



SCOTTISH POLICE FEDERATION

West Area Committee

Ref: GM/PC/LW

Minutes of the First Quarterly Meeting of the West Area Committee held in the Glynhill Hotel on 28 February 2019 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

Ross Black
David Hunter
Chris Thomson
Dougie Chalmers
Richard North
Stephen Murray
Pamela Macfarlane
Mark Dines
Marketa Hola
David Osterberg
Kenny Kean
Eddie Mather
Cath McNally
Linda Mathers
Campbell Smith
Paul McWhinnie

Gordon Cumming
Stuart Corbett
Iain Gray
Jennie Macfarlane
Craig Fraser
Gary Brown
Jamie Carruth
Hugh Burns
Gemma Mazur
Neil MacKay
David Taylor
Alan Thompson
Alistair Mackinnon
Gary Diver
Stephen Gray
Stuart Finnie
Dougie McKinlay
Lynne Gray
Adam Peppard
Elaine Sutherland (Attended PM only)

Apologies

Stuart Gailey
Brendan McMahon
David Wilson
John Munn
David Carmichael
Thomas O'Pray
Chloe Rice
Sarah Jackson
John Mullen
Stuart Johnston
David Somerville
Michael McCaughey
Emma-louise Smith

Guests/Observers

Guest- James Thomson- Deputy Secretary, North Area
Guest speaker re Pensions, Ian Rawlings

The Chair opened the meeting and welcomed the members. He made special welcome to the following newly elected representatives and invited them to take an active part in the meeting;

DC Dougie Chalmers
PC David Hunter
PC Dougie McKinlay
PC Chloe Rice
PC Jamie Curruth
PC David Carmichael
PC Sarah Jackson
Sgt. Ross Black
Sgt. David Taylor
Sgt. Stuart Burns
Sgt. Iain Gray
Sgt. Elaine Sutherland
Sgt. Richard North
Insp. Paul Ferguson
Insp. Stephen Murray
Insp. Gary Brown

The Chair reminded the members that the updates that are received at this meeting are for their own information only and until substantive minutes are approved for meetings with the force and JCC detail should not be shared out with this room.

PENSIONS PRESENTATION AND QUESTIONS

Members were advised that an input from Ian Rawlings, Police Scotland pensions would take place prior to the separate meetings. Ian would thereafter answer any questions from members.

The Chair reminded members that during separate committee meetings, in terms of rule 6.4, elections should take place for Secretary, Chair, Deputy Secretary and Vice-Chair of each rank committee. The outgoing Secretary and Chair remain in post until the new ones are elected.

The newly constituted rank committee should then elect representatives to the JCC in terms of rule 4.

NB in terms of rule 8.3 the Chair and Secretary of each area are members of the JCC.

The JCC vacancies are therefore as follows.

Constables 1 rep and 4 reserves

Sergeants 1 rep and 4 reserves

Inspectors 2 reps and 4 reserves

The Chair highlighted the requirement for the minutes from the separate Committee meetings to be forwarded to Merrylee House after the meeting.

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 December 2019. The draft minutes were circulated to members on 26 February 2019 along with the Constables minutes. Sergeants' minutes will be circulated when received. There were no Inspectors' minutes as the meeting was not quorate. Copies of the minutes were available at the meeting.

The minutes were approved and recorded as a true record.

Actions from previous meeting

1 Subscriptions for officers off on maternity leave (Raised at September 2018 WAC)

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 Chris to complete his business case. WAC Chair to make contact with SPF HQ and ask for a sample of figures WAC September 2018 – No information received to date. Information requested and Action Ongoing

Update

WAC December 2018 - Matter now out with stipulated timescale to be raised. This should be raised again under relevant Subject Committee as a motion or through the WAC for discussion at the next meeting. WAC Chair apologised on behalf of WAC for delay in progressing further.

CLOSED

2 SPF Website.

One member asked why there is a delay in circulars and other relevant information being made available on the SPF website.

Update

WAC circular 75/2018 refers. All information now uploaded to SPF website for members' information. WAC Circulars will cease w/e 1 Jan 2019.

CLOSED

3 PIRC Guidance

One member asked if guidance information could be circulated to WAC reps in respect of PIRC guidelines.

Update

Re- issued WAC circular 25/2016 sent by email to all members on 25 February 2019.

CLOSED

4 Overnight Allowance

One member asked if the matter of Overnight allowance out with the UK could be raised as there is nothing officially documented.

Update

Raised with General Secretary at JCC by WAC Chair.

CLOSED

Events Policing

Concerns raised regarding the same officers continually having shifts changed at short notice to cover events.

Update

WAC Chair advised members to email in specifics to allow matter to be raised with PSoS.

Update

Planning meeting confirmed that PSoS are trying to avoid this by varying officers for events.

CLOSED

Guidance Document

Overtime Guidance document required to allow officers to make correct decisions and to ensure all divisions are following the same guidelines. Specifically in regards to new duty change

WAC Chair requested members feedback requests from Supervisors for guidance document.

Update

Work is ongoing in regards to this matter. It is apparent that the duty change model is not being implemented. Examples discussed and the WAC Chair requested that specific examples are emailed in to MH to progress further.

ONGOING

One member highlighted the recent changes to the committee structure whereby the subject committee meetings are now held at a national level. It was felt that the previous system of local area subject committee meetings allowed issues to be discussed on a regular basis.

ACTION - The WAC Chair agreed to raise this matter with SPF HQ.

4. LEGAL ADVICE & ASSISTANCE

15 files have been sent over to Legal at Woodside Place since the last WAC Meeting.

Injury on duty x 5

CICA x 2

Civil Legal Defence x 1

Criminal Legal Defence x1

RTA x 1

Employment Dispute x1

Contract Dispute x1

Cancellation of Misconduct x1

Harassment/stalking x1

Other x 1 (reimbursement of cost of medical report)

This does not include any applications sent directly to Woodside Place.

5. JOINT CENTRAL COMMITTEE (JCC) NATIONAL UPDATES

The WAC Chair provided an update.

The last meeting of the JCC was held on 12 & 13 February 2019. Minutes will be circulated after approval at the next meeting.

The following are some of the main points that were discussed.

The General Secretary and Deputy General Secretary both stood for re-election with no other candidates opposing them, they were duly elected.

One member expressed concern regarding the fact that no communication was issued to members in advance of this election process. The WAC Chair explained to members that as per Police Regulations, the SPF General Secretary can decide to call an election for his own post. He also advised members that only members of the JCC can occupy a full time post within SPF.

Police Negotiating Board PNB

No substantive meetings of the PNB have been held since the last WAC, suggestions as to items that should be raised for discussion have been put forward, foreign deployment/overnight allowances.

PENSIONS

On 30 January 2019, the Chief Secretary to the Treasury Liz Truss laid a statement to parliament that revaluation (cost cap) due to ongoing legal action paused. Government Actuarial Department had identified a surplus in CARE pensions which would have led to either increased benefits or decreased contributions for everyone. Universal decision by the boards of each scheme was that contributions should remain the same but accrual rates should be made more generous. This would have led to increase in value of CARE pension value from 1/56.3 to 1/48.1 for each year of service.

The cost of transitional arrangements were included in CARE scheme, any amendments or additional costs as a result of the FBU challenge will need to come out of the CARE scheme.

6.5% pay increase could drag more officers into breaching annual allowances. Software that the Scottish Public Pensions Agency (SPPA) are using to make calculations isn't fit for purpose. Difficulty in getting SPPA to pay attention to police given the relatively small numbers who are within our scheme.

The SPF has asked SPPA to do some basic calculations to see how extensive the risk is.

There followed brief discussion regarding a pensions challenge and whether officers could be reimbursed for any legal costs as a result of this.

The WAC Chair advised that this matter is nowhere near resolved. When a legal opinion is obtained, the matter will be the subject of discussion but as yet, cannot comment until the matter is concluded. The funds of the SPF are a trust and as such, SPF have to act on the best interest of the members.

Scottish Police Authority (SPA)

The SPA partnership forum was due to meet on 20 February. This involves the SPA, force executive and staff associations. There is no full update available from this but it has proven to be a useful forum for pointing out some of the force's misplaced priorities, cuts

to fleet meaning vehicles that are uneconomic to run are being kept in service, spending on consultants etc.

The full SPA meeting will take place today.

Scottish Police Budget and Finance

The government has published the draft budget for next year which factors in cuts of 3-400 officers. The Chief Constable has addressed the Parliamentary sub-committee on this.

On 11 December, the SPF wrote to every MSP and also made a written submission to the parliamentary police sub-committee re the inadequacies of the proposed budget.

It was noted that the Chief has stated that officer numbers cannot be cut due to Brexit and may need to be increased.

Joint Negotiating Consultative Committee JNCC

The JNCC is the highest level forum at which the SPF and other staff associations deal directly with the force executive.

The last meeting was chaired by DCC Taylor

Issues discussed included;

- Harmonisation of dog handler allowances
- Discrepancy of pay scales on promotion (primarily affecting officers in the East) which is close to being resolved.
- Functions being held at the Scottish Police College (SPC) which result in probationers and other students being prevented from using the canteen. e.g the excellence awards

Concerns were also raised re issuing Naloxone and any potential liability for officers.

The non-use of Post Incident Procedures (PIP) was discussed. ACC Higgins had previously set out when PIP should be used but despite there having been a number of deaths in custody etc. recently PIP is not being used.

Professional Standards Department (PSD) management appear to be the ones who are making the decision not to initiate PIP.

Decision should be made on a welfare basis not on the requirements of PSD/PIRC.

2026

Everything appears to be hinged on budget and several things have been stalled.

Mobility project

This will go ahead in 'D' division first. Initial impressions are that this is a good project and police driven not consultant led. 'D' division are first following the ADEL project. Due to maintenance costs 'G' division PDAs are likely to be switched off April 2019.

CORE systems

Single crime management, road crash and intelligence UNIFI based.

Criminal Justice project

This has now stalled as not funded. SPF have meetings scheduled locally to find out what the impact of this will be.

Telematics

Unless vehicle is involved in a RTC all data will be deleted.

The Assistant to General Secretary (Health & Safety) (AGSHS), Brian Jones has raised issues with equipment in unsafe locations and no risk assessment having been carried out. There was also reports of equipment draining batteries.

Working Practices Review Board (WPRB)

This was last held in December 2018. The agenda and minutes have not yet been published.

Carleton University

Looking at C3, PSoS is only force that has this concept.

Members were advised that Linda Duxbury will be presenting the last day of SPF conference.

Brexit

The Service's planning is affected by uncertainty.

Public Order

Public order reserve was originally going to be volunteers but this has not been possible therefore now going to be ordered.

Custody

The East Area have carried out an inspection of custody and are very concerned about creeping issues of PC led custody centres. The concerns are shared by the other areas.

Charities and Others

The Police Dependant's Trust (PDT) is changing to become Police Care UK, they are seeking additional volunteer ambassadors to spread the message about what services

they can offer. An input on the work of Police Care UK will be provided at a future WAC meeting.

One member asked if a Police Treatment Centres (PTC) information leaflet in pdf form could be obtained and circulated to all WAC Representatives.

ACTION – circulate PTC details to WAC representatives for information of wider membership.

Nominations for the bravery awards are open and all members are encouraged to consider the acts of colleagues and submit nominations.

Members were advised that Laura Sayer one of the officers involved in the Greenock incident is running the New York marathon on behalf of the PTC which is a worthy cause. Anyone wishing to make a charitable donation can do so.

6 JOINT CENTRAL COMMITTEE – CIRCULARS

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

47/2018	Judges & Firefighters Pension Appeal	24.12.18
1/2019	JCC Minutes Nov 2018	01.02.19
2/2019	JCC Agenda	01.02.19
3/2019	Standing Committee Minutes	01.02.19
4/2019	Amendment to Animal Health & welfare (Scotland) Act 2006 (Consultation)	04.02.19
5/2019	Conduct, Equality and H&S Minutes	11.02.19
6/2019	SPF Bravery Awards Nomination form	15.02.19

7. WEST AREA COMMITTEE – CIRCULARS

The WAC Secretary explained that with effect from 1 January 2019 WAC Circulars were no longer issued. Members can access all current information and JCC Circulars via the SPF website or by signing up for SPF updates electronically. He requested to remove this item from the agenda and this was agreed.

8. WAC CONSULTATION DOCUMENTS

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

There were no SOP's for discussion.

Shift Consultations - There have been 23 completed consultations since the last WAC

- PPU PROACTIVE INIT
- PPU CONCERN HUB
- PPU OAU
- Braehead CP
- AVRU KB AND KC SUBS
- Special Projects Supervisors
- Special Projects Supervisors addition post
- BPC (West) Maritime – DS SHIFT PATTERN
- BPC WEST Maritime policing
- BPC WEST Maritime policing Small Ports
- Custody officers Dumfries and Stranraer
- Community Policing
- Special Projects Teams 1 2 & 3
- Intel Support Confi Unit West Warrants
- Intel Support Confi Unit
- UD Ayr Priority Police Team
- Internet Investigation Unit
- Intelligence technical collections 1 3 4 5
- INTEL SUPPORT CONFI UNIT SPOC
- UD Ayr Town Centre Policing Team
- North Lanarkshire CCV
- Risk and Concern Hub
- Town Centre Team UD Ayr

The CID shift pattern consultation will start in the near future, the exact date is to be confirmed and the current intention due to the number of members involved is to utilise Survey Monkey.

There are also two further consultations on-going; small ports unit at Port Ryan. We await 'K' Division PPU Consultation making contact. The SPF Deputy General Secretary is dealing with 'V' Division ARV shift consultation.

The WAC Secretary thanked members who had assisted in this matter and in particular Pamela McFarlane for her efforts and Phil Maguire at the West Area office who has made a substantial contribution to progressing this for the member's benefits.

One member highlighted confusion over shift patterns for CID in relation to exactly who is affected.

The WAC Chair provided an update in regards to this. A business case will be emailed out via 'Survey Monkey' with details and the survey will be open for 2-3 weeks to allow officers to vote.

The WAC Secretary advised that 3 PPU consultations have been approved and one is currently outstanding, pending approval.

9. **WAC CHAIRS AND SECRETARIES MEETING**

The WAC Secretary advised the members that the meeting scheduled for Monday 25 February 2019 was cancelled.

The next meeting will be the Pre WAC in advance of the June WAC Meeting and it will take place on Monday 3 June 2019 at 10 am

10. **JCC FINANCE COMMITTEE**

The WAC Chair provided an update.

The last JCC Finance Standing Committee Meeting was held on 22 January 2019.

The value of funds and assets have increased.

The cost of holding Area Committees, conferences and seminars are down, e.g. North Area Committee (NAC) now use the SPF Conference and Training Centre in Dundee rather than a hotel.

Efforts to streamline UK meeting structures led by SPF and Police Federation of Northern Ireland (PFNI) have also reduced costs.

Costs of JCC subject and standing committees have increased, membership of them has increased with more local representatives rather than Chair, Secretary and subject lead from each area.

The overall effect of moving legal entirely in house has saved a six figure sum. Consideration is being given to changing some of the recovery rates for civil cases, they would still be well below industry standards. Legal prep costs generally are not recoverable only actual court costs.

New recruits are still signing up to the voluntary fund with recent intakes hitting 100% sign up. There are slightly lower figures for the Group Insurance.

In relation to member services, some of the insurance providers used are mutual and have indicated that the SPF will be getting a rebate, the figure is unknown. Costings are being looked at for legal drop in clinics for members and also providing a free/subsidised will service. There is no date for this as yet.

Pilots are being set up for free/subsidised tea and coffee for members. Maintenance, overall costs and fair use have yet to be confirmed.

One member asked if any decision had been made in relation to spending the surplus of SPF funds as this matter had been discussed at the previous WAC Meeting.

The WAC Chair explained to the newly elected representatives that the funds from all the separate legacy Federations had been pooled together in 2013 when they merged into the Scottish Police Federation. There had since been discussion in relation to spending/investing some of the money in a way that would benefit the members.

The WAC Chair advised that the matter was still on going and no decision had been made as yet as to how the money should be spent /invested. Any plans would have to be discussed in detail and members would be kept updated.

11. **JCC- LEGISLATION AND REGULATIONS STANDING COMMITTEE**

The WAC Chair provided an update.

The last Legislation and Regulations Standing Committee meeting was held on 22 January 2019. The WAC Chair attended in the absence of the WAC Secretary who was on annual leave. The minutes will be circulated after approval at the next meeting.

The problems associated with the BTP merger into Police Scotland were well known, given the lack of progress in this and the likely change to a dual reporting model rather than a full merger it was proposed that this be removed from the agenda.

Post Legislative Scrutiny

Written evidence has been submitted by the SPF and is on the parliamentary website.

Review of Complaints, Investigations and Misconduct

The General Secretary has met with Dame Eilish Angiolini and has asked for SPF assistance in identifying officers who have experience of the misconduct process. Further engagement is anticipated.

Miners' Strike Review

The WAC Secretary advised that this would mostly impact on Retired Officers and the majority of input would likely be from the Ayrshire and Lanarkshire areas.

Biometric Data

Nothing to report.

12. **JCC- OPERATIONAL DUTIES STANDING COMMITTEE**

The WAC Chair provided an update.

The last JCC Operational Duties Committee Meeting was held on 22 January 2019 and minutes will be circulated after approval at the next meeting.

Discussion was wide ranging and included the following;

Flawed PDC and Promotion Processes

New Detective Training is being delivered via Moodle. Nigel Bathgate the Assistant to General Secretary for Equality (AGSE) is taking the lead for the SPF in monitoring this.

Concerns were raised from a Health & Safety perspective regarding the hours worked during some courses which involved officers working into the early hours of the morning. What risk assessments had been carried out?

One member highlighted lack of training for front line officers. There appears to be some issues over what training is being delivered and what is not.

There was general discussion regarding this and SPF will continue to pursue this matter.

The force are repeatedly putting forward shift patterns for specialist departments that aren't compatible with the Workforce Agreement (WFA)

Matters raised from the West included CID shifts and some creative court duty changes in 'L' Division and 'U' Division. Also discussed was firearms training, ARV driving authorisations, Demands on public order re Brexit and the state of the PO/chemical, biological, radiological and nuclear (CBRN) fleet.

The Chair also advised members that the SPF have attended Force meetings in relation to Demand, Performance and Productivity. This is being looked at in relation to how data is measured, however there is still a lot of work ongoing and updates will be provided to members at future meetings.

There followed general discussion and examples from members on current demands on Officers.

13. JCC CONDUCT SUBJECT COMMITTEE

The last JCC Conduct Subject Committee Meeting was held on 17 January 2019. The minutes will be circulated after approval at the next meeting. An input on the role of the Complaint Handling Review Team at PIRC was given by the head of department, Ilya Zharov.

The National meeting for Conduct Leads took place on 22 February in Dundee. The review of the misconduct process by PSD was discussed and suggestions passed to them by SPF.

The Deputy Secretary conduct advised that figures have dropped but this was likely due to a review of the oldest cases some of which were concluded without the need for a meeting or hearing. The West Area has had a hearing almost every week since the end of January, there is now a break as new investigations are underway. We have experienced an increase in the number of suspensions/ officers on restrictions.

The Deputy Secretary conduct advised that refresher training/ inputs from outside speakers would continue to be provided at the conduct meetings. It is hoped that the newly identified conduct reps will take up the opportunity to observe and carry out misconduct meetings and hearings in the near future. Training is being scheduled once the initial training has begun.

14. JCC - EQUALITY SUBJECT COMMITTEE

The WAC Vice Chair provided an update.

The last Equality Subject Committee meeting was held in Dundee on 29 January 2019 and the minutes will be circulated after the next meeting in April 2019.

Attendees at the meeting received a second training input on 'Understanding Equality', which covered parental leave, dependents leave, flexible working and part time working. Further training will take place at the next two Equality Subject Committee meetings, covering grievances and employment tribunals.

It is hoped that all new and existing Equality reps will also undertake training in Performance Regulations. This follows on from a successful appeal where an officer was dismissed for performance issues, and the appeal was upheld on the grounds of disability discrimination.

The Police Negotiating Board (PNB) working group are considering a submission that officers on maternity leave should be able to claim TOIL, instead of payment, for additional hours worked during their maternity leave. Members will be updated when and if this is agreed.

The Equality, Diversion and Inclusion Group, chaired by DCC Taylor, are still reviewing the outcomes from the Mair Employment Tribunal, and ongoing work on producing new flexible working guidance continues.

The Menopause Awareness inputs, which took place on 15 January 2019, at the Scottish Police College, were very well attended by a cross section of gender and rank, with both police officers and police staff in attendance. The inputs were relaxed and informal, and very well received, with the evaluation comments showing that 100% of attendees had enjoyed the event, had found it to be a good investment of their time, and would recommend the event to others.

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

The Deputy Secretary (H&S) provided an update.

The last JCC Health & Safety Subject Committee was held on 16 January 2019. 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 1st March 2019. 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 16 January 2019 at Dundee, the minutes of this meeting have been circulated. The main items addressed were as follows.

Area Updates

North

The North Area Chair gave an update and said that matters of concern in the North included winter kit/clothing, equipment lists, fleet, vehicle inspections, lack of cleaning in offices, the increase in incidents during arrests and the Euro COP survey. The Vice Chair said he would circulate the link to the Committee and encouraged all to take part.

East

The East Area Vice Chair gave an update and said that matters of concern in the East included remote supervision and authorizations relative to custody. It was noted that a Deep Dive had been held on 19 December relative to custody. He had attended a meeting with Chief Supt. Gary McEwan, PSoS and Supt. Phil Davidson, PSoS who had accepted the report and agreed to look into the matter. The Vice Chair gave thanks to Stephen Clark and Wilkie McCloskey for the work done relative to the Deep Dive.

The Committee also discussed the transportation and storage of firearms and ballistic bags. Stephen Clark had attended a Short Life Working Group (SLWG) on the matter where it had been agreed that a Risk Assessment was required.

West

The West Area Deputy Secretary (H&S) provided an update and said that matters of concern in the West included the amount of ambulance calls to the police and officers being injured by auxiliary batteries in public order vans when they degrade. They also discussed custody and the issue of officers being asked to monitor prisoners on VDUs for long periods of time. It was agreed that the AGSH would write to ACC Paul Anderson on this matter.

The Committee also discussed airwave terminals, the comfort of the earpiece and the lack of battery life. The AGSH asked that any issues with airwave were emailed to him in order that he raises them with Colin Gill.

SPF Health & Safety Updates

Custody Sub Group

This meeting now has a new Chair and was meeting the same day. There was an SPF rep attending.

O.S.D.

This meeting took place on 28 December 2018 and chaired by Supt Beveridge. It was noted that there was no H&S advisor present and there had been no meetings for some time. There was no action logs or relevant reports.

PSOS H&S updates

Force Executive H&S Board

This meeting took place on the 07 December 2018 and is chaired by DCC Fiona Taylor.

Items discussed were outstanding driver training courses – still 2679 officers requiring training , control of noise at work – Business case has been put forward as yet there is still no control measures as such a short life working group will be set up, H&S training for force executive – Due to take place on 27 February 2019 and includes force executive and Divisional commanders, first aid training, fire safety training – still around 900 tasks outstanding, these have been included in the 6 monthly review inspections. , body armour – Safety alert was published to have officers check body armour, should also be done at Officer Safety Training (OST), procurement moving along well due to go to the appraisal stage and the safe transportation of firearms – issues with members and staff transporting seized weapons that have not been made safe and not using ballistic bags. Short life working group set up.

Association of Police Health & Safety Advisors (APHSA)

This meeting took place on 11 January 2019, it is a meeting between Brian Jones AGSHS and James Bertram force H&S advisor.

Items discussed included battery fumes from the auxiliary battery in some of the older public order vehicles, Riddor stats, and the increase in accident stats in relation to assaults at point of arrest, injury during manual handling and injury due to slips, trips and falls.

Uniform/PPE/Officer Safety Training (OST)

The last meeting was held on 19 October 2018, items discussed included body armour, PAVA – 7000 units purchased as a lot were due to expire, Body harnesses – Decision to have harnesses removed and new body armour covers fitted, Snow winter gear (for members who deal with snow gates) – Issues with members being able to get the correct clothing, Non-Binary gender fluid headgear, spotter jackets, individual public order clips and drone teams (funding issues).

Body Armour Group

This group met in November 2018 and December 2019.

Items discussed included Risk assessments were now nearly completed only assessments for Firearms and covert still to be completed.

CID officers wearing body armour under suits - The position of ACC Higgins and the SPF is that officers must wear their body armour when engaged in public facing roles.

Procurement process is well under way with 6 sets of body armour to be tested in Scotland.

Current body armour – Stocks are low but armour will be ordered if the need arises.

Confidence testing – Some sets have been sent for testing.

Musculoskeletal Disorder – The potentially 5% of officers may present with this condition coupled with a desire to have these officers fitted with new lighter armour when procured.

Wellbeing group

There had been no meeting due to number of people due to attend being off sick.
Other health and safety meetings – Joint UK

National Vehicle user group

A meeting had taken place on 14 November 2018

The following items were discussed –

Budget breakdown – Budget of 26 million, fuel takes up 11 million, 1 million on hire cars and 1 million on accidental damage.

There is still some risk assessments required in relation to the fitting of dash cams and sat navs in vehicles. From the capital budget it is hoped to replace 270 vehicles. Current replacement criteria is 5 years or 150,000 miles.

Telematics – system being rolled out.

Force are committed to purchasing the necessary kit to ensure all vehicles are fitted to at least the minimum standard. There will be a new system for weekly checks on the vehicles, this will be computerised and can tell when vehicles not getting checked.

Moodle training on managing incidents on the roads network.

Joint UK H&S Group

This meeting took place at Merrylee house on the 31 January 2019 and was attended by AGSHS.

Training, tactics and equipment working group

This meeting was held in October 2018 and the Vice Chair attended, amongst matters discussed were the amount of work ongoing for Brexit, Pyros (there is issues with this across the country) and the football review (this is being checked for legal points).

Inspections and Investigations

North investigations completed.
One national investigation ongoing.

Since that meeting two accident investigations have commenced and two review inspections, one at Jackton, the other at Rothesay have been carried out.

Risk assessments for temporary place of duty has now been completed.

General discussion took place in relation to body armour and police vehicles.

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

The WAC Secretary provided an update.

The last meeting of PODG was held on 7 February 2019

The stop search Review Group.

Informal feedback is that PSOS is very compliant with code of practice.

In terms of reported numbers, there has been a decrease from 500k down to 25,000/30,000.

Officers on iVPD-

It was reported that two of top nine "vulnerable" victims of hate crime are Police Officers. There were also issues raised regards Authorised firearms Officers (AFO's).

PODG's recommendation not to record officers ID on iVPD will be taken to JNCC.

Half Pay/ No Pay letters-

Recommendation not to auto generate letter. SOP will be updated for 1 April.

An Annual Review will be carried out and acceptance that training is required.

PODG recognised inconsistencies. This ties in with Scheme of delegation work raised by SPF and that ACC Speirs is progressing.

ACC West

Mark Roberts Review- Operationally PSOS is very fit for purpose.

There were a few recommendations regarding Command Continuing professional development (CPD).

Matters of discussion included;

FOCUS

Glasgow as a template for policing football across the country - FOCUS gets a good report and will turn into a policy and procedure for PSOs and intel unit e.g. mirroring UK Football Policing Unit. The report states that we are doing too much and the Clubs need to do more. Cost recovery has to be revisited

Safety Advisory Groups.

Local Authorities are issuing site visits without proper assessment.

Temporary Traffic Regulatory Order should be Club/ Local Authority led.

Fans against Criminalisation have refused to contribute to report so can be ignored.

Compliance

There is a call for overarching Government Sport safety authority to ensure compliance.

A good example of this is Peterhead temporary stand for Rangers which is something that would never have been passed in most Local Authorities but was in Aberdeenshire.

Other matters of discussion included.

ACC Prof & Assurance

A plea for additional PIRC pressure from SPF. Assurance that there was.

We will only retain 50 High Risk SOPs. Accessible useful Toolkits will be issued instead.

ACC Crime Intel

Brexit

A major crime plan is being pulled together.

Allard- There has been a final check on figures.

ACC Events- Chief Superintendent Sharon Milton

Events

CPD being developed further

Looking at resourcing of events taking a national overview

CID Shift patterns – This was agreed by West.

Mass Activation of Resources activation testing is ongoing. The SPF Deputy General Secretary is involved.

Events organisational learning is being looked at.

ACC North- Andrew Todd

It appears that sickness data is not being shared with SPF. An update in relation to this is requested.

HR

Modified and restricted Duties- A review has to be undertaken.

Postings Panel - processes to be looked at. Highlighted delays impact on IHR delays too.

The Force have identified that there are 209 non EU employees within Police Scotland, the employment conditions of whom will have to be taken into consideration.

SPF

Nicky Page, HR Department –Colour Blindness issue to be discussed and Driving licence entry criteria success to be reviewed.

Escalation

The iVPD issue has to be escalated to JNCC

One member asked if there was any update on the roll out of Taser trained Officers and was advised that this will have to be re-evaluated first.

17. LOCAL POLICING COMMANDERS MEETING (LPC)

The WAC Deputy Secretary (H&S) provided an update on the following:

PSD

Detective Superintendent McLuskie informed the meeting that in terms of times for dealing with complaints the West area was sitting better than the other areas. She highlighted that some of the Conduct matters which come through PSD should have been kept at Division and that some should only be performance issues. This was put down to Supervisors being nervous about who to submit the reports to.

The Chair highlighted that the reporting times still require to be improved.

There were still issues being highlighted in relation to PIRC attending to speak to officers especially in relation of the length of time PIRC are taking in noting statements.

ICT

Andrea Wiffen, informed the group that the ADELE project is still being rolled out with SPNET now the biggest server for signing on with around 3500 users. This should be rolled out to west areas by July 2019.

A new NATNET broadband being supplied by BT is still ongoing and being tested. This had caused some minor problems with VIPER but these should be resolved.

Finance

Nicola Challis, finance Officer provided a verbal update and informed the group that the finance paper would be circulated.

Q3 – Full review of budgets- this currently shows a £378k overspend as it includes Operation Roll costs, without those costs there is a £164k underspend.

Overtime budget looks to be around £1,283,000 overspend including operation Roll costs.

There was an increase in the costs for accidental repairs, up to December is at the same cost as the whole of last year.

Campus officers and Football should provide for an extra £61k coming in.

Chief Superintendent McNulty raised a point that since the accidental damage budget has become the responsibility of the Divisional Commanders, older bumps and damage which had previously not been repaired were now being repaired with the division being billed for the cost. A discussion then took place with the Divisional Commanders highlighting that for some of the budgets now under their control they cannot estimate or cut back on the costs. (Accidental damage and interpreters being examples provided).

People and Development

Elaine Williamson, HR Business Manager circulated an update to the group prior to the meeting.

The people strategy/people plan should be completed by the end of January 2019.

Attendance management currently sits at 4.7% for police officers.

For 2018/2019 there have been 89 Ill health retirals.

The force have completed 26% of personal development conversations which were due to be done by December 2018. It is anticipated there will be a new PDC in place for April 2019.

There are Currently 10 Grievances (9 officers, 1 staff). 4 in 'L' Division, 4 in 'Q' Division and 2 in 'G' Division.

There were currently 120 Temp ranks for the west area. The chair confirmed that any true vacancies identified should be filled.

The Chair informed the meeting that in regards to the promotion process for Superintendents, it was agreed that A.C.C's have been asked to chair some of the panels to assist the D.C.C's to allow for an additional 4/5 panels.

Elaine Williamson informed the meeting that some national areas had set up people boards. This was discussed but decided not to be appropriate as those present already attend this meeting and regular S.M.T meetings.

Federation

The WAC Deputy Secretary (Conduct) highlighted the recent issues in 'L' Division (Oban) with resourcing issues due to the number of night shift officers cited for court and having to backfill.

Chief Superintendent Hendren updated that she had had no contact regarding this from the Federation, however was aware of the situation and had asked for a Chief Inspector to liaise with the Procurator Fiscal.

In respect of a solution, Chief Superintendent Hendren stated that officers would have to work in that area in a temporary basis and be put up overnight. The Chair stated that costs be submitted to him and that officers who are attending should be volunteers in the first instance.

Criminal Justice

Chief Inspector Hutton updated that 40 staff have started at Jackton. 25 will be based at London Rd. and 15 at Dundee.

There will be a productions team based at Partick to look at how productions are lodged and retained.

The planned redesign work for London road Police Office has been put back due to a funding issue. It is unknown when this work will now start.

Communications

David Hodgson updated that there had been 811 media enquiries and 115 press releases. A digital only campaign has started.

Safer Communities

Superintendent John McKenzie provided an update on the missing person's app. There have been a small number of issues in relation to scope and Moodle training, it should go live soon. Roll out for the West is expected to be 20 March 2019.

Stop search overview should be getting moved back to division. This is currently being trialled in 'L' Division.

Drug deaths for 2018 is expected to be 1050 meaning we will have the highest recorded drugs death in Europe. A working party has been set up regarding this.

The Scottish community network is looking onto the disparity of funding for public space CCTV for the West area compared to other areas.

Exceptional reporting updates

'L' Division – Looking to do a National CIA for an upcoming trial.

'Q' Division – C.I.D shifts nearer to being agreed.

There was nothing for the other Divisions. (Chief Superintendent McInulty had left the meeting prior to this section)

Performance

The Chair updated that the next Tasking meeting was next Thursday. Early figures show a rise in Robberies, Rape and group 2 crimes.

Health and Wellbeing

The chair advised that he is arranging a health and safety meeting.

A.O.C.B

The funding for 2019/2020 is expected to be less than this year.

The Chair advised there had been an executive review and the number of ACC's is likely to reduce from 9 to 8.

The Chair advised that a football report has been sighted and is being checked for factual accuracy. No timings as yet for publication.

The Chair informed the group of the tragic loss of a serving officer from 'Q' Division. Chief Superintendent Waddell thanked the federation for their assistance.

The next meeting will be held on 26 February 2019 at London road Police Office.

The WAC Secretary reported on the following:

The last meeting of the West area commanders meeting was held on Tuesday 26 February 2019 at London Rd PO, matters covered were:

ACC Higgins confirmed that CS Hazel Hendren is to move to G Div, with CS Alan Murray to K, the L vacancy to be filled by newly promoted Chief Superintendent once through the process.

Mobile Working Update from Superintendent Stevie Dolan

The main contractor for the network will be EE with Motorola. Pronto and Blackberry will be the sub-contractors providing back up software and hardware

The device will be Samsung Galaxy Note 9 with Otterbox case and Bluetooth keyboard and printer, the device is regarded as one of the best in the marketplace. This package and case were what cops said that they wanted. The Otterbox will be a clip-on case to body armour/vest.

Phase one the Target audience Response, CPT and Traffic/OSD

SPF had raised concerns over storage as taking the device home was the first choice, this was not supported by us and the device will be stored and charged in current airwave lockers, chargers will be fitted to response/operational vehicles.

All functionality except some SCOPE functions

Rollout will take place in North first then after north to G div this was chosen due to the need to replace old PDAs. Funding assumption is that that rollout will be complete by March 2020.

Training will require two days. This will consist of one day online and one day in the classroom. Divisions so far in North are nominating 8 trainers each. The intention is that the training will be done locally.

PSD

No update was provided and no representation.

ADEL- An update was provided.

It will be June 2019 before PDAs currently issued in 'G' Division get switched off. A paper was passed with details of switch off and scheduling.

Campus officers at 'G' Division due to get laptops/surface PRO tablets. This was queried as Officers are due to get Samsungs in September? This is being looked at.

Finance

An update was provided by Nicola Challis, Finance Officer.

There is an underspend and everyone has been urged to spend allocated budget in order that there is no loss in the form of reduction in proceeding budgets. Partner agencies who will provide external funding do sometimes allow for funds to be carried over.

DCC overtime budget has now been taken away to spend on recruiting new officers. So no rebate for Op Engagement etc.

2019-20 budget

An update was provided by Nicola Challis, Finance Officer.

£4million of savings to be identified for West.

Chief Superintendent Brian McNulty highlighted that 'G' Division did not get confirmation that Transmit would be funded until after it had already been resourced. Discussion took place regarding funding of events in relation to the 91 days.

People and Development

Elaine Williamson, HR Business Manager reported that there was no major issue with absence figures. All below 5% trigger.

The Promotion process for Police Constable (PC) to Police Sergeant (PS) will commence in March.

HR policy hubs are close to going live.

SOPS that relate to matters of HR are under review and a better product sought. West Area have requested to be included in consultation.

The new PDC coming in on 2020.

The divisional suggestion scheme regards the additional pool of money is close to closure and suitable ideas will be supported.

Resource Management

Carol Thomson, Resource Manager reported that Price Waterhouse Coopers have been contracted to map out SCOPE transactions and processes. They aim to come up with ideas and accurate activity analysis

Unicorn

Draft plan is sitting with ACC Higgins

The service are going to use page 1 software to get messages out to Officers up to 3000 at a time with a single message. The system has yet to be tested.

CJSD

Phase 1 Kittybrewster

Phase 2 London Rd Kilmarnock

The following matters were discussed

- CJ hubs and backfill
- Custody Sergeants – Issues with recruiting and no applications from West
- Safer Communities
- Developing GPS product for dementia sufferers, -£50k identified hope that they will allow a quicker detection of high risk missing persons.
- CAV/Days of Action SPA Engagement

ACC Higgins has informed Divisional Commanders that everything should go through him and the Chief Constables Office before there is direct engagement or access to SPA.

Divisional Updates

'Q' Division CAM to go live and 35 engagements to be planned with staff.

'L' Operation Arpeggio trail result.

Performance

There has been a huge increase in the West in relation to Robbery and Attempt Murders.

Stop Search is up with the exception of 'G' Division.

Control/review of stop searches back

Missing Persons

27000 MP reports 11000 were repeat

5 MPs accounted for 296 separate reports

ACC Graham getting figures together

AOCB

Kate Frame (PIRC) is leaving her post as commissioner of PIRC.

Cargo Trousers have been approved. The new wicking tops will have one sleeve with Police Scotland in English and one in Gaelic.

CID review- DCS McLaren doing review of CID establishment.

Football Review

This was generally positive for police in the West. There was criticism of local authorities and safety advisory groups, one of the big issues raised previously was temporary stands. The introduction of a national body under legislation is the likely route to address this.

The next meeting will take place on 25 March 2019 at Govan.

One member asked if there was a budget to convert airwave lockers in respect of the new PDA's. It appears that there will be no issues with fitting in lockers as this has been tested. Officers will not be permitted to take devices home with them. Officers should report to their office prior to attending events.

18. MOTIONS

There were no motions

19. CORRESPONDENCE

There were two items of correspondence;

26.2.19 – Email from Damian Kane re resignation.

26.2.19 – Email from Joe Thomson re resignation.

20. COMPETENT BUSINESS

The following matters were briefly discussed

SPF Training – Members were advised that dates are being allocated to all reps who still require training. Dates will be spread over 2019.

Duty Time – Members were reminded that all meetings are duty time and as such, members should be in attendance. Any issues should be raised with Merrylee House.

Conference – General discussion regarding conference questions, attendance, security etc.

Members were advised that consideration was being given to extending the WAC Meetings to 2 days, twice per year. The purpose of which would be to hold training on the first day. The intention would be to hold the first day at Merrylee House which will keep cost to a minimum. Members agreed to this proposal and the WAC Chair and Secretary will report back.

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 6 June 2019.

Paul Connelly

Chair

Gary Mitchell

Secretary



SCOTTISH POLICE FEDERATION Constables' West Area Committee

Ref: MH/LW

Minutes of the West Area Constables' Committee Held in the Glynhill Hotel, Renfrew on 28 February 2019

1. Opening of Meeting

Campbell Smith opened the meeting in the absence of the top table.

2. Minutes from previous meeting

Minutes were approved by Adam Pepper and Eddie Mather

3. Committee Vacancies

Voting took place to elect new Chair, Deputy Chair, Secretary and Deputy Secretary. One nomination received from Campbell Smith for the role of Chair, he was approved for the role without standing in election.

One nomination received from Gemma Mazur for the role of Deputy Chair, she was approved for the role without standing in election.

One nomination received from Marketa Hola for the role of Secretary, she was approved for the role without standing in election.

One nomination received from Paul McWhinnie for the role of deputy Secretary, he was approved for the role without standing in election.

Congratulations to all who put their name forward.

Voting took place with regards to 1 full time vacancy for JCC, nominations were received from Lorna Hogarth and Adam Pepper, voting by show of hands was agreed. Lorna Hogarth received 5 votes and Adam pepper received 7 votes, therefore Adam Pepper duly elected for his role on JCC board.

Reserves on JCC were also available. Each post received only one nomination, therefore there was no need for election. Those who were nominated and approved are Lorna Hogarth, Craig Fraser, Dougie Chalmers and Eddie Mather.

One position on Benevolent fund was available. Kenny Kean has been nominated with no one else standing against him, therefore Kenny was elected without voting taking place.

4. **Matters Arising**

There was nothing to report rank specific on Pay and Allowances, shifts, health and safety, equality, ops and conduct. There was nothing rank specific on JCC report either.

5. **Correspondence**

No correspondence received.

6. **Motion(s)**

One motion was proposed, however not being taken forward, it was with regards to an App for SPF website.

7. **Any other business**

A number of officers have their body armour plates examined and found to be faulty. officers are then under pressure to go out using same plates as the new ones are not immediately available. Also officers are given wrong size plates as they are the only ones available in attempt for them to be deployed. There will be no new covers for the current body armours, new covers will come with new body armours and should include pockets.

8. **Date of next meeting and closure**

The next meeting will be held on 6 June 2019. The Chair closed the meeting and thanked the members for attending.

Campbell Smith
Chair

Marketa Hola
Secretary