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SCOTTISH POLICE
AUTHORITY
ÙGH DARRAS POILIS NA H-ALBA

SPA People Committee Rolling Action Log

Action No	Action	Action Owner	Status	Expected Date of Completion	Update/Comments
COMMITTEE MEETING 30 MAY 2024					
PC – 20240530-001	Injury on duty: A deep dive of staff and Officer injury on duty to be undertaken, with outcomes provided to the Committee.	Director of People and Development, Police Scotland	OPEN	29 August 2024	19.08.2024: It has been agreed that some further insights and analysis on the causal reasons for individuals entering the IHR/IOD process is sought in the first instance rather than a deep dive session. A briefing paper has been tasked with a view to sharing this with Members ahead of the next committee in November and a session will be arranged to discuss these insights and analysis. PROPOSE ONGOING
PC – 20240530-002	Operational Base Levels: Members to be provided clarity on the definition of OBL and the impact of the workforce not being to take annual leave as a result of it.	Assistant Chief Constable, Operational Support	OPEN	29 August 2024	19.8.2024: Briefing note circulated to Members with committee papers. PROPOSE TO CLOSE

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PC – 20240530-003	Operational Safety Compliance Levels: Further detail on operational safety compliance levels to be reported to the next meeting.	Head of Learning, Training and Development, Police Scotland	OPEN	29 August 2024	19.8.2024: Briefing note circulated to Members with committee papers. PROPOSE TO CLOSE
PC – 20240530-004	Officer Driver Training: Progress update on driver training to be provided to the next meeting.	Head of Learning, Training and Development, Police Scotland	OPEN	29 August 2024	Verbal update will be provided at Committee.
PC – 20240530-005	Learning and Development: Future reports to include evidence of outcomes of mandatory and statutory training.	Head of Learning, Training and Development, Police Scotland	OPEN	29 August 2024	19.8.2024: Briefing note circulated to Members with committee papers. PROPOSE TO CLOSE
COMMITTEE MEETING 28 FEBRUARY 2024					
PC – 20240228-001	Workforce Report: Future reports to include further details on absence.	Director of People and Development, Police Scotland	OPEN	30 May 29 August 2024	09.08.2024: It has been clarified this is a request for the range of absence rates by division to be included in future reporting. This request is acknowledged however, there is a need to explore the nuances we see around attrition rates, grievances etc so that we can start to see the holistic picture within specific areas rather than isolated absence figures. Internal discussion is currently taking place with a view to providing this information in future reporting.

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PC – 20240228-002	Forensic Services People Update: Future reports to detail outcome measures to provide evidence and assurance.	Chief Operating Officer, Forensic Services	Open	29 August 24	<p>17.05.2024: Forensic Services and SPA Corporate working together to develop plan for reporting, considering Committee workplan.</p> <p>Agenda item 2.2 on 29/08.</p> <p style="text-align: center;">PROPOSE TO CLOSE</p>
COMMITTEE MEETING 27 NOVEMBER 2023					
PC – 20231127 - 004	Sex Equality and Tackling Misogyny: Police Scotland to ensure performance measures capture all the activity in progress and evidence of impact	ACC Emma Bond	Open	<p style="text-align: center;">28 February 2024</p> <p style="text-align: center;">30 May 2024</p> <p style="text-align: center;">29 August 2024</p>	<p>21.2.24: The information that has been requested is included in the report which has been provided. At future meetings, a more focused update around performance and workstream activity can be provided with analytics to support the data being presented. Lessons learned and workstream highlights can also be made available to the group.</p> <p>28.2.24: High level workforce metrics in terms of representation, have been looked at to identify initial key areas of focus to respond to the survey data and drive SETM activity. Within Policing Together, work remains ongoing to establish a 'Culture Dashboard' enabling key metrics to be tracked and accurately reported on. The wider metrics which the P+D workforce data will bring, is anticipated to provide effective and reliable data (as per Director Millers update) and will be used to drive areas of focus for SETM.</p>

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					<p>In areas of interest, particularly around Police Scotland’s Professional Standards Department, the alignment of data from different systems is ongoing to help understand any specific trends which may be linked to SETM. It is recognised that some performance indicators may not be suitable for inclusion on an automated report; therefore, this data may have to be reported separately or changes made to the reporting algorithms.</p> <p>It is also recognised that the paper should illustrate the progress of SETM and provide evidence of impact. Whilst the dashboard is still very much under development, reporting of data will be fed through the Policing Together Oversight Board with key updates being brought to the People Committee as part of those updates. This reporting will endeavour to evidence the progress which is being made in the SETM space.</p> <p>19.08.24: Agenda item 2.2 on 29/08.</p> <p>PROPOSE TO CLOSE</p>
PC – 20231127 – 005	Health and Safety: Police Scotland to report back to the committee on the progress made to fully implement the use of Surefire earplugs and considering the associated risks if not implemented	Health and Safety Manager, Police Scotland	Open	28 February 2024 30 May 2024	<p>21.2.24: Sure-Fire is being monitored as Organisational Risk, with the rollout ongoing. A full update is provided within the Q3 Report.</p> <p>28.4.24: Further detail on sure-fire to be provided in future reports.</p>

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				29 August 2024	<p>19.08.2024: An update on Surefire has been provided in the Health and Safety Report Q1 2024-2025 at item 4.1</p> <p>PROPOSE TO CLOSE</p>
COMMITTEE MEETING 14 NOVEMBER 2023					
PC – 20231114 - 004	Target Operating Model: Police Scotland to share the draft one-page Target Operating Model with PC Members	Chief Digital Information Officer, Police Scotland	Open	<p>28 February 2024</p> <p>30 May 2024</p> <p>29 August 2024</p>	<p>21.2.24: The draft Target Operating Model has still to progress through internal governance and be signed off by the Force Executive, after which it will be shared with SPA PC members.</p> <p>21.5.24: Development of our current and target operating models continue – Mapping of current and future services is being progressed in both operational policing and Enabling functions. As it stands, we have draft products at various levels going through review and consideration across a range of workstreams under the guidance of DCC Connors via Operation Evolve. It is expected that final products will be ready in Oct, with various versions coming online from late June onwards.</p> <p>Sharing and surfacing of these products as they develop will occur at the relevant points – August is a likely achievable date for the sharing of current operating model on basis it will have been through internal scrutiny and review by then.</p> <p>19.08.2024: This is on track for October 2024.</p>

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					<p>The organisations TOM is in final stages of drafting under the Op Evolve workstream and will need to go through force executive sign off and review ahead of being shared more broadly.</p> <p>The current operating model (COM) has been finalised and is available if this is of interest to members as it has the same structure as the TOM but represents the as is position.</p> <p>PROPOSE ONGOING</p>