

## GRAMPIAN JOINT POLICE BOARD

### BUDGET MEETING

**Committee Room 2, Town House, Aberdeen, 22<sup>nd</sup> January 2010 - Minute of Meeting of GRAMPIAN JOINT POLICE BOARD.**

Present:-

- Councillor Greig, Convenor
- Councillor Cullinane, Vice-Convenor
- Councillor Shepherd, Vice Convenor
- Councillor Collie
- Councillor Cowling (As substitute for Councillor Webster)
- Councillor Dunbar
- Councillor Farquharson
- Councillor Hendry
- Councillor Howie
- Councillor Mair
- Councillor McGillivray
- Councillor McKail
- Councillor Penny
- Councillor Ross
- Councillor K Stewart

In Attendance:-

- Mr Colin McKerracher, Chief Constable, Grampian Police
- Mr John McNab, Deputy Chief Constable, Grampian Police
- Mr Gary Craig, Depute Director of Corporate Services, Grampian Police
- Mr Gary Black, Senior Financial Accountant, Grampian Police
- Chief Inspector Ellie Mitchell, Staff Officer, Grampian Police
- Ms Gillian Gray, TRP Project Team, Grampian Police
- Ms Marina Miller, TPR Project Team, Grampian Police
- Ms Karlyn Watt, Henderson & Loggie
- Ms Susan Cooper, Treasurer
- Ms Amy Miller, Representing the Depute Clerk
- Ms Fiona Smith, Aberdeen City Council

### **APOLOGIES FOR ABSENCE**

1. Apologies for absence were intimated on behalf of Councillor Webster, Mrs J MacEachran, Clerk and Ms K Donnelly, Depute Clerk.

## **MINUTE OF GJPB BUDGET MEETING HELD ON 16<sup>TH</sup> JANUARY 2009**

2. The Board had before it for information the Minute of the Board Budget Meeting held on 16<sup>th</sup> January 2009.

### **The Board Resolved:**

To note the minute.

## **NOTE OF GJPB BUDGET SUB GROUP MEETING HELD ON 17<sup>TH</sup> NOVEMBER 2009**

3. The Board had before it and noted the Minute of the GJPB Budget Sub Group meeting held on 17<sup>th</sup> November 2009.

### **The Board Resolved:**

To note the minute.

## **NOTE OF GJPB BUDGET SUB GROUP MEETING HELD ON 18<sup>TH</sup> DECEMBER 2009**

4. The Board had before it and noted the Minute of the GJPB Budget Sub Group meeting held on 18<sup>th</sup> December 2009.

### **The Board Resolved:**

To note the minute.

## **DRAFT REVENUE AND CAPITAL BUDGETS 2010/11**

5. The Board had before them a joint report by the Chief Constable and the Treasurer, presenting the proposed Revenue and Capital Budgets for 2010/11.

The Treasurer introduced the report and advised that the Force is currently projecting a small overspend of £142,000 this financial year. Police Allocations for 2010-11 have been amended to £93.533M, partially this is due to the Scottish Government having agreed to change the arrangements for dealing with Police Officer pensions. Police Officer numbers are currently at 1600 and this is proposed to be maintained. The proposed capital programme for 2010/11 totals £7.503M. Efficiency savings of £2.6M have been realised so far this financial year.

The Chief Constable stated that the Force is well placed at present, although the financial pressures of the current economic climate had to be recognised. 1600 officers is an important milestone for the Force and these numbers need to be maintained in order to ensure continued high performance.

Councillor Hendry noted that the current financial climate may assist in the issue of the new Headquarters as property and land prices may continue to fall.

Councillor Ross queried whether any progress had been made in addressing the amount of time Police Officers have to spend in Court.

The Chief Constable advised that ACPOS is currently trying to address this issue along with other efficiency issues. A paper is to be submitted to a future Board in relation to all of this. Ms A Miller further advised that the Clerk had written to the Local Criminal Justice Board in relation to this issue but had not yet received a substantive response.

Councillor Hendry welcomed the high standards of policing and crime detection of the Force and commended the efficiency savings made, but queried the drop in seconded recoveries on page 24 of the report.

Mr G Black explained that this was due in part to the lost benefit of pension recoveries as this would now be paid into a centralised fund.

Councillor McKail welcomed the increase in Police Officer numbers, but noted that sponsorship had fallen. Also within previous minutes sharing call centres and procurement initiatives had been mentioned.

The Chief Constable advised that opportunities such as shared call centres are being looked at in the Grampian area, and are supported by the Force, but explained that such service development also requires input and support from other agencies.

Mr G Craig advised that a report will be presented to a future Board in relation to procurement, and that the Force is expected to meet its sponsorship target, but that a report in relation to this will be presented at the June Board meeting.

The Convener sought reassurance that the Force will be forward planning in order to be able to deal with the proposed future settlement cuts.

The Chief Constable advised that the amount of the forthcoming settlement package will not be known until October 2010 but that in the meantime work at both a national and local level was ongoing to address workforce modernisation, productivity and efficiency in order to ensure that the Force remains as efficient as possible so that frontline Officer numbers can be maintained.

**The Board resolved:-**

- (i) To approve the Revenue Budget for 2010-11.
- (ii) To approve the updated medium term policy on Reserves & Balances
- (iii) To approve the proposed Capital Budget for 2010-11.

- (iv) To note that the Capital Budget is subject to further prioritisations and consideration of detailed submissions and note that a further paper will be presented to the Board when these matters have been fully considered
- (v) To approve the requisitions on the Board's constituent Local Authorities, in accordance with the Grampian Combined Police Area Amalgamation Scheme.

## **APPOINTMENT / RE-APPOINTMENT OF SUB COMMITTEES**

6. The Board had before it a report from the Depute Clerk which sought the Board's instructions in respect of the appointment and/or re-appointment of Members to the various Grampian Joint Police Board Sub Committees.

Ms A Miller introduced the report and advised that following the implementation of the revised Grampian Joint Police Board Standing Orders on 1<sup>st</sup> January 2010, the Board have agreed to establish the following Sub-Committees – Stewardship Sub-Committee, Complaints Sub-Committee, Personnel Sub-Committee, Urgent Business Sub-Committee and Independent Custody Visiting Scheme (ICVS) Sub-Committee. Appointment and/or re-appointment of Members to these Sub-Committees is therefore required.

Councillor Ross requested confirmation that the Budget Monitoring Sub-Committee would also continue with its current remit. Ms A Miller confirmed that this could be continued should the Board wish to do so.

### **The Board Resolved:-**

- (i) To note the establishment of the Sub-Committees and their remit
- (ii) To agree that each of the Standing Sub-Committees, with the exception of the Personnel Sub-Committee, shall comprise six Members of the Board, being two members from each constituent authority
- (iii) To re-appoint the existing six Members to the Stewardship Sub-Committee and Complaints Sub-Committee
- (iv) To appoint the Convener and both Vice-Conveners to the Urgent Business Sub-Committee, to appoint the Convener to the ICVS Sub-Committee, and to confirm the remaining Members of these Sub-Committees to the Clerk.
- (v) To agree that the Personnel Sub-Committee shall comprise ten Members of the Board, being four each from Aberdeen City and Aberdeenshire and two from Moray, which might be drawn panels of not more than six Members to deal with individual recruitment and selection exercises.
- (vi) To re-appoint the existing ten Members of the former Appointments Sub-Committee to the Personnel Sub-Committee.
- (vii) To continue with the Budget Monitoring Sub-Committee and to re-appoint the existing Members to that Sub-Committee.
- (viii) To consider the appointment of a Convener/Chairperson for each Sub-Committee.

## **EXEMPT INFORMATION**

**Prior to considering the remaining items of business the Board resolved that in terms of section 50 A (4) of the Local Government (Scotland) Act 1973 that the public be excluded from the meeting during the consideration on the items on the grounds that it was likely, in view of the nature of proceedings, that if members of the public were present during the consideration of these items that there would be a disclosure to them of exempt information as defined in paragraph 1 of part 1 of schedule 7 A of the said Act.**

## **TOTAL REMUNERATION PROJECT**

- 7. Councillor K Stewart declared an interest in this item by virtue of his membership of Unison. Councillor K Stewart did not consider that the nature of his interest required him to withdraw from the meeting.**

The Board had before it a report from the Chief Constable which provided an update to Members with respect to a new Pay and Grading structure and revised Terms and Conditions for Police Staff within Grampian Police and sought approval to the proposed changes. The Chief Constable introduced the report and advised that Mr Craig would give a power point presentation to highlight the main areas within it.

Mr Craig delivered the presentation which covered: the background to the Project; the proposed changes to pay and grading, including that 30.79% of staff are “green circled” which means that their current pay is lower than the proposed new grade, 28.24% of staff will be “yellow circled” which means that their current pay is the same as the pay for the new grade, 25.47% of staff will be “yellow circled (headroom)” which means that their current pay is within the pay range for the new grade that now has additional spinal column points, and 15.5% of staff will be “red circled” which means that their current pay is higher than the pay for the new grade. Such red circled staff will require additional support; the proposed revised terms and conditions including a reduction in hours of work from 36.25 to 35 hours per week; and the implementation date which is to be backdated to 1 January 2010.

The Chief Constable thanked Mr Craig and his team for his work on the Project and the Union for their agreement. Should the Board approve the scheme then the next stage would be to write to all staff to advise them of the outcomes for their particular post.

Councillor Hendry referred to those staff who had been red circled and asked what protection or support these staff would have.

Mr Craig advised that the proposal, which has been negotiated with the Trade Unions, is that these staff would be have their current salary protected for three years, but that during that three year period they would not receive any pay award or increment.

Councillor Cowling sought reassurance that the reduction in working hours and increase in annual leave would not adversely impact on service delivery.

The Chief Constable explained that an adjustment of current working practices may be required.

The Convener gave his thanks to Mr Craig and his team for their work and noted that this scheme is the first police scheme in Scotland where the Trade Unions have recommended approval by their members, which stands as a tribute to the close co-operation between the staff and Trade Union in relation to this project. Councillor Hendry agreed with the Conveners comments.

**The Board Resolved:**

- To approve the new Pay & Grade structure and revised Terms and Conditions for Police Staff within Grampian Police.
- To note that further updates will be provided following the Trade Union ballot and consultation with staff.

**COUNCILLOR M GREIG - Convenor**