



Scottish Police Federation North Area Committee

Minutes of the 2nd quarterly meeting of the Scottish Police Federation – North Area Committee held on Tuesday 4th and Wednesday 5th June 2019 at the SPF Office, Dundee.

1. Members Present

Full Time Officials

Gordon Forsyth	Chair
Neil MacDonald	Secretary
Davie Threadgold	Vice Chair
James Thomson	Deputy Secretary

Constables	Sergeants	Inspecting Ranks
Mike Purdie Andy Horne Shirley Moran Gary Johnston Ross Polworth Sandy Smart	Bruce Crawford Simon Lewis-Dalby Martyn Turner Andy Sawers Pat Nicol Caroline MacNaughton Kevin Hird	Gordon Milne Scott Macdonald Marc Lorente Emma Bowman Neil Cameron Graham Smith

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. He introduced and welcomed Sarah Vesty, Journalist and Communications Adviser to the North Area Committee.

3. Apologies for Absence

Apologies were received from:

Mark Fleming – Annual Leave
Alan Devine – Annual Leave
David McAlpine - Sick Leave
Nick Clasper – Annual Leave
David MacKay – Operational commitments
Finn McPhail – Operational commitments
Gary Johnston – Day 1 only (Court)
Nicola Trower – Operational commitments
James Rice – Personal commitments
Linsey Burns – Aircraft cancellation

4. 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 Martyn Turner and Marc Lorente.

5. Matters Arising

5.1 Action/Decision Log

The Secretary took the Committee through the Action/Decision log and updates were provided to the committee.

6. Standing Items

6.1 JCC Update

The last meeting took place on 14 and 15 of May 2019, at the SPF Office, Dundee.

The Minutes will be circulated when they are received.

The Agenda comprised the usual items.

Legal Advice and Assistance

The Deputy General Secretary, David Kennedy reported on case statistics and updated the JCC on the following:

Cases have been settled since February 2019 - £367,000

Applications received – 36 on duty – 47 off duty

9 further cases were rejected.

Holiday Pay Claim

A meeting is scheduled for next week, six officers have refused the settlement – if this continues their part of the settlement will be withdrawn from the PSoS offer and they will require to fund their own Employment Tribunal submission. Formula in relation to future overtime claims has been agreed and will be circulated in due course. Claims vary from pennies to £4,000 – this will be progressed via PSoS payroll once agreed, these payments will be subject of tax.

The Northern Ireland case continues and is subject to appeal, potentially the for the 19 years since the inception of PSNI. The JCC took a view that due to the length of time and legal guidance, it has been put to members, all bar six are seeking to settle.

Allard

The Deputy General Secretary provided an update on the ongoing position with regard to Allard. Disappointingly the Force continues to be obstructive with regard to data and resist the ongoing claims of handlers with regard to 'on call' payments and recalls. 185 officers have signed assignments which allows the claim to be presented by the SPF which protects members' identities and allows SPF to negotiate on behalf of all claimants.

Police Negotiating Board

There has been no meeting since the last NAC, the next meeting is scheduled for 11 June 2019.

The Technical Working Group met on 11 April 2019. There were indicative discussions around considerations of the Official Side, which was helpful

College Allowance being reviewed with a potential day rate for those undertaking work there on a periodic basis, the removal of allowance for those not required to stay. Potential to look at all those undertaking duties away from their home address Corporate Services, SCD. The focus would be on disruption.

Working Overseas is a growing area for officers involved in major enquiries. Engagement required with FCO and other elements as part of this work.

Official Side recognises that the length of the PC pay scale is difficult to justify given the 'gender pay gap'. Mindful of the differences between E&W, they would not be looking to remove anything from the scales or starting salary.

Scottish Police Consultative Forum

The issue regarding the function of the Scottish Police Consultative Forum (SPCF) and lack of understanding of its purpose. PABS was removed in 2013 with the creation of the single service and authority. It was viewed that as one entity there was no issue to deal with individual Forces, this also removed the involvement of the Minister for Justice.

PABS was undoubtedly helped by the attendance of the Minister, it caused elements to be addressed or resolved, something that SPCF lacks. Attendees paid attention to the discussions and actions; it was also able to draw on the advice of 'experts' from civic society depending on the subject matter.

The functionality and respect that PABS produced is the desire, removes the veneer of consultation operated by PSoS and SPA.

Pensions

The Service Improvement Group met on Friday 11 May 2019. They are looking at the annual allowances. In 2018, 250 officers were affected by this and confusion around the calculation.

With the 6.5% increase, it is likely that there will be more affected. It is usually just Superintendent rank and above, however it may affect members as a consequence of double accrual in 1987 scheme.

SPA being urged to model this to assess potential impact. Affected members will be advised in October, ongoing work with the Superintendents Association.

IT challenges remain an issue and there is no solution at present. SPPA working with current supplier.

Annual Benefit Statements are to be issued in August. SPPA desire to deliver 100% however focus is on accuracy rather than meeting delivery.

SPPA Capacity to respond to McCloud case in respect of taper protection and pension reform, there is an astronomical potential impact on SPPA depending on appeal and what this means. It could cause considerable disruption.

SPPA launch of a self service portal which will provide details to individual pensions. They are looking for people to test this and an invitation letter will be circulated, could be beneficial to members.

Scottish Police Authority

No update as the last meeting was during conference.

SPA Partnership Forum is a proposed meeting of staff associations, SPA and PSoS. Meetings are to commence in the near future.

Scottish Police Budget and Financing

There is no significant movement in the budget, there are significant revenue challenges due to the proposed reduction of 300 officers this year that was cancelled. This extends into Estates and Vehicle Maintenance.

The capital position is shocking hopefully the L Division Deep Dive issues and other activities may reinforce the dire position within policing. Debate in Scottish Parliament on this.

JNCC

Last met on 3 December 2019 and was chaired by DCC Taylor.

There was pay inequity on promotion at constable to Sergeant and Inspector to Chief Inspector due to local application in legacy Forces. This affected officers primarily in the East area where essentially they were put on the wrong pay point on promotion. Affected officers should contact People and Development directly.

There is a move to a common pay date (28th of the month), there is a plan around this for availability of 0% interest loans. An implementation schedule will be circulated to enable a phased integration. It will mainly affect officers paid by the legacy Tayside payroll due to payment being in advance and arrears.

PSoS Reform (was 2026 update)

The General Secretary provided an update on the last meeting, chaired by Neil Dickson. Update provided on budget. The amount being spent on estates in Scotland is less than a quarter of the average UK figures.

Mobile devices being launched in June in D Division. Recent discovery that charging of devices is an issue. Desire for officers to take them home and charge being resisted by SPF. Cost re adaptation of Airwave lockers is between £800k and £2.4 million. Electrical safety regulations have changed since the launch of Airwave which causes the issue and cost. PSoS looking at creating charging hubs.

DCO Page accepted that the slash and burn approach of the past had created issues, including with the rank ratio work.

90% of 2026 projects have no funding. It was questioned what the staff on these projects are now doing. Little by way of a response to that question.

CAM was discussed and issues raised around centralisation of resources and creation of hubs, existing footprint within the 4 ACR's. Resolution teams require minimum technology which impacts on resourcing.

Working Practice's Review Board

Met in April and May 2019, issues around 10am start and court rostering. A review is going to be conducted with both parties around the ongoing work of the WFA and the number of breaches – lack of understanding of the WFA and documentation that is circulated by the Service. A member from each Area will be invited to the meeting with resource managers.

Survey

Underway in D, P, J and L Divisions. Test samples will be sent by Carleton University and participation to be encouraged. Wellbeing is the focus and the effect of change on health of officers – stress of change on officers.

People and Operational Delivery Group

Remote Postings. Elaine Williamson HR Provided a brief update. There were 15 initial points in the original paper, one has been discounted, six rest with recruitment and nine others within HR. David Hamilton, Vice Chair highlighted the importance and need for consultation.

IVPD – Accepted that this was less than an ideal solution but was being used by Force for analytical purposes rather than system design. Proposal to reduce personal details where officer is victim being explored, further enquiry being made to confirm future solutions will remove the requirement for this to be completed.

Attendance Management – Pay Trigger Points – Responsibility for this rests with line managers. Reminded of previous thought around default to maintain unless reason to reduce which had clearly been rejected by HR, this was challenged by the ACCs. Further work around this being undertaken.

Update was provided in relation to Taser. The number of devices, recent change in respect of AFO's now having ability to use Taser. Discussion around use of most suitable and appropriate resource – activation and authorisation – ITFC for firearms, PS for Taser – often criteria for Armed Deployment met and closer but not used. The Committee discussed this further and various viewpoints were voiced. Gordon Milne advised he'd be happy to meet with ITFCs to gather their thoughts.

Vehicles – Nicky Page has met with ASPS and SPF in relation to use of personal vehicles (Grey Fleet) issues. There has been regulatory compliance in respect of Negotiators.

Colour Blindness and Reasonable Adjustment – With legal services for review.

Driving Licences – Recruitment confirmed that officers were being recruited without licences.

There appears to be a centralisation of posts and the need for policy around agility and how posts and responsibilities can be spread in accordance with commitments given at inception of PSoS. Discussion around impact of relocation and increased travel. ACCs defensive that it was not at their direction and they are encouraging remote deployments from the central belt.

Training – Impact of centralisation of training and lack of awareness of impact of courses on territorial and other Divisions.

Removal of CRTP whilst acting was confirmed as contrary to PNB guidance. Payroll confirming this is the case. The ACC's present agreed a policy on this is required around need for Acting roles when it only exists from legacy provisions in four Divisions rest of Force not using so why continue it.

Negative TOIL – Remitted to WPRB re officers not having the option to select whether overtime is for payment or toil and lack of SCoPE ability to cope with part toil and overtime.

Armed Policing Monitoring Group

The National Chair gave an update stating it was highlighted at this meeting that Chief Inspectors who are trained as TFCs and deploying in that role aren't indemnified by the SPA as the superintending ranks are.

Police Charities

Scottish Police Memorial Day this year will recognise the death of Secret Service agent at Turnberry in 2018; along with recognition of the RUC officers who died as a result of the Chinook helicopter crash in 1996. Centenary exhibition will be displayed at the College on the day of the service.

Registration for the National Police Memorial Day is open for the event in Glasgow. Centenary exhibition and SPF Pipe Band and Choir will be in attendance.

A widow, Margaret Sinclair from Stonehaven, who will be accompanied by her daughter, will be representing Scotland and lighting the candle.

Bravery Awards – Nominations are being received and the judging panel will be on 6 September 2019. PMAS are sponsoring the event.

Police Care UK –

- Suicide Awareness seminars – dates in July in Aberdeen/Glasgow.
- Three new independent trustees – marketing & PR and medical expertise
- Police Care UK remain to have considerable assets – there is the launch of major grants project which will be launched in September – focus on providing practical help to officers injured on duty. Extension to Isle of Man officers, sale of previous HQ in Hampshire netted additional 150k.
- Counselling service being trialled with potential extension to personal consultations.
- Investments continue to perform well despite the market conditions.
- Grants and other work continue to assist officers injured on duty and their families.
- NPCC representative appointed – Steve Thornton; await update on PSoS and ASPs representative following the retirement of Gordon Crossan and Bernie Higgins.

Police Roll of Honour - New book being launched on 8 July 2019.

Conference review –

The General Secretary gave an update on the Centenary event and conference content.

Conference was discussed and the general views were that conference represented increased contribution, workshops could have worked better but there were a large number. Minor security alert – handled well within hotel – alert to suspicious activity.

SPF Kilts are available if required – cost is £320 – would be completed by Kilt Centre (Hamilton). Ordering via Susan Fraser which will be passed to the manufacturer.

Age of criminal responsibility –

The Chair provided an update on recent legislation which had been passed by Scottish Parliament. Contacted by team involved in delivery within PSoS which related to the impact of change from 8-12 years of age. Potential problem with impact on those under the age of 12, created by codifying power of arrest. It has created legislative gap in police powers. Reduces discretion and silent power that was applied by police officers to ensure safety of children or minor offending. It prevents doing the right thing and potential of CAP or misconduct, even allegation of abduction or potential of neglect. Some amendments were achieved following interaction with stakeholders, however these were limited due to time pressures.

Parking place levy – The General Secretary gave an update. Government consultation has commenced on the issue that has been sponsored by the Greens Party Local Authority impact on policing budgets was removed at the inception of the service due to concerns regarding local funding – perverse that this is being reversed. Removal of

£495 per space from already strained budgets only reduce policing in communities further. Impact on officer security and finance is another issue.

L Division Deep Dive – The General Secretary gave an update. Commendation of the work that has been undertaken. Epitomises the work that SPF undertakes on behalf of members – highlights issues faced by officers and the Service. The political response has been immediate, Justice Sub Committee scrutiny. Need for report to be finalised and consideration for future deep dive planned for October 2019. The Secretary emphasised the need to highlight and address issues in the North Area.

ICPRA/Eurocop

The General Secretary gave an update of Eurocop which took place in Madrid on 10/11 May. The main topics were Brexit and the impacts on policing. Ken Pennington gave his presentation there. EU funding is being finalised for a survey on workplace stress.

6.2 Subject Committees

The minutes of all national Subject Committees were circulated.

CONDUCT

North Area Conduct Meeting

Davie Threadgold, Vice Chair gave an update speaking about the Judicial Review and staffing. He advised decisions being made are very encouraging with some cases being downgraded from Gross Misconduct to Misconduct. He then went on to detail difference between Gross Misconduct and Misconduct. He spoke of social media and alcohol issues being common factors. The date for conduct training has been set – 3 July 2019 – will be presented by Amanda Givan, ASGC. He also advised arrangements can be made for conduct inputs to be presented to groups if required.

The Committee then discussed issues around restrictions, Performance Regulations and how Misconduct issues have been taken away from Division and are now being dealt with by Professional Standards Department.

EQUALITY

James Thomson, Deputy Secretary gave update.

JCC Equality Subject Committee

Met on 24 April 2019 at Dundee. The minutes of from this have been circulated and no issues or questions have been raised.

The Deputy Secretary advised that a Motion had been raised at the Equality Subject Committee regarding Toil Buy Back which was passed and will be taken to the JCC to seek an agreement through the workforce agreement that officers should retain 20 hour toil before buy back.

The Deputy Secretary thereafter provided updates on

- PNB guide to part-time working that was being progressed at the Equality Technical Working Group.
- Equality, Diversity & Inclusion Employment Group. This discussed Agile & Flexible Working. It was highlighted that while 97% of requests are approved many are rejected at the initial stages. Deployment of officers on modified duties where many are put into roles without fully considering the officers needs or abilities. Lip service being paid to the completion of Equality Impact Assessments.
- The most recent Employment Tribunal cases.
- Modified Duties Workshop. The process for identifying posts was discussed. It was identified that it was key to have officers being deployed in an effective and efficient manner utilising the individual skills of the officers involved.
- Ongoing issues with HR providing lists of officers currently off sick. All the north commanders have been contacted requesting that line managers ask that we be notified by the officers affected as soon as possible.

HEALTH & SAFETY

Gordon Forsyth, Chair gave update.

The minutes of the last JCC H&S Committee along with local meetings have been circulated to representatives.

The main points are;

- The number of injuries sustained during arrest is up by 27% in the latest quarter. The number of injuries due to assault is down slightly. Potentially the increase is due to better recording.
- Throwlines – A throwline snapped and another failed to deploy properly in the North Area. There has been testing carried out to confirm the stress levels, but a variety of results were obtained from the lines tested. There is no British Standard for throw lines although the RNLI have recommended levels of performance which were not considered in the procurement process.
- Noise at Work – Audiometry surveillance tests being rolled out to officers.
- Estates – Officers to be encouraged to continue to log damage and repairs to estates.
- Vehicle weights – Being weighed on the Dynamic Weigh Bridge. Using the method that was originally done by the SPF.

- Body Armour – currently being assessed by operational officers as part of the procurement process.
- Section 19 of the Road Safety Act 2006 is currently not enacted but will be next year. This requires refresher driver training to be mandatory.

6.3 Standing Committees

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

- **FINANCE**

The Chair confirmed that the Finance Standing Committee had met on 23 April 2019 at the SPF Training Centre, Dundee and he updated on the discussions at that meeting. The main points of note were:

- The additional 300 officers have meant that the Voluntary Fund income is being maintained at a higher level than expected.
- The charitable donations have increased on last year. SPF are seen as a first point of call. In the future the cause being supported by the officers will be considered for financial support rather than the SPF paying for the logistics of the fundraiser.
- Investments continue to perform well despite the financial uncertainties. The investment policy is to be reviewed by the trustees with advice from the investment manager to keep it up to date.
- The facilities management contract is up for renewal at the end of December and a number of options are being looked at including taking it in-house.
- Inverness Office has undergone some work and has been re-decorated and carpeted.
- The policy has been renewed with a slight increase in premium, but the price is guaranteed for the next 2 years.

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

LEGISLATION & REGULATIONS

This meeting was held on 23 April 2019 at SPF office, Dundee.

Discussion around the Complaints Handling, Investigation and Misconduct Review being led by Dame Elish Angiolini.

Extended discussion around some of the parallels and elements raised by the Dame which mirror practices in E&W – focus on public confidence and the extension of misconduct beyond retirement.

Fundamental issues discussed including the extension of provisions due to the legacy matters around the departure of the last Chief.

Provisions already exist in sharing protocols as part of vetting.

The panel focussed on the causation factors of misconduct – the wellbeing and other factors that impact on officers.

OPERATIONAL DUTIES

This meeting took place on 23 April 2019 at SPF office, Dundee.

Changes are planned for PDC and proposals being developed for possible implementation in April 2020.

Executive are pushing for a new Accelerated Promotion Scheme. Highlighted to them that there is nobody else pushing for this as officers can't currently get a place on the Diploma.

Postings Working Group are a SLWG looking at where officers are being posted on promotion, advertising operational front-line roles, specialisms ie does a role actually require previous experience in the field, self-selection for roles in departments, use of compulsory transfer.

Public Order Monitoring Group – No central government money for replacement of PSU carriers, six purchased, a further nine are required at £450,000, but no money for it.

Post Incident Procedures – Force now introducing a policy of any death in custody or following police contact to have a PIM appointed.

Workforce agreement – Still ongoing abuses of exigency across the Force. Health & Safety Risk assessments now being required for shift pattern changes as there are issues with insufficient resources being in place prior to considering reviewing a shift pattern.

Custody – The review has been completed across the three areas and a national report is being compiled for submission to DCC Taylor. HMIC(S) are also carrying out a review in custody and the findings of our report will be shared with them.

Armed Policing – A study completed by the University of West of Scotland has showed that 90% of officers feel safer. Armed Policing are also pushing the driver training issues and have asked the Force what to do if the ARV officers are trained to drive the appropriate vehicles.

6.4 Force/Area Meetings Update

Divisional Management Meetings

N – Neil Macdonald, Secretary gave update. The N Divisional management meeting has been replaced by a Peoples Board which meets every month and attended by SPF. The Secretary meets with Chief Superintendent Macdonald and the Senior Management Team monthly or as and when issues arise.

The Secretary attended the most recent Sergeant and Inspector leadership forums in Inverness HQ. The inputs included a presentation from Sergeant Laura Gibson, Wellbeing, People and Development. Her input was well received and the subject was discussed in depth.

A further input from Laura was on Trauma and Resilience. There was also inputs on, Supportive Working Environment and Brexit expectations.

A recent mental health questionnaire was distributed across the Division. It was well received and a significant number were completed. This allowed a couple of officers to come forward with serious mental health issues and are now receiving treatment. These officers may well have gone unnoticed had they not completed the survey.

PMAS has sponsored a Wellbeing & Health Clinic facilitated for the first time in HQ. This provided an opportunity for staff to attend and receive a free health assessment. This will be rolled out across the whole Division in due course.

Six PAD officers based in Dundee have received training from a N Division Crime Manager in relation to calls and call handling. This is with a view to reducing the number of non police related calls being dispatched to officers.

£70k has been invested in updating the SOC drying cabinets across the Division to increase the capacity for SOC examinations.

AL - The trial period of allocating AL without the 'blocks' is ongoing and recently it has been agreed to continue the trial into a second year. It has not been without its issues which were mostly created by the middle managements application of the system.

STOs - Ongoing enquiry into the deployment of ARVs in the Moray Firth area with the co-operation of N Division and Armed Policing. Pressure is being put on the executive by N Division to invest in the further rolling out of STOs and the HUBs etc.

RDU – RDU is now being represented at daily morning meetings with the SMT with a view to improve the staffing issues throughout the Division.

Remote Working Paper – This document is now with ACC Hawkins, it is to be shared with the N Division Commander. (The Chief Constable has recently stated publicly that this document exists in answer to a question forwarded by a member via the 'ask the Chief Q&A, this has spurred the production of this document on).

A – Gordon Forsyth, Chair gave update. The FTOs meet with Chief Superintendent Thomson every quarter and will see as and when he needs to.

Chief Superintendent Thomson convened a meeting of FTOs, Reps and the wider Command Team to go over proposed developments in the Division on 11 March 2019. Discussed the Estate and the plan to find alternative office accommodation freeing up Queen Street for sale. The lack of experienced supervisors was discussed particularly with regard to the management of expectations of inexperienced officers.

D - James Thomson, Deputy Secretary gave an update. The D Division Reps each have two or three cases allocated and the system in place allows these to be reviewed on a weekly basis, depending on time, and ensure the workload is spread evenly.

He is attending at an early shift briefing at least once per week, some good feedback and allows me to raise issues directly to the Divisional Commander or anyone else, plus allows me to answer any questions and dispel any myths.

He also hold regular meetings with Chief Inspector Julie Robertson, C3.

He is part of the Division's People Plan and Continuous Improvement Board.

Reps from D Division met with CS Andrew Todd at City Quay, Dundee on 23 May 2019 where the following issues were discussed.

Ongoing issues with backfill into Custody from Response, this is due to PCSOs backfilling into Data Input Bureau. Changes being implemented within the processing of crimes, mobile data and so on so likely not to become an issue.

Resourcing within Perth and Kinross, issues highlighted re single crewing no STO capability and also the sticking points around movements of staff between LPA's.

Issues raised with Criminal Justice Divisions PF Liaison re CT8's and the delay to have them agreed and also the lateness of memos providing little or no time for officers to answer same.

STO issues re numbers, locations and the actual deployment.

Estates - if there is a risk then it should be fixed.

CAM discussed. It is believed it will reduce the number of calls by 20%.

IHR and absence management issues raised, problems around flexible working plans and the notification to SPF about who is off sick long term or otherwise.

Mental Health - some good work being carried out by Andrew Todd in an effort to do some joined up working with NHS Tayside. NHS Tayside looking for funding from Scottish Government to assist with this. Clearly more to it than that, but potentially some positive work in the future.

Mobility is on the verge of being introduced within D Division. This will be of huge benefit to the Division and beyond. Roll out for D Division is the 12 June 2019, I will be observing one of the training days on the 17 June 2019

PIO structure potentially changing, under review at the moment nothing decided, could take a year or so to progress.

7. New Business

7.1 Motion

Minimum Staffing Levels in Local Policing Divisional and Local Area Commands

That the North Area Committee causes the NAC Full Time Officials to engage with the Assistant Chief Constable responsible for local policing in the North Area and ascertain exactly what minimum staffing levels have been set for Local Policing Areas and Divisions in the North Region; what processes were used to calculate these levels, what steps are taken to ensure these minimum staffing levels are achieved, how often in the last 24 months these minimum staffing levels have not been met and to put in place some process where the NAC Full Time Officials are informed in advance where such a future failure has been identified and has not been mitigated.

Notes

This topic returns to the NAC on a regular basis, which demonstrates its significance and the level of concern it raises for our membership.

Depending on what day of the week it is and who you call, vastly differing answers are given when Divisional Commanders, RMU managers and even LPA Commanders are asked what the minimum staffing levels are.

Confusing and often misleading replies are made by the Force when taken to task by the media and elected members.

The conclusion drawn is: no one knows if (1) we have minimum levels (2) how they have been calculated (3) when and how are they reviewed (4) how they are managed (5) how often they are breached.

It is obvious to the vast majority of local policing front line officers that community and response officers (...or community responders in certain areas...) are far less in numbers than they were in March 2013.

In accordance with the strategic aims of this NAC, influence should be brought on the officer responsible for local policing in the North to publicly explain to members (1) front

line policing numbers (2) minimum staffing levels and how they are set, (3) explain variations and what steps are taken to ensure minimum levels are not breached.

The NAC should also support the position that an alert or warning process should be put in place to inform members of the NAC where a minimum has not be met and the rationale for not taking all reasonable steps to mitigate the error.

OFFICIAL MOTION

TEMPORARY PROMOTIONS AND SECONDMENT OPPORTUNITIES

That the North Area Committee requires the Joint Central Committee to ask the Chief Constable to develop and publish Force Policy and Guidance covering the selection of officers for all temporary promotions and secondment opportunities which would be binding on all Divisions and departments of the Force.

Notes

- Currently no guidance is provided for the identification, application, selection, or suitability of officers for temporary promotions or secondment opportunities.
- Divisions and departments are allowed to suit themselves with only some carrying out fair and transparent process.
- Temporary Promotion decisions which are not supported by fair and reasonable due process, quite rightly, are the cause of much ill feeling, frustration and discontent at all rank levels.
- Policy should be in place – Force Intranet suggests that a policy is being developed but has been like that for two years.
- Policy should be applicable to all areas of the Force and policed/enforced accordingly.
- Content should include eligibility, process, duration and record-keeping including honest appraisal of performance during any temporary promotion.

8. AOCB

The Committee discussed issues previously highlighted by Alan Devine with the MITIE contract.

9. Correspondence

The Secretary advised the Committee of the following Rep resignations;

Norman McGlashan

Fraser Robertson – has been promoted to Sergeant

He then advised an election will take place for the current vacancies in the North Area.

10. Time and Date of Next Meeting

The Chairman advised the next Meeting of the North Area Committee would be held on Monday 2 and Tuesday 3 September 2019 at the SPF Office, Dundee.

Dates of future meetings

2 / 3 December 2019

11. 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
Chair

Neil Macdonald
Secretary