

NOT PROTECTIVELY MARKED

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MINUTES OF THE SENIOR LEADERSHIP BOARD

DATE: 17.09.14
LOCATION: Chief Constable's Conference Room, Stirling
CHAIR: Sir Stephen House, Chief Constable

MEMBERS PRESENT

Sir Stephen House, Chief Constable
Rose Fitzpatrick, Deputy Chief Constable (Local Policing)
Iain Livingstone, Deputy Chief Constable (Crime and Operational Support)
Steve Allen, Deputy Chief Constable (Events)
Mike McCormick, Assistant Chief Constable (Local Policing East)
Campbell Thomson, T/Assistant Chief Constable (Local Policing North)
Wayne Mawson, Assistant Chief Constable (Local Policing West)
Ruaraidh Nicolson, Assistant Chief Constable (Organised Crime and Counter Terrorism)
Bernard Higgins, Assistant Chief Constable (Operational Support)
Malcolm Graham, Assistant Chief Constable (Major Crime and Public Protection)
John Gillies, Director of People and Development
Janet Murray, Director of Financial Services
Susan Mitchell, Director of Corporate Services
Martin Leven, Director of ICT
Lucy Adamson, Interim Director of Corporate Communications

IN ATTENDANCE

Andrew Bates, Chief Superintendent, Local Police Commander, Glasgow
Mark Williams, Chief Superintendent, Local Police Commander, Edinburgh
Andrew Morris, Chief Superintendent, Executive Support
Iain Gray, Information Management (Item 6.1)
Victoria Livingstone, Corporate Communications (Item 6.3)
Andy McKay, Superintendent, National Missing Person Unit (Item 6.4)
Peter Blair, Head of Resource Management (Items 6.5 and 6.6)
Alison Higgins, Chief Inspector, People & Development (Items 6.6)
Sharon Shaw, Superintendent, People & Development (Item 6.7)
Billy Gordon, Chief Superintendent, Operational Support (Item 6.10)
David Bradley, Police Constable, Organisational Development
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 were noted from DCC Neil Richardson and Mr Darren Burgess.

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 Andrew 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 Update

Members noted the previously circulated paper however no further discussion took place as DCC Richardson was not in attendance.

5.3 Contact, Command and Control Transformation Progress

ACC McCormick updated members on the progress of the C3 Integration and Remodelling Project.

6 FOR DISCUSSION

6.1- These items were the subject of a Closed Minute.

6.2

6.3 Internal Communications – Audit and Update

Ms Adamson introduced Ms Livingstone to the meeting to update members on the development of an internal communications strategy for Police Scotland. In addition, members were provided with an update on the results of a recent audit of the current provision of materials and channels of communication. Members noted that the final internal

communications strategy would be presented to the Senior Leadership Board at the end of the year with a view to being presented at the Scottish Police Authority Board in February 2015. Members discussed the key messages contained within the paper noting the various strands of work.

Mr Gillies indicated his keenness to progress work with Mrs Mitchell and Ms Livingstone on the Staff Survey with particular emphasis on the identification of a Project Manager. It was agreed further discussion would take place off table.

6.4 This item was the subject of a Closed Minute.

6.5 Colour Vision Deficiency

Mr Blair updated members on the issues regarding the recruitment of candidates with colour vision deficiency. Following discussion, it was agreed that restrictions on colour vision deficiency be removed with the exception of Monochromats. Further discussion was the subject of a Closed Minute.

6.6 Recruiting Marketing Campaign

Mr Blair and Chief Inspector Higgins provided members with an update on the national advertising campaign to attract and recruit quality applicants. Members discussed the current process with perceived expectations regarding geographical postings having an adverse effect on the number of applicants. Members agreed that offering recruits the option to provide their top 3 preferences may offer some reassurance that consideration would be given to preference. In addition, it was agreed that further information would be provided to new recruits within the current marketing material and consideration would be given to the use of social media for recruiting purposes.

Members also discussed various options for free recruitment advertising including notification within payslips (where possible), advertisements within other Forces and with other public sector partners. Mr Gillies confirmed he would discuss this matter further with Mr Blair.

Further discussion was the subject of a Closed Minute.

6.7 Mandatory Health Checks

Superintendent Shaw updated members on proposed mandatory annual health checks for officers and police staff undertaking specialist roles as part of their normal duties. Following discussion, members agreed Option 3 with the inclusion of additional posts discussed by members. However members agreed that the service would not be mandatory and would be more of an elective process based on individual requirements.

6.8 This item was withdrawn. Mr Gillies advised that further discussion would take place at a future meeting.

6.9- These items were the subject of a Closed Minute.

6.10

7 Any Other Business

No further business was discussed.

8 Date of Next Meeting

The next meeting will take place on 23 October 2014 at 1400 hours in the Chief Constable's Conference Room, Stirling.