



Scottish Police Federation North Area Committee

Minutes of the 1st quarterly meeting of the Scottish Police Federation – North Area Committee held on Monday 2nd and Tuesday 3rd March 2015 at the Atholl Palace Hotel, Pitlochry.

1. Members Present

Full Time Officials

David Hamilton	Chair
Graham Sloan	Secretary
John Crawford	Vice Chair
Steve Thomson	Deputy Secretary

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

2. Opening of Meeting

The Chairman opened the meeting and welcomed all members present, he congratulated all members who were successful in the recent elections and he encouraged everyone present to take an active part in the meeting and to contribute to discussion and debate.

The Chair wanted to record an appreciation of the hard work of all the outgoing members of the previous committee and full time officials.

With several new representatives present the Chair gave a familiarisation of the Scottish Police Federation including the Rules, Regulations and Standing Orders with copies being handed out to all members.

3. Apologies for Absence

Apologies were received from;

Graham Smith – Annual Leave
Gordon Forsyth – Leave
George Murray- Sick leave
Peter Jones – Training Course
Gordon Deans – Operational reasons

Excusals during meeting;

Frank McManus, Gordon Milne and Gary Johnston attended day 1 only.

4. Approval of Previous Minutes

The Minutes of the previous Meeting which were circulated in advance of the meeting and were formally approved having been proposed and seconded by Davie Smith and Steve Ross.

5. Rank Committees

The Chair directed that as each Rank Committees required to sit, to formally appoint its office bearers and other representatives that each rank would meet separately for one hour. Each Committee would then advise the NAC Secretary of:

- Rank Committee Office Bearers
- Representatives and Reserves of Joint Central Committee

Subject Committee members

The Secretary advised members of the necessity to form individual Subject Sub Committees for the three portfolios of business, namely Conduct, Equality and Health and Safety. In consultation the area leads had looked how best to populate the subject committees taking cognisance of the current experience and geographical spread of all the representatives. New membership lists were circulated identifying which members would sit on each committee.

Members were asked to include the arrangements for the subject committees within their discussions at their Rank committees.

Following the rank committee meetings the following office bearers were recorded:

Constables Committee-

Chair – Brian Dick

Secretary – Sandy Smart

Vice Chair – Neil Macdonald

Deputy Secretary – Davie Smith

JCC Representatives –

Neil Macdonald

Steve Thomson

Reserves-

Brian Dick

Sandy Smart

Davie Smith

Fraser Robertson

Sergeants Committee-

Chair – Derek Baxter

Secretary – Davie Threadgold

Vice Chair – Martyn Turner

Deputy Secretary – Grant Letham

JCC Representatives –

David Hamilton

Graham Sloan

Reserves-

Davie Threadgold

Karen Harrison

James Thomson

Inspectors Committee-

Chair – Neil Cameron

Secretary – Caroline Scobbie

Vice Chair – Gordon Milne

Deputy Secretary – Frank McManus

JCC Representatives –

Neil Cameron

Gordon Macdonald

No reserves identified.

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 0014/14

The Secretary gave an update on the progress of this action and suggested the item could be closed.

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

Action 0022/14

The Secretary confirmed that the two motions passed at the December meeting had been forwarded to the General Secretary as requested.

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

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 meeting agreed to keep the action **open**.

Action 0024/14

The Secretary advised that with the work of Supt Ritchie having only commenced it was not deemed appropriate at this time to invite him to the meeting. The committee felt that an invite to Supt Ritchie should be made for a future meeting.

The meeting agreed to keep the action **open**.

Action 0025/14

The Chair advised that this matter had been raised with resource management within D Division and assurance were given that no one should be going to court from nightshift. Steve Thomson would take this matter to the North Area Health and Safety meeting which was due later this week.

The Chair undertook to pull together a meeting of resources managers across the whole of the North to discuss this matter. **(Action 0001/15)**

The meeting agreed this matter remain **open**.

Action 0026/14

The Chairman advised that he had expressed the concerns of the NAC to the General Secretary.

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

Action 0027/14

The Vice Chair advised that there had been little progress on this subject but with the matter sitting under Health and Safety the Deputy Secretary would now take on this task.

The meeting agreed this would remain **open**.

Action 0028/14

The Secretary reported that he had extended an open invitation to the FTO's from Woodside Place. Both Calum Steele and Brian Docherty were unable to attend due to other business. Graeme Ednie had planned to attend but he was no longer available due to illness.

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

7. Standing Items

7.1 JCC Update

The Secretary advised that the JCC had meet on 10th/11th February 2015 and the minutes would be circulated in due course.

PNB

The Chair advised on the structure of PNB and the current position in Scotland and the ongoing appointment of an independent Chair to PNB Scotland.

Equality - There remains an ongoing claim regarding rest days during periods of annual leave and how they will be compensated.

Pay - The Police Federation of England and Wales have submitted their evidence to the new Pay Review Body in England and Wales, this amounted to a 1% claim. North of the border there is ongoing work to look at a return to an indexed system on a median of public and private sector pay awards.

Arbitration – With the creation of a PNB for Scotland there is a need for a process of arbitration should the sides be unable to reach an agreement. A process has been discussed and a mechanism for conciliation identified. There is a desire for the arbitration system to be binding and ACAS would be the arbiters. This remains ongoing work at this time.

Pensions

The Chair gave an overview of the new Care pension scheme and advised that the legislation was not yet passed in the UK Parliament and a further six weeks would be required before it could then be laid in the Scottish Parliament. The 1st April deadline will not be met but the new scheme will commence on that date and legislation laid thereafter.

The Scottish Public Pensions Agency (SPPA) are soon to launch a new website which will give members advice about the schemes. The SPPA will also be providing all members with pension statement.

Consultative Forum

The Chair provided an update and overview of the Scottish Police Consultative Forum in that it is of similar formation to PNB and provides Scottish Ministers with advice on policing matters. The Pathways to Policing Project is currently under discussion.

The working hours of the Inspecting ranks along with Superintendent ranks has been raised with a current action for PSoS to examine this issue.

Scottish Police Authority

The Chair provided an understanding of the role of the SPA and its members. When the SPA meet in the North the full time officials have attended these meetings however it appears the SPA will no longer be meeting out with the central belt. The chair had raised his disappointment at this change of approach.

At the last meeting a salary underspend was reported however specialist divisions were reported to have a large overspend.

JNCC

It was identified that there was a need to create a separate JNCC meeting to cover the business areas of 3C along with Custody and Criminal Justice. This will now sit in a standalone JNCC for what is being referred to as 5C.

JCC other matters

An increase to the Voluntary Fund contributions was recorded and agreed at JCC, with an increase of 13p per week.

Honoraria – The Chair gave an explanation of the background to honoraria or remuneration of full time officials and the previous Branch Board arrangements and how this progressed into the single SPF. The motion submitted by the NAC regarding honoraria to JCC was discussed and the recommendation made to JCC following the motion.

Following an independent review by Mercers, the Finance Standing Committee made the following recommendations to JCC.

- Principle SPF officers be excluded from the process. The recommendation would have seen a need to increase the remuneration far in excess of the current level. This recommendation was agreed.
- The cost of remuneration be distributed equally across all full time officials. This recommendation was agreed.
- The remuneration should be set at the 75th percentile of the review recommendation. This would equate to a 15% reduction in the remuneration paid. This recommendation was agreed and would be effective from 1st April and would be index linked to police pay.

The Committee wished to record and highlight the involvement the NAC had in this process and welcomed that this had now brought the matter to a conclusion with a clearly defined process behind the decision making in setting the remuneration.

7.2 Subject Committees

- **Conduct**

Conduct Update.

The Vice Chair introduced himself to the NAC and explained his position to the members present.

He updated the board with the current figures of officers who are currently being dealt with under the conduct portfolio as follows:

Conduct Off Duty - 3
Conduct On Duty - 23
Criminal On Duty - 35
Criminal Off Duty – 9
Total 70.

The Vice Chair further updated the members in relation to Operation Hortum and the ongoing issues in relation to it.

The role of the NAC Conduct Committee was discussed and some of the roles and responsibilities were explained.

- **Equality**

The Secretary confirmed that the NAC Equality Sub Committee had met on 7th January 2015 in Stonehaven, 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- 7/11

D- 20

N- 11

National Divisions- 20

It was the intention of the NAC that each member who is presently off long term would be allocated a rep as a point of contact. Reps are asked to make contact with the officer from a welfare point of view to see what assistance the Federation can offer, this is particularly relevant when the absence is linked to a disability and reasonable adjustments could be made to allow an officer to return to work. The feedback from members about this contact from the Federation is 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 some with many being longer than 6 months, some officer recently retired having been in the process for about a year on some occasions.

Grievance

Not aware of any currently on going receiving support but anecdotally aware of others who are not being supported by the federation but are within the grievance process.

The Secretary shared the Equality Contact form with members and asked that when reps are contacted by any member with a query that falls within Equality that a contact form be submitted to the Secretary so it can be entered onto the database.

The Secretary then invited any questions.

Following discussion it was now difficult for reps to obtain contact details for colleagues who were off long term sick with their limited access to SCoPE.

Action 0002/15 – Contact details to be included in messages to representatives undertaking welfare contact with members

There is work ongoing nationally to have increased SCoPE access for all representatives.

- **Health & Safety**

The Deputy Secretary confirmed that he had taken on the Health & Safety portfolio. The NAC Health & Safety Sub Committee had met 5th January in Dundee.

North Area Health & Safety Meeting

The Deputy Secretary advised that the North Area meeting chaired by ACC Thomson had met on one occasion since the last NAC meeting on the 6th February 2015.

National Health & Safety Meeting

Met on 20 January 2015.

The Deputy Secretary updated the committee in relation to information that he had received that some Officers were being deployed operationally out with their yearly Officer Safety Training Certification. He advised that he had emailed the 4 respective Chief Superintendents for A, B, D and N divisions on 20 February 2015 asking to be provided with written notification of the number of Officers out with their certification. This information was later received from A, B and D divisions and the numbers provided were ultimately low and assurances were given that no Officers were carrying out Operational duties out with their certification.

No information had been received from N division and a further email was sent on 27 February 2015 requesting the same information. In light of no reply being received it was agreed by the committee that this should be raised at the North Area Health and Safety meeting being held on Friday 6 March 2015.

The issue of officers within D division being asked to attend court after a nightshift duty was highlighted. The committee discussed the matter and were of the view that this should not be routinely happening and it required further consideration and investigation. Again it was asked that this issue also be raised at the North Area Health and Safety meeting on Friday 6 March 2015.

The Deputy Secretary invited any questions.

7.3 Standing Committees

- **Finance**

The Chairman confirmed that the Finance Standing Committee had met on 21st January and he updated on the discussions at that meeting.

The committee agreed that on the death of a contributing member of the Death Benefit scheme an initial cash advance would be made to the member's family with the monies later being recovered once the payroll deductions had been forwarded to the SPF.

Member Services – The Chair confirmed that the current scheme is due to end on 1st April with a selection process being undertaken to select the most appropriate deal. JCC had remitted the selection of the scheme provider to the Chairs and Secretaries along with the Woodside Place officials.

- **Legislation & Regulations**

The Secretary advised the meeting took place on 21st January and he updated on the discussions at that meeting.

The consultation regarding the Human Trafficking and Exploitation Bill was discussed with a further meeting called to formalise the SPF response. This meeting took place on 23rd February.

The carryover of annual leave allocation was discussed with a current default position of 10 days leave being carried forward. Following discussion it was highlighted to members there is still a requirement to have the leave carried forward as the system will not automatically do this.

- **Operational Duties**

The Secretary advised the meeting took place on 21st January and he updated on the discussions at that meeting.

The Pathways to Policing Project was discussed with various issues highlighted.

The elections for representatives was discussed and some of the problems encountered.

The Strengthening of Local Policing with the consultation on the mergers of A&B along with K&L Divisions was discussed.

7.4 Force/Area Meetings Update

LNCC

The Chair advised that the LNCC met on 10th December in Aberdeen with both the Chair and Secretary attending. The Chair provided a description of the meeting and its structure. The following matters were discussed:

Divisional Matters

A: Issue in A with proportion off officers who are probationers (23%)

B: AL and BST changes not well received

D: Op Mithrill resource deployment model going well.

N: Positive comment re SPF support for Misconduct issues. Transfer process has been maturing.

Morale of Front line RPT and CPT officers raised as an issue.

Winter clothing and training to be taken off table but agreement that common approach to be adopted in Area. Most PPE is available on existing T/Supt Andrew Todd to lead.

Consultation to commence on A&B division merging.

Divisional Management Meetings

N - John Crawford has been attending these meetings.

A - Graham Sloan meets on a monthly basis with Superintendent Milton and he encouraged the new reps from A Division to look to arrange a routine meeting with Supt Milton.

B - Graham Sloan attends the area SMT meetings and Chief Superintendent McLaren continues with his routine meetings with reps.

D - David Hamilton has taken over routine meetings with Superintendent Angela McLaren and continues to have similar meetings with national divisions such as C3 and Custody.

Within Custody there is a desire to set up a practitioner's forum with reps involved in custody, but this has not yet been created.

Following general discussion and the future delivery model for C3 it was apparent that the Aberdeen Control room staff have not been receiving updates with no further information to them since January 2014. This coupled with current staff levels, at this time they remain 30% under strength is creating difficulties for staff working there

The Chair highlighted that Chief Supt McLaren, B Division and Special Constable Marshall Moyes, D Division had been awarded the Queens Police Medal in the New Year's honours list and that NAC should formally recognise that achievement.

8. New Business

No new business had been raised.

9. AOCB

SPF Conference 2015

The biannual conference will take place from Monday 30th March to Thursday 2nd April at the Turnberry Resort, Turnberry, Ayrshire.

Grant Letham then provided a brief update on the Conference Management Committee and the motions submitted to conference. He confirmed that both motions submitted by the NAC had been rejected.

Some members again expressed their concern of the choice of venue for conference and how this is perceived by the membership. The concern of the NAC has already been highlighted.

The necessity for reserves for the Conference Management Committee was highlighted with Brian Dick and Martyn Turner volunteering to assist if required.

Additional motions for conference were then discussed with some being selected to for submission.

10. Correspondence

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

11. Time and Date of Next Meeting

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

Dates of future NAC meetings

31st August/1st September 2015

30th November/ 1st December 2015

The next JCC meeting would be on 12th and 13th May and would be held at Pitlochry, the Chair indicated that members could attend as observers and he would encourage members to do this. A formal invitation would be sent out in due course.

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

Graham Sloan
Secretary