



Scottish Police Federation North Area Committee

Minutes of the 3rd quarterly meeting of the Scottish Police Federation – North Area Committee held on Monday 3rd and Tuesday 4th September 2018 at the Atholl Palace Hotel, Pitlochry.

1. Members Present

Full Time Officials

Gordon Forsyth	Chair
Neil MacDonald	Secretary
Davie Threadgold	Vice Chair
James Thomson	Deputy Secretary
David Hamilton	Vice Chair, JCC

Constables	Sergeants	Inspecting Ranks
Fraser Robertson Mike Purdie Mark Douglass Andy Horne Shirley Moran Gary Johnston Angus Morrison Ross Polworth Linsey Burns	Karen Harrison David McAlpine Julie Connor	Neil Cameron Gordon Milne (Day 1 only) Gary Brown Scott Macdonald

2. Opening of Meeting

The Chairman 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.

In particular the Chair welcomed David Threadgold and James Thomson to their first meeting in their new positions.

The Chair also welcomed back David Hamilton, JCC Vice Chair to the meeting.

3. Apologies for Absence

Apologies were received from:

Grant Letham - Annual Leave
Marc Lorente - Annual Leave
Martyn Turner - Annual Leave
Nick Clasper - Operational Commitments
David Forsyth - Annual Leave
Andy Barclay - Annual Leave
Maggie Miller - Annual Leave
James Rice - Work Commitments
Sandy Smart - Work Commitments
Katy Townhill -
Simon Lewis-Dalby - Work Commitments
Kevin Hird - Work Commitments

Excusals during meeting;

Gordon Milne advised he would not be attending Day 2 due to another meeting.

4. 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 Fraser Robertson and David McAlpine.

5. Matters Arising

5.1 Action/Decision Log

There were 4 outstanding actions from the last meeting

- i. The committee asked re involvement with local scrutiny committees etc. Update - Policy committee chairs were contacted by the Chair. Only 1

- response. Situation to be monitored and councillors to be engaged with during course of normal business – Task closed
- ii. Secretary to write to Divisional Commanders regarding reps attendance at JCC – task completed and closed
 - iii. Details of motions being presented at JCC to be circulated so that views of reps can be obtained before it is voted on. Update – information will be sent out when motions are to be discussed. Ongoing.
 - iv. Look at creating some type of FAQ list re OT and new WFA. Feed into Woodside Place to see if National position to be taken or to be kept to Area. Update – A working scenarios document is being developed nationally. Reps asked to channel questions through secretary. Task closed.

6. Standing Items

6.1 JCC Update

The JCC met on Tuesday 21 and Wednesday 22 August 2018 at the Dundee SPF Office.

The Minutes will be circulated when they are received.

The Agenda comprised the usual items.

Legal Advice and Assistance

David Kennedy, Deputy General Secretary reported on case statistics and updated the JCC on:

104 legal applications received between May and August 2018, 72 cases have closed in this period, total cost £450K. Personal Injury cases have been settled - £1 million

Criminal on duty - 19

Criminal off duty - 11

Civil off duty - 4

Misconduct on duty - 1

RTC – 7 on duty 3 off duty

CICA – 1

FAI – 4

PI – 14 on, 7 off

Employment disputes – 7

Employment disputes ex officers –

Contract dispute – 8

Other – 11

Rejections – 6, (2 Employment, 1 CAP, 1 Defamation, 1 Domestic, 1 CICA appeal)

Holiday Pay Claim

It was reported that we are close to reaching a settlement, unable to provide further detail around this as it has yet to be agreed. There was a meeting with the legal teams and PSoS, this will provide a settlement for historic claims and future claims in relation to leave, this will be progressed and hopefully paid by the end of the year. It is being presented to SPA for approval and meets the expectations of the SPF. This historic element is applicable to those who made claims only.

Allard

It is hoped that a settlement may be reached by the November JCC, there is information still being received in relation to samples which can be progressed via the Actuaries. The total value of the claim is likely to exceed the HIR case. Claims are likely to be subject to additional tax implications due to the settlement being reached in one financial year.

Held In Reserve

Media coverage in relation to payments made under HIR, they asked for 15 largest claims under this settlement, the largest being £77k. This highlights the lack of understanding within PSoS of the true cost of policing and reflecting the Regulatory payments that members are entitled to. Total value of claim is not known as processing of claims is still ongoing, a further meeting is scheduled with PSoS where the SPF will provide their opinion and perspective.

Police Negotiating Board

There had been no meeting of the PNB since the last JCC but a number of Technical Working Group meetings had been held.

Pay

Position remains precarious, the initial optimism on the settlement is reducing. The settlement offered exceeds that below E&W, SPA keen to move to a settlement date following the financial year. We are making arguments on pay half way through a financial year which often creates pitfalls. Official side discussing a 12 and 19 month settlement figure, potential of 31 month deal. Prof Bob Elliott engaged by the Staff Side, he was the previous advisor for PNB.

Assistance required in relation to issues where we are failing the public. Representatives need to be involved in this and provide insight, this rests with members who are aware of the vulnerabilities of the Service and policing. We need to increase the focus on policing and justice to enable a satisfactory settlement.

Op Roll

This continues to be a tasking subject; difficulties are being experienced by members. Legal Opinion was sought and the nature of POTUS visit was unique as PSoS was totally unaware of his itinerary until his arrival, which posed problems for them.

Previous Circulars were circulated advising of our position, however legal opinion we received was that, due to the nature of the event that recognition would be made that the officers were aware when they were demonstrably aware that they were going to work on a Rest Day. The date of receipt or knowledge is the calculation point, it is difficult to argue against this.

International Deployments

Being discussed at Technical Working Group regarding deployments abroad which are undertaking commercial activities on behalf of the service and there are others who are involved in investigation of crimes. As crime moves to worldwide this is likely to be more prevalent and work will be undertaken with this regard.

Pensions

Update received from Vice Chair there has been no meetings of the Pension Board which is due to meet in September.

Annual benefit statements (ABS) should be provided in September with accrual to date, this provides an indication for those in the 1987 Scheme, this cannot provide a prediction for the CARE Scheme. This is important information particularly with regard to tax and other elements.

The ABS is extremely technical and the previous communications were unclear for the majority, this process has been simplified by 2 members and this should make understanding easier.

There have been issues around compliance with regard to ABS, we are aware of the failures in the system (last year was 92%). This was planned to be 100% however issues have been discovered in the application of certain taper dates involved in the pension transition, 54 people have been identified as having the wrong date as a consequence of career breaks. This is being addressed with manual calculations, there is no latitude around this provision. If there are issues these can be addressed with the SPPA via the Area Office.

Members are advised to retain their ABS and do not throw them away.

Pension Practitioners Meeting – this has occurred, the Pensions Regulator provided an update and the insight into their work – it is questionable whether they are effective or

not. Any enquiry that lasted for several years resulted in a £1000 fine for the offending company.

Scottish Police Authority

Becoming more strategic, there have been discussions with the SPF and there is a lot of changes. Number of Committees have been disbanded and they are moving in the direction which the SPA was intended.

The Chair continues to be keen to move the SPA in the right direction and there is regular dialogue with the executive of the SPF.

Scottish Police Budget and Financing

Midway through the financial year, there is no information with regard to the proposed settlement for 2019/2020.

JNCC

There is an anomaly in the current arrangements for pay particularly affecting Sergeants on promotion. This was discussed at JNCC and the Chair instructed P&D to resolve this. This is work ongoing.

Dog Handlers Allowance & Expenses – Presentation made by Supt McGuire, this is not applicable for JNCC it is a matter for PNB. The paper was not compliant with Regulations and shows the inconsistency within the Force.

The Force were clearly trying to circumvent discussions which had been ongoing for some time. It appears the Force are trying to disrupt a unified approach and using meetings outwith PNB to obtain agreement – focus is on essential user allowance, provision of transport of equipment (police dog).

Working Practices Review Board – Issues around current patterns under the Work Force Agreement (WFA), the volume of work involved in the WFA and implications of not addressing resourcing will render them unworkable.

The issue of resourcing is not being addressed by the Force, Divisions are paying no cognisance to agreements and are using our members to address the resourcing shortfalls and flaws in the deployment plan.

The interpretation of the WFA being applied by the Force, particularly RDU's, and the failure to apply Part 14 of the current agreement.

SOP review group started in 2016 – there has been little to no progress on this. ACC Speirs now leading on this, keen to simplify policies to a page and realisation that the current ones aren't fit for purpose.

The service appear keen to enable them to be fit for purpose, there appears to be a lack of overall control with no corporate discipline and Divisions doing their own thing.

A review of the Missing Persons SOP resulted in reduction from 85 to 15 pages and they could have cut it further. Bomb Threats & Specific Packages – moved to a flow chart – massive reduction. Design to integrate in the PDA project which will provide access. There is traction on this but we will see how long this continues for.

Inputs provided by SPF, including H&S from Brian Jones in relation to body armour and vehicles, responsibilities in relation to personal liability.

ACC Speirs allocated the Supt review due to a lack of progress, PI review was raised and this was allocated to Jude Helliker.

People and Operational Delivery Group

Met at the SPC on 14 August 2018.

Updates were provided on Remote and Rural Deployments, particularly in the North and West. Options being considered and need for consultation.

Stop Search – reduction from 600k to 30k, this included searches under warrant. Perhaps this highlights the abuses of the past and the target culture that was applied.

It was highlighted that the practice of blaming SPF for all the Force problems should cease.

Issues and challenges in relation to the deployment of Taser/ARV arose and as a result a Review Group has been set up. The SPF are to form part of this Group. This should encourage a learning environment around deployments and actions considered.

VPD – Creation for on duty incidents and desire for removal from the database; only recorded for statistical purposes there is no need for this to be entered onto this database as there is neither necessity and purpose in many cases. Officers who have been placed on the VPD and wish to be removed should contact an SPF Rep and moves are taking place to have their names removed.

2026

Professor Linda Duxbury provided an update on the Carleton University project. She advised that over 5000 responses had been received. There are 12000 comments, 4000 suggestions and 3000 akin to essays.

The results are awful for the Service and appear to indicate the Service are not ready to commence any future planning for changes and advises that they should concentrate on the here and now affecting officers. This input was provided to the Force Executive on Wednesday 22 August at the SPC.

Neil Dickson, Director of Transformational Change – updated that 2026 was amber and there was a prioritisation issue in terms of resourcing rather than finance.

Both SPF & ASPS questioned the projects, impact on resourcing and the reverse engineering to remove officers. Updates on staff being removed from Divisions rather than the promises around corporate (promise of 300 officers not being met).

DCO Page admitted that there were projects ready to go however they were being stalled due to bureaucracy that requires repeated business cases to enable finance to be provided.

COS (Core Operating Systems) is the unification of the IT systems – 6 modules (best of breed) – combination of crime reporting systems. A web based missing persons programme is ready for roll out.

PDA – roll out planned in D Division. Project management delayed this as they wanted different business case and financial model which has now cost more money.

Digital Strategy – 206 million pounds and double counting ongoing – believed that they are intending to use consultants under unallocated budget which reflects the exorbitant costs including PDA and Mobile Data.

Drones project has been paused due to a number of issues which prevented deployment.

Payroll – these are converging in terms of operations and the roll out of e pay lines. Currently four areas are now operating on the single payroll system.

Demand & Productivity – Review of resourcing and ongoing work, consultants leading on this.

Consultants now called “Professional Services”. PWC, Deloitte, Ernst & Young, GBA all operating within the Force.

Stakeholder Engagement Team – Spoken to 1,003 staff and they have received positive comments, they have a network of volunteers. They claim they have solved driver training, officers being used for ambulance calls, the TASER guidance, vehicle management and replacement, wellbeing poor provision of food and water has been addressed by them. This was challenged by staff associations as it was clear that it was not their intervention that had resolved many of the issues they claimed success for.

CJ Board they presented their proposed business case; funding has been curtailed due to other projects.

New CJ Hub opened at Falkirk. There were issues with opening at weekend due to communication issues.

Introduction of 12 hour shifts for support staff. Unison not happy at the consultation and introduction, staff have agreed outwith their Union. This is a position that will not be endorsed for police officers.

Telematics – David Hamilton, Vice Chair gave a full update on Telematics, the cost and the background to its purchase.

PSoS selected this for fleet management over 4 years ago, this evolved into financial aspects and investigation of driving manner and over surveillance, this was challenged and overcome.

Unfortunately we have purchased a highly technical system with extensive potential but only being used for a fraction of this, savings predicted have no tangible evidence – no driver surveillance, they will record data for fleet management. The driver won't be identifiable data will be uploaded to a third party server, if there is an RTC in a 24 hour period this will be discoverable, this can exonerate officers. There is a roll out, we remain steadfast that it's a waste of £1.2 million plus monitoring costs. Everyone distancing themselves from this and exposing liabilities of £900K rather than cutting loss at £300k. Provides additional protection in terms of RTC and lone working regarding positioning technology.

The JCC have asked for the Force to be requested to stop the process and save the £900k.

BTP Integration

The General Secretary attended the last joint programme board. There appears to be significant failures at Government department level. There is a government announcement imminent.

Police Charities

Police Treatment Centres AGM – Both the PTC and St Georges Fund are financially sound at this time.

Police Dependents Trust are to be rebranded as Police Care UK. All projects are progressing well.

SPF Bravery awards nominations are now closed.

Wednesday 5 September is the date for the Scottish Police Memorial day at the SPC.

ICPRA/Eurocop

ICPRA are due to meet and there is a proposal to raise the fees from the current 1000 dollars up to 5000 dollars per annum. This will be to cover the costs of membership of the International Labour Organisation and to provide an interactive library that all member organisations can utilise. This will be an easy access database that will have information from all member organisations in relation to common topics. One of the initial topics is the use of body worn video. It gives the legislative provisions in the particular country and the member's position on the topic.

6.2 Subject Committees

The minutes of all national Subject Committees were circulated as JCC Circular 38/2018.

- **Conduct**

Conduct Update

David Threadgold, Vice-Chair has met, and intends to work closely with Chief Inspector Lynn Ratcliff from PSD across the North.

The structure for Conduct is as follows:

- 1 x CI for the North (also covers East)
- 2 x PI for A Division (Kara Chapman, Salter Watson)
- 1 x PI for D Division (John Philip)
- 1 x PI for N Division (Alasdair MacLeod)

The structure for Criminal is as follows:

- 1 x CI for the North (Derek Hiley)
- 1 x DI (Malcolm Jones) and 2 x DS (Craig Kennedy and Tanya Leiper) for A Division
- 1 x DI (Dave Barnett) and 2 x DS (Greg Burns, Fiona Hetherington) for D Division
- 1 x DI for N Division (Gavin Andrew)

At the moment there are:

- Conduct On - 5
- Conduct Off - 9
- Criminal On - 7
- Criminal Off - 4

There are 3 officers currently suspended in the North Area.

There has been one Hearing since the last meeting and the subject officer was represented by PBW Law, the officer received a written warning. There is no doubt that in this case, having legal representation saved the officers rank.

In the last week, 2 officers have resigned, these decisions are obviously taken by the individuals, but there is significant input/advice given by the solicitors and again, this service simply cannot be underestimated.

There have been no Misconduct meetings since the last NAC.

There are Misconduct hearings scheduled each month for the rest of the year (except December), and a number of cases either at the early stages of criminal proceedings or being assessed for misconduct upon the completion of Criminal proceedings.

There are 12 Gross Misconduct allegations currently being investigated by PSD in the north area.

North Area Conduct Meeting

The NAC Conduct Committee met with Amanda Givan, Assistant to the General Secretary (Conduct) in Dundee in July. A new structure is in place whereby one Rep has been nominated for each Division to be a point of contact. A - Andy Horne, D - Sandy Smart and N - Martyn Turner. The plan is to still hold 'old style' conduct meetings to keep up to date with training, ongoing matters and allow me to share some of the work around to develop those concerned.

No plan to review the structure of the Conduct Committee until after the upcoming elections.

JCC Conduct Meeting

The Conduct Sub Committee last met on the 31 July in Dundee. The minutes of this meeting have been circulated.

Two documents have been circulated which may be of use in dealing with queries from members regardless of your position on the Conduct Committee or not. Hopefully they will provide an understanding of the processes involved.

Equality

The North Equality Committee did not meet as scheduled in early April however the Equality Subject Committee met in Dundee on the 17 April 2018.

The minutes of this meeting have been circulated.

A significant issue which the service is likely to face in the near future is the number of officers who are being afforded protected duties in roles appropriate to the medical issued suffered are numerous. So much so that there is a likelihood it will soon be at saturation point.

This has been raised by the Deputy Secretary at N Divisions Peoples Board and is to be raised with the Divisional Commander in due course.

JCC Equality Subject Committee

Met on Wednesday 8 August 2018 at Dundee.

Nigel Bathgate reported that at the last meeting the Deputy General Secretary asked for examples of equality issues to be sent into Woodside Place. Only one was received.

At the last meeting, Fiona Morris had agreed to monitor the situation regarding restricted officers, in particular those in C3 and keep the Committee updated. She has only received one example.

Neil Macdonald had raised the issue of pregnant officers receiving a plain clothes allowance and an update was to be given at this meeting. He said that officers were now in receipt of the allowance. Members discussed whether this allowance would be backdated.

It was reported that a PNB Equality working group meeting had been held the previous day and a number of claims submitted had been agreed.

Nigel Bathgate said that the process for the next Equal Pay Audit was agreed and reflected the previous year's agreement on the use of the data gathered as opposed to simply acknowledging the differences where they arise.

The Staff Side await the data from PSoS in order that analysis can be undertaken. Ultimately the data will be scrutinised by both the SPF and PSoS and issues will be taken forward.

Split Days and Kit Days are in discussion with the PNB it is hoped they will be paid the same and TOIL will be made available.

Special Leave still appears to be an issue and PSoS are looking for a SOP. This is because it is being done differently across the country.

Flexible working plans still causing issues. Nigel Bathgate has produced a Q and A, this has been circulated to the Equality Reps. Basically if you need one PSoS really need to give you one.

Gender Neutral Hats – There is a Short Life Working Group for this. A number of Forth Valley Officers have asked for them. This would come under Equality if this was how those officers were identifying themselves, however if not then not for us at this time.

The Grievance process – general consensus was that this was not fit for purpose, many differing ways regarding how these were being driven, time scales not being met and so on.

Ill Health retireals, one or two cases are in the pipeline having had no contact with SPF, please be aware of these and if you hear of any please ask if they have had SPF contact. With regards to this, there is a payment officers retiring on Ill Health can receive from the St Georges Fund (assuming they pay into it £1.50). It's basically £1,000 plus a weekly payment for each child £10 - £60, means tested, right through to completion of University, plus other benefits.

Death of a spouse, partner or civil partner - Dept of Works and Pension allowance that serving officers may qualify for on the death of a spouse, partner or civil partner. There are some conditions to the payment which amounts to a lump sum of up to £3500 and then up to £350 per month for the next 18 months. Applications need to be made within three months of the death and the lump sum payment is made very quickly as it is meant to cover funeral costs and the like.

Apparently this allowance has always been around but until April 2017 it was generally only available to those on benefits so it is likely that serving officers or their dependents would not have qualified. From 6 April 2017 the allowance is no longer means tested and provided you fit the criteria where the deceased has paid National Insurance contributions for at least 26 weeks and was below old age pension age then they will likely qualify.

Disability

Nigel Bathgate said he had met with the Disability Co-ordinator the previous week and she was looking to review and progress the whole process around reasonable adjustments and disability classification. The SPF will be invited to progress meetings.

Maternity

A recent case in Dundee has highlighted that some within management see those on maternity leave as officers who can be used to fill gaps. Officers being moved with no consultation or risk assessment being provided.

Training/Legal Updates

Nigel Bathgate advised that he receives regular legal case updates relative to settled Employment Tribunal cases when they are published on the Government website. He agreed to circulate the updates to Committee members when received.

It was noted that an SPF Flexible Working Guide is in draft form and would be circulated through the Committee prior to a finalised document being agreed.

Menopause Awareness

Nigel Bathgate said he met with Brenda Armstrong, the Force's Equality and Diversity Manager the previous month and said it would appear that as a result of the workshops hosted by SPF, the Force were progressing with their own workshops and bringing awareness into the mainstream. Fiona Morris said that there were plans to hold another event at the SPC and she would keep the Committee updated. Members discussed this and agreed that it would be beneficial to have senior officers attend.

Members discussed a guidance document and it was noted that the Scottish Women's Development Forum had offered to include SPF on a document they were producing. This was welcomed by the Committee.

Conference 2019

It was noted that the Equality Subject Committee had met earlier in the year and agreed a theme of Unconscious Bias. At that time it was felt that Laughology could deliver on the theme however, Nigel Bathgate had since spoken to the SPF Equality Advisor who indicated a willingness to deliver this theme at Conference. Nigel Bathgate and David Kennedy met again the previous day and discussed the Conduct and Equality Committees having a joint input at Conference.

Motion

Fiona Morris presented the following motion:

"That this West Area Committee asks the Joint Central Committee to renegotiate the maternity support leave entitlement within Police Scotland Regulations 2013 to permit it to be taken within 56 days of the due date."

The Committee discussed the motion and it was agreed that it would be progressed through this Committee.

The Committee discussed this and agreed to send examples to Nigel Bathgate in order that he can raise the matter with PSoS.

There is an awareness that all Reps will be dealing with issues out with their portfolio and as such, It is requested that the deputy secretary is copied into all potential equality issues so i can provide support and get a jist of what's happening in all the areas.

Absence Review

The following are the numbers of officers on Long Term Sick. No current statistics for Ill Health Retiral are available however it is known that a number of the officers have been recommended for IHR.

N Div – 7 LTS
A Div - 17 LTS
D Div - 21 LTS

Anxiety/Stress/Depression continues to be the most significant cause for long term absence.

Health & Safety

The minutes of the last NAC H&S Committee have been circulated to representatives.

Main points –

Body Armour – Significant issues have been discovered with the panels of Hawk body armour and a safety alert is in the process of being distributed by the Force. Essentially the plastic covers on the panels are being compromised. A Force memo was circulated earlier this year requiring Divisional Commanders to ensure that officers checked their body armour. Unsure as to how much attention has been paid by some areas to the memo.

Agreement has been reached to move to a new lighter armour with the following specifications KR1/SP1/HG1 - Budget for 2500 Units has been secured. The armour will be 30% lighter than current issue.

Portable road signs – Programme of checks being carried out by the Force and SPF Reps in relation to the reflectivity of the portable road signs in vehicles. Initial testing of the signs in E and J Divisions has uncovered a 70%-95% failure rate. The minimum limit is 300, some signs have only attained mid teens as a reflective level!

The Force has taken the decision to issue an immediate safety alert, and will publish the safety alert UK wide. This will also include partnership agencies who have also purchased similar signage from the current supplier. The agencies concerned includes Fire, Ambulance, DVSA, Highways Agency and others.

Driver training – New recruits will now undergo a driver assessment during their basic course.

There are still 3500 officers who have not been on a standard driving course.

Road Policing and ARV officers are not required to have any additional instruction until they attend their Advanced Driver training course. ARV officers are no longer routinely required to attend that course. The training regarding the unique handling characteristics of the BMW X drive is currently being provided by a Powerpoint presentation and no practical application. This is among numerous potential breaches of Health & Safety legislation that have been highlighted to the Force.

6.3 Standing Committees

The minutes will be placed on the SPF website when ratified.

- **FINANCE**

The Chairman confirmed that the Finance Standing Committee had met on Wednesday 1 August 2018 at Dundee SPF Office and he updated on the discussions at that meeting. The main points of note were:

- The planned extension to Woodside Place has been shelved due to spiralling costs. The roof will be repaired and some of the proposed renovations to rooms will still take place.
- Membership of the Group Scheme is steadily growing. The Home Emergency cover took a hit over the winter period. There is a low uptake on the Red Arc counselling service which is provided by the insurer when a Critical Illness Claim is made. Voyager, the travel insurers, have been given a warning as there were issues with them under performing. There may be times when the insurers cannot get confirmation that the claimant is a member if it is outwith office hours in the UK. Members may be required to provide credit card details to the insurers so that medical assistance will be given prior to contribution confirmation being obtained.
- The financial risk register was reviewed and would be presented to JCC. The only increase in risk was regarding the global market in relation to investments.
- It was agreed to support the PTC in relation to providing funding for an external evaluation of the Psychological Wellbeing programme. In the longer term this will provide additional routes to funding for the PTC. This will be done by either Aberdeen University or RGU at an approximate cost of £25000.
- The contract for Conference is up for renewal following next year's event. It was agreed to look at new venues based on the existing parameters – Out of city, single venue, single occupancy rooms (150), secure location.

The minutes will be placed on the SPF website when ratified.

- **LEGISLATION & REGULATIONS**

Meeting on 1 August 2018 at SPF Office, Dundee.

Main points:

- BTP integration. SPF are alert to the challenges but requires considerable government resource to accommodate it.
- Currently there is a post legislative review of the Police & Fire Reform Act by Scottish Parliament Justice Committee. The consultation responses have been submitted and Committee meetings will be called in the near future to review the evidence submitted.
- A Review of Complaints Handling, Investigations and Misconduct has been instigated by the Scottish Government and it will be led by Dame Elish Angiolini. The terms of reference are primarily pointed at the role of the SPA and PIRC.
- An independent review of policing on affected communities during the 1984-85 Miner Strike. This has been initiated by the Scottish Government and John Scott QC will be the lead. As this will only potentially affect retired officers at this time the SPF will maintain a watching brief.

- **OPERATIONAL DUTIES**

This meeting took place on 1 August 2018 at the Dundee SPF office.

Leadership, Training and Development

Modern Apprenticeship – currently all employers have to pay a levy of 0.5% of their wage bill (£4.5million) to fund modern apprenticeships. That is across the public/private sector. Companies can apply for money to fund modern apprenticeships. Consideration being given to have the probationer course accredited through the SQA. The claw back is tiered on demographics so younger workers get more. This could incentivise the Force to select younger recruits over older more experienced applicants. Longer term it may also have consequences for pay negotiations.

Engaging Leaders Programme – Officers have completed the programme, but nothing tangible at the end of it for them.

Diploma – Application process will be opened again but places will be distributed pro-rata per Division.

Public Order Monitoring Group

There is a predicted requirement for mutual aid to Northern Ireland next year, so interoperability training will be taking place in the near future.

Resilience issues in the command ranks have been highlighted as many of the inspecting ranks are withdrawing due to the disruption they are experiencing.

Ongoing issues with pyrotechnics at events.

Workforce agreement

Force have implemented the agreement, but have provided no guidance to RDUs.

6.4 Force/Area Meetings Update

Divisional Management Meetings

N – The N Divisional management meeting has been replaced by a Peoples Board which meets every month and attended by SPF.

The Secretary meets with Chief Supt Macdonald monthly or as and when issues arise.

Annual Leave allocation STWG has produced an alternative system for the allocation of AL. This has now been approved by the Divisional Commander and been circulated to the Division to have managers begin the process of organising the AL for 2018-19. It has been stressed to all involved that making this new system work is of significant importance and may lead to the expansion of the new system throughout the country.

A – The FTOs meet with Chief Supt Thomson every quarter and will see as and when he needs to. A meeting was held with Chief Supt Thomson on 26 June. There were no significant issues discussed at that meeting. A Division still boasts the lowest absence record of the Force.

There has not been a meeting of the Inspectors/Sergeants forum since the last NAC.

D – The FTOs have held regular meetings with the command team on a variety of issues.

7. New Business

No notifications of new business

8. AOCB

Members were asked to consider any motions for conference and discuss them with the FTOs.

9. Correspondence

A letter was received from Angus Morrison intimating his resignation from the area committee due to his impending retiral. Gus was thanked for his service to members and counsel over these years and a number of anecdotes were exchanged.

10. Time and Date of Next Meeting

The Chairman advised the next Meeting of the North Area Committee would be held on Monday 3 and Tuesday 4 December 2018 at the Atholl Palace Hotel, Pitlochry commencing at 1300 hours on Day 1 and 0900 hours on Day 2.

Dates of future meetings

4/5 March 2019

3/4 June 2019

2/3 September 2019

2/3 December 2019

11. Closure of Meeting

The Chairman thanked the Committee for their active and constructive participation and closed the Meeting by wishing everyone present a safe journey home.

He was thanked by the meeting in the customary manner.

Gordon Forsyth
Chair

Neil Macdonald
Secretary