



Scottish Police Federation North Area Committee

Minute of the quarterly meeting of the Scottish Police Federation North Area Committee, held on Monday 6th and Tuesday 7th September 2021, at the SPF Training and Meeting Facility, Unit 29, City Quay, Camperdown Street, Dundee, DD1 3JA.

1. Members Present

Full Time Officials

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

Constables	Sergeants	Inspecting Ranks
Shirley Moran Mark Douglas Allen Begg Yvonne Sloan Gary Maclennan Sandy Smart	Fraser Robertson Pat Nicoll Andy Bilton Gary Johnston Andy Sawers (VC) Alex Carle	Karen Harrison Allen Shaw Kevin Hird

Apologies Received

Apologies were received from James Rice, Alan Devine, Graham Smith, Megan Heatershaw, David McAlpine, Simon Lewis-Dalby, David MacKay, Nick Clasper, Andy Horne, Ronnie Irvine, Scott Macdonald and Doug Green.

No Response – Lesley Fraser.

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 Fraser Robertson and Caroline MacNaughton.

4. Rank Specific Separates Meeting

No Rank Specific meeting was requested.

5. Matters Arising

Action/Decision Log

Log updated.

6. Divisional SMT A, D and N

A Question and Answer Session was held over a three-hour period with SMT representatives George Macdonald, Iain Wales and Maggie Pettigrew. Significant matters such as Resourcing, Police Assaults and the Promotion process were discussed and responses were noted.

7. Standing Items

7.1 JCC Update

For the benefit of newly elected members, the Secretary provided an overview of the remit and structure of the JCC and Subject Committees, and summarised the most pertinent points for the NAC as follows: -

Legal Advice & Assistance

The Allard case is sisted until the 5th of November. SPF and PSoS are however still attempting to negotiate a settlement (***NOTE** – Allard is in respect of recall payments for CHIS handlers and has been ongoing since 2015.)

The Holiday Pay case is still ongoing at an Employment Tribunal but a decision is awaited regarding PSNI officers.

The WhatsApp case is awaiting permission for the right to appeal to the Supreme Court

Police Negotiating Board

21/22 Pay claim remains outstanding.

COP 26 negotiations remain ongoing but shaping up to have some form of OT equivalent for Inspectors and Superintendents. Rest day double lock also to apply to Inspectors and Superintendents (***NOTE** – double lock is ability to pay x 1.5 on a rest day with more than 15-days' notice).

Claim for increase in Occupational Maternity Pay lodged.

Claim for additional PH's for Queen's Platinum Jubilee lodged.

Pensions

JCC agreed to support legal challenge of an unmarried "widow" in the 1987 pension scheme seeking widow benefits (***NOTE** – '87 Scheme does not provide widow benefits to unmarried surviving partners).

Legal Opinion suggests 2.25 Commutation cap potentially discriminatory (***NOTE** – aged 50 or over and with 25 years – retirement sees commutation restricted to 2.25 x pension – potential legal case as increased significance due to remedy).

Cost Control Mechanism – Government Consultation – Impacts on contribution rates and benefits – to apply from 2024.

SCAPE discount rate – Government Consultation – Impacts employer contribution rate – also impacts Commutation Multipliers

Commutation underpin comes to an end 31 March 2022 (***NOTE** – guarantees best of either Scottish or E&W multipliers for Commutation).

Annual Benefit Statements – SPPA attempting to move statements to self-service portal on website.

Scottish Police Consultative Forum

Moving to thematic based meetings and examining the provision of legal advice and assistance to police officers, and the Dame Elish Angiolini review of Complaints handling. SPF had not been invited to any meetings of the latter until recently. All Police Officer Staff Associations are aligned on the key issues.

Scottish Police Authority

SPF has secured participatory status at the SPA People Committee.

Scottish Parliament & Political Engagement

SPF has been invited by new Criminal Justice Committee to make a submission on the COVID response and impacts on the justice system.

Joint Negotiating Consultative Committee

The JCC considered the overall approach of the JNCC and its efficacy. It was agreed that the COVID period had impacted on its capabilities but the SPF should be clear to the PSoS that it needed to up its game with the JNCC.

Finance Standing Committee

JCC agreed a rule change to include non-married “widows” in the death grant provisions. Although as yet unaudited, the accounts show no reason to increase subscriptions.

New SPF Premises in Aberdeen (and Inverness) continue to be sought.

Legislation & Regulation Standing Committee

The JCC agreed that the motion seeking compensation for disturbed rest days during annual leave should continue to be progressed by the Standing Committee.

Operational Duties Standing Committee

All members noted the importance of maintaining local engagement on issues falling from the Strategic Workforce Plan.

The JCC agreed to three deep dive exercises in 2022; Public protection, North local Policing, and Resourcing (Events Policing). Subject Committees for each were agreed. The additional deep dive will be around June.

The JCC noted the woeful response from the PSoS and SPA on the Carleton University Research showing high levels of burnout, physical and mental ill health. This will progress to the JNCC.

Conduct Committee

The Minute from the Conduct Standing Committee had been circulated. Pleased to report an ongoing pilot for conduct trained officers to make use of Ipad's, to establish if this increases the volume of information submitted by representatives.

Highlighted the current process regarding 'with cause' testing and our position that any subject officer should ensure that they seek SPF advise prior to engaging in this process.

Highlighted current frustrations around delays due to Covid with subject officers who are currently in the criminal process; the support that can be provided by the SPF to these officers is significant and should not be underestimated.

In relation to caseloads, the North have 19 cases of alleged Criminal conduct, and 8 ongoing cases of alleged misconduct. These cases have been spread across the reps and no issues have been highlighted with this process.

Dame Eilish Angiolini report raised, specific discussion took place around QR codes and the view of the Committee regarding providing members of the public with an alternative means of making complaints. Also highlighted the location and background to the review.

PIP training is being developed for all FTOBs.

Equality Committee

The JCC agreed to retile the AGS (Equality) role as AGS (Equality and People) to better reflect the demands of the role.

Members noted and cooperation was sought, in respect of the considerable delays with the Ill health retirement processes. Legal action may be necessary to focus the attention of the SPA and PSoS.

The importance of the 3 months less one day time bar was again reiterated.

Health & Safety Committee

Police Assaults have increased by 7%

Footwear rollout continues (3,000 pairs to date).

The JCC agreed that redistribution of current iPads to areas (based on numbers and not just uncton) should be progressed.

JCC, Standing, and Sub-Committees

The JCC agreed to allow flexibility with the current meeting structures to find a better balance for the demands on individuals and the JCC.

SOP Consultations

The JCC agreed the SOP demand was constant and required a critical look at the manner in which these were managed. This would fit with the revised meeting structure. The General Secretary has formally corresponded with the PSoS on a revised approach.

Police Related Charities

PTC & St Georges – Update on IHR mentoring and support being developed by PTC as part of the Police Care program. St Georges expansion into support for bereavement, IHR, child counselling and grants to assist children.

Police Care – David Hamilton provided an update on his first physical trustee meeting. He updated on Police Care activities and how there were a number of crossovers with other police charities. Need for clinical assessment in respect of mental health issues and counselling, and damage that can be caused as consequence of starting and stopping counselling on the individual. Development of new Police OH system which is being developed by NPCC (former CC Andy Rhodes) and how this will feature in benchmarking the OH service being provided by Forces. David Hamilton is conversing with HMICS to develop a national inspection program/benchmark to allow accurate and UK wide assessment. Review of the charity and its operation to develop UK approach.

David Hamilton highlighted the ‘shire horses’ in relation to the death of John Alcock who was seriously injured. His brother, Jamie, has been riding his carriage (2 shire horses and carriage) – he had an emotional visit at the Scottish Police Memorial and is expected in Elgin on 27th.

SPMD – No Police Memorial Day this year due to COVID – this will be a virtual commemoration.

NPMD – Restricted to 250 attendees; DH attending with Fay Buggins to represent Scotland. 2022 will be in Belfast where it is hoped that attendance will be increased; it is also a significant commemoration day for PSNI (RUC) officers.

AOB

A summary of the SPF PPE survey was shared, details of which will feature in the 1919 publication, however the headline will be regarding an increase in the number of officers wishing access to firearms.

The date of the November JCC will need to be moved as a result of COP26.

7.2 Subject Committees

Conduct

David Threadgold provided a Conduct update on the following issues.

- The minute from the Conduct Standing Committee has been circulated.
- Pleased to report an ongoing pilot for conduct trained officers to make use of Ipad's to establish if this increases the volume of information coming in from representatives.
- Highlighted the current process regarding 'with cause' testing and our position that any subject officer should ensure that they seek SPF advice prior to engaging in this process.
- Highlighted current frustrations around delays due to Covid with subject officers who are currently in the criminal process, the support that can be provided by the SPF to these officers is significant and should not be underestimated.
- In relation to caseloads, the North currently have 19 cases of alleged Criminal conduct, and 8 ongoing cases of alleged misconduct. These cases have been spread across the reps, no issues have been highlighted with this process.
- Dame Eilish Angiolini report raised, specific discussion took place around QR codes and the view of the committee regarding providing members of the public with an alternative means of making complaints. Also highlighted the location and background to the review.

Equality

Caroline Macnaughton provided an Equality update on the following issues.

Minutes of the last Equality Sub-committee were circulated prior to this meeting for the information of members.

In addition, the following information was provided:-

- Ill health retiral cases still a major issue with backlog of over 100 cases, despite there being 2 SMPs in place. Officers will not automatically be recommended for ill-health retiral but may be offered re-deployment within another role, if this is practical.
- Wellbeing Governance Group – chaired by DCC Taylor. Nothing earth-shattering and seemed more of a tick-box exercise. Two briefing papers – for the use of a Therapy Dog (to be trialled at COP26) and Chaplaincy.
- Flexible Working – constant problem of flexible working patterns not being adhered to by RDUs at the moment, particularly in relation to COP26 duties. Need to appeal individual cases with RDU and line managers to be robust in challenging changes being made.
- Grievances – several ongoing within the North. Be aware of the situation re legal discrimination cases in that can only bring within 3 months, less one day, of last action. However, this time limit can be triggered again if there is a case of victimization as a result of seeking federation assistance.
- ET Cases of note – discrimination by disability when not given promotion opportunities on the basis of not having sufficient Operational Experience. Discrimination by pregnancy when shunted into the “pregnancy hub” where pregnant officers go – no meaningful work and there was nothing to prevent the officer working in her previous role with a risk assessment in place.

Health and Safety

Ross Polworth provided a Health & Safety update and highlighted the following: -

- Op Talla - Fortnightly meetings continue in relation to Health & Safety. The 2m distancing within buildings had been reduced to 1m following consultation with HSE. Absence has risen with most officers returning to work within 48 hours after a negative PCR test.
- Your Safety Matters - National Picture – 7% increase in assaults on Police Officers. Accident reporting on SCOPE has risen significantly over the last two quarters. 4245 officers have now attended the new OST course, with a further 2500 scheduled for the next 3 months. Locally, a recent meeting was held with representation from A, D and N regarding assaults on officers. First of many aimed to address issues on a local level.

TRIM – A video is in production of an officer who feels they benefited from the process. Few TRIM referrals are due to officers being exposed to violence.

- Estates - Hard FM retender – Procurement exercise for the contract set to replace the contract has been completed and the outcome of the process is going through governance with an update due to be provided following Scottish Government approval in August.
- Cleaning – Still recruiting resources to meet demand. Reporting through Operation Talla. 90% of buildings will receive seven days a week cleaning.

- Vehicles - 700 new vehicles to be put on the road this year. Criteria for marked replacement is 120,000 or five years. If it is over that it does not mean it's not safe or suitable to use. Awaiting the recruitment of technicians into the service to allow for the replacement of further vehicles.
- Body Armour Working Group - Phase 2 of the distribution is progressing well with 95% completion at the regional hubs. The next phase has been budgeted to replace 5500 sets of armour.
- Footwear - Over 3000 pairs delivered so far with distribution in Aberdeen having started recently. A proposal to amend the order from the Altberg P3 Original to the P3VS. Altberg have been struggling to meet the orders of the P3 Original. However, they hold a far larger stock of the P3VS as this is the standard issue boot in Lancashire and other forces in England and Wales. The only difference between the 2 boots is that the P3VS is marketed as a general-purpose public order boot as it has a flame-retardant coating, eyelets instead of hooks for laces at the top of the boot, and the laces are also flame retardant. Otherwise the specifications and weights of the 2 boots are identical. Public Order already use the P3VS, therefore there would be no requirement for issue of a second pair to anyone who is trained in the future, if they are already issued with the P3VS boot.
- Naloxone Steering Group - 790 officers have been trained and there was an uptake of 637. To date there have been 40+. Average response time to the incidents where officers have administered Naloxone is under 10 minutes.

7.3 Standing Committees

- **Finance Standing Committee**

An update from the FSC was given by the Chair.

- **Legislation & Regulations**

The draft Minutes of this meeting were previously circulated and no issues were raised.

- **Operational Duties**

The draft Minutes of this meeting were previously circulated and no issues were raised.

8. Area Meetings Update

N Division – An update on divisional matters was provided by Neil Macdonald, Area Secretary, and Ross Polworth, Vice Chair.

A Division – David Threadgold, Chair, reported that the FTOBs meet with Chief Superintendent Macdonald when required.

D Division – Caroline Macnaughton, Deputy Secretary, provided an update on D Division matters.

- A member of the SMT from each division was present at the meeting and matters of significance were discussed.

9. New Business

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

10. AOCB / Correspondence

The Secretary briefed the Committee on AOCB and correspondence received.

- Resignation letter from Marc Lorente and Judith Wright were read to the Committee. The Committee wished their appreciation for the years of service and work carried out by Marc and Jude on behalf of the SPF.
- Award Ceremony – The process is complete and plans for the ceremony are well underway.
- Microsoft Teams – A North Area Committee Teams Group has been created on Microsoft Teams for reps. All relative meeting documentation is 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.

Vacancies – We currently have two vacancies for an Inspector Rep in D div

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 on 6th and 7th December 2021.

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