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| Author: | PI Yvonne Stenhouse | Organisation: | Police Scotland |
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MINUTES OF THE STRATEGIC LEADERSHIP BOARD

DATE: 14th November 2017

LOCATION: Police Headquarters, Tulliallan

CHAIR: Iain Livingstone, Deputy Chief Constable (Designate)

MEMBERS PRESENT

Rose Fitzpatrick, Deputy Chief Constable (Local Policing)
Johnny Gwynne, Deputy Chief Constable (Crime and Operational Support)
Nelson Telfer, Assistant Chief Constable (Service & Protection)
Mark Williams, Assistant Chief Constable (Local Policing West)
Steve Johnson, Assistant Chief Constable (Crime)
Bernie Higgins, Assistant Chief Constable (Operations and Justice)
John Hawkins, Assistant Chief Constable (Local Policing North)
Wayne Mawson, Assistant Chief Constable (Local Policing East)
Malcolm Graham, Assistant Chief Constable (Strategic Change)
Jude Helliker, Director People and Development
Neil Dickson, Director of Change
James Gray, Chief Financial Officer

In attendance

Chris Starrs, Head of Corporate Communications
Colette Sherry, Head of Physical Resources
Angela McLaren, Chief Superintendent (Corporate Services)
Gordon Crossan, Chief Superintendent (Divisional Commander Representative)
Gillian MacDonald, Chief Superintendent (Leadership & Professional Development)
Martin Low, Head of Service Delivery, ICT
Danny Hatfield, Superintendent (Executive Support)
Gregg Banks, Superintendent (External Liaison)
Phil Davison, Superintendent (Staff Pay and Reward Modernisation Programme)

Apologies

Phil Gormley, Chief Constable
David Page, Deputy Chief Officer
Martin Leven, Director ICT
Tom McMahon, Director of Business Integration

1. CHAIR'S OPENING REMARKS

The Chair welcomed attendees to the meeting, particularly Chief Superintendent Gordon Crossan, the Divisional Commander's representative, and Superintendent Phil Davison, Staff Pay and Reward Modernisation Project.

The Chair reminded all in attendance that his expectation is that diaries are prioritised around this significant meeting, to ensure attendance.

2. MINUTES & ACTION LOG

2.1 Minutes of Previous Meeting

The minutes of the previous meeting were approved by members.

2.2 Action / Decision Log

The action log was reviewed and updated.

3.0 MATTERS ARISING – Action / Decision updates

3.1 VR/VER Proposal (Action 51.17)

Jude Helliker provided an update to this action and informed the members that dialogue was ongoing with the Trade Unions regarding the draft policy.

Discussion then followed about the number of staff that have expressed an interest in the scheme, the financial aspects and timings of the implementation of the policy.

Further update to be provided at next meeting. Action continued.

4. Force Tasking and Delivery Board (FT&DB)

4.1 DCC Fitzpatrick referred attendees to the update paper provided and advised that there was nothing further she wished to raise on this matter during the meeting.

5. Force Governance and Resource Board Overview

5.1 DCC Fitzpatrick again referred attendees to the update paper provided and advised that there was nothing further she wished to raise on this matter.

6. Corporate Finance and Investment Board Overview (CF&IB)

- 6.1** James Gray provided an update from the most recent CF&IB. He advised of the current situation regarding the budget and budget pressures.

He raised that Saving Proposal forms have been circulated and proposals received will be brought to this meeting for decision. A discussion then took place regarding savings and how these should be approached.

The Chair requested that members review their budget/spend for the budget setting process for 18/19. This is to be discussed at the next Executive Planning Day, due to be held on 23rd November.

Members noted the update.

6.2 Proposed Finance Senior Structure and Rationale

James Gray provided an update in relation to Finance Service plans to ensure the ongoing stability of service from April 2018. A brief discussion took place.

The Chair stated that this proposal should come to this meeting for approval as it involves the restructure of a key business function.

ACTION: James Gray to update paper as discussed.

7. Change Board

Neil Dickson provided an update after the recent meeting of the Change Board and stated that the focus is the three year plan. The team are currently scoping internal engagement roadshows. An update will be provided at the Executive Planning Day due to be held on 23rd November.

Members noted the update.

Force Functional Boards

8. DCO Corporate Services, Strategy and Change Overview

8.1 General Update

ACC Graham provided a brief overview of the Strategic Planning Framework. The Chair requested that the Strategic Planning Framework is to be brought to the SLB meeting in December, for approval.

ACC Graham also provided an update on the Professional Services Support for Transformational Activity. A full Business Case will be required.

ACTION: ACC Graham to bring the Strategic Planning Framework to SLB meeting in December.

8.2 Staff Pay and Reward Modernisation (SPRM) – CLOSED ITEM

Jude Helliker introduced the item and Superintendent Phil Davison then provided an updated position and presentation on the development of the full Business Case.

The Chair stated that SPRM should be brought back to the SLB meeting in December, after it has been presented at the CF&IB meeting. The Chair also stated that it should become a standing SLB agenda item for the next few months.

Members noted the update.

8.3 Leadership Strategy

CS Gillian MacDonald provided an overview in respect of the progress made regarding the Engaging Leaders programme, the pilot of which commences on 5th December. There have been 110 officers of Chief Inspector rank and above who have volunteered as Mentors. The Scottish Woman's Development Forum mentoring pilot will be supplemented by some of these volunteers, should there be any shortfall.

An approach has been made by Scottish Government regarding the Leadership for Outcomes programme, which was designed and run by Police Scotland previously. A discussion took place and the Chair suggested that he could raise it at the Justice Board meeting on 16th November. The Chair requested that CS MacDonald provided a briefing paper prior to that.

CS MacDonald also provided an overview of the gender and diversity aspects of the recent promotion processes. A discussion took place and the Chair requested that the paper is updated and supplied to him prior to submission to Scottish Police Authority.

ACTION: CS Gillian MacDonald to provide a briefing paper on Leadership for Outcomes to DCC Livingstone prior to 16th November.

ACTION: CS Gillian MacDonald to provide an updated briefing paper on the Diversity of the Promotion Process to DCC Livingstone.

9. DCC Local Policing Overview

DCC Fitzpatrick advised that staffing profiles may need to be reviewed in some areas and the risk of budget pressure regarding overtime in the event of extreme winter weather.

Members noted update.

10. DCC Crime and Operational Support Overview and Escalated Papers

10.1 General Update

DCC Gwynne provided an update that work was ongoing in regard to 'Held in Reserve', with a review being carried out on any impact for officer deployment.

Members noted update.

10.1.1 HMICS Review of Standing Firearms Authority for Armed Response Vehicle Crews

DCC Gwynne requested that it is formally noted and recorded that all of the HMICS recommendations have now been discharged.

Members noted update.

10.2 C3IR Update

ACC Telfer provided an update on progress in relation to the C3IR Programme. This is nearing completion, with the transition of business from Inverness ACR and Service Centre to ACR North and the Police Scotland Service Centre (PSSC), and the creation of the National Database Enquiry Unit (NDEU), being all that remains to be delivered. This is due to take place in early February, although final approval is still required.

Members noted the update.

10.3 Deployment of Taser (standing item)

ACC Higgins reported that the Armed Policing and Taser Policy will be presented to the SPA. He further advised that a full communication and engagement plan is in place and ready to be implemented.

Members noted update.

11. AOCB

No items were raised under AOCB.

12. Future meetings:

The Chair updated members that the next meeting is due to be held on 12th December 2017.

The Chair closed the meeting and thanked members for their attendance and contribution.