



Scottish Police Federation North Area Committee

Minutes of the 3rd quarterly meeting of the Scottish Police Federation – North Area Committee held on Monday 2nd and Tuesday 3rd September 2019 at the SPF Conference Centre, 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 Ross Polworth Shirley Moran Sandy Smart Gary Johnston	Martyn Turner David McAlpine Andy Sawers Pat Nicol Caroline MacNaughton	Scott Macdonald Nick Clasper Gordon Milne – Day 2 only Emma Bowman Neil Cameron - Day 1 only Megan Heathershaw

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.

The Chair congratulated Mark Douglass and Fraser Robertson on their re-election to the North Area Committee and Megan Heathershaw and Lesley Fraser on their election.

The Chair acknowledged the efforts of Gordon Milne, Neil Cameron and James Thomson on the Butt to Barra cycle. They visited all the offices in the Western Isles on the route.

3. Apologies for Absence

Apologies were received from:

Neil Cameron – Day 1 only (SMT)
Fionnuala McPhail – Work commitments
Graham Smith – AL
Andrew Horne – AL
Lesley Fraser – AL
James Rice – AL
David MacKay - AL
Kevin Hird – Work commitments – Offshore Europe
Fraser Robertson – Work commitments – Offshore Europe
Mark Douglass – Work commitments – Offshore Europe
Simon Lewis-Dalby – Training SPC
Marc Lorente – Training SPC
Alan Devine – Training SPC
Bruce Crawford – Court
Linsey Burns – Childcare

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 Scott Macdonald and James Thomson.

5. Matters Arising

5.1 Action/Decision Log

The Secretary took the Committee through the Action / Decision Log and the following updates were provided to the Committee.

0007/18 – FAQs almost ratified by Woodside Place and the PNB document will be agreed at PNB level.

0001/19 – Information / ongoing issues spreadsheet is being updated on a regular basis.

0002/19 – Flowchart / guidance for production and submission of motions is being updated on a regular basis.

0003/19 – Police Pensions Fact Sheet will be distributed in due course.

0004/19 – SPF access to local intranet sites for SPF communication purposes – this is live in D Division and progressing in A and N Divisions.

0005/19 – Temporary promotions in rural areas – this will be covered in the N Division update later in the meeting.

0006/19 – ARVs being deployed to incidents in place of SAS – Pat Nicoll advised oxygen has been removed from ARVs but defibrillators are still carried and medical incidents are now being recorded. The Chair advised first aid training is being reviewed. The Committee discussed various issues. Pat Nicoll will monitor the situation. Action closed.

0007/19 – Bravery Awards – the Chair gave an update on nominations. Action closed.

0008/19 – Funding for Welfare Officer. Action closed.

0009/19 – Conduct Briefing document – the Vice Chair will circulate to new Reps. Action closed.

0010/19 – Action closed.

0011/19 – “What should be our objectives” Workshop – the Secretary will give an update later in the meeting.

0012/19 – Centralisation of Posts from North Area – the Chair gave an update.

0013/19 – Potential legal implications of centralisation. Action closed.

0014/19 – Nelson Street accommodation – the Chair advised the report for Nelson Street is to be exempt from minimum standard allowance. Action closed.

0015/19 – STOs deployed rather than AFOs – notify Secretary for collation – ongoing. Action closed but will be monitored.

0016/19 – Policy on deployment of ARVs – Neil Cameron gave an update in the absence of Gordon Milne – ongoing.

6. Standing Items

6.1 JCC Update

The Joint Central Committee (JCC) is the statutory embodiment of the Scottish Police Federation (SPF). The role of the JCC is to discuss and co-ordinate SPF policies and come to decisions that have the approval of the majority of the JCC and which are then supported publicly by the JCC as a whole. It should then make sure that the decisions of the JCC are actually carried out. The Secretary gave an update.

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:

Case	Crim e (On)	Crim e	RTC (On)	RTC (Off)	PI (On)	PI (Off)	CIC A	Em p	Em p Off	Prop .	Othe r On	Othe r Off	O n	Of f	Tota l
West	4	10	1	5	5	3	2	2	2	2	1	4	15	26	41
East	3	2	3	2	3	1		8	1	1			17	7	24
North	1	4			1					1		1	1	8	9

Money reclaimed from legal cases.

East £18,000

North £55,600

West £25,200

Made up of costs recovered plus 10% in some cases.

Over £2 million in damages for personal injury claims to five officers since the last JCC.

Total live cases 349

45 cases closed since last JCC

WhatsApp Case

Following the judgement where the Lord Ordinary sitting concluded that when officers join the Force they, in effect, sign away their right to a private life. The case is being appealed to the Inner House of the Court of Session. The petition was raised on 26 July 2019 but not likely to be heard until October. The judicial review cost £20,000 so far but have the other sides costs to add should we lose. The Chair spoke about recoverable costs if the case is won and worldwide issues.

Projected to cost £40k to take to next stage.

Decisions in the Inner House are by three Judges, most likely to be five due to the nature of the case – being watched across Europe and Internationally by EuroCOP and ICPR.

Holiday Pay Claim

SPF were about to settle, following PSNI judgement – decision is to await the UK Supreme Court Decision regarding methodology, current holiday pay claims are sisted; initial settlement figure was 700k, total figure was 3 million – decided in best interests to await the outcome of the PSNI case. The Chair explained the PSNI case.

Lifetime management – this has been agreed with PSoS – receiving from April 2019 the agreed memorandum, will go back to 1 April 2017. This is based on 10% of overtime submitted; this exceeds the settlement in E&W. PSoS will be circulating information

around this, it will be paid to membership hopefully in the next few months. It will be paid annually in December 2019. Global figure for overtime is £10 million; confirmed that overtime taken as TOIL will not count in the 10% figure, needs to be claimed as payment.

Discussion took place around TOIL / payment, negative TOIL balances and if it will apply to retired officers.

Allard

The Secretary advised 199 claimants have signed up. Proceedings are now being raised at the Court of Session. This is seen as the best way to ensure that all officers are properly compensated. A Commissioner has to be appointed by the Court who will be responsible for securing the data requested from Police Scotland to support claims.

The Chair explained the Allard case advising the whole of Scotland were dealing with issues differently.

Police Negotiating Board

The Secretary gave an update. The Chair spoke about OST Instructors at SPC allowances and Neil Cameron mentioned overnight allowances.

PNB TWG – They have met on two occasions, there is a third meeting planned for next week. Guide to negotiable conditions of service – this will be based on guide.

Proposal from OS to abolish the college allowance; desire to remove and how it will be replaced; potential for a day rate for instructors, issue of temporary instructors – SS discussed the existence and purpose of the allowance – College, Corporate, SCD – how was disruption measured and compensated. Wider consideration of application sought.

Overseas deployment – This is a difficult issue to resolve – the changing nature of world and international investigations etc mean there are a greater number of deployments overseas. Desire for Working Group to be created and cover the legal basis of deployment, previously these were governed by Foreign Commonwealth Office rules. Neil Cameron gave his view with regard to his involvement and the Deputy Secretary spoke about his experiences in going to Malawi.

Rest Day Disruption in leave – this has been resolved to day and financial.

Length of Pay Scale – Gender pay gap is something OS are keen to address, they have proposed shortening of the pay scale – OS trying to reduce the start, the top and no money taken out of payscale. This is an unbalanceable equation – OS are working over the lifetime of the payscale, they are looking over eight years – they are looking for eleven years in an eight year period – slow, slow, then accelerate. We believe that this will increase rather than decrease the gender pay gap and will remove money from members.

Potential Staff Side Claims for additional PH – St Andrews Day and Burns Day – no claim has been lodged as yet.

Injury Awards – Home Office had instructed to a review of injury awards; Consideration re an in-service compensation scheme (set aside third party litigation) – why is there a need to leave the service to be considered for injury award, this is a conceptual scheme being proposed to PNB, current CICA rules remove the majority of police officers from this Scheme.

Equality Working Group – KIT and Equal Pay data were discussed. PNB considered the submission from the Equality Working Group. This will be expanded upon in Equality update.

States of Duty – PNB agreed and the data around casual, temporary and permanent established. Travel time established at 45 minutes, legislative proposals were discussed.

7. Guest Speaker – Cabinet Secretary for Justice

The Secretary introduced Humza Yousaf, Cabinet Secretary for Justice to the Committee who gave a presentation followed by a question and answer session.

8. Group Workshops

Scottish Police Consultative Forum

The Secretary gave an update on the Scottish Police Consultative Forum (SPCF) which met on 11 June 2019. The meeting was brief and the only agenda item was future of SPCF. The Chair advised there had been no consultation on HR issues.

Informal meeting with Independent Chair re staff side thoughts, ability to bring subject experts in and lack of local input (local authorities), keen to have local authority presence – potentially through COSLA.

Pensions

The Secretary gave the following update.

ANNUAL ALLOWANCE – Vulnerabilities of combined breach – 450 will be clear on SPPA notices; 150 will incur on combined breach – SPPA guidance is best on this in the UK. Independent advice required for which Scheme was best to attribute tax allowance.

TAX and PUBLIC SECTOR PENSION – The General Secretary is to circulate details of potential advisors.

TAPERING – Some have been given the wrong advice around this, PSoS believe that they have resolved this and have communicated to those affected.

PT – Working additional hours – need to record for pension purposes, the issue for claim of additional hours, this relies on SCoPE – difference between SCoPE recording whether this is overtime and this will be discussed at JNCC.

Walker case –the Chair gave an explanation of this case - same spouse protections – only impacts on 1987 Scheme.

Langford judgement – could have relevance on some members around survivor benefits.

McLeod and Sargent cases (Firefighters and Judges)

Treasury – Liz Truss to Parliament on 15 July 2019 – Government response was a whole sector remedy to public sector pensions. It is not clear on what industrial remedy would be, no statement had been given on this date, would take potentially 18 months to 2 years to work out remedy which was questioned by the Chair. We do not know what the outcome will be – we do know that the remedy will apply to everyone, the argument for compensation differs for this and will be based on injury to feelings rather than loss as loss only occurs if they have left the Scheme, this will need to be dealt with on a separate issue. Options around remedy or how this could be achieved were discussed – this will be based on individuals.

Leigh Day – SPF funding legal advice and assistance – this was never made and no application was refused. 13,000 officers have registered with the company, costs vary depending on what they have undertaken.

Members have asked whether they should be subscribing to the pension challenge – should not be taken further by SPF. Potential cost recovery via House and Car Legal Protection - £1250 per claimant. Individual right to enter contract, responsibility for this.

PENSION BOARD - No meetings of Police Pension Board – next meeting on 17 September has been cancelled - there has been activity – DH, DR & A Barker – holding SPPA to account. Communications has been an issue – there is a sub group in respect of pension delivery group. For most this is event driven, annual benefit statements, need to update information, DH delighted that the SPPA advice has been recognised as being leader in UK.

SPPA has new website, it was designed to be easier to navigate, there remains gaps in respect of information.

Testing a members services portal in respect of being able to check the pension of member. Member of two schemes – requirement to switch between the relevant schemes applicable to members. Question around accuracy; easy to use and amend beneficiaries.

Annual Allowance Letters – Improvements in statements that have been received, in August they will be advised in respect of growth and tax impacts.

IHR – They are not subject of budgetary constraints in respect of IHR. Not convinced that this does not translate into budgetary pressures, need to remove lingering doubt in respect of being constrained by costs or commander politics.

Scottish Police Authority

Following the General Secretary's appearance at the Justice Committee, this had a reaction within the SPA – the Chair was unhappy around comments, the General Secretary sent letter to Chair around ethical elements – there has been a frosty relationship between the SPA and SPF since Conference.

JCC need to consider the various papers – WFP and Draft Estates Strategy – this was reviewed by SPA on 22 May. This is less relevant after recent meeting with the Service who have binned the framework.

WFP - Productivity & Capacity – translates to reduction of workforce – perils and pitfalls of plans.

The General Secretary and Vice Chair attended recent meeting – benefits claiming by PSoS and SPA – what produces success. CAM releasing 25% more time – is this when saving is made, how is saving achieved – the saving made is being swallowed up by other priorities. Savings being reported are not tangible or achievable. Lack of consultation on product – SPA cannot author and scrutinise the document. There was general discussion around CAM issues re feedback being recorded, diary cars etc. The Secretary asked for details of any issues to be passed to him via email. Action - The Deputy Secretary is to take this to Chief Superintendent Andrew Todd, D Division.

Scottish Police Budget and Financing

The Boris Bonus via the Barnett consequential on his promise for 20,000 officers is not insignificant in Scotland to the tune of around £110 million. Essential that the spot light has to stay on policing and not stray onto other areas of the Justice Portfolio.

The Justice Committee are visiting Galashiels to get a truer reflection of what officers are facing rather than the usual polished efforts that are presented.

It is important that we as the SPF do not argue for more support staff as that undermines improving conditions for officers. That's for other staff associations. Our role is to argue for more.

Political Engagement

The General Secretary was at Justice Sub Committee on 30 May – evidence provided on funding and budget.

Frenetic period of activity on criminal age of responsibility – limits opportunities for police to intervene and take a child to a place of safety. Unless a child under the age of 12 is likely to cause significant harm to themselves or others, removes the ability to take them to a place of safety.

Efforts to make changes however legislation was passed – Justice Committee seeking solutions.

Potential for General Election – certainly within term of fixed Parliament Act – SPF has been in liaison with Labour and Conservative around potential policies.

Likelihood of General Election – UK Labour & Conservative Conferences – Endorsed by Finance Standing Committee, Scottish Liberal Democrat Conference in Dunfermline (November 2019). SPF attending UK Labour and Conservative – need to attend on the Scottish dates. SNP in middle of October.

Clerks of Committee relationship – building relationships – not a huge amount on current agenda – biometrics evidence bill.

Justice Sub Committee – future evidence and debate on review of funding.
Drugs Deaths – Justice and Health working together.
Potential Justice will focus on prisons as opposed to policing.

JNCC

The Secretary gave an update of the meeting on 14 June.

Position on dog handlers allowance – expected that there was going to be back dating but this did not occur.

Recruitment – VC – Bizarre approaches on BMI and reasonable adjustments; accompaniment requirement and impact of having no driving licence on the service.
Training – H&S – Appreciation by Force of training and have awareness to progress this
WPRG – This was updated – Resourcing of events and chaotic approach taken by the Service, ACC Williams keen to progress this with SPF.
SOP – Wholesale change has been initiated – SPF looking to change how this is conducted, potentially through JCC Circular approach as opposed to current process.

The Chair explained the issue in L Division – Oban cells – issue of self-harm.

Car Park Levy – impact of resourcing and funding – impact that this will remove money from budget, local authorities will have right to charge £400 per car parking space.
Areas progressing car park space count – harder to fund change – capital, resources, tasers etc.

PSoS Reform (was 2026 update)

CAM – early feedback is that officers are seeing benefits. It is away to be extended to cover G Division.

Telematics – ACC Kenny Macdonald the new executive lead sees no benefit in it.

Target Operating Model – How the Force works in a diagram.

Partner Agency Dumping – Tom McMahon is the lead. He is looking at all areas where other agencies are fulfilling their responsibilities.

Survey

Wellbeing survey carried out in several Divisions across the Force.

Highlighted presenteeism is high across the survey. This causes more issues than absenteeism.

73% have attended work while ill and 37% have gone to work while mentally unwell.

64% are experiencing high levels of work stress compared to 30% in private sector and 50% in RCMP.

Nobody feels empowered to make a decision at any level in Police Scotland. This leads to stress at all levels. Stress usually diminishes the higher up in an organisation as managers are usually empowered to deal with problems and make decisions there and then.

The survey had the lowest ever findings of perceived organisational support that Linda has ever seen. The lower the finding the higher the resistance to change in the organisation.

Two thirds of officers report job stress and the coping mechanisms they are using are generally not effective.

There is a significant disconnect between wellbeing policy and what is happening.

People and Operational Delivery Group

The Chair gave the following update.

IVPD – Officers to be anonymised on iVPD. However doesn't answer the question of those officers who do not consent to their details being held in the first place.

Half Pay process – People and Development have totally missed the point. All of the ACCs are in favour of reverting the process to presumption of remaining on full pay with HR producing cases to reduce for consideration. People and Development to review again.

Fleet – Capital issue. However H&S assurance training for Divisional Commanders has started and four out of the six on the recent course intimated that they would be unable to sign off the assurance on the basis of the state of the fleet in their Division.

Acting role to be reviewed by People and Development. Only East ACC in complete favour of retaining the acting role.

Modified duties is being reviewed by People and Development so that officers deployability is clear in every case.

DCC Taylor is chairing a dedicated Group currently called Op Hampshire which is looking at the number of assaults on officers.

Police Charities

The Secretary gave the following update.

Police Treatment Centre – AGM held since last JCC. There were 3,540 officers treated at the two centres in the last year, 1029 of them were on the Psychological Wellbeing programme.

Following the LIBOR funding of £1.5 million this was matched with fundraising this means that two new buildings are going to be built at Harrogate. This primarily increase capacity for wellbeing. They are looking at the development of a weeklong intensive wellbeing programme.

Police Care UK - N Division have applied for and were successful in a £125k bid.

ICPRA/Eurocop

The Secretary advised the ICPRA General Council will be in Scotland in June next year and Eurocop will be meeting in Edinburgh in November.

Temporary Promotion Motion

Gordon Milne gave an overview of the motion which was presented to the JCC Chair who rejected it. Geographical issues are to be highlighted to NAC to take back to JCC.

6.2 Subject Committees

The minutes of all national Subject Committees were circulated.

- **CONDUCT**

North Area Conduct Meeting

The Vice Chair gave an update of the Joint Conduct meeting held on 6 August 2019 and an overview of the Conduct Committee. He spoke about issues with Conduct email address and advised this has now been resolved.

He spoke about the issue with Chairs asking for statements at Misconduct Hearings and stressed that this is not allowed as it's the law.

He advised a Working Group has been created following Dame Elish Angiolini's review.

- **EQUALITY**

The Deputy Secretary gave an update where he spoke about the gender pay gap, KIT days can now be TOIL or payment, flexible working patterns are available but officers must be willing to move.

JCC Equality Subject Committee

Met on 31 July 2019 at Dundee. The minutes of from this have been circulated and no issues or questions have been raised.

The Gender Pay Gap

There was an action to produce a simplified guide to cover the gender pay gap that was discussed and is regularly discussed.

This will be circulated around the equality representatives, and I can supply a copy to anyone else who requires one.

PNB(S) Equality Working Group

The ASGE gave an update of the last PNB(S) Equality Working Group meeting held on 16 May 2019 where single payroll and gender pay gap topics were discussed. Agreement has finally been reached with regard to "keeping in touch" days where members can now elect to take TOIL or payment.

The Equality Advisor gave an overview of the equal pay gap which the Committee then discussed at length. Issues such as problems with promotions throughout the year,

maternity leave, flexible working and the massive pay gap within Constable ranks were discussed.

SOPs

Allowance and Expenses SOP has been circulated.

Equality, Diversity & Inclusion Employment Group

This was set for 29 August 2019, however the meeting was cancelled and will now be held on 11 October 2019.

The main topics of the agenda have been circulated for comment with some good responses well received.

Flexible Working in Police Service of Scotland Equality and Human Rights Commission - Section 23 Agreement

Some months ago Police Service of Scotland entered into an Agreement with the Equality and Human Rights Commission under Section 23 of the Equality Act 2010.

This was as a direct consequence of the case, supported by the Scottish Police Federation, taken by Ms Mair against the Chief Constable of the Police Service of Scotland, raised at previous North Area Committee Meetings.

The SPF have also been updated on the actions undertaken by the Police Service of Scotland to meet the terms of the agreement and raised a number of points regarding the agreement and particularly the G Division Action Plan and have been in correspondence with Ms Nicky Page in an attempt to clarify our concerns.

While also asking that now the agreement has been in place for six months how it intends to train line managers and supervisors.

The SPF have subsequently written to DCC Fiona Taylor.

DISCUSSION SENT IN BY DAVID MACKAY N DIVISION

Modified Duties Workshop

To date there has still been no response from the Force.

Consultation

HR Policy Consultation Request - Draft Capability Procedure (Attendance and Performance) for Authority/Police Staff was received and a response was provided.

Training/Legal Updates

Relevant legal and ET decisions have been received and circulated to the Equality reps, these include the most notable;

Muller v London Ambulance Service NHS Trust 2019

Reasonable adjustments.

Paramedic who was dismissed on capability grounds due to being off sick for 11 months and there was no date of return. Awarded £71,000 for disability discrimination.

Harris & others v SW Ambulance Service NHS Foundation Trust ET 2019

New shift pattern.

This details a change in shift pattern that was discriminatory towards those whom it was imposed upon ranging from disability, failure to make reasonable adjustments, indirect sex discrimination and unfair dismissal.

This was a relatively straightforward case, but with a number of issues from various claimants from one of two areas Nailsea and Weston.

In 2015 the Trust had commissioned consultants, Working Time Solutions and ORH, to undertake a review of response times and patterns of demand and to make proposals for new shift arrangements.

Their recommendations were accepted by the Trust at the end of 2016. The proposals for Nailsea were for fewer ambulance staff operating 2 x 24/7 shift patterns together with the removal of the day only shifts.

The Nailsea staff raised their concerns about proposals and put forward an alternative plan. They offered some flexibility on their shift times recognising that the Weston shifts had different start/finish times. The Acting Area Head of Operations dismissed the proposal out of hand saying, *"I will not disadvantage my staff at Weston to accommodate you"*.

It goes into more detail however the hearing found that the new shift arrangements could not be justified so resulted in unlawful discrimination.

Leader v Hossack ET 2019

£2.5k awarded against an individual for racial harassment

This case is an example of the very unusual circumstances where an employer successfully claimed that they took all reasonable steps to prevent the harassment (the "statutory defence"). The employer was therefore not liable for the harassment and the individual perpetrator of the harassment was left to defend the claim and pay any compensation awarded. In this case, £2,500.

Aboulossoud v Royal Borough of Greenwich & another ET 2017

Correspondence

£6k awarded for associative religious harassment.

This one concerns direct discrimination by association and is a good example of how this aspect of the law works. Ms Aboulossoud was offended by comments about Muslims; although she isn't Muslim, members of her family are. The less favourable treatment was not directed at her, but had the effect of causing an offensive environment for her because of her association with people of the Muslim faith. She was awarded £6,000.

Correspondence

There were no items.

- **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

- Increase in Officers assaulted during arrest. Further investigation being carried out by the H&S advisors to see if there are any trends. More incidents being recorded on SCoPE. Massive difference between the number of assaults recorded on crime reporting systems and on SCoPE. ACC Hawkins is to raise the issue at the next H&S Board to establish if a better recording process can be developed.
- Body Armour procurement process has identified a supplier and contracts are being finalised. The new armour will start to be available from December. Oldest existing armour will be prioritised for replacement and officers with an OHU requirement for new lighter armour.
- Full Health & Safety Audits to be carried out at all primary custody centres first was completed at London Road.
- Safety inspection training is to be rolled out to safety reps. This will be delivered by Ian Paton one of the north area H&S advisors. Dates will be identified in the near future.

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 30 July 2019 at the SPF Training Centre, Dundee and he updated on the discussions at that meeting. The main points of note were:

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

Accounts of Grant, Trust and Voluntary Accounts were reviewed and approved initially by the FSC then by JCC. Book value of assets was explained including reporting standard 102 required by HMRC in respect of assets. The accounts will be placed on the SPF website in the near future.

FSC recommended implementation of investment policy, background to this was explained – benefits of changes to policy and why this has been recommended, particularly the security of the policy to ensure ethical element of limiting reputational underpinning required (no other principles possible that could be espoused) – vast area of investment.

Expenditure policy endorsed

Coffee Machine Tenders – These are now being received and will be progressed.

- **LEGISLATION & REGULATIONS**

This meeting took place on 30 July at SPF office, Dundee.

The Response to the review of Complaints Handling, Investigations & Misconduct has been remitted to the Conduct Committee to review and provide a response to the recommendations.

Transport (Scotland) Bill – Car park levy – Carried out a count of spaces across the Force. This will provide a figure that will reflect the potential cost to Police Scotland.

The Age of Criminal Responsibility Act – Has passed through parliament although remains to be enacted. The legislation is flawed and work ongoing to remedy the issues.

- **OPERATIONAL DUTIES**

This meeting took place on 30 July at SPF office, Dundee.

Changes to Promotion Process – 18 months ago Force wanted to look at alternative promotion route, financial decision due to cuts in investment in Diploma. Don't have enough people qualified for promotion; L&D desire to get people into posts, design of pathways project and form of assessment, use of temporary promotions which included a development period. Need for Regulatory Change – need for SPCF involvement which was ignored. Area Committees were represented, briefing given and there was workshops around this – every promotion system is flawed, difficult to give feedback on

- letter was written to Force, could identify what was not wanted – concept was welcomed but required detail; need for temporary role and doesn't have opportunity. Detail is lacking, concerns raised have not been addressed. Workshop planned for 4 September 2019 – desire for movement, attracted to idea on removal of diploma, - 1,700 qualified but don't want promotion; temps sitting too long; A Division have no suitable candidates for promotion – work force planning failing. Does not address remote working or current deployment plan, particularly in rural areas.

Removal from academia, assessment centres (what will they produce), who is to say finance will be a further driver, impact of geography, lack of workforce planning, Force keen to implement and to present at SPCF – increased expectation around process, Force already marketing this.

My Career – Argument around name, collate their reflections and log, verified by PS. How is this going to be progressed, there is little involvement of empowerment.

Brexit – Impact of Yellowhammer – availability of fuel and medical supplies (impact on custody). How will this be achieved, how will this be delivered. Impact on travel and borders, Grangemouth & Forth Ports – border impact, additional security etc.

Op Royal Standard – SPF plan was activated without issue, SPF responded to Aberdeen. PSoS unable to gain accommodation required in the Edinburgh area. No Silver/Gold meetings – concern around availability of vehicles, achievability of obtaining hire cars.

Public Order Monitoring Group – Extra demand due to climate change protests and additional CAT C IR football matches.

250 additional officers to be trained. It was initially going to be spread across the local Divisions, but this has now been extended to the national Divisions too.

Government have the appetite to extend the fireworks legislation to cover use of pyros. There is a need to provide evidence of the number of incidents.

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.

There are a number of ongoing issues including staffing levels across the Division, lack of supervisory officers in rural areas and the effectiveness of RDU. These are all being addressed albeit in slow time. The N Div Commander is keen to resolve the issues and continues to work with all involved.

To assist with the lack of staff in the rural areas the Divisional Commander continues to use secondees from other areas in the country at Constable rank and attempts to alleviate the supervisor issue by encouraging Area Commanders to identify officers to fill these positions with acting/temporary status.

The Chief Constable has recently visited the area and is in support of N Division's method of running the area.

Ongoing negotiations with RDU senior management with a view to increasing the staff numbers within the department. They are significantly understaffed at present. N Division is to identify a Sergeant to work as 'resource manager' for day to day business in the short term until RDU is staffed sufficiently.

Brexit Preparations – N Division have not been asked to supply any resources to deal with the upcoming Brexit issue. Partly due to the lack of available staff and due to the significant coastline/ports that exist within their beat area. Chief Superintendent Macdonald assures me they are as prepared as they can be.

Chief Superintendent Macdonald and Inspector Judy Hill have recently made a presentation to Police Care UK with a business case and request for funds to provide a welfare officer for N Division geographical area. Police Care UK supported the proposal and allocated £125k to the project. Work continues to develop this position. Whilst this is an N Division project the SPF have been asked to be involved in its development.

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

Issues discussed have included mobile working, fleet, resourcing and support/mentoring provided to temporary sergeants.

The division is currently 35 below establishment. 25 probationers starting at SPC in September, although originally promised 33. The number of transfer requests had dropped almost to single figures, but in the last few months that has leapt back to 24. Officers being given projected transfer dates into 2021 now.

Significant events on top of the usual summer shows, Op Tansy, BP AGM, Offshore Europe, Braemar Gathering and Royal Court.

D – James Thomson, Deputy Secretary gave the update - The Deputy Secretary has had various meetings with Andrew Todd Chief Superintendent D Division, raising issues as they arise, mostly around resourcing and the challenges faced around Brexit, Annual Leave, Ambermule, Mobile Device training and local events.

There are ongoing discussions around a pilot within the summary court where the Sheriff will see SPRs and seek to agree evidence in advance and only call witnesses where they can't agree.

The Intention of the COPFS pilot is to reduce witnesses in court (not just Police). Dundee is only one of three 18 month pilots and intention is to go ahead before Christmas.

The need for this is huge, for example 50 officers within D Division were cited for court last Monday, more than the OBL for response.

The issue around Mental Health call and the concern from officers dealing with people in crisis who would be better dealt with by other agencies has also been discussed. Chief Superintendent Todd is acutely aware of this and is proactively working towards a solution.

Staffing is a challenge within Custody and this has been raised, the points being recruitment of enough staff.

Staffing across the Division is raised regularly by members, they are clearly working to the limits of their capacity.

The Deputy Secretary went round most of the offices on a Friday and Saturday night at the beginning of August, he spoke with officers from Response and Community, C3 and in Custody. Many points were raised, however the top three hitters are always, not enough staff, Court and securing days off.

From this and other visits to the stations he produced an opinion piece for the SPF website which was shared.

Resourcing continues to be an issue and will continue, concerns are being raised about lack of meal breaks, too long on points, not enough cars and poor planning around events, leaving teams very short, an example being the recent Derby match in Dundee.

Yesterday he wrote to Superintendent Shaun McKillop detailing the issues supplied to him over the weekend, emphasising this is not a single occurrence.

Local Intranet Page

Agreement has been reached for a specific area for Local Federation Reps on the D Division intranet page.

This is an opportunity for our local Reps to place items on the page, thus improving communication. It will also be used by him as it will support links to the main SPF website.

Divisional Reps from D Division met with Andrew Todd at City Quay, Dundee on 29 August 2019

A broad section of issues were discussed mainly those detailed previously.

7. New Business

8. AOCB

The Chair spoke about a new process for booking of hotel rooms for future meetings whereby Reps will be required to book their own. There was much discussion around this and the Secretary will take issues to JCC.

The Secretary spoke about potential disruption re Brexit.

The Chair spoke about resourcing and the possibility of inviting Superintendent Murray Main to our next meeting.

Motion

Sick Leave / RRDs

The Deputy Secretary presented a motion regarding the maintenance of RRDs whilst on sick leave.

9. Correspondence

No correspondence.

10. Time and Date of Next Meeting

The Chair advised the next Meeting of the North Area Committee would be held on Monday 2 and Tuesday 3 December 2019 at the SPF Office, Dundee commencing at 1300 hours on Day 1 and 0900 hours on Day 2.

Dates of future meetings

2nd / 3rd December 2019

11. Closure of Meeting

The Chair 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