



Scottish Police Federation

5 Woodside Place Glasgow G3 7QF

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22 March 2021

Attachment: Scot Gov News Release Members Appointed
to Scottish Police Authority

Dear Colleague

Members Appointed to Scottish Police Authority - Information

I refer to the above and attach self-explanatory documentation.

Yours sincerely

CALUM STEELE
General Secretary

22 March 2021

Members Appointed to Scottish Police Authority

The Cabinet Secretary for Justice, Humza Yousaf, has today announced the appointments of Alasdair Hay, Dr Catriona Stewart OBE, Professor Fiona McQueen, Katharina Kasper, Paul Edie and Dr Robert Black CBE FRSE as Members of the Scottish Police Authority.

Cabinet Secretary Humza Yousaf said “I am pleased to announce the appointment of six new members to the Scottish Police Authority. I know these new members will bring a wealth of skills and experience to the SPA, further strengthening an already strong Board as it continues to scrutinise Police Scotland.”

“Their backgrounds and track records in a number of fields will enhance the SPA

MEMBERS

Alasdair Hay has a career spanning more than 36 years in the Fire and Rescue. He is passionate about and dedicated to delivering high quality public services. He was appointed as the Chief Officer of the new national Scottish Fire and Rescue Service in August 2012, retiring in March 2019, having successfully delivered the intended benefits of Fire Reform. He currently works part time for London Fire Brigade as the Independent Operational Assurance Advisor to the Commissioner. Beyond this, he is a trustee of two charities: The Fire Service Research and Training Trust, and the Dow Memorial Trust. These help to provide financial support for research into firefighting techniques and medical/dental students at Dundee University respectively.

Dr Catriona Stewart OBE is the founder of the Scottish Women’s Autism Network, which she chaired for 4 years, and currently works as its Executive Trustee. Catriona has experience of board membership in a variety of contexts and sectors, and of working for positive outcomes to community, stakeholder and organisational needs. She has worked in an advisory capacity at national level, including to the Independent Review of the Mental Health Act (Scotland) and the Scottish Government’s Improving Understanding of Autism/DifferentMinds Campaign. In her community support, advocacy and educational work, Catriona takes a Human Rights perspective, focussing on developing a positive narrative of diversity, equality and inclusion. Most recently, Catriona has taken part in the COVID-response initiative, the Independent Advisory Group to the SPA.

Prof Fiona McQueen has had a career spanning three decades of executive public sector leadership, primarily across the health system and latterly within the Civil

Service. She was appointed as an Executive Nurse Director in 1993 and has held a variety of roles, including the Chief Nursing Officer for the Scottish Government. She is passionate about good governance being at the heart of an organisation and also that people are at the heart of decision making. She has wide ranging experience in supporting organisations to transform and improve, and is committed to openness and transparency as well as reducing inequalities. She is a non-executive board member for Ayrshire College where she is Vice Chair, chairing the Learning & Teaching Committee and the Performance Review & Remuneration Committee.

Katharina Kasper is a senior risk and compliance professional, with substantial experience acting as a risk subject matter expert and professional adviser. Her core areas of expertise are audit, oversight and assurance, risk management, financial crime prevention and organisational transformation. Katharina is passionate about leading by example, facilitating meaningful organisational change and delivering a lasting positive impact for all stakeholders. Katharina's career to date has included a number of senior risk, compliance and transformation roles in the Financial Services (FS) industry. She is an experienced management consultant, advising a wide breadth of UK and EU based financial institutions, including FS regulators. Katharina is a non-executive member on the NHS Lothian Board, where she is also the Whistleblowing Champion. She is also a voting member of the West Lothian Integration Joint Board.

Paul Edie has served as Chair of the Care Inspectorate since 2013. He currently is also a Council Member of the Scottish Social Services Council and a Non-Executive Director of Healthcare Improvement Scotland. He was a Liberal Democrat Councillor for 23 years on Edinburgh City Council where he served as Chair of the Council's Health, Social Care and Housing Committee for five years and Liberal Democrat Group Leader for 4 years. He chaired the Edinburgh Community Safety Partnership for five years and was a Non-Executive Director at NHS Lothian. He is an Inorganic Chemist by profession.

Dr Robert Black CBE FRSE has extensive experience at a senior level in several public bodies. He was Scotland's first Auditor General, a post which he held for twelve years.

APPOINTMENTS

These appointments will be for four years and will run from 1 April 2021 until 31 March 2025.

These appointments are regulated by the Ethical Standards Commissioner.

REMUNERATION

These appointments are part-time and attract a remuneration of £309 per day for a time commitment of 6 days per month.

OTHER MINISTERIAL APPOINTMENTS

Mrs Kasper is a Member of the NHS Lothian Board for which she receives a remuneration of £8,842 per annum, for a time commitment of 4 days a month. Mrs Kasper is also an Independent Audit and Risk Committee member for Scottish Canals, for which she receives £209 per day for a time commitment of 4 days per year.

Mr Edie is the Chair of the Care Inspectorate, a Non-Executive Director of Healthcare Improvement Scotland and a Non-Executive Director of the Scottish Social Services Council, for which he receives a remuneration of £255 per day, for a time commitment of 3.5 days a week.

Dr Black is a Member and the Chair of the Audit Committee of the British Library, which attracts a remuneration of £9,000 per year on a flexible time commitment.

Mr Hay, Dr Stewart and Prof McQueen do not hold any other ministerial appointments.

POLITICAL ACTIVITY

All appointments are made on merit and political activity plays no part in the selection process. However, in accordance with the original Nolan recommendations, there is a requirement for appointees' political activity within the last five years (if there is any to be declared) to be made public.

Mr Edie served as a Liberal Democrat Councillor on Edinburgh City Council until May 2017, and he is currently Chair of the Scottish Committee of the Liberal International.

Mr Hay, Dr Stewart, Prof McQueen, Mrs Kasper and Dr Black have had no political activity within the last five years.

BACKGROUND

The Scottish Police Authority was established following the introduction of the Police and Fire Reform (Scotland) Act 2012 to maintain policing, promote policing principles and the continuous improvement of policing, and to hold the Chief Constable to account. The Act allows for up to 15 members, of which one is the Chair, to be appointed by Scottish Ministers.

The Scottish Police Authority (SPA) works closely with the Chief Constable of Police Scotland and members of the executive team, to ensure the police service delivers the benefits of reform. It holds the Chief Constable fully to account for the policing of Scotland and the Chief Executive of the SPA for its role as employer of staff and the delivery of services to the board and policing. As well as its oversight role, the SPA is accountable for policing's budget of around £1 billion and a workforce of over 17,000 police officers and 5,000 police staff.