



Minutes of the People Committee held on Tuesday 14 November 2023 via MS Teams.

Board Members present:	Fiona McQueen (Chair) Paul Edie Tom Halpin Alasdair Hay Michelle Miller
Board Member apologies:	Nil
In attendance:	<u>Scottish Police Authority</u> Chris Brown, Deputy Chief Executive (Resources) Jackie Kydd, Workforce Governance Lead John Maclean, Workforce Governance Lead Darren Patterson, Head of Workforce Governance Karen Morgan, Governance Support Officer <u>Police Scotland</u> Peter Blair, Head of Strategic Workforce Planning Katy Miller, Director of People & Development Kirsty-Louise Campbell, Head of Strategy, and Innovation <u>Staff Association and Trade Union Representatives</u> David Threadgold, Scottish Police Federation (SPF) David Malcolm, Unison Chris Sewell, Association of Scottish Police Superintendents (ASPS)

1.1 CHAIR'S OPENING REMARKS

Fiona McQueen welcomed everyone to the meeting which was being held using MS Teams.

Attendees were reminded that, after each paper had been presented, Authority Members would be able to ask questions and thereafter Staff Association and Trade Union colleagues would be invited to provide any perspectives they feel would be helpful to the discussion.

1.2 APOLOGIES

There were no Member apologies to note.

1.3 DECLARATIONS OF INTEREST AND CONNECTIONS

There were no other declarations of interest or connections.

1.4 DECISION ON TAKING BUSINESS IN PRIVATE (ITEM 2.2)

In accordance with paragraph 20 of the SPA Standing Orders, the Committee agreed to consider item 2.2 on the agenda in private.

STRATEGY, POLICY, AND PLANNING

2.1 STRATEGIC WORKFORCE PLAN CLOSURE REPORT AND HMICS RECOMMENDATIONS

The purpose of this report was to provide the Committee with an update on the status of recommendations from the HMICS inspection and a closure report for workstreams of the previous iteration of the Strategic Workforce Plan. In addition to the written report the following was discussed.

- Members considered a summary of the report which was provided by the Director of People & Development (P&D).
- The Chair noted that HMICS had suggested a move away from focussing on the number of warranted officers as a target and requested further detail on how this will be addressed.
- The Director of P&D advised that Police Scotland have a commitment to provide 16600 officers and the new Strategic Workforce plan will seek to address the situation regarding warranted and non-warranted officers. This plan seeks to be clear on the skills, services and profiles of staff and officers.
- Members were advised that the current budget position poses significant challenges around where resources should be placed and ongoing activity is required in this area, particularly in engagement with trade unions and staff associations.
- Members asked how workforce flexibility and workforce mix will feature in future iterations of the plan. The Director of P&D

confirmed that the strategic workforce plan will iterative and over the next 12-18 months the Committee will witness the plan maturing and more detail on this topic will be included.

- The Chair asked what consideration is being given to evidence and research on the health impact of colleagues with regards to shift pattern changes, including consideration of any negative impacts.
- The Director of P&D advised that the wellbeing of the workforce is a significant theme in the new People Strategy and as well as the impact of shift patterns, there will consideration given to the impact of cancelled annual leave, rostered rest days, and the requirement to understand the total availability of the workforce, which will also include those on annual leave and sick leave.
- With regards to shift patterns, Police Scotland confirmed that the Workforce Agreement ensures that shift patterns go through a robust process, including a fatigue index, before being implemented along with trade unions and staff associations consultation.
- The Chair requested that a briefing paper be provided to Members on the consideration of the evidence and research undertaken regarding the health and wellbeing impact of shift patterns on colleagues.
- Colleagues from the SPF and Unison provided their insights in relation to the discussions and commented on their experience and understanding of the topics discussed.

Members noted the report and agreed the following action.

PEOPLE-20231114 -001 – Police Scotland to provide a briefing to Members that provides the consideration given to evidence and research regarding the health and wellbeing impact of shift patterns on colleagues.