

**Northern Joint Police Board  
No. 2 2008/2009**

Minutes of Meeting of the Northern Joint Police Board held in the Council Chamber, Council Headquarters, Glenurquhart Road, Inverness on Friday, 29 August 2008 at 10.30 a.m.

**Present**

**Representing the Highland Council**

Mr J Rosie	Mrs P Munro
Mr G M Smith	Mr P Corbett
Mr W MacKay	Mr N A Donald
Mr W J Ross	Mr J Finnie
Mr H Fraser	Mr G Marsden
Mr A Millar	Mr D Cameron
Mr I Renwick	Mr B J Murphy
Mr H Wood	

**Representing Comhairle nan Eilean Siar**

Mr N M Macleod	Mr P Carlin
Mr C Nicolson	Mr M Macleod (Substitute)

**Representing Orkney Islands Council**

Mr A Drever	Mr R K Leslie
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**Representing Shetland Islands Council**

Mr A Duncan	Mr A Cooper
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**Also in attendance as Observers**

Miss J Campbell, Substitute Member (The Highland Council)  
Mr L Fraser, Substitute Member (The Highland Council)

**Officials in attendance:**

Chief Constable  
Deputy Chief Constable  
Mrs E Ward, Director of Finance and Asset Management, Northern Constabulary  
Mrs V MacDonald, Finance Manager, Northern Constabulary  
Mr A Graham, Deputy Director of Human Resources, Northern Constabulary  
Mr P Lamont, Head of Administration, Northern Constabulary  
Chief Superintendent L Stewart  
Chief Superintendent B Duncan  
Superintendent D O'Connor  
Inspector J Smith  
Mr D Robertson, Treasurer's Office  
Mrs R Moir, Assistant Clerk  
Mrs C Nicoll, Clerk's Office

## **Mr N M Macleod in the Chair**

### **1. Apologies for Absence**

Apologies for absence were intimated on behalf of Mrs D Mackay, The Highland Council, and Mr I Mackenzie, Comhairle nan Eilean Siar.

### **2. Presentation on the Public Performance Report 2007/08**

The Chief Constable made a presentation to the Board on the Public Performance Report 2007/08.

In the course of his presentation, the Chief Constable emphasised the Force goal of making a positive contribution to the wellbeing of the Highlands and Islands through a problem solving approach to community policing. The five key priorities of the Force were outlined as follows:

- reducing crime
- tackling serious crime
- promoting safer roads
- developing stronger, safer communities
- maintaining public order

The Chief Constable recognised the Board's contribution in helping to set these priorities and thanked Members for their continuing support of the Force.

During the course of 2007/08 a detection rate of 63.1% had been achieved in Group 1 – 5 crimes, which was commendable when compared with the Scottish average of 47%. There had been a reduction of 24.5% in violent crime and 774 fewer road traffic collisions, representing a reduction of 25%. The Force had continued to target drink and drug driving offences, vandalism and antisocial behaviour effectively and increased proactive work and effective partnership working had assisted officers in the recovery of drugs to the value of nearly £1M. There had been 864 fewer child offences and a reduction of 40.2% in housebreaking with intent to steal. In total, there had been 1142 fewer victims of crime.

The Chief Constable outlined the current local policing strategies including:

- improved community beat policing
- focussing on youth disorder
- enhanced demand management
- improved community beat policing
- targeting drug and alcohol issues
- tackling organised crime
- promoting road safety
- improved proactive policing

He reassured Members that the Force continued to work hard to ensure the safety of communities throughout the Highlands and Islands. Much of the work of the Force was complex and challenging but the quality of operational service delivery had provided a good foundation which the Force could continue to build on. £36M had been devolved to operational policing and the Force Review had enabled more investment to be made. He acknowledged the good working partnership which had

been established with the Board and which had constructively addressed the challenges which had been faced throughout the year.

2007/08 had proved to be a successful year for the Force and, in conclusion, the Chief Constable thanked all staff for their hard work in achieving the high regard in which the Force was currently held throughout the area.

Members acknowledged the progress and achievements during yet another successful year for the Force and commended officers for their continuing hard work. During discussion, Members raised a number of concerns, with particular reference to recent incidents relating to knife crime. The Chief Constable reassured Members that, although there was not a history of knife culture in the Highlands and Islands, the Force continued to work with other partners throughout the area to ensure that communities felt safe in their own environment. The Force also played an important role in education, for example, in local schools, through the Schools Liaison Programme. In reply to a query raised concerning body armour, the Chief Constable reported that each day his officers were deployed to a varying range of incidents, often including difficult, violent and dangerous incidents, and that he had a duty of care to his officers in the provision of adequate body protection.

In relation to racial crime, the Chief Constable reinforced the Force commitment to dealing with racial issues and reminded Members of the third party mechanism already in place for the reporting of racial incidents. Mention was also made of the successful working partnership with other agencies throughout the area focussing on working with youths, such as, for example, the football street league in Lochaber.

In reply to points raised concerning road safety, particularly in relation to the Skye area, the Chief Constable informed Members that he was satisfied that, in terms of professional advice and guidance from the Crown Office, the present safety camera arrangements complied with regulations. He reassured Members that the Force would continue to deploy both mobile cameras and hand-held devices across the area. With particular reference to the proposed siting of fixed automatic number plate recognition cameras on the Skye Bridge, he advised that there had been a number of fixed sites previously funded by the Scottish Government, while a number of other sites were operational on major strategic routes within the Force area and also complemented by a number of mobile units. He commended the work being undertaken in lobbying the Scottish Government for funding for the provision of cameras on the Skye Bridge and advised that he would be happy to provide any assistance he could for this campaign.

The Convener thanked the Chief Constable for his informative presentation, which was **NOTED**.

### **3. Presentation by Northern Constabulary Roads Policing Unit**

Inspector John Smith, Head of Roads Policing, made a presentation to the Board on the specialist work being undertaken by the Force in relation to Road Safety.

During the course of the presentation, Inspector Smith explained that the investigation of collisions was undertaken in accordance with standards contained in the ACPOS Road Death Investigation Manual, which aimed to standardise the way in which the Police Services investigated road deaths and serious injury collisions, with the intention of serving justice and providing support for victims fairly and impartially without prejudice. The aim of all investigations was to:

- investigate fatal and serious collisions to the highest possible standard
- ensure that families of victims were provided with the highest level of support from trained officers dedicated towards the provision of family liaison
- ensure each investigation was
  - managed effectively by trained officers
  - adequately resourced
  - thoroughly and impartially investigated
  - monitored to ensure effectiveness
- provide the necessary support to all personnel involved in the investigation.

Inspector Smith explained that a number of officers had been trained in all aspects of collision investigation and were based at the Road Policing Unit in Dingwall. Five officers had been trained as collision investigators and a further two were currently undergoing training. He outlined the various methods of investigation, including scene and vehicle examination, data collection at the scene, witness statements and crash re-construction, including the use of 3D animation. Crash analysis measured the impact between two vehicles or involving one vehicle and determined the circumstances of the collision from the evidence obtained. Members were advised of the various pieces of equipment used in crash analysis including:

- Leica Robotic equipment, which was currently the market leader in surveying equipment
- Leica GPS, which allowed work on data collection to begin whilst the crash scene was still being secured, allowing the collection of the best evidence available
- PC Crash, a computer software programme which used data gathered at the scene, including actual vehicle specifications, and generated 3D animated video
- Rel-Mo animation, a computer programme introduced in 2006 - Northern Constabulary were the first Force in Scotland to introduce this system

Inspector Smith provided examples of how this equipment analysed the data collected and reassured Members that the Force would continue to use the best technology available in working towards reducing the number of fatalities in the area.

During discussion, Members expressed their appreciation for Inspector Smith's informative presentation and acknowledged the excellent work done by the Road Policing Unit. In reply to queries raised, Inspector Smith confirmed that speed was a contributory factor in most collisions. Inappropriate speed resulted in people either driving beyond their own capabilities or beyond the condition of the road, for example, wet surfaces or ice. The Force worked with other agencies on a number of initiatives, both locally and nationally, particularly in relation to young drivers. Work was ongoing with a number of schools in the area, piloting a driving ambition programme, and a Scottish Qualifications Authority course on road safety was also being made available to secondary school pupils.

Members acknowledged that, given the increase of traffic on the road system, the Force's role would become more demanding. The Chief Constable advised that road safety and visible policing would continue to be key priorities for the area. Inspector Smith referred to recent legislation introducing the offence of causing death by careless driving, which would fill the gap in previous legislation in relation to cases where the driving of an individual, although resulting in a fatality, was not deemed to be dangerous.

Concerns were raised regarding the A9 route and the continuing frustration of drivers due to the volume of heavy traffic using this route, with particular reference being

made to heavy goods vehicles. Members were advised that heavy goods vehicles over 7.5 tonnes were limited by law to 40 mph and therefore, if they were being driven safely at their maximum allowed speed, the Force was not in a legal position to challenge the drivers. Work through ACPOS and MSPs had afforded the opportunity to become involved in discussions on reviewing the speed limit for heavy goods vehicles on certain sections of road. The Force had been proactive in providing information through various channels, including the use of variable message signs at the roadside, aimed at encouraging drivers to be patient when travelling on routes known to be congested or affected by slow moving traffic.

Following further discussion, Members **NOTED** the presentation.

#### **4. Board Membership Update**

The Board **NOTED** the following changes in Highland Council appointments to the Board:

##### **Substantive Members:**

Mr Hamish Wood (replacing Mr Martin Rattray)  
Mr Graham Marsden (replacing Mr David Chisholm)

##### **Substitute Members:**

Mr Martin Rattray (replacing Mrs Carolyn Wilson)  
Mr Laurie Fraser (replacing Mr Graham Marsden)

Following these changes, the Board **AGREED** the following appointments to vacancies on a number of Sub-Committees and Working Groups:

Discipline Appeals Sub-Committee – Mr P Corbett  
Independent Custody Visiting Sub-Committee – Mr H Wood  
Audit Working Group – Mr G Smith  
Complaints Working Group – Mr G Marsden  
Finance and Policy Working Group – Mr H Wood

#### **5. Minutes – Previous Meeting**

There had been circulated and were **APPROVED** Minutes of Board Meeting of 23 April 2008.

In relation to a query on item 11 of the Minutes, the Chief Constable advised that, in terms of the operational estate, particularly in rural areas, there were no plans in the immediate future for further closures of police stations. The Force would continue to monitor the situation and would also maintain the operational footprint across the Force area. Should any further closures be required in the future, both the Board and the communities affected by such closures would be consulted in the first instance.

In relation to queries raised concerning facilities at Lairg and Brora, it was explained that the investment being made in Lairg had enabled the Force to use this facility as a hub for Sutherland in terms of providing supervisory cover and additional support for the area. With reference to Brora, the Chief Constable confirmed that it was intended to maintain a policing presence in this area through the Highland Council Service Point and he advised that he would present a report to the next meeting of the Board advising Members of future plans for the organisation of the operational estate.

In relation to a query on item 20, the Vice Convener reported that a Health and Safety Committee had now been established in-Force, on which he represented the Board. He was pleased with the progress made on Health and Safety matters within the Force and was content that there was an effective and efficient structure in place to deal with such issues. Members **NOTED** that a report would be brought to a future meeting of the Board outlining the work of the Health and Safety Committee.

Following further discussion, the Board **NOTED** the position.

## **6. Minutes – Complaints Working Group**

There had been circulated and were **APPROVED** Minutes of Meeting of the Complaints Working Group held on 12 August 2008, subject to the inclusion in the sederunt of Mr N Donald and Mr B Murphy, The Highland Council. The Board therefore **AGREED** to write to the Police Complaints Commissioner for Scotland to encourage greater engagement and dialogue with Forces, with a view to consolidating and further improving existing good practice.

## **7. Force Review Programme Update**

There had been circulated Report No. POL34/08 by the Chief Constable providing a progress report on the implementation of the ongoing Force Review Programme.

In speaking to the report, the Chief Constable advised that the Force Review had now largely been completed. Twenty strategic recommendations had been taken forward in 10 separate projects and Members were informed of the principal areas of improvement. One of the key purposes of the Review had been to improve visible operational policing across the area and to use the efficiencies achieved to invest in frontline policing. The police officer recruitment targets for the current year had been particularly challenging and were currently on target. The strength of the Force to date was 737 officers and it was anticipated that this would increase to 752 officers during September 2008. Operational delivery within the Force area had continued to improve, with further reductions in crime of 10% across the first five months of the year. The recruitment process for the next 12 additional officer posts would take place before the Christmas period and would include 4 additional community beat officer posts in Inverness, two officers in Wick and additional officers in Thurso, Tain, Kilmallie, Stornoway, Fortrose and Invergordon. As further cash efficiencies were made through the Force Review, these monies would be made available for further investment in the recruitment of officers. Overall, the Force was on target to recruit a minimum of 84 officers in the current financial year.

Subject to the outcome of a full consultation exercise, a common shift cycle was due to be introduced in January 2009, which it was hoped would improve the welfare of the officers in terms of providing a shift system which would strike a balance between the operational demand and need across the area and, it was hoped, being a more user friendly system. The Chief Constable advised that he would be happy to make a presentation to a future meeting of the Board providing an outline of how the common shift system would operate.

Digital voice banking and transcription had been introduced across the Area Commands and had reduced the need to complete 250,000 pages of bureaucracy. Work was ongoing on mobile and personal data projects and it was anticipated that these systems would be introduced throughout the Force area by 2010.

During discussion, Members were informed that, in terms of the recent development of the Force over the course of the previous two years in the recruitment of new, young and enthusiastic officers, a provision of high quality supervision was critical. The Force Review had enabled the release of a number of supervisory posts back to operational policing and additional supervisory posts might yet be required. The Head of Operations was currently working with Area Commanders to address the issue.

The Force had profiled very carefully the level of retirements faced by the Scottish Police Service over the next few years, and the Chief Constable was of the view that Northern Constabulary was in a fairly stable position to deal with this.

In relation to the deployment of staff, it was important for the Force to maintain the current high visibility policing service throughout the area and professional judgement was required when considering where best to deploy officers. The Chief Constable advised that he would present a report to a future meeting of the Board outlining the allocation model used in assessing the operational deployment of officers.

Following further discussion, the Chief Constable confirmed that there were at present a number of vacancies at sergeant level. The selection process for these was due to take place in October and any posts not filled then might be advertised externally.

Thereafter, the Board **NOTED** the position.

## **8. Revenue Budget Monitoring Statement 2008/09**

There had been circulated Report No. POL35/08 comprising a statement and commentary by the Chief Constable on Revenue Expenditure and Income for the period 1 April to 31 July 2008.

In speaking to the report, the Chief Constable advised that there was currently an underspend of £1.4M. However, this did not reflect the anticipated year end position. A number of challenges had yet to be faced, including the increase in utility and fuel costs etc. The working budget, net of Loan Charges, was £58.8M. This included £2,156k in respect of ICT Services which would eventually transfer to the Scottish Police Services Authority. With regard to fuel costs, it was anticipated that expenditure would be £75K higher than expected, although this could be absorbed from within existing budgets. Rental income from hill-top radio sites was expected to result in an over-recovery of income of approximately £120k by the year end.

Positive discussions with the Constituent Authorities prior to the setting of the current budget had allowed the Board to fully fund pensions for the current year. Negotiations were continuing with the Scottish Government regarding the equalisation of actuarial rates for retiring officers. The impact on the Force of equalisation for 2007/08, should no extra funding assistance be forthcoming, would result in an additional £600k of revenue costs which could be met by the current budget. However, the additional cost for 2008/09, if it was totally unfunded, was expected to be approximately £1M.

The Board **NOTED** the position.

## **9. Capital Expenditure Monitoring Statement 2008/09**

There had been circulated Report No. POL36/08 comprising a statement and commentary by the Chief Constable on Capital Expenditure for the period 1 April to 31 July 2008.

The Chief Constable was pleased to report that the projects at Lairg and Rhiconich were nearing completion. The Inverness Custody Suite expansion project had commenced and the projects at Nairn and Stornoway were progressing well. He was keen to progress the costs and tendering process for the Fort William facility during the course of the current financial year and also to progress proposals for an upgrade of the facility at Glencoe, one of the key stations on a main arterial route into the Force area. He reassured Members that the Board would be kept informed if any opportunities arose for cost efficiencies to be made in any future projects, particularly in view of the current downturn in the economy.

The Board **NOTED** the position.

#### **10. Capital Out-turn 2007/08**

There had been circulated Report No. POL37/08 by the Chief Constable dated 15 August 2008 presenting the Capital Expenditure out-turn for 2007/08.

During discussion, Members were informed that the HOLMES Project, an information technology application used to manage the information generated by major crime enquiries and major disasters, was now in place. In relation to concerns raised about slippage with the Performance Information System project, it was anticipated that this project would be introduced in 2009. It was also anticipated that the SPR2 project would be implemented in December 2008.

The Board **NOTED** the position.

#### **11. Procurement Report**

There had been circulated and was **NOTED** Report No. POL38/08 by the Chief Constable on recent procurement activity.

#### **12. Collaboration Agreement between Chief Constables and Police Authorities/Joint Police Boards**

There had been circulated Report No. POL39/08 by the Chief Constable dated 1 August 2008 providing a background to a Collaboration Agreement between Chief Constables and the eight Scottish police authorities for the purposes of procuring goods and services for Scottish police forces.

Following discussion, the Board **APPROVED** the proposals for the establishment of a Collaboration Agreement between and among Chief Constables and the eight Scottish police authorities in accordance with Section 12 (2) of the Police (Scotland) Act 1967, as amended, for the purposes of procuring goods and services for Scottish police forces; and **AGREED** to authorise the Clerk to sign the finally agreed Collaboration Agreement for and on behalf of the Board.

#### **13. Fleet Management Unit Update**

There had been circulated Report No. POL40/08 by the Chief Constable dated August 2008 informing Members of the initiatives being undertaken by the Force Fleet Management Unit in relation to fleet efficiency.

It was explained that work had been undertaken on looking closely at the carbon footprint of the Force and how the Force could maximise on the current vehicle fleet. Vehicles were purchased through a national procurement framework and, although no

hybrid vehicles were currently available through this national contract, the Force would continue to keep the use of hybrid vehicles under review.

The Board **NOTED** the position.

#### **14. Scottish Police Authorities Conveners Forum**

##### **(a) Recent Issues**

There had been circulated Report No. POL50/08 by the Assistant Clerk on a number of issues discussed at recent meetings of the Scottish Police Authorities Conveners Forum.

With regard to recent discussions between the Conveners Forum and COSLA, the Convener reported that various concerns had been highlighted, for example, pensions and commutations payments, and, although these discussions were still at an early stage, a meeting of all interested parties, including the Scottish Government and the Treasury, would be reconvened in the near future for further discussions to take place on the urgent need for pensions funding to be transferred to central Government.

In relation to the Scottish Police Services Authority (SPSA), the Convener reported that Mr Mervin Rolfe had stepped down from the position of Chairman of the SPSA. Mr George Kay, Strategic Chair of Fife Council's Police, Fire and Safety Committee, had been appointed as Interim Chairman. Concern had been raised with the SPSA that a mechanism was required to provide an effective forum for engagement with all Boards/Authorities and Forces and the Conveners Forum had proposed the establishment of a Service Board consisting of two Members of ACPOS and two Members of the Conveners Forum, which would provide a mechanism for engaging with the SPSA and for scrutinising performance and best value issues.

The Vice Convener made reference to the independent review of policing and advised that, although the Board had not yet received an invitation to contribute to the debate on the review, he was aware that HMCIC would be consulting the Board for its views in due course. In the meantime, he suggested that an early meeting of the Finance and Policy Working Group be arranged, prior to the November meeting of the Board, to allow Board Members to consider the Board's position in relation to the independent review in advance of the proposed consultation with HMCIC. It was agreed that the Board should prepare a robust response to the consultation and that the draft response be circulated to the full Board to allow all Members an opportunity to make a contribution should they so wish.

The Chief Constable advised that 36 organisations within the Highlands and Islands had already been consulted by HMCIC and it had been disappointing that the Board had not been included at that time as consultees. He reported that Her Majesty's Chief Inspector of Constabulary in Scotland (HMCICS) would be visiting the Force on 8 and 9 September and that he had taken the opportunity to prepare a detailed submission of his view as Chief Constable as to the excellent position the Force currently enjoyed and also outlining some of the challenges to be faced in the future. A copy of the Chief Constable's submission had been copied to all Board Members for their information.

Thereafter, the Board **NOTED** the issues recently discussed and **AGREED**:

- i. to respond to Her Majesty's Chief Inspector of Constabulary for Scotland's Independent Review of Policing, to include a request for an early meeting with HMCICS to discuss concerns relating to the consultation process;
- ii. that, prior to submission, the draft response be circulated to all Board Members for comment; and
- iii. that an early meeting of the Finance and Policy Working Group be arranged to consider the issue of the COSLA proposals for greater integration of the Police Service into its structures, prior to the November Board meeting.

#### **(b) Visits to other Police Authorities**

Members were advised that the Scottish Police Authorities Conveners Forum had recently agreed that there would be merit in representatives of each Police Authority/Joint Board attending meetings of the other seven authorities.

The Board **AGREED**:

- i. that the Convener and Vice Convener be authorised to attend meetings of the other Scottish Police Authorities/Joint Boards; and
- ii. to extend an invitation to those authorities to send representatives to attend meetings of this Board.

#### **15. Independent Custody Visiting Scheme – Scottish Progress Report 2007/08**

There had been circulated and was **NOTED** Report No. POL41/08 by the Clerk dated 19 August 2008 appending the Board's Independent Custody Visiting Scheme Annual Report for 2007/08, which had already been submitted on behalf of the Board to meet the requested deadline for inclusion in the Scottish Independent Custody Visiting Scheme Progress Report for 2007/08.

#### **16. Anti-Social Behaviour**

At its meeting held on 23 April 2008, the Board had noted that a report would be prepared for a future meeting focussing on anti-social behaviour and quality of life issues and highlighting the work done in prioritising these issues.

In this connection, there had been circulated and was **NOTED** Report No. POL42/08 by the Chief Constable dated 30 July 2008 providing information on various matters relating to anti-social behaviour.

#### **17. Chief Constable's Periodic Report**

There had been circulated Report No. POL43/08 by the Chief Constable comprising his periodic report and covering Crime and Road Accident Statistics and the Crime Situation.

In speaking to the report, the Deputy Chief Constable reported that the crime detection rate currently stood at 64.4%. He was pleased to report that crime had decreased by 12.8% and that, over the previous 15 months, there had been 1786 fewer victims of crime throughout the Force area. Illegal drugs with a value of £425,000 had been recovered across the Area Commands, with particular reference made to the recovery of drugs totalling £300,000 in the Caithness and Sutherland area. There had sadly been a slight increase in the number of fatal casualties and the Force remained committed to its road safety campaign.

In conclusion, the Deputy Chief Constable provided a review of various recent Force inquiries and commended all officers for their continuing hard work.

During discussion, it was explained that there had been a slight change in the presentation of the crime and road accident statistics reports due to the recent Force restructure, which had resulted in the Force being divided into three large Divisions rather than the previous eight Area Commands. Every effort had been made to streamline the reports in an effort to make them more reader-friendly for Members and the Chief Constable advised that he would be happy to discuss any request from Members should they require further information on the reports presented. Changes in crime patterns and trends were monitored very closely by the Force and the Head of Operations held weekly operational meetings which reviewed current issues and trends across the Force area and addressed any issues of concern.

Following further discussion, the Board **NOTED** the position.

### **18. Positive Media Coverage Report**

There had been circulated and was **NOTED** and Report No. POL44/08 by the Chief Constable dated 12 August 2008 relating to a selection of some of the positive media coverage during the period May to July 2008, reflecting some of the work undertaken to respond positively to the media.

### **19. Letters of Appreciation**

There had been tabled and were **NOTED** 57 letters of appreciation received by the Chief Constable for the period from 1 January to 30 June 2008. There had also been circulated Report No. POL45/08 by the Chief Constable dated 15 July 2008 illustrating letters of appreciation.

### **20. Complaints against the Police**

There had been circulated and was **NOTED** Report No. POL46/08 by the Chief Constable dated 15 July 2008 regarding complaints against Police Officers from 1 January to 30 June 2008.

It was recommended that the Complaints Book specifying complaints against Northern Constabulary, which would be available for inspection by Members prior to the meeting, be declared exempt information by virtue of Paragraph 1 of Part I of Schedule 7A of the Local Government (Scotland) Act 1973.

### **21. Execution of Deeds**

The Board **NOTED** the deeds recently executed on behalf of the Board, as set out in the Agenda for the meeting.

### **22. EXCLUSION OF THE PUBLIC**

The Board resolved that, under **Section 50(A)4 of the Local Government (Scotland) Act 1973**, the public be excluded from the meeting for the following items on the grounds that they involved the likely disclosure of exempt information as defined in Part I of Schedule 7A of the Act, the relevant paragraph being shown.

## **23. Force Review Implementation**

### **Paragraph 1**

There had been circulated to Members only and was **NOTED** Report No. POL47/08 informing Members of the final Police staff position, with associated costs and savings, resulting from the Force Review.

## **24. Police Housing**

### **Paragraphs 8 & 9**

There had been circulated to Members only and was **NOTED** Report No. POL48/08 by the Chief Constable dated August 2008 on proposals for the future provision of police housing.

## **25. Removal Allowance: Mortgage Interest**

### **Paragraph 1**

There had been circulated to Members only and was **APPROVED** Report No. POL49/08 by the Chief Constable on a request received for assistance in relation to a mortgage/bridging loan.

## **26. Complaints Working Group**

### **Paragraph 1**

**Mr H Wood declared a non-financial interest in this item due to previous dealings with one of the complainers referenced in the report, but, having applied the test outlined in paragraph 5.18 of the Councillors' Code of Conduct, concluded that his interest did not preclude his involvement in the discussion.**

There had been circulated to Members only agenda and papers previously considered by the Complaints Working Group at its meeting held on 7 August 2008, together with the Minutes of that meeting.

The Board **APPROVED** the Minutes of the Complaints Working Group held on 7 August 2008, and thus **AGREED** the recommendations of the Working Group in relation to the complaints brought to the Board at that meeting.

The meeting ended at 2.25 p.m.