

**Scottish Police Federation**

**North Area Committee**

# Minutes of the 1st quarterly meeting of the Scottish Police Federation – North Area Committee held on Monday 5th and Tuesday 6th March 2018 at the Atholl Palace Hotel, Pitlochry.

1. **Members Present**

Full Time Officials

Gordon Forsyth Chair

Steve Thomson Secretary

John Crawford Vice Chair

Neil MacDonald Deputy Secretary

|  |  |  |
| --- | --- | --- |
| Constables | Sergeants | Inspecting Ranks |
| Fraser Robertson  Mike Purdie  Sandy Smart  Shirley Moran  Angus Morrison  Ross Polworth | Simon Lewis-Dalby  David Threadgold  Karen Harrison  Grant Letham  David McAlpine  Katy Townhill  Martyn Turner  Julie Connor (Day 2 only) | Dave Forsyth  Nick Clasper  Gordon Milne  Gary Brown  Marc Lorente  David Ogilvie  James Rice |

1. **Opening of Meeting**

The Chairman opened the meeting and welcomed all members present and he encouraged everyone present to take an active part in the meeting and to contribute to discussion and debate. A special welcome was given to one of our new reps David McAlpine on attending their first North Area Committee meeting. Also Sheena Joss was welcomed as minute taker for the meeting.

There will be an input from the current HMICS Derek Penman and he will speak with the committee after the opening of the meeting on day 1.

Steve Thomson and John Crawford both intimated that they would be retiring later in the year and as a result elections would be required at the June meeting. Nomination details would be sent out by the Chair in due course.

1. **Apologies for Absence**

Apologies were received from:

Gary Johnston – Annual Leave

James Thomson (working in Malawi)

Julie Connor (Annual Leave day 1)

Mark Douglass – sick leave

Maggie Miller – No reason given

Linsey Burns – Weather disruption to travel

Neil Cameron – family illness

Kevin Hird – Court

Andrew Horne – Court

Andy Barclay – Work commitments

Excusals during meeting;

1. **Approval of Previous Minutes**

The Minutes of the previous Meeting which were circulated in advance of the Meeting were formally approved having been proposed and seconded by Fraser Robertson and Angus Morrison.

**5. Matters Arrising**

**6. Action/Decision Log**

The updates for the actions from the last meeting were discussed and completed.

1. The committee asked re involvement with local elected officials. Details emailed to reps by the Chair.
2. Promotion panels – There were no promotion panels scheduled to take place north of Perth, creating a far from level playing field for officers in the north area having to travel significant distances to go through the process. The Chair along with others made representations and panels were to be convened in Aberdeen and Inverness.

**7. STANDING ITEMS**

**7.1 JCC Update**

The last JCC, took place at the Apex Hotel, Dundee on Tuesday 13th February and Wednesday14th February 2018. As part of the transition for BTP becoming part of Police Scotland Matt Rodgers, who is the BTP Area Federation Chairman attended the meeting as an observer along with Douglas Brownlee. Kirsty Garrick who is Head of People Engagement for Police Scotland attended on the 14th with an input. Amongst subjects discussed were the following.

Legal advice and assistance

The Deputy General Secretary provided an update that a number of new cases 99 in total were received.

Allard

There are still ongoing negotiations with Police Scotland and it is hopeful that a formula, which has been decided through Actuaries should be agreed upon and finalised soon. Any payments will be able to be backdated until February 2010, which is when the General Secretary initially wrote to the then Chief Constable of Strathclyde Stephen House with the initial complaint.

As stated this should be done through an agreed formula, which makes it easier for the membership to receive payments and will preclude PSOS citing any legacy agreements.

Holiday Pay

There are a number of ongoing cases in relation to holiday pay throughout the country, which are all at various stages of appeal. In some cases forces in England have made a payment to some officers We are hoping to go down the same process with 3 tier approach, similar to that being adopted in the Allard case.

The SPF recently met with Nicky Page who was advised that if matters were not resolved prior to the next scheduled meeting to be held in late February then the next option would be to take the matter to court.

Held in Reserve

As we are aware a number of payments have already been made to officers and the Force are rejecting very few claims as they are keen to resolve the issue. A meeting is scheduled for March to review the claims that have been rejected.

PNB

The last meeting took place on the 1st February 2018 in Glasgow where a number of issues were discussed including annual leave in hours, disruption into a rest day, which comes into force on the 1st June 2018 and officers attending court and working thereafter. This specific matter was given to ACC Williams to look at.

The 2018 pay claim was discussed. As a number of you will be aware we have a Pay Negotiating Board (PNB) which effectively means that we are not technically subject of the public sector pay agreements, however as we are aware austerity has existed since 2008 and the Westminster Government are still pursuing this policy.

Discussions were made in respect of an overnight allowance to replace payments for Held in Reserve. We are looking for an agreement in terms of an overnight allowance, disruption allowance and a hardship allowance in respect of accommodation which is considered below an appropriate standard.

In reality some officers will receive less on some occasions, but the payment would cover the Inspecting ranks too

As you will all be aware the service was going to VAT exempt from 1st April 2018. Pressure will now be made to have the last 4 years of VAT returned, which would total some £140 million. It was only because of SPF persistence has the Westminster Government agreed to make PSOS VAT exempt.

Pensions

We currently have David Hamilton and Doug Keil, who is the ex-General Secretary sitting on the Police Pension Board.

Just to remind everyone that the UK Police Consultative Forum under the Home Office retains overall pension decisions for the UK. The Scottish Government have some legislative powers, but no overall powers.

Doug Keil intimated his intention to stand down from the Police Pension Board and in his absence David Ross, who is the ex-Vice Chair will now undertake this role.

The Police Pension Board assists the scheme manager and the Scottish Public Pension Authority (SPPA). Since its inception is 2013 the board has had 3 separate Chief Executives. There are 4 meetings held annually at Tweedbank and this covers all ranks including Chief Officers and retired officers.

The Pensions Board have sent a letter to the SPPA to advise that the SPPA are not providing an acceptable service to the police scheme.

Police Scotland Pensions Department staff, Sharon Dalli and Iain Rawlings can’t give specific advice, but can explain policy.

There is also a UK Police Pensions Consultative forum, which is UK Home Office wide. They look at all pension schemes to ensure they are being financed appropriately and look at stated cases to provide any changes.

The annual pension statements were sent out and the calculator continues to operate well which has resolved many of the issues that are usually encountered.

The SPF wrote to the SPPA regarding concerns with the information and the time it is taking to send them out. To date no reply has been received.

Members who have changed schemes are implored to look at any potential personal tax liabilities that could be encountered. The SPPA have revised the figures dramatically downwards from their original message and it is only a small number of members who may actually affected by the annual allowances. One particular group that may be affected are those who have been up acting for a long period and have gained increments, who then go back down for a period to then be promoted substantively.

Scottish Police Consultative Forum (SPCF)

The SPCF runs in conjunction with PNB. The functions of the SPCF are not set out in legislation but Scottish Ministers have a statutory obligation to consult policing stakeholders before making any changes to the regulations governing a wide range of non-negotiable matters which affect police officers in Scotland and will look for these to be agreed through discussion at the SPCF before they are made.

The last meeting of this took place on 1st February in Glasgow where the main topic of discussions was the integration of BTP into Police Scotland.

The main issues are surrounding their status as they are effectively employees and only since 2004 was a Police Authority set up on their behalf. Prior to that they were employees of the Strategic Rail Authority

Other discussions took place surrounding 2026, working hours and whistle blowing, with very little being achieved.

Scottish Police Authority (SPA)

The Scottish Police Authority (SPA) is a public body of the Scottish Government which holds Police Scotland, to account. Both bodies were established on 1 April 2013 with the inception of Police Scotland.

As we are all aware on Wednesday 7th February 2018 the Chief Constable Phil Gormley tendered his resignation to SPA, who accepted it.

In the short time that Susan Deacon has been chair she seems to have brought about some changes within the Authority and she is keen to meet regularly with the SPF and there had been more dialogue already than there was between either of the previous 2 chairs, Vic Emery and Andrew Flannagan.

We are hopeful that there should be an improvement under the new chair, which would be beneficial to the service.

Scottish Police Budget and Finance

The SPA have set aside payments in respect of all three matters estimating £1 million for Held in Reserve, £4 million for Allard and £1 million for toil buy back.

Even with the Removal of VAT liability from PSOS was discussed and as we are aware this was championed by the SPF, the projected shortfall for 2018 is estimated to be in the region of £43 million.

In amongst this is an estimate of 104 ill health retirals and there are certainly more than that going through annually.

At present Police Scotland are protected by the Scottish Government in funding issues, with no real term cuts.

Unfortunately this is not replicated by Westminster and the Home office. PSOS provided mutual Aid assistance to both the Metropolitan and Greater Manchester Police. The cost of this to the force was £1.1 million and the force applied to the home office for repayment and were awarded the princely total of £100000.

Decisions will now require to be made regarding Firearms and CBRN, which effectively are at great expense to the service being trimmed.

2026 Update

Further discussion took place on the 2026 project and lack of leadership and direction. 2026 continues to run large and infiltrate other areas of business, there is a general lack of cohesion in 2026 planning and delivery.

There are some 36 Projects currently running under 2026, these go from DIGITAL ENABLE POLICING - to the Integration of BTP into the service.

IT

Upscaled version of an existing crime recording system (Unifi/Crimefile) is likely to be introduced once funding is given.

10000 PDAs are to be rolled out from April. They will have notebook and Command & Control functionality along with being able to carry out some other background type checks.

Replacement for Airwave is moving slowly. It will mean new terminals, but they will not be significantly different from what we already have.

Adel network is being rolled out, so eventually you should be able to log on to any terminal in the force to access your desktop.

UAVs are being deployed to Aberdeen and Inverness which will be able to be used in missing person searches and other enquiries. Officers are currently being trained.

Telematics

Continues to be progressed and believe that £6 million may be saved, however the other side of this means that it will cost £2 million to install. Effectively it will consist of a box, which will be located within the police vehicle.

There are a number of questions around data retention and investigative elements namely what other authorities can be given this PIRC, COPFS, Defence lawyers, FOI etc.

It creates a driver behaviour report and you may be required to record in your notebook that you carried out a quick U-turn in order to catch up to a driver committing an offence in a non-emergency situation.

Some forces down south use this and some Federations have reminded members that it is their driving licence and not the Chief Constables which would receive endorsements and to consider their driving whilst attending 999 calls.

Engagement on this and other elements are ongoing.

Research projects

Linda Duxberry’s and her research students have finalised the initial survey. A blanket email will be sent out with a link to the survey. A number of kindle fires are being purchased to have the surveys completed in muster rooms. If you complete the survey then you will be entered into a draw to win the Kindle Fire once the survey is complete. Looking to encourage as large a participation as possible. Ideally 40-45% return, but it will be a short window of 4-5 weeks.

**Communication Strategy**

An approach was made to a candidate for the position who was well qualified. After thought they turned the offer down as their personal journalism aspirations are more directed to on camera reporting. They did describe it as the almost perfect job.

Other suitable candidates are being actively looked at.

They would also be responsible for driving the website/social media content. Any updates you think are suitable for the website please forward them to me.

**National selection Panels for promotion.**

Update provided during Operational Duties.

**Police Charities**

Police Treatment Centres have treated 3282 officers in the last year, 800 of whom were on the Psychological/wellbeing programme. This was an estimated cost saving of £17 milion to forces due to these officers being returned to duty more quickly.

St Georges Trust also provide support to the families of officers who have been through the IHR process.

SPF Bravery awards. The nomination process is being simplified and will commence in March and close in August.

Wednesday 5 September is the date for the Scottish Police Memorial day at the SPC.

The National Police Memorial Day will be held in Belfast over the weekend of 29/30 September. This year John Alcock’s partner Donna and their son Calum have been asked to light the candle on behalf of Scotland.

**ICPRA/Eurocop**

The next meeting of Eurocop is in May in Lisbon. PFEW have expressed an interest in joining.

JCC supported a request to submit notices of willingness to host a Eurocop meeting in 2019 and the ICPRA council in 2020.

Calum Steele attended a meeting on November 23rd 2017 in Brussells where the topic was the potential implications for policing in the UK following Brexit. While there is no clear direction that leaving the EU will definitely mean losing access to the functions performed by Europol, if we need to replicate the services provided by Europol that will mean a need for significant additional funding.

**7.2 Subject Committees**

The minutes of all national Subject Committees were circulated as JCC Circular 37/2017

* **Conduct**

**Conduct Update**

Conduct On - 8

Conduct Off - 10

Criminal On - 11

Criminal Off - 10

The figures are starting to come down quite significantly, don’t realy know why but I take it as a positive. Assessments for Gross Misconduct seem to be getting fewer.

There are 5 officers currently suspended in the North Area.

There have been no Hearings since the last meeting.

There has been 1 Misconduct meeting since the last NAC, Written warning

There are a further 9 Gross Misconduct allegations currently being investigated by PSD and I will update the committee in due course.

T/ACC Alan Speirs now has delegated authority for all conduct matters.

With cause drug testing was not being carried out in a manner that was compliant with Misconduct Regulations. Officers suspected must now be served with Reg 11 papers.

**North Area Conduct Meeting**

The last North Are Conduct meeting was held on the 29th September and the minutes are available.

**JCC Conduct Meeting**

The Conduct sub-committee last me on the 23rd January in Woodside Place Glasgow. John Crawford VC’ed in as did Sandy Smart from Dundee. The minutes of this meeting are available and can be circulated to anyone who wants them.

**Equality**

The North Equality Committee met on the 9th January 2018 by VC from the three offices in the area.

There were not sufficient members present to make the meeting quorate.

The subject of National Conference was discussed and suitable topics were suggested and passed to Nigel Bathgate.

The Equality leads met on Friday 23rd February where the conference subject was decided to be unconscious bias and is to be presented by Laughology.

Absence Review

N Div – 13 LTS

A Div - 14 LTS 2 x IHR

D Div - 21 LTS 2 x IHR 1 x Phased return

Grievance

The Deputy Secretary is currently dealing with 5 grievances, 4 in the North and 1 in the OSD.

All are being progressed.

Flexible Working/Part time

Not aware of any currently on going receiving support.

The Chairman then invited any questions.

**Health & Safety**

**North Area SPF H&S meeting**

The Secretary advised that the NAC Health & Safety Sub Committee had last met on Monday 8 January 2018 at the Aberdeen SPF Office and the minutes have been circulated to the NAC. The main items which came from this committee related to

1. An update in relation to Body Armour
2. An update in related to Taser
3. Issues relating to Officers working 12 hours shifts within certain area’s.

Again the Secretary encouraged local H&S reps to attend local divisional H&S meetings and feed back to him and he can take this forward to the North H&S meeting if required.

**North Custody Division meeting**

The Secretary updated the committee that this meeting took place at Dundee on Tuesday 12 December 2017. The main point raised by the Secretary was the rostering of 12 hour shifts over the festive period. The SPF position was clear and not up for debate as any rostering of these lengths of shifts within the high risk area of custody was unacceptable. The Secretary had to raise this matter along with the Deputy General Secretary at Chief Superintendent and ACC level before some resolution was gained. Despite the initial positive voices that the Cluster CI would like quarterly meetings with myself and LB this has not happened.

There has been an increase of staff within custody with more being muted.

It was reported by the cluster Inspector in Inverness that custody training has improved within that area and he is content with the progress with more training to be delivered in 2018.

**North Area Health & Safety Meeting**

The Secretary advised that the North Area meeting chaired by ACC John Hawkins had met on one occasion since the last NAC meeting on Wednesday 17 January at Tulliallan. He attended this meeting and the concerns in relation to Mitie were again raised.

There has been very little negative feedback in relation to the winter clothing provided as a temporary solution. The new kit list is being drawn up and to go to the UPPE group for sign off in March 2018.

The Secretary asked for a update in the uptake for applications for STO for Taser for the North.

A – No applications for STO. 2 for trainers

D – 20 applications for STO. 1 for trainer

N – Low numbers and no where near numbers for STO. 1 for trainer.

**JCC Health & Safety Meeting**

The JCC H&S subject last met on Tuesday 23 January 2018 at Merrylee House, Paisley which the Secretary and Grant Letham attended.

The JCC National update was delivered by Brian Jones. Acredited training is being delivered in the first instance to 8 NAC H&S reps and this will be delivered by RC in the Dundee SPF Office this coming Thursday (8 March)

**Points of Note**

Injuries due to assault is being under recorded on SCoPE.

XS yellow jacket wearers must also wear yellow trousers to comply with British Standards.

Ear pieces are being reviewed after part of an ear piece became lodged and the officer had to attend A&E to have it removed.

Life jackets and throw lines are to be part of every vehicles kit.

H&S Alert re weights of vehicles. Ford Focus, Peugeot 308’s, Vauxhall Astras and also the BMW 330’s.

Force are promoting and supporting of accurate working time through the “your Time Matters” programme.

Mitie contract came under severe criticism in the North and PSoS challenged the CEO who has taken steps to complete the extensive backlog of jobs and dedicated more staff to attend further issues. A delay is being caused by the vetting process.

**7.3 Standing Committees**

The minutes will be placed on the SPF website when ratified.

* **FINANCE**

The Chairman confirmed that the Finance Standing Committee had met on Wednesday 24 January 2018 at Merrylee House, Paisley and he updated on the discussions at that meeting. The main points of note were:

* Scottish Government Grant Account – Probably still going to receive the money directly this year.
* Options for student accommodation being looked at. Due to developments in Glasgow and Dundee the student population is expected to grow significantly. .
* Coffee machines – Reps to scope out locally where machines could be sited along with the approximate number of officers who would benefit as there are a variety of options for the size of the machine etc. Also there would have to be some agreement and assurance that it would be used and looked after responsibly.
* The investements are continuing to do well. Stephen Quayle from the investement company will be attending the next FSC to go over the investments in more detail.
* Property portfolio expansion options continue to be looked at.
* Member Services – Any complaints regarding the service provided by contractors for home emergency, breakdown etc have been resolved to the satisfaction of members on all occasions.

The minutes will be placed on the SPF website when ratified.

* **LEGISLATION & REGULATIONS**

This meeting took place on Wednesday 24 January 2018 at Merrylee House, Paisley.

The main points discussed were:

* BTP – There will be a requirement to legislate for the transfer of BTP officers. There is a need for clarity for BTP officers as to the benefits for them to transfer as constables. They also have a no detriment provision so it may mean up to an additional 5 federation reps, which will require a change to SPF regulations.
* Draft Scottish Budget. The reform money has ceased, but the money recoverable from VAT will remain within the SPA budget and they will have the freedom to spend it as they wish rather than requiring government authorisation.
* **OPERATIONAL DUTIES**

This meeting took place on Wednesday 24 January 2018 at Merrylee House, Paisley.

Leadership, Training & Development

There is a new lead – Carol Lloyd, Talent and Leadership Manager.

Too many wanting to do the Diploma and there is still the expectation that passing it means imminent promotion/progression.

A small cohort of staff being taken forward having been identified as emerging leaders.

Senior staff with responsibility for the promotion process do not think the current system is suitable and requires revision. It is currently being reviewed by Carol Lloyd but they are looking to move away from 400 words to a values based framework. The process currently sits jointly with LTD and HR which makes it clunky.

Temporary rank manangement and promotion pool management are also being reviewed to ensure that there is a fair process in place.

Public Order Monitoring Group

The fifteen protected carriers purchased for CBRN are now all at their end of life and need to be replaced. This was originally Home Office funded, but there is governmental ping-pong being played. Issues over sourcing sufficient operable carriers for the last old firm match.

Issues raised following the Green Brigades corteos with flares and fireworks. Paper being put forward to lower the threshold for s.60 powers being invoked.

Belt loops are to be purchased so that helmets can be carried by officers in order that they can be utilised during operations rather than sitting in a van some distance away.

Process being implemented to deal with phosphorus flares safely.

The number of Public Order trained officers and those who are CBRN trained are below the expected levels. Officers leaving often due to the rest day disruption they are facing.

Potential issue for the silver cadres due to impending retirements etc. CI’s can go on the Firearms course if they are in the pool for promotion.

Workforce agreement

Notice has been sent to the force regarding the withdrawal from the WFA. This will mean that the force will have to identify what the 8 hour shift patterns will be by July for implementation at the start of November.

Working group to be established by the Deputy General Secretary plus one from each area and representatives from Police Scotland.

Firearms – 12 hour shifts only for Royal Court as sufficient breaks are built in. 12 hour shifts would not be the norm.

Court duty change – The number of countermands with less than 28 days notice is probably over 90%. Issues with disclosure is the cause of many of the late countermands.

Custody

Since the secondment of staff the backfilling is generally down across the force.

Funding secured to run trials of Custody Hubs in Aberdeen, Inverness, Falkirk and at London Road. This will be 20 PCSOs for Aberdeen alone. PCSOs will be multi-skilled to do CJ admin work during downtime.

Force Armed Policing Monitoring Group

Plans are being reviewed for Royal Courts. Discussions ongoing with the Met regarding the process of their officers being involved in incidents. MOU being worked on between the Met and PIRC.

A faster process being looked at for the Declaration of Fitness. This follows on from issues of deploying armed officers to London Bridge as they were waiting for their verbal warning prior to attending the incident.

Still ongoing issues with the number of trained CTSFOs in Scotland for national requirements.

ITFCs have been directed not use STOs as an alternative to ARVs.

The force are looking for 640 applicants for 525 STO posts. At the time of the meeting there were only 64 appliccants nationwide, although that has now improved.

The referals to PIRC regarding firearms incidents, many have come back as examples of good practice.

PIRC will only investigate Taser incidents where like PAVA they are discharged rather than merely drawn.

C3

NDEU – will have a divisional roll out with an appropriate communications plan. Requests will normally be made via the call back facility, however if there are circumstances giving the officer rise for concern they can remain live on the channel.

Inspecting ranks review

Annecdotaly there is no change in the reduction of hours being worked or capacity at inspecting ranks. From the anecdotal evidence received by the academic study that was carried out an additional 420 Inspectors/Chief Inspectors would be required so that none of the inspecting ranks had to work additional hours. Your Time Matters being promoted and encouraged by the force.

Inspectors working group is being reconstituted as early attendance for briefing preparation appears to be back in some areas.

Increase in PTSD due to people spending longer in traumatic roles i.e. PPU.

**7.4 Force/Area Meetings Update**

**LNCC/JNCC**

**LNCC**

As you are all aware the LNCC usually met every 3 months and was a window for the North area to take matters to the ACC in an attempt to have a situation resolved locally. These meetings are now national LNCC meetings where North, East and West all attend with their respective ACC’s.

As we informed you at the previous meetings the LNCC format is still not correct as a number of parties do not attend, namely Custody Division and firearms.

No LNCC has taken place since May 2017. This had been raised with ACC Hawkins by the North FTO’s in February. Secretary also tied in with the Chairs/Secs from the East and West and they were to raise this issue with their own ACCs with a view to actually getting a meeting soon.

As a result a new People and Operations Delivery Group, has been initiated and was due to take place during the course of this meeting. Full time officials from the East are attending in the first instance and an update will be received from them in due course.

**JNCC**

The last scheduled meeting of the JNCC took place on 20th November 2017. Since that time our Chief Constable Phil Gormley resigned.

**Divisional Management Meetings**

N –The N Divisional management meeting has been replaced by a Peoples Board which meets every month and attended by SPF.

The Deputy Secretary meets with Chief Superintendent Macdonald monthly or as and when issues arise. An excellent working relationship exists between management and SPF.

N Division continues to be completing business as usual without any great issues. Chief Superintendent Macdonald addresses any issues we take to him and has introduced a number of helpful policies into the division, including, Duty officers shift pattern, Retiring officer interviews and a recognition/awards ceremonies.

Annual Leave continues to cause issues, however this matter is being addressed by management and SPF with a view to allowing AL to be allocated satisfactorily.

A Division - The Secretary meets with Chief Superintendent Thomson every quarter and when issues arise.

Divisional sergeant/inspector meeting is held so that issues can be addressed locally is chaired by the Divisional Commander. It met on 1 February 2018. Command will attempt authorise the majority of AL requests providing it doesn’t breach the 16.7% level. This is to maintain staffing at a level that is required for national response to incidents.

A Division has the lowest sickness level, the highest number of probationers, but also has the most Wellbeing Champion contacts.

The Divisional Commander is very much in favour of having the division leading the way rather than being led when it comes to implementing changes i.e. digital hubs, taser etc.

A Sergeants guidance document is in the process of being drafted. This should signpost sergeants in a variety of processes from attendance management to when to arrange JIIs.

Given the number of officers who require driving courses the Division have agreed with RPU to have 2 driving instructors seconded from RPU and their spaces will be backfilled by the Division.

Ambulance are no longer providing ETAs despite requests from officers. This is causing issues with officers decision making as to whether or not to convey the injured party to hospital themselves.

There is a full time nurse starting in custody at Kittybrewester.

SPF plus members of this committee given an open invite to sit at morning meetings and strategic meetings.

D – T/Chief Superintendent Graeme Murdoch has met with the Chair and D Division reps on various occasions since the last NAC.

At the last meeting on a variety of issues were raised and discussed with T/Ch Supt Murdoch. The main points were

Community Shift Pattern – Further work being carried out regarding assurance over coverage, particularly for sergeants on night shift. Formal consultation will progress once business case and EIA are completed.

Resourcing issues were raised, particularly in the Angus LPA. T/Chief Superintendent Murdoch agreed to take that away to assess.

Hogmonay was resourced for a normal Sunday night, that was a breakdown in communication and should never have happened.

Custody backfill is generally on a downward trend since the uplift for staff. Sergeant vacancies will result in an uplift from Division.

Courts staffing is to be looked at with a view of filling the resourcing gaps on a longer term basis.

Any critical issues with estates should be flagged up to the command team so that action can be taken quickly to have the problem resolved.

There had been a good number of volunteers for the STO roles in D Division compared to many other areas.

1. **New Business**
   1. **Representatives Email addresses**

New Outlook based Email addresses have been set up for all reps. Information was provided to those who have yet to activate their accounts.

1. **AOCB**

Karen Harrison – raised matter in relation to ongoing work of the Sergeants Committee of the JCC in relation to the additional work and responsibility, particularly to sergeants, with regard to custody and the new CJ bill. Any information or evidence of issues were to be feedback to her directly so that they could be raised with CJSD command.

1. **Correspondence**

Sheena Joss – Retirement

David Ogilvie – Retirement

The Chair thanked them both for their help, support and guidance to many over the years.

Sheena was given a small presentation by the committee to acknowledge her massive contribution to Dundee City Police, Tayside Police, Tayside Joint Branch Board and the Scottish Police Federation over the last 40 years.

1. **Time and Date of Next Meeting**

The Chairman advised the next Meeting of the North Area Committee would be held on Monday 4th and Tuesday 5th June 2018 at the Atholl Palace Hotel, Pitlochry commencing at 1300 hours on Day 1 and 0900 hours on Day 2.

Dates of future meetings

3rd & 4th September 2018

3rd & 4th December 2018

1. **Closure of Meeting**

The Chairman thanked the Committee for their active and constructive participation and closed the meeting by wishing everyone present a safe journey home.

He was thanked by the meeting in the customary manner.

**Gordon Forsyth**  **Steve Thomson**

Chair Secretary