

## **Grampian Joint Police Board**

Committee Room 5, Woodhill House, Aberdeen. Minute of Meeting of the  
**GRAMPIAN JOINT POLICE BOARD** of 18 January 2013.

Present:- Councillor Ron McKail, Convener  
Councillor Fraser Forsyth, Vice Convener  
Councillor Ron Shepherd, Vice Convener  
Councillor Marie Boulton  
Councillor Nan Cullinane  
Councillor Allison Evison  
Councillor Martin Greig  
Councillor Allan Hendry  
Councillor Fergus Hood  
Councillor Douglas Ross  
Councillor Angela Taylor  
Councillor Gordon Townson (as substitute for Councillor Jackie Dunbar)  
Councillor Chris Tuke  
Councillor Willie Young

In Attendance:- Mr Colin McKerracher, Chief Constable, Grampian Police  
Mr Colin Menzies, Deputy Chief Constable, Grampian Police  
Mr Billy Gordon, Assistant Chief Constable, Grampian Police  
Ms Karen Williams, Director of Corporate Services, Grampian Police  
Mr Gary Craig, Director of Finance, Grampian Police  
Mr Martyn Buckley, Acting Head of Finance, Grampian Police  
Temp Inspector Isla Campbell  
Ms Karen Donnelly, Depute Clerk  
Ms Karen Riddoch, Committee Services Officer, Aberdeen City Council  
Ms Fiona Smith, Policy and Advice Officer, Aberdeen City Council  
Mr Andrew Laing, HMICS  
Mr Gavin Buist, HMICS

### **OPENING REMARKS**

1. The Convener welcomed all members to the Board meeting, specifically Mr Andrew Laing and Mr Gavin Buist from HMICS.

The Convener highlighted that the Force were continuing to recruit Police Officers with the last intake due in March 2013.

He advised that at their second stage training at the Scottish Policing College, two of the probationers – Constable Beth Hatfield of Aberdeen Division and Constable Jennifer Urquhart of Aberdeenshire Division were awarded the Fitness Prize and Baton of Honour respectively.

An Aberdeenshire Division initiative to tackle the impact of drugs and substance misuse in Aberdeenshire communities has been recognised at the COSLA Excellence Awards 2013. Operation Hotspur was awarded the Bronze award in the category of "Service Innovation and Improvement". The joint initiative between Aberdeenshire Division and Aberdeenshire Council's Community Substance Misuse Service was set up to tackle the root cause of offending and had a two pronged approach of enforcement and support. The operation saw 56 drugs search warrants being carried out, which resulted in 60 people being arrested and a large amount of drugs and cash being seized. In addition, 48 people were referred to community support services with a number going on to participate in rehabilitation. The ethos behind this process is now embedded into the daily business of local policing in Aberdeenshire.

Constable Mairi Page has won a prestigious national award for her outstanding service to the community in the Buckie area of Moray. Mairi scooped the award for Community Service at the Scottish Women's Development Forum (SWDF) Awards held at the Scottish Police College on Wednesday 7 November. The SWDF awards are primarily for female officers across Scotland but also recognise police staff and special constables who provide an outstanding service to women in policing. Mairi was nominated for the community service award after she adopted a partnership approach to tackle the issue of young people and underage drinking.

He further advised that the Force had worked well with partners on 14 and 15 December 2012, when storm force winds caused flooding and damage in Peterhead, Fraserburgh and Stonehaven. Staff worked long hours in inhospitable conditions to address the acute situation the communities affected found themselves in.

**The Board resolved:-**

- (i) to instruct the Clerk, on behalf of the Board, to write to the two probationers congratulating them on their awards;
- (ii) to instruct the Clerk, on behalf of the Board, to write to Constable Marie Page congratulating her on receiving her prestigious national award for her outstanding service to the community in the Buckie area of Moray; and
- (iii) to otherwise note the information.

**APOLOGIES FOR ABSENCE**

- 2. Apologies for absence were intimated on behalf of Councillors Jackie Dunbar, Ian Tait and Iris Walker; Mr Simon Blake, Assistant Chief Constable and Ms Jane MacEachran, Clerk to the Board.

**MINUTE OF GRAMPIAN JOINT POLICE BOARD OF 2 NOVEMBER 2012**

- 3. The Board had before it the minute of its previous meeting of 2 November 2012.

**The Board resolved:-**

to approve the minute as a correct record.

**MATTERS ARISING**

4. (A) With reference to article 4(B) of the previous minute, the Convener requested an update in relation to Taxi Inspectors, whereupon the Chief Constable advised that Grampian Police were one of the only forces to undertake this role and that the contract for the post was due to end in August 2013. The Chief Constable further advised that it was unlikely that the post would continue as part of the Single Force and that Licensing departments within the local authorities would be required to undertake the role of Taxi Inspectors.

Councillor Boulton advised that Taxi drivers take advice from the Police and the service worked more effectively this way. The Chief Constable agreed to meet with Councillor Boulton outwith the meeting to provide advice on how to proceed.

- (B) With reference to article 4(D) of the previous minute, the Convener advised that the Community Initiative Fund was an initiative of the Board and that it would be up to the Scottish Policing Authority (SPA) if this was to continue.

The Chief Constable advised that the Force were the only ones to use this type of funding in this way and that it would be the new Chief Constable who would decide whether or not it would be continued.

The Depute Clerk advised that she had written to Mr Emery following the last Board meeting, outlining the Community Initiative Fund and the benefits of the scheme. She also asked that the scheme be adopted nationally. To date no response had been received to the letter.

- (C) With reference to article 6 of the previous minute, the Convener advised that the Chief Constable for the Single Force was not available for this meeting or the next meeting of the Board and Mr Emery was not available for this meeting.

The Chief Constable advised that Chief Constable Stephen House would be attending a meeting on 24 January 2013 in Aberdeen with the three Chief Executives for the constituent authorities and that if possible, members of the Board could meet with him then.

The Depute Clerk requested that the information be provided to Ms Smith so that she can make arrangements for either the 24 January if possible, or for another date in consultation with the three local authorities and members of the Board.

(D) With reference to article 11 of the previous minute, the Convener requested an update on how complaints would be recorded in the Single Force, whereupon the Depute Clerk advised that any complaints not dealt with by the Board or those that would be continuing had to be reported to John McNeill and that they would be passed to the SPA to deal with. She further advised that the Board were trying to resolve as many as possible before 31 March 2013.

Mr Menzies advised that there would still be a Professional Standards Department who would be involved with Complaints.

Councillor Greig raised his concerns over the different methods for recording complaints at present and what the national processes would look like.

The Chief Constable advised that he hoped a national standard would be put in place that reflected the true picture.

The Depute Clerk further advised that the Clerk or the Board had not received any information from the SPA relating to complaints and how these would be dealt with, or what information they required to be sent to them for completed complaints.

**The Board resolved:-**

- (i) to note that the Chief Constable would meet with Councillor Boulton outwith the meeting to discuss the issue of Taxi Inspectors;
- (ii) to request that the Depute Clerk write to the SPA and the Chief Constable again in relation to the Community Initiative Fund;
- (iii) to request the Depute Clerk to arrange a meeting with the Chief Constable for the Single Force on 24 January if possible or another suitable date;
- (iv) to note that Mr Laing, HMICS would raise the concerns of the Board over the lack of detail relating to who would deal with complaints; and
- (v) to otherwise note the information provided.

**MINUTE OF THE GRAMPIAN JOINT POLICE BOARD COMPLAINTS SUB COMMITTEE OF 17 SEPTEMBER 2012**

5. The Board had before it for noting the approved minute of the meeting of the Grampian Joint Police Board Complaints Sub-Committee of 17 September 2012.

**The Board resolved:-**

to note the minute.

## **MINUTE OF THE GRAMPIAN JOINT POLICE BOARD STEWARDSHIP SUB COMMITTEE OF 17 SEPTEMBER 2012**

6. The Board had before it for noting the approved minute of the meeting of the Grampian Joint Police Board Stewardship Sub-Committee of 17 September 2012.

### **The Board resolved:-**

to note the minute.

## **GRAMPIAN JOINT POLICE BOARD – UPDATED BUSINESS STATEMENT**

7. The Board had before it the updated Board business statement dated 18 January 2013.

The Depute Clerk advised that item 12/09 was complete and could be removed from the business statement. She further advised that the other items would be updated following the meeting.

### **The Board resolved:-**

- (i) to remove item 12/09 from the business statement; and
- (ii) to otherwise note the business statement.

## **POLICE REFORM UPDATE**

8. (A) The Board received a presentation from the Depute Chief Constable which provided an overview of the Transition Strategy that had been put in place on the lead up to the Single Force on 1 April 2013. Mr Menzies advised that the Force had a Transition Team in place who met on a weekly basis and that the Strategy for the Force for 2012/13 was business as usual, building a legacy and to support the smooth transition into the Single Force.

Mr Menzies provided a detailed breakdown of each of the Force Strategy headings, those being:- Business as usual which included Platform for Success, Force Priorities, Business Plans, the Force Executive Board, the Grampian Joint Police Board, Programme Board and Policies and Procedures; Building legacy which included Staff, Resources and Assets, ICT Roadmap, Property Asset Management Plan and the Positives of Grampian Police as a whole; and Smooth Transition which included Communications Strategy, Stakeholder engagement, Managing the Estate both existing and relocation, Current Enquiries, Resources, Assets and Staff.

(B) The Board received a presentation from the Depute Clerk which provided an overview of the Boards approach to the Transition Arrangements. The Depute Clerk advised that the Board had continued to support Grampian Police and had continued to scrutinise the performance of the Force. She also advised that the Board would transfer knowledge and information to each

of the local authorities and were sharing good practice. The Clerk's office had also been involved by adding valuable contributions to the national reform work that had been progressing. The Depute Clerk stated that there were a number of key issues that would need to be concluded which included staffing issues, performance review, the Independent Custody Visiting Scheme, the annual report and the final accounts.

Following both presentations, the Board spoke at length about their concerns when the Single Force became operational. The concerns related to whether the following topics would continue and how they would be taken forward:-

- Road Policing
- body worn cameras
- the educational work currently undertaken in schools around road safety
- how would Councillors be trained to undertake the roles associated with the new local authority models
- would the quarterly reports using the traffic light system be used
- the Inventory of Assets and how this would transfer across
- would the outstanding Capital Projects be continued
- what role were MSP's taking in scrutinising the Single Force and the Chief Constable
- morale of staff
- staffing structures to support Single Force and SPA
- the risk of political interference in the new system
- lesser input from local councillors

The Chief Constable and Officers provided a response to the concerns where they could and advised that the information gathered during the discussion would be collated by the Depute Clerk as part of the information gathering provision that had been agreed.

Mr Laing from HMCIS agreed that the concerns of the Board would be discussed with the appropriate body.

**The Board resolved:-**

To note the information provided.

**REVENUE BUDGET MONITORING REPORT**

9. The Board had before it a joint report from the Chief Constable and the Treasurer which presented the Revenue Budget Monitoring Report for the period ended 30 November 2012. The report advised that due to the Christmas/New Year period and the fact that the Board meeting has been held earlier in January than planned the out turn figures for December were not available at the time of producing the report.

The Treasurer introduced the report which detailed the Force's annual budgeted reserve expenditure, associated funding and actual spend as at 30 November 2012, as provided at Appendix A to the report.

It was noted that at this point in the financial year there was a projected underspend of £2.228m.

Councillor Ross sought clarification on the equal pay claims and whether these were now complete, whereupon Ms Williams advised that all equal pay claims had been settled and that the total cost was less than anticipated, hence why there was now an underspend against this item.

Councillor Greig requested that information on the numbers and the funding for the Voluntary and Early Redundancy Scheme for Police Staff be provided at the next meeting of the Board.

The Convener requested that members of the Board receive a letter advising them of the Voluntary and Early Redundancy Scheme.

**The Board resolved:-**

- (i) that information on the Voluntary and Early Redundancy Scheme be submitted to the next meeting of the Board;
- (ii) to note that a letter would be issued to members of the Board relating to the Voluntary and Early Redundancy Scheme; and
- (iii) to otherwise note the contents of the report.

**CAPITAL BUDGET MONITORING REPORT**

- 10.** The Board had before it a joint report by the Chief Constable and the Treasurer which provided an update on the 2012/13 Capital Plan.

The Treasurer introduced the report which detailed that the 2012/13 Capital Plan had a total budget of £8,452m which was funded by a combination of capital grant, capital receipts and a contribution from the revenue budget. Appendix B to the report presented the Capital Plan for 2012/13.

The report advised that in terms of funding it was intended to maximise the use of capital grants in the current financial year negating the need for any carry forward into the next financial year. It was intended that the full capital grant of £3.776m and a further grant of £0.250m from the Scottish Police Service Authority would be utilised and that capital receipts that arise from the sale of surplus assets, amounting to £3.446m would also be utilised.

Councillor Greig sought clarification on the position of the development of the Peterhead Station and the Fire Arms Range, specifically whether they would be continued when the new Single Police Force is operational. The Chief Constable advised that both were important projects and that the land for the Peterhead Station would be purchased and passed to the SPA with a comprehensive outline of the need for it. For the Fire Arms Range, the cost to

shift earth was higher than expected and that if the SPA felt the range was critical that he hoped that additional funding would be allocated to complete the project once the new Force is operational.

**The Board resolved:-**

to note the content of the report.

**FORENSIC LABORATORY UPDATE**

11. Assistant Chief Constable Billy Gordon provided the Board with a verbal update in relation to the Forensic Laboratory in Aberdeen. Mr Gordon advised that the staff would all transfer to Nelson Street by February 2013 so that all of the SPA staff would be working from the same location.

Mr Gordon further advised that initially there was one run to Dundee per week, however this was causing delays with getting the results of the drug analysis, so there was now a daily run to Dundee using transport provided by the SSPA. An additional chemist has been employed which would reduce the current backlog of analysis. He also stated that there were two people in post to deal with finger print analysis and that the overall picture was positive.

**The Board resolved:-**

to note the update provided.

**At this juncture of the meeting Mr Andrew Laing and Mr Gavin Bust thanked the Board for the invitation to attend the meeting and advised that the concerns of the Board would be taken back to the appropriate body. Mr Laing advised that the HMICS report to the Scottish Parliament would be submitted in September and requested that if there was anything that the Board would like included in his report that it be submitted by August 2013. The Convener thanked Mr Laing and Mr Bust for their attendance and for the contributions they made to the discussions on Police Reform.**

**Mr Laing and Mr Buist left the meeting.**

**INDEPENDENT CUSTODY VISITING SCHEME UPDATE REPORT**

12. The Board had before it a report by the Depute Clerk which provided an update in relation to the operation of the Independent Custody Visiting Scheme in Grampian.

Ms Smith introduced the report which outlined that between April and December 2012, a total of 17 visits were conducted at the Elgin Custody Suite with visits undertaken with 35 out of 55 detainees, a take up rate of 64% with visits undertaken, 9 visits were conducted at Fraserburgh Custody Suite with 27 out of 43 detainees, a take up rate of 63% and 4 visits were conducted at



the Queen Street Custody Suite with visits undertaken with 12 out of 28 detainees, a take up rate of 43%.

The report advised that as a result of the recent media coverage, nine expressions of interest had been received, with six of these having completed an application form. The process of providing introductory training and interviewing the prospective volunteers is ongoing, which will be completed by February 2013.

**The Board resolved:-**

to note the update provided.

**OPERATIONAL UPDATE**

13. The Chief Constable provided a verbal update to the Board with respect to a range of current operational matters.

**The Board resolved:-**

to note the update provided.

**- COUNCILLOR RON MCKAIL, CONVENER.**