



## Scottish Police Federation North Area Committee

Minute of Meeting of the quarterly meeting of the Scottish Police Federation North Area Committee, held on Monday 1 March 2021, at 1100 hours via Video Conferencing.

### 1. Members Present

#### Full Time Officials

David Threadgold            Chair  
Neil MacDonald            Secretary  
Ross Polworth              Vice Chair  
Caroline Macnaughton    Deputy Secretary (Elect)

Constables	Sergeants	Inspecting Ranks
Garry MacLennan	Fraser Robertson	Nick Clasper
Shirley Moran	David Macalpine	Scott Macdonald
David MacKay	Pat Nicoll	James Rice
Sandy Smart	Andy Bilton	Karen Harrison
Mark Douglas	Andy Sawers	Marc Lorente
Lesley Fraser	Simon Lewis-Dalby	Jude Wright
Colin Nicoll	Alan Devine	Megan Heathershaw
Allen Begg	Jamie Sherlock	Kevin Hird
Yvonne Sloan	Bruce Crawford	Graham Smith
Andy Horne	Vacancy	Vacancy

### Apologies Received

Apologies were received from David Macalpine, David Mackay and Alan Devine.

### Opening of Meeting

The Chair opened the meeting and welcomed all members present. The Committee were encouraged to take an active part in the meeting and to contribute to discussion and debate.

### **3. Approval of Previous Minutes**

The previous meeting Minute was formally approved, having been proposed and seconded by Andy Sawers and Bruce Crawford.

### **4. Rank Specific Separates Meeting**

Separate Rank Committee meetings were not facilitated. The Sergeants were reminded that a vote to elect a Sergeants representative to the Joint Central Committee (JCC) would be held at the conclusion of this Meeting.

### **5. Matters Arising Action/Decision Log**

No Action log update was provided.

### **6. Motions**

Two motions were presented to the NAC as per the accompanying documents.

Motion 1 - Reinstatement of Annual Leave/Public Holiday days to be treated in the same way as Reinstated weekly rest days.

Proposer - Caroline Macnaughton      Seconder - Andy Sawers  
Outcome - No amendment to Motion      Passed

Motion 2 - Review of FTOB Responsibilities & Relationships

Proposer - David Threadgold      Seconder - Fraser Robertson  
Outcome - No amendment to Motion      Passed

Both Motions will be presented to JCC.

### **7. Standing Items**

#### **7.1 JCC Update**

A summary of JCC meeting held on Tuesday 9 February 2021 was provided via the previously circulated Meeting Note. No issues were forthcoming and the full Minutes will be available within the Library on the SPF website in due course.

## **7.2 Subject Committees**

A summary of the Minutes of the Health & Safety and Equality Subject Committees were included in the previously circulated Meeting Note, and the full Minutes will be available within the Library on the SPF website in due course. No issues were raised.

### **• Conduct**

The last Conduct Meeting took place on the 29 September 2020.

COVID19 continues to have a significant effect on subject officers progressing through the criminal Court system, which has had a knock-on effect on misconduct proceedings, albeit two Gross Misconduct Hearings have taken place. The present position is that no Hearings will be scheduled whilst the current restrictions are in place.

- Staffing - There has been a significant turnover of staff in PSD in the north. Both the Superintendent and Chief Inspector posts have been taken over by new officers.
- Misconduct v Performance - Mr Vic Marshall was commissioned to write for the Service on the differences between misconduct and performance. The draft is in its final stages and will be circulated once available.
- WhatsApp case - The SPF have lost this case up to the Supreme Court, and members were reminded that, should Police take possession of your phone; any information contained therein is subject to review. Discussions followed regarding possible joint statements with PSD and similar situations.
- Training. Training will be progressed as soon as possible.

## **7.3 Standing Committees**

### **• Finance Standing Committee**

The meeting took place on the 19 January 2021, and due to confidentiality, the Minutes are not circulated beyond the JCC.

### **• Legislation & Regulations**

A summary of the Minutes of the Legislation & Regulations and Operational Duties Standing Committees provided in the previously circulated Meeting Note, however the full Minutes will be available within the Library on the SPF website. No issues were raised.

## **8. Area Meetings Update**

**N** – Neil Macdonald, Secretary provided an update.

The Secretary and Vice Chair meets with the Divisional Commander monthly or as and when required. All four members of the NAC command team meet with the ACC, along with attending the Peoples Board, and National Peoples Board. Strong established links with Senior Management.

Any Divisional matters should be brought to the Secretary/Vice Chair in order to be presented to the SMT.

In terms of staffing levels, appointments, and transfers in N Division, the Committee were informed that rural areas have seen a reduction in staff, following the abolishment of the Transfer/Tenure Policy. A Short Life Working Group has been created to review staffing issues.

Discussion followed regarding officers being relocated across Divisions. The Committee were advised that this is entirely a Divisional command matter and not an issue the SPF are involved in.

**A** – David Threadgold, Chair provided an update.

The FTOBs meet with Chief Superintendent Macdonald every quarter, but will meet as and when there is a requirement.

- The Chair attended the Peoples Board, which reported a staffing profile of 1103, which is currently 55 below that figure. Due to probationer intake, it is believed this figure will increase after 1 April. ACC Hawkins, does not believe there will be an increase of staffing in the North, but wishes a more cohesive working model between the National Teams and Division. This would alleviate the issues surrounding staffing/efficiency.
- A Wellbeing Sergeant has been appointed to A Division and has identified a list of outside agencies that we can direct members to across the NAC, to assist with various wellbeing matters.

**ACTION:** Wellbeing Agency List to be circulated.

**D** – Caroline Macnaughton, Deputy Secretary, provided an update.

There has been significant change to the Senior Management Team within D Division, with three new Superintendents commencing. Superintendent Iain Wales will manage the Peoples Board.

- Operation Talla - Fortnightly Divisional meetings are being held, and the Divisional Co-ordination Unit is now available 7 days per week. Supplies of PPE are being replenished weekly, with the majority of officers now having a replacement kit. The issue of officers having poor peripheral vision when wearing PPE kit has been raised and the possibility of replacing the current goggles with a wrap-around version is being explored.
- COVID19 – The matter of surplus vaccination allocation to officers was raised with the Divisional Commander. An Inspector is to co-ordinate allocation, should this situation occur. COVID Marshalls have also been appointed to ensure compliance.
- Naloxone Pilot Board – Test of Change Pilot is being held within D Division. Officers may be offered Naloxone immediately following the training, which will be overseen by the Drugs Task Force and will take the form of a nasal spray.
- Wellbeing Board – This has recently been launched and it is anticipated that best practice will be shared across Divisions, and information cascaded to officers.
- Officer Safety Training – Training is scheduled to re-commence, as soon as possible.
- Variable shift patterns – Several shift pattern proposals are being progressed through the formal process, including PPU and PIO working.

## **9. New Business**

No new business was brought to the attention of the Committee by the Secretary.

## **10. AOCB / Correspondence**

- Award Ceremony – 16 nominations were been received from the North area (none from D Division), 15 from the East, and 5 from the West. A further update regarding the Ceremony will be provided in due course.
- New Recruits Promotion Process – This process is scheduled to re-start in April/May, restrictions permitting. It is anticipated that approximately 180 probationers will be recruited in March, with a further 180 expected in June. That coupled with the intake since January 2021, leaves a shortfall of 135 required for COP26.
- Microsoft Teams – A North Area Committee Teams Group has been created on Microsoft Teams for reps. All relative meeting documentation will be uploaded to Files within Teams, and will remain there as a source of reference.

- Attendance - The Committee were reminded that attendance at the four NAC meetings per year, is vitally important to ensure the success of the NAC. Any apologies must be notified in advance of the meeting.
- Email Trail Volume – A recent instance had highlighted the significant impact on staff having to review all case related email trails for review by an external body. The Committee were requested to give due consideration to this when adding to already lengthy emails.
- Vacancies – There were four nominees for the Constables vacancy, and two nominees for the Sergeants vacancy, both within D Division. One vacancy remains for an Inspector within A Division. It is anticipated that there will be a full complement of representatives by the next NAC.
- The Secretary wished to recognise the commitment given by federation representative Colin Nicoll, who retired from the Police Service on 10 April 2021. The Committee wished him a long, happy and healthy retirement.

## **11. Time and Date of Next Meeting / Closure of Meeting**

The Chair advised that the next Meeting of the North Area Committee is to be held in June 2021, date and time to be confirmed.

An update will be provided nearer the time should Government Guidelines prevent the Committee 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