

Report To: Safe, Sustainable Communities Committee

Date: 18 January 2011

Report By: Corporate Director of Education & Communities

Report No: SCS/11/48/JA

Contact Officer: John Arthur

Contact No: 01475 714263

Subject: Strathclyde Fire and Rescue & Strathclyde Police Joint Board Minutes

1.0 PURPOSE

- 1.1 The purpose of this report is to submit the most recent Minutes for the Boards of Strathclyde Fire and Rescue and Strathclyde Police for Member's information.

2.0 SUMMARY

- 2.1 The Council is represented on the Strathclyde Fire and Rescue Board by Councillors Moran and White and on the Board of Strathclyde Police Authority by Councillors Moran and Brooks.
- 2.2 It has been agreed that the Minutes be presented to the Safe, Sustainable Communities Committee as they become available. Due to the recent adverse weather, the Board meetings scheduled for December 2010 have been postponed, therefore the most recent minutes are appended – these are for the meetings on 14 October 2010 (Strathclyde Fire and Rescue) and 21 October 2010 (Strathclyde Police Authority).

3.0 RECOMMENDATIONS

- 3.1 It is recommended that the Committee note the contents of the report.

John Arthur

Head of Safer & Inclusive Communities

BOARD OF STRATHCLYDE FIRE AND RESCUE

Minutes of meeting held in Committee Room 1, Council Offices, Hamilton on 14 October 2010

Chair:

North Lanarkshire: Councillor Brian Wallace (Convener)

Councillors Present:

Argyll and Bute	Donald Macdonald and John McAlpine
East Ayrshire	John Knapp and Jim Todd
East Dunbartonshire	John Dempsey
East Renfrewshire	Ralph Robertson
Glasgow City	Stephen Dorman, Ellen Hurcombe, Catherine McMaster, Tommy Morrison (Vice Convener) and Alison Thewliss
North Ayrshire	John Moffat and Pat McPhee
North Lanarkshire	Balwant Chadha, John Higgins and Paul Welsh
South Ayrshire	John Allan and Bill Grant
South Lanarkshire	Gordon Clark, Joe Lowe (Vice Convener) and James Malloy
West Dunbartonshire	George Black

Councillors' Apologies:

East Dunbartonshire	Billy Hendry
Glasgow City	Allison Hunter and Hanzala Malik
Inverclyde	George White
Renfrewshire	George Adam
South Lanarkshire	John Anderson and Pam Clearie
West Dunbartonshire	Jim Finn

Attending:

Clerk's Office

R McIlwain, Depute Clerk and L Paterson, Administration Officer, South Lanarkshire Council

Strathclyde Fire and Rescue

B Sweeney, Chief Officer; E Baird, Deputy Chief Officer; J Doyle, Acting Assistant Chief Officer (Strategic Planning); G Haugh, Assistant Chief Officer (Human Resources); D Hutchison, Assistant Chief Officer (Training and Operational Review); L Ramsay, Assistant Chief Officer (Community Safety); J Walker, Assistant Chief Officer (Operations); R Scott, Area Commander and S O'Donnell, Head of Finance

1 Declaration of Interests

No interests were declared.

2 Minutes of Previous Meeting

The minutes of the meeting of the Board of Strathclyde Fire and Rescue held on 12 August 2010 were submitted for approval as a correct record.

The Board decided: that the minutes be approved as a correct record.

3 Capital Monitoring Report 2010/2011 for Period 1 April to 17 September 2010

A joint report dated 22 September 2010 by the Treasurer and Chief Officer was submitted on the committed and actual expenditure incurred in the period ending 17 September 2010. The report showed satisfactory levels of both committed and actual expenditure and would be the subject of close monitoring during the remainder of the financial year to ensure that the programme was satisfactorily implemented by 31 March 2011.

The Board decided: that the report be noted.

[Reference: Minutes of 12 August 2010 (Paragraph 3)]

4 Revenue Budgetary Control Report 2010/2011 for Period 1 April to 17 September 2010

A joint report dated 28 September 2010 by the Treasurer and Chief Officer was submitted on the revenue budgetary position of Strathclyde Fire and Rescue for the period 1 April to 17 September 2010. This showed an underspend for the period of £902,000.

The Board decided: that the report be noted.

[Reference: Minutes of 12 August 2010 (Paragraph 4)]

5 2009/2010 Statement of Accounts and External Auditor's Report

A joint report dated 21 September 2010 by the Treasurer and Chief Officer was submitted on:-

- ◆ Strathclyde Fire and Rescue's audited Statement of Accounts for 2009/2010 which had received a clear audit certificate from the External Auditor, PricewaterhouseCoopers LLP
- ◆ the External Auditor's report on the accounts together with the Board's proposed response to the 8 areas identified for improvement by the External Auditor

The Board decided:

- (1) that the conclusion of the audit of the Board's accounts for 2009/2010 be noted;
- (2) that the proposed response to the issues identified for improvement in the External Auditor's Action Plan be approved; and
- (3) that progress made in relation to the Action Plan be reported to the Board's Performance and Audit Forum

[Reference: Minutes of 27 October 2009 (Paragraph 5)]

6 Medium Term Financial Strategy 2011 to 2015

A joint report dated 21 September 2010 by the Treasurer and Chief Officer was submitted on:-

- ◆ a proposed strategy to manage the Board's finances over the medium term
- ◆ the assumptions that would be made in the construction of both revenue and capital budgets for 2011/2012, including indicative figures for period 2012 to 2015

In June 2010, the UK Government announced a new spending review to cover the period 2012 to 2015, the results of which would be announced on 20 October 2010. As the Government had signalled significant expenditure reductions over this period and beyond, it was proposed to address the funding gap by adopting the following key principles:-

- ◆ protect service delivery
- ◆ ensure firefighter safety
- ◆ maximise efficiency in support services
- ◆ aim to avoid compulsory redundancies
- ◆ consider requests for voluntary severance

On 8 April 2010, the Board approved an initial outline capital programme for 2011/2012 and 2012/2013 of £29 million and £7.7 million respectively, with the most significant expenditure being for the Training Centre due for completion in Spring 2012. Beyond the existing commitments for the Training Centre, future capital plans would take cognisance of the level of funding available in conjunction with the priorities highlighted within the Asset Management Strategy.

The level of reserves for Strathclyde Fire and Rescue was limited by the Police and Fire Services (Finance) (Scotland) Act 2001 which stated that the amount added to reserves in any 1 year must not exceed 3% of local authority contributions and the cumulative fund balances must not exceed 5%. The legislation provided that ministerial consent might be granted to exceed those levels.

Early projections for 2010/2011 suggested that an underspend of approximately £3.5 million might be possible on budgeted revenue expenditure which, when added to the existing balance of £7.298 million, would result in a cumulative reserve balance at 31 March 2011 of approximately £10.8 million. This would represent 8.5% of constituent authority contributions and exceed the 5% limit.

An approach had been made through the Chief Fire Officers' Association (CFOA) Finance Committee to the Scottish Government, on behalf of all Fire and Rescue Services, to obtain ministerial consent to exceed the 5% limit until the end of the spending review period 2014/2015. Thereafter, it was recommended that the Board maintain reserves at no less than 1.5% of local authority precepts. This was considered to be the minimum prudent level taking account of the uncertainties and risks facing the Board and, taking account of the anticipated impairment of the Heritable Bank investment, this would enable £8 million to be made available over the period 2011 to 2015 to augment precepts where necessary. It was proposed that the use of those resources be spread over that period allowing £2 million per annum.

The Board decided:

- (1) that the principles detailed in the report be adopted in framing the revenue and capital budgets for 2011 to 2015;
- (2) that the proposed medium term financial strategy, as outlined in the report, be approved; and
- (3) that the Budget Scrutiny Forum consider all budget proposals as necessary and report to the Board within the agreed timetable.

[Reference: Minutes of 27 October 2009 (Paragraph 6)]

Councillor Todd entered the meeting during consideration of this item

7 Financial Challenges and Employment

A report dated 20 September 2010 by the Chief Officer was submitted on proposed employment related actions in response to the significant reduction in public sector expenditure and the financial challenges facing Strathclyde Fire and Rescue.

In relation to the deployment of uniformed personnel and to ensure the maintenance of front-line service delivery, it was proposed to temporarily amend the uniformed establishment as follows:-

- ◆ interim removal of 45 posts from wholetime duty system on full implementation of the 5 group duty system on 1 January 2011
- ◆ interim reduction of ridership establishment of aerial rescue platform appliances from 6 to 5 firefighters which would result in the removal of 50 posts on 1 April 2011
- ◆ removal of 9 posts arising from initial reviews of the Community Safety and Training and Operational Review Directorates

Those temporary changes would not reduce provision of front-line stations and appliances and would have no redundancy implications for existing uniformed personnel. Should the financial impact on the Service be less than anticipated, it would be the Chief Officer's intention to review and amend their detailed application.

A review of support staff vacancies had been undertaken and adjustments made which would achieve an efficiency saving of £500,000 in salary costs. It was proposed that support staff be consulted to determine the level of interest in voluntary severance/early retirement. The terms of any voluntary severance/early retirement package would mirror those most commonly applied by council partners. The related temporary changes to the Board's discretionary pensions' package were detailed in an appendix to the report.

It was noted that the Service would require to have in place effective redundancy and redeployment policies, the principles of which were detailed in the report. It was noted that consultation on those documents would be undertaken with representative bodies.

The Board decided:

- (1) that, in anticipation of required budget efficiencies, the deployment of uniformed personnel, as detailed in the report, be approved;
- (2) that an update on the temporary amendment to the uniformed establishment be provided to a future meeting of the Board;
- (3) that consultation be undertaken with support staff to ascertain the level of interest in voluntary severance;
- (4) that the principles of redundancy and redeployment policies and related severance terms, as detailed in the report, be approved; and
- (5) that the Chief Officer provide regular update reports to the Board and Employee and Equality Forum as appropriate.

8 Report on Spending Review Project

A report dated 21 September 2010 by the Chief Officer was submitted advising of progress made on a national basis in response to the funding pressures faced by Scottish Fire and Rescue Authorities during the next spending review period and beyond. A Spending Review Project, commissioned by the Scottish Fire Conveners' Forum and supported by the Chief Fire Officers' Association Scotland (CFOAS), had been established to examine all areas of the 8 Fire and Rescue Services in Scotland. A consultant had been appointed to examine the efficiency and effectiveness of those Services and provide proposals for them to work together.

Information was provided on:-

- ◆ COSLA's collective strategy to respond to the economic challenges facing all aspects of local government in Scotland
- ◆ the Government's Independent Budget Review Panel
- ◆ a proposed key timeline for the Spending Review Project which took into account the Government's 4 year comprehensive spending review and COSLA's Strategy timeframe
- ◆ proposals endorsed by the Fire Conveners' Forum to deliver a consistent approach across all Scottish Fire and Rescue Services
- ◆ the commissioning of Service Provision and Support Service Reviews in the following areas:-
 - ◆ workforce
 - ◆ procurement
 - ◆ fire/community safety
 - ◆ operational capacity/capability

The principal consideration in taking forward the proposals outlined in the report would be to deliver an efficient and effective Service across Scotland while protecting front line services.

The Board decided: that the progress of the Spending Review Project, as detailed in the report, be endorsed.

9 Asset Management Strategy 2011 to 2014

A joint report dated 21 September 2010 by the Chief Officer and Treasurer was submitted on a proposed Asset Management Strategy 2011 to 2014.

Strathclyde Fire and Rescue maintained and developed physical assets, which included property, fleet, operational equipment, Information Technology and communications, worth approximately £182 million.

The aim of the Strategy, attached as an appendix to the report, was to ensure the efficient and effective management of those physical assets on a medium to long term basis. The Strategy was supported by an Action Plan to achieve 4 key asset objectives as follows:-

- ◆ improve the condition and suitability of assets to meet the Service's operational and strategic needs
- ◆ maximise asset utilisation
- ◆ capture costs and review assets on a whole life cycle basis
- ◆ develop asset management arrangements

A new Asset Management Working Group had been established to develop the Strategy and Asset Management Plans. The Group would also provide additional focus and perform review and monitoring functions as part of the current asset management arrangements. Performance reporting mechanisms would be fully developed with performance reports submitted to the Performance and Audit Forum by April 2012.

It was noted that the Performance and Audit Forum on 16 August 2010 had considered this matter and agreed that the proposed Strategy be referred to the Board for consideration.

The Board decided: that the Asset Management Strategy 2011 to 2014, attached as an appendix to the report, be approved.

[Reference: Minutes of Performance and Audit Forum of 16 August 2010 (Paragraph 5)]

10 Human Resources Strategy 2010 to 2013

A report dated 7 September 2010 by the Chief Officer was submitted on a proposed Human Resources Strategy 2010 to 2013.

The Strategy, attached as an appendix to the report, outlined 6 key priorities to be progressed over the lifetime of the Strategy as follows:-

- ◆ developing Strathclyde Fire and Rescue as an organisation
- ◆ developing Leadership and Management capacity
- ◆ developing the skills and capacity of the workforce
- ◆ resourcing Strathclyde Fire and Rescue
- ◆ recognition and reward
- ◆ developing the capacity of Human Resources

It was noted that the Employee and Equality Forum on 31 August 2010 had considered this matter and agreed that the proposed Strategy be referred to the Board for consideration.

The Board decided:

- (1) that the Human Resources Strategy 2010 to 2013, attached as an appendix to the report, be approved; and
- (2) that update reports outlining progress against the strategic priorities detailed in the Strategy be submitted to the Employee and Equality Forum.

[Reference: Minutes of Employee and Equality Forum of 31 August 2010 (Paragraph 3)]

11 Community Safety Strategy 2010 to 2013

A report dated 23 September 2010 by the Chief Officer was submitted on a proposed Community Safety Strategy 2010 to 2013.

The Strategy, attached as an appendix to the report, would ensure that the Service remained equipped to deliver its core preventative objectives over the next 3 years. This would be achieved through the realignment of resources to support the Board's statutory responsibilities and would be managed by the following 3 distinct interrelated functional portfolios:

- ◆ community safety engagement
- ◆ fire safety engagement
- ◆ fire investigation

The Strategy would focus on the following 9 key themes within its lifespan:-

- ◆ home safety
- ◆ targeted community safety interventions
- ◆ road safety
- ◆ partnerships and shared outcomes
- ◆ enabling compliance with fire safety legislation
- ◆ fire anti-social behaviour
- ◆ community safety training and guidance
- ◆ environmental protection
- ◆ water safety

The Board decided:

- (1) that the Community Safety Strategy 2010 to 2013, attached as an appendix to the report, be approved; and
- (2) that progress against the Strategy's priorities and Service improvements be reported to the Performance and Audit Forum on a quarterly basis and Board on an annual basis.

12 Schedule of Fire Board, Executive Sub-Committee and Associated Forum Meetings 2011

A report dated 3 September 2010 by the Clerk was submitted on dates for meetings of the Board, Executive Sub-Committee and associated Forum meetings to be held during 2011.

The proposed dates were attached as appendices to the report.

The Board decided: that the dates for the Board, Executive Sub-Committee and associated Forum meetings to be held in 2011, as detailed in the appendices to the report, be approved.

13 Public Performance Report 2009/2010

A report dated 24 September 2010 by the Chief Officer was submitted on Strathclyde Fire and Rescue's Public Performance Report (PPR) 2009/2010.

In terms of the Local Government (Scotland) Act 2003, the Service had a duty to publish details of its activities and performance. The Public Performance Report, attached as an appendix to the report, outlined performance against the Service's corporate priorities.

The Board decided: that the report be noted.

14 Environmental Strategy

A report dated 3 September 2010 by the Chief Officer was submitted on a revision to Strathclyde Fire and Rescue's Environmental Strategy.

On 11 December 2008, the Board approved the Environmental Policy and Strategy to assist in the reduction of the effects of climate change. An Environmental Forum had been established to monitor the environmental performance of the Service and assess the environmental impact of the Service's activities.

The revised Strategy, attached as an appendix to the report, identified the following 4 broad areas of activity which offered an opportunity for positive action:-

- ◆ prevention
- ◆ protection
- ◆ response and planning
- ◆ corporate social responsibility

4 interlinking environmental objectives had also been established as follows:-

- ◆ carbon management
- ◆ operation response
- ◆ sustainable development
- ◆ environmental management

It was noted that the Performance and Audit Forum on 16 August 2010 had considered this matter and agreed that the revised Strategy be referred to the Board for consideration.

The Board decided: that the revised Environmental Strategy, as detailed in appendix to the report, be noted.

[Reference: Minutes of Performance and Audit Forum of 16 August 2010 (Paragraph 6)]

15 Changes in Membership of Board

A report dated 13 September 2010 by the Clerk was submitted advising of a change to the membership of the Board for East Ayrshire Council.

Councillor Jim Todd had replaced Councillor Jim Roberts as their representative on the Board. Councillor Jim Roberts had now replaced Councillor Hugh Roberts as a substitute Board member.

The Convener also advised that Councillor Mary Kilpatrick, South Ayrshire Council had replaced Councillor Bill McIntosh as a substitute Board member.

The Board decided: that the changes in Board membership for East and South Ayrshire Councils be noted.

16 Minutes of Meetings

The minutes of the following meetings were submitted:-

- ◆ Performance and Audit Forum of 16 August 2010
- ◆ Appointments Sub-Committee of 16 and 31 August 2010
- ◆ Employee and Equality Forum of 31 August 2010
- ◆ Executive Sub-Committee of 20 September 2010

The Board decided: that the minutes be noted.

17 Incident Command Training

D Hutchison, Assistant Chief Officer (Training and Operational Review) gave a presentation which highlighted changes to the way Incident Command training was delivered. Information was provided on the following:-

- ◆ Scottish Silver and Gold Command development programme and funding arrangements
- ◆ future of Incident Command training
- ◆ Silver and Gold Command refresher training programme
- ◆ Bronze Command training to commence in 2011
- ◆ long term plans for Incident Command training

The Board decided: that the presentation be noted.

18 Convener's Remarks

The Convener intimated that this was the final Board meeting which Mr Hutchison and Mr Walker would attend prior to their retirement from the Service.

The Convener, on behalf of the Board, conveyed formal thanks to Mr Hutchison and Mr Walker for their long and distinguished service and extended best wishes to them on their retirement.

Mr Hutchison and Mr Walker thanked the Convener, the Board members and officials for the support they had given them.

19 Urgent Business

There were no items of urgent business.

STRATHCLYDE POLICE AUTHORITY

MINUTES OF NINETY THIRD MEETING HELD ON

THURSDAY 21 OCTOBER 2010

Held in City Chambers, Glasgow

Contact Officer:

Keith Mannings: 0141 287 4167

If you have any queries about this minute or about the Police Authority in general please phone or write to Mr Mannings, Chief Executive, City Chambers, George Square, Glasgow G2 1DU.

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Attended:

City of Glasgow:

Councillor Stephen Curran (Convener)
Councillor Jean McFadden
Councillor Andy Muir
Councillor Euan McLeod
Councillor Willie O'Rourke
Councillor Irfan Rabbani
Councillor Iris Gibson
Councillor Christopher Mason

East Renfrewshire:

Councillor Barbara Grant

North Lanarkshire:

Councillor Joe Shaw (Vice Convener)
Councillor Thomas Lunney (Substitute)
Councillor Tom Johnston
Councillor Bob Burrows

Inverclyde

Councillor Terrance Loughran (Substitute)
Councillor George White (Substitute)
Councillor Keith Brooks

East Dunbartonshire:

Councillor Anne Jarvis
Councillor Una Walker

Apologies:

Councillors Ross (North Lanarkshire); Toner (South Ayrshire); Moran (Inverclyde); Lawson, Perrie (Renfrewshire); and McNamara (North Ayrshire)

Attending:

K Mannings (Chief Executive); E Connor (Deputy Chief Executive); S House (Chief Constable); N Richardson (Deputy Chief Constable); C Corrigan (Assistant Chief Constable); I McPherson (Director of Legal Services, Strathclyde Police); A Macleod (Director of Finance and Resources, Strathclyde Police); J Gillies (Director HR, Strathclyde Police); N Page (Head of Corporate HR, Strathclyde Police); R Shorthouse (Director of Corporate Communications, Strathclyde Police); and S Crichton (Assistant Treasurer).

South Lanarkshire:

Councillor Allan Falconer (Vice Convener)
Councillor Andy Carmichael
Councillor Sheena Wardhaugh

Argyll and Bute:

Councillor Donald MacMillan
Councillor Alister MacAlister

North Ayrshire

Councillor Peter McNamara
Councillor Ronnie McNicol

South Ayrshire:

Councillor Peter Convery

East Ayrshire:

Councillor Rose-Ann Cunninghame
Councillor Jim Todd

West Dunbartonshire

Councillor Jim McElhill

The Convener extended a warm welcome to the delegation from Audit Scotland and HMICS.

1. Minutes of meetings held since last Authority meeting

- (a) the minutes of the Appeals Sub-Committee meeting held on 16 August 2010 were submitted and noted;
- (b) the minutes of the Audit Sub-Committee meeting held on 18 August 2010 were submitted and noted;
- (c) the minutes of the Personnel Sub-Committee meeting held on 19 August 2010 were submitted and noted;
- (d) the minutes of the Appointment of Senior Officers Sub-Committee meeting held on 24 August 2010 were submitted and noted;
- (e) the minutes of the Authority meeting held on 26 August 2010 were submitted, approved and authorised to be signed;
- (f) the minutes of the Conveners Sub-Committee meeting held on 26 August 2010 were submitted and noted;
- (g) the minutes of the Conveners Sub-Committee meeting held on 15 September 2010 were submitted and noted;
- (h) the minutes of the Appointment of Senior Officers Sub-Committee meeting held on 22 and 23 September 2010 were submitted and noted.

The Convener congratulated Campbell Corrigan on gaining the permanent post of Assistant Chief Constable.

Part 1

2. Joint Presentation by HMIC and Audit Scotland on the Best Value Inspection of Strathclyde Police Authority and Strathclyde Police Force

The Authority received a detailed presentation by Lesley McGiffen, Portfolio Manager, Audit Scotland and Paul Bullen, HMICS Inspection Manager. At the conclusion of the presentation the Authority thanked them for their detailed and informative presentation.

It was agreed that Item 4 would be taken next on the Agenda.

4. Regulation A19 Police Pension Regulations – Proposed Policy and Procedures

A report was submitted by the Chief Constable advising members of the provisions of Regulation A19 of the Police Pensions Regulations and sought approval for the Policy and Procedures to support implementation as from 1 April 2011. Mr Gillies spoke to the report and advised members that while delegation could operate, the power to evoke Regulation A19 rested with the Police Authority. Members were advised that the justification was purely a financial one and the position would be reviewed once the Fiscal position eased. Having heard from Mr Gillies in further explanation of the terms of the report, the members discussed fully a number of issues arising from the report. Councillor Curran, seconded by Councillor Falconer moved for the recommendation as detailed at paragraph 7.1 within the report with the proviso that the Force should conduct and report further on an operational impact assessment; an equalities impact assessment; that further appropriate consultation should take place with the Trade Unions and staff associations; and that all outcomes of these actions should be measured against the latest budgetary scenario to ensure appropriate service continuity and resilience.

Councillor White seconded by Councillor Brooks, moved as an amendment that the recommendation not be accepted.

On a vote being taken by a show of hands, 25 voted for the motion and 3 for the amendment. The motion was accordingly declared to be carried.

3. Proposals to Reduce Redundancy and Redundancy Retirement Provisions outwith the Voluntary Severance Scheme Phase 2 (VSS2) and to Supersede the current Redundancy Standard Operating Procedure (SOP)

The Chief Constable submitted a report inviting members to approve proposals to reduce the current level of redundancy pay to statutory level, abolishing the current Redundancy SOP accordingly. Having heard from Mr Gillies in further explanation and having questioned him on various issues arising from the report, Councillor Curran seconded by Councillor Falconer moved for approval of the recommendations as outlined within the report at paragraph 6.1. Councillor Burrows seconded by Councillor Mason moved a first amendment that a further option be considered indicating that if any staff were made compulsory redundant then the payment would be on the current terms of the Voluntary Severance Scheme Phase 2 as approved at the Police Authority meeting on 26 August 2010. Councillor McLeod seconded by Councillor McFadden moved as a second amendment that the matter be continued for further discussion until the next meeting of the Authority. Councillor Burrows, on hearing the second amendment withdrew his amendment and the second amendment became the substantive amendment and put to the motion. On a vote being taken by a show of hands 10 members voted for the motion and 18 for the amendment to continue the matter for further discussion until the next meeting of the Authority and was duly carried.

5. Proposed Introduction of a Compulsory Redundancy Process

Councillor Curran advised members that this matter was continued for further consideration to the next meeting of the Police Authority. He advised members that this would allow the voluntary redundancy window to close and the success of that scheme to be determined, enabling staff to make a decision about their own future, it would provide a clearer indication of future structures, impact assessments and budget issues; and afford further opportunity for engagement with Trade Unions and other interested stakeholders.

6. Proposed Introduction of a Compulsory Redundancy Mitigation Process

The Chief Constable submitted a report inviting members to approve the proposal to introduce a compulsory redundancy mitigation process in the event of redundancies having to be invoked outwith the Voluntary Severance Scheme Phase 2 (VSS2). The report indicated that the Force considered it necessary to develop a process for mitigating against redundancies outwith the VSS2, lest the VSS2 was under subscribed. Having heard from Mr Gillies in further explanation and having questioned him on various issues arising from the report, the Authority approved the Force implementation of the approach outlined in the compulsory redundancy mitigation process as detailed in the report.

7. Proposal to Remove a Condition of Service by Abolishing the Excess Travel Recompense Provisions for Police Staff

The Chief Constable submitted a report inviting members to approve the proposal to abolish entitlements to excess travel recompense and to implement the new policy from January 2011. The report intimated that the review of excess travel expenses was pertinent to the wider change to improve agenda, and it was anticipated that savings generated from this programme would help reduce the number of impending redundancies. Having heard from Mr Gillies in further explanation and having questioned him on various issues arising from the report the Authority approved the proposal to abolish the excess mileage allowance scheme for new applicants, whilst continuing protection for existing employees who are currently in receipt of the allowance until their entitlement ceases, and to implement the new policy from January 2011.

8. Proposal to Remove a Condition of Service by Abolishing the Group Life Assurance Scheme for Police Staff

The Chief Constable submitted a report inviting members to approve proposals to abolish the Group Life Assurance Scheme for police staff and consequently reduce costs in real terms. The report indicated that the review of the Group Life Assurance Scheme was pertinent to the wider Force change management programme and it was anticipated that savings generated from the programme would help reduce the number of impending redundancies. Having heard from Mr Gillies in further explanation and having questioned him on various issues arising from the report the Authority approved the proposal to abolish the Group Life Assurance Scheme for police staff, at a saving of approximately £44,000 per annum.

9. Proposed Amendment to Conditions of Service by Calculating Annual Leave and Public Holiday Entitlement for Police Staff in Hours

The Chief Constable submitted a report inviting members to approve the proposal to calculate police staff annual leave and public holiday entitlement in hours as opposed to days and to implement the new policy formally from January 2011. Having heard from Mr Gillies in further explanation the Authority approved the proposals, which had been approved in principle at the meeting of the full Authority of 26 August 2010, to calculate police staff annual leave and public holiday entitlement in hours and opposed to days, with effect from January 2011.

10. Annual Review of Charges for the Services of Police Officers

The Chief Constable submitted a report advising the Authority of the review of Charges of Services of Police undertaken by ACPOS Finance Management Business Area (FMBA). Having heard from the Chief Constable in further explanation, and after discussion, the Authority agreed to (i) approve the revised rates for Charges for Services of Police Officers effective from 1 November 2010; and (ii) note that progress and the outcome of the ACPOS FMBA Cost Recovery Review will be advised to the Police Authority Budget Working Group for further discussion and thereafter to the Police Authority for consideration of approval.

11. Annual Review of Charges for Accident Reports and Other Related Information

The Chief Constable submitted a report advising the Authority of the review of Charges for Accident Reports and other related information undertaken by ACPOS Finance Management Business Area (FMBA). The report intimated that Scottish Forces currently charge external bodies for the provision of road accident reports and other such related information and the report detailed the annual review of such charges. Having heard from the Chief Constable in further explanation, and after further discussion, the Authority agreed to approve the revised rates effective from 1 November 2010.

12. Police Treatment Centre

The Chief Constable submitted a report inviting members to consider a one-off donation to the Police Treatment Centre (PTC) fundraising campaign. The report indicated that the PTC provided intensive physiotherapy, treatment and care for ill and injured police officers, including retired officers, at treatment centres located at Castlebrae in Auchterarder, Perthshire and St Andrews in Harrogate, North Yorkshire and was available to officers from each contributing Force. The Chief Constable spoke to the report and indicated that a significant proportion of Strathclyde Police Officers had been referred to the treatment centres for treatment by OHA/Physiotherapists. Having heard from the Chief Constable in further explanation, and after discussion, the Authority agreed (i) to offer a one-off donation to the Police Treatment Centre of £2.00 per officer; and (ii) to enter into discussion with the Police Treatment Centre with regard to establishing more appropriate and sustainable funding support.

13 Novation of the Measured Term Contract for the Planned Maintenance of Mechanical, Ventilation and Boiler Installations 2009/2012

The Chief Constable submitted a report advising members of the Police Authority of the need to novate the Measured Term Contract for the Planned Maintenance of Mechanical, Ventilation and Boiler Installations 2009/2012 and to seek authority to conclude the necessary documentation to novate the Contract from MITIE Engineering Maintenance Limited to MITIE Technical Facilities Management Limited. Having heard from the Chief Constable in further explanation, and after discussion, the Authority agreed to (i) to note the requirement for novation arrangements for the Measured Term Contract for the Planned Maintenance of Mechanical, Ventilation and Boiler Installations 2009/2012; and (ii) to authorise the Director of Legal Services, acting on behalf of the Police Authority, to conclude the necessary legal documentation to effect novation of the Measured Term Contract for the Planned Maintenance of Mechanical, Ventilation and Boiler Installations 2009/2012 from MITIE Technical Facilities Management Limited.

14. Strathclyde Police Authority 2009-10 – Auditor's Report

There was submitted a report by the Treasurer requesting members of Strathclyde Police Authority to note and agree the opinion of the external auditor in relation to the audit of the Authority's Financial Statements for 2009-10. The report intimated that the auditor had listed five areas for further action by the Authority and that the Authority was in a position to comply with the recommendations and management had already responded to the auditor as appropriate. Having heard from Mr Crichton in further explanation and after discussion, the Authority agreed to (i) approve the Financial Statements for 2009/10; (ii) note that the audit certificate was unqualified; (iii) note the members report; (iv) refer the members report to the Audit Committee for monitoring progress of the action plan.

Part 2

15. Chief Constable's Verbal Report to Members

The Chief Constable provided an oral report to members on current matters relating to the delivery of the Police service in Strathclyde. In particular he spoke about impending football matches, challenges around the Olympic Games in 2012 and the Commonwealth Games in 2014, notable Force support to the Delhi Commonwealth Games, and the recent Papal visit. Policing costs for some of the events were still under consideration and required further discussion with the Scottish Government, in particular for those costs associated with the Papal visit amounting to £649,000.

16. Force Performance Report

There was submitted a report by the Chief Constable advising of the publication of the six weekly Force Strategy – 2010/11 Performance Summary. The report provided Force Performance Management figures as per the Force Control Strategy 2010/11 and advised that new targets have been set for 2010/11, particularly in relation to serious crime, terrorism, public protection and the Community Police Officer Abstractions. Having heard from the Chief Constable in further explanation, the members agreed to note the terms of the report.

17. Constitution of the Scottish Police Authorities Conveners Forum

There was submitted a report by the Chief Executive advising members of the revised Constitution of the Scottish Police Authorities Conveners Forum. The report advised that the Forum had commissioned a review of its Constitution in April 2010 and the final version had been agreed in August 2010. The new Constitution set out the legal status of the Forum, its scope, membership, operating model and resource arrangements. Having heard from the Chief Executive in further explanation, it was noted that the Chief Executive would provide regular reports to the Authority and the members agreed to note the contents of the report and the revised Constitution of the Scottish Police Authorities Conveners Forum.

18. Complaints about the Police – Statistical Return

There was submitted a report by the Chief Constable detailing statistical information relative to the investigation of complaints members of the Force, for the period 1 April 2010-31 August 2010. The report advised that the overall trend for complaints throughout the Force down by 38.1% compared to the same period for 2009/10 (and by 43.9% against 2008/09). However, it further advised that as statistics were provided by instant date it was likely that June, July and August figures would increase as more complaints were received. Having heard from the Deputy Chief Constable in further explanation the members agreed to note the contents of the statistical information relating to the investigation of complaints against members of the Force for the period 1 April 2010 to 31 August 2010.

19. Revenue Budgetary Control 2010/11

There was submitted a report by the Chief Constable relative to the position of the Strathclyde Police Revenue Budget as at 30 September 2010. The report provided a comparison of actual expenditure for the period 1 April 2010 to 30 September 2010 against estimated expenditure and indicated that the net expenditure position was showing an underspend of £2,264,600 or 1%. Having heard from Mr Macleod the members agreed to note the current position of the Strathclyde Police Revenue Budget.

20. Contracts reported since last Authority Meeting

There was submitted a report by the Chief Constable relative to all contracts accepted during the period 23 July 2010 to 10 September 2010 with an estimated value of between £40,000 and £200,000 (both exclusive of VAT). Having heard from the Chief Constable in further explanation the members agreed to note the terms of the report.

21. Strathclyde Police – Parade Review 2010

There was submitted a report by the Chief Constable with regard to the Strathclyde Police Review of Parades 2010. The report advised that the primary aim of the review was to analyse the burden such parades had on Strathclyde Police's ability to effectively police certain communities, as a result of police abstractions to facilitate parades. It was envisaged that police costs could be reduced initially by approximately 30%, with further savings being made as parade organisers became more proficient at managing their own events. Having heard from Assistant Chief Constable Corrigan in further explanation the members agreed to note the content of the report.

22. Review of Police Resources Deployed at Football

There was submitted a report by the Chief Constable advising members of the efficiency savings in terms of human resources that have materialised thus far as a direct result of the introduction of the Review of Police Resources Deployed at Football. Assistant Chief Constable Corrigan spoke to the report and advised that accumulative saving in policing charges of £272,572 had been realised already by Scottish Premier League (SPL) and Scottish Football League (SFL) football clubs. He advised members that huge progress had already been made, but that work was still ongoing to progress a legal agreement between the Police Authority and football clubs and progress would be reported to a future meeting of the Police Authority. After further discussion the members agreed to note the content of the report.

23. Introduction of Integrated Service Delivery Model

The Chief Constable submitted a report updating members on the introduction of the Integrated Service Delivery Model. The report advised that the model would be introduced on 25 October 2010, maximising the availability of resources to meet demand and aligning the operation of community policing teams, response teams and divisional CID to deliver policing to our communities. Having heard from Assistant Chief Constable Corrigan in further explanation members agreed to note the content of the report.

Part 3

Exclusion of Public

The Authority resolved in terms of Section 50A (4) of the Local Government (Scotland) Act 1973 that the public be excluded from the meeting during consideration of the remaining items of business it being considered that otherwise there would be disclosure to them of exempt information in terms of Paragraph 14 of Schedule 7A of the said Act.

24. Provision and Management of a Scheme for the Recovery, Storage and Disposal of Vehicles and Other Items

There was submitted a report by the Chief Constable seeking approval from members to award a contract in respect of the Provision and Management of a Scheme for the Recovery, Storage and Disposal of Vehicles and Other Items for the period 1 February 2011 to 31 January 2015. Having heard from Mr Macleod in further explanation the members agreed to (i) approve the award of a contract in respect of the Provision and Management of a Scheme for the Recover, Storage and Disposal of Vehicles and Other Items to the Automobile Association Limited, Basingstoke in the estimated sum of £231,000 for the period 1 February 2011 to 31 January 2015, should the option to extend the contract for a further twelve months be exercised the estimated sum would then become £288,750; and (ii) subject to a letter being issued by the Head of Corporate Procurement with regards to the Mandatory Standstill Period and no challenge by other unsuccessful Tenderers, authorised the Director of Legal Services, acting on behalf of the Police Authority to agree and conclude appropriate contract terms and conditions with the Automobile Association Limited, Basingstoke in respect of the Provision and Management of a Scheme for the Recover, Storage and Disposal of Vehicles and Other Items for the period 1 February 2011 to 31 January 2015 with the option to extend for up to a further twelve months; and (iii) delegated authority to the Director of Legal Services, Strathclyde Police, acting on behalf of the Police Authority to exercise the option to extend the initial contract period by up to twelve months and give appropriate intimation of the same to the Automobile Association Limited, subject to (i) the Asset Management Board being satisfied that it would be in the best interests of the Police Authority and operation requirements of the Force, to extend the contract period and (ii) submission of a report to the next meeting of the Police Authority after the exercise of the option of informing members of the exercise of the option.