

T: 0300 244 4000  
E: scottish.ministers@gov.scot

Margaret Mitchell MSP  
Convener  
Justice Committee  
Room T2.60  
Scottish Parliament  
Edinburgh  
EH99 1SP  
justicecommittee@parliament.scot

11 May 2020

Dear Margaret,

### **Follow up to the Virtual Justice Committee meeting of 23 April 2020**

I am grateful to the Justice Committee for the opportunity to engage with members in the virtual meeting, and for the approach that it has taken in responding to this difficult situation. I recognise that even, perhaps especially, in times of a public health emergency it is hugely important that parliamentary scrutiny and accountability continue. I have been very clear that scrutiny of justice policy is welcomed and assists greatly in drawing up reasoned conclusions on a range of justice matters, and I am keen to continue to work with the Committee in that spirit.

I have set out below the information you sought in your letter of 27 April, for clarity and ease of reference this is under the headings you identified.

As we continue to adapt to the changes to the conduct of parliamentary business, I look forward to on-going and regular engagement with the Committee on the whole range of justice matters.

Finally, I would like to express my gratitude to all those in the justice agencies who are supporting the operational response to tackle the significant challenges that have been raised by the Covid-19 outbreak.

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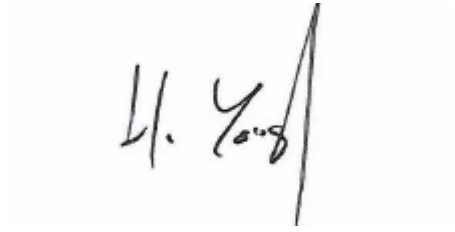


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Yours sincerely,

A handwritten signature in black ink, appearing to read 'H. Yousaf', written on a light-colored background.

**HUMZA YOUSAF**

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## The Police Service

In addition to their quarterly performance reporting, Police Scotland are working towards publishing weekly updates of data on key topics, including recorded crime, coronavirus legislation intervention activity and staff absences. The first of these bulletins was published on Wednesday 6th May.

The Scottish Government recognises the importance of testing for key workers, including the police, to enable them to get back to work as soon as it safe to do so. We have been working with Police Scotland since early April to facilitate access to the UK Testing Programme which includes drive through testing facilities at Glasgow, Aberdeen, Inverness, Edinburgh and Perth. The Scottish Government is engaging with Police Scotland to consider what regular proactive publications we can support. We are also working to better integrate the NHS testing data with the data from UK Government testing centres in Scotland - including data on the number of police officers and staff tested. For the period from 06 April to 29 April 2020, I can confirm that 832 Police Officers & staff have had a COVID-19 screening test. The Committee will be aware that the Scottish Government has expanded access to the UK testing programme to include all symptomatic key workers, workers who have to leave home to work and over 65s (and symptomatic household members). However, we will ensure that Police Scotland continue to get priority access to this testing. I therefore trust that this provides reassurance to the Committee that police testing is recognised as important and will continue so long as is necessary.

Police Scotland have confirmed that from mid-March to 29<sup>th</sup> April 2020, Police Scotland's absence levels rose to higher than normal rates until the end of March. Since this date, they have steadily reduced and are returning towards absence levels closer to those seen in 2019. As of 29<sup>th</sup> April, Police Scotland currently have 1815 officers and staff absent, 1007 of these are COVID-19 related. This represents a total absence rate of 7.7% for the organisation overall. Although Police Scotland is reporting higher absence levels, due to officers and staff with symptoms or self-isolating, resources have been re-aligned, absences have reduced and frontline service delivery has been maintained. Operational capacity has been maintained, and although there was a peak of absences at the end of March 2020, absences are now decreasing. Police Scotland has reported that with normal abstractions (such as attendance as witnesses) reduced and other actions - they have had more officers available for duty than usual.

I am in regular contact with the Chief Constable where we discuss Covid-19 related issues, such as PPE. Although I met with the SPF on 10 April, the detailed discussions on PPE referred to in my evidence were with Police Scotland, rather than the SPF. The SPF has a right to raise Health and Safety issues with Police Scotland and the concerns they have raised have been fully considered by Police Scotland through their Health and Safety meetings. Police Scotland are currently holding health and safety meetings three times a week, to keep PPE and all other health & safety issues in relation to their COVID-19 response under review. Representatives from the SPF, the other staff associations and Unions (Unison & Unite) are members of the meetings, to ensure their views are fully taken into account and addressed.

### *John Scott Review*

Everyone involved in the Independent Advisory Group is aware of how members of public can raise matters with Police Scotland as complaints, if that is what they wish to do, and this will be signposted clearly on the IAG web area within the SPA website. All engagement,

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assurance and scrutiny work in relation to Police Scotland's activities in relation to Covid-19 will need to bear this in mind and inform people appropriately, and I am confident that they will do so.

Anyone who makes a complaint – whether during this Covid-19 crisis or not – is routinely informed by Police Scotland about what they can do if they are dissatisfied about how a complaint has been handled, and that includes making them aware of the role of the Police Investigations and Review Commissioner (PIRC) and of the Crown Office and Procurator Fiscal Service (COPFS). The important independent aspects of this system will be robustly maintained as usual, regardless of ongoing scrutiny and engagement activity around Covid-19.

## **Personal Protective Equipment (PPE)**

### *Police Scotland*

On PPE, Police Scotland have confirmed it has a current supply of relevant Personal Protection Equipment for dealing with suspect Covid-19 cases and are liaising directly with suppliers and via the Scottish Government's cross-sector PPE working group to ensure a continued supply of relevant PPE to support officers in their duties. Training for officers with regards to PPE has now been increased across the country with specific roles being prioritised in the first instance. As of 05 May, 10,553 police officers and staff have been trained and fitted for appropriate PPE, with a further 284 undergoing training.

Police Scotland distributed revised guidance that advises officers to risk assess whether or not to use a surgical mask for routine policing activities where there are no symptoms or other indications of Covid-19 but where it may be difficult to apply social distancing measures. If there is a requirement for police support at an incident of suspected or confirmed COVID-19, wherever possible trained officers in full PPE kit will be deployed to attend.

Where solicitors are meeting clients in police stations for interview, in the first instance, the suggested approach would be to ensure that social distancing takes place. Police Scotland have issued guidance on how it intends to operate within police stations, available at <https://www.scotland.police.uk/assets/pdf/340047/341626/interviewing-accused-persons-during-coronavirus?view=Standard>. Discussions will continue with stakeholders on whether additional arrangements are required to ensure adherence to social distancing guidance.

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## SPS

The prison service has confirmed that it has secured a sufficient level of PPE for SPS, health staff and for GeoAmev custody officers to support public health protocols in custody and for the transfer of people between custody. They are keeping supply chains under close review to ensure ongoing re-supply across all locations.

Both the SPS and Prison Officer's Association for Scotland have confirmed that staff have been provided with the appropriate PPE, information on how and when to use it, and how to keep themselves and people in SPS's care safe. Guidance endorsed by the Community Union on the use of PPE and hygiene protocols has also been issued to GeoAmev staff.

## Community Justice

Community justice includes a range of services and organisations, including through justice social work, health and third sector as well as all community justice statutory partners. Statutory roles in relation to supervision of offenders is the responsibility of local authorities which are delivered by justice social work.

Guidance has been published on safe and ethical practice for social work during the pandemic, which provides specific guidance on home visits and other face-to-face direct contact with service users and use of PPE. This can be accessed at:

<https://www.gov.scot/publications/coronavirus-covid-19-social-worker-guidance-on-safe-contact/>

Where there is a need for home visits and direct contact with service users and their families, to provide support, prevent significant harm and/or to fulfil a statutory duty, visits should be risk assessed and planned in advance, taking account of local guidance and the public health guidance. In addition, justice social workers and other community justice front line workers are classed as keyworkers and should all be able to access PPE equipment via local Hubs in all local authorities when PPE is required.

## G4S

G4S have instigated new protocols around visits to take account of the impact of Covid-19, including on those who may be self-isolating.

Hygiene protocols are in place and PPE, including face masks, gloves and hand gel, has been provided to staff.

The latest advice from HSE Scotland has been followed by G4S and if there are any changes or further requirements from HSE they will be reviewed so a view can be taken on how they will be implemented



## SFRS

SFRS is not experiencing any significant issues with providing its staff with the PPE they need to keep our communities safe. Like all other organisations, the supply chain for Covid-19 related PPE has had its challenges but SFRS are working closely with Scottish Government Procurement, the National Fire Chiefs Council and other partner organisations, in addition with manufacturers and suppliers directly to ensure that it can be adequately re-supplied.

## Victims Organisations

PPE for victims organisations has been raised in a number of forums: including the Victims/VAWG weekly Covid Conference Call and the COVID Justice Board Sub-Group. Victim Support Scotland has been nominated as a third sector representative to advocate victim organisations' interests at the Sub-Group and, more specifically, to collate any concerns or requests in relation to PPE. To date there has been no issues highlighted from Victims Organisations regarding PPE or expressing a difficulty in accessing PPE through existing routes of supply. We understand this to be because the vast majority of services for victims are being delivered through digital means or over the telephone. Officials are in weekly communication with these organisations with the standing invitation that if any issues arise they will be highlighted through either of these established channels.

In relation to testing for key workers, it may be helpful to note that the take up for key worker status from victims support organisations has not been high. We understand that, as a policy, most appear in favour of keeping childcare placements for those on the frontline. Most organisations remain committed to protect their staff, and indeed victims, by adhering to work from home policies which ensures that face to face contact is avoided. We have supported key organisations to do this by providing over £1.5 million to Scottish Women's Aid and Rape Crisis Scotland to cover the costs of infrastructure support, hardware costs, IT costs for the helpline, telephony costs and additional staffing.

The test is only guaranteed to be accurate if someone is symptomatic and is currently targeted at those key workers who are self-isolating because they are symptomatic, or have household members who are symptomatic, to help enable critical workers to return to work as soon as safely possible. Key worker testing is a live issue and as such, we will continue to monitor whether there is any evolving interest in taking this up within this particular cohort.

## COPFS

PPE equipment is required by the National Ultimus Haeres Unit (NUHU), which is part of the Crown Office and Procurator Fiscal Service (COPFS).

Where a person domiciled in Scotland dies without leaving a will and has no known or traceable heirs, then their assets (such as land, buildings, shares and cash) fall to the Crown in Scotland as ultimus haeres (literally meaning "Last Heir"). The Crown Agent, in his capacity as Queen's and Lord Treasurer's Remembrancer, is responsible for ingathering those assets; and NUHU are responsible for administering this process on his behalf.

Where possible qualifying deaths are reported to NUHU, NUHU will try to trace any relatives of the deceased. Where the deceased was either living at home, or admitted to hospital from home, NUHU will carry out searches of the deceased's property to find any relevant information that may help trace relatives. The work of NUHU is essential during the Covid-19 outbreak, since it helps to ensure that families who may be isolated from the deceased are

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informed as soon as possible of a death. The Covid-19 outbreak has not, to date, had a significant impact on the number of cases dealt with by NUHU. This position may be subject to change.

All NUHU staff carrying out searches require to wear PPE. Sourcing PPE has been challenging. NUHU currently have sufficient PPE resources for the next 3 months.

### **The Scottish Prison Service**

Regulations on Emergency Release were laid in Parliament on Monday 4 May. My letter of 1 May to the Convener responded directly to the Committee with the further information it sought in relation to prison release, including with reference to the eligibility criteria for consideration for early release and statutory exclusions, the operation of the governor's veto and our engagement with local authorities and other partners to ensure effective planning and preparation for the release of prisoners into the community.

The Committee asked about arrangements for monitoring the human rights and well-being of prisoners during the current pandemic. Her Majesty's Chief Inspector of Prisons for Scotland has recently implemented a remote monitoring framework and inspection liaison visits to provide independent scrutiny of the response to COVID-19 in prisons against standards of care and treatment. The revised framework is consistent with the Council of Europe's Committee for the Statement of Principles for COVID-19 in places of detention and WHO guidance and Health Improvement Scotland will also be invited to participate in the liaison visits. I will continue to have regular dialogue with the Scottish Human Rights Commission and Scottish Prison Service on human rights issues in response to COVID-19 including use of the amendments to the Prison Rules. I recently met with them on 7 May.

### **The Scottish Courts and Tribunal Service**

The Scottish Courts and Tribunals Service (SCTS) has been working with (and is continuing to do so) the judiciary, court staff, the Law Society for Scotland, and Faculty of Advocates to identify how to extend civil business including in the sheriff courts, and the Court of Session through remote and digital working. It acknowledges that the present arrangements may be frustrating, but it considers the safety of court users and court staff to be of paramount importance.

A link to the updated business list of civil business being dealt with by SCTS as part of their response to the Coronavirus is available at <https://www.scotcourts.gov.uk/docs/default-source/default-document-library/civil-business---coronavirus---updated.pdf?sfvrsn=2>.

#### *The Court of Session*

Since 25 March, the Court of Session has been dealing with the essential business defined as child abduction petitions, applications for interim interdict, and other urgent matters on cause shown.

Since then further progress has been made with the first virtual court hearings when the Inner House convened to hear a case 21 April following the SCTS working with parties to pilot and agree proceedings in the virtual court.

Some Outer House business is now being progressed including procedural hearings by telephone and/or written submissions where appropriate.

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## *Sheriff court civil business*

Since 25 March, sheriff courts have been dealing only with essential business. Essential business has been defined as:

- applications/motions relating to the care and protection of children;
- caveats;
- various applications/motions:
  - for interim orders under the Adults with Incapacity (Scotland) Act 2000 and under the Mental Health (Care and Treatment) (Scotland) Act 2003);
  - for interim sexual offences prevention orders or interim risk of sexual harm orders;
  - for non-harassment orders;
  - for interim antisocial behaviour orders;
  - under the Mental Health (Care and Treatment) (Scotland) Act 2003;
  - under the Adult Support and Protection (Scotland) Act 2007; and
  - under the Proceeds of Crime (Scotland) Act 2002;
- urgent insolvency business; and
- any other application which the court deems to be urgent.

In respect of motions relating to the protection and care of children, we understand that the courts are dealing with:

- child protection orders;
- child assessment orders;
- permanence order applications where an urgent interim order is sought;
- urgent applications in relation to parental responsibilities and rights, for example, in relation to contact or residence; and
- proceedings under the Children's Hearings (Scotland) Act 2011, such as urgent appeals against a decision of a children's hearing or applications relating to interim compulsory supervision orders.

On 24 April, the SCTS announced that along with sheriffs principal and the Law Society, it has been assessing what further civil business in the sheriff courts can be carried out remotely where earlier resolution would be beneficial. It considers that following that, it can take some steps to recommence some business in ordinary and family actions, some commercial courts business, adults with incapacity applications, insolvency cases, and urgent commissary business through remote working.

Where cases have been adjourned, sisted *ex proprio motu*, or where adults with incapacity or insolvency cases have been previously registered, it intends to allow cases to be progressed where there is a justifiable reason for earlier resolution, where agents can provide all documents digitally, and where a hearing requiring substantial evidence is not required.

## *Sheriff Appeal Court*

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With effect from week commencing 11 May 2020 the Sheriff Appeal Court will schedule procedural business. The preferred approach to conducting procedural business will be by way of written submissions. Where required, procedural hearings may be conducted by telephone conference.

At present, new notes of appeal are accepted by email and are sisted unless the matter is deemed to be urgent by the procedural Appeal Sheriff.

### *All Scotland Personal Injury Court*

The Sheriff Personal Injury Court is only dealing with urgent motions, caveats, imminent time-bar cases, and other urgent matters on cause shown.

### *Solemn Criminal Trials*

I am aware that the Chief Executive of SCTS wrote to the Committee on 20<sup>th</sup> April to outline how the Courts are adapting to respond to the Covid-19 outbreak and the challenges during this lockdown phase. I hope that response has illustrated how all parts of the Justice system are committed to working together to respond to this unprecedented situation. It remains the case however that whilst the full lockdown remains in place, the majority of criminal trials will stay on hold. The High Court and 10 Sheriff Court locations have remained open throughout the lockdown period in order to process the most essential business, but no jury trials are currently being held. Any significant increase in the processing of business, such that backlogs can be addressed, will only be possible once public restrictions are eased.

As the First Minister has made clear through the publication of the “Framework for Decision Making” document on 23 April, physical distancing measures are likely to be in place for some time to come. That is why developing the options for managing jury trials that have generated support in my recent roundtable discussions is a priority.

When I updated Parliament on 21 April I set out that - based on discussions with stakeholders and justice partners - we are primarily focussing on the following options:

- the potential for smaller numbers of jurors;
- social distancing measures within existing court facilities;
- measures to enable faster progression of jury trials to address the backlog following the easing of public health restrictions; and
- potentially adjusting the sentencing powers of the Sheriff Court.

Since then my officials, in liaison with the SCTS and the COPFS, have been considering these options in further detail and now intend to undertake analysis to ascertain both the practical feasibility of the suggested measures and the potential impact they may have in terms of progressing cases. Many of the key issues that will require consideration fall within the independent operational responsibilities of SCTS. It will be vital as part of this work to consider all the practicalities involved in any resumption of Jury Trials to ensure so that they can progress when it is fair and safe to do so and in light of the latest Scottish public health guidance. I am therefore pleased that the Lord Justice General, Lord Carloway, has advised that he has asked the Lord Justice Clerk, Lady Dorrian, to lead a working group to consider these various practical issues. The work of this group will be of key importance in informing the most appropriate next steps and any further legislative changes that may be required. The latter will of course ultimately be a matter for Ministers and the Scottish Parliament but the

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views of this group will be very beneficial in assessing any future changes. We will also ensure that the work of this new group is informed by the latest public health advice regarding physical distancing and emerging agreement around the Scottish approach to any future easing of restrictions. More details regarding this new working group will be announced by the Judicial Office for Scotland on Tuesday but I considered it important that Justice Committee members were the first to be advised of this development.

As part of the wider work we will also continue to ensure that there is input from the legal profession and third sector to ensure that all relevant voices are heard during the process. We are also mindful of the public messaging which will be required in terms of ensuring prospective jurors can participate with confidence, and of equivalent measures being considered elsewhere within the UK. I will ensure that the Committee is kept informed of key developments as this exercise progresses.

### *Scottish Tribunals*

Presently, teleconference hearings are operating in several of the tribunals including the Parking and Bus Lane Tribunal (PBLT), the Social Security Chamber, and the Tax Chamber (all three sit within the Scottish Tribunal structure) as well as the Mental Health Tribunal for Scotland (MHTS).

The Parking and Bus Lane Tribunal (PBLT), which transferred to the Scottish Tribunals on 1st April 2020, is holding all scheduled face to face hearings by teleconference. It is also continuing to make decisions where the parties have agreed that no hearing is required. New appeals that were registered online after lockdown are having to be put on hold as none of the councils are able to download their evidence. Any paper appeal forms that have been submitted after 1 April will have to wait until restrictions are eased before SCTS can process them as George House is currently closed.

All hearings in the Mental Health Tribunal for Scotland (MHTS) are continuing by teleconference. MHTS hearings clerks are facilitating secure calls from home. Parties dial in from their locations; patients typically call in from the hospital, tribunal members and all other parties from their home or offices. This arrangement is ensuring that the Tribunal is able to hear all time critical applications within statutory deadlines.

Business is continuing by telephone and paper hearings where possible in the Tax Chamber, and the small volume of appeals coming in to the Social Security Chamber were already being conducted by teleconference and that is continuing.

The Housing and Property Chamber, and the Health and Education Chamber – two of the busier Chambers within the Scottish Tribunals - have currently suspended all scheduled hearings. In the case of the Housing and Property Chamber, no new hearings or case management discussions will happen before the 28 May. For the Health and Education Chamber, all scheduled hearings will be postponed until the end June 2020, unless the hearing is time critical, in which case a telephone hearing will be conducted.

Plans are being developed on how services can be reintroduced in both the short and medium term, in consultation with Tribunal Presidents, once this is deemed appropriate. The precise nature of any escalation in business will depend on the nature of the public health advice which SCTS, as an employer, is required to follow.

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## Fiscal fines

The Coronavirus (Scotland) Act 2020 changed the Fiscal Fine scale to enable a wider range of cases to be dealt with by Fiscal Fine and, thereby, to mitigate the impact of Covid-19 on the justice system – at a time when no cases are currently proceeding before the JP Courts, and only a very small number of cases are able to proceed to trial by summary procedure in the Sheriff Court.

In principle, the change is capable of applying to any offence which is capable of being prosecuted in the summary courts. It is a matter for the Lord Advocate to determine the policy approach which prosecutors apply to this change. He has advised me that his policy approach proceeds on the footing that the change in the Fiscal Fine scale is intended to enable alternative action to be taken in a wider range of cases, where such action is considered appropriate in the public interest, and not to result in an increase in the Fiscal Fine amounts which are applied in individual cases which would fall within the previous limits. If the Committee wishes further detail on the approach which the Crown is taking to this matter, it would be appropriate for that inquiry to be directed to the Lord Advocate.

At this early stage, it is not possible to confirm the impact of the revised Fiscal Fine scale on the number of cases diverted from prosecution.

## Guidance for parents

I appreciate that it can be difficult for a child to maintain contact with both parents if they do not live in the same household during the current situation. The Lord President has already published guidance on compliance with court orders. The Guidance can be found on the SCTS website at <https://www.scotcourts.gov.uk/home>.

We have also published information on the ParentClub website. ParentClub offers up-to-date guidance from the Scottish Government on children's health and education. This is available at the following hyperlink: <https://www.parentclub.scot/articles/coronavirus-and-your-family>.

The Parentclub information and the Lord President's guidance are now linked to more prominently at the relevant part of the Scottish Government's Covid-19 guidance.

Further Scottish Government guidance on domestic abuse in relation to the Health Protection (Coronavirus)(Restrictions) (Scotland) Regulations 2020 has been published and is available at the following hyperlink: <https://www.gov.scot/publications/coronavirus-covid-19-guidance-on-domestic-abuse/>. This includes a section on child contact during Coronavirus and provides links to the existing Parentclub information, the Lord President's guidance and a helpful FAQ hosted by the Scottish Womens Rights Centre.

The restrictions on movement set out in the Regulations provides that a child moving between parents' homes for the purpose of continuing contact arrangements is a reasonable excuse. However, there is no criteria set down in for what constitutes "essential travel" in the current Covid-19 lockdown. We must all make decisions based on what is reasonable in the particular circumstances.

Officials have been speaking to organisations about the content of the information on the ParentClub website and have clarified on the website that if a parent has a more informal arrangement rather than a court order then they should still look at the guidance published by the Lord President.

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Every family and every situation is different and it would therefore not be appropriate to provide more definitive guidance. I would expect parents to work together to decide what is best for the child and the parents concerned at this time. If face to face contact cannot be maintained then I would expect parents to encourage contact through technology such as skype, face time, whatsapp or as a last resort by phone.

## **Scottish Fire and Rescue Service**

The Scottish Fire and Rescue Service collects its absence statistics by Local Senior Officer (LSO) areas rather than Local Authority area. SFRS LSO's sometimes have responsibility for more than one Local Authority area so it is not possible to break the statistics down any further. The table below outlines the SFRS workforce absences with COVID related reasons split by Local Senior Officer (LSO) area as at 29 April. Whilst the SFRS absence statistics are not considered to be sensitive information and would be released under FOI if requested, SFRS are not pro-actively placing the information in the public domain.

Since early March, SFRS has been working closely with a range of other agencies to consider what assistance it can provide during the current emergency. Specifically, SFRS has set up a Community Resilience Assistance Group (CRAG) which liaises directly with the Local Resilience Partnerships across Scotland to facilitate any requests they make. This has resulted in assistance to multiple community projects such as, food deliveries, prescription deliveries and staffing assistance groups. At a national level, SFRS has been liaising closely with other responder organisations through the Multi-Agency Coordination Centre. SFRS has authorised the development of assistance projects for Scottish Ambulance Service, assistance to the NHS and Local Authorities in dealing with mass fatalities and supporting the construction of the NHS Louisa Jordan Hospital. SFRS has just begun providing direct support in driving ambulances in remote and rural areas such as the in Orkney and Shetland as well as standing by to provide onsite support to the Louisa Jordan Hospital if it needs to start accepting patients.

As SFRS is experiencing relatively low levels of Covid-19 related staff absence (between 3% and 5% of all staff) it is managing to operate on a business as usual basis, with the availability of active fire appliances at fire-stations across the country within normal confidence levels. Testing of firefighters to allow them to more quickly return to work has not therefore been a significant issue for SFRS. Nevertheless, SFRS has been given access to NHS testing facilities for over a month now and as at 29 April, 54 SFRS front-line staff have been tested along with 24 of their family members.

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The number of SFRS workforce who are absent due to a COVID-19 diagnosis, symptoms or caring for others who have COVID-19 by local authority/LSO area.							
Number of staff off for COVID 19 reasons							
LSO Area	Wholetime				Contr ol	Suppor t	TOTA L
	Flex i	Day Duty	WD S	RVD S			
<b>North SDA</b>							
Highland	0	0	1	9	0	0	<b>10</b>
Western Isles, Orkney and Shetland	0	0	0	5	0	0	<b>5</b>
Aberdeenshire and Moray	1	0	3	2	0	0	<b>6</b>
Aberdeen City	0	0	3	0	0	0	<b>3</b>
Dundee, Angus, Perth and Kinross	0	0	4	4	3	2	<b>13</b>
<b>East SDA</b>							
City of Edinburgh	0	0	10	0	2	4	<b>16</b>
Mid and East Lothian and Scottish Borders	0	0	1	8	0	0	<b>9</b>
Stirling, Clackmannanshire and Fife	0	0	8	1	0	0	<b>9</b>
Falkirk and West Lothian	0	0	1	0	0	2	<b>3</b>
<b>West SDA</b>							
City of Glasgow	0	0	29	0	0	1	<b>30</b>
East, North, South Ayrshire	0	0	5	4	0	1	<b>10</b>
East Renfrewshire, Renfrewshire and Inverclyde	0	0	5	1	3	2	<b>11</b>
East and West Dumbartonshire and Argyll & Bute	0	0	8	9	0	0	<b>17</b>
North Lanarkshire	0	0	10	0	0	1	<b>11</b>
South Lanarkshire	1	2	7	6	0	7	<b>23</b>
Dumfries and Galloway	0	0	0	0	0	0	<b>0</b>
<b>SFRS TOTAL</b>	<b>2</b>	<b>2</b>	<b>95</b>	<b>49</b>	<b>8</b>	<b>20</b>	<b>176</b>
<b>Key</b>							
Flexi - Flexible Duty Commanders							
Day Duty - Wholetime firefighters who work day duty							
WDS - Wholetime Duty System							
RVDS - Retained and Rolunteer Duty System							
Control - Control Room Staff							
Support - Non firefighter support staff							

May 2020

Scottish Ministers, special advisers and the Permanent Secretary are covered by the terms of the Lobbying (Scotland) Act 2016. See [www.lobbying.scot](http://www.lobbying.scot)

St Andrew's House, Regent Road, Edinburgh EH1 3DG  
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