

'Fair Treatment' high on the agenda says Grampian Chief Constable

It appears from today's 'Herald' newspaper that all is not well within **Grampian Police** home of the three experts who recently spoke out for Shirley.

Accusations of intimidation, humiliation, bullying and harassment make worrying reading as we await decisions on their future. It is to be hoped that **Chief Constable McKerracher** will be as good as his word and establish "**fair treatment**" as a major force goal.

What a wonderful example he could set by ensuring that his experts receive a **force commendation** and acknowledgment of the part they have played in highlighting SCRO's duplicity.

The Herald

Bullying rife in police force, says survey

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INTIMIDATION, humiliation, bullying and harassment are rife within Grampian Police.

A staff survey, compiled from one of the highest response rates by a UK force, highlighted concerns about fair treatment, a lack of management consultation and high stress levels because of the workload.

Almost half of the officers said they had experienced intimidation, humiliation, bullying or harassment, and more than a quarter had experienced discrimination.

More than one in five were not happy in the job and fewer than one in three believed management would act on the problems identified. Chris Methven, secretary of the Scottish Police Federation's Grampian joint branch board, said: "If this is not addressed, it will set the force back 20 years."

However, Colin McKerracher, the chief constable, has promised to address the concerns. The research was carried out by the force's own research unit to inform future policy and strategy in key areas. Questionnaires were distributed to 2347 staff, including those on long-term sick leave, and 1422 replies were received, giving a response rate of 61%. Priorities for improvement included fair treatment, taking in fair application of promotion criteria and dealing with staff who were not pulling their weight.

Another priority was to listen to staff, keep them in-formed about changes, allow time to carry out duties properly and allocate staff resources effectively. Mr McKerracher said. "It is important to recognise that this survey measured attitudes and will require short, medium and long-term solutions if sustainable improvements are to be realised. It is also vital that progress continues to be communicated to all staff."