

**Scottish Police Federation**

**North Area Committee**

# Minutes of the 2nd quarterly meeting of the Scottish Police Federation – North Area Committee held on Monday 4th and Tuesday 5th June 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 (day 1 only)  Mark Douglass  Sandy Smart (day 1 only)  Shirley Moran  Gary Johnston  Angus Morrison  Ross Polworth  Linsey Burns | Simon Lewis-Dalby  David Threadgold  Katy Townhill (day 1 only)  Kevin Hird  Karen Harrison  James Thomson  David McAlpine  Martyn Turner  Julie Connor | Dave Forsyth  Neil Cameron  Andrew Barclay (day 1only)  Maggie Miller  Gordon Milne  Gary Brown  Marc Lorente  Scott Macdonald  James Rice  Nick Clasper |

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 Maggie Miller and Scott Macdonald on attending their first North Area Committee meeting. Welcome to our guests Assistant to the General Secretary (H&S), Brian Jones and East Area Secretary, Grant McDowall. Also Louise Deans was welcomed as minute taker for the meeting.

Welcome to Doug Keil who is attending as an observer.

There will be an input from Neil Whiteside who is a EAC Rep who will update the Committee in relation to Operation Unicorn. This will be on day 2 at 10.30am.

**3. Election of Full Time Officials**

The Chair reminded the meeting of the rules in relation to elections.

The Chair advised that Brian Jones and Grant MacDowall would perform the role of scrutineer’s. The Committee were content with this.

Secretary of the North Area Committee

At the conclusion of the presentations and in accordance with rules a vote was undertaken at the conclusion of which Neil MacDonald was elected as the Secretary of the North Area Committee.

Deputy Secretary of the North Area Committee

At the conclusion of the presentations and in accordance with rules a vote was undertaken at the conclusion of which James Thomson was elected as the Deputy Secretary of the North Area Committee.

Vice Chair of the North Area Committee

At the conclusion of the presentations and in accordance with rules a vote was undertaken at the conclusion of which David Threadgold was elected as the Vice Chair of the North Area Committee.

**4. Apologies for Absence**

Apologies were received from:

Grant Letham - Annual Leave

Andrew Horne – Child care issue

Sandy Smart – Day 1 only (OST commitment)

Mike Purdie – Day 1 only (court Day 2)

Andrew Barclay – Day 1 only (operational commitment Day 2)

Katy Townhill – Day 1 (childcare issue Day 2)

Maggie Miller – Day 1 (operational commitment day 2)

**5. Appoval 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 Martyn Turner.

**6. Matters Arising**

**6.1. Action/Decision Log**

There were two outstanding actions from the last meeting

1. The Committee asked re involvement with local councillors etc. Discussion took place re local scrutiny. Keep action open meantime.
2. Refreshment breaks. Asked for feedback to the Secretary. No feedback. Action closed.

**7. STANDING ITEMS**

**7.1 JCC Update**

The JCC met on Tuesday 8 and Wednesday 9 May 2018 at the Dundee SPF Office.

Doug Keil gave a brief overview of JCC and local Area Committee meetings.

The Minutes will be circulated when they are received.

The Chair, Andrea MacDonald, opened the meeting and noted there were only two members of the Inspectors' Central Committee present. She reminded everyone that attendance at JCC meetings was a duty and only in rare circumstances was it permissible not to send a reserve member. Should any rep experience problems with attendance they should notify the Secretary who will take steps to resolve any issues there might be with Divisional management.

**Legal Advice and Assistance –** The Deputy General Secretary, David Kennedy reported on case statistics and updated the JCC on:

Criminal off duty - 15

Civil off duty - 1

Misc – 2

RTC – 6 on duty 2 off duty

CICA – 1

Employment disputes – 5

Employment disputes ex officers – 1

Contract dispute – 7

Other – 4 on 1 off

10 applications were rejected.

The Committee heard two appeals on cases not being given legal assistance. The Committee rejected both appeals.

**Holiday Pay Claim**

Close to resolution at rates considered satisfactory.

**Allard**

The discussions are being delayed by PSoS and further legal action might be necessary. Awaiting a meeting with actuaries for them to give their assessment of the value of the claims. The meeting has been arranged.

**Held In Reserve**

A small group had been established to deal with complicated or unusual claims – this was working well. The payments are made to officers on operational deployments.

**Police Negotiating Board**

The General Secretary, Calum Steele said there had been no meeting of the PNB since the last JCC but a number of Technical Working Group meetings had been held. Two meetings had been arranged to consider the Staff Side’s pay claim on 22 May and 5 June 2018.

On **Overnight Allowance**, he said final agreement was very close with only really one issue to be resolved related to the standard of accommodation. The allowance would have three potential elements, basically being away overnight (£60), being restricted when away (£40) and where standards of accommodation fell short of requirements (£90) amounting to a potential £190 per night.

On **Rest Day Disruption**, he said the claim was virtually agreed and comprised a payment of £19 per day for a fourth or subsequent disruption of a rest day in any 42 day rolling period. A cancelled day that is then re-instated will still count as disruption.

The JCC discussed progress on these matters and acknowledged that together with the 2% pay deal last year, the abolition of the half hour disregard, the inclusion of rest days in qualifying periods of annual leave, the rest day disruption allowance, would amount to a good deal.

He also said that amongst the other matters being discussed at the PNB were removal allowance; annual leave in hours and half pay / no pay procedures. On half pay / no pay there is a strong desire to turn the tables on the organisation and have them justify why the officers pay should be reduced, rather than the officer having to justify why it shouldn’t.

**Pensions**

The General Secretary reported on the Police Pension Scheme Advisory Board, the Scottish Police Pension Board, the Police Pension Practitioners Group and the UK Police Pension Consultative Forum. In summary he said there was:-

* No change in the commutation cap for officers 50 years of age and 25 years service (Home Office gave Chief Constables in England & Wales the discretion to remove the commutation cap, but funding had to come from existing revenue budgets).
* Directions from Her Majesty’s Treasury on Scheme re-evaluation were awaited – this has to be done every three years.
* Two press summaries of important pension decisions were circulated, one on discrimination on the grounds of sexual orientation and the other on the nomination of unmarried co-habiting partners, and I can let anyone see them who is interested.
* An important case was being heard by the Pensions Ombudsman relative to an employer’s duty to advise members of the Scheme.
* Chief officers had taken legal advice which showed that the 7/60th ill health enhancements should be considered as applying across the whole length of service and not just the year awarded and this would, if confirmed, make a considerable difference to annual allowance problems.

The Vice Chair, David Hamilton, said he had written to the Minister and all concerned about the poor quality of operational efficiency at the Scottish Police Pension Authority. He awaited responses. He also said that Derek Hutchison is proving a very able and useful addition to PSoS Pensions Department and together they had re-written the Annual Benefit Statement letter for this year. He said the service level agreement between the SPA and SPPA was being refined and that GDPR would bring about some changes to service delivery. He also said some training on pensions would be provided to FTOBs. David Ross, who had replaced Doug Keil on the SPPB said an invitation to the RPOA to attend as observers had been rescinded.

**Scottish Police Authority**

The Chair and General Secretary reported on meetings with its Chair, Susan Deacon who seemed keen to have Staff Associations’ views, and the present state of chief officers and their recruitment. The Chair encouraged all members to attend a SPA meeting where possible.

**Scottish Police Budget and Financing**

The SPA had received papers on ‘creating capacity’ which showed that £37.1m could be saved by reducing officer numbers by 1171. The bottom line was that there was no encouraging news on budgeting or finance, there appeared to be no joined up thinking and no confidence.

**JNCC**

It was reported that many previously taken decisions had not been implemented – somewhere below Chief Constable level things stopped and there appeared to be a lack of capacity to ensure this did not happen.

Updates were given on telematics and cyber kiosks, ICT infrastructure, leadership and the fact that a new Sub-Committee had been established to rationalise SOPs.

On **2026** the Vice Chair reported that there had been a very good response to the Carleton University Survey and the initial results were described as devastating. Masses of qualitative information had been gathered and this would be properly analysed before releasing the report. There was agreement to produce an interim statement.

The General Secretary and Vice Chair gave a full update on telematics, the cost and the background to its purchase. They said SPF had no problems with its use for asset management (although this was a very expensive way of doing that), it had no problems with its use for accident investigation, but had serious concerns about its use for surveillance in criminal or conduct cases. A memorandum of understanding is being considered to ensure that telematics will not be used in surveillance, criminal or conduct cases.

As a result of the telematics project budget savings have been allocated without evidence. £2.2 million spent on capital and revenue to apparently benefit from £7.5 million savings. This is based on the savings of other Forces, but they never asked if this was down to the other Forces having cut officer numbers, so have less cars and are doing fewer miles.

Digital Strategy - £605,000 has been spent on consultants who advise that systems need to be updgraded at a cost of £206 million.

**Annual Accounts**

The General Secretary circulated the Grant Account; the Members Benefit Trust Account and the Voluntary Fund Account and explained various points on them. These were all approved by the JCC. They will appear on the website shortly.

The JCC approved plans for the 100th Anniversary celebrations and sponsorship arrangements for the Holyrood Magazine Awards, the Credit Union Charity Golf Event and the Maggies Centre Penguin Parade.

The General Secretary explained that the money SPF received from Government was named Grant in Aid. This was an old arrangement which started many years ago when there was more than one Force and covered most of the elements of the remuneration to the National Office Bearers and some meeting expenses. In a single Force arrangement it had become an administrative burden and it had been agreed with the Scottish Government that the process should be simplified. As a consequence it would be necessary for the underpinning of the national office bearer’s remuneration to move to the Voluntary Fund.

**Work Force Agreement**

The Deputy General Secretary, circulated a revised draft Workforce Agreement. This was discussed and approved by the JCC. Members considered it a significant improvement. Included in the new agreement is the removal of variations without exigency. Variations have been used as an excuse not to pay overtime.

**Taser**

The Vice Chair explained there were some issues relative to training standards and whether Taser should be considered as part of normal PPE. It is the wish of the Force to have it as PPE, but there are political issues currently in the way of this. Eventually the Force wish to have it issued to all officers. PIRC unduly influenced the implementation by requiring the installation of Chronicle which is a stand alone computerised audit system. This costs £5500 per work station so this has led to the hub model currently being developed. There is a comms programme being developed to “socialise” the deployment of taser before it goes public so they know what to expect when it goes live.

**Promotion**

The propsed changes to the processwere discussed and the Vice Chair said that while the SPF was not permitted to involve itself in the promotion of individuals and the Chief Constable retained the right to promote whomsoever he liked, there were many important issues of policy and practice that required SPF involvement. He said there were matters concerning the diploma, promotion panel scores and success rates amongst others but his general view was that an overall picture should be understood which would allow proper forecasting.

Commanders are no longer to be given a list and allowed to choose who they want. People and Development will allocate through a Resourcing Panel.

**BTP Integration**

The Committee discussed various issues relative to Integration of BTP. Many complex issues such as pensions and employment status remained to be resolved and the General Secretary said he was keen on an approach which would lay out options for affected officers.

**Probationer Training**

The General Secretary has received correspondence from the HR Director advising that printed notes for probationer training are avialble to officers on request. They no longer have to buy paper or ink at their own expense or have to peer at their smartphones.

**Bereavement Support Payment**

This is a payment that is now available to the family of anyone who dies providing they are under pension age and have paid National Insurance for 25 weeks. This used to be means tested, but is now available to everyone. This is a lump sum payment of £3500 plus a monthly sum for 18 moths to the persons dependants.

**Retirements and Resignations from the JCC**

Both Fiona Morris and Steven Thomson were in attendance at their last JCC meetings as they were soon to retire from the service and consequently resign from the JCC. The Chair congratulated and thanked both for the contributions to SPF work over the years.

**Communication Strategy**

Suitable communications officer still being identified.

**Police Charities**

Police Treatment Centres – There is a process ongoing to elect a new Chair.

St Georges Trust – Funding is now open to the children of a partner of a police officer who dies. Funding is also available to provide child counselling following a bereavement. Full details are on the Trust website.

Police Dependants Trust have elected Mark Lindsay of the PFNI as their new Chair.

SPF Bravery awards - The nomination process is open and anyone who is aware of an incident that may be worthy of consideration is encouraged to send in a nomination. The only change to last year’s ceremony is that an afternoon reception will take place at Bute House rather than the Parliament building.

Discussion took place which expressed concern at the number of ceremonies and that as a result the value was being diluted.

Wednesday 5 September 2018 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 2018. Next year the memorial day will be in Glasgow, with a civic reception being held at the City Chambers and the memorial service being held in the Royal Concert Hall.

**ICPRA/EuroCOP**

The last meeting of EuroCOP was in Lisbon. There was an input from the European Trade Union Congress on collective bargaining. There is a clear north/south divide in approaches. The north tends to negotiate, while the south tend to favour manning the barricades. Violence against officers was a recurring theme, Sweden in particular are seeing a massive upturn in intimidation towards officers.

**7.2 Subject Committees**

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

* **Conduct**

The Vice Chair gave the following update.

**Conduct Update**

Conduct On - 2

Conduct Off - 9

Criminal On - 10

Criminal Off - 11

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

There are six officers currently suspended in the North Area.

There has been one Hearing since the last meeting and the Chair represented the officer, the officer received a written warning.

There has been no Misconduct meetings since the last NAC.

There are a further 11 Gross Misconduct allegations currently being investigated by PSD and the Committee will be updated in due course.

**North Area Conduct Meeting**

The last North Area Conduct meeting was held on the 3 April 2018 in Dundee.

**JCC Conduct Meeting**

The Conduct Sub-Committee last met on 17 January 2018 in Dundee. Vice Chair attended and David Threadgold VC’ed in from Aberdeen. The minutes of this meeting are available and can be circulated to anyone who wants them.

**Equality**

The Deputy Secretary gave the following update.

The North Equality Committee did not meet as scheduled in early April however the Equality Subject Committee met in Dundee on 17 April 2018.

The minutes of this meeting have been circulated.

A significant issue which the service is likely to face in the near future is the number of officers who are being afforded protected duties in roles appropriate to the medical issue suffered are numerous. So much so that there is a likelihood it will soon be at saturation point. This has been raised by the Deputy Secretary at N Division Peoples Board and is to be raised with the Divisional Commander in due course.

**Absence Review**

The following are the numbers of officers on Long Term Sick. No current statistics for Ill Health Retiral are available however it is known that a number of the officers have been recommended for IHR.

N Div – 7 LTS

A Div - 17 LTS

D Div - 21 LTS

Anxiety, stress and depression continues to be the most significant cause for long term absence. Discussion took place regarding potential patterns of the root cause of mental health issues. If during member contact they raise issues regarding supervision issues then they should be escalated to the Equality lead.

**Grievance**

The Deputy Secretary is currently dealing with four ongoing Grievances.

All are being progressed.

**Flexible Working / Part time**

Not aware of any currently on going receiving support.

The Chairman then invited any questions.

General discussion took place re IHR and mental health problems. Grant McDowall, Secretary, East Area gave the view from EAC. Further discussion around identifying stress patterns, employing Welfare Officers, Absence Management meetings, Well Being Champions and HRs drive to get officers back to work.

**Health & Safety**

**North Area SPF H&S Meeting**

The Secretary advised that the NAC Health & Safety Sub Committee had last met on Monday 2 April 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 relation to Taser.
3. Lack of specific RA’s primarily for custody.

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 in Aberdeen on Wednesday 11 April 2018. The North Cluster Chief Inspector Ally Reid chaired this meeting. Marc Lorente was present from Cluster 2.

The main points raised by the Secretary were:-

* Noise levels at Fraserbuirgh Custody Centre.
* Clarity over Arbroath Custody Centre (basically to remain open until the matter goes to JNCC).
* Obvious lack of specific RA for Custody Centres in the North and all over Scotland. Part of a larger piece being looked at by Brian Jones and a frustration to all.
* Issue with recent lack of cover etc and (eg 1+1 at Perth with the Sergeant covering satellite supervision of Inverness). Sickness one excuse but known by RMU two days before (suggest gambling that staff would return to work). No resilience.
* Medical provision at Elgin and Fraserburgh. Still ongoing although recruiting a new nurse at Kittybrewster. Doesn’t fix Elgin/Fraserburgh.
* Facilities for staff and the wellbeing that is current and being spoken about.
* Concern re fire extinguishers being out of date. Custody aware and see it as a risk that can be managed. A major issue and group asked to escalate due to the obvious risk and dangers to indivdulas and the Force.

Update re surface pro trial for Kittybrewster. SPF in agreement and the carriers viewed and asked for a RA to be included. At least consulted on.

New drugs toilets being introduced at Kittybrewster and other stations.

**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 Friday 20 April 2018 at Tulliallan which he VC’d into.

The Secretary again raised concerns in relation to Mitie.

Winter clothing/equipment. Advised that there has been very little negative feedback in relation to the temporary solution which was put in place for this year. Of the feedback received it was all positive.

Taser implementation was discussed.

Raised concerns that no representative from N Division command in attendance or a replacement.

Raised the concerns in relation to vehicles and equipment.

Raised concerns in regards to noise protection which is being looked at Nationally. Actions taken for the secretary to be updated due to several upcoming events in the North. Recent costs re legal action in PSNI millions of pounds in one year.

**JCC Health & Safety Meeting**

The JCC H&S Subject Committee last met on Tuesday 17 April 2018 at Dundee. The new format was introduced at this meeting which Grant Letham, Mike Purdie, Linsey Burns and Gordon Forsyth attended in the absence of the Secretary who was committed elswhere.

The JCC National update was delivered by Brian Jones and can be emailed as requested.

Accredited training has being delivered in the first instance to eight NAC H&S Reps by RRC in the Dundee SPF Office. Feedback was received from this course and a subsequent course held in Livingston for East Reps.

Letter sent to ACC Wayne Mawson and subsequent reply which was shared with the Reps. Looking for examples of poor vehicles/equipment.

**Points of Note**

Injuries due to assault is being under recorded on SCoPE.

Life jackets and throw lines – update and now in place.

H&S Alert re axle weights of vehicles. Focus, 308’s, Astra’s and also the BMW 330’s.

“Your time matters” – Force are promoting and supporting of accurate working time.

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. Sodexo (new facilities management service from 1 April 2018).

Clinical Governence Group first met 15 May 2017 which Brian Jones and Steve Clark (East attended). Chaired by ACC Telfer. Terms of reference agreed. At the meeting it was discussed that SPELS not fit for purpose and did not give front line officers the necessary skills to preserve life. ACC Telfer tasked Chief Superintendent Nichola Burns with an urgent review of SPELS looking at all other Forces in the UK and what is provided.

Driver training issues nationwide with the number of officers who have not undergone a driving course. Different approaches being take across Scotland.

Issues have been raised regarding the degredation of body armour panels. Members were encouraged to disseminate to members that they should check the internal panels to ensure that their condition is not compromising.

General discussion took place regarding out of date fire extinguishers, reporting of defects properly and fleet vehicle weight limitations.

**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 18 April 2018 at Dundee SPF Office and he updated on the discussions at that meeting. The main points of note were:-

* Scottish Government Grant in Aid Account – has been changed and the money will no longer be paid to the SPF, but directly to the SPA. A motion at JCC was approved to cover the changes in accounting practice to cover the remuneration of the National Office Bearers.
* Options for student accommodation still being looked at and a consultant has been engaged to assist.
* Coffee machines – Proof of concept to be discussed with Divisional Commanders to establish where machines can be sited. There is an acceptance that if it goes ahead then they will be used by non-members.
* The investements are continuing to do well. Stephen Quayle from the investement company attended the meeting and went over the investment policy in detail. It was proposed that given the financial climate that the Investment Policy be redrafted to reflect that.
* The development of Woodside Place has been put on hold due to spiralling costs at this time.
* Property portfolio expansion options continue to be looked at.
* **LEGISLATION & REGULATIONS**

This meets only when required. No meeting has taken place since the last NAC.

* **OPERATIONAL DUTIES**

This meeting took place on Wednesday 18 April 2018 at the Dundee SPF office.

**Public Order Monitoring Group**

Helmet belt clips and baseball caps in the process of being procured. This is seen as upping the ante by having officers deployed in Level 1 so that will have to be communicated to the public by the Force.

Salisbury incident. Suits required to be changed every four hours due to degredation - this has meant a significant impact on the stock of suits available in the UK. Scottish stores are unaffected meantime.

CBRN Officers require to be clean shaven – H&S issue that requires it.

**Force Armed Policing Monitoring Group**

Meeting was held on 23 March 2018.

There has been a significant increase in the number of armed deployments to knife incidents. It was acknowledged by all that this was the correct tactic.

**7.4 Force / Area Meetings Update**

**People and Operational Delivery Group**

The first meeting of the new Group met on 15 May 2018 at Tulliallan, Steve Thomson and Gordon Forsyth attended. First meeting since May 2017 and chaired by ACC Bernie Higgins.

DRIVER TRAINING- lack of availability of courses and capacity to meet the current demand, a need to improve training was identified and that there had been a reduction of response instructors, review of term of course which has been reduced in other Forces.

H&S –This was an area of ongoing work which has been growing with pace over the past year, the Force Executive had recently been trained and that there was recognition in the culture and approach to H&S being applied by the Force.

PROMOTION – An update was provided on promotion, particularly PS to PI process which has currently 450 officers waiting to be interviewed. They discussed the introduction of a merit list based on the number of vacancies and that there had been 55 PS interviewed earlier in the year, of this 90% passed which was recognised as being unsustainable by the Force. The whole process requires to be reviewed.

Discussion also around geographic spread of resources, deployment models (L Divison rural areas and islands badly affected; Commanders going from rural to towns or cities). Potential for incentives in relation to islands and remote locations, importance of meaningful feedback at all levels.

TEMPORARY POSTS – Impact of use of temporary and filling of base posts, operation of Divisional approach to vacancies which is silo based and does not consider others who have been successful, need to push remote / central posts. PDC – how does this currently link with promotion – too many temporary ranks which has an adverse impact on operational levels due to domino effect. David Hamilton, Vice Chair asked for publication of vacant posts.

ARMED POLICING DEPLOYMENT – Commenced on 7 May 2018, nothing negative being fed back internally, some good work and tasking evident in East and North.

CRIME – ACC Johnson leading a review of core competencies and specialisation – impact on lateral and development – too focussed on specialisation and reduces opportunities. Looking for posts where a substantive DS could come in and with appropriate training and mentoring be successful in the role. Crime Partnership with NCA operating out of Edinburgh area. SPF concerns re framework and command they are working under.

CYBER KIOSKS – Negative impact and impression created by media coverage. Its use of an app rather than a specialist kiosk. This will reduce time for examination and allow reduction in productions and time equipment is kept.

OCG – Principals living abroad and there may be a longer term requirement for postings and deployments in other countries.

EVENTS –Move away from LDA, management of resources and use of non critical posts at Events. Highlighted impact of resourcing, need for planning, resilience and adequate rest and refreshment time. 900 currently eligible for deployment but only 400 deployed, can create confusion around command and process being reviewed. ACC Williams leading on this.

UNIONS – Custody / C3 – Creation of new Hubs welcomed, also highlighted leave allocation issue for staff which appears secondary to officers, impact of shift patterns.

**Divisional Management Meetings**

N –The N Divisional management meeting has been relaced 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.

Annual Leave allocation, TOIL requests, RRD allocation continues to cause issues. This matter was taken to the SMT and an understanding was found in relation to progress this issue. The matter of resourcing and deployment is a matter of some friction and confusion in N Division with RDU / DCU and shift supervisors at odds in relation to allowing officers to take time off and obtain desired AL periods. Backfill to Custody Division and the reduction of response officers available continue to exacerbate the problem. This is to be brought to the Divisional Commanders attention by the Deputy Secretary again at the next scheduled meeting.

North full-time officials have been invited to attend leadership meetings, recently introduced in the Division. Separate events are scheduled for Sergeants and Inspecting Ranks throughout the year. Due to other commitments to date we have been unable to attend however the next event in June is to be attended to by the Deputy Secretary.

A – The Secretary meets with Chief Superintendent Thomson every quarter and will see as and when he needs to.

Divisional Sergeant / Inspector meeting for them to address issues locally, chaired by the Divisional Commander. It met on 1 February 2018. Annual leave allocation command will attempt authorise 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 the Division, leading the way rather than being led when it comes to implementing changes ie 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 two driving instructors seconded from RPU and their spaces will be backfilled by the Division.

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

Reps have an open invite to sit at morning meetings and strategic meetings.

D – The Command Team has met with the Chair and D Division Reps on various occasions since the last NAC.

The main points were:-

Issues regarding provision of / access to 4x4 vehicles during the adverse weather were discussed. The number of vehicles which were unserviceable, particularly in Perthshire was also raised. It was highlighted that part of the issue was caused by the number of avoidable RTCs, particularly during manoeuvres in car parks. This is causing an impact on vehicle availability while they are away being repaired and the Divisional budget. All collisions are included on the daily meeting document so that there is oversight of all incidents by Command.

The management of citations was raised, particularly in relation to citing officers who were off on long term absences. The general management of citations was also discussed and they are managed in different ways in different areas. Superintendent

Murdoch took it in hand to have the system reviewed to ensure that it was efficient and that citations were being served or appropriate enquiry was being made.

Discussions regarding the positive and negative aspects of the issues surrounding Operation Rupestris.

There is a continued requirement for staff in the Dundee ACR. The Division are proactively identifying suitable candidates, but the candidates are fully sighted on the process. A couple of willing volunteers have already been identified. Moves will only be made with a 4.4 Chiefs move or if voluntary.

D Division to be a pilot area for the new mobile technology.

**8. New Business**

No notifications of new business

**9. AOCB**

James Thomson raised an issue around the motion passed at JCC with regard to tenure of Full Time Office Bearers. General discussion took place with various individual views being heard. Agreed that details of motions would be dissiminated to all reps for opinions prior to JCC.

**10. New Business**

A letter of thanks was read out from Sheena Joss, Dundee Administrator who retired at the end of April 2018. The Chair also advised of two upcoming retirals from NAC, Steven Thomson, Secretary and John Crawford, Vice Chair. The Chair then read out a letter to the Committee on behalf of Steven Thomson. Both Steve and John were thanked for their service and support over the years.

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

The Chairman advised the next Meeting of the North Area Committee would be held on Monday 3rd and Tuesday 4th September 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 December 2018

**12. 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