

Joint Branch Board

Present: Inspectors Kenneth Macpherson and John Mackenzie (Inspectors' Branch Board); Sergeants Archibald Grant, John Macrae and William Dalgleish (Sergeants' Branch Board); Constables Alexander Macrae, William Mackenzie, Alexander Mackenzie, Peter Myron and Gregor Ross (Constables' Branch Board).

The above members forming the three Branch Boards after having dealt with the formation of their separate Boards met together to consider the question of sitting together as a Joint Board when it was unanimously agreed that the three Boards would sit together as a Joint Board for all purposes of common interest affecting the Force as a whole, but each Board retaining the right to sit apart from either or both of the others at any time if its members so desire.

The meeting then proceeded to the election of a Chairman. Inspector Macpherson moved Inspector Mackenzie as Chairman which was seconded by PC William Mackenzie and unanimously agreed to.

Inspector Macpherson then moved Sergeant Dalgleish as Secretary which was seconded by Constable Alexander Mackenzie and unanimously agreed to.

The meeting then considered matters arising out of the Desborough Report affecting their Conditions of service.

Constable Gregor Ross moved that the town Council be asked to reconsider the findings of its meeting on 3rd November where it was resolved that the probationary period of a recruit should be 2 years, instead of 1 year as recommended in the Desborough Report and being given effect by other Police Authorities, which was seconded by Constable Alexander Mackenzie and unanimously agreed to.

Sergeant Macrae moved that the Town Council be asked to reconsider the findings of its meeting aforesaid, where it was resolved that no allowance be made in respect of boots, and that they now grant to all ranks the allowance of 1/6d weekly as recommended in the Desborough Report and granted by other Police Authorities, and further that the said allowance be retrospective to 1st April last. Seconded by Constable William Mackenzie and unanimously agreed to.

Sergeant Dalgleish moved that the Town Council be asked to reconsider the finding of its meeting aforesaid where it was resolved that no allowances be made in respect of House Rent and Lodgings, and that they grant a rent aid and lodging allowance as recommended in the Desborough Report and which are being granted by other Police Authorities, and that all ranks be granted a rate on a similar scale to that being granted in Burghs of a somewhat similar size to Inverness, e.g. Stirling; Inspectors 10/- per week, Sergeants 8/-, married Constables 7/-, single Constables 5/-; and further that these allowances be retrospective to 28th May 1919. Seconded by Sergeant Grant and unanimously agreed to.

Sergeant Macrae moved that the Town Council be asked to rescind the present obsolete regulation governing "Special Services" which are as follows:

"18(1) - In respect of Constables whose services are lent in consideration of payment, the Superintendent shall in usual form charge for the services of any such Constable at the following rates, viz.:

" - Sergeants and Constables, 1/- per hour - no charge less than 1/6d and not exceeding 7/- for twenty-four hours;

" - Superintendent 2/- per hour - no charge less than 3/- and not exceeding 20/- for twenty-four hours.

"These charges to be exclusive of all necessary hires, fares and travelling charges.

"The sums received in payment of such services shall, if earned during the officer's ordinary hours of duty, be paid wholly to the Treasurer of the Police Pension Fund for the purposes thereof, and if earned during time that he would otherwise be off duty, three-quarters shall be paid to the

Officer and one quarter to the Treasurer of the Police Pension fund for the purposes of that Fund.

and that they adopt the following charges for services lent, viz.:

- Inspectors 2/- per hour; Sergeants 1/9d per hour; and Constables 1/7d per hour, and further that the deductions from said payments in terms of section 16 of the Police (Scotland) Act 1890, be not more than 2½ per cent. Seconded by PC Myron and unanimously agreed to.

J.W. Mackenzie
W.Dalgleish

Chairman
Secretary

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INVERNESS
5th March 1920

Present: Sergeants Grant, Macrae & Dalgleish; Constables Alexander Macrae, William Mackenzie, Alexander Mackenzie, Peter Myron and Gregor Ross.

In the absence of Inspector Mackenzie (Chairman) Sergeant Grant was unanimously elected to the chair.

The minutes of the previous meeting were read and adopted as a true record of the meeting.

A number of communications were read by the Secretary.

Before proceeding to the further business of the meeting Sergeant Dalgleish moved that the following Standing Orders be adopted for the proper conducting of the meetings, viz.:-

- (1) That notice of motions be given to the Secretary at least seven days prior to such meeting and that the Secretary submits same to the members three days prior to such meeting.
- (2) No motion or amendment shall be spoken upon except by the mover until it has been seconded and read to the meeting.
- (3) No motion or amendment after being seconded shall be withdrawn without the consent of the meeting.
- (4) Whenever an amendment is under consideration no second amendment shall be moved until after the first has been disposed of.
- (5) A member shall not move or second more than one amendment to any motion.
- (6) If an amendment be carried it displaces the original motion and becomes a substantive motion, whereupon a further amendment may be moved.
- (7) If an amendment be negatived, another amendment to the motion under consideration may be moved.
- (8) The mover of an original motion shall not introduce any new matter.
- (9) The mover of an original motion, but not of an amendment, shall have the right to reply at the close of the debate upon such motion, but if the previous question, or "to proceed to the next business" be moved and seconded it shall be immediately put to the meeting, and if carried, the discussion upon the particular question shall close without any reply being made thereon by the mover of the original motion.
- (10) After replying, the motion shall be put from the Chair without further debate.
- (11) The mover of an original motion shall not speak for more than five minutes except by permission of the Chairman, and the seconder and each succeeding speaker for three minutes.
- (12) A member shall not speak more than once on the same

question unless it be to a point of order or in explanation.

- (13) When a member speaks he shall confine his observations to the question under consideration and shall address the Chair.
- (14) All members, with the exception of the one addressing the meeting, shall be seated, and when the Chairman rises no-one shall remain standing, nor shall anyone rise under the Chair be resumed.
- (15) No member shall leave the meeting without the permission of the Chairman.
- (16) In the event of any member not obeying the call of the Chairman, it shall be within the power of the Chairman to order such member to retire from the meeting.
- (17) Standing Orders shall not be suspended unless three-fourths of the members present at the meeting when such suspension is proposed shall vote in favour of the motion.

Seconded by Constable Alexander Mackenzie and (each member having been previously provided with a copy) unanimously approved of.

A letter from the Town Clerk giving the result of the Town Council meeting in connection with Rent Aid and Boot Allowances was then dealt with, the Council having resolved not to grant any rent aid or boot allowances and that the probationary period for recruits remain at 2 years as first resolved.

Constable Gregor Ross moved that we strongly disapprove of the finding of the Town Council and that this meeting take further action to compel the Town Council to reduce the probationary period and also grant the allowances in question, which was seconded by Constable Peter Myron.

Sergeant Grant moved an amendment that we delay action meantime pending the issue of Regulations by the Secretary fro Scotland on the subject, which was seconded by Constable William Mackenzie. The amendment on being put to the meeting was carried by six votes to two.

Constable Alexander Mackenzie moved that a vote of thanks be accorded to the Chief Constable to show the high respect in which he is held by all ranks of the Force, and also to express our deep appreciation of the ready and sympathetic manner in which he has granted such privileges as have not interfered with the due performance of duty to help to ameliorate our conditions of service, and the valuable aid he has rendered on our behalf in more important matters, such as pay, hours duty, weekly rest day, facilities to members, and delegates of the Local Branch Boards, etc., with the result that we are now serving under such conditions as were a few years ago totally undreamt of, which was seconded by Sergeant Grant and unanimously approved of.

There being no other business the meeting then closed.

Archibald Grant
W. Dalgleish

Chairman
Secretary

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INVERNESS
9th June 1920

Present: Inspectors Macpherson & Mackenzie; Sergeants Grant, Macrae & Dalgleish; Constables A. Macrae, W. Mackenzie, A. Mackenzie, P. Myron and G. Ross.

The minutes of the previous meeting were read and adopted as a true record of the meeting.

The Secretary then read a number of communications received and his replies approved of.

Constable Alexander Mackenzie moved: That, in view of the protracted delay of the Town Council in granting the rent and boot allowances recommended in Part I of the Desborough Report, and their having deleted these items from the Estimate of Police Expenditure for the Year 1920-21,

the Secretary be instructed to communicate with the Secretary for Scotland on the subject, pointing out to him that the attitude of the Local Authority is being the means of causing grave discontent and unrest in the Force, and requesting him to take such action as will compel them to adopt these allowances with the least possible delay and also that he compel these allowances to be retrospective to 1st April 1919, so that we may be placed on a similar footing to neighbouring Forces; also that a copy of this letter be handed to Colonel Ferguson at his Annual Inspection of the Force, and a copy to the Rt. Hon. J.B. Morison, M.P. for the Constituency with a covering letter asking his assistance in this matter; which was seconded by Sergeant John Macrae.

Constable Gregor Ross moved that the Secretary be also instructed to include, when writing the Secretary for Scotland, the unsatisfactory decision of the Town Council, in adopting a probationary period of 2 years, pointing out that it is felt that this is a matter which should have been left in the hands of our Chief Constable, in whom we have every confidence, to carry out the terms of paragraph 39 of Part I of the Desborough Report, and that he will give such instruction to the Local Authority as will place recruits on a similar footing to neighbouring Forces and that retrospective payment of arrears be made to such date as the Chief Constable considers the probationers efficient; which was seconded by Inspector Mackenzie.

These two motions were discussed together and after a lengthy discussion which showed that there is grave discontent and unrest in the Force owing to the attitude of the Local Authority in connection with these matters and that we are being deprived of our just and legal emoluments, it was unanimously agreed that the Secretary should communicate with the Secretary for Scotland in accordance with the terms of a letter he had already prepared, also that a copy of this letter be handed to Colonel Ferguson at the Annual Inspection of the Force by the Chief Constable (who has offered to do so on our behalf) in preference to making a complaint in the usual course as it was felt this would serve no good purpose, and also that a copy be sent to the member for the Constituency with a covering letter asking his assistance.

Sergeant Dalgleish moved: That the Joint Central Committee be asked to oppose, at the forthcoming meeting of the Police Council, the amalgamation of the smaller Burgh Forces with County Forces recommended in Part II of the Desborough Committee Report; which was seconded by Sergeant John Macrae and unanimously agreed to as the amalgamation of these Burghs will seriously affect promotion in the Scottish Police Service.

Constable William Mackenzie moved that the Secretary be instructed to obtain from other Burgh Forces in Scotland the rates of Special Duty presently being paid and the amount deducted therefrom towards the Pension Funds, seconded by Sergeant Dalgleish, and unanimously agreed to, and that he report the result at the next meeting.

Sergeant John Macrae moved: That the Chief Constable be asked to obtain the sanction of the Town Council to adopt the system of weekly pay as recommended in the Desborough Report (paragraph ??) instead of the present system of monthly pay, which was seconded by Constable Gregor Ross.

Inspector Mackenzie moved amendment that we delay action meantime pending the issue of the Secretary for Scotland's Regulations, but on hearing the discussion which followed withdrew his amendment in favour of the motion. The discussion showed that fortnightly pay was generally desired but it was felt that if a change was to be made it would be better to fall into line with the recommendation now than at a later date. The motion was thereupon unanimously agreed to.

Sergeant Dalgleish moved: That as we are called upon from time to time to do duty in plain clothes, and owing to the high prices of civilian clothing, the Chief Constable be asked to have the question of plain clothes allowance brought before a meeting of the town Council, with a view to the granting of same, to meet the cost of wear and tear, that a note be kept of all duty done in plain clothes and allowance for same be paid quarterly or other stated period at the rate quoted in the Desborough Report, which was seconded by Constable Alexander Mackenzie and unanimously agreed to.

A letter from Constable J.D. Macrae, Dumbarton, Secretary of a Sub-Committee appointed by the Joint Central Committee regarding the proposal to publish a Police Magazine was then considered and it was agreed to recommend all members of the Force to give their support to this cause.

The meeting then terminated, there being no other business.

J.W. Mackenzie
W. Dalgleish

Chairman
Secretary