



Scottish Police Federation

5 Woodside Place Glasgow G3 7QF

JCC Circular 41 of 2016

Ref: CS/LS

8 August 2016

Dear Colleague

Consultation with the Scottish Police Federation - Information

I refer to the above and the phenomenal meeting demand generated by the Police Service of Scotland (PSoS).

Whilst it is undoubtedly welcome that the PSoS is desirous of increasing its engagement with the SPF, we must be careful to ensure this does not result in any perception that this simply enables the service to "tick a consultation box." We must also be alert to the dangers of service representatives seeking to cite casual conversations with any official as "consultation."

Consultation is more than telling and must be and allow a sufficiency of time for meaningful engagement and consideration of responses.

I appreciate that with so many separate strands of work being pursued at this time that it is exceptionally challenging to keep track of it all. That being said completion of central meeting register forms makes the likelihood of missing something significant, less likely.

I would also encourage the submitting of a written record (where points or submissions have been made or made by others and commented upon by the SPF) to the Chair of any meeting as soon after the meeting as possible. This will avoid the potential for misinterpretation of the positions presented / adopted or opposed.

I cannot stress enough how important continual dialogue in your own areas with your fellow officials (including the additional members of the Joint Central Committee) is. It is of course equally important that you maintain active dialogue with your ACC, through which **ALL** local decisions are ultimately directed.

Finally I would ask you to remain alert to issues that are likely to have national considerations. This is particularly important where a local commander may be leading on a national project or in any issue in your area which is likely to result in the need for specialist resources or resources from other areas. In such circumstances the project lead or those seeking engagement **MUST ALWAYS** be directed to Woodside Place in the first instance.

In conclusion I appreciate this is a time of unprecedented demand and that you continue to go above and beyond your day job to meet this.

I am personally grateful for your efforts and support and would like to thank you for your unwavering commitment.

Keep up the good work!

Yours sincerely

A handwritten signature in black ink, appearing to read 'Calum Steele', with a horizontal line drawn through the middle of the signature.

Calum Steele
General Secretary