 2018. The minutes will be circulated after approval at the next meeting.

The last West Area Health and Safety Committee meeting was held on 4 April 2018. The minutes will be circulated via WAC Circular after approval at the next meeting.

Matters arising

- A) Concerns regarding the apparent reluctance of Initial Tactical Firearms Commanders (ITFCs) to deploy armed policing to incidents of extreme violence.
- B) Risk Assessments for Temporary places of duty-a draft Risk Assessment prepared by the force's own advisors has been sent for consultation.
- C) Driving Authorisations –in excess of 3000 Officers still awaiting standard response courses and additional D1 courses required as a matter of urgency-.

Area Committee updates-

West

Resources across the area- Response drivers and lack of numbers across the central belt was discussed.

Events planning and the lack of recognition by the gold commander for suitable refreshment facilities despite PSOS memo 185-2017 was discussed.

First Aid – Matters discussed included, the suitability of the training provided to manage catastrophic blood loss and concussion type injuries. Ambulance incidents and the lack of ambulance cover in large areas of the west, resulting in Police conveying injured parties

to hospital as no cover from SAS. There are ongoing concerns regarding the reluctance of ITFC's to deploy firearms resources to violent incidents, Custody backfill and satellite supervision.

Custody Sub group

The Assistant ASGH advised this group met on 17 April 2018 and the following were the main concerns of the sub group.

- The lack Risk assessments across the entire estate in custody.
- Satellite supervision across the entire estate-
- Concerns regarding the retraining of staff who are utilised for back fill-The wearing of PPE in custody suites.

PSOS H&S updates

ASGH advised the group that the health and safety board had met on 10 April 2018 where the following items were discussed

Driver training

Control of Noise at work, independent consultants have advised there are number of areas of concern with Officers being exposed to levels of noise out with recognised acceptable levels- Ear defenders and health surveillance will be required to address this issue

Auto external defibrillators

Defibrillators - significant amount of interest on this subject- with a further paper requested to identify the challenges in respect of Information, Training, instruction and supervision of defibrillators on deployment.

Fire Safety- All premises have now undergone a fire risk assessment- with in excess of 6000 actions being identified by Mitie.

Formal Inspections significant progress made in this regard with nearly 90% of properties inspected for the first year. The same and more required next year.

Riddor stats -cost of abstraction from injury now siting at in excess of £1 million- or 6000 plus days lost due to sickness following injury in the work place.

The topic of Risk assessment was also discussed- with a recognised failure in the number of Risk assessments in place across Police Scotland.

Association of Police Health & Safety Advisors (APHSA)

The last meeting took place on 7 February at Dalmarnock the following items were discussed-

The number of slip trips and falls has increased quite significantly especially during pursuits on foot- The Health and Safety team will approach the Force with regards to the personal issue of footwear.

Hi viz trousers to be sought as standard deployment replacing the black over trousers.

Noise at work - once more with a desire to introduce ear defenders following the work of the independent consultant.

The publication of further safety alerts on the subject of Ticks and Overloading of the Police Vehicles.

Uniform/Taser

The uniform group last met on 13 March 2018 the main points discussed were;

Uniform trousers- a new trouser from the south Yorkshire procurement contract is currently being trialled.

Snow gates & winter uniform- It has been agreed that personal issue will be provided to Officers who have snow gates duties in their locality.

Dog handlers are to be issued with more than one pair of operational boots in case of boots being soaked with no alternative in place.

The Taser working group met on 9 March 2018 at Jackton- the main points addressed at this meeting were;

The number of applicants has risen to 657- 'C' and 'N' divisions are still struggling to attain their respective numbers (22 in 'N' and 9 in 'C') Training for STOs began on 12 March 2018 with the first deployment of STOs still scheduled for May 2018

Personal Protective Equipment (PPE) and Officer Safety Training (OST) now comes under the remit of the use of force working group.

Wellbeing

The Chair highlighted that he had attended this meeting and the major concern across the board was working time regulations and the lack of accurate recording.

Sergeant shifts to include briefing and debriefing currently not being accurately recorded. Night workers will be able to have a health assessments.

Other H&S Meetings updates

National Police Chief Council

Health & Safety and welfare group met on 25 January 2018 in Birmingham

The main points addressed by this group were

- a) Diabetes/blue light drivers- The DVLA has now provided additional information regarding insulin dependent diabetics. Initially they had stated insulin diabetics were unable to perform emergency response driving however, they have now regressed from this position and have now left it to the responsibility of individual Chief Officers.
 - b) Occupational Health Standards- The college of Policing are trying to identify a briefing document to highlight the minimum fitness standards required for applicants applying for the Police.
 - c) Anticoagulants & Fitness for Policing- The duty is on both employer and Officer to manage this situation with appropriate control measures.
 - d) DVI Vaccinations- Police Scotland are not recognised on the National Cadre for deployment however, if Officers volunteer then the necessary vaccinations would be required. With regards to the position of Hepatitis B, there is still a worldwide shortage but there are still sufficient vaccines available to address reactively but insufficient vaccines to introduce a proactive screening programme.
 - e) Temporary Signage at Road accidents- SPF Lead on this with PSOS. The new signage is at the 2nd prototype stage. England and Wales and PSNI will adopt the sign when produced. They will also accept our training package.
 - f) Vehicle Maintenance/Equipment checks – This issue has now reached a national level due to the SPF raising awareness- Police Federation of England and Wales (PFEW) now trying to address this issue.
 - g) Aspha update- New briefings are in place with regards working at height, infectious diseases, water safety, asbestos, DSE, Fire Safety, risk assessments and manual handling.
- AOCB- SPF highlighted concerns regarding the over loading of general\purpose police vehicles- now being addressed by PFEW.

Joint UK Executive Health and Safety Group

This group met on 2 January 2018 in Birmingham. The following points were addressed.

- a) Safety Inspections and Risk assessments- Nationally these are areas of concerns for all staff associations
- b) Working Time regulations- Concerns raised regarding the inaccuracies associated with recording working time- with associations experiencing varying infringements.
- c) Safety Representative training- Some associations have no formal training- Options and assistance afforded.
- d) Uniform/PPE – Body armour re excess weight
- e) Fatigue and stress – Both these issues are now firmly on the HSE radar and require further attention.
- f) Custody lack of Risk assessments across the spectrum of custody.
- g) Driver training- lack of training in locus protection and standard driving courses.

Training, Tactics & Equipment Working Group (TTWEG)

The Assistant to the General Secretary for Health & Safety (ASGH) provided the following update highlighting the group met on 28 March 2018 in Preston where the main points addressed were as follows.

D1 Authorisations –

Chemical, Biological, Radiological and Nuclear (CBRN) update.

The current risk assessment from JTAC is the threat of a CBRN attack in the next 12 months is high. Hydrogen Sulphide is apparently the agent of choice- especially within confined spaces, transport hubs etc.

Corrosive attacks are on the increase. Measures are being introduced in Scotland with Corrosive packs in each vehicle.

At present 3600 CBRN trained Officers in the UK with approximately 300-350 in each region of the UK. Last year the CBRN advisory unit dealt with 790+ incidents/enquiries/concerns.

The Salisbury incident highlighted how quickly PPE suits are used by those deployed to deal with such an incident with 100+ suits per day with Officers utilising roughly 3-4 suits a day.

Paper submitted to UK Government for additional funding of 7.6 million for replacement/ additional suits with additional training and equipment for the Fire Service.

Cast update - X2 taser now rolled out in 25 Forces. There have been 526 Deployments thus far.

Inspections and investigations

From the 13 outstanding accident investigations, 6 have been completed and will be lodged in the near future.

The following accident investigations are still ongoing

- a) 06.11.17 Att Murder stabbing Edinburgh- ongoing
- b) 01.12.17 MOE injury Glasgow- ongoing
- c) 31.12.17 BMW X5 collision – ongoing
- d) 04.01.18 Mountain rescue injury – ongoing
- e) 04.01.18 BMW X5 collision- ongoing
- f) 16.01.18 Search Officer injured during search – ongoing
- g) 26.02.18 Cannabis Cultivation Edinburgh – ongoing

A letter has been sent to the Commander of 'G' division regarding a number of incidents which had occurred relating to football. This included instances of Officers being assaulted at or within football stadia or at football related events.

This includes Officers crushed, pyrotechnics thrown, Officers deafened, punched, kicked. There was little or no action from service.

This is an Area issue as out of the Officers who have been injured since March, the overwhelming majority are from out with 'G' Division. Officers injured include 'K', 'Q' and OSD.

Training

Training days are complete and approximately 20 Representatives and Officials from the West attended 1 day training courses.

Correspondence

A Letter to ACC Mawson and letter of reply was shared between the group. AGSH has written to ACC Mawson who is retaining responsibility for force Health & Safety.

15. Local Negotiating and Consultative Committee (LNCC)

The Members were advised that the LNCC has been renamed as People and Operations Delivery Group (PODG).

ACTION - Amendment to future agenda papers to read PODG.

16. Local Police Commanders (LPC)

The WAC Chair provided an update.

The group which is chaired by the ACC TP West met at Dalmarnock on 10 May. The WAC Chair attended the meeting.

An update was given on finance with an over spend being recorded on overtime which was primarily accounted for by historic held in reserve claims.

HR gave an update that the contract for the Employee Assistance Programme is up for renewal

Resource management gave an update on progress for changing rosters to staff events. In short if an event is known about 90 days in advance this should form part of the Officer's roster.

This process is being used in respect of the 2018 championships.

The WAC Chair raised the following;

- Restructure of our subject Committees and how this could lead to more demands on representatives but would also increase local knowledge and improve training.
- Annual Leave Carryover- what constitutes exceptional circumstances?
- Ambulance Issues getting looked at by ACC Graham
- Workforce Agreement/Exigencies
- Re-rostering

There followed some general discussion on Re rostering.

17. MOTIONS

There were no motions.

The WAC Chair highlighted the requirement for motions to be submitted at least 28 days prior to the meeting at which the motion has to be raised.

The WAC Secretary reinforced the need for motions to be competent. Motions can be sent to the WAC Secretary along with an explanatory note. Motions should be a maximum of 100 words. The explanatory note can be slightly longer if required. WAC Office Bearers are happy to offer guidance on compiling motions.

Members were reminded that any defeated motions cannot be brought back for a further 2 years.

18. CORRESPONDENCE

The following items of correspondence had been received:

12.03.18 – Resignation from Tracey Bryan
 03.04.18 - Resignation from Gary Kirkwood
 25.05.18 - Resignation from Alan Heron

19. COMPETENT BUSINESS

A member raised concerns regarding processes for extending Officers probationary period.

Lee Hamilton left the meeting at 4.10pm

20. CLOSE OF MEETING

The Chair closed the meeting and thanked the members for attending.
 The next meeting of the WAC will be held on 6 September 2018.

Paul Connelly
Chair

Gary Mitchell
Secretary



SCOTTISH POLICE FEDERATION Constables' West Area Committee

Ref: IF/LW

Minutes of the West Area Constables' Committee Held in the Glynhill Hotel, Renfrew on 7 June 2018

1. ROLL CALL

2. OPENING OF MEETING

The Committee Secretary opened the meeting and welcomed all present. The Committee Secretary reminded members that the standing orders were adopted at the opening of the joint meeting and will remain in place for the duration of today's business.

3. MINUTES OF PREVIOUS MEETING

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

4. Election of vice chair.

The Committee secretary informed the Committee that the position of Vice Chair was now vacant and asked for nominations. Campbell Smith was nominated and seconded and there being no other nominations was duly elected. The vice chair then chaired the rest of the meeting.

5. MATTERS ARISING

5.1 Committee vacancies

Due to a resignation there was a number of Committee vacancies.

Members were asked if there was any objections to the voting being carried out

by a show of hands as opposed to a ballot, there were no objections.

(a) Equality Committee (1 reserve)

Thomas O'Pray and Lee Hamilton were both nominated and seconded. An election took place and Thomas O'Pray was duly elected.

(b) Health and Safety (1 reserve)

Ian Florence was nominated and seconded. There being no other nominations Ian Florence was duly elected.

(c) Benevolent Fund

Adam Peppard, Lee Hamilton and Paul McWhinnie were all nominated and seconded. After the first round of votes it was a tie for all nominated. Adam Peppard volunteered to withdraw his nomination. A further election then took place and Paul McWhinnie was duly elected.

5.2 Pay, allowances and conditions of service

The WAC Secretary reported that there was no rank specific issues and a full report would be provided at the full WAC meeting.

The WAC Secretary highlighted that pay negotiations are still ongoing.

5.3 Shifts

The WAC Secretary reported that there was no rank specific issues and a full report would be provided at the full WAC meeting.

5.4 Committee reports

(a) Health and Safety

The WAC secretary reported that there was no rank specific issues and a full report would be provided at the full WAC meeting.

The WAC secretary asked that members make sure officers are aware of the Circular regarding body armour and that officers check their body armour. A member updated the Committee that body armour is again being checked during OST training.

A member raised concerns that due to ill-fitting hi-vis vests some officers were cutting their Body armour covers to allow for a better fit. It was asked that this was brought up at the full Meeting.

A member asked whether in relation to the recent incident at Greenock, if officers should refuse to go to knife calls in place of firearms officers. A discussion took place surrounding this. The Committee Vice Chair highlighted the fact that there is a process in place to have incidents reviewed. Any incidents of concern should be notified to the National Vice chair who will raise with C3.

A member asked if Taser will be personal issue.

Action – The Committee deputy Secretary will clarify with training.

(b) Equality

The Deputy WAC secretary (Equality) reported that there was no rank specific issues and a full report would be provided at the full WAC meeting.

(c) Operational Duties

The Deputy WAC secretary (Equality) reported that there was no rank specific issues and a full report would be provided at the full WAC meeting.

(d) Conduct

The WAC secretary reported that there was no rank specific issues and a full report would be provided at the full WAC meeting.

5.5 JCC report

The WAC secretary reported that there was no rank specific issues and a full report would be provided at the full WAC meeting.

6. CORRESPONDENCE

The Committee Secretary informed the committee that a letter of resignation had been received from Tracey Bryan. The Committee secretary thanked Tracey for her hard work and wished her well in the future.

7. MOTIONS

There were no motions.

8. COMPETENT BUSINESS

There was no items rank specific.

8. DATE OF NEXT MEETING

The next meeting will be 06 September 2018.

9. CLOSE OF MEETING

The Committee Vice Chair then closed the meeting and thanked everyone for their attendance and participation.

Ian Florence
Secretary

Campbell Smith
Vice Chair



SCOTTISH POLICE FEDERATION WEST AREA COMMITTEE

INSPECTORS COMMITTEE

Minutes of the West Area Inspectors Committee Meeting Held On Thursday 7 June At 10 A.M. Within Glynhill Hotel Paisley

1. Attendance and opening of meeting

Alan Bowater
Hugh Burns
Andy Fairie (Secretary)
Cath McNally (Chair)
Kenny Stevenson
Jenny Shanks

2. Opening

Cath McNally performed the role of chair in the absence of Joe Thomson.

The Chair opened the meeting, welcoming all in attendance and invited all to take an active part in the meeting.

3. Minutes of previous meeting

The Chair advised that the previous meeting had not been quorate so minutes had not been recorded.

A discussion followed regarding the number of members required for the meeting to be quorate. It is not clear from the SPF rules whether 50% of the current members (50% of 8 = 4) is quorate or 50% of the total number of inspector spaces available (50% of 22 = 11). The Secretary stated he would seek guidance from the WAC chair for future meetings.

4. Matters arising

4.1. Committee Vacancies.

JCC – Andy Fairie and Hugh Burns agreed to take reserve JCC member positions.

(Members are now Jenny Shanks and Joe Thomson. Reserves – Cath McNally, Emma Louise Smith, Andy Fairie and Hugh Burns).

Ops Duties – Andy Fairie agreed to take up a vacancy as a WAC Ops Duties member. Kenny Stevenson agreed to take up a reserve position.

(Members are now Joe Thomson, Andy Fairie, Hugh Burns. Reserves – Cath McNally, Emma Louise Smith and Kenny Stevenson).

WAC Inspectors' Committee Deputy Secretary – Kenny Stevenson agreed to take on this role.

Benevolent Fund – Those reps on the West Benevolent Fund Committee confirmed their commitment to this role.

4.2. ICC Update.

The Secretary provided a brief summary of the ICC meeting, which had been obtained from Andy Malcolm. This included the importance of recording working time correctly, the introduction of Overnight and Disruption allowances for PI/CI ranks and the impact of preparing for morning meetings.

Also of note was the absence of any West Insp rep at the most recent JCC. The next JCC is on 22nd/23rd August. Jenny Shanks will attend. Cath McNally will make contact with Joe Thomson to ascertain if he is likely to attend and if not, go in his absence. It was agreed that if either was unable to attend the meeting they would contact the Secretary who will identify a replacement.

5. **Correspondence**

None

6. **Motions**

None

7. **Competent business**

A number of items were discussed including the high number of inspectors in temporary promotions and the impact of changes to the promotion process. These were viewed in a negative light and the overwhelming impression was that the promotion process had not been well managed. Discussion also took place

regarding the number of Insp reps. It was reported that there will be a new rep from K division (Damian Kane). The Chair encouraged those present to approach members who may be interested in becoming reps where possible.

8. Date and Place of Next Meeting

Thursday 6 September 2018

Cath McNally

Chair

Andy Fairie

Secretary