



Scottish Police Federation North Area Committee

Minute of the quarterly meeting of the Scottish Police Federation North Area Committee, held on Monday 6 and Tuesday 7 March 2023, at SPF meeting room, Dundee.

1. Attendance, Opening and Roll Call

Full Time Officials

Allen Shaw	Chair
Caroline Macnaughton	Secretary
Yvonne Sloan	Vice Chair (Apologies)
Andrew Sawers	Deputy Secretary

Constables	Sergeants	Inspecting Ranks
Mark Douglass	Alex Carle	Gillian Donald
Allen Begg	Julie Stephen	Rhona Di Meola
Sorcha Burns	Fraser Robertson	Lynne Kortland
Ronnie Irvine	Allana Lewek	David Gibson
Shirley Moran	Gary Johnston	Ryan MacDonald
	Dale Evans	Pat Nicoll
	David McAlpine	Calum Smith
	Andy Bilton	

Apologies Received

Apologies were received from: Simon Lewis-Dalby, Andrew Horne, Nick Clasper, Paul MacLaren, Dave MacKay, Robin Brown and Liam Devine.

2. Minute of Previous Meeting

The previous meeting Minute was formally approved, having been proposed and seconded by Fraser Robertson and Gillian Donald.

3. Disability Advisor Input

The Chair opened the meeting and welcomed all members present. He then went on to introduce David Kennedy, General Secretary and Lorna Cunningham, Deputy General Secretary. David Kennedy then spoke briefly about his new role as General Secretary mentioning the upcoming pay negotiations, duty time for Reps, communications and the SPF website.

The Secretary advised that unfortunately, Lynsay Spence, Disability Advisor could not attend the meeting and deliver her input. Hopefully we can reschedule for a future meeting.

4. Suicide Prevention Presentation

The Chair introduced Sergeant Laura Gibson, National Suicide Leadership Group who delivered a Suicide Prevention presentation to the Committee.

5. SPF Perspective on the Grievance Procedure

The Secretary and Deputy Secretary gave a brief presentation to the Committee on the Grievance Procedure.

6. Separate (Rank) Committees

Before the Rank Separate Meetings took place, the Secretary gave an overview of the Separate Committees, advising of topics for discussion and questions required for the Chief Constable and Cabinet Secretary for Justice at Conference.

7. Legal Advice and Assistance

The Secretary reported on the number and type of applications for legal advice and / or assistance made by members in the Area since the last meeting.

Between 17 November 2022 and 3 February 2023 for the North Area there have been the following number of legal assistance applications:

On-duty – 4 applications; 1 x CICA, 1 x Criminal Defence, 1 x Civil Defence, 1 x Employment Dispute.

Off-duty – 3 applications; 1 x Criminal Legal Defence, 1 x Property Protection, 1 x other.

JCC Legal Advice and Assistance Updates

ALLARD (in respect of recall payments for CHIS handlers, been ongoing since 2015) – still ongoing. Hoping for mediation and case settlement at Court soon. SPF have instructed Baker Tilley to provide a report for mediation with PSoS with the figures in.

HOLIDAY PAY – all members have been written to and offered a deal. 560 officers have accepted this deal, 14 members have rejected it. Those that have rejected if intending to proceed further will need to do so at their own expense without SPF support. Can only go back six years as that is the figures that are still available. The case in PFNI goes back further and is still ongoing so pertinent to settle now with the figures that are available for Scotland.

WHATS APP - Court has now rejected the final stage of the case and the claim cannot go any further. Stress that members should absolutely have one number that is ONLY supplied to the Force for its use and personal numbers for any social groups not to be supplied to PSoS to avoid them being trawled or used in Police enquiry.

JUDICIAL REVIEWS – non live at the moment.

LEGAL OPINION – The Chair gave an update on Legal Opinion on the review of the With-Cause Drug-Testing.

The Chair also spoke about Misconduct / Gross Misconduct cases with very high numbers involving sexual offences. He advised there are currently 17 suspensions in the North Area. He also mentioned the PSD page on the Intranet.

The Secretary spoke about not forgetting witnesses also require SPF support and there was discussion around solicitors / legal representation etc.

8. Divisional Reports

Divisional Rep Alex Carle gave an overview of issues within A Division. He advised that A Division Inspectors are following a different process regarding attendance at sudden deaths. He advised of issues with vehicles in need of repair being left to sit for two or three weeks due to waiting times for repairs, meaning resources are left short of vehicles. He spoke about staff reporting that with the impending move to 6x4 shift pattern in May, RDU are unwilling or unable to apply RRDs in advance of the shift patterns changing, so staff cannot get Rest Days planned beyond 1 May 2023 and community initiatives cannot be planned for either. There are issues with case management where lack of transparency when cases are sent, getting sent back without supervisors being aware to make amendments, taking staff longer to compile and submit reports as a result.

ACTION – Fleet repairs not being resolved quickly enough – Secretary

Divisional Rep Dale Evans gave an overview of issues within D Division. He spoke of the continuing rostering of 12 hours shifts for events (Radio 1 Big Weekend, numerous football matches) sometimes months in advance. He advised of teething issues with the domestic abuse reporting pilot in Dundee. This requires all statements, productions etc to be submitted at the time of the SPR in relation to domestic incidents and there have been problems with officers being delayed and sometimes called at home after shifts. He spoke of the Tall Ships event in Shetland in July whereby officers who have submitted a note of interest are now being told they won't be released due to lack of resources. Ongoing issues with court and court excusals, continued impact on resources, predominantly late and night shifts, due to officers being cited for court and often never giving evidence. PFs are not responding timeously to court excusal requests, leaving officers in a position of uncertainty when planning their annual leave.

Divisional Rep Andy Bilton gave an overview of issues within N Division. He advised of a new Divisional Commander. He spoke about resourcing issues in Caithness. He spoke about the 2x2x2 shift pattern which resulted in much discussion around shift patterns / SCoPE etc.

9. JCC Sub Committees

Policy, Procedure and Regulation

The Secretary advised there had been no meetings since last JCC with the next meeting scheduled for 16 March 2023.

People and Operations

The Secretary advised there had been no meetings since last JCC with the next meeting scheduled for 15 March 2023. The Secretary advised this feeds into the PODG and the Chief Constable will attend the next PODG meeting to encourage all ACCs to attend instead of their representatives. All SPF Secretaries to attend with Brian Jones, Vice Chair.

Working Practices

The Secretary advised there had been no meetings since last JCC with the next meeting scheduled for 15 March 2023. The Workforce Agreement to renew in June 2023 and meetings for this have been tabled already. The next JCC will be in April with more substantive updates on the Sub Committees.

Health and Safety Forum

Update pre-circulated from Gordon Forsyth. Legionella outbreak has cost PSoS about £1 million – having to move students out into accommodation etc. The HSE had a meeting with the College last week and have more visits planned to Baird Street and Paisley. In relation to driver training and response driving, PSoS still believe that there is no problem.

Driving assessment has to be one full day, not 20 minutes. Kings Counsel is reviewing the current situation re legality of officer response driving and whilst that is underway the Circular 39 of 22 still stands. Naloxone training – SPF stance to be reviewed as a line in the guidance to be taken out.

The Secretary gave a brief update and spoke about the recent Shetland visit / accommodation issues.

The Deputy Secretary gave an Equality update and spoke about the IHR process and how there has been huge progression with waiting lists for SMP appointments. He also advised of issues within A Division with Flexible Working Patterns and asked the Committee to let him know of any further issues.

10. JCC Updates

The Secretary advised the last meeting of the JCC took place on 7 and 8 February 2023 and gave the following updates.

Finance Standing Committee

The last meeting of the JCC Finance Standing Committee took place on 7 February 2023. Decline in membership as officers recruited falls. This is going to result in decline in voluntary funds received. May need to consider increase in membership fee in the future to compensate due to costs of legal bills. Further discussion to be had around a reduction in voluntary fund fees for those on maternity leave due to the reduction in salary for defined period. Unsuccessful in securing new SPF premises in Inverness but will continue to seek alternatives.

PNB

PNB last met on 25 January 2023. Anticipate that pay being linked to a pay index likely to be for 2024/25. Belief that this is the most valuable tool. Conference will be a good platform for the pay negotiations. Technical Working Group progressing well – finalisation of the Acting / Temping ranks works and looking at reducing the working week. Staff side has submitted a claim for a Public Holiday for the Kings Coronation equivalent to 2 days annual leave for the PH. Important issues will be around protecting time off ie AL, rest days and use of Exigency of Duty. Discussions are ongoing re the format of the next pay claim. David Kennedy now taken over as the new Staff Side Secretary.

Pensions

David Hamilton and Calum Steele will need to be replaced on the Pensions Board and Scheme Advisory Board. The CARE calculations unlikely to be done before 2024/25 and legislation should soon be in place to cover this. There is going to be a delay in implementing the policy for unpaid leave reckonable for pension purposes – needs

technical changes to the Regulations to cover this. SPPA is due to meet on 22 February 2023 and the SPF continues to raise issues around their efficacy, though there has been some improvement. It has failed to index-link many that have already retired. The SPPA remains in special measures.

JNCC

JNCC last met on 21 February 2023 – no update yet on that meeting, will report at next NAC. At the previous JNCC the following points were covered:

- Request for Inspecting ranks to get £99 for any day called out with less than 48 hours' notice. Departments are not providing all figures for those on-call. All on-call rotas should be agreed only in consultation with the SPF, should be recorded and disclosed. The value of evidence around this is so important – get those on islands to record how often they are called out on rest days (which is actually like being on-call).
- Digital training – (Moodle). Benchmarking with 6 other organisations using it.
- Naloxone training now on Moodle.

Operational Duties

PSoS sought permission from DVLA for exemption to the D1 driving license qualification. This was declined. Now there is a problem with the number of officers who actually have the D1 qualification.

The Secretary then advised the Committee of an update from David Threadgold, Chair on Body Worn Video implementation and there was discussion around the extra resources for the Project Team.

SPF Training

The Secretary advised 135 reps now all trained in basic training. The next round of courses will be in H&S, Equality and Conduct. There is a legal obligation to ensure that reps are suitably trained so that the advice they provide to members is correct and relevant. If there are officers that continually refuse the training provided, then may have to invoke Rule 13.

Scottish Police Consultative Forum

There have been no meetings of the SPCF.

SPA

No report at JCC.

Scottish Parliament and Political Engagement

Discussions have been held with Baroness Clark (Labour) in relation to Freedom of Information legislation. Point made that we are effectively a Union and other Unions are not required to do FOI. We are to be excluded from the legislation.

In the North – meetings with counsellors on Shetland and Yvonne liaising with MSPs in N Division. Lobby register to be completed via WSP (Kirsteen Brown) if any meeting with MSPs and discussing policing issues.

Scottish Police Budget and Finance

It has become apparent that officers giving evidence by video link is not saving any money as officers are just hanging around a CCTV room instead of at Court.

David Page, Chief Financial Officer, gave evidence to SOLACE and COSLA regarding the budget allocation and very honest in his comments – that the current service is not sustainable. Suggested removal of 101 service.

Humberside Police have told the public that they will go back to basics and just have uniform policing. Reduction in multi-agency work and will charge other agencies for Police doing their services. Has shown a reduction in crime. (Example – monitoring of sex offenders by social services)?

Police Related Charities

The report from Ricky Wood, Vice Chair, East Area has previously been circulated.

David Threadgold to take over the roles that David Hamilton held on national charities.

SPF Bravery Awards

There was discussion around the SPF Bravery Awards and how better advertising of categories / nominations is required.

ACTION – Put something together for Reps re advertising – Deputy Secretary

11. JCC Circulars and Consultations

The Chair advised of the most recent JCC Circulars and SOPs for Consultations issued since last meeting.

12. Motions

The Chair gave an overview of the process for motions.

Divisional Rep Ronnie Irvine proposed the following motion which was seconded by Gary Johnston:

That the North Area Committee ask the Joint Central Committee to consider the design, implementation and roll-out of a Scottish Police Federation Web Based Application to be available to members.

Unanimous vote - therefore the Secretary will take the motion to JCC in April.

13. Correspondence

The Secretary advised of the upcoming retiral of Division Rep Shirley Moran and the Chair thanked her for all the work she has undertaken over the years. The Committee showed their appreciation.

14. AOCB

The Deputy Secretary reminded the Committee to be mindful when asked for SPF "perspectives and opinions".

15. Closure

The Chair advised that the next Meeting of the North Area Committee is to be held on 5 and 6 June 2023.

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.

Allen Shaw
Chair

Caroline Macnaughton
Secretary