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Date Created:	<b>13.04.2018</b>	Telephone:	<b>101</b>

## **MINUTES OF THE STRATEGIC LEADERSHIP BOARD**

DATE: 11th April 2018

LOCATION: Tulliallan

CHAIR: Iain Livingstone, Deputy Chief Constable (Designate)

### **MEMBERS PRESENT**

Johnny Gwynne, Deputy Chief Constable (Crime and Operational Support)  
David Page, Deputy Chief Officer  
Steve Johnson, Assistant Chief Constable (Specialist Crime & Intelligence)  
Nelson Telfer, Assistant Chief Constable (Specialist Support)  
John Hawkins, Assistant Chief Constable (Local Policing North)  
Bernard Higgins Assistant Chief Constable (Local Policing West)  
Wayne Mawson, Assistant Chief Constable (Local Policing East)  
Malcolm Graham, Assistant Chief Constable (Strategy and Innovation)  
Alan Speirs, T/Assistant Chief Constable (Professionalism and Assurance)  
James Gray, Chief Financial Officer  
Neil Dickson, Director of Change  
Jude Helliker, Director of People and Development  
Martin Low, Interim Director ICT

### **In attendance**

Collette Sherry, Head of Physical Resources  
Superintendent Derek Forsyth, Representing Chris Starrs  
Gregg Banks, Superintendent, Strategic Engagement  
Daniel Hatfield, Superintendent, Executive Support  
Richard Thomas, Chief Superintendent, E Division, Local Policing Commander  
Ronald Megaughin, Superintendent, Safer Communities (Item 9.4 only)

### **Apologies**

Rose Fitzpatrick, Deputy Chief Constable (Local Policing)  
Gillian MacDonald, T/Assistant Chief Constable (Crime and Protection)  
Mark Williams, Assistant Chief Constable (Operational Support)  
Tom McMahan, Director of Business Integration  
Chris Starrs, Head of Corporate Communications

## **1. CHAIR'S OPENING REMARKS**

DCC Livingstone welcomed all attendees to the meeting.

## **2. MINUTES & ACTION LOG**

### **2.1 Minutes of Previous Meeting**

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

### **2.2 Action / Decision Log**

The action log was reviewed and updated.

### **2.3 Matters Arising – Action / Decision updates**

#### **Resource Governance**

ACC Speirs introduced this item seeking approval to enhance the remit of Tasking and Delivery Board to become the sole decision making board for the creation, transfer and deployment of all police officer posts and creation or uplift of police staff posts. ACC Speirs outlined the background and key strategic implications of the proposed change confirming that approval would result in the dissolution of the Resource Governance Board and Transformation Resource Coordination Group.

#### **Decision. Proposal approved for implementation**

## **3. Tasking and Delivery Board**

### **3.1 Overview**

ACC Mawson provided an update in relation to the Tasking and Delivery Board.

## **4. Resource Governance Board**

### **4.1 Overview**

Jude Helliker provided an update from the recent Resource Governance Board.

## **5. Corporate Finance and Investment Update**

### **5.1 Overview**

James Gray provided a brief overview of relevant matters following the April meeting of the Corporate Finance and Investment Board, highlighting the following item.

## **5.2 Three Year Financial Plan 2018/19 to 2020/21**

James Gray presented the updated draft Three Year Financial Plan 2018/19 to 2020/21 seeking approval for onward submission to SPA.

**Decision: Plan approved for submission to SPA.**

## **6. Change Board**

### **6.1 Overview**

Neil Dickson provided an update from the recent Change Board.

## **7. DCC Local Policing Overview**

### **7.1 General Update**

ACC Mawson provided a brief overview of relevant matters within this portfolio.

## **8 DCO Corporate Services, Strategy and Change Overview and Escalated Papers**

### **8.1 General Update**

DCO Page provided a general overview of his business area including an update on the Audit and Risk Board held on 10<sup>th</sup> April, highlighting actions and communication plans on the renewal of the PSN Code of Connection certificate. Members noted the update.

### **8.2 People Strategy (standing item)**

Jude Helliker presented members with the People Strategy 2018-2021 for review and approval. Mrs Helliker confirmed the Strategy's alignment to three strategic Themes; Inspiring Leaders, Positive Environment and Organisational Health and contains key priorities for the next three years. DCC Livingstone highlighted to members the importance of delivery of each item that underpins the Strategy and Leadership Framework contained therein.

**Decision: Strategy approved for presentation to SPA.**

### **8.3 Staff Pay, Reward and Modernisation (standing item)**

Jude Helliker introduced this item providing a brief overview of relevant matters within this programme. Members noted the update.

#### **8.4 Digital, Data and ICT Strategy**

DCO Page introduced this item providing members with an update on the work undertaken by Ernst and Young in relation to the Digital, Data and ICT Vision and Strategy, seeking approval to support the proposed 100 Day planning phase. DCO Page advised that a further partnership briefing would be provided to members at the Executive Planning Day scheduled to take place on 13<sup>th</sup> April 2018.

**Decision: A decision in principle, subject to further briefing, was given to approve the DDICT Vision, Strategy and Planning products and outlined 100 day planning phase.**

#### **8.5 Professionalism and Assurance Governance Board**

ACC Speirs provided members with an update on the development, role, remit and terms of reference of the Professionalism and Assurance Governance Board. DCC Livingstone confirmed that the Board would report to the Corporate Services Management Board.

**Decision: Establishment and Terms of Reference approved.**

#### **8.6 Workforce Planning**

ACC Graham introduced this item providing members with an update on the assurance methodology for officer role classification and current position in relation to the redirection of officers from corporate service roles. Members were asked to approve the methodology and support the identification of officers to be moved from support to frontline duties.

**Decision: Proposal approved for onward presentation to SPA with non-discretionary freeze on police officer transfers to support roles until 02/05/18.**

### **9. DCC Crime and Operational Support Overview and Escalated Papers**

#### **9.1 General Update**

DCC Gwynne provided a general overview of his business area for the awareness of members.

#### **9.2 Deployment of Taser**

ACC Telfer provided members with an update on the recruitment and training of Specially Trained Officers and Divisional Taser Instructors. He confirmed the deployment Hubs were on track and work was progressing in relation to asset management, SOP development, policy and compliance. Members noted the update.

### **9.3 Firearms Surrender Campaign**

Superintendent Megaughin presented this item seeking approval from members to implement a National Firearms Surrender Campaign to run between 18<sup>th</sup> June and 1<sup>st</sup> July 2018. Supt Megaughin outlined the purpose, scope and arrangements for the campaign that will be conducted following support from the Lord Advocate and will be subject to a full tactical planning process.

**Decision: Members approved the proposal.**

### **10. AOCB**

No items were raised under AOCB.

### **11. Future meetings**

The Chair updated members that the next meeting is due to be held on 9 May 2018.

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