



SCOTTISH POLICE FEDERATION

West Area Committee

Ref: GM/PC/LW

Minutes of the Fourth Quarterly Meeting of the West Area Committee held in the Glynhill Hotel on 6 December 2018 at 10 am

1. ATTENDANCE AND OPENING

West Area Committee (WAC) Office Bearers & Staff

Paul Connelly – WAC Chair
Gary Mitchell – WAC Secretary
Ian Florence – WAC Deputy Secretary
Lorna Hogarth – WAC Deputy Secretary
Jenny Shanks – WAC Vice Chair
Lynne Welsh – SPF Staff

West Area Committee

Attendance

Stewart Gailey – PM only
Adam Peppard
Lynne Gray
Stephen Gray
Eddie Mather
Marketa Hola
Joe Thomson
Cath McNally
Linda Mathers
Gemma Mazur
Stuart Finnie
Alan Thomson
Brendan McMahon
Alistair Mackinnon

Craig Fraser
Pamela Macfarlane – AM only
Emma Louise Smith
Chris Thomson
Hugh Burns
Lee Hamilton
David Wilson
William Atkinson
Gordon Cumming
Thomas O'Pray
Jennie Macfarlane

Apologies

Kenny Kean
Philip Maguire
Michael McCaughey
Campbell Smith
David Osterberg
Stuart Corbett
John Munn
Damian Kane
John Mullen
Paul McWhinnie
Stevie Innes
Gary Diver
Hugh Burns

Observers

Jamie Carruth - New WAC rep w/e 1 February 2019

OPENING OF MEETING

The Chair opened the meeting and welcomed the members.

Members were reminded that attendance at the WAC Meetings is duty time and anyone having any issues should advise the WAC Chair or Secretary.

Members were advised that a number of the updates given throughout the meeting are based on notes taken at various meetings by Office Bearers and as such, the proper record of those meetings are the minutes which have to be approved by the various committees etc. prior to further circulation.

The WAC Chair advised members that the full election results would be known as of 16 December 2018.

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 last West Area Committee meeting was held on 6 September 2018.

The draft minutes were circulated on 4 December 2018 along with the Constables and Inspectors draft minutes. Copies were available at the meeting.

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

Actions from previous meeting

Carried forward from Previous Meeting -

Action – Payment of subscriptions whilst officers are on maternity leave.

Officers are expected to continue to pay subscriptions if they wish to continue with their Group Insurance cover whilst on Maternity Leave. A business case was presented and a request made to SPF HQ for some figures highlighting how many officers chose to continue with their subs whilst off and how many did not due to finances.

West Area Officer Bearers to request a sample of figures to allow completion of business case.

Update -

Matter now out with stipulated timescale to be raised. This can be raised again through the relevant subject committee as a motion or brought back to the WAC for further discussion. Apology to WAC regarding the delay in obtaining requested information from HQ.

CLOSED

Action - Pre/Post WAC Office Bearer Meetings

Discussion to remove the Post WAC Meeting and continue with Pre WAC meeting only. Situation to be monitored and if necessary, post WAC meetings to be arranged as and when required only.

Update

This was agreed and the post WAC meetings will now cease.

CLOSED

4. LEGAL ADVICE & ASSISTANCE

Fifteen files have been submitted to Legal at Woodside Place since the last WAC Meeting

Injury on Duty x 6
Criminal Legal Defence x 2
Misconduct x 1
Defamation Police Officers x2
Employment Dispute x 2
Other x 1
Civil Legal Defence x1

This does not include any applications that have been sent direct.

The WAC Chair updated the members regarding a proposal to start a legal drop in clinic. This will depend on whether there is a demand for such a facility and the finer details are still under discussion. It is proposed that an appointment of up to one hour can be made by the member for general legal advice.

As soon as more information is available, this will be circulated to the WAC.

Members were advised that the SPF Group Insurance Scheme is now on a 5 year renewal contract. One member suggested an app for the Group Insurance that members can download and access from smart phones. This is being considered at present.

5. JOINT CENTRAL COMMITTEE (JCC) NATIONAL UPDATES

The minutes from the JCC Meeting held on 21 & 22 August 2018 were circulated via WAC Circular 69/2018 on 14 November 2018.

The last meeting of the JCC was held on 6 & 7 November 2018. The minutes will be circulated after approval at the next JCC Meeting on 12 & 13 February 2018.

The WAC Chair provided the following update for information only

PNB

The Pay increase per annum is just under 3.5%
Competency related threshold payment (CRTP) has been lost in England & Wales (E&W) and is under threat in Northern Ireland.

The General Secretary thanked the Representatives for material that was used to focus minds in the pay negotiations.

There were no other substantial meetings of PNB.

Close to agreement on travelling expenses (now published)

Pensions

All public sector schemes are to go through revaluation every 4 years as part of the legislation. Revaluation going ahead does not mean that the value will go down.

The usual recalculation wasn't completed this year. The Government Actuary Department (GAD) have provided a discount rate and assumptions. Net result is considerable. An increase in CARE benefits for members 1/55.3 going to around 1/48. This will result in increased costs to employer; additional 1% cost to employer. This is the same across the whole public sector from financial year 2019 onwards. This is what is being publicised in England and Wales (E&W) with Government being taken to court.

GAD had not been updating commutation factors for some time, in wake of action taken by the Police Service and the Fire Brigade Union (FBU). GAD have published updated commutation tables.

ASPS briefings

The SPF General Secretary highlighted that life expectancy is shorter in Scotland. When the scheme was set up, it made no sense to up pension schemes based on separate data. The SPF General Secretary made agreement that Scottish officers would get the best deal from either UK or Scottish data until 2021. It is likely that they will remain the same but GAD could re-evaluate at any time.

The process has been improved for alerting members when they breach annual allowances. 18 people have breached annual allowances this year.

The calculator is due to be updated soon to take account of new allowances, calculations etc.

Scottish Police Authority (SPA)

There is a new forum where the SPA, Staff associations and the force will come together. The first forum will take place on 13 December.

At the last meeting of the SPA there was a lot of support in relation to officer mental health. Andrew Todd, Divisional Commander at Div. Communications at 'D' Division brought information to the meeting and put it to SPA.

The SPF Vice Chair has been approached by the Chair of the Mental Health Commission interested in looking at how police deal with mental health.

JNCC

Workforce Agreement (WFA) meeting – 5 November 2018

There have been problems with some areas regarding non-compliant shift patterns. Flexible working force have to look at the individuals plan, equality issues take precedence over the Work force agreement (WFA) so if individual officer needs to work 5 nights etc. they will be accommodated.

Organised Crime and Counter Terrorism Unit (OCCTU) looking to centralise CHIS handlers and include national shift pattern.

2026

Mobile data will follow Project ADEL, update in the North (D div Jan/Feb) then the East before the West. There is lots of functionality and systems, initial returns are that many people will favour use of their devices as opposed to desktops.

Demand and productivity should be the main project and this should drive 2026. Work is ongoing.

Telematics

Devices are being fitted. Result of testing device was disappointing.

CALM/THRIVE

Alan Waddell has moved to Q division

Contact Command and Control (C3)

Discussion took place on re how well Police Service of Scotland (PSoS) call handling etc. compares to other forces nationally.

Criminal Justice Service Division (CJSD)

Various issues caused by procurement problems, business cases out of date.

UNIFI software productions are going live at the end of December.

Hubs seem to be going well and reducing the backfill to virtually zero in criminal justice.

Authorised Firearms Officers (AFO) Medicals

Change of process letters going to GPs, 6 year cycle.

Carlton University Change Survey/Linda Duxbury Research Advisory Group

With reference to the survey, the initial results are on the Intranet and a circular will be issued in the next few weeks.

Linda Duxbury visited Dumfries, C3 Govan and Forth Valley and is possibly looking to research C3 before and after Contact assessment model (CAM)

Deep Dive

The following was discussed.

- CS – This had been very well received in Forth Valley.
- An Officer had been assaulted and Custody refused to take the prisoner.
- Vehicles put off the road/fleet issues
- Buildings

Responses from officers were being analysed

The main issues were;

- Custody
- Vehicles
- Hospital watches
- Overall lack of resources

The next Deep Dive exercise was planned for spring 2019 and it was hoped to carry out some locally.

One member asked if there was any feedback. The WAC Chair advised that it had been well received and questionnaire's had been issued. Information gathered will be collated and compiled into a report.

JCC Elections

Members were advised that the SPF General Secretary and the SPF Deputy General Secretary are both standing for re-election at the February 2019 meeting of the JCC.

6 JOINT CENTRAL COMMITTEE – CIRCULARS

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

40	14/09/2018	Police Pay
41	19/09/2018	SPF Communications-Media release & social media
42	26/09/2018	Police Pay Award
43	23/10/2018	JCC Agenda papers Nov. 2018
44	30/10/2018	Finance, Leg & Regs & Ops. Duties minutes Oct.2018
45	31/10/2018	Conduct, Equality, H&S Minutes Oct. 2018
46	05/11/2018	JCC Minutes Aug. 2018

7. WEST AREA COMMITTEE – CIRCULARS

The following WAC Circulars have been issued since the last WAC Meeting.

59	14/09/2018	JCC Circular 40 of 2018 Police Pay
60	19/09/2018	JCC Circular Media Release & Social Media Policy
61	25/09/2018	SPF Committee Meetings
62	26/09/2018	Police Pay
63	27/09/2018	WAC Minutes - June 2018
64	10/10/2018	European vehicle safety week
65	16/10/2018	Menopause awareness workshops
66	17/10/2018	Federation elections - reminder
67	23/10/2018	SPF Elections
68	07/11/2018	Body Armour
69	14/11/2018	JCC Minutes August 2018
70	14/11/2018	Allard update
71	19/11/2018	DAM (S) Training

One member asked why there was a delay in the Circulars being uploaded to the SPF website.

ACTION – Raise matter with SPF HQ regarding delay in Circulars and other relevant information being uploaded to website.

8. WAC CONSULTATION DOCUMENTS

The WAC Secretary updated the members on the following Consultation documents.

Standard Operating Procedure (SOP) Consultations

- Death in Service Docs\Death in Service v3.04.pdf
- Special Leave\Special Leave - Procedure V3.05.pdf
- Disciplinary\Draft Disciplinary (Version 2.1).pdf
- Biometrics\Biometrics Consultation.pdf
- Care & Welfare of Persons in Custody SOP\Care and Welfare of Persons in Police Custody SOP
- Policing Scotland's Roads Guidance\Policing Scotland's Roads

Shift Consultations

- The Business Case for New Operating Model Shift Pattern
- Business Case AP Operations (West ARVs)

- Consultation Cases\Business Case Template v3 - Shift Pattern Changes.doc
- Consultation Cases\Business Case for New Operating Model Shift Pattern V
- Consultation Cases\New folder\019-18 OSD NSFU Firearms
- DAVRU shift pattern change business case.doc

General discussion followed. In regards to the Special Leave SOP, one member asked if this was being addressed with the Force. Members were advised that this was currently being looked at.

9. **WAC CHAIRS AND SECRETARIES MEETING**

The WAC Secretary advised the members that the last meeting of the WAC Chairs and Secretaries Committee was held on Monday 3 December 2018. The next meeting is scheduled for Monday 25 February 2019.

10. **JCC FINANCE COMMITTEE**

The WAC Chair provided an update.

The last JCC Finance Standing Committee Meeting was held on 22 October 2018. The next meeting is due to take place on 22 January 2019.

The SPF General Secretary updated the meeting that the SPF is still committed to looking at diversifying investment portfolio.

Government grant account has been removed.

SPF accommodation work is ongoing to repair the roof at Woodside Place, the offices that the SPF owns at Livingston and Paisley will be reviewed to confirm if there are any maintenance issues.

SPF is looking at providing discounted coffee facilities in offices, this is very popular on the continent and a number of suppliers/models are being looked at.

The Deputy General Secretary provided an update in respect of legal costs, anonymised details were given of a case where a member had attempted to renege on an agreed reimbursement of legal fees in a high value long running case which predated police Scotland.

One member asked if any decisions had been made regarding the spending of the cash reserve. The WAC Chair advised that several proposals had been put forward but no decisions had been made as yet.

11. JCC- LEGISLATION AND REGULATIONS STANDING COMMITTEE

The last Legislation and Regulations Standing Committee met on 22 October 2018. The minutes will be circulated after approval at the next meeting which is due to take place on 22 January 2019.

The WAC Secretary advised members that the following matters were discussed:-

British Transport Police (BTP)

Indications are that there will be a joint integration with BTP reporting to their authority and Scottish Police Authority (SPA), this is short of full integration however will deal with the measure of accountability.

Observers from sister organisations – this can be beneficial however the practicality of that will become more of a feature. This could provide increased learning.

Joint UK Meetings– These have become piecemeal with Police Federation of England & Wales (PFEW), there is stronger links with Gardaí, Police Federation of Northern Ireland (PFNI) and the Association of Garda Sergeants and Inspectors (AGSI).

Post Legislative Scrutiny

The SPF General Secretary gave evidence to the Justice Committee on Tuesday 23 October 2018 in relation to the Police and Fire Reform Act. SPF submission was made and was direct.

Complaint Handling Investigation & Review

There has been no progress on this; Dame Eilish Angiolini remains keen to speak to SPF. There is planned discussion with Association of Scottish Police Superintendents (ASPS), our legal advisors and the learning from the recent PIP exercise and training. Maintenance that the law cannot be diminished when it is being applied to police officers, there is exploration of nuances that exist elsewhere.

Miners Review

John Scott QC has commenced his investigation, there will be a discussion with him in relation to his review. The Retired Police Officers Association (Scotland) (RPOAS) continue to deal with retired officers and their issues/concerns. This was discussed at the Joint Negotiating Consultative Committee (JNCC) – the Service would have a responsibility to protect retired officers as they were acting on behalf of the legacy Force.

Biometric Data

The Justice Committee are looking at whether there should be a commissioner for biometric data; submission has been made and an update is awaited.

General discussion followed the update and several members agreed that the circulation of a Police Investigations and Review Commissioner (PIRC) guidance document would be beneficial to all.

ACTION – Circulation of PIRC guidance to all WAC representatives.

12. JCC- OPERATIONAL DUTIES STANDING COMMITTEE

The WAC Secretary provided an update.

The last JCC Operational Duties Committee Meeting was held on 22 October 2018. The minutes will be circulated after approval at the next meeting which is due to take place on 22 January 2019.

Matters discussed included the following; -

Leadership, Training and Development and the Special Constabulary

An update was provided on the promotion process – Merit List and Pass Mark was discussed at length by all present. The Police Sergeant (PS) to Police Inspector (PI) process will conclude in the near future.

Police Constable (PC) to Police Sergeant (PS) is about to commence for interview; Chief Inspector (CI) I to Superintendent to follow.

There was discussion around the current diploma and promotion system; there are legislative questions around this.

Modern Apprenticeship – The Force have been advised on JCC views on this subject and the direction it is travelling.

Public Order Monitoring Group

Training, tactics and equipment working group (TTWIG) Deals with mutual aid deployments – BREXIT is going to have a significant impact on UK Forces, particularly PSOS in terms of mutual aid.

Police Service of Northern Ireland (PSNI) –Discussion around risk assessments and previous correspondence which had been sent to PSNI.

Health & Safety updates were provided on helmets and other equipment which will be progressed at Subject Committee.

Pyrotechnics

This has been raised at all levels and appears on risk registers and there is no current tactic to deal with this.

The Force is receptive around developing tactics and has increased their presence in the affected areas.

There is lack of finance to pay for the current number of officers; impact of events policing and changing dynamics of policing.

Vehicles

The impact on Fleet around vehicles (need for replacement, half fleet is now non-serviceable)

CBRN

Change in tactics and equipment needs to be reviewed, fundamental issue is logistics and finance.

New gas suits are being issued and trainers have been trained.

Post Incident Procedures (PIP)

The Deputy General Secretary advised that a table top PIP exercise to deal with a multi Force and agency Firearms discharge in Scotland had recently taken place. This looked at the impact of cross border investigations and jurisdictional matters which were discussed. It was agreed that there is a need for prepared response and joint MOU is urgently required.

The table top took place on the 4 & 5 October. Metropolitan Police, who provide close protection were in attendance, along with Professional Standards Department (PSD) and Crown Office.

There is a realisation of geography, scale and lack of resources, logistics are an issue.

The Force Executive previously agreed that PIP would be initiated but despite this, it has been noted that this is not always the case at incidents.

Workforce Agreement

PSOS will not be compliant with the agreement by 31 October; there is a distinct lack of urgency within the Service around changing to comply.

There still appeared to be confusion around 90 days; continued issues around Events and implementation of the WFA particularly around 7 day working and rostered start times. There were discussion around consultations and methodology.

Custody

Refurbishment of custody areas is progressing; A full update will be provided at JCC.

Custody Hubs – this is being progressed and there is ongoing discussion around redeployment. Impact on C3 (records) and productions. It is hoped that all seconded officers will be returning to Divisions by April 19.

Falkirk/Kittybrewster/Cumbernauld – Issues around Hospitals

There have been 180 Incidents and the average time spent is 5 hours. The implications of lack of resourcing and impact of closures.

Other matters included Fire safety, which remains a priority, the lack of risk assessments, issues around food preparation and a spike in assaults in custody areas.

Armed Police Monitoring Group

A meeting was held on 2 November 2018.

The Force intends to write to the General Medical Council to seek their opinion on AFO concerns including costs and non-compliance. The Force will cover the costs, there is a list of GP's who are not complying with this.

Occupational Health contract is up for renewal – there will be an increased scrutiny of this and update of records and data management. SPF questions have been raised. There is a new test for colour blindness and how this is being tested. There is an issue around how this may impact on Authorised Firearms Officers (AFO's).

General discussion followed.

In relation to officers having to work away from home, and outside the UK, one member highlighted that there was no official documentation referring to overnight allowance.

The WAC Chair advised that this matter will be addressed

ACTION – Overnight allowance out with the United Kingdom to be raised.

One member asked if officers travelling to Northern Ireland will be firearms trained

At this point it is unknown if this will be the case as there are financial implications.

In relation to events policing, it was noted that Officers are having their shifts changed at short notice. It appeared to be the same officers who were being affected on a regular basis.

Several members highlighted the need for a guidance document for Supervisors to ensure that the correct decisions are made in relation to changes to shifts. This would allow the same interpretation by all Divisions/Departments.

The WAC Chair agreed that this is the aim and it may be in the form of an SPF guide. The matter will be progressed.

ACTION – The WAC Chair asked members to email in any specific instances to allow this matter to be addressed further.

The WAC Deputy Secretary provided an update on the Police Promotion Process as follows;

Framework for Discussion

Constable to Sergeant process not deemed fit for purpose because of the following;

- 18 month study programme is creating a bottle neck for promotion purposes
- Does not promote our wellbeing agenda as it requires significant commitment to home study
- Requires completion prior to the Constable being promoted to Sergeant, meaning officers cannot put their learned theory into practise which would consolidate learning
- Promotion process does not currently assess widely enough the readiness of an officer to undertake their first leadership role

Proposal is for new Sergeants process that sees officers gain Diploma Qualification as part of the process.

What kind of process would we like to see?

Current proposal- lots of detail to be worked though so to concentrate on high level issues.

Stage 1: - Identification of Readiness for Promotion via PDC

- The purpose of this stage is to ensure that candidates are suitable to enter the promotion process. This means establishing that the candidate is competent in their current rank first and then assessing potential for temporary promotion to the rank of sergeant through evidence based examples. The proposed PDC recording platform will have a rating system underpinned by a values framework as opposed to competency framework- what I do as opposed to what I did.

Stage 2: - Police Knowledge Exam and Leadership Assessment Centre

- The purpose of this stage is to examine candidates' knowledge and understanding of current law and standard operating procedure required to operate efficiently at the rank of Sergeant as well as assess potential leadership capabilities by completing exercises which imitate regular tasks a Sergeant would be expected to undertake.

Stage 3: - Sergeant Development Pathway Qualification (would still be titled "DPSLM")

- Candidates put in Temporary Sergeants post for 12 months assess candidates' potential to be a Sergeant. Have to demonstrate learning and be signed off by line managers.
- On successful completion and Divisional Commander sign off, confirmed in rank Benefits
- Attainment of rank commensurate with competence and readiness accessed quicker - 6 year process reduced to 2, promoting talent retention.
- Streamlined selection process

- Reduces home study by half – from 40hrs to 20hrs a month, furthering our commitment to the Wellbeing Agenda
- Promotes Equality & Diversity by introducing multi stage assessment. Removes application form and interview stages and utilises a more holistic assessment approach
- Collaborative approach with Emergency Service partners has potential to reduce financial and resource burden and increase transparency (meeting Christie Commission recommendations)
- Integration of temporary role reduces pressure to 'perform' at Interview and allows candidates to actively demonstrate their readiness for promotion.

Risks

- Identification of temp post allocations and true vacancy forecasts required 2 years in advance
- Lead in time of movement from PPQ to CVF (What and how we assess people)
- Capacity and capability of resources to run the development pathway (the 12 month Temping)
- Demand outstrips capacity (workforce planning)
- Abstraction to complete CPD
- Removal/re-write of traditional diploma – reputational impacts.
- Recruit to demand leaves potential for shortfall should attrition rate be higher than expected.
- Scottish Government do not approve/take longer to approve a Regulation/Determination change resulting in a timeline slippage.

Suggested topics for consideration

PDC

Assessment Centres

Eligibility to apply

Thoughts re frontline capacity

The matter will be discussed further at Full time Office Bearers Meeting.

13 JCC CONDUCT SUBJECT COMMITTEE

The last JCC Conduct Subject Committee Meeting was held on 2 October 2018. The minutes will be circulated after approval at the next meeting. Training was also delivered at this meeting and the format of the updates from the National Conduct Lead discussed. The Area Committee meetings have now ceased with the JCC standing committees being expanded to include a representative from every division.

The National meeting for Conduct Leads took place on 18 September in Dundee, the next will take place in the New Year.

The WAC Deputy Secretary (Conduct) advised that figures have remained steady. There is an increase in the number of pending hearings and meetings due to the break over December in holding meetings and hearings. We have again experienced a drop in the number of suspensions/ officers on restrictions.

The WAC Deputy Secretary (Conduct) advised that refresher training would continue to be provided at the conduct meetings. It is hoped that more representatives will take up the opportunity to observe and carry out misconduct meetings and hearings in the near future. Training is due in the New Year once all elected reps are in post.

14. **JCC - EQUALITY SUBJECT COMMITTEE**

The WAC Vice Chair updated the Members.

The last JCC Equality Subject Committee Meeting was held on 10 October 2018 in Dundee. The minutes will be circulated after approval at the next meeting in January 2019.

Attendees at the meeting received a training input on 'Understanding Equality', which covered legislation, and unfair and unlawful treatment at work.

Further training will take place at the next two Equality Subject Committee meetings, covering grievances and employment tribunals.

At the meeting, the recent publication of an Employment Tribunal in relation to Flexible Working was discussed. This Tribunal ruled in favour of a single parent who had been refused her flexible working application on the grounds that it didn't comply with the 'scoring matrix' used by PSoS which determines that officers must start and/or finish with their shifts on a certain number of occasions. The Tribunal ruled that the applicant had been the subject of discrimination.

The WAC vice Chair advised the members that the Officer concerned had been supported through the process by one of our WAC Representatives who had also given evidence at the Tribunal, the quality of which was commented on very positively. The WAC Vice Chair thanked the Representative concerned.

As a result of this Tribunal, Assistant Chief Constable (ACC) Fiona Taylor has formed a 'Gold Group', and applicants for flexible working will have any welfare issues taken into consideration.

Plain clothes allowance has now been fully ratified for pregnant officers, and backdated claims can be submitted from 01 April 2013.

Finally, a further Menopause Awareness input, funded by the SPF, will take place on 15 January 2019, at the Scottish Police College.

All Divisional Reps have been invited. To date, the response had been poor. Two sessions will take place, in the morning and in the afternoon, and will be SCOPED to show as duty time. The input is relaxed and informal, and attendance is encouraged.

15. **JCC – HEALTH AND SAFETY SUBJECT COMMITTEE**

The WAC Chair updated the members.

The last JCC Health & Safety Subject Committee was held on 1 October 2018. The minutes will be circulated after approval at the next meeting.

Assault/Injury Figures

The quarterly figures pertaining to the number of officers injured/assaulted during the latest quarter were not available. The Force will present these figures at the next Health and Safety Board on 7 December 2018. On review of the current Scope Network which has been identified at previous Health and Safety Boards as being 60-70% inaccurate. These figures see no reduction in the number of officers being assaulted whilst on duty with a potential spike in Riddor-able incidents.

JCC Health and Safety and Welfare Subject Committee

This committee met on Tuesday 1st October at Dundee, the minutes of this meeting have been circulated. The main items addressed were as follows.

Area Updates

North Area - Matters of concern in the North area included the Custody Centre in Perth now being Sergeant led, life jackets/throw lines and female body armour. The Assistant to General Secretary for Health & Safety (AGSH) said he had a meeting with the Deputy Chief Constable (DCC) the previous week relative to this where it was approved that if an officer's body armour was not fit for purpose, a replacement should be requested immediately and the officer cannot be operational until the new body armour was received. A member asked what officer's should do if their body armour runs out of warranty. The AGSH stated that if the armour was not damaged it was still able to be used. Batches would be sent away to be checked.

East Area - Matters of concern in the East area included firearms being made safe and the merging of airwave channels. It was noted that EAC Vice Chair had written to Chief Superintendent Newbigging regarding the merging of channels and a response was awaited. The Committee discussed this issue at length and the AGSH agreed to raise the matter again with Chief Superintendent Newbigging.

The Committee discussed the firearms amnesty and the AGSH said he had raised the firearms issue at the H7S board meeting on 7 September.

They also discussed fireworks and the fact that vehicle equipment is deficient occasionally causing 2/3 vehicles to be required to be sent to one incident.

West Area – The WAC Chair provided an update and said that he hoped to have the accident/investigation into football violence completed by the end of the month. Other issues of concern include the lack of D1 drivers and ambulance provision.

Custody Sub Group

The WAC Chair gave an update on a meeting he had attended in Falkirk on 26 September. Amongst the matters discussed were food safety guidance, fire evacuation and walkthrough, prisoner property bags, Sudexo (company who deep clean cells), spitting incidents, near-miss incident in St Leonards and disposals of productions. A Short Life Working Group had been set up to look into these matters.

The Committee also discussed remote supervision and their concerns for officers and prisoners. It was noted that the NAC Chair had written to PSoS and was to meet with DCC Fiona Taylor later that month to discuss this matter.

Operational Support Division Sub Group

There had been no meetings.

PSoS H&S Updates

Force Executive H&S Board

It was reported that the H&S Board met on 7 September 2018 at the SPC and was chaired by ACC Hawkins. The meetings would now be held monthly and would be led by DCC Taylor.

A Clinical Governance Group had been established and the next meeting would be held in 4 weeks.

Other items discussed were RIDDOR statistics, footwear, Control of Noise at Work, railway network, airwave, body armour, basic driving assessments, transportation of firearms and road policing.

APHSA

There had been two meetings held on 7 August and 29 August. Amongst the matters discussed was driver training and sickness/absence leave with currently 1000 officers off sick.

There had been a meeting relative to Road Policing and Driver Training held on 16 August.

Other issues discussed were noise at work, C3 risk assessments, medication in particular naloxone, leathers for motor cyclists and vehicle fleet weights; the AGSH is to write to Matt Richards asking for a full examination of ARVs.

Uniform

The last meeting was held on 5 July and was chaired by ACC Telfer. Amongst the matters discussed was body armour, the Annual Health Surveillance, PAVA, maternity wear, cycle kits, body harnesses, snow gate uniforms, non-binary gender fluid headgear, spotter jackets, utility knives, public order helmet clips issued to PSU, high-vis tabards and holsters for Taser. The next meeting would be held later that month.

Wellbeing Group

The Wellbeing Group last met on 23 August and was chaired by CC Livingstone. Amongst the matters discussed were the Working Time Survey, resilience screening, and officers receiving Cognitive Behavioural Therapy and flu jags.

Other H&S Meeting Updates

Joint UK H&S Meeting

The last meeting of this group was held in New Scotland Yard on 3 August 2018 and the AGSH attended.

NPCC Strategic Group

The AGSH attended the last meeting of this group on 2 August in London. The meeting was chaired by Tim Jakes. The main issues discussed were fitness levels, eyesight standards, diabetes, anti-coagulants, the review of the Striking the Balance document, OST in particular single-crewing and maintenance checks, the use of volunteers in the police service, temporary road signs, assaults/injuries on duty, D1 drivers, first aid and face masks/RPE.

Training, Tactics & Equipment Working Group (TTEWG)

The last meeting of this group was held in London on 20 July and the Vice Chair attended. Amongst the matters discussed were tactical stingray to deal with anti-social motorbike riding, crowd dispersal tools, flares/pyros, Northern Ireland's requirements for mutual aid for 2019, Brexit, DSTL, MLA/public order helmets, vehicle stunning, safety glasses, vegan PSU boots, shields and personal protected carriers. The next meeting will be held in the middle of October.

Airwave Radio Replacement Group

The AGSH attended the last meeting of this group on 3 August in Livingston. Amongst the matters discussed were the review and the cost of airwave.

National Driver Training Unit

The AHS is to attend the next meeting of this group on 15 October 2018.

Inspections/Investigations

It was noted that there were currently two investigations ongoing. It was noted that the AGSH was currently carrying out monthly meetings with the DCC.

Training

The AGSH said it had been agreed at the last JCC meeting that the Force Executive H&S training would be offered to representatives and it was hoped this would be carried out at the beginning of 2019. DCC Taylor, ACC Speirs and Mr Williams and at least 17 Divisional Commanders/Superintendents will also attend.

Training will be provided for any new representatives elected in the December elections.

Risk Assessments for Temporary Places of Duty

It was noted that the paper from Jackie Lambert was still waiting to be signed off as per the previous Minute.

Force Executive Health and Safety Board

This Board met on 7 September 2018 at the Scottish Police College.

The Chair opened the meeting and advised the group that DCC Fiona Taylor would be the chair of the health and safety board in future, and further highlighted the commitment of the Chief Constable to address the concerns surrounding health and safety. He advised the group that following a paper presented by the SPF at the JNCC earlier in the week, the SPF would be meeting directly with DCC Taylor to identify the significant health and safety concerns previously raised.

The agenda and action log was discussed.

- Health and Safety Fire Update
- Estates, Fire Safety Update
- Clinical Governance Group
- Health and safety team update

- RIDDOR Statistics
- The Control of Noise at work Regulations
- Health and Safety Training
- Accessing Railways and Body Armour
- Basic Driver Assessment

A number of other areas were then discussed.

Body Armour Group

The Body Armour group met on 4 October at Stirling. The following points were addressed.

- Procurement update- current contract extended to 2019-budget of £780k secured for 2500 units of new armour. Surplus fund for 1000 units available for current stock of armour- currently 219 units purchased thus far.
- The Force is looking at other Forces around the world where they rent their body armour.
- Logistics 1200 units still unaccounted for? Force memo (79 or 83) highlighting need to check body armour and return damaged armour. This is the employer's primary responsibility.
- Confidence testing of ageing armour is still on the table at a cost of between £500-£2500? Depending on the supplier. This is now progressing with armour out with warranty being sent away for confidence testing.

The National Police Chiefs Council (NPCC) Health, Safety and Welfare Strategic Group

The above group met on Thursday 1 November 2018 at New Scotland Yard, Victoria Embankment, and London the meeting was chaired by ACC Tim Jacques.

The minutes will be disseminated on receipt.

NPCC Training tactics and equipment working Group (TTEWG)

The SPF Vice Chair attended this meeting on 20 July in London, the following items were discussed at this meeting.

- Bike Life ride outs in the MET and the disruption this group was having on London commerce and tourism.

- Crowd dispersal tool tactics-
- Water Bottles and refilling instead of water distribution
- Mutual Aid Required for Police Service of Northern Ireland (PSNI) in 2020
- Defence, scientific, test, laboratory (CAST) new location new role, less time for Police, more on defence!
- PPE national standards, MLA riot Helmets.
- Alf in Scotland and vegan footwear.

Clinical Governance Group

The above group met in the Graham Room on Thursday 18 October, chaired by ACC Williams.

The Chair opened the meeting and advised that this was his first meeting at this group, and he hoped he could get up to speed soon with all the subjects to be discussed.

The action list was then discussed and the updates will be circulated along with the minutes of this meeting.

The previous minutes were accepted as an accurate reflection of the previous meeting.

Naloxone Paper –

A paper had been circulated to the group, the paper highlighted a desire for Police Scotland to carry out a pilot study on the introduction of Naloxone (syringe doses) to address opioid overdoses which had resulted in approximately 1000 deaths in Scotland in 2017.

Dr Carole Hunter then gave a brief resume of the history of Naloxone.

Kirsten Horsburgh then addressed the group and advised that the Scottish Prison Service had now been issued and deployed with naloxone

A number of issues were then raised by the group.

Updates were provided on the following ;

SPELS - a brief update was provided on the review of the Spels training programme. Following brief amendments following consultation, the SPELS training package had been updated with the support of the group.

The outstanding point was how was this package would be delivered both in a practical training package and a Moodle package- the ACC decided to continue this piece of work to the next meeting.

Public Order and Mounted Branch issues were continued to the next meeting as no one was available to provide an update on these matters.

D13 Firearms- the Force Firearms Instructor then advised that the first aid training under D13 under the auspices of the College of Policing was no longer fit for purpose- with a number pieces of the First equipment no longer deemed necessary.

It was decided that he would continue to work on this area of business with Dr Richard Stephenson.

Response Policing - an update was provided regarding the co responding paper highlighting the practice of Response Policing (RP) in the North attending incidents of cardiac arrest following the deployment of DE fibs to RP cars. It was requested that the Pilot is continued in the North for the time being. Dr Stephenson advised that a Fourth air ambulance will be coming on line soon in the North which will hopefully address the issues surrounding the deployment to incidents in remote areas. The pilot to be continued in the meantime.

Citizen Aid App – An update was provided regarding Police Scotland’s support of the Citizen Aid App which advises the public on how to respond to a number of terrorist and civil emergencies- It was agreed by the group that Police Scotland will continue with their support of this app.

The First aid guidance document was agreed by the group for acceptance of the Senior Leadership Board. The document places significant responsibilities on the Force regarding First aid.

Clothing and Equipment working Group

This group met on Friday 19 October in the Graham room. The meeting was chaired by ACC Williams. The following items were discussed.

- Body Armour
- Headwear at Events
- Pava
- Maternity Wear
- Cycle kit-
- Legacy- Body harness

Non Binary/gender Fluid head gear was then discussed by SWDF rep and members of the equality and diversity group. ACC Williams requested that the AGSE contact him direct with regards to this issue.

The following to agenda items were then discussed;

- a) Digitally Enabled Policing Programme
- b) Embroidery
- c) Negotiators Kit list
- d) Police Trousers

- e) Police Tunics
- f) Officer Safety Ballistic Body Armour for Dog Handlers

AOCB – The group were advised that a new management process was being introduced to ensure that management challenges previously experienced with the renewal and re-issue of Pava. Over trousers were also discussed. The Chair then closed the meeting.

ESMCP Airwave Radio Replacement Group

This group met on 3 August at Livingston Police Station. The meeting was chaired by ACC Williams. The following topics were discussed.

Project slippage- The national project was now encountering significant slippage with a projected date of merger now extended to 2022. To assist the UK project, the Scottish Government undertook a Short Life working review. The results of this review will be shared with HM Government.

An update was provided with regard to the roll out of the new Motorola radios- the rollout is almost complete with 8000 devices being replaced with new.

The old stock will be held to ensure spare parts are available to repair existing stocks. Forces south of the Border are already unable to repair sets as Motorola have stopped making the radio and the necessary spare parts- due to planned change to the ESN.

An update was provided of the progress of the mobility group. This group are working to a time scale of 3 years plus 2, apparently for finance reasons.

A significant training budget will be required- with a dedicated team to manage this national project.

Health and Safety Leaders Seminar

The latest health and safety leaders' seminar took place at Federation House on 24-26 September 2018. The seminar was attended by all regions of England and Wales, Defence Police and Civil Nuclear and the Scottish Police Federation with apologies from PFNI and BTP.

The agenda of the seminar was discussed.

Regional meetings – The aim of the regional meetings is to identify the main health and safety concerns for each region and highlight the top three issues to enable joint discussion at the Regional debrief.

Regional Debriefs – the main concerns of Region 9 were –

- 12 hour shift patterns for CNC/DPF and the requirement of fitness tests.

- Lack of resource across the Board but particularly with CNC/DPF.
- Lack of locus protection training across all Forces.

The following were the main points discussed amongst other regions, there was a number of duplicate concerns around the country.

- Single crewing in England and Wales
- Back fill of custody utilising officers not suitably trained and the potential reputational risk to the service in general.
- The lack of fast road training to manage road accidents following a reduction in 40% of Road Policing Officers.
- Concern in some forces who still do not issue spit/bite guards to their officers.
- The doubling up Airwave radio Channels, which prevents access to officers on the ground.
- Vehicle fleet across the country
- The reorganisation and removal of resources due to austerity, with no apparent risk assessment
- Concerns raised regarding the unique handling characteristics of BMW x drive, a number of armed response vehicles have encountered difficulties when entering areas of standing water once more. England and Wales are collating the numbers of collisions involving X drive and rear wheel drive vehicles.
- A number of regions highlighted issues with PSU deployment and in particular officers on code 2 not having easy access to helmets if situation escalated to code 1.
- The lack of understanding of Chief Officers and their legislative responsibilities to health and safety legislation.
- Further concerns raised regarding Naloxone (NARCAN)
- How do we record and address work place stress?

Regional Updates part 2

Three issues identified to raise with NPCC/Chief officers were -

- 1) Educate Chiefs on their responsibilities under HASWA 1974.
- 2) Introduce safe systems of work.
- 3) Stress-wellbeing in the work place.

A health and safety update was provided with regards to the European Withdrawal Act.

Updates were also provided on the Wellcop Support Group, shifts and changes to duty roster and stress management.

The Scottish Police Federation has now completed a number of high profile accident investigations under the auspices of the Safety Representatives and Safety Committees Regulations, 1977 with a common recommendation in all the these reports being the lack of suitable and sufficient ITIS, nor the presence of suitable and sufficient Risk Assessments as required under the Health and Safety at work act. The question for the Joint Central Committee is when do we progress this matter to the crown office health and safety division for their consideration of a prosecution of the Chief Constable of Police Scotland and those directly responsible for knowingly conniving and neglecting the rigours of the health and safety act and knowingly continuing to breach health and safety legislation, despite repeated reminders of their complicity and the lack of collective awareness of their legislative responsibilities.

After the update, The WAC Chair reminded members that any issues regarding Health & Safety matters should be emailed to Merrylee House

16 **PEOPLE AND OPERATIONS DELIVERY GROUP (PODG)**

The WAC Chair provided an update.

This group met on 1 November at Stirling with the West represented by the WAC Chair and WAC Vice Chair.

The main topics raised included

- Reform of the notification system for half/no pay.

Letters are currently sent out almost automatically. This causes a lot of distress to officers who are injured on duty or suffering life threatening illness. ACC Higgins has tasked People & Development to reform this.

- Insufficient number of Taser officers
- Vehicle fleet and lack of driver training

17. **LOCAL POLICING COMMANDERS MEETING (LPC)**

The WAC Secretary provided an update. The following matters were included in discussion.

PSD- DSU

DSU McCluskey gave an update that the number of complaints are going down but there is still a noticeable increase in complaints related to Social media issues, despite training and inputs.

PIRC

DSU McCluskey compiling list of issues with PIRC.

ICT

New national network contract signed pilots in the West
Baillieston, Dumfries, Airdrie

Mobile devices

U division have asked for devices for their campus officers. G division have asked for 22 for their campus officers. They are being issued with ruggedised laptops or surface pros and a backpack. Both U and G divisions have had funding from local authorities. ICT will fund if business case is put in for other officers.

Wi-Fi has been installed at London Rd as mobile devices being used in Custody.

Finance

There is a £352k underspend for year relating to Overtime once the cost of Operation Roll is stripped out.

West currently £792k overspend including Operation Roll.

There has been a Significant spend on operational matters.

The Force has made provision for potential legal costs.

It was reported that there has been a massive increase in group 2 crimes, PPU overtime has escalated.

People and Development (P&D)

An update was provided on the following matters;

- Figures for local policing and West variations
- Ill health retiral - up to date figures were provided
- Movember

With regards to the Flu Jab, there were 1985 vouchers issued last year and this year to date, 7500 vouchers have been issued.

EAP

Tendering is more or less complete

Police pay dates rationalisation

There is no planned implementation date for officers but force position is that all officers should be paid on the 28th.

RDU

Annual Leave information on the roster is incorrect. This seems to be a problem caused by SCOPE update.

TOIL reports run comparing last year and this year's balances

Brexit

CAM model being paused for Q division. Planning is for 6 months of disruption not 12 weeks.

Other matters of discussion included, PIRC, Force Comms., Safer Communities and Stop Search.

The next meeting will be held on 17 December 2018.

18. **MOTIONS**

There were no motions

19. **CORRESPONDENCE**

The following items of correspondence were read to the WAC.

06.11.18 – email from A. Fairie re not standing in WAC elections

26.11.18 – e mail – letter of thanks from Cammy Lowe

29.11.18 – email from Kenneth Stevenson re not standing in WAC elections

03.12.18 – email from Brian Sayer re Bravery Awards

20. **COMPETENT BUSINESS**

The WAC Chair advised members of the WAC that the post of SPF General Secretary and SPF Deputy General Secretary were due for election in February 2019.

21. CLOSURE AND DATE OF NEXT MEETING

The WAC Chair thanked the members for attending. The next meeting of the WAC will take place on Thursday 28 February 2019.

Paul Connelly

Chair

Gary Mitchell

Secretary