

SCOTTISH POLICE FEDERATION

TAYSIDE POLICE JOINT BRANCH BOARD MEMBERS

JOINT BRANCH BOARD

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Vice Chairman	Sergeant John Irons
Secretary	Sergeant Malcolm Gibbs
Assistant Secretary	Constable Dave Hosie
Administration	Sheena Joss

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Inspector Andrew McCann - Community Safety, Perth. (2643) Secretary	
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Inspector David Logan - H.Q./Crime Management. (6820)	
Inspector Alexander Mackenzie - Duty Officer, 'A' Shift/Control Room. (6880)	
Inspector Andrew McCann - Community Safety, Perth. (2643)	
Inspector Stewart Patience - Kinross. (2760)	

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Constable Colin Brough - C.I.D./Central (1937)	
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Constable David Hosie - (6662)	
Constable James Shaw - City Centre Police Office. (1616)	
D/Constable David Sneddon - FIB/HQ. (6471)	

Federation Deals

Ryder Plc in Dundee's Noble Road in Wester Gourdie Industrial Estate offer preferential staff rates for members of the Police Federation. **Telephone (01382) 624023** to find out the best deals on cars and vans.

Enterprise Rent-A-Car are offering UK Federation members a **20% discount off** their normal daily rates at centres across the UK. A freephone number is available so that wherever you are in the UK you will automatically be directed to the centre nearest to your location. The telephone and reference number are **Freephone 0800 800 227 and quote -3US0880**.

Alton Towers – Special offers available to all Police and Support Staff. Bookings and details from Staffordshire Police Federation office on **(01785) 232555**.

Sunglasses – Available at a bargain price of £10 a pair from the Federation Office in the ground floor of the annexe building at Force Headquarters in Dundee.

DLN Airport and Contract transfers is offering a £10 discount to members of Tayside Police on return trips to Edinburgh, Glasgow, Prestwick airports for up to 6 passengers. Concert trips, golf outings, social events, also catered for and priced accordingly. Contact Ray Dillon on **01382 540122 or 07708 792843** for more information.

The **E2 Travel scheme** is available to all police officers and support staff and provides discounts on late deals and other travel needs including car hire, flights, and attraction tickets. **Telephone 0870 429 8091**, e-mail: mail@e2travel.net, or visit the web-site – www.e2travel.net - for further information.

Police Federation Holiday Dreams - Collect your holiday voucher from the Federation office, visit the web-site on www.time4leisure.com - enter pin number 242, and select your holiday and accommodation. This site has very recently been modernised and many more holiday destinations are available.

A Tax Consultant is retained by the Federation and is available to all members. Her name is Lesley Courtney and she works with **Miller Hendry Solicitors** in Perth. The telephone number is **(01738) 637311**.





INSIDETHISSUE

WELCOME • FAREWELL TO THE FEDERATION REPRESENTATIVES • TAYSIDE POLICE FEDERATION – WORKING FOR YOU • A WORD FROM YOUR CHAIRMAN • SCOTTISH POLICE FEDERATION • TAYSIDE POLICE JOINT BRANCH BOARD MEMBERS • FEDERATION DEALS



TAYSIDE POLICE

federation NEWS

Welcome ...



Welcome to the first edition of our newsletter. As our Chairman, George Loudon will explain inside this edition, we aim to produce the magazine every quarter. We aim to provide you with regular updates on issues that affect you as Federation members carrying out your everyday roles within Tayside Police.

It is also important that we listen to your views on the full range of issues that affect you. In future issues I hope to include letters or copies of e-mails to the office which in my opinion the wider membership may benefit from being aware of. I will of course ask your permission to include any article.

I was particularly keen to get this first edition printed and published prior to the G8 conference at Gleneagles. I am very grateful for the assistance I have received in preparing this first edition from Sarah Craig, our Media Officer. Without her knowledge and skills even this basic embryonic edition would not have hit the streets.

In so far as the G8 Conference is concerned, I have spoken to many of you either personally, by telephone or by way of e-mail. You have raised many

issues, which have taxed the ageing brains of both Dave Hosie and I, and I do sincerely hope that we have managed to address these issues to the best of our abilities and to your satisfaction. There are so many different considerations to take into account and I now realise after a year in this job that it is impossible to please all of the people, all of the time, but I do try!

The duty rostering plans for both the event itself and for those left policing the streets of Tayside have caused particular headaches, not just for me, but in particular for those officers and members of Support Staff tasked with coming up with a plan. I fully accept that in an ideal world you would have appreciated more notice of your shift pattern, where you are to be deployed and the type of work involved. I can assure you that people like Dave Tonks and Craig Suttie are fed up of the sound of my voice asking when you are to be notified regarding your duties.

This has been a massive logistical exercise considering the mutual aid involved and once again I would say that it is impossible to please all members of staff. As a result of ever changing intelligence regarding demonstrations, movements of activists, Bob Geldof's call to march on Edinburgh, Live8 concerts etc the plan has been extremely fluid and will undoubtedly remain so right up to and during the week itself. That said, I am of the opinion that we as the host Force for the event could and should have assured that our staff were aware of the plans earlier.

One of the most difficult aspects of our work in the Federation has been the agreements drawn up around the Working Time Regulations. These have provided us with particular challenges, particularly when considering the fact that we have to police T in the Park at the weekend immediately after G8 concludes. In the past, the majority of officers policing this event have been in receipt of payments for rest day working and as I can recall from the dim and distant past working a rest day takes care of morale and tiredness issues to a large extent. This year unfortunately because of the real uncertainties we face at G8 and the run up to it, we had to adhere to Working Time Regulations and restrict the working week, with a couple of minor exceptions, to a maximum of 7 days before a rest day.

I know that has caused many of you to be dissatisfied as I have spoken personally or by e-mail to most of you. All I would ask is that you please remember that we have to take full account of your welfare

before considering whether or not you should be working on a rest day following extended hours at an event such as G8 or on the streets of Tayside.

At the conclusion of G8 and T in the Park I am confident we will all reflect on the success of the operations at both venues. Valuable lessons will undoubtedly be learned and we can look forward to our summer holidays before getting all the files out we have put on the back burner because of G8.

The file nearest the top of my in-tray is entitled "Shift Working"; a subject I know is dear to the hearts of most operational officers. I have previously made you aware of negotiations this year and I intend knocking on the door of the Chief Constable at the start of August and reminding him of the assurances he gave to our Board in this regard. There will be difficult negotiations ahead on that front but from a Joint Branch Board perspective you can be assured that we will pursue with vigour a modern shift system that is fit for purpose, delivers a service to the public by meeting demand and provides operational frontline officers with a healthy balance to their work and life.

I sincerely hope that those of you involved in G8 have a safe and ultimately rewarding week. Dave Hosie and I are on duty or on call 24 hours/day from the 2nd – 9th July, staying at the Scottish Police College. You will be advised of a 24 hour number on which to contact us when you receive your briefing packs.

I am aware of the arrangements for those members of staff who will police Tayside Region whilst the summit and associated events go on. I accept that staffing levels are not going to provide much leeway at busy periods and many of you will have to work extended hours to cover for shortages. If you have any genuine concerns or wish to speak to a Federation rep please search out a local rep in the first instance. Failing that Dave and/or I can be contacted by e-mail or mobile in the usual manner.

In conclusion I would like to wish you all the very best for the undoubted challenges that you will face over the coming weeks.

Malcolm Gibbs Branch Board Secretary

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CONTACT US

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FAREWELL TO THE FEDERATION

INSPECTOR ALEX MacKENZIE QPM

Inspector Alex MacKenzie, Duty Officer in the Force Control Room, has more than 40 years police service and is one of the longest serving police officers in Scotland. He retires from the Force next month and has been reflecting on his time in the Federation.

He joined Aberdeen City Police as a Cadet in 1963. As a Constable the following year, he joined Ross & Sutherland Constabulary and in 1970, he transferred to Dundee City Police.

Throughout his career, Alex has served the Dundee area and has always been directly involved in operational policing. From 1970 to 1976 he was beat officer and from 1976 to 1978 he was a Sheriff Court Officer. From 1978 to 1986, he was a section Sergeant working mainly in the City Centre.

In 1986, he was promoted to Inspector and shortly thereafter undertook his first spell as Duty Officer with responsibility for the Charge Room and Control Room. From 1990 to 1995 he served as shift Inspector and then returned to the role of Duty Officer, the role in which he continues to serve Tayside Police today.

Alex is highly regarded, not just for his police work, but also for his efforts with the Scottish Police Federation and the Tayside Benevolent Fund. In 1985, he was elected to the Tayside Police Joint Branch Board of the Scottish Police Federation. He stood down on promotion and was subsequently elected to the Inspectors Board in 1987.

He has been an extremely active member of the Joint Branch Board and his enthusiasm and commitment are regarded as exceptional. He

was also elected to the Joint Central Committee in 1995 and commands a great deal of respect at all levels within the service.

Alex was awarded the Queen's Police Medal in the New Year's Honours List 2004.

Although standing down three years ago, Alex was also an active member of the Tayside Police Benevolent Fund.

Alex said,

"I wish that I had taken a more active part in Federation business as a young officer but found the demands of raising a family meant I was unable to give the commitment necessary to undertake what I consider to be a very important and demanding role.

"From the day of my first Joint Branch Board meeting to my final meeting in June 2005 I can honestly say that I have thoroughly enjoyed my time as a Federation representative. Involvement at national level on the Joint Central Committee and at Annual Conference further added to my sense of fulfillment and satisfaction. Of course there were difficult and frustrating times, particularly during 'Sheehy', but throughout it all I was most impressed by the sheer professionalism and integrity of the Federation representatives at both local and national level.

"I have had the honour and pleasure of serving for a number of years in the Tayside Police Benevolent Fund. This committee comprises representatives of the Federated ranks, Superintendents Association, Divisional Administration officers, Staff Support Officer and Retired Police Officers' Association. Over the years the Fund has disbursed many

thousands of pounds to locally based charities and assisted members in time of need with grants or loans, provided financial assistance to widows of retired officers and to officers attending the Police Convalescent Homes at Harrogate or Auchterarder.

"The knowledge that the work of both the Joint Branch Board and the Benevolent Fund is primarily for the benefit of all serving officers is a source of great satisfaction to the members of both committees. Much of their work goes unnoticed except by those in receipt of advice and assistance.

"Tayside Joint Branch Board has long enjoyed a reputation for having independent minded members who work hard and diligently for the benefit of their colleagues. At Annual Conference members are not mandated when voting on motions presented to them. Several members of our Board have been appointed to serve on national committees over the past few years and, in order to preserve this position, I would appeal to colleagues who feel they have a contribution to make and who have a desire to bring about changes to our working practices and conditions, to put themselves forward for election to the Joint Branch Board.

"Experience has taught me that the old 'them and us' attitude, which often prevailed within the ranks, achieves very little whereas the 'we' approach often produces the desired result. The modern day consultation process has, hopefully, replaced the previous confrontational style both within the ranks of the Federated officers and between them and senior management."

TAYSIDE POLICE FEDERATION – WORKING FOR YOU

Tayside Police Federation is the staff association to which Constables, Sergeants, Inspectors and Chief Inspectors belong. In common with other Forces' Federations, it is affiliated to the Scottish Police Federation. Its job is to represent its members' interests in all matters affecting welfare and efficiency, including conditions of employment and is funded through members' voluntary contributions.

FEDERATION REPRESENTATIVES

The Federation maintains contact with members through its full-time officials within the Federation Office and a network of representatives in the workplace. These are officers who carry out the role voluntarily and in addition to their policing duties.

WELFARE

Such is the nature of policing that officers from time to time suffer injury. When this happens, the Federation will give them support while they are recovering. In appropriate cases, it will also arrange legal advice and assistance. Sometimes an injury leads to premature retirement. When this happens, the Federation will help ensure that the member concerned receives a pension, which reflects the severity of the injury. A Federation representative will always be on hand to

help and support a bereaved partner if an officer dies under any circumstances. Welfare funds are available through many different channels for any serving member, widow, orphan or retired officer who is facing financial hardship. A Federation representative will help the individual to apply.

EQUALITY AND DIVERSITY

The Federation is fully committed to promoting equality and diversity. Federation representatives will help any member who is concerned about discrimination on the grounds either of gender, marital status, race, disability, religion or sexual orientation.

MISCONDUCT

The Federation representatives advise and represent members in matters of misconduct or unsatisfactory performance.

HEALTH AND SAFETY

A considerable number of Tayside Police Federation representatives have received health and safety training. This enables them to participate in workplace inspections and consultations over 'risk assessments' for the benefit of all members.

Your Health and Safety representatives are;

Constable Dave Hosie
(Co-Ordinator) Ext: 6662

Sergeant Mike Napier
(Eastern Division) Ext: 3650

Sergeant Bob Saunders
(Eastern Division) Ext: 3601

Sergeant John Irons
(Western Division) Ext: 2644

Sergeant George Loudon
(Central Division) Ext: 1570

Constable Jim Shaw
(Central Division) Ext: 1616

Constable Graeme Waghorn
(Central Division) Ext: 1633

GROUP INSURANCES

The full-time office-bearers are the administrators of group insurance schemes in respect of the following types of cover – death, spouse or partner death, critical illness, personal accident, income protection, legal protection and travel. The office-bearers strive to ensure that a quality product, which is affordable, is available to all officers.

DEDICATION

The Federation believes that by improving officers' working conditions, it can help ensure that the residents of Tayside enjoy a fully dedicated and efficient Police Service.



Sergeant George Loudon

As you may be aware your Branch Board has undergone full-scale changes at office bearer level and we acknowledge the excellent work that was carried out by our predecessors.

That said we are all well aware that time stands still for no-one and we as the office bearers and your elected representatives have already made changes to modernise working practices and how business is done to streamline and hopefully more efficiently deal with these matters.

When I was first elected to the branch board one of the biggest criticisms I had after any

A WORD FROM YOUR CHAIRMAN

It gives me great pleasure as Chairman of Tayside Police Joint Branch Board to welcome you to the first edition of our newsletter.

meeting was that there was never enough information passed to the wider membership informing them of what was happening both at local and national level.

I accept that for reasons of confidentiality certain matters could not be made known to everyone but I can assure you that we as the office bearers will endeavour whenever possible to keep you updated with the issues we feel are critical and important to you.

The minutes of our most recent meetings hopefully reflect this and while 'Rome wasn't built in a day' we will continue to review our practices and remain as transparent as we can be.

The difficulties facing you over the coming weeks have already been mentioned by your Secretary. While nearly all our energies are concentrated on the success of G8, T in the Park and those who are keeping the streets of Tayside safe during those events I can assure you we have not lost sight of the other issues which effect your daily lives.

The full time officials and I have for some time considered producing a magazine and it has taken a bit of time to move the idea forward. We are very keen for this to succeed and delicate negotiations continue regarding who is actually paying for the design and printing costs!

This newsletter which we hope to publish quarterly is for your benefit and for us to bring to your attention the issues we feel you need to know about. I would also like to think that you would make best use of this publication and contribute or suggest what you would like us to feature.

We want to listen to your concerns and issues and any letter received that we feel is constructive and would benefit the wider membership will be published, with your agreement of course.

I would echo Malcolm's sentiments in wishing all the best for the challenges you are about to face, no matter where you are working, and look forward to hearing from you in the future.