



Scottish Police Federation North Area Committee

Minute of Meeting of the 3rd quarterly meeting of the Scottish Police Federation North Area Committee held on Monday 31st August 2020, via Video Conferencing.

1. Members Present

Full Time Officials

David Threadgold	Chair
Neil MacDonald	Secretary
Ross Polworth	Vice Chair
James Thomson	Deputy Secretary

Constables	Sergeants	Inspecting Ranks
Garry MacLennan Shirley Moran	Simon Lewis-Dalby Caroline MacNaughton David MacAlpine	Nick Clasper Marc Lorente Megan Heathershaw

Apologies were received from Andy Horne who was on Annual Leave.

2. Opening of Meeting

The Chair 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 gave an updated explanation as to the circumstances leading to the repeat of the unorthodox approach to holding the North Area Committee Meeting.

3. 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 Caroline MacNaughton and Nick Clasper.

4. Rank Committee Meetings

Separate Rank Committee meetings were not facilitated.

5. Matters Arising Action/Decision Log

Action Log updated.

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 JCC was held by VC on Tuesday 18th August 2020.

The Minutes will be circulated when they are received.

Points of Note:

- **Legal Update**

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- **Allard (On Call Recognition)**

This is ongoing and is at the early stages of Court proceedings. PSOS have been asked for a potential settlement figure – documents were recently received in relation to officers working times.

- **Holiday Pay**

This remains cisted. SPF have approached PSOS in relation to the PSNI judgement. It had been raised regarding TOIL to be included in the case

WhatsApp

David Threadgold provided a summary of the case for those present.

This is currently at the beginning of the appeal process, following the loss at Judicial Review, there is no timescale on the potential decision

SHEKU BAYOU – Public Enquiry

Whilst this is an ongoing issue, the Secretary proposed that this matter is now removed as a standing issue, with the proviso that any updates will be provided when significant information is reported. This was agreed.

- **ITF – Pension Claim**

Claims have been lodged and there remains an opportunity for anyone who has missed the deadline. DGS to be contacted in relation to this if anyone has been missed. This is in relation to injury to feelings in relation to the discrimination. This topic is to remain as a standing issue for future reporting.

- **COVID 19**

The panel of experts continues and avenues around protection of members/impact on families. This is being closely followed by SPF legal experts.

- **Police Negotiating Board (PNB)**

This was established by an Act of Parliament in 1980 to negotiate the pay and conditions of Scottish Police officers and is exclusive to Scotland as there is now no PNB elsewhere in the UK. This is set up from the **Staff Side** who are the Scottish Police Federation (4 members), ASPS (Association of Scottish Superintendents) (1 member) and the Scottish Chief Police Officers Staff Association (1 member) and the **Official Side** which consists of The Scottish Government (1 member), the SPA (Scottish Police Authority) (3 members) and Chief Constable (2 members).

Calum Steele provided an update - there have been no meetings of PNB; the TWG have met on 1st May, 12th June and 22nd July. They have focussed on the 5 issues detailed. The pay scale anomalies have been agreed and occurred due to the change of pay (September to April) – ensure no detriment. The Bereavement leave matter has been addressed by PNB.

CS provided an update in relation to COVID 19 and the PSOS desire to retain officers in service and recruitment of Special Constables increased remuneration. This was in response to fears around the impact of COVID 19 on officers in the Service.

PNB handbook - has been finalised and the hosting/publication of this should be in the near future once IT issues have been addressed. There are 5 issues that remain outstanding and these have cross-overs into ongoing legal cases; these include motor vehicle allowances (no ref to Public Transport, only ref is Casual and Essential), recall to duty, leave and final wording on family matters.

COP 26 – Due to the expectation of exceptional demands and constraints being placed on officers a claim was lodged to compensate officers appropriately.

The issues of college and overseas allowance remain on the agenda.

Pay Claim - was lodged on 9th June, we await further discussion.

- **Pensions**

Calum Steele provided an update on pensions which are being discussed at different forums across the UK. Focus is on UK Police Consultative Forum.

The last meeting was on 1 July 2020. There have been TWG since then focussing on the Government proposal to resolve discrimination arising from McLeod Sargent.

COST CAP – This was agreed by Parliament to help manage the costs of the 2015 scheme, this requires a review of the scheme every 4 years to establish whether too much has been paid in or too much being paid out. This creates review of costs on both sides – employer and employee

The FBU are the lead organisation for this Judicial Review, however, there are 49 other parties who have interested party status and have to be kept informed.

FORMAL CONSULTATION – REMEDY FOR DISCRIMINATION – This was published in July. The documentation is comprehensive and the formal consultation closes on 11th October. SPF plan to lodge this in advance of this.

SCOTTISH POLICE PENSION BOARD – David Ross provided an update. Pension Board noted that 12% are no longer in the pension scheme across Scotland. 2030 auto-enrolment letters have been sent, 500 have re-joined.

PENSION STATEMENTS – SPPA keen to use the members self-service portal to publish annual benefit statements. Current construction only provides figures rather than context and explanation.

Scottish Police Consultative Forum (SPCF)

No meetings.

Chair of SPCF keen to discuss COVID 19.

Diploma and Promotion – Discussion around diploma and replacement, the new promotion pathway. This is currently in development.

There is a meeting on 25th August, to discuss the proposal regarding the diploma and it is unlikely to be resolved at this meeting or the SPCF.

- **Scottish Police Authority**

Calum Steele has written to the interim Chair of the SPA seeking clarity on a number of processes they are adopting.

Matter to be updated in due course.

SPA met on 30th June; the next meeting is on 19th August 2020. SPA sub committees are in operation and there is significant information contained in the reports.

- **Scottish Police Budget and Financing**

Scottish Police Budget is in a difficult place. There was a £50 million overspend that was due to be clawed back. COVID has impacted across the entire public sector.

There are 2 significant areas:-

1. Estate Remodelling Process which is continuing at pace.
There is a need for local SPF involvement in relation to this significant remodelling. Proposals currently focus on shared premises including the sharing of schools – security impact.

2. Strategic Workforce Plan – relation to delivery of policing. Police officers are facing relentless pressure and demand.
This needs local involvement and engagement.

FTOs to liaise with Divisional Commanders regarding estate issues.

- **Scottish Parliament/Political Engagement**

Hate Crime Bill response was sent and our approach has been endorsed by others.

Coronavirus. The approach continues to be challenging due to being spread over a number of different orders. There is ongoing fortnightly discussion on provisions but consultation occurs after they have been determined.

- **Joint National Consultative Committee (JNCC)**

The JNCC is concerned with matters within the authority of the Chief Constable. The JNCC will discuss operational delivery of HR policies and these will include agreements reached through PNB and SPCF meetings (which between them define the Conditions of Service of officers within the Service). As such Scottish Ministers and the SPA have no representation at JNCC meetings (but may be invited at the Chief Constable's discretion) which are held solely between the Chief Constable's Representatives and Staff Associations. On operational matters, the decision of the Chief Constable is final however, should a matter remain unresolved due to a difference of view as to the meaning of a regulation or determination or, the application of policy / guidance promulgated by the PNB / SPCF, it is entirely appropriate for the matter to be referred back to PNB / SPCF for clarification.

Last meeting was on 4th June, next meeting is on 3rd September 2020.

Part time and pensionable pay – issue around impact of recording as plain time for pension entitlement in respect of the plain time.

Mass Mobilisation – lead by DCC Graham. Problems have been raised and we await invite to raise the issues.

Telematics – JCC approved the MOU subject to legal advice. They were happy with the proposal; they did highlight some areas however it was important to achieve the MOU.

WPRB – Met on 2 occasions. The majority of business has been passed to the Resource Deployment Group. New guidance has been provided due to Risk Assessments being required with shift patterns.

OBL – OBL Working Group – this is an SLWG. The fundamental flaw is this is based on safety or availability. It was devised by what could be achieved rather than what was needed.

PODG – The committee met on 20th August 2020, and was chaired by ACC Bernie Higgins.

Specific updates were received in respect of UEFA 2021 and COP 26, with ACC Higgins highlighting planning issues and potential staff requirements for both events.

Others issues around backlog within the criminal justice system and the potential remedy were also discussed. Government discussions are ongoing.

SOPS & Policy – No meeting.

PNB – Met on 4th August, Ongoing issues relating to the handbook and pay claim discussions took place.

- **PSoS Reform (was 2026 update)**

Research via Linda Duxberry was completed and was scheduled to resurvey those who had been digitally enabled. COVID pandemic was likely to impact on the results. There is the option to review the baseline of the COVID and how this was managed. How are people coping with the challenges and how are they being supported?

- **Police Related Charities**

PTC – Re-open on 7th Sept – Those affected by COVID should have been contacted by the centre – revisit of the mental health questionnaire.

ST GEORGE'S – 2 applications both from Scotland – they have been approved.

BENEVOLENT FUND – NB provided an update. SPBF are in statute in the draft for Legislation and restitution orders.

SPMT – Scottish Police Memorial Day has been cancelled. There is a pre-recorded event planned for the memorial day which will be streamed. Additional names have been added to the memorial.

NPMD – Virtual event is being planned for 27th September. There will be a blue light event planned and there will be discussion with the force on whether this operates in Scotland.

Police Care UK – New trustees have been appointed; David Hamilton and Suzy Mertes. National Police Arboretium – being progressed by Sir Hugh Ord.

- **ICPRA/Eurocop**

No meetings – they have been meeting online.

EUROCOP – unlikely to be a physical meeting of the EUROCOP.

ICPRA – discussion and around various issues being presented across the Southern Hemisphere.

- **MOTIONS**

The JCC were asked to consider the following motion.

The motion was carried.

Delete existing rule 3.2.3 in its entirety and replace with a new rule 3.2.3 to read

“Other than in an election that may require to be conducted under the provisions of rule 3.3 the voters will be supplied with a ballot paper and instructions on how to vote.”

Create new rule 3.3 to read

“In the event it is not possible for an election to take place at a physical meeting of the Joint Central Committee, the General Secretary shall be responsible for putting in place an alternative form of voting that is capable of delivering a fair election.”

Delete existing rule 4.9.3 in its entirety and replace with a new rule 4.9.3 to read

“Other than in an election that may require to be conducted under the provisions of rule 3.3, the voters will be supplied with a ballot paper and instructions on how to vote.”

Create new rule 4.10 to read

“In the event it is not possible for an election to take place at a physical meeting of the Central Committee, the Committee Secretary shall be responsible for putting in place an alternative form of voting that is capable of delivering a fair election.”

Delete existing rule 6.2.3 in its entirety and replace with a new rule 6.2.3 to read

“Other than in an election that may require to be conducted under the provisions of rule 6.7, the voters will be supplied with a ballot paper and instructions on how to vote.”

Create new rule 6.7 to read

“In the event it is not possible for an election to take place at a physical meeting of the Area Committee, the Area Secretary shall be responsible for putting in place an alternative form of voting that is capable of delivering a fair election.”

Explanatory Note

These changes to the rules are required in order to accommodate any elections that may fall to be considered during times where physical meetings are not permitted.

6.2 Subject Committees

The Minutes of all national Subject Committees were circulated.

- **CONDUCT**

The conduct world has ‘re-started’. Investigating officers are being appointed to new cases and arrangements are being made for misconduct meetings/hearing to take place, subject to all social distancing measures.

The main location for these proceedings in the north is Bucksburn Police Office, Aberdeen, and arrangements have been made to ensure social distancing at this location.

The issue of witnesses providing their evidence remotely is on the agenda for PSD. Our position is that this would be an absolute exception to the rule and only with the agreement of the SPF and the service, depending on the circumstances. If anyone is aware of these arrangements being made, please make sure that David Threadgold is made aware.

North Area Conduct Meeting

The Conduct Committee meeting was held in Dundee on the 14th July 2020. The minutes have been circulated.

As the Committee are aware, this area of business is split into ongoing Criminal and Misconduct cases. At the conclusion of any criminal proceedings, there will be a misconduct assessment. It does not always follow that at the conclusion of the assessment that there will be an investigation.

EQUALITY

Deputy Secretary provided an update;

- **JCC Equality Committee**

The Committee met via Video Conferencing on 15 July 2020, the draft minutes were circulated

- **SPF Conference 2021**

Contact has been made with an organisation - Working Families - they have been involved with a number of Forces in England in relation to flexible working. An offer has been made to participate, with the offer of other contributors from that organisation. The detail of the Equality input will be progressed now there is confirmation of external involvement.

- **Ill Health Retirement/Redeployment**

There have been a series of challenges faced by our members passing through this process, through delays in the process and the loss of the Selected Medical Practitioner. Some good work from Assistant to the General Secretary, Nigel Bathgate and in collaboration with the Force all members in this position remained on full pay

- **Employment Tribunal Decision of note**

Valentine v Department of Work and Pensions ET 2018

This case from last year shows that the Equality Legislation provides protection from discrimination from the first day of employment, for people on both permanent and temporary contracts.

Ms Valentine was dismissed after 5 days' sickness absence after less than 2 months' work. The Tribunal criticised the whole process adopted by the employer from their failure to recognise that she was disabled, failure to seek medical advice and by failing to use any discretion when coming to the conclusion that she should be dismissed.

- **Police Treatment Centres**

The PTC is due to reopen on 7 September 2020, all who have had ongoing treatment have been contacted, for those with mental health issues they will be required to be reassessed.

Any new applications must be made to them direct and NOT via the SPF as was previously the case, as the PTC will hold all the relevant subscription details. The SPF will have no role in the administration of the process.

- **Discrimination and Equality Cases**

On 4 August 2020, an email was forwarded to all the North Reps concerning potential cases of Discrimination, providing brief definitions of both Indirect and Direct Discrimination. This included a reminder of the timescales relevant to any legal process

and that all potential Equality issues must be passed to the Deputy Secretary on the Equality form attached to the email.

- **COVID issues**

Smarter Working Group – PSOS have compiled a Toolkit document under the heading 'Smarter Working.' The AGSE responded to this document which was shared with the Equality leads for feedback prior to submission.

This has been developed by the force to understand and explore how both Police Staff and our members have adapted to new and different working patterns and environments as a result of COVID-19; "to inform a future smarter, flexible and agile working model".

Some of the areas that will be captured; colleague experience, attitudes and adaptation to different and unfamiliar working practices; challenges faced by colleagues during this period, emerging concerns and issues, including colleague wellbeing; differences between communities (based on personal responsibilities and demographics), locations and roles; benefits and limitations of different options for scoping the art of the possible; how colleagues want the organisation to change and develop as a result of their experiences.

It is important that we capture any best practice and allow the SPF to feed into this Short Life Working Group with accurate and informed detail.

Shielding Guidance - There are still some concerns that the guidance is not fully understood by some first and second line managers and as we ease into some normality the absolute importance of risk assessments.

It is important that officers concerned about whether they should be at work, seek out relevant guidance. If there are further issues, this must be highlighted to the Deputy Secretary or any other SPF Representative. Any Line Manager with concerns should speak to their respective Human Resource Advisor.

For clarity, the Chair reiterated that an officer is required to use Annual Leave for self-isolation i.e. if an officer arranges foreign travel to a country with no isolation restriction – but is required to self-isolate on return, the officer will be required to use their own annual leave.

- **Long Term Illness/Injury**

An agreement has been reached with the regard to the sharing of information with the SPF of those that are sick or injured. The onus still firmly remains with line management to make the SPF aware of those individuals that require additional support.

This will be opened up for discussion on how to best move forward with this information.

- **Equality, Diversity and Inclusion Employment Group**

No meeting held since February 2020. The next meeting is scheduled for 7 October 2020.

- **PNB (s) Equality Working Group**

There has been no meeting of the PNB Equality Working Group since our last Equality Subject Committee meeting and since Covid-19.

Staff Side and Official Side have engaged in email correspondence, but no matters have been progressed to completion.

HEALTH & SAFETY

COVID19

COVID19 continues to be the main focus of attention. It has been five months since the pandemic started as we continue to adapt to new ways of working and living. In response to concerns from our members, Federaation Representatives carried out welfare checks within stations. FTOB's in partnership with H&S advisors and union reps also carried out visits at 18 stations across the north. The results of these visits were very positive with only a few concerns raised. A second phase of checks is under way in response to concerns that complacency has set in. The Vice Chair thanked representatives for their continued support in carrying out these checks and highlighting any concerns they become aware of.

The college continues to use social distancing measures, highlighted during a previous joint visit, which resulted in the maximum number of students being there at one time being restricted to 187.

An update was provided to members on the Federations reasons for referring Police Scotland to HSE in relation to the breath test procedures

Health Questionnaires are being sent to officers who have attended an incident where they've potentially been exposed to COVID-19. The long-term consequences of this disease on officers health is unknown. It is important that information from officers is gathered at this time should it be required in the future for personal injury or injury on duty claims.

PPE

Body Armour

The first phase of new body armour is in the process of being distributed. This includes all sets where the warranty is due to expire imminently on current armour. Further distribution will allow for Divisions to individually decide on who should be provided with body armour first. This will allow for officers with health issues to benefit from the lighter armour where needed.

Footwear

As previously reported, officers will be issued with Altberg boots. A process for sizing is currently being developed and again COVID-19 has hampered the role out. However, it is expected to begin in December and January, with completion due by the end of March 2021. Priority will be given to 1100 frontline operational roles or others in roles where they may be deployed.

Cycle Uniform

Cycle kit list reviewed to identify regular users and occasional users and ensure it's appropriate. Divisions will then have to purchase kit for their own officers.

Gender Neutral Headwear

Work on the long term now sits with ACC McLaren. Unfortunately, there is no further information on when a suitable headwear type will be agreed.

Tunic

Police Scotland now has access to national framework, therefore a route to market is available. Policy requires to be developed to identify who should be provided with one.

Equipment Carriers

No long sleeve version of the Hi-Viz for RPU. Nothing available on the market that meets the required safety standards and demand is not large enough for suppliers to make them. Work continues to look at equipment carriers with one of the issues being whether future carriers will be high-vis or black. Members were asked to report any uniform issues.

Violence

Your safety matters

Figures show an 8% increase in Police assaults over 5 years, despite a national drop in violent crime. As previously reported, 20% of assaults occur within police vehicles and premises. 50% SCOPE assaults recorded were within police buildings. Currently information on police assaults is stored in 8 different ways which make it harder for proper analysis of the data to be carried out. It is also believed officers are generally less likely to identify their own shortcomings when completing a Use of Force/Accident Form. Research is ongoing to assist with the development of a suitable OST training.

Changes to the OST training delivered at the SPC is ongoing.

Near Miss Recording

Recent figures show an increase in the reporting of Near Miss incidents in the North. While the majority are in regard to COVID-19, it was acknowledged that it was positive to see more are being submitted for other incidents. Colleagues are encouraged to submit Near Miss forms where required.

TASER

When deployed, on most occasions, they reduce officer injury. Very low number of officers trained to use them in comparison to other forces. Police Scotland are planning further training as soon as it can be accommodated safely. 526 trained officer's refreshers training re-started. Force want 250 more trained officers.

Operational Equipment

Throwlines

New higher specification throwlines have been ordered. Delayed due to COVID. It was hoped that delivery would have taken place in August. They will be replacing all old ones.

Road signs

A new sign that is compliant with British Safety Standards is now available. It was issued but had to be recalled due to the fact they blow over too easily. The manufacturer is to rectify this issue with old signs to be used meantime. Testing on frame improvements

were due to take place on the 21st August. This issue sits with the manufacturer as the prototype supplied by them that worked, differed to the final design and supplied frame.

A Locus Protection course is to be delivered to officers. This is not the Moodle course but an actual, practical, training course.

Blue lights for cones

All ordered and should have been delivered this year. Some already received by areas. These are to be placed on cones to protect RTC locus.

New Breath Testing Equipment

Trainers have been trained but training on hold due to COVID-19.

Shields

As we know they are stored in offices as opposed to vehicles due to weight issues. A lack of training is also an issue. Some shields previously carried within vehicles were only for use with blunt objects. A dinner plate sized style of shield is currently being trialed by the MET. If found suitable it may be seen that PS see them within vehicles.

First Aid

Naloxone Steering Group

Our position hasn't changed. The Scottish Police Federation is still against the introduction of Naloxone to be carried by officers in any form. The Scottish Drug Forum stated that the measure of success shouldn't be reduction of drug deaths. It should be weighted towards the number of successful administrations of Naloxone to those having an overdose. Local policing and C3 did advise the group that the current deployment protocol is based on non-attendance of police at calls that are clearly a medical matter and therefore reduce the opportunities for officers to administer Naloxone. There are no plans for officers to be dispatched to such calls even out with the current COVID-19 pandemic.

However, subject to sign off by the Chief Constable, a pilot will take place. Risk assessments have still to be developed that must consider the risks presented by the coronavirus and implications that it may have for PPE. All officers in the pilot areas will be provided with training and then asked if they wish to volunteer to participate. As there is no guarantee of immunity from investigation in the event of a police contact death, even where the officer has followed policy and guidance on the administration of the drug, the SPF position is reiterated to advise colleagues not to take part in any trial.

Emergency Services Mobile Communications Programme

The committee were provided with an update regarding the long-term replacement of Airwave. The current aim is to start deployment at the end of Q2 in 2022. Concerns remain regarding the security of the network and counter technology that is available.

Training

Driver Training

4,000 untrained requiring Basic Driving course. It is believed 2500 front line officers are requiring driver training. Refresher training has to come with Section 19 RTA 2006.

Federation Training

IOSH training for new Health and Safety representatives will hopefully be arranged before the end of year. Discussions have taken place with possible dates being looked at dependent on the COVID-19 situation.

Vehicles

Discussion ensued regarding the condition of police vehicles, some of which were considered 'un-roadworthy' and the use of electric vehicles. Ross Polworth advised the Committee that fleet were currently not seeking to replace marked vehicles (new for old), due to the majority of the available budget being spent on electric vehicles. Only where the vehicle could not be repaired would it be replaced. The electric cars purchased by the force are all unmarked. There is no immediate plans for infrastructure to be put in place in the North to accommodate these vehicles. Committee members were asked to highlight any vehicle issues direct with Ross Polworth.

6.3 Standing Committees

Finance Standing Committees

The Chair attends this confidential meeting regarding SPF expenditure.

The meeting took place on the 6th August 2020, the minutes will be circulated in due course.

Legislation and Regulations

This is a JCC Board made up entirely of SPF who look at all Legislation and matters surrounding PSoS. The Committee meet four times annually.

This meeting took place on the 6th August 2020. The minutes will be published in due course.

Matters discussed included;

Review of complaint handling
Age of Criminal Responsibility Act 2019.

Operational Duties

This is a JCC Board made up entirely of SPF who look at all operational duties surrounding PSoS. The Committee meet four times annually.

This meeting took place on the 6th August 2020. The minutes will be published in due course.

Matters discussed included,

Promotion Process
Special Constabulary
Recruitment
Public Order Monitoring Group & CBRN

COP26

Two meetings since last update. Negotiations still ongoing regarding Workforce Agreement. Police Scotland are now looking to identify shifts for the event.

Events & Rostering

All stalled due to COVID. The Deputy General Secretary is still battling for Risk assessments to be done and made available for shift changes.

A Short Life Working Group set up to look at OBL's.

Custody & Criminal Justice

Civilian PCSO only custody suits to be trialled. Aspiration to move to a 7-day court working week. Would help cut down on risk of holding custodies.

Force Armed Policing & Monitoring Group

Brief meeting held. The main issue being a slight change in body armour.

Deep Dive Exercises

This is currently on pause. A small Working Party will be set up to look at future areas to focus.

Telematics

Memorandum of Understanding is in place and agreed with force. It will only be a fleet resource and will not be used for misconduct. It was proposed that this be removed as a standing item from the Agenda, which was duly agreed.

7. Area Meetings Update

N Division – Neil Macdonald, Secretary, gave an update. The Secretary and Vice Chair meets with the Divisional Commander monthly or as and when required. They also attend the Peoples Board which also meets every month.

No scheduled Divisional meetings have taken place in the last few months due to the Covid related issues.

The Secretary and Vice Chair are due to meet with N Division's new Divisional Commander, Chief Superintendent Tricket, in the next couple of weeks and a meeting will be scheduled for all N Division reps to meet with him.

A Division – David Threadgold, Chair, provided an update. The FTOs meet with Chief Superintendent Macdonald every quarter and will see as and when he needs to.

There was also a meeting with the new commander for NE Division reps. This was an opportunity for us to hear from Mr Macdonald and put any questions to him. It is clear that welfare/wellbeing is a priority for him, and he highlighted the success he had within N Division in securing funding for a full time welfare officer.

The Sergeant and Inspector Forum continues to highlight and address divisional issues.

D Division – James Thomson, Deputy Secretary gave the update -

- Deputy Secretary – continues to undertake regular contact with CS Andrew Todd and his Command Team, and represents the SPF at the local Peoples Board, issues are discussed and clarity sought. There has been no meeting with the Reps due to a combination of Annual Leave, COVID etc., however Chief Insp Todd will be attending City Quay on 3 September, to meet with the reps.

- The Deputy Secretary wrote to CS Todd after 23 officers were required to self-isolate after a proactive drugs operation. Assurances were provided from him in respect of this.
- Deputy Secretary - D Division Resourcing Review Management Group and Divisional Resourcing Consultation – This is currently on hold due to the current COVID situation, however an update has been sought from Division.
- Deputy Secretary – regular meetings continue to be held with North HR Business Partner.
- Concerns have been raised by officers about the lack of movement of officers from the Force Reserve Unit, in particular those within specialist base posts. Division are aware and contact has been made with FRU in an effort to obtain some movement.
- Officer numbers and the ratio of those with less than two years service across the Division has been highlighted and work will be done to ascertain some exact figures.
- The recent Sergeant to Inspector promotion process has caused some concern. The Division have made a clear commitment to identify bespoke development.
- Mobile Devices – more have become available and all probationers within the Division will now be trained.

8. New Business

- Management of Police Staff

The Deputy Secretary raised an issue regarding the repositioning of staff vacancies. For example, if a vacancy arose in Inverness, it did not necessarily mean that the vacancy would be replaced in the same location. Discussion ensued, however whilst the SPF do not represent Police Staff, we should be sighted on this matter given the impact this may have on police to cover any unfilled posts which have been relocated elsewhere. This should be raised with SMT Groups and at Management Meetings.

- Sickness and Absence List

The Deputy Secretary advised that we are now finally in receipt of Absence Lists from Police Scotland. Not having access to SCOPE, presented difficulties in knowing who was absent on long term sick leave. The introduction of a formal recording process is being progressed, similar to that previously followed, to ensure contact is made with officers on long term sick and support/guidance is offered. Once a draft process has been produced, it will be circulated for comments/feedback.

ACTION: James Thomson to progress and circulate.

- Review of NAC Meeting papers

The Secretary suggested that, in light of our current arrangements for the NAC and papers submitted for review prior to the meeting, Neil proposed to continue with the production of a Meeting Note, but with the intention of streamlining updates and subjects. This would enable more time to specifically deal with NAC business, and allow for increased time being available for invited guests to give inputs, etc. This was agreed by all present.

9. AOCB / Correspondence

1. A virtual meeting invitation has been sent to all members of the NAC to meet with the 4 full time office bearers. Anyone who cannot make their 'own' Divisional meeting, is more than welcome to attend another. These were being held to maintain communication during the pandemic, in conjunction with regular email communications from the SPF and FTOBs, and any difficulty with access should be reported.
2. Bravery Awards – The Secretary advised that the next Bravery Awards are in the process of being revamped and opinions are welcomed as to whether this should be expanded to include other categories and not just 'bravery' i.e. exceptional work, special constables etc. Discussion followed including the use of 'excellence awards', or 'recognition award', for good detection, life-saving, or further the possibility of amalgamating the SPF with Police Scotland award.

ACTION: To be discussed at Divisional meetings and progressed via FTOBs to JCC if appropriate.

3. The Secretary was delighted to welcome Louise Dean's return to duty, and reminded those present to provide enquiry/notes updates to both Cara and Louise.
4. Linsey Burns communicated with the Secretary intimating her resignation from the NAC on 22 August 2020. The Secretary recorded the Committee's appreciation for the work and time given to the NAC by Linsey during her time on the Committee.
5. In light of the aforementioned, an advert for Linsey's replacement is to be published in due course and there is still a vacancy for Inspector or Chief Inspector in A Division.

10. Time and Date of Next Meeting / Closure of Meeting

The Chair advised the next Meeting of the North Area Committee is scheduled to be held on Monday 30th November and Tuesday 1st December 2020, at the SPF Office, Dundee, commencing at 1300 hours, on Day 1 and 0900 hours, on Day 2.

An update will be given nearer the time should Government Guidelines prevent us from meeting face to face.

The Chair thanked the Committee for their active and constructive participation and closed the Meeting.

He was thanked by the meeting in the customary manner.

David Threadgold
Chair

Neil Macdonald
Secretary