

## **Minute**

### **Police and Fire Sub-committee**

Tuesday, 19 May 2026, 10:30.

Council Chamber, Council Offices, School Place, Kirkwall.



### **Present**

Councillors David Dawson, Duncan A Tullock, Alexander G Cowie, Mellissa-Louise Thomson and Raymond S Peace.

### **Present via remote link (Microsoft Teams)**

Councillor Graham A Bevan.

### **Clerk**

- Sandra Craigie, Committees Officer.

### **In Attendance**

- Lorna Richardson, Director of Infrastructure and Organisational Development.
- Kenny MacPherson, Head of Property and Asset Management.
- Donna-Claire Hunter, Service Manager (Safety and Resilience).
- Kelechi Eze, Solicitor.

### **Scottish Fire and Rescue Service:**

- David McGroarty, Group Commander.

### **Police Scotland:**

- Chief Inspector Scott Robertson.

### **Apology**

- Councillor Jean E Stevenson.

### **Declarations of Interest**

- No declarations of interest were intimated.

### **Chair**

- Councillor David Dawson.

## **1. Urgent Items**

In terms of Standing Order 13.3, the Council:

Noted that the Chair had permitted discussion of the following urgent item:

- Performance against Local Policing Plan.

## **2. Performance Against Orkney Fire and Rescue Plan**

After consideration of a report by the Local Senior Officer, copies of which had been circulated, and after hearing a report from David McGroarty, Group Commander, the Sub-committee:

Scrutinised the statistical performance of the Scottish Fire and Rescue Service, Orkney Islands area, for the period 1 January to 31 March 2026, detailed in the Quarterly Performance Report, attached as Appendix 1 to the report by the Local Senior Officer, and obtained assurance that progress was being made against the objectives.

## **3. Performance against Local Policing Plan**

In terms of section 50B(4)(b) of the Local Government (Scotland) Act 1973, the Chair permitted urgent consideration of this item, in order that the Sub-committee could scrutinise performance at this meeting rather than at the next scheduled meeting on 25 August 2026, when the figures would be less current, noting that the performance report had been received by Chief Inspector Scott Robertson from Inverness on 14 May 2025, which was after the agenda for the meeting had been issued.

After consideration of a report by Chief Inspector Scott Robertson, Area Commander, copies of which had been circulated, the Sub-committee:

Scrutinised progress made against the objectives set within the Orkney Islands Local Policing Plan 2023 to 2026 Year 3, attached as Appendix 1 to the report by the Area Commander, for the period 1 April 2025 to 31 March 2026, and obtained assurance that progress was being made against the objectives.

## **4. Conclusion of Meeting**

At 11:28 the Chair declared the meeting concluded.

Signed: David Dawson.

## Minute

### **Pension Fund Sub-committee, together with Pension Board**

Wednesday, 20 May 2026, 14:15.

Council Chamber, Council Offices, School Place, Kirkwall.



### **Present**

#### **Pension Fund Sub-committee:**

Councillors Alexander G Cowie, P Lindsay Hall, Steven B Heddle, Rachael A King and Mellissa-Louise Thomson.

#### **Pension Board:**

#### **Employer Representatives:**

Councillors Graham A Bevan, David Dawson and Owen Tierney, Orkney Islands Council.

#### **Trade Union Representative:**

Eileen Swanney (Unison).

### **Present via remote link (Microsoft Teams)**

#### **Pension Fund Sub-committee:**

Councillor Heather N Woodbridge.

#### **Pension Board:**

#### **Employer Representative:**

Karen Ritch, Orkney Ferries Limited.

### **Clerk**

- Sandra Craigie, Committees Officer.

### **In Attendance**

- Robert Adamson, Service Manager (Payroll and Pensions).
- Shonagh Merriman, Service Manager (Corporate Finance).
- Paul Maxton, Solicitor.
- Katie Gibson, Team Manager (Corporate Finance).

#### **Hymans Robertson:**

- David Walker, Partner.

### **In Attendance via remote link (Microsoft Teams)**

- Julie Radcliffe, Director, KPMG.
- Kunal Malhotra, Senior Manager, KPMG.

### **Apology**

#### **Pension Board, Trade Union Representative:**

- Karen Kent (Unison).

### **Not Present**

#### **Pension Board, Trade Union Representative:**

- Mark Vincent (GMB).

### **Declarations of Interest**

- No declarations of interest were intimated.

### **Chair**

- Councillor Alexander G Cowie.

## **1. Pension Administration – Performance**

After consideration of a report by the Head of Finance, copies of which had been circulated, and after hearing a report from the Service Manager (Payroll and Pensions), the Sub-committee:

Scrutinised the Pension Fund administration activities, together with performance against key service standards, for the period 1 April 2025 to 31 March 2026, as detailed in sections 3 to 8 of the report by the Head of Finance, and obtained assurance.

## **2. Orkney Islands Council Pension Fund – External Audit Plan**

After consideration of a report by the Head of Finance, copies of which had been circulated, and after hearing reports from the Service Manager (Corporate Finance) and Julie Radcliffe, Director, KPMG, the Sub-committee:

Noted the external audit plan for 2025/26 in respect of the Council's Pension Fund, prepared by KPMG, attached as Appendix 1 to the report by the Head of Finance.

Councillors Mellissa-Louise Thomson and Heather N Woodbridge joined the meeting during discussion of this item.

### **3. Exclusion of Public**

On the motion of Councillor Alexander G Cowie, seconded by Councillor Rachael A King, the Sub-committee resolved that the public be excluded for the remainder of the meeting, as the business to be considered involved the disclosure of exempt information of the classes described in the relevant paragraphs of Part 1 of Schedule 7A of the Local Government (Scotland) Act 1973 as amended.

### **4. Scottish Local Government Pension Schemes**

#### **Voluntary Collaboration**

Under section 50A(4) of the Local Government (Scotland) Act 1973, the public had been excluded from the meeting for this item on the grounds that it involved the disclosure of exempt information as defined in paragraph 6 of Part 1 of Schedule 7A of the Act.

After consideration of a report by the Head of Finance, copies of which had been circulated, and after hearing a report from the Service Manager (Corporate Finance), the Sub-committee:

Noted:

**4.1.** The work being undertaken to consider potential voluntary collaboration between the eleven Scottish Local Government Pension Scheme Funds.

**4.2.** The continued attendance of Council Officers at events where collaboration would be discussed and that the Head of Finance would ensure members of the Pension Fund Sub-committee and the Pension Board were kept informed of progress.

**4.3.** The draft Voluntary Local Government Pension Scheme Collaboration Vision Statement with Principles and Actions and the draft Memorandum of Understanding Structure, attached as Appendices 1 and 2 respectively to the report by the Head of Finance.

Councillor Steven B Heddle left the meeting during discussion of this item.

### **5. Statement of Managed Funds**

Under section 50A(4) of the Local Government (Scotland) Act 1973, the public had been excluded from the meeting for this item on the grounds that it involved the disclosure of exempt information as defined in paragraph 6 of Part 1 of Schedule 7A of the Act.

After consideration of a report by the Head of Finance, copies of which had been circulated, and after hearing a report from the Service Manager (Corporate Finance), the Sub-committee:

Scrutinised:

**5.1.** The investment monitoring report for the Pension Fund produced by Hymans Robertson, the Council's appointed investment advisor, attached as Appendix 1 to the report by the Head of Finance, relating to the performance of managed funds for the quarter to 31 March 2026.

**5.2.** The Legal and General Quarterly Engagement report for Q4 2025, attached as Appendix 2 to the report by the Head of Finance.

**5.3.** The Baillie Gifford report for the quarter ending 31 March 2026, attached as Appendix 3 to the report by the Head of Finance.

Councillor Graham A Bevan left the meeting during discussion of this item.

## **6. Conclusion of Meeting**

At 15:02 the Chair declared the meeting concluded.

Signed: A G Cowie.

## **Minute**

### **Investments Sub-committee**

Wednesday, 20 May 2026, 15:45.

Council Chamber, Council Offices, School Place, Kirkwall.



### **Present**

Councillors Alexander G Cowie, P Lindsay Hall, Steven B Heddle, Rachael A King and Mellissa-Louise Thomson.

### **Present via remote link (Microsoft Teams)**

Councillor Heather N Woodbridge.

### **Clerk**

- Sandra Cragie, Committees Officer.

### **In Attendance**

- Shonagh Merriman, Service Manager (Corporate Finance).
- Michael Scott, Solicitor.

### **Hymans Robertson:**

- David Walker, Partner.

### **Declarations of Interest**

- No declarations of interest were intimated.

### **Chair**

- Councillor Alexander G Cowie.

## **1. Exclusion of Public**

On the motion of Councillor Alexander G Cowie, seconded by Councillor Rachael A King, the Sub-committee resolved that the public be excluded from the meeting, as the business to be considered involved the disclosure of exempt information of the classes described in the relevant paragraphs of Part 1 of Schedule 7A of the Local Government (Scotland) Act 1973 as amended.

## **2. Statement of Managed Funds**

Under section 50A(4) of the Local Government (Scotland) Act 1973, the public had been excluded from the meeting for this item on the grounds that it involved the disclosure of exempt information as defined in paragraph 6 of Part 1 of Schedule 7A of the Act.

After consideration of a report by the Head of Finance, copies of which had been circulated, and after hearing a report from the Service Manager (Corporate Finance), the Sub-committee:

Scrutinised:

**2.1.** The investment monitoring report for the Strategic Reserve Fund produced by Hymans Robertson, the Council's appointed investment advisor, attached as Appendix 1 to the report by the Head of Finance, relating to the performance of managed funds for the quarter to 31 March 2026.

**2.2.** The Barings Global High Yield Credit Strategies Fund ESG report for the quarter ending 31 March 2026, attached as Appendix 2 to the report by the Head of Finance.

**2.3.** The BlackRock Strategic Alternative Income Fund report for the quarter ending 31 December 2025, attached as Appendix 3 to the report by the Head of Finance.

## **3. Conclusion of Meeting**

At 15:55 the Chair declared the meeting concluded.

Signed: A G Cowie.

## **Minute**

### **Human Resources Sub-committee**

Tuesday, 26 May 2026, 14:00.

Council Chamber, Council Offices, School Place, Kirkwall.



### **Present**

Councillors Alexander G Cowie, James R Moar, Janette A Park, John A R Scott, Ivan A Taylor and Duncan A Tullock.

### **Present via remote link (Microsoft Teams)**

Councillors Gwenda M Shearer and Heather N Woodbridge.

### **Clerk**

- Sandra Craigie, Committees Officer.

### **In Attendance**

- Lorna Richardson, Director of Infrastructure and Organisational Development.
- Gareth Waterson, Director of Enterprise and Resources.
- Gavin Mitchell, Head of Corporate Governance.
- Andrew Groundwater, Head of Human Resources and Organisational Development.
- Craig Walker, Service Manager (Human Resources Operations).

### **Declarations of Interest**

- No declarations of interest were intimated.

### **Chair**

- Councillor Alexander G Cowie.

## **1. Human Resources – Annual Overview**

After consideration of a report by the Director of Infrastructure and Organisational Development, copies of which had been circulated, and after hearing a report from the Head of Human Resources and Organisational Development, the Sub-committee:

Noted the Human Resources Statistics and Employee Data for 2025/26, attached as Appendices 1 and 2 to the report by the Director of Infrastructure and Organisational Development.

## **2. Conclusion of Meeting**

At 14:23 the Chair declared the meeting concluded.

Signed: A G Cowie.