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MINUTES OF THE SENIOR LEADERSHIP BOARD

DATE: 22.07.15
LOCATION: Chief Constable's Conference Room, Stirling
CHAIR: Sir Stephen House, Chief Constable

MEMBERS PRESENT

Sir Stephen House, Chief Constable
Neil Richardson, Deputy Chief Constable (Designate)
Rose Fitzpatrick, Deputy Chief Constable (Local Policing)
Malcolm Graham, Assistant Chief Constable (Major Crime and Public Protection)
Ruaraidh Nicolson, Assistant Chief Constable (Organised Crime and Counter Terrorism)
Kate Thomson, Assistant Chief Constable (Local Policing East)
Wayne Mawson, Assistant Chief Constable (Local Policing West)
Derek Robertson, Assistant Chief Constable (Local Policing North)
Val Thomson, Assistant Chief Constable (5C)
John Gillies, Director of People and Development
Susan Mitchell, Director of Corporate Services

IN ATTENDANCE

Alison Shields, Head of Corporate Communications
Andrew Morris, Chief Superintendent, Executive Support
Campbell Thomson, Chief Superintendent, Divisional Commander, Aberdeenshire & Moray
Calum Steele, General Secretary, Scottish Police Federation (SPF)
Craig Suttie, General Secretary, Association of Police Superintendents (ASPS)
Nicky Page, Head of People Management, People and Development (Items 6.1, 6.2 and 6.3)
Stef Grzybowski, HR Advisor, People and Development (Item 6.1)
Peter Blair, Head of Resource Management, People and Development (Item 6.4)
Catriona Paton, Detective Superintendent, Risk and Concern Hub (Item 6.6)
Elaine Morrison, Detective Chief Inspector, Youth Justice (Item 6.7)
Lesley Boal, Detective Chief Superintendent, Head of Public Protection (Item 6.8)
Nicola Shepherd, T/Superintendent, Executive Support
Lesley Brines, Senior Executive Support Officer, Chief Constable's Secretariat (Minute Taker)

1 CHAIRMAN'S OPENING REMARKS

Chief Constable Sir Stephen House welcomed everyone to the Senior Leadership Board.

2 APOLOGIES

Apologies for absence were received from DCC Iain Livingstone, ACC Bernard Higgins, Ms Janet Murray and Mr Martin Leven.

3 MINUTES OF PREVIOUS MEETING

The Minutes of the previous meeting were approved by members present.

4 MATTERS ARISING

4.1 Action Log

Chief Superintendent Morris provided an overview of current actions with members providing additional updates where appropriate.

5 GOVERNANCE

5.1 Governance Reports

Members noted previously submitted Governance Reports.

5.2 i6 Programme Update

DCC Richardson updated members on the current status of the i6 Programme. Further discussion was the subject of a Closed Minute.

5.3 C3IR Update

ACC Val Thomson provided members with an update on C3IR.

6 FOR DISCUSSION

6.1 Car Scheme

Following agreement at a recent Joint National Consultative Council (JNCC) meeting, Mr Steele, SPF and Mr Suttie, ASPs were invited to participate in discussions in relation to the Car Scheme. Ms Page and Mr Grzybowski updated attendees on the list of options/actions for consideration in relation to a proposed National Vehicle Lease Scheme which it was proposed would link in with the Business Travel Standard Operating Procedure (SOP). Further discussion was the subject of a Closed Minute.

The Chief Constable extended an invitation to Mr Steele and Mr Suttie to further participate in discussions on the Car Scheme at the next SLB in August.

Action: SLB Secretariat to confirm meeting details with Mr Steele and Mr Suttie.

Mr Suttie thereafter left the meeting.

6.2 Attendance Management

Ms Page provided members with an overview of activities undertaken to support improved attendance within the Service. Further discussion was the subject of a Closed Minute.

6.3 Employee Relations (ER) Model and Strategy

Ms Page tabled a paper which sought approval for the adoption of the ER Model and Framework. It was agreed that stakeholders should be reminded of the structures and Mr Gillies was actioned to discuss the development of an Engagement Forum off table with DCC Richardson.

Action: Mr Gillies to discuss Engagement Forum in relation to the ER Model and Strategy with DCC Richardson.

Decision: Members endorsed the ER Model and Framework.

6.4 Recruitment and Marketing Campaign

Mr Blair updated members on the proposed recruitment strategy. Members discussed options to replace the outdated recruitment website and electronic application process, agreeing that a more candidate focussed approach was required to ensure accessibility. Mr Blair confirmed the intention to establish a Recruitment Governance Group. Members noted that although Mr Gillies was the portfolio lead there was a clear link into Divisions and therefore ACC Robertson would lead this group. Further discussion was the subject of a Closed Minute.

Mr Steele left the meeting.

6.5 Acquisitive Crime Review

ACC Kate Thomson invited Chief Superintendent Thomson to provide members with an update on the Acquisitive Crime Review. ACC Thomson discussed each of the recommendations with members. Members thanked Chief Superintendent Thomson for the excellent work undertaken.

Decision: Members agreed the recommendations within the paper.

6.6 Risk and Concern Project Update

ACC Graham and Detective Superintendent Paton provided members with an overview of the current position in relation to the Risk and Concern Project. Superintendent Paton updated members on the opportunities and business benefits possible through delivery of further improvements to service delivery.

Decision: Members supported the update provided however it was agreed that a structural model was to be brought back to SLB before a final decision could be taken.

Action: ACC Graham to provide an update on the structural model to a future meeting.

6.7/ These items were the subject of a Closed Minute.

6.8

6.9 Scottish Business Resilience Centre – National Policing Posts

ACC Nicolson provided members with an update on business and resourcing requirements in relation to the Scottish Business Resilience Centre.

Decision: Members agreed with the recommendations provided within the report and that ACC Nicolson has the Scottish Business Resilience Centre included within the Modern Apprenticeship Programme.

Action: ACC Nicolson to ensure the Scottish Business Resilience Centre is included within the Modern Apprenticeship Programme.

7 ANY OTHER BUSINESS

No further business was discussed.

8 DATE OF NEXT MEETING

The next meeting will take place on Wednesday 19 August 2015 at 1400 hours in the Chief Constable's Conference Room, Stirling.