



Scottish Police Federation North Area Committee

Minute of the quarterly meeting of the Scottish Police Federation North Area Committee, held on Monday 5 and Tuesday 6 September 2022, at SPF meeting room, Dundee.

1. Members Present

Full Time Officials

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

James Thomson	AGS Equality (Day2)
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Constables	Sergeants	Inspecting Ranks
Shirley Moran Mark Douglass Allen Begg Sorcha Burns	Pat Nicoll Andy Bilton Alex Carle David McAlpine Gary Johnston Allana Lewek Julie Stephen Paul Maclaren	Gillian Donald Calum Smith Alasdair McLeod Nick Clasper

Apologies Received

Apologies were received from: Allen Shaw, Graham Smith, Simon Lewis-Dalby, Fraser Robertson, Andy Horne, Garry Maclennan, Ronnie Irvine, David Gibson, Dale Evans and David MacKay.

2. Opening of Meeting

The Vice Chair opened the meeting and welcomed all members present, extending a warm welcome to several new Reps who were attending their first meeting. The Committee were encouraged to take an active part in the meeting and to contribute to discussion and debate. The Secretary formally welcomed and congratulated Yvonne Sloan and Andrew Sawers to their new substantive positions as Vice Chair and Deputy Secretary. Formal thanks to Ross Polworth for all the work he has done both as a full-time and part-time Federation Rep and wish him all the best for his future fighting terrorism.

3. Approval of Previous Minutes

The previous meeting Minute was formally approved, having been proposed and seconded by David McAlpine and Andy Bilton.

4. Matters Arising Action/Decision Log

The Secretary went through the Action Log. The Deputy Secretary asked the Committee to forward any RDU issues to him in order for him to take to his monthly meetings with RDU.

5. Guest Speakers – ACC Emma Bond and Superintendent Debbie Reilly

The Vice Chair introduced ACC Emma Bond (Local Policing North and C3 Command) who gave an overview of her role. This was followed by a Q&A session where Divisional Representatives were afforded the opportunity to discuss matters affecting the membership.

The Vice Chair then introduced Superintendent Debbie Reilly and Chief Inspector Jamie Harrison from Professional Standards who gave an overview of the Professional Standards Department.

6. Rank Separate Meetings

Constables
Chair -
Secretary -

Sergeants
Chair – Fraser Robertson
Secretary – Simon Lewis-Dalby

Inspecting Ranks
Chair – Nick Clasper
Secretary – vacant (election required)

The Secretary proposed postponing Rank Separate meetings until the December meeting and gave an update on Rank Separate meetings for the new Reps. The Secretary also spoke about elections required for all vacancies.

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 formation of the new Sub Committees.

The Vice Chair then gave a brief overview of all Committees for new Reps – motions etc.

Policy, Procedure, & Regulation

People & Operations

Working Practices

Health and Safety Forum

Summary of the last two JCC meetings have been circulated prior to the meeting and uploaded to Teams for pre-reading.

The Secretary advised that rather than going through everything in the JCC notes for those meetings, intention is to cover the most pertinent areas for discussion and allow the chance to raise any questions arising from the notes. The formal minutes from the JCC meetings will be approved at subsequent meetings and uploaded as JCC Circulars to the SPF website.

Election of General Secretary

David Kennedy was the only nomination for the position of General Secretary. He was proposed, seconded and elected as the new General Secretary. There was an election for his successor as Deputy General Secretary, with the only nomination being Lorna Cunningham, Chair, West Area who was proposed, seconded and elected as the new Deputy General Secretary. A further election took place to replace James Thomson, who is retiring in October, for Assistant to the General Secretary for Equality and People. Emma-Louise Smith, currently a West Area Divisional Rep, was the only nomination and was therefore proposed, seconded and elected.

Legal Advice & Assistance

The Secretary provided an understanding of the support provided by the SPF in relation to legal cover. The Voluntary Fund covers all members for legal assistance. However, this is not an unlimited pot of money so requests need to be submitted on the Legal Assistance Application form. The SPF website has a dropdown section for legal enquiries with a contact number – or the legal form can be obtained from any Full-Time Office Bearer. There is also a legal assistance guidelines document which explains the type of cover and cases that are dealt with – including some civil claims as well as criminal and misconduct support. Also covers claims for injuries on duty, appeals to the CICA and employment disputes, such as discrimination. Full-Time Office Bearers get training in these areas to assist in the submission of the legal application forms.

The WhatsApp Case

Most recent update – papers now lodged at the European Court of Human Rights.

The Police Scotland judgements in the WhatsApp case focused on the content of the messages – hence the reason that the three officers who went to a Gross Misconduct Hearing were dismissed from Service. Whereas the SPF focus is on the intrusion of privacy and right to a family life of Police officers, which is what is being taken to the ECHR.

This has massive implications for all Police officers and the message cannot be sent out strongly enough about the use of social media by officers and chat groups. At the last probationer training input – it was confirmed that in training the officers are being encouraged to set up WhatsApp groups amongst themselves to chat about training issues. They have been given warnings from SPF against this and possible consequences of inappropriate content in these groups.

In the recent withdrawal of goodwill recommendations, Calum Steele suggested that officers have just one telephone number on the Police IT systems. If officers have a number registered on SCoPE, that is also used for a chat group, Police Scotland could ultimately link this during any investigation into an officer's phone where the number features as part of a chat group.

PSoS continue to use officers' private mobile data in respect of ongoing conduct and criminal enquiries.

(*NOTE – this is a case of international significance and is being watched by Police unions all over the world).

The Vice Chair explained the WhatsApp case for new members which generated discussions around registering one telephone number with PSoS. The Deputy Secretary advised of the expiry date for telephone numbers on SCoPE is 12 months and emphasised the need to confirm with PSoS that previous telephone numbers have been removed after 12 months.

Legal Assistance Applications

Draft of a new Legal Advice and Assistance Guidance Document was presented to the JCC for approval. The current / original Guidance was produced for the Police Scotland merger of Forces in 2013 so this was long overdue. The document has been reduced and simplified and will be placed on the SPF website.

Memo of Understanding has been produced between Legal Advisors and the SPF in order to ensure the best rates are obtained by the SPF for legal services provided.

Police Negotiating Board

The Secretary asked Divisional Rep Nick Clasper to give an update on the PNB as part of the Staff side. He spoke about this year's agreement, using the loss of allowances for SPC staff as an example and the fact we have to negotiate as we are not automatically entitled to a pay rise. The Committee asked how pay negotiations can be minimized and the Vice Chair stated that budgets are already set before negotiations commence.

ACTION – The Secretary advised the Committee members to think about next year's pay award and put proposals forward eg AL / shorter working week / on-call payments etc. All proposals to be forwarded to the Secretary.

The alternatives to what we have now through the PNB would be either: Public Sector Pay Policy or a Pay Review Body. Neither of which would be a preferred option to the PNB.

At the last JCC, the General Secretary gave a lengthy and comprehensive update on the current situation at the PNB in relation to pay negotiations. The General Secretary summarised conditions for officers at this time, including the fact that many are going to work sick; are self-medicating to switch off from work with prescription drugs or alcohol; and have large financial pressures. The Service is ignoring this and is compounding the mental health pressures. Our priority is to safeguard the members health and put mitigations in place.

A number of proposals were suggested as possibilities for improving and safeguarding the health, welfare and safety of Police officers. These included actions to reduce pressures on household bills, such as childcare costs and excessive commuting costs; as well as actions to protect the officers' rights to a private life. All actions were compliant with Police Regulations and the Workforce Agreement. The workforce are being asked to work within the law, and not do anything unlawful or that would be seen as disaffection. There was unanimous agreement of the JCC for the proposed actions.

Since then, as you are aware, there are a number of roadshows being organised for Calum to answer questions direct about the pay negotiations and proposed actions. Please ensure that you sign up to attend where you can – aware there is a lack of rural locations, but these are to come in due course.

Pensions

The Secretary gave an update. On 24 May 2022, all legal associations involved in the immediate detriment cases met. This included Wales, NI, England and the SPF. There are several different approaches to getting the remedy sorted and cases are still coming in.

The relationship between Police Scotland and the SPPA is marginally better. The Minister for Finance had a meeting with the SPF and the SPPA, at which the SPPA was told it needed to significantly improve. It has to put measures in place by October 23 to ensure this improvement occurs.

The focus and priority of the SPPA at the moment is on paying and implementing pensions for those who are retiring in the immediate future. Calculations and estimates are a lower priority and taking months to receive.

On 31 August 2022, the Annual Benefit Statement was put out on the member portal and will not be sent out on paper.

Scottish Police Consultative Forum

The Secretary gave an update and spoke about discussions around temporary promotions and the lack of suitable applicants. PSoS looking at Promotion Regulations to try and put in place a suitability assessment. James Thomson, AGS Equality gave his views around this.

Scottish Police Budget & Finance

The Government Spending Review had resulted in flat cash for the next five years. Going to lose 8% of the budget but more realistically this could be 10-12%. Approximately 87% of the budget is spent on people. Numbers are to fall below 16,000, which is going to increase pressure even more.

The full spending review documentation can be found at <https://www.gov.scot/news/resource-spending-review>

The General Secretary outlined some initial considerations for the holding of a Justice Summit – to include the Probation Service, Prison Service, Law Society etc to cover justice spending and implications. The Criminal Justice Service does not appear to be a Government Priority which de-funding of the Police Service and impact on other areas. Further details and costs to be considered at future JCC meetings.

Scottish Parliament & Political Engagement

The Secretary gave an update. The Chair, David Hamilton reported on his attendance at the Justice Committee Mental Health Roundtable. This covered mental health issues dealt with by Police, and the evidence of impact on Police mental health suffered as a result of work pressures.

There was discussion around the impact of dealing with online sex abuse and the PPU deep dive. Professor Linda Duxbury will give evidence to the Justice Committee if required to do so about the impact on Police officers.

Request from the Chair for officers with Lived Experiences of MH issues to be approached to see if willing to speak to the Committee. Two officers from the North area have volunteered to attend and give evidence about the severe impact on their mental health that has resulted from their Police work. They will be supported by the SPF at the Scottish Parliament to enable this to happen.

EuroCOP & ICPR

The Secretary advised EuroCOP is the joint body for Police Federations across Europe. ICPR is the International Confederation of Policing Representative Associations.

The General Secretary reported on the meeting of ICPR Council that took place in Glasgow on the 6 / 7 June 2022. Reported on discussions and presentations surrounding:

- The reliability of video evidence
- Climate Change
- The evolution of protestor activity
- Terrorism
- Ukraine

In particular, the reliability of video evidence presentation was eye-opening and quite revolutionary. Likely to be brought to Conference as the information presented was so relevant and impactful. One immediate outcome from this was the recommendation that Body Worn Video footage should NOT be viewed until after officers have provided their account from memory. Watching BWV can trick the brain into believing what happened is what is on film, when actually the video can be misleading for a number of reasons.

Joint Negotiating Consultative Committee

The first in-person meeting was held since the pandemic on 9 June 2022, at the Scottish Police College.

The Secretary gave an explanation for new NAC members – this is the main decision-making and consultation forum for the SPF to meet with the Chief Constable and PSoS Executives. Prior to attending this meeting, SPF attend the Policy and Operations Delivery Group (PODG) to confirm what is being brought to the JNCC for the Chief Constable. Before the last JNCC meeting, WSP Executives and the Secretaries met to confirm a list of priority areas that would be raised at the JNCC. Information on this was not supplied in advance to the meeting to avoid the Police Scotland Executives having prior notice to prepare “briefing papers” for the Chief with answers for him.

The SPF raised a number of issues, which were all presented to the Committee. These matters were all regarded as SPF member priorities and were not circulated in advance of the meeting to avoid the SPF being given pre-prepared responses. (These points were agreed at an ad-hoc meeting of Secretaries and Chairs prior to the JNCC). The response to all of the matters from PSoS was “noted” or “we will get back to you”, indicating that the Service has no idea of what they are doing in relation to the points raised.

- Cost of living crisis
- Covid-19 booster
- Annual Police Plan Consultation
- Low Emission Zones in 2023 – (Dundee, Aberdeen, Glasgow, commuting costs for officers)
- Annual leave – notice and reply from COPFS
- Regulatory Entitlement – communications (requests to disregard Regs and work outside them)
- Resourcing of Events
- Rank Ratio
- Allard
- Section 19 Road Safety Act & Protect the Protectors

Particular Case Status Briefing Paper was submitted. Purpose is for the onus to be that officer stays on pay, unless exceptional circumstances, as opposed to the current situation, which is the reverse. Request to make it People-Focused, not Process-Focused. Superintendents are kicking back against this but Chief Constable said it SHOULD be reversed. Has now gone to the Wellbeing Board for discussion around implementation and consideration of Regulatory changes required to facilitate.

James Thomson, AGS Equality gave his views.

Operational Duties – meeting updates

Public Order Monitoring Group – last meeting held on 16 May 2022. Now an issue for D1 drivers due to retirement of older officers. Now requires a three-day training course to drive a van, whereas older officers had this included on license.

Force Armed Policing Monitoring Group – constant discussions between C3 and ARV about ARVs going to calls.

7.2 JCC Standing Committee Updates

The Secretary stated these have now been aligned with the Sub Committees of JNCC and advised the notes from these have been circulated to the Committee.

For new members – anyone that has a particular interest in any of the Sub Committees, please let any of us know and we will get you allocated to the list.

- Policy Procedure and Regulation
- People and Operations
- Working Practices

8 Subject Leads Updates

Conduct – Al Shaw (Yvonne Sloan in Al's absence)

All North Area Conduct matters will be overseen by Conduct Lead, Allen Shaw, and escalated as required to AGS (Conduct), David Threadgold. In the absence of the Chair, the Vice Chair provided an update on Conduct matters. The members of the NAC were requested to bring to the table areas and issues for consideration under this subject.

There are currently 48 officers suspended across the country with 11 of them being officers from the North. Here is a breakdown of where we currently sit in relation to live conduct cases in the North.

There are 33 live criminal cases (18 in A, 12 in D and 3 in N) with 5 live misconduct only cases (3 in A, 2 in D).

This means the SPF is providing assistance with legal or misconduct representation to 38 individual officers but it is important to remember that, in some of these cases, the victims (and some of the key witnesses) will also be Police officers who will be in need of support so please ensure that the wellbeing of **any** Police officer involved in an incident is fully considered and flagged up to any Rep who may take it on. Whilst there is an absolute obligation on the SPF to ensure officers receive appropriate legal representation from the relative schemes it is also our responsibility to ensure any victims are also given all the help / assistance possible.

As well as an input from Superintendent Debbie Reilly at this NAC plans are in place to provide all members of the NAC with a PIM / PIP input in December as well as a conduct one so that more cases can be allocated out and allow you to put your skills into practice (any enquires you may get will always be overseen by Allen Shaw or another FTOB and there will always be a FTOB available to assist should other things arise so there is no need to worry about any cases you may get and they will only be at misconduct level not Gross misconduct).

Equality & People – Andy Sawers

All North Area People and Equality matters will be overseen by People and Equality Lead, Andy Sawers, and escalated as required to AGS (People and Equality), Emma-Louise Smith. The Deputy Secretary provided an update on People and Equality matters. The members of the NAC were requested to bring to the table areas and issues for consideration under this subject.

Ongoing Cases

Grievances - 6

IHR - 16

ET - 0

Grievances

The Creating a Positive Workplace SLWG has recently been established to review the organisation's current approach to Grievances. The four strands of the Group are Lived Experience; Early Interventions; Policy / Process and Supporting our People. Consideration is ongoing in relation to the most effective way of understanding the Lived Experience of our People to inform the overall review / outcomes. The key thing to remember is that grievances are a resolution process, within reason they should be concluded within seven weeks and under set timescales, many of these can be resolved with positive management without need for a process. In essence, if it can be resolved at source without need for a grievance, that's great but if it is clear that it's part of wider organisational learning then a process may be the only way to resolve.

IHR

The contract with Optima is up for tender and at this time we don't know if they will be tendering a bid. Some officers are still waiting so long that it is having a detrimental impact on their mental health and anxiety levels, compounding the issues and making it more difficult to get staff back to work. Having now sat through a full SMP assessment, I can say first hand how even getting to that stage affects an individual and that is not the end of it. IHR is not a process to get staff out of the Service, it's about potentially looking for a way to retain them in employment through reasonable adjustments where possible. The longer a member of staff is absent from work, disengagement commences making it harder to return. The offer of IHR training was put out to all and thanks to those who managed to attend what can be a complex and often frustrating process for all.

Wellbeing

I attended one of the new First Line Manager Skills days organised by Iain Wales (D Division Superintendent)- really useful inputs from Heather Hyslop (Wellbeing Co-ordinator) regarding **Absenteeism / Presenteeism's / Leavism** linked to burnout and depression. Essentially staff who are taking sporadic annual leave and TOIL may be an indicator of deeper issues and supervisors' need to be alive to this. Support mechanisms were discussed at length with TRIM and EAP, ensuring new Sergeants have the information which we'd be expecting with plans to share this with Command teams. I have a copy of the slides used if anyone wants them.

Equality, Diversity and Inclusion

I met with Lynsey Spence, the Force Disability Co-ordinator where we discussed the Disability Passport which was introduced last year (June 2021), it is still a work in progress as it adapts to the ongoing changes. Part 1 is submitted by the officer on the 'Equality and Diversity' tab on SCoPE and provides an automatic SCoPE update to their line manager. Part 2, 'Line Managers Decision Making form' provides reminders for steps to be followed should they be given a Disability Passport or receive an automated SCoPE notification because someone has changed their status within the tab on SCoPE indicating they consider themselves to have a disability. It also provides reminders and information in regards to what information should be updated on SCoPE and when, for reasonable adjustments this is normally every three months but can be amended for longer term conditions. There is no need to update the specific details of the disability on SCoPE but Police Scotland / SPA needs to record the date when it became aware of the disability and what reasonable adjustments are being provided.

If an officer is directed to undertake a piece of work, which later leads to an employment tribunal as the officer claims they did update their Sergeant of a disability, if it's not recorded its not on!!

This should negate the need for supervisors asking why a member of staff is modified and have reasonable adjustments which has led to some issues as you are not allowed to discuss someone else's medical history without their agreement first or it's a Breach of Data Protection. Remember only those supervisors detailed as line management on SCoPE can view the 'Reasonable Adjustment' tabs for an officer or staff member.

New SCoPE Modified Duties Status descriptors have been introduced as it was agreed officers have skillsets which they are more than able to use albeit they may not be front line operational. This should open up the option of modified officers being used more effectively.

Other

As you will know from my email to you all, the Service is looking to overhaul the FWP process and we want to ensure we are involved - thanks to those that submitted suggestions. Key things to remember when a member comes to you, a FWP is for the individual and not the role. It is based on **Needs vs Wants** and occasionally you may also need to manage the expectations of an officer. If agreed, the Service must look for a role that fits the FWP, if the role they are within cannot accommodate it. The Secretary has submitted some examples to Elaine Malcolm of what is poor practice on behalf of supervisors and I have submitted responses to James Thomson to assist the new process.

Compulsory Retirement Ages in the Police Pension Schemes ended on 1 April 2022. Both the Police Pension Scheme 1987 and the New Police Pension Scheme 2006 featured a CRA. There is no equivalent provision for CRAs in the 2015 Scheme, so with effect from 1 April 2022, there are no compulsory retirement ages for Police officers. This change does not affect any other aspect of benefits earned during membership of either the 1987 or 2006 Scheme. This is particularly relevant when an officer is perhaps being discriminated against for promotion opportunities. If anyone has a keen interest in the equality side of the SPF and wants to get involved in some ongoing cases, let me know, more than happy to expand your opportunities.

James Thomson, AGS (Equality) then gave a short presentation where discussion took place around PSoS policy on beards. He also spoke about flexible working, grievance, modified duties, absence management and equality training.

Health & Safety (includes new H&S Forum) – Yvonne Sloan

North Area Health and Safety matters are overseen by H&S Lead, Yvonne Sloan, and escalated as required to AGS (H&S), Gordon Forsyth. The Vice Chair provided a Health & Safety update and the members of the NAC were requested to bring to the table areas and issues for consideration under this subject.

Carriage of Shields in vehicles

Remaining shields have been removed from vehicles and destroyed. Given the other tactical options for dealing with knife incidents, it was assessed that there was no longer an operational need to carry shields in vehicles. A good comms piece explained the rationale for the withdrawal.

Assault Analysis

Overall decrease in assaults in last year, although slight increase on 5 year average.

OST Effectiveness Analysis

Almost 60% of officers are back to having been trained in the last year. Analysis shows that the likelihood of being injured as a result of assault increases as time passes from the date of training. Analysis shows that significant number of assaults happen in Police vehicles. At present no vehicles tactics are taught, but there are tactics available and may be included in future training. It shows that OST is a perishable skill and probably builds a case for officers in high risk roles having more training.

Victim Impact Statements

Low uptake so far on officers including impact statements in SPRs. Case Managers are now asking officers why they aren't including them.

LTD

Scenarios have been reintroduced to OST. There is a risk of injury with higher intensity training. Injury reporting is being monitored closely so as any particular issues can be addressed. Conflict Management Course is being well attended by Support Staff. The enhanced first aid training is being incorporated into OST first aid training.

OSD

Only 7 STOs have been trained in the last quarter due to Divisions not releasing staff. Establishment is still sitting at 845 actual target is 1500. There have been 338 booked on courses until the end of the year with space for another 300.

Increase in the number of draws, aims and red dotting, but a decrease in the number of arcings and actual discharges.

Use of Force forms show an increase in the number of empty hand techniques and a decrease in the number of baton strikes and pava discharges. Some analysis to be carried out to see if the reduction in baton strikes and pava is due to taser being used to gain compliance.

There was discussion around traffic officers / taser, with lots of valid points being raised.

ACTION – Find out why RPU officers are not put forward for Taser training – Vice Chair

ESN – Emergency Services Network

Motorola have advised that they won't be renewing their contract in 2024. This will stop the Competition and Markets Authority's investigation into them in relation to their roles in both this contract and the Airwave contract. Transition to ESN unlikely now until 2028 and Airwave will not be turned off until the new decade at least. Not bad for a system that should have been up and running 3 years ago.

Replacement airwave devices will be required. There will be 8,000 handheld devices required in 2024 and the others which were most recently purchased run out of warranty in 2026. There will also be requirements for replacement vehicle sets too.

ESN coverage testing is still progressing and in building coverage is progressing quite positively so far. A shadow test was carried out during the Open at St Andrews. Coverage was found to be good, but capacity on the network had some issues.

Police Scotland had issued a safety alert on Monkeypox in May 2022. This was reviewed at the **NPCC Health Safety and Welfare** group, where it was not deemed to be a significant issue for PSoS.

Concerns raised by the Met with regards to officers working at height- providing officers are given the necessary training and appropriate risk assessments are in place then there is no issue.

Station Inspections

There have been 13 Station Inspections since the last JCC. This has been restricted by annual leave. One of the most concerning themes is that regarding fire doors that are not compliant with current regulations or missing entirely. This issue lies entirely with Estates and their lack of budget. There is no concern that occupants wouldn't be able to evacuate buildings safely and quickly in an emergency, but still presents a significant issue. It's fair to say the estate is aging badly and that Estates are only spending money on priority issues.

9. Area Meetings Update / National Divisions Update

N Division

The Vice Chair gave an update. The refurbishment to the Inverness Custody Suite is on hold due to estates trying to recruit a new Project Manager. The work is expected to take place in winter or even next spring.

The price cap is resulting in the poor standards of Police housing being exposed as officers are being quoted over £1,000 a month for their energy bills due to inadequate insulation. This is something I am in the process of addressing. Please advise any officers experiencing this to contact me.

Recent work with SMT in N Division has diverted a direct discrimination claim, where the wellbeing room had been given to an external agency. Please let me know if you are aware of wellbeing rooms in other areas. These rooms are used by officers, despite common misconception.

The Kona electric vehicles have been getting used around N Division as response vehicles, these should not be used for response under any circumstance as they are not capable of carrying the required operational equipment.

A Division

The Deputy Secretary gave an update. Several emails have been received from Supervisors in relation to burnout due to lack of staff, lack of Supervisor cover and unrealistic expectations being placed upon them. Essentially Sergeants in particular feel they cannot deal with the demand and are not able to deal with the welfare of their own teams. Dep Secretary and Chair are taking a compiled version of these to Kate Stephen along with some statistical data which shows, for example 22 Sergeants currently within DCU in A Division and a huge amount of vacancies across the areas. They are also going to trial a short questionnaire on Microsoft Forms to be completed by supervisors at the

end of each set of shifts over a 5 week rota which will provide an honest snapshot of issues which again can be taken directly to the Divisional Commander.

ACTION – Create Microsoft Form for survey – Deputy Secretary / Louise

At the last Peoples Board we discussed the shortage of supervisors and a message regarding notes of interest is coming out for Constables who feel they are ready (without diploma/PLDP qualification). The SMT are very keen to fill the gaps and hope to be in a position to do so quickly.

2x2x2 shift pattern is scheduled to be in place for the end of May 2023 after it received overwhelming backing during consultation. It will take this long as the SCoPE planners have E and N Divisions to do first and it simply can't be done any quicker.

No new updates on Portlethen closing.

D Division

The Secretary gave an update and spoke about Court standby issues, the ongoing CID locality shift consultation and resourcing issues.

National Divisions

Division Rep Shirley Moran spoke about reviewing shift patterns (12 hour shifts for support staff).

10. New Business

The Secretary advised there was no new business.

11. AOCB / Correspondence

The Secretary briefed the Committee on AOCB and correspondence received.

Conference 2023 dates – Monday 27 to Wednesday 29 March 2023.

Award Ceremony – The Secretary gave an update on the SPF award nominations for the ceremony taking place in November 2022. Now at the second stage of the procedure with the judging underway to determine the finalists to go through to the ceremony in November. Thank you to all Divisional Reps who have assisted in completing nomination forms and with the judging of candidates.

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. All accommodation must be completed by the link sent to you by Louise / Cara. Anyone not completing this will not get accommodation.

The Secretary read out a resignation letter from former FTOB Ross Polworth who has now returned to Division and also advised of the retirement of Divisional Rep Kevin Hird.

12. 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 5 and 6 December 2022. If you have preferences for updates or guest speakers or training for this meeting, please let me know. In addition, any ideas for where you would like the Xmas evening meal to be held.

The Vice Chair thanked the Committee for their active and constructive participation and closed the Meeting. She was thanked by the meeting in the customary manner.

Yvonne Sloan
Vice Chair

Caroline Macnaughton
Secretary