

GRAMPIAN JOINT POLICE BOARD

Council Chamber, Town House, Aberdeen, 19th August 2011 - Minute of Meeting of GRAMPIAN JOINT POLICE BOARD.

Present:- Councillor Greig, Convener
Councillor Hendry, Vice Convener
Councillor Al-Kowarri
Councillor Bell
Councillor Collie
Councillor Dunbar
Councillor Hood (as substitute for Councillor Cox)
Councillor Lonchay (as substitute for Councillor Webster)
Councillor Mair
Councillor McGillivray
Councillor McKail
Councillor Penny
Councillor K Stewart

In Attendance:- Mr Colin McKerracher, Chief Constable, Grampian Police
Mr Colin Menzies, Assistant Chief Constable, Grampian Police
Mr Gary Craig, Deputy Director of Corporate Services, Grampian Police
Ms Karen Donnelly, Depute Clerk
Ms Fiona Smith, Policy & Advice Officer, Aberdeen City Council

APOLOGIES FOR ABSENCE

1. Apologies for absence were intimated on behalf of Councillor Shepherd, Councillor Cox, Councillor Farquharson, Councillor Webster, Mr John McNab, Deputy Director of Corporate Services, Grampian Police, Mr Billy Gordon, Assistant Chief Constable, Grampian Police, Ms Karen Williams, Director of Corporate Services, Grampian Police, Mr Ian Robbie, External Auditor, Mr Barry Jenkins, Treasurer to the Board and Ms J MacEachran, Clerk to the Board.

EXEMPT INFORMATION

Prior to considered the following item of business the Board resolved that in terms of Section 50A (4) of the Local Government (Scotland) Act 1973 that the public be excluded from the meeting during the consideration on the item 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 this item that there would be a disclosure to them of exempt information as defined in paragraph 1 of part 1 of Schedule 7A of the said Act.

PROPOSED CHANGES TO POLICE STAFF TERMS AND CONDITIONS

2. The Board had before it a report from the Chief Constable which provided an update to the Board with respect to on-going negotiations regarding modernisation of Police Staff terms and conditions, the recent rejection of a formal offer of revised terms and conditions by the Trade Unions and which invited Members to consider the current position and to support a process of imposition which would begin on 12th September 2011.

The Chief Constable introduced the report and advised that Mr Gary Craig, Deputy Director of Corporate Services has been part of negotiations through the Police Staff Council. The Chief Constable advised that Mr Craig would provide a presentation to update the Board in respect of this matter.

The Deputy Director of Corporate Services provided a detailed presentation which outlined the background of the modernisation process, a summary of the negotiation process to date, details of the rejection of a formal offer by the Trade Unions, detailed information on the impact of the status quo and of the revised offer in Grampian and information relating to the proposal to impose a new set of terms and conditions on Police Staff.

Thereafter followed a detailed discussion, during which Board Members requested further information in a range of areas including legal advice, Impact for staff and budgetary consequences. The Chief Constable and Deputy Director of Corporate Services provided the additional information requested.

The Chief Constable confirmed that negotiations through the Police Staff Council are continuing and, should a negotiated settlement be achieved, the process of imposition can be halted. Furthermore the Chief Constable confirmed that a further report will be present to a future Board Meeting to provide further information on the process, including on the legal advice received in respect of the freezing of increment payments.

The Board Resolved:

- To support the proposal to impose a settlement on Police Staff which will apply changes to terms and conditions of service, primarily a modernisation of the current shift allowances system.

**COUNCILLOR M GREIG
CONVENOR**