



Scottish Police Federation North Area Committee

Minutes of the 2nd quarterly meeting of the Scottish Police Federation – North Area Committee held on Monday 6th and Tuesday 7th June 2016 at Atholl Palace Hotel, Pitlochry

1. Members Present

Full Time Officials

David Hamilton	Chair
Steve Thomson	Deputy Secretary
John Crawford	Vice Chairman
Peter Jones	Health and Safety National Secretary
Grant McDowall	Secretary (East Area) Day 2 only

Constables	Sergeants	Inspecting Ranks
Fraser Robertson	Derek Baxter	Gordon Deans
Brian Dick	David Threadgold	Gordon Milne
Mike Purdie	Andrew Bilton	Caroline Scobbie
Neil MacDonald	Martyn Turner	Dave Forsyth
Gary Johnson	Karen Harrison	Iain Smith (Day 1 only)
Sandy Smart (Day 1 only)	James Thomson	Frank McManus
Davie Smith	Gordon Forsyth	David Ogilvie (Day 1 only)
Linsey Burns	Stephen Ross	
Shirley Moran	Grant Letham	
Angus Morrison		

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. Louise Deans, office administrator from Aberdeen was attending as a minute taker. Sheena Joss was also present on Day 1 to assist with the Elections.

3. Election of Full Time Officials

The Chair reminded the meeting of the rules in relation to elections. He explained that clarity had been sought nationally on the eligibility of the National Subject Secretaries to vote in Area Committee Meetings and that it was determined that each had a vote as members of the Area Committee from which they came from.

Secretary of the North Area Committee

For this election, the Chair presided over the meetings business.

The Chair advised that in accordance with the Police Federation Scotland Rules - Rule 6, one nomination had been duly received from:

Steve Thomson

The Chair sought confirmation he was formally nominated and seconded and Steve Thomson was elected by acclaim.

Deputy Secretary of the North Area Committee

The Chair advised that in accordance with the Police Federation Scotland Rules - Rule 6, 5 nominations had been duly received from:

Gordon Forsyth
Karen Harrison
Neil MacDonald
Sandy Smart
Davie Smith

all of whom sought election to the post of Deputy Secretary.

Referring to the nominees in alphabetical order, the Chair sought confirmation they were all formally nominated and seconded following which presentations were made by each nominee to the members of the 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 Deputy Secretary of the North Area Committee.

The Chair thanked all the nominees for their interest in the roles and congratulated Steve Thomson and Neil MacDonald on their success.

4. Apologies for Absence

Apologies were received from;

Neil Cameron
David Ogilvie - Day 2
Andy Barclay
Graham Smith
Sandy Smart - Day 2
Iain Smith - Day 2
Dave Forsyth - left at 11am Day 2

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 Davie Smith and by Steve Ross.

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 0012/15

The National Health & Safety Secretary advised the matter of winter clothing had been raised at the National Uniform PPE Group and work had been completed by Ian Paton, North Health and Safety Advisor and others. The process has been forwarded to procurement and the only decision to be made was whether the clothing was to be personal issue or a stock for Officers.

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

Action 0001/16

The Chairman advised that a guidance document has been circulated to the Committee for their information. Discussion took place regarding CRTP / Bradford Score.

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

Action 0002/16

The Chairman advised that he has highlighted the lack of individual feedback in relation to Armed Policing shift proposals.

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

Action 0003/16

The Secretary advised that the motion was presented at JCC on 10th/11th May 2016. JCC advised that the information within the motion was actually ongoing and it was accepted that the motion be withdrawn. This would be reflected in the JCC minutes.

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

The Chair then advised the Committee there would be no guest speaker at this meeting and a discussion took place regarding the Force's financial situation. The Committee later separated into their respective Divisional Areas where the Secretary, Chairman and Vice Chairman updated them regarding the current situation for their Area.

7. Standing Items

7.1 JCC Update

The last meeting of the JCC was held on 10th/11th May 2016 at Dunblane, the minutes of which would be placed on the SPF website when ratified. The following points of interest were discussed:

Election of JCC Vice Chair - Three candidates applied for the post and after two rounds of voting Andrea MacDonald, who is the current Chair of the West was elected. She will take up post in August when the current Vice Chair Graeme Ednie retires.

PNB

The Chairman reminded the Committee of the structure and statutory remit of the PNB.

The Technical Working Group continues to examine "exigencies of duty", a new "held in reserve and overnight allowance" system and a Staff Side to proposal to remove the minimum Overtime incurred when working from a working day into a rest day.

The Equality Group is making slow progress on some key issues and the Staff Side consider that these delays are causing unacceptable delays in progressing issues and this is going to be escalated.

Pensions

There had been no significant meetings held recently. All pension circulars received have been circulated to the membership. The Chair was having ongoing discussions with SPPA regarding their communications, customer service and failure to provide Annual Benefit Statements.

The Committee were reminded that Pensions are a personal matter and as such the Federation cannot provide advice. Officers with queries should contact the SPPA directly.

Scottish Police Consultative Forum (SPCF)

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 PNB and SPCF work in parallel and the meetings normally take place on the same day.

Still ongoing are discussions on the Pathways to Policing, which includes direct entry and reduction in time spent at SPC.

Special Constables Conduct Regulations are still in discussion and the Independent Chair is seeking the Cabinet Secretary and Chief Constable to attend future meetings in an effort to resolve some matters.

Joint Negotiation and Consultative Committee (JNCC)

There had been no meetings since the new Chief Constable had taken up post. The SPF will, however, ensure there is no slippage on the work ongoing by continuing to push for this meeting to take place.

A letter had been sent to the Chief Constable from the General Secretary in relation to certain Areas taking on of CRTP as there appears to be discrepancies in how it is managed throughout the country.

7.2 Subject Committees

The Secretary advised the minutes of all national Subject Committees were circulated as JCC Circular 5/2016. These are still to be approved.

- **Conduct**

Conduct Update.

The Vice Chair provided the following update for the Conduct section of the NAC.

The conduct figures are as below and it is a steadily improving picture,

Conduct On - 8
Conduct Off - 7
Criminal On - 29
Criminal Off - 18

There are 6 officers currently suspended in the North Area.

The North Area Conduct Committee met on the 5th April 2016 in Dundee and the minutes have been circulated.

- **Equality**

Caroline Scobbie, Chair of the NAC Equality Group advised that there had not been a meeting since the last North Area Committee. She provided an update in relation to ongoing issues.

- **Absence Review**

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

A - 12 – 2 in IHR process
D - 25 – possibly 4 in the IHR process
N - 13 – possibly 1 in the IHR process

The Secretary invited any questions.

- **Health & Safety**

The Secretary advised that the NAC Health & Safety Sub Committee had last met on Monday 4th April 2016 at Dundee and the minutes have been circulated to the NAC. Following the meeting accident and investigation training was provided by the National H&S Secretary.

- **North Area Health & Safety Meeting**

The Secretary advised that the North Area meeting chaired by ACC Andy Cowie had met on one occasion since the last NAC meeting on Thursday 21st April 2016 in Inverness. This was the first meeting chaired by the new ACC and various matters for the North were discussed including an issue in relation to Hep B boosters and inoculation programmes. Actual guidance will be published regarding this and the point was emphasised that it was our view that the Force has a responsibility to notify staff as to when these are due. It was also acknowledged that some good work is being progressed in the North which may not be similar in other areas throughout Scotland.

- **JCC Health & Safety Meeting**

The JCC H&S Subject Committee last met on Tuesday 12th April 2016 at Woodside Place, Glasgow. These minutes have also been circulated.

The Secretary provided the Committee with updates in relation to:

- Inspections carried out at Dundee ACR and another Office within Aberdeen along with Ian Paton, North Health and Safety Advisor.
- Notebooks

Grant Letham provided the Committee with a brief update in relation to T in the Park 2016.

The Secretary invited any questions.

6.3 Standing Committees

The minutes also formed part of JCC Circular 14/2016

- **Finance**

The Chair informed the Committee that the last Finance Standing Committee Meeting had been held on the 13th April at Woodside Place. The minutes of this meeting would be circulated in due course.

The main topics of discussion at this meeting were:

SPF Accommodation - the Deputy General Secretary, David Kennedy, continues with his review of SPF accommodation.

Member Services - ACE Insurers withdrew their package with only 3 weeks' notice however, after negotiations a new product was sourced and cover for the year 2016/17 will be provided by Aviva Insurance. There have been a few changes in the policy and officers should make themselves familiar with them, one being the holiday insurance excess which has increased from £50 to £100 per person and also a reduction in Sick Pay Benefit from 50%-40%. This was the best deal available at such short notice.

- **Legislation & Regulations**

The Secretary confirmed that there had been no meeting of the Legislation and Regulation Standing Committee since the last meeting of the NAC.

- **Operational Duties**

The Secretary advised the Committee that the JCC Operational Duties Standing Committee met on 13th April 2016 at Woodside Place when it was reported that further

information had been sought on a recently circulated SOP on the Special Constabulary. A meeting has been scheduled to further discuss the Policing Diploma. Members have voiced their concerns regarding the proposed relaxation of standards for recruits. The Special Constabulary have been offered membership of the SPF Voluntary Fund for legal advice/assistance for on-duty incidents only.

6.4 Force/Area Meetings Update

LNCC

The Chair advised that he and the Secretary attended the LNCC in Inverness on 21st April 2016 chaired by ACC Cowie. The issue of Ill Health Retirement and CRTP were discussed. The latter is now being taken forward at JNCC.

LNCC 5C

Last met in Stirling on 16th March 2016, Peter Jones represented the NAC at this meeting, with the main topics discussed being Bilston Glen and Custody Division.

Divisional Management Meetings

N – The Vice Chair gave a brief update on the last meeting which took place on 24th May 2016. Of note the meeting was chaired by the new Area Commander Chief Supt Philip Macrae, he is of the same view as Julian Innes that the meeting should continue to be focussed on people.

A – The Secretary met with Chief Supt Thomson on 25th April 2016. The Chief Supt was keen to have 6 weekly meetings with the Secretary and extended an invite to any of the representatives who have local matters they wished discussed. The Secretary further advised that an Aberdeenshire Local Commander is also keen to schedule informal meetings with representatives for his Command Area. Mike Purdie has made contact with the Local Commander and awaits a date for the first meeting.

D – The Chairman advised that he and D Division representatives have met with Chief Supt Paul Anderson and the initial discussions were very positive. Meetings are being scheduled in on a regular basis.

C3 – the Chairman provided an update of the ongoing matters within C3 including the new Dundee ACR progress and the staff uplift.

8. New Business

8.1 Motions

MOTION: A Strategy and Direction for the Future

The motion was proposed by Gordon Milne and seconded by Karen Harrison.

That the North Area Committee requests the Chairman of the Scottish Police Federation to: -

1. Develop, consult and thereafter publish a Strategic 5 Year plan for the activities and endeavours of the SPF;
2. Develop, consult and thereafter publish a communications strategy covering both internal and external issues for the SPF;

Notes

- SPF appears to have no strategic aim, plan or overall direction.
- It was regarded as one of the most influential lobbying staff associations in the country, instrumental in the drafting of reform legislation.
- The SPF is multi-million pound, statutory, representative and democratic organisation which has no documented intentions or communications strategy or plan.
- Members regularly criticise the lack of communications, news or guidance available, certainly out of hours and available on line.
- Communication is at the heart of all efficient, effective and modern organisations. It should be regarded as the blood that flows through arteries and veins.
- A strategic plan in its simplest form will bring the geographically divided areas closer together and strengthen a united response to austerity.

The motion was supported and will be taken to the next JCC in August 2016.

Task 0004/16 – Secretary to present motion at the next JCC in August 2016

9. AOCB

8.1 Bravery Awards

The closing date for nominations is 31st August 2016; the presentation event is now confirmed as 1st December 2016. Nominations should be forwarded to the Area Secretary in the first instance.

10. Correspondence

The Chair advised that this was Steve Ross's last meeting at the North Area Committee meeting due to his forthcoming retiral. Steve was thanked for his efforts and long standing commitment to his role and wished a long and healthy retiral. He was thanked in the customary manner.

11. Time and Date of Next Meeting

The Chairman advised the next Meeting of the North Area Committee would be held on Monday 5th and Tuesday 6th September 2016 at the Atholl Palace Hotel, Pitlochry commencing at 1300 hours on Day 1 and 0900 hours on Day 2.

Dates of future meetings

5th & 6th December 2016

27th & 28th February 2017

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.

David Hamilton
Chair

Steve Thomson
Secretary