

## LIFE AS A CONSTABLE By Allan Morton ...

Allan Morton, who originates from Invergowrie, commenced his police career at the age of 17, only three months after leaving school in June, 1974.

His first weekly wage was £14.

He remained working in Dundee until July, 1975 when he decided to spread his wings and he joined Lancashire Constabulary in the north west of England. Allan was more than pleased with the transfer as his weekly wage jumped to £35, including £10 Rent Allowance!

He remained on the beat in small industrial towns near Preston and Blackburn and during the following five years the Police Service saw large scale changes in both conditions of service and responsibilities..

However, in July 1980 home beckoned and Allan decided to return to his roots transferring to Tayside Police and being posted to the Whitfield and Fintry housing

schemes, which older officers will well remember were rather different to the estates of today.

In 1981 Allan successfully applied to be a member of the Tayside Police Search and Rescue Team and in 1982 he also became an Authorised Firearms Officer subsequently rising to the responsibility of a Close Protection Officer and Police Firearms Instructor.

In 1985 Allan moved across town to work mainly in section 2 within the Beechwood, Lochee and Menziesshill schemes becoming the Menziesshill beat man from 1986 to 1993.

In 1994 Allan again moved, this time to Eastern Division, with postings in Forfar and Arbroath.

In 1999 he returned to Dundee this time being posted to the City Centre until the beginning of 2004 when he was posted to

Section 3 where he remains today operating the car for the Ardler and St Marys area beat.

At the end of 2004, with G8 looming on the force, Allan applied for the P.S.U. and spent a week at Gleneagles 'actively' policing the large demonstration at Auchterarder with his colleagues.

It can be said that in last thirty years Allan has remained working on the beat. This was his choice as he wished to remain as a working police officer and that is what he joined the police for. Thirty years of 7 day shifts taking all types of calls in all weathers and times of the day.

The many incidents and responsibilities that he attended and undertook have given him a marvellous and varied career and on a personal basis, he is particularly proud of his 18 years within the Search and Rescue Team.

## A QUICK HISTORY TO SHIFTS By Sergeant Dave Hamilton

Tayside Police began trialling variable shifts in 1993 in Blairgowrie. This later expanded to cover Eastern Division and Central Divisions. By in large they worked well however there were some issues that were never quite tackled such as lack of training for supervisors, chronic under-resourcing in Eastern Division and a lack of understanding by beat officers.

In 2001, the Chief Constable reviewed the system and decided that the VSA's were not working. The Federation disputed much of the statistics in the review and argued that any problems in existing arrangements should be tackled rather than abolishing the whole system. Ultimately however it was the Chief Constables prerogative to do so and the whole force returned to the traditional 7-day shift system.

The Chief Constable was prepared to second a Federation representative to a shift review project and as a result 2 branch board members spent 15 months in total looking for new shift patterns.

The Force Executive had laid down a number of parameters, which any new shift would have to require, but it was the requirement to have no more than 4 teams, which ultimately hamstrung the project. It quickly became clear that an alternative 4 shift solution that suits the demands of policing and that doesn't require officers to work 12-hour shifts does not exist. This was not only the view of the Branch Board but also of ACPOS Best Value Review Group, academics, and every other force in the UK that investigated alternative working practices.

The shift review work then began to explore demand orientated policing and 5 shift patterns were modelled in the Force with very encouraging results. The will to progress this work from the Force Executive's side was however not there and the Review Group petered out, long before G8.

In exasperation, and not without warning, the Joint Branch Board highlighted the dangers of the 7-day system to the Health and Safety Executive and to the Police Board. In essence a shift pattern should have no more than 4 consecutive night shifts - after this time, the body adjusts, only to have to adjust back to a daytime pattern after the last night. These

2 adjustments are very unhealthy and have been attributed to a number of lifestyle diseases varying from diabetes to heart disease.

Unfortunately the Force Executive felt that "performance" was more important than the health of their employees- not a view shared by the Police Board.

The argument about performance is a strange one anyway. Is our improved performance really being attributed to an inefficient pattern of work? Western Division has seen significant performance gains too and, with the exception of Blairgowrie, they never worked VSA's.

Furthermore a 1999 review of VSA's stated,

"There appears to be no significant deterioration in service/performance and in some cases there have been improvement."

The 2001 VSA review noted that Criminal Intelligence submissions went slightly up, more proactive offences had been reported, crimes levels had dropped, sickness went down and that the pattern being worked matched much of the demand. It still remains a puzzle to many of us as to why the system was abolished as opposed to being enhanced.

Since then the Federation have worked tirelessly, much of it in our own time, to research solutions to perceived problems - restructuring of divisions, reviewing roles, alternative patterns in rural areas, and creation of more Sergeants posts have all been mooted.

We are actively working with the Force Executive in progressing a solution to its current problem and are contributing positively in the interests of all our members.

Not only does that mean arguing for a better work/life balance (that's about better family time and flexibility not just more "days off") but ensuring that the service we give our communities is efficient and appropriate.

For further information or to discuss any issues surrounding the shift pattern please speak with one of the Branch Board Representatives or refer to the Shift Review Group minutes on the Intranet.



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# TAYSIDE POLICE

# federation NEWS

## YOUR BRANCH BOARD NEEDS YOU

WINTER 2005  
ISSUE 2

### - Federation Reps

Being a Federation representative can be an extremely important and rewarding part of everyday life as a police officer.

The role carries with it the overwhelming concern for the well-being of fellow officers when matters arise that need your help.

Being a Federation representative is without doubt a challenge. It requires real listening skills, negotiating skills and the ability to provide correct information to any given enquiry, which may not always be what the officer would want to hear. As a Federation rep you would receive basic training at national level and may also be required to attend additional courses covering Equality & Fairness, Misconduct and Health & Safety to name but a few.

As a member of Tayside Joint Branch Board, Federation representatives sit on the Joint Negotiating Consultative Committee, Joint Central Committee, Health & Safety Committee, Benevolent Fund, Uniform &

Protective Equipment Group and the list goes on. Some of which are local committees and discuss the way forward for Tayside Police and the others are national and discuss national pay and conditions.

If you couple any of the above committees with the quarterly meetings with Divisional Commanders and attending court to support officers subjected to criminal allegations, all in addition to your normal daily police activities, then this is a typical Federation representative.

Federation representatives are there to represent all officers up to the rank of chief inspector. However, we are disappointed we have 23 % of our serving members who are female and currently only have one elected female Board member.

There are many reasons why you may wish to become a federation representative. First and foremost you must possess a desire to consider the wellbeing of your colleagues.

In the 2003 elections it was only necessary to have a ballot in respect of the Constables' Board. This meant that the sergeants and inspectors nominated were duly elected without the need for a ballot. This is not how a democracy works.

To all our members in particular the younger and female officers who wish to be part of an organisation whose aim is to improve and protect the welfare and efficiency of its members, why not consider becoming a federation representative? Bring your ideas to our board and help us modernise.

Our next tri-ennial elections are to be held in February 2006 so that gives you a bit of time to think about it.

If you have any questions why not ask some of the current reps or contact us at the Federation Office on 01382 596660/1/2.

## MEMORIAL DAY

On 29th July 2005 Dave Hosie attended a service at the Memorial to fallen Scottish Police Officers within the grounds of the Scottish Police College.

The service was attended by the Chief Constable, the Convenor of Tayside Joint Police Board and family members of the officers commemorated within the memorial.

It proved to be a very moving experience speaking with the family members of the Tayside officers killed on duty and after the service they were given time to reflect on their own thoughts and memories of their loved ones.

Family and friends were thereafter invited to lunch at Airth Castle.

All attendees enjoyed their day and fully appreciated the time and effort taken to make it special.



## CONTACT US

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# CHAIRMAN'S VIEW

**GEORGE LOUDEN -**  
**JBB Chairman**



**STOP PRESS ...**  
**NEW BOARD CHAIR**  
At the September meeting of Tayside Joint Branch Board Constable James Shaw was elected as Chairman of the Constables' Board.

As your elected representatives we work tirelessly through the mediums available to us to provide you with the best service possible and we are all only too well aware of the perceptions and possible misconceptions some of you have of the work done by the Federation. Although the restrictions placed upon us by regulations may temper some of the actions we can take, it never deters us from treating our roles and responsibilities seriously in acting in the best interests of you our members.

Many criticisms have been levelled at past and present Branch Boards but I can assure that this current Board

has nothing to hide. I would like to take this opportunity to encourage any one of you who wishes to attend a meeting as an observer to do so and see for yourself how we conduct our business.

Your JBB were very disappointed that it took until 25 October 2005 for the Shift Review Group to meet despite assurances from the Force Executive that the work would begin in earnest following G8. Even allowing for Annual Leave, this work should have commenced much sooner.

It is not lost on us as a Joint Branch Board that this is the singularly most important issue that affects our members. Officers

considering their futures in the service or reverting to part time working only highlights the strength of feeling amongst you.

As a Branch Board we explore every avenue available to us to impress this fact at every opportunity, but there are processes that have to be followed and we have to abide by these.

We can only wait now and see what options the review team come up with but as the results of the recent questionnaire prove by a huge majority change is needed for the good of our members. Hopefully by the time our next newsletter is printed the news will be better.

## RETIRALS SINCE LAST NEWSLETTER

|                            |          |
|----------------------------|----------|
| INSPECTOR JOHN SMITH       | 20.7.05  |
| INSPECTOR NORRIE ALEXANDER | 19.7.05  |
| CONSTABLE ALISTAIR LEIPER  | 13.7.05  |
| CONSTABLE FRAZER BOYLE     | 1.8.05   |
| CONSTABLE NEIL HARVEY      | 7.8.05   |
| SERGEANT DAVE MURDOCH      | 14.8.05  |
| INSPECTOR ALEX MacKENZIE   | 31.8.05  |
| SERGEANT WILLIE McLUCKIE   | 31.8.05  |
| SERGEANT PETER MOIR        | 2.9.05   |
| INSPECTOR IAN KENNEDY      | 5.9.05   |
| CONSTABLE FRASER WHITE     | 15.9.05  |
| INSPECTOR DAVID LOGAN      | 21.10.05 |
| CONSTABLE BOB NORRIE       | 2.11.05  |

As at 2.11.05

(Two more have been intimated – Ian Gordon (6.12.05) and Iain MacLeod (28.1.06)).

## SPECIAL TERMS FOR TAYSIDE POLICE OFFICERS AT CLARK THOMSON SHEPHERD INVESTORS LIMITED

Your JBB have recently negotiated a package of benefits with the above firm in respect of mortgages/remortgages/survey fees.

Full details of the benefits available are on the Intranet site under bulletins/member services. You will also receive a flyer attached to your December pay slip. A number of cashback incentive benefits have been negotiated and it is hoped that our long standing association with this firm will continue to benefit officers of Tayside Police.

To arrange an appointment contact Maureen Dye on 01382 647300

## DISCOUNTED SOLICITOR RATES FOR TAYSIDE OFFICERS

Following negotiation with the partners of RSBmacdonald, 4 Whitehall Street, Dundee, a 20% discount is offered to Tayside Officers on the full range of services offered by the firm. In the case of estate agency fees and conveyancing costs you will receive 20% discount on each element separately.

RSBmacdonald will also continue to provide legal advice to Federation members who use the DAS legal protection scheme. They are one of a number of firms used by DAS.

RSBmacdonald can be contacted on 01382 202025.



# SECRETARY'S COMMENT

Our last newsletter was published pre G8 and, to be honest, that event now seems like light years away. Much has been said about the success of the event but please be assured

that we are more than aware of the problems associated with the policing arrangements. We tried to deal with the issues as they occurred and have fed our concerns into various debriefs.

The work at Force level goes on and one only has to read the local newspapers around the end of October/early November to realise the main issues. I will not go over old ground, other than to say that I and your J.B.B. take the issues seriously and we do everything in our power to resolve them.

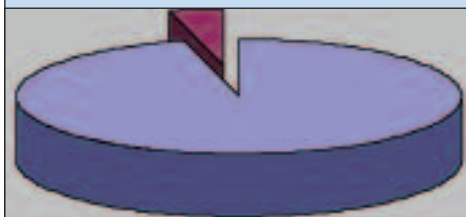
I take no pleasure whatsoever from criticising the stance taken by the Force Executive in respect of recent press coverage. I have always been and will remain extremely loyal to Tayside Police but my main priority in my role is to the welfare of the federated ranks in Tayside Police.

I hope to be able to draw a line under the current media coverage which only serves to make everybody's job even harder. However, as I sit writing this article I have

been contacted by another reporter as further articles appear in the press.

The recent e-mail poll we carried out in respect of 7 days shift working provided results which did not surprise me in the least. It is helpful to now have an almost 100% return on a simple question with a clear and undeniable majority view.

**POLL QUESTION –**  
“Are you in favour of the current 7 day shift working arrangements operated by Tayside Police.”



We received a 90% response figure which in itself demonstrates the depth of feeling for the issue. The final figures for the NO vote were 96.2% leaving 3.8% in favour of the status quo.

I sincerely hope that the work currently being undertaken by the Force in respect of shifts bears fruit. This matter, difficult as it is, must be tackled now, hard decisions have to be

made and a modern shift system, fit for the purpose of service delivery and welfare, has to be delivered.

It would be very easy to become so focussed on shift working that we took our eye off the ball in respect of other matters. The Police Negotiating Board paper which I have circulated on our Intranet site details where the Official Side (Government) are coming from in respect of police reform.

There are many issues to deal with and your J.B.B. officials and representatives will provide our national negotiators with strong views on this paper. Difficult negotiations are ahead in this regard and I will keep you updated on progress.

This newsletter has taken slightly longer than anticipated to publish. If you have any comment to make on the content, layout or any issue please contact me by e-mail or at extension 6660.

I expected to be wishing you a happy Halloween and Guy Fawkes day but given the time it has taken to get this newsletter out I will take this opportunity to wish you and your families a very peaceful festive and new year period.

**Malcolm Gibbs**  
JBB Secretary

## LETTER TO THE SECRETARY

Dear J.B.B.

Yet again we are given false hope with regards to a change to a more suitable shift pattern. The slow progress being made post G8 is the complete opposite of the Chief Constable's promise of a vigorous approach.

In a recent e-mail the J.B.B. Secretary referred to a remit being drawn up. This is a disgrace and we would question what happened to the previous research. We would suggest that a very narrow remit will be drawn up so that no alternative will be found. We further suggest that senior management know this and expect the status quo to remain.

The claim by the Chief Constable that work/life balance is important to Tayside Police should be exposed for what it is – complete flannel.

We hope you are aware of the depth of feeling and absolute outrage of the officers on the street and that some of us have already taken informal legal advice.

What are the contingency plans for the Federation? Would you highlight the matter through the media? Would you think of taking the Force to Court?

We hope that you understand that this letter is submitted in desperation.

Sean Gaffney  
Scott Brownlee

## REPLY FROM THE SECRETARY

Dear Sean/Scott

Thank you for taking the time to write to me. Be assured that we are aware of the depth of feeling regarding this issue. We know this is the single most important issue and has been for some time.

I am also very concerned at the lack of progress being made since G8 and intend writing to the Chief Constable to reiterate this point. We shall also make the point at an informal meeting with the Joint Police Board.

I would confirm to you that the remit of the group is fairly broad. The J.B.B. are content with the remit of the group.

I would not encourage officers to campaign their M.P.s or contact the media. I am not in favour of doing our dirty washing in public. Anything that needs said will be said in face to face meetings with those who need told.

As far as officers' taking legal advice is concerned, we have previously taken advice from the Health and Safety Executive. The current system complies with Police Regulations and the inception of Duty Rostering will go a long way to ensuring that the Force complies with Working Time Regulations.

In short, your J.B.B. will do it's very best to influence a change which suits the majority of our members. One thing that I have learned is that we can never please everybody unfortunately.

**MALCOLM GIBBS**  
JBB Secretary