



Scottish Police Federation North Area Committee

Minutes of the 2nd quarterly meeting of the Scottish Police Federation – North Area Committee held on Monday 1st and Tuesday 2nd June 2015 at the Atholl Palace Hotel, Pitlochry.

1. Members Present

Full Time Officials

David Hamilton Chair
Graham Sloan Secretary
Steve Thomson Deputy Secretary

Peter Jones National Health & Safety Secretary

Constables	Sergeants	Inspecting Ranks
Fraser Robertson	Derek Baxter	Gordon MacDonald
David Smith	David Threadgold	Gordon Deans
Brian Dick	Steven Ross	David Ogilvie
Mike Purdie	Andrew Bilton	Iain Smith
Linsey Burns	Karen Harrison	Frank McManus
Neil MacDonald	James Thomson	Gordon Milne
Gary Johnson	Gordon Forsyth	Caroline Scobbie
Paul Reynolds		Graham Smith
Sandy Smart		

2. 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.

3. Apologies for Absence

Apologies were received from;

John Crawford
Grant Letham
Dave Forsyth
Neil Cameron
Martyn Turner
Angus Morrison

4. Rank Separates Committees -

The Sergeants Separates Committee met at the conclusion of business of the NAC on day 1.

5. 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 David Smith and Neil McDonald.

6. Matters Arising

6.1 Action/Decision Log

The action and decision logs had been circulated in advance of the Meeting and the contents were noted by the Committee.

Action 0023/14

The Secretary reported that he had sought information from PSoS in connection with this matter but to date they had been unable to provide the information sought. The Chair highlighted he would raise this at the new Pensions Board.

The meeting agreed to close the action.

Action 0024/14

The Secretary advised that it was unclear how the work of Supt Ritchie was progressing or if he was still dealing with this matter. Undertaking to establish what was happening with this report and invite the most appropriate person to come and address the committee.

The meeting agreed to **keep open**.

Action 0025/14

The Deputy Secretary advised that the matter was to be highlighted at the North H&S meeting chaired by ACC Thomson on 6 March 2015. Due to other business that day it was agreed that it would be addressed out with that meeting. FTO's have since met with Stuart Wright and the situation of carrying out court duty after a nightshift should be stopped by now. Any further instances of this to be reported to the Secretary. See also Task 0001/15

The meeting agreed to **close** the action.

Action 0027/14

The Deputy Secretary advised that an instruction had been sent out by John Gillies in relation to the correct recording of working time on Scope and that Officers who are entitled to time back received same.

The meeting agreed to **close** the action.

Action 0001/15

The Chair advised that he, the Secretary and Depute Secretary had met with Stuart Wright and the issue of court from nightshift would cease.

The meeting agreed to **close** the action.

Action 0002/15

The Secretary advised that there had been difficulty in getting new absence data but it will now be available bi-monthly. When contact requests are sent out the contact details will be added if available.

The meeting agreed to **close** the action.

Strategic Objectives

The Chair reminded the committee of the strategic objectives that had been previously agreed by the North Area Committee, namely:

- Protect North Area 24/7 response and community resources.
- Ensure that delivery of all aspects of policing in the North Area are reflective of community needs and geography.
- Improve Communications with the Federation membership.

The committee were content that the objectives remained relevant and required no amendments or change.

External Speaker

The Chair welcomed Aileen Reid, Project Lead on the National Promotion Process, who addressed the committee on all aspects of the current promotion process, the

recent review of the process and the recommendations that were submitted following the review.

She was also able to update the committee that at present two short term working groups were separately looking at an alternative pathway to promotion focusing on officers in temporary ranks and also the lack of promotion for officers with less than 10 years' service.

Aileen thereafter provided further information to the committee regarding a revised National, Interim Performance Review Tool, being referred to as PDR Lite. It is anticipated that this PDR system will start to roll out during the summer 2015.

Aileen took questions about both the Promotion and PDR system and was thanked by the Chair and the Committee for her inputs.

Standing Items

7.1 JCC Update

The Secretary advised that the JCC had meet on 12th/13th May 2015 and the minutes would be circulated in due course.

PNB

The Chair advised that a new Independent Chair of the Scottish PNB had now been recommended for Prime Ministerial sign off. A new independent Secretary had also been appointed.

The arrangements for Arbitration had been finalised and an Arbitration panel appointed. An important principle of "Status Quo Ante" has been retained i.e. that in the event of a failure to agree, the status quo remains until resolution is achieved.

The ongoing saga of Maternity Leave looked like being resolved imminently.

A pay claim had been submitted to the Official Side. This was 2 stage. 1% for implementation in September 2015 and 0.6% in April 2016. 1.6 % represents the median increase in public and private sector salaries across Scotland and is derived from the Scottish Government's own figures.

A paper on 'Exigencies of Duty' was being developed and shared with the Official Side.

A claim to simplify overnight allowance conditions had been submitted but early responses indicated that it would be considered in a wider package of Terms and Conditions.

Pensions

A number of Pension Circulars have been published by SPPA that are available on their website including new Commutation tables that will remain until 2022 and a revised employers contribution to the scheme (23.1%)

The exemption of inheritance tax on the estates of blue light workers killed on duty is being explored.

Scottish Police Consultative Forum

The Chair had attended the last meeting of the Forum where the discussion was once again dominated by working time. The Chair had suggested that if the Authority ensured that Police Scotland's officers didn't breach the Working time Regulations, the problems and reasons for the breaches would soon become clear.

Scottish Police Authority

The Chair had attended one of the last 3 Authority meetings and had been monitoring others on webcasts etc. It appeared that meetings were getting shorter and he was unsure how effective some of the scrutiny was.

The Force has a £11million budget shortfall for the year with no suggestion as to how that can be plugged.

JNCC

The JNCC had been cancelled and had not met since the last meeting of JCC.

7.2 Subject Committees

The minutes of all national Subject committees were circulated as JCC Circular 20/2015

- **Conduct**

Conduct Update.

The Secretary advised the Committee

Conduct On: 36

Conduct Off: 6

Criminal On: 27

Criminal Off: 11

Total:- 80, this being an increase of 10 cases since the last NAC meeting.

The delays in outcomes for officers currently under investigation of Data Protection Act offences was highlighted by the committee and an ongoing concern.

- **Equality**

The Secretary confirmed that the NAC Equality Sub Committee had met for the first time on 15th April 2015 in Dundee, the draft minutes had been circulated.

Absence Review

The Secretary then gave a brief update that at present there were the following officers absent across the north area;

A&B- 30

D- 22

N- 10

The Secretary advised that this information was now being shared from the force again and thanked the reps for the positive contact they were having with members. The feedback from members about this contact from the Federation remains good and is appreciated by many.

Reps were asked to ensure that the contact remained ongoing during the absence, with at least monthly contact suggested and that updates were forwarded to Louise Deans in the Aberdeen office to update the member's database.

The IHR process is continuing to take a considerable time for many. There have been some recent outcomes that have seen some members being retained in a role. The ability to retain an officer even when they are no longer fit to carry out the full role of a constable is an underlying principle of the process. Members should always be reminded that an officer can be retained especially if the SMP identifies the officers is fit for some aspects of police work.

Grievance

Not aware of any currently on going receiving support.

The Secretary then invited any questions.

- **Health & Safety**

The Deputy Secretary confirmed that the NAC Health & Safety Sub Committee had met in advance of the Federation Conference in Turnberry on 30 March 2015. The draft minutes have been circulated to the committee. At this meeting the Chair and vice Chair were elected (Davie Smith and Linsey Burns) and it was agreed that both would be the representatives to attend the JCC H&S committee

North Area Health & Safety Meeting

The Deputy Secretary advised that the North Area meeting chaired by ACC Robertson had met on one occasion since the last NAC meeting on Tuesday 12 May 2015. Linsey Burns attended this meeting as he was committed at Joint Central Committee.

National Health & Safety Meeting

The committee was updated on the previous OST matter in that Officers were out of date in relation to same. The information is that after dialog and action, the matter appears to have resolved itself and Officers are now trained.

The Deputy Secretary provided the committee with an update in relation to the forthcoming T in the Park Event taking place between 10 and 12 July 2015.

An update was also provided in relation to vehicle check surveys which all reps will be asked to carry out between now and the next NAC meeting in 31 August 2015.

Finally the National Secretary has written to the DCC designate identifying the appointed safety reps following the recent elections and awaits the Official acknowledgement and endorsement for those reps to attend H&S committee meeting to carry out their roles as Safety Representatives.

The Deputy Secretary invited any questions.

7.3 Standing Committees

The minutes also formed part of JCC Circular 20/2015

- **Finance**

The Chairman confirmed that the Finance Standing Committee had met on 22nd April and he updated on the discussions at that meeting.

- **Legislation & Regulations**

This Committee discussed the consultations on:

- Inquiries into Fatal Accidents & Sudden Deaths etc. (S) Bill
- Equally Safe - Reforming the Criminal Law to Address Domestic Abuse and Sexual Offences
- Apologies (S) Bill: call for written evidence
- Criminal Justice (S) Bill

In relation to stop/search the committee agreed that it was vital that the ability of the public to consent to cooperating with the police (in search if necessary) was maintained. The General Secretary said he was considering preparing a briefing document for politicians demonstrating how important this aspect of policing was.

In addition he was considering holding a physical briefing for politicians where he may bring an operational officer experienced in that field. He asked members to send him examples of successful consensual searches by 1 May 2015.

Members also discussed body cameras, whether or not they were effective and the associated costs and wider issues.

- **Operational Duties**

The committee voiced opposition to the suggestion of introducing a rank structure in the Special Constabulary, discussed the voluntary aspect of PSU, CBRN and Firearms disciplines and raised concerns re the ongoing Custody resilience issues and C3 rollout.

7.4 Force/Area Meetings Update

LNCC

The North LNCC met in Aberdeen on 26 March 2015, Graham Sloan and Steve Thomson attended. The meeting was chaired by T/ACC Campbell Thomson. The following matters were discussed.

Recruitment and Retention in A&B remain an issue. A Gold Structure group under chair of Ch Supt Watson looking at this issue. Invite extended to SPF to sit on the group.

Ch Supt Watson to have meeting with support staff unions over recent media report over potential closure of Queen Street building in merged A&B Division. Media report is pure speculation at this time.

Staff Morale – the broad issues submitted in advance of the meeting were discussed at length. Ch Supt McLaren was supportive of the content and in agreement, there was tacit agreement from other Ch Supt/Supt's. The matter to remain open on the action log and any specific issues to be highlighted and if suitable raised with Divisional Command.

LNCC 5C met in Stirling on 16th March 2015. C3 problems in East Area dominated discussions and the Chair had sought reassurances re the forthcoming changes in the North.

Divisional Management Meetings

N – John Crawford has been attending these meetings.

A – Graham Sloan meets on a monthly basis with Superintendent Milton.

B - Graham Sloan attends the meetings with Chief Superintendent McLaren and he continues with his routine meetings with reps, the next is due on 30th June.

D - David Hamilton now has routine meetings with the Command Team and has reinstated the regular meeting between Command Team and reps.

C3 - Concerns remain re the rollout of the C3 reforms and the Chair is allowing the latest staff moves to settle before approaching the new Divisional Command Team.

Custody- David Hamilton continues with custody liaison. Ciorstain Shearer had now moved to a new role and CS Gary McEwan was taking over in custody. Number of issues raised at last meeting including i6 roll out and lack of cell alarm system in Dundee.

- **New Business**

No items of new business had been raised.

- **AOCB**

SPF Conference 2015

The paper circulated in advance of the meeting by Grant Letham was discussed at length and the views of members noted.

Allowances

The Secretary sought the views of the committee regarding any difficulties or issues being faced by officers when submitting claims for allowances. He was aware of some issues that appear unique within N Division and these will be progressed with N Division command. There followed some general discussion around this subject but there was little evidence of this being an issue other than in N Division.

Shift Patterns for Operations

The Secretary spoke about the process for shift patterns for Operations such as Op Jersey, T in the Park and Royal Court and reminded the committee of the importance of updating full time officials if they are attending any meeting in connection with such operations.

- **Correspondence**

The Secretary advised he had no items of correspondence to bring to the attention of the committee.

- **Time and Date of Next Meeting**

The Chairman advised the next Meeting of the North Area Committee would be held on Monday 31st August and Tuesday 1st September 2015 at the Atholl Palace Hotel, Pitlochry commencing at 1300 hours on Day 1 and 0900 hours on Day 2.

Dates of future meetings

30th November/ 1st December 2015

- **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.

David Hamilton
Chair

Graham Sloan
Secretary