

SCOTTISH POLICE FEDERATION

NORTHERN BRANCH

Minutes of the Annual General Meeting held within The Drumossie Hotel, Inverness on Tuesday 4th and Wednesday 5th March 2008

1. Members Present

Ramsay Aitken	Neil MacDonald
John Crawford	Neil MacKinnon
D Craig Dale	Linsey MacKintosh
Paul Eddington	David Ross
Graeme Ednie – Assistant Secretary	Donnie Ross
Simon Fraser	Calum Steele – Secretary
Hamish Grace – Vice Chairman	Martyn Turner
Archie Henderson	

Also in attendance:

Claire Kerr – JBB Administrator
Mairi MacGregor – Financial Administrator

2. Apologies

Julie Connor – Day 1 Only – PSU Training
Les Donaldson – Venue Commander Operational Requirement
Graeme Ednie – Day 2 only – Conduct Hearing
Alasdair Goskirk – PSU Training
David Miller – Silver Commander Training

3. Opening of Meeting

In the absence of the Chairman, the Vice Chairman opened the Meeting by welcoming everyone present.

The Secretary advised the Meeting of the timetable for the next two days; the Chairman thereafter adjourned the Meeting to allow the individual Rank Boards to meet.

The Meeting reconvened at 1100 hrs.

On reconvening, the Vice Chairman advised the Deputy Chief Constable had accepted an invitation to address the Meeting and would be arriving at 11.30hrs on day 2.

The Vice Chairman further advised the Meeting would also be joined by a guest to enable the Board to make a presentation to mark his considerable contribution to the Joint Branch Board over the years.

4. Delegates & Observers to Annual Conference

	Delegates	Observers
Constables'	Graeme Ednie Neil MacDonald David Ross Calum Steele	Julie Connor Craig Dale Linsey MacKintosh Martyn Turner
Sergeants'	John Crawford Simon Fraser Alasdair Goskirk Hamish Grace	Ramsay Aitken Archie Henderson
Inspectors'	Les Donaldson Neil Archie MacKinnon David Miller Donnie Ross	Paul Eddington

5. Adoption of Rules

The Rules were formally adopted.

6. Approval of Minutes of Last Meeting

The Minutes of the Last Meeting were adopted as a true record.

7. Treasurers Report & Balance Sheet

The Treasurer presented his report and drew the Meeting's attention to the closing balance which was lower than anticipated for the year end. This was entirely due to restitution made to the Central Fund as a consequence of underpayment over a period of years.

The Treasurer's report was further discussed and was thereafter formally agreed.

8. Matters Arising

8.1. Legal Advice / Conduct

The Secretary advised the Meeting that since the last Meeting two legal cases have been forwarded for consideration for legal advice / assistance; one in respect of disability discrimination, the other age discrimination.

The Meeting noted the JBB currently has 15 live files at Federation lawyers.

The Meeting also noted the JCC was to review arrangements and fees within the Memoranda of understanding between the Scottish Police Federation and panel solicitors.

The views of the Board at the last Meeting in respect of Operation Statements were sent to the Deputy General Secretary for his consideration in compiling a response to HMCIC.

The Secretary advised he had approached the Head of Professional Standards, as requested at the last Meeting, and both he and the Head of Professional Standards agreed there was considerable benefit in trained conduct representatives meeting with the professional standards dept on a more formal basis to discuss matters of mutual interest and /or concern.

The Meeting thereafter discussed the Substance Misuse Policy (currently on Draft Version 11) being developed by ACPO(S).

The Meeting was overwhelmingly of the view police forces currently have sufficiently robust procedures to deal with any identified problems officers' may have; and the proposed policy was in itself unnecessary.

The Meeting was concerned over the ever present punitive references that existed throughout the policy and were unconvinced evidence existed to merit the introduction of such a policy at all. In addition many areas of the policy appeared to contradict other areas and further concerns were expressed over some of the testing regimes identified for use.

The Meeting discussed in particular paragraph 6.5 of the draft policy which is focused on targeting of high risk posts and unanimously agreed this proposal, which could effectively cover all police officers in Scotland, was little more than an attempt to introduce random testing into the Scottish Police Service.

The Meeting firmly expressed the view such a policy sought to shift the onus of proof from a presumption of innocence to an assumption of guilt.

8.2. Police Pay and Conditions

a. PNB and other Circulars

The following circulars have been received and are available on www.northernpolicefederation.com

PNB Circular 07/04	Federated Ranks Pay
PNB Circular 07/05	Cadets Pay
PNB Circular 07/06	London Weighting
PNB Circular 07/07	Superintendents Pay
PNB Circular 07/08	Chief Officer Pay
Police Circular 8/2007	Police Pay Settlement 2007

b. Allowances & Expenses

The Secretary advised the Meeting he had written to the Chief Constable in the terms suggested at the previous Meeting. The Chief Constable requested sight of the Board's legal opinion in order that he could consider his position.

This matter was discussed at the JBB Executive at which time it was agreed the opinion should not be shared with the Chief Constable but the Secretary should meet with him to discuss the matter further.

The Secretary advised the Meeting he met and discussed the issue with the Chief Constable at which time the Chief Constable intimated he may also seek legal opinion on the matter.

The Meeting noted the paper prepared and previously circulated, in respect of removal expense, had been discussed at the meeting of the Joint Liaison Group (JLG) at which time the Secretary advised any doubt over the regulatory position could be clarified by the Side Secretaries of PNB.

The JLG discussed this issue at considerable length and the Joint Police Board Members came to the view the matter should be resolved quickly and to that end they should seek their own legal opinion on the matter.

The Meeting welcomed the enthusiasm of the JLG to bring a resolution to this longstanding contentious issue.

The Meeting expressed its gratitude to the Secretary and Assistant Secretary for their work in bringing this matter to the JLG.

The Secretary updated the Board in respect of the 'embryonic' force policy on the management of Time of in Lieu (TOIL). The Meeting noted the policy essentially seeks to formalise TOIL arrangements into a manageable format and that the only way in which it could effectively be managed is in accordance with the Regulations.

The Meeting welcomed the Force recognition of this issue and further welcomed the recognition the JBB's long held position on this subject to be correct.

The Meeting noted the Secretary, following a meeting with the Deputy Chief Constable and Head of Professional Standards, caused a review of the Regulation 6(6) warning processes to ensure a 'fairer' approach towards Members.

c. Official Side's proposals

The Meeting discussed the mass rally held in London on the 23rd January 2008. Whilst the rally was essentially to highlight the unfairness of the Home Secretary's decision to stage the pay award in England & Wales and to focusing on the future of police pay machinery, the latter part of the message was largely lost on the day.

The Secretary advised the Meeting the Home Secretary has written to John Randall, the Chair of PNB, which details the UK Governments proposals for a multi year pay deal based on the index created by the Police Arbitration Tribunal in 2007.

The Meeting discussed the proposal and the response prepared on behalf of the wider SPF. The Meeting agreed that at the very least, it would be counterproductive to dismiss out of hand the suggestion of a multi year pay deal, without being prepared to examine whether such a pay deal could prove to the benefit of Members.

The Meeting further agreed, whilst it was appropriate to support the claim of colleagues in England & Wales, it was inappropriate for SPF to demand settlement of their pay claim. The Meeting noted this decision rested with the Home Secretary and her decision had no bearing in Scotland, as policing was a devolved matter.

The Meeting agreed the Joint Central Committee Representatives should convey the thoughts of the Board at the next meeting of the JCC.

8.3. Police Numbers

The Meeting discussed the Scottish Government's budget which, following a concession on police funding, was approved by the Parliament.

The Meeting noted this would result in the 1000 extra police officers promised by the SNP in their election manifesto. Northern Constabulary's indicative share of this 1000 is approximately 54.

Whilst welcoming any increase to police numbers in Northern Constabulary, the Meeting observed the ratio differences, between Northern Constabulary and the Scottish average would continue to prevail.

The Secretary intimated that if the Force was to meet its target of 750 officers by the end of 2008, this was likely to lead to one in three Constables being a probationary officer.

The Meeting discussed the recent decision of the Force to return to an extended interview in place of assessment centres for new recruits and endorsed this development.

The Meeting recognised significant challenges lay ahead with regard to the increase in probationary officers, ranging from supervision, officer safety and standards in crime reports and evidence. The Meeting agreed consideration should be given to re-establishing a training Sergeant within Divisions to manage such officers as there was a risk their supervision could otherwise be lost amongst the bulk of other operational demands.

The Meeting further agreed the matters highlighted should be brought to the attention of the Procurator Fiscal and the Courts service.

8.4. Safety Representatives Update

The minutes of the Safety Representatives Meeting were circulated in advance of the Meeting and the contents noted by the Board.

The Meeting noted in particular;

- The identified collective failure of 90 Airwave masts on two consecutive weekends for a period of two minutes on each occasion.
- The positive work underway with regard to safety inspections.

- The ongoing work to identify whether issued earpieces comply with Noise at Work Regulations.
- The positive developments with Northern Constabulary entering into a contract for the supply of body armour.
- The welcome interest of the NJPB member on the Force Safety Committee on all matters and particularly that of uniform.
- The apparent differences in Special Constable training.
- The identified risk of the effect of hand-portable radios on vehicle engine management systems.
- The identified risk from projectile injury due to airbag deployment.

8.5. Grievance Procedure /Harassment & Bullying Policy

The Secretary reported to the Meeting the increasingly disappointing update, that no progress in respect of this issue has been forthcoming at a national level.

The Secretary further reported he met with the Director of Human Resources in respect of the Force Grievance Procedure and a response provided to SPF from ACPO(S).

The Meeting noted the Secretary met with and wrote to the Deputy Chief Constable in the terms agreed at the last Meeting. The Secretary provided the Meeting with a synopsis of the Deputy Chief Constable's response.

The Meeting discussed the response and the general lack of confidence in the grievance procedure and agreed these matters should be discussed with the DCC when he addressed the Meeting later that day.

8.6. Member Services

The Secretary advised the Meeting that the issue of subscriptions to the Northern Police Convalescent & Treatment Centre had been raised at the recent Welfare Standing Committee Meeting. The Meeting noted, in particular, that Scottish Officers continue to pay a greater premium for the NPC&TC than many colleagues south of the border; although this situation is being addressed.

The question of seeking subscriptions from retiring officers was also discussed and the Meeting agreed this was **not** appropriate.

The Meeting was not opposed to an increase in subscriptions at the suggested level of 15p per week provided parity in respect of subscriptions was secured from **ALL** subscribing members.

The Secretary updated the Meeting in respect of the 'issue' a Member raised in respect of the group travel insurance (as advised at the 3rd Quarterly Meeting of 2007). The Meeting noted the ombudsman rejected the Member's claim.

The Secretary thereafter provided the Meeting with a breakdown of the benefits paid to Members during the past year.

The Secretary advised the Meeting that whilst premia in respect of member service had remained static for several years, the administrative costs associated with Member Services had continued to rise. The Secretary intimated a modest rise in overall premia was therefore likely within this coming year.

The Meeting noted an opportunity was soon to be extended to Members, who do not currently subscribe to the partner element of the Group life Assurance Scheme **only**, to do so without detriment.

The Meeting agreed a full mail shot to advertise of this development was unnecessary and expensive and that intimation of such an opportunity should be publicised on www.northernpolicefederation.com , the Board's Bulletin and through the FIB.

8.7. Distant Island Arrangements

The Secretary reported there had been no progress from the Force in respect of the four outstanding actions intimated at the last Meeting. He raised this issue directly with the Director of Human Resources who advised the lack of action was due to the departure of the former Head of Finance.

The JBB's motion on this subject;

This Joint Branch Board asks Annual Conference to ask the JCC to pursue, through whichever mechanism available, the introduction of a tax free allowance to replace the current travel agreement to the Distant Islands.

was referred back to the Joint Branch Board, by the Conference Arrangements Committee, to be raised directly with the Joint Central Committee.

The Meeting noted the next meeting of the JCC was scheduled for the 18th & 19th March and agreed the Board's JCC Representatives should raise the motion at that time.

8.8. Ill Health Arrangements

The Secretary advised that he, the JBB Secretary from Lothian & Borders and the Deputy General Secretary had formed a small working group to look at this issue. Significant work has already been undertaken with the opinions of two different Federation lawyers secured to aide the group with this vital piece of work. An early proposal to write to PNB in respect of the matter was not supported and a further meeting is scheduled to take place within the next few weeks.

The Meeting noted the paper prepared and circulated in respect of ill health arrangements had been discussed the Joint Liaison Group at which time all JBB representatives highlighted their concerns surrounding this issue.

The Meeting welcomed the assurance of the Deputy Chief Constable, at that forum, Northern Constabulary did not operate a policy of only offering roles within the Force Operations Centre to disabled officers and further welcomed the announcement a review of roles, and their potential suitability for individuals restricted from performing a confrontational role, was currently underway.

The Meeting agreed this announcement in itself was a significant development and extended congratulations to the Secretary for his work on this developing issue which statistics provided may affect anyone at any time.

8.9. JJB Executive Update

The minutes of the JJB Executive Meeting were circulated in advance of the Meeting and the contents noted by the Board.

The Meeting noted in particular;

- The continued developments with the JBB profile.

- The welcome development in extending 'Member Services' to retired colleagues.
- The position with regard to variable shift arrangements and the protection afforded to Representatives in terms of the Working Time Regulations 1988.
- The position in respect of the voluntary fund and consideration given to increasing subscriptions in line with the annual pay award.

The Meeting discussed the likelihood of an increase to the national element of the Voluntary Fund subscription and the formula utilised to make such a calculation.

The Meeting recognised the downturn in the world markets impacted on the assets held by SPF and some of the necessary costs in running the Organisation.

Moreover the Meeting recognised the issues which prevailed at a national level were of equal relevance to local Branch Boards' and also to the wider Membership.

The Meeting agreed the formula, which provided for an increase based on the previous year's expenditure did not lend itself to demand fiscal prudence. The Meeting further agreed there was room for SPF to mitigate, at least in the short term, any proposed increase through the assets held and a critical examination of current costs including those of travel.

The Meeting did not support an increase in the national element of the Voluntary Fund at this time.

8.10. Force Review

The Secretary advised the Meeting he had intimated to the Chief Constable, at December's JNCC, the JBB agreed to change its electoral areas to more closely align themselves with the boundaries of the Force, post Review.

At that time the Secretary raised the suggestion of an additional Representative of each rank for the Ross, Skye, Lochalsh and Lochaber area, to take cognisance of the geography and numbers to be represented.

The Meeting welcomed confirmation from the Chief Constable that the Board's proposal was acceptable.

The Secretary advised the Meeting that he had discussions with the Staff Development Officer regarding officers whose posts were to be rationalised as a consequence of the Review. The Meeting noted the Secretary and Assistant Secretary spent a considerable amount of time developing a proposal which sought to mitigate the effect of such rationalisation on such Members, yet their proposals did not meet with the approval of the Force.

The Meeting noted this decision with disappointment and questioned whether the proposals as published in the FIB amounted to a change in policy.

The Meeting agreed this matter would be raised directly with the Deputy Chief Constable.

The Deputy Chief Constable, Garry Sutherland was welcomed by the Vice Chairman and joined the Meeting both before and after lunch on day 2.

Mr Sutherland thanked the Board for the invitation, commenting this was the first occasion he had attended the Board since promotion to his current rank. He provided the Meeting with a synopsis of his perception on some of the Federation issues in recent times and emphasised his continued willingness to operate on an informal basis as was appropriate on matters where a divergence of views was evident.

Mr Sutherland thereafter talked on a number of issues and answered a series of questions in response to these matters.

Force Review – Mr Sutherland undertook to examine the issue of tenure and post with regard to officers whose current roles were to be rationalised as a consequence of the Review.

Remote Postings – Mr Sutherland shared with the Board significant developments in respect of this issue.

Transfer Policy – This issue was discussed at length and the Meeting noted the various historic approaches taken on this contentious issue. Mr Sutherland shared with the Meeting some of his thoughts on opportunities to develop the transfer policy further. The Meeting welcomed these positive comments.

Police Officer Numbers – The Meeting welcomed the Force commitment to increasing officer numbers to 750 by the year end and discussed the challenges that lay ahead. Mr Sutherland welcomed the suggestions of the Board and agreed to examine them further.

Joint Liaison Group – Mr Sutherland shared with the Board his views on the discussions at the JLG. The Meeting reinforced their appreciation on the developments to date and all agreed there was considerable merit in expanding the composition of the Uniform Working Group to include more ‘uniform wearers’.

Conduct – A confidential discussion on this issue took place.

The Board thanked Mr Sutherland for his time and willingness to answer the questions posed of him and invited him to join the Board for lunch.

Prior to lunch the Board welcomed Derrick Cronie to the Meeting. The Vice Chairman thanked Derrick for his considerable contribution to the Federation over the years and in recognition of his work at both a local and national level presented him with a small gift, as a token of the Board’s appreciation. The Vice Chairman extended Derrick an invitation to lunch.

Derrick thanked the Board for their kind words and wished the Federation all the very best in the future.

9. New Business

9.1. Joint Liaison Group Update

The Secretary advised the Meeting the Joint Liaison Group met on the 27th February and discussed the three papers submitted by the Joint Branch Board. This Meeting noted this was the first Meeting of the Group in over 14 years.

The Meeting noted, in addition to the four Federated Representatives, the Members of the Joint Liaison Group were;

<u>NJPB</u>	Cllr Andrew Drever Cllr Charlie Nicholson Cllr Pauline Munro	Cllr Allison Duncan Cllr Norman Macleod Cllr Ian Ross
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<u>ASPS</u>	Supt David O’Connor	Supt John Darcy
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<u>ACPO(S)</u>	DCC Garry Sutherland
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The Secretary reported Cllr Macleod was elected Chair of the Liaison Group, with Supt John Darcy elected as Vice Chair.

The Secretary advised the Meeting provided for a frank exchange of views on matters properly the reserve of the Northern Joint Police Board and discussed the three papers submitted by the JBB.

The Meeting agreed it was to the enormous credit of the Board such a group had been reinvigorated and welcomed the genuine interest from NJPB members. The Meeting further welcomed the progress on the issues raised and agreed it was important to ensure the continuation of Joint Liaison Group Meetings.

The Meeting noted updates in respect of removal expenses and the ill health arrangements had previously been covered, agreed evidence should continue to be gathered with regard to uniform issues and welcomed the announcement of an NJPB Representative taking a seat at the Uniform Working Group.

The Meeting agreed arguments for uniform vagaries, based solely on the department worked, were unsustainable.

Note: Since the Meeting the Chief Constable announced his intention to conduct a plebiscite (vote) on the question of a black wicking shirt in place of the traditional white shirt and tie.

9.2. Conference Arrangements Committee

The Secretary advised that irrespective of the desire of the Board, and the CAC itself, to elect Conference Arrangements Committee Representatives for a three year period, the Police Federation (Scotland) Rules did not, as yet, permit such a course of action. Accordingly the Chairman called for nominations for the role of CAC Representative and reserves.

Graeme Ednie was proposed and being the sole nominee was duly elected as Representative, with David Ross and Archie Henderson being elected as reserves.

The Assistant Secretary advised the Meeting that as a consequence of severe weather he had been unable to attend the Conference Arrangements Committee Meeting on the 4th January. Notwithstanding this he sent a copy of all the matters he wished considered to the CAC Chairman, James Sweeny.

The Secretary reported, as previously advised, one motion was referred to the Board to raise directly at the JCC. In addition the CAC sought the development of a composite motion between Northern & Central in respect of similar motions surrounding non-uniformed roles.

9.3. Motions for Annual Conference

The Vice Chairman advised the Meeting that the purpose of examination of all the annual conference motions was to consider the possible need for amendments to those motions and to agree speakers on the Board's own motions.

Accommodation Allowance

This Joint Branch Board asks Annual Conference to ask the JCC to pursue, through whichever mechanism available, the introduction of an accommodation allowance for those officers not in receipt of a housing allowance.

Proposer David Ross
Seconded Calum Steele

Pay Increase

This Joint Branch Board asks Annual Conference to ask the JCC to pursue, through whichever mechanism available, a minimum 15% pay increase for all Federated Ranks.

Proposer David Ross
Seconded Calum Steele

Reimbursement of Expenses

This Joint Branch Board asks Annual Conference to ask the JCC to seek the introduction into Regulation 35 and Annex V of the Police (Scotland) Regulations 2004, through whichever mechanism available, of a financial penalty clause to assist with the timely settlement of Members legitimate claims for expenses.

Proposer Calum Steele
Seconded David Ross

Examination of Internal Police Complaints

This Joint Branch Board asks Annual Conference to ask the JCC to pursue with the Scottish Government an increase in the role of the Independent Police Complaints Commissioner for Scotland to enable him to review internal police complaints and their investigation.

Proposer Calum Steele
Seconded David Ross

Pay Negotiations

This Joint Branch Board asks Annual Conference to express its outrage at the behaviour of the United Kingdom Government during and following the recent pay negotiations and for the Government to recognise police pay has fallen radically over recent years.

Proposer Hamish Grace
Seconder Calum Steele

Non Uniformed Roles

Note: The Secretary advised the Meeting this motion was a composite of the Board's original motion and a motion from Central Scotland Joint Branch Board.

These Joint Branch Boards ask Annual Conference to ask the JCC to challenge ACPOS and the Scottish Government to specifically identify those roles which do not require to be performed by a police officer in uniform to enable Joint Police Boards meet their requirements in terms of Regulation 45 of the Police (Scotland) Regulations 2004 by providing;

a) to all other officers, who do not currently receive uniform, a uniform to undertake their duties

or

b) a 'uniform equivalent' to officers required to undertake their duties in plain clothes

Proposer Calum Steele
Seconder David Ross

The Meeting thereafter discussed all other motions for annual conference and proposed no amendments.

9.4. Malicious Complainers

The Chairman referred the Meeting to the paper circulated with the agenda.

The Meeting discussed the proposal and welcomed the consideration being given to the issue by the Professional Standards Department.

The Meeting noted an apparent increase in the willingness of the Crown Office, Procurator Fiscal Service to pursue malicious complainers and welcomed recent convictions in that regard.

The Meeting recognised the frustration of Members subject to malicious complaints yet agreed it was inappropriate for the SPF to fund civil action where the costs involved, when weighed up against any potential victory, would result in an effective misuse of Members money.

The Meeting agreed the Secretary should convey the thanks of the Board to the Head of Professional Standards for the positive proposal.

9.5. Bullying

The Secretary advised the Meeting he placed this matter on the agenda given either, an apparent increase in reports of bullying behaviour amongst Members or an increased willingness to raise such complaints.

The Secretary intimated some of the examples of bullying behaviour reported to him in the recent past, with allegations featuring within; misapplication of Regulation, misconduct proceedings and grievance procedures.

The Meeting noted the Scottish Police Federation policy on bullying;

... recognises that bullying exists within the Police Service. (The SPF) will support initiatives to combat all forms of bullying wherever it exists within the Police service and give assistance where appropriate to our Members.

The Secretary advised it was his belief the SPF policy was deficient and the 'where appropriate' element of the policy could result in the policy being regarded as not fully supportive of victims of bullying.

It was recognised a number of reports of bullying would inevitably involve Members, as both perpetrator and victim, and for the greater benefit of the wider Membership presented the view the Joint Branch Board should develop an intervention policy with regard to bullying.

The Meeting discussed the matter and agreed bullying was a matter for concern. This and a general lack of confidence in the grievance procedure did little to cause Members to utilise that avenue as a means of highlighting such issues.

Notwithstanding that, the Meeting felt the proposal in itself was lacking specific detail and agreed a short life working group comprising, the Secretary, Ramsay Aitken, Paul Eddington and David Ross be formed to examine the issue further with a view to bringing a formal proposal to the Board in the future.

9.6. JBB Rule Change

The Secretary reminded the Meeting that in order to fulfil the decision of the last Meeting in respect of any alteration to the Board's electoral areas, a number of rule changes were required and proposes the following;

Amend rule 3.1 of the Scottish Police Federation – Northern Branch Rules to read;

In terms of current Rules and “at the discretion of the Secretary of State”, Branch Board elections were held in February 1991 and thereafter such elections shall take place every third year. (A person becoming a Member of a Branch Board shall become such on the first (1st) day of the month following that which the election is held and shall remain a Member until the end of the month in which the election is held on the next succeeding occasion).

To ensure equal representation throughout the Force, namely six Members for each rank. Elections will be conducted on the following basis:-

One Delegate for each rank will be elected for the following areas;

Shetland, Orkney & Western Isles
Caithness, Sutherland & Easter Ross (Northern Division exc. Islands)
Ross, Skye & Lochaber (Central Division exc. Islands)

Three Delegates of each rank for;

Headquarters, Inverness, Nairn, Badenoch & Strathspey (Eastern Division)

Create new rule 3.2 of the Scottish Police Federation – Northern Branch Rules to read;

Subject to the discretion of the Chief Constable one additional Delegate of each rank may be elected for any of the electoral areas.

Amend rule 5.1 of the Scottish Police Federation – Northern Branch Rules to include;

Subject to the discretion of the Chief Constable, in accordance with rule 3.1, each constituent rank Branch Board may consist of more than six members of that rank meeting individually.

Create a new rule 11.25 within the Scottish Police Federation – Northern Branch Rules to read;

In the event of any delegate being elected in accordance with rule 3.2, the vote of any delegate(s) elected in accordance with rule 3.1 shall be divided equally between all delegates and they shall be entitled to cast, in respect of Headquarters, Inverness, Nairn, Badenoch and Strathspey, $\frac{3}{4}$ of a vote each and in respect of all other electoral areas $\frac{1}{2}$ of a vote each.

To renumber all other rules accordingly.

After discussion, the Meeting agreed.

10. AOCB

The Secretary advised the Meeting of the Board's obligations in respect of Cadet Representation. The Meeting unanimously endorsed the nomination of David Ross to represent their interests.

11. Secretary's Correspondence

The Secretary advised the Meeting that in addition to routine items the following items of correspondence had been received;

- A letter of thanks from Alan Drummond thanking the Board for his presentation and the flowers presented to his wife.
- A letter of thanks from John Jones Davies thanking the Board for his presentation and the flowers presented to his wife.
- A letter of thanks from a serving Member for the assistance provided throughout the past year.
- A letter of thanks from a retired Member for the assistance provided during the ill health retirement process and for the continuation of access to Member Services.

- A letter from the General Secretary seeking sponsorship for a charity cycle ride in aid of South African Orphans suffering from AIDS.
- A letter from Central Scotland Police and Fife Constabulary inviting participation in a charity Golf Day in aid of the Police Dependant's Trust. The Meeting agreed the Board should make a donation of £250.00 (Two Hundred and Fifty Pounds) towards the PDT.
- A letter from the Head of Operations seeking the replication of the 2007 Work Place Agreement for the 2008 Castle of Mey Policing Event. The Meeting agreed this matter be considered by the JBB Executive.
- A letter from the Branch Secretary of ASPS advising of changes to the Office Bearers of the local branch.
- A letter from the Chief Constable endorsing the proposals of the JBB, post Force Review.
- An anonymous letter referring to the actions of a senior police officer.
- A letter from the Deputy Chief Constable in respect of Grievance and Conduct issues.

12. Time and date of next Meeting

The next Meeting will be the 2nd Quarterly Meeting and will take place at 10am on Wednesday 4th June 2008 at the Drumossie Hotel, Inverness.

13. Closure of Meeting

The Vice Chairman closed the Meeting and thanked everyone for their contributions during what had been an interesting Meeting.

The Vice Chairman then wished everyone a safe journey home and was himself thanked in the customary manner.

Hamish Grace
Vice Chairman

Calum A Steele
Secretary