



INSIDETHISSUE

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84% IN FAVOUR OF VSA222



TAYSIDE POLICE

federation NEWS

WELCOME TO THE LATEST ISSUE OF YOUR FEDERATION NEWSLETTER



George Loudon

At last we are in a position to report something positive on the long running shift-review which the Secretary will elaborate further in this newsletter.

We have tried to listen to our members and while we accept that not all may be of the view that the shift pattern being proposed is suitable for them, I feel the majority of you are at last going to have a shift pattern that delivers the much wanted work life balance that has been craved since the return to the 7 day shifts.

Please bear in mind that during the proposed pilot period a close scrutiny will be kept by your Branch Board representatives as to how the shifts are progressing and would urge you to raise any concerns you have at the earliest opportunity.

Since the last edition of the Federation newsletter we have gone through our triennial election process and while there may not have been wholesale changes to the Branch Board there have been some, particularly to the Constables Board, and we look forward to working together and continue to represent your interests to the best of our abilities.

You will see from the list printed in this newsletter who your representatives are so seek them out and give them your views, not only on the proposed shift pattern but also on any other issue you have.

Once again I would extend an invitation to any of our members who wish to attend any of our meetings that you can do so at any time as an observer. If you have any interest in Federation matters, want to see what actually happens at a Branch Board meeting or maybe even wish to stand for election in the future you will be made most welcome. Contact your Secretary Malcolm Gibbs or Assistant Secretary Dave Hosie for details.

As the major leave periods are now upon us I would like to take this opportunity to wish you well for the summer in the hope that by the next newsletter we can report on how the VSA222 is progressing.

ANNUAL POLICE WIDOWS TRIP

SUMMER
2006
ISSUE 3

This year's police widows trip took the ladies to Brechin Castle for morning coffee and then on to Duthie Park Winter Gardens in Aberdeen. They were accompanied by our Clerks, Sheena Joss, and our bus driver, Wilson Gove. We are extremely grateful to both of them, and particularly some of the liaison cops, who also went along to assist.

It would appear that Bob Jeffrey and Scott Finlayson now have quite a fan club, if the comments on the letters received in the Fed office are anything to go by.

In total, 49 ladies went on the trip this year and they were blessed with excellent weather. The JBB thereafter treated the ladies to high tea in Stonehaven and Wilson then returned them home to the Tayside area.



PROMOTION BOARD PROCESS

Your Joint Branch Board, and in particular Chief Inspector Bruce Kerr, have been working with the Staff Development Manager, Claire Marchbank, to consider a number of issues surrounding the current promotion board process utilised by our Force. We received literally hundreds of e-mails raising concerns about the matter and we realise how emotive this subject is for many of you.

Initially we met with Mrs Moira Docherty and held discussions during which we highlighted again the depth of feeling that exists surrounding promotion in Tayside Police. The subject is now a standing item on the agenda of JNCC which is chaired by the Chief Constable. What is abundantly clear is the Chief Constable does not see us returning to what have been referred to as "smoke filled rooms". Any promotion process must be absolutely transparent and meet the needs of the Force as well as withstanding scrutiny in respect of Equal Opportunities and Fair Selection.

Since we raised the matter again back in September 2005, things have moved on and the most recent meeting held with the Staff Development Manager indicated that a number of positive steps may indeed result from this work.

We on the JBB are totally committed to working with

the Force to provide a system of selection which, whilst never pleasing everybody, can at least be held up as being fair and equitable. The JBB are appreciative of those who took the time to respond to our request for your views and you can be assured that we have read each and every response.

Recently, we did express our disappointment to the Chief Constable that a process for promotion to Superintendent should run while our work is ongoing. However it was explained to us that some resilience at that rank was required and there was no alternative. It should of course be remembered that the Chief Constable retains absolute autonomy in respect of all matters of promotion but we felt it necessary to make the point.

The work we are undertaking with the Force is still in its early stages but we are confident that there will be some positive benefits at the conclusion.

TAYSIDE POLICE FEDERATION TRAVEL INSURANCE.

Now that the main annual leave period is upon us here is a timely reminder about the travel Insurance which is now an integral part of the whole package. If you previously cherry picked parts of the insurance package you may not have travel insurance. If you are in the full scheme or full scheme with spouse/partner then you automatically have travel insurance cover for your family.

If you are unsure that you presently have travel insurance cover, the easy way to establish this is to look at your pay slip. Under PAI deductions if you pay £32.85 or £29.10 then you are a member of the scheme and have travel insurance cover.

The policy reference number is VOY/PWTP/2005/IGCS1553.

As with any insurance, it is important to notify the insurance company regarding any existing health conditions prior to travel as this may attract a loading upon the premium.

Details on how this should be carried out can be found on the front of the travel insurance policy document together with the contact numbers.

Any members who do not have the policy document issued some time ago can obtain another from the Federation office.

NEED LEGAL ADVICE OR MOVING HOUSE

Although we no longer have a formalised legal protection scheme with solicitor element, the two companies involved still provide us with services at discounted rates.

RSB MacDonald Solicitors, 17 Crichton Street or 4 Whitehall Street, Dundee. Tel: (01382) 202025 - give Tayside Police Officers a 20% discount on their full range of services.

Clark Thomson Shepherd Investors, 400/410 Perth Road, Dundee. Tel: (01382) 646454 - provide free mortgage/remortgage/life insurance advice with a range of cashback deals available.

A WORD FROM YOUR SECRETARY

It is a pleasure to be writing this article on the day that the voting forms for the pilot shift pattern are being posted to your homes. To say it has been a long hard struggle to this point is putting it mildly, but I think that it will be worth waiting for.

Of course, there is no such thing as a free lunch, even in Federation circles, and you will be asked to make certain concessions in order to assist the smooth running of the VSA222.

For example, some of the notice periods for changing your hours have been reduced to either 14 or 28 days and there is no longer an 8 hour maximum night shift. However, please remember that the Workforce Agreement we have signed up to, is only for the purpose of the pilot in Western Division. I will be looking closely at the evaluation of the pilot and will try to make tweaks where necessary.

There is no doubt that one of the key operational benefits of the VSA222 is the ability to change the core shift to suit the needs of the organisation. All of a sudden we have an opportunity to match demand at peak times which will provide a better service to the public but should also provide you with more available officers and therefore assistance.

Flexibility is undoubtedly the key to the success of the pilot VSA222 but that has to be from both a management and frontline officer perspective.

By the time you read this you will be aware, and many of you will have voted on, the proposal to align your 5 local public holidays with your annual leave. This is undoubtedly a major shift from the norm and it is important that you give the matter your full consideration. I have managed to negotiate a package relative to this, which would mean the return to payment for all casual overtime. I know that this is still a contentious issue for operational officers and hopefully may go some way to helping you make a decision.

Now that we seem to be making real progress in terms of shifts, I can devote some time to consider what is happening in terms of the PNB Official Side proposals on our pay and conditions – easy answer: nothing!

You will probably be aware that the Official Side of PNB wanted discussions concluded in May this year for a roll out in September. They have still, however, to set out in detail what their proposals are, the advent of a new Home Secretary probably not helping.

When we are aware of further developments I will let you know.

In relation to performance management and the culture which compares officer to officer, shift to shift, we have been in discussion with ACC MacLeod. He clearly understood our concerns, which were raised by you in a number of different ways, some polite, some not so! I know this issue gets you down and a common theme is that you feel you are not trusted to get on with your work at your own discretion. NIM has in many ways caused some of this number crunching but I will continue to make every effort to ensure that the emphasis is on quality not quantity.

The language used is different now but I still see examples of an over-emphasis on numbers in several different ways.

I had recent discussions with Inspectors and Sergeants and gave them my perspective on the subject. Many of them agreed with me and others provided their own views, which I listened to with interest.

We will keep this subject at the top of our agenda until we feel that the pressure is not on you to simply produce numbers. We want to return to the days when you could use your discretion appropriately for the benefit of the public and your colleagues.

Enjoy your summer break wherever it takes you in the World.

POLICE PROMOTION EXAMS

Rumours have been circulating for a number of years now that the Police Exams, those things that we used to get £45 for passing, are to be done away with. It would appear that the rumours have finally come true and they will be replaced with the Diploma in Police Service Leadership and Management. The Diploma will commence in 2007, however, the important news is that the current exams will run until 2009.

Therefore if you have any desire to pass your exams and remember that you cannot apply for promotion without all three or the new diploma, then we would advise you to think hard about doing so. It is therefore still possible to sit one paper each year from 2007-2009.

That said, the current exams are not a 'doddle' so considerable work has to be undertaken. The difficulty will arise in the fact that only a finite number of places on the Diploma course will be allocated to Tayside Police each year.

If you want any advice about the commitment required to pass the current exams, you are advised to speak with staff at the Staff Development Unit. Constable Paul McCord is very knowledgeable in this area and would be delighted to assist.

BENEVOLENT FUND

The Benevolent Fund, to which the majority of you contribute £1.69 a month, exists to relieve in conditions of need, members and former members of Tayside Police, their families and dependants.

A great deal of the work carried out by the Benevolent Fund, and the officers of Tayside Police on its behalf, goes unnoticed. Twice a year all police widows (or widowers) are visited by Community Liaison Constables and reports made to the Benevolent Fund regarding their well-being and any apparent financial hardship.

Over the years, many thousands of pounds has been paid out to widows by way of quarterly cheques or cash grants for purchasing household items for example, or paying for repairs to their property.

One of the areas that definitely goes unnoticed is the assistance that can be provided to serving officers who from time to time find themselves in difficult financial situations. Each confidential case is considered on its own merits by the Benevolent Fund Committee, and grants or interest free loans can be agreed.

If any officer requires any information regarding the role of the Benevolent Fund you should contact the Fund Secretary, Malcolm Gibbs.

NEW BOARD MEMBERS

As a result of the triennial elections held in February this year the following members were elected to represent their respective boards.

INSPECTORS BOARD

Det.Ch. Insp.B. Kerr	Contact Number (1506)
Ch. Insp. A. Kennedy	Contact Number (6700)
Insp. M. Buchan	Contact Number (6663)
Insp. R. Dunkerley	Contact Number (3510)
Insp. A.McCann	Contact Number (2643)
Insp. D. Thomson	Contact Number (6130)



Bruce Kerr



Alison Kennedy



Rick Dunkerley

SERGEANTS BOARD

Sgt. K. Copland	Contact Number (2571)
Sgt. A.Kidd	Contact Number (1570)
Sgt. G. Letham	Contact Number (2601)
Sgt. D. Marshall	Contact Number (6185)



Dorian Marshall



Kenny Copland



Grant Letham



David Hamilton

Also representing the Sergeants board are

Sgt M.Gibbs (JBB Secretary)
Contact Number (6660 / 07808899115)

Sgt. G. Loudon (JBB Chairman)
Contact Number (1570 / 07970561541)

Sgt D. Hamilton
Contact Number (6394)

CONSTABLES BOARD

Constable D.Fisher	Contact Number (1677)
Constable T. Moore	Contact Number (3657)
Constable D. Sneddon	Contact Number (6471)
Constable J.Shaw	Contact Number (1666)
Constable G.Howie	Contact Number (1666)
Constable A.Devine	Contact Number (Perth Operations)

Also representing the constables board
D. Hosie (JBB Assistant Secretary)

Contact Number (6662 / 07808 899 190)



Douglas Fisher



Graham Howie



Alan Devine

VISIT US AT ...
www.tayside.police.uk

STOP PRESS –
84% in favour of VSA222
Apologies, but due to other pressing business the newsletter has slipped again and the result of the Shift Poll is out! I am delighted to announce that 84% of those who returned their papers (70% return rate) are in favour of working the VSA222. We look forward to the pilot commencing on 7 October 2006.

CONTACT US

Write to us at: Tayside Joint Branch Board , Scottish Police Federation, Tayside Police Headquarters
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