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MINUTES OF THE SENIOR LEADERSHIP BOARD

DATE: 29th September 2016
LOCATION: Tulliallan
CHAIR: Philip Gormley, Chief Constable

MEMBERS PRESENT

Philip Gormley, Chief Constable
Iain Livingstone, Deputy Chief Constable (Designate)
David Page, Deputy Chief Officer (Corporate Services, Strategy and Change)
Rose Fitzpatrick, Deputy Chief Constable (Local Policing)
Ruairaidh Nicolson, Deputy Chief Constable (Crime and Operational Support)
Bernard Higgins, Assistant Chief Constable (Operations and Justice) (item 3.1)
Wayne Mawson, Assistant Chief Constable (Local Policing East)
Malcolm Graham, Assistant Chief Constable (Strategy and Change)
Steve Johnson, Assistant Chief Constable, (Crime)
John Hawkins, Assistant Chief Constable (Service and Protection)
Andy Cowie, Assistant Chief Constable (Local Policing North)
John Gillies, Director, People and Development
Martin Leven, Director ICT

IN ATTENDANCE

Paul Main, Chief Superintendent, Chief of Staff (Minute)
Fiona Wilson, Head of Corporate Communications
Craig Naylor, Chief Superintendent, Organisational Development
Angela Terry, Head of Leadership & Professional Development (item 3.4 & 4.4)
Nicky Page, Head of People Management (item 3.2)
Peter Blair, Head of Resource Management (item 3.3)
Alison Dougall, Head of Management Accounting
Catriona Paton, Superintendent (item 3.2)

APOLOGIES

Mark Williams, Assistant Chief Constable (Local Policing West)
James Gray, Interim Chief Financial Officer

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1. CHAIRMAN'S OPENING REMARKS

The Chief Constable welcomed attendees to the Senior Leadership Board.

2 MINUTES & ACTION LOG

2.1 Minutes of Previous Meeting

Minutes of the previous meeting were approved by members present.

2.2 Action / Decision Log

All actions were approved.

3 FOR DECISION / APPROVAL / DISCUSSION

3.1 Method of Carriage

ACC Higgins introduced a paper on Armed Policing. Discussion followed on consultation in respect of the Method of Carriage of firearms by Armed Response Officers. The paper, with minor amendments, was supported with agreement to progress for structured, phased consultation and communication internally and externally.

ACTION: ACC Higgins to arrange presentations for Operational Review Meeting and Divisional Commanders meeting. Further presentations to other audiences such as SPA, HMCICS, Scottish Government to be identified.

ACTION: As part of Policing 2026 Project, ACC Graham to establish broader timeline and co-ordination outlining all anticipated consultation processes.

ACC Higgins left the meeting.

3.2 Workforce Management: Including VR/VER Update and Policy Proposal

Mr. John Gillies and Superintendent Catriona Paton provided an update on a Workforce Management Exercise. The update that a number of FTE posts had been identified for VR/ER was noted and agreed, which contributed to the previously agreed total in this financial year.

Discussion followed on further posts which met VR/ER criteria. This aspect was also noted with agreement that further analysis and consequences were required for review at the November Senior Leadership Board (SLB).

ACTION: Bring further analysis of FTE posts which meet VR/ER criteria to SLB in November.

Mr Gillies also presented a paper proposing to continue the current VR/ER scheme payments for 2017/18.

DECISION: Agreed.

3.3 Resource Deployment

Mr Peter Blair presented on Resource Deployment which was discussed at length and noted. This will remain as a standing agenda item.

ACTION: Clear design principles and objective setting on Resource Deployment / Management to be presented at October SLB by ACC Williams and ACC Graham.

3.4 Senior Selection Process Update

Ms Angela Terry provided an update on the senior selection process which was noted.

ACTION: Ms Terry to provide progress report to SLB in October, November and December.

3.5 HMICS CCU Assurance Review – Proposed Realignment of Force Vetting

DCC Nicolson presented papers and proposed a realignment of the Vetting function from CCU to People and Development.

DECISION: Agreed.

3.6 HMICS CCU Assurance Review – Recommendations Update

A paper which proposed a new vision statement, policy, strategic assessment and control strategy for the CCU was provided and discussed.

DECISION: Agreed.

Mr Gillies suggested the proposed policy document would require to reference the Code of Conduct for support staff approved at the last Scottish Police Authority (SPA) Board.

DECISIONS: Agreed.

Prior to DCC Nicolson leaving the meeting at this juncture, the Chief Constable thanked DCC Nicolson for his update which reflected his daily leadership in progressing challenging projects in a thorough and understated style. Mr Gormley also complimented DCC Nicolson on his 33 years of service and his outstanding support and contribution to the reform and transition of Police Scotland.

3.7 Estates Rationalisation Update

ACC Cowie provided an updated paper on the Estates Strategy which made 4 recommendations to note progress, note the updated timeline, seek support from SPA relating to surplus premises and proposed future activities / requirements.

Whilst a business case for the potential to dispose of each building will be available discussion focussed on the community impact and need for engagement / communication, as was the way the Policing 2026 Project will inform future demand and need.

The progress on proposed disposals was also discussed, highlighting the anticipated capital receipts for 2016/17 will not be achieved until the next financial year.

DECISION: The 4 recommendations were approved.

ACTION: Mr James Gray to ensure the SPA is updated with changes to capital receipts and consequences for 2016/17/18 budgets.

3.8 Governance, Tasking and Performance

ACC Graham and Chief Superintendent Craig Naylor presented options in regard to improved governance arrangements which co-ordinated work streams from several projects across the organisation.

ACTION: It was agreed that an updated proposal would be brought forward as a Concept of Operations to the October SLB.

4. STANDING ITEMS

4.1 Financial Planning: Grip & Governance

Ms Alison Dougall provided an updated position on Finance which correlated with previous updates.

4.2 Policing 2026 – ACC Graham

ACC Graham outlined an update on 2026 Project which will be subject of further discussion at separate Executive meetings and at the Senior Leadership Forum on 4th October 2016.

ACTION: ACC Graham to bring forward communications plan which sets out the journey of change to October SLB.

4.3 C3 Integration and Remodelling

ACC Hawkins updated on the C3 Programme Board, updated timeline and benefits which will be updated further for the next Board meeting in October.

C3 resourcing was also updated, following on from previous discussions with detailed proposals being prepared for an Operational Review Meeting on 10th October.

ACC Hawkins closed with an update on the HMICS Assurance Report and progress with the 30 recommendations.

4.4 Culture, Leadership & Engagement

(i) Pulse Survey proposal

Ms Angela Terry updated on the Pulse Survey to be completed one year on from the publication of the staff survey.

ACTION: Members were invited to respond to Ms Terry in relation to the design of the questionnaire for consideration at SLB on 19th October.

(ii) Inspecting Rank Review

An update was also provided on the Inspector's survey which was noted and agreed. The Chief Constable has written to the General Secretary of the Scottish Police Federation highlighting the importance of this matter.

ACTION: ACC Williams to report at all SLB's in respect of this subject as well as the Staff and Superintendents' survey.

5. AOB

5.1 BTP Integration

A paper updating members on the Scotland Act 2016 and proposals to integrate British Transport Police (Scotland) into Police Scotland structures was presented by ACC Hawkins on behalf of ACC Higgins. It was agreed that points of contact would be established within Police Scotland portfolios to support the Operational Integration project and project teams.

6. Date of Next Meeting

The next meeting will take place on Wednesday 19 October 2016 at Tulliallan.

END