



Scottish Police Federation

PO Box 27163, GLASGOW, G3 9EZ

JCC Circular 20 of 2021

Ref: CS/DJK/KB

23 June 2021

Attachment: Staff Side Statement PNB 23062021

Dear Colleague

Police Pay 2021 - Information

The Police Negotiating Board (PNB) formally met today, 23rd June 2021.

An agreement on police pay for 2021 was not reached.

The Official and Staff Side have agreed that negotiations should continue and expect to come together in the next few weeks to see if the differences between the Side's positions can be bridged.

I attach for your information a copy of the Staff Side Statement that was formally read into the record at today's meeting.

Yours sincerely

CALUM STEELE
General Secretary

POLICE NEGOTIATING BOARD – SCOTLAND STAFF SIDE

Staff Side Statement at the PNB Meeting 23 June 2021, in response to more than one year passing since the Police Pay Claim for 2021 was made.

“One year and two weeks ago the Staff Side submitted our pay claim. In the 54 odd weeks since then the urgency to respond to this claim has not been as apparent as we consider it should have been.

It is difficult to consider that 54 weeks is anything other than sufficient time to resolve the important issue of police pay.

However, the passage of time has done more to support the Staff Side claim, than it has to undermine it.

In the past 54 weeks, police officers have continued to routinely work more hours than their rosters provide. They have worked more of their rest days; a remarkable achievement given the traditional single biggest demand on rest days – courts – have hardly sat over the entire period. The members we represent are due tens of thousands of rest days; over 40,000 at last count.

In the past 54 weeks police officers have been at the sharpest edge of the front line of the Covid response. In doing so they faced vile acts and abuse with many being spat at for their troubles.

They responded with inadequate PPE, they became unwell, they took the virus home with them. They were forgotten in the vaccination program, and they were left to navigate irreconcilable legislation with the basic freedoms, rights, and expectations of the public.

In the past 54 weeks police officers have been seriously injured; bones have been broken; teeth have been lost. They have been attacked with weapons; they have been stabbed, and attempts have been made on their lives.

As we sit here today one of our colleagues lies in a hospital bed. She was deliberately targeted because she was a police officer, and she was mowed down to the endangerment of her life. She has sustained life changing physical injuries. Psychologically, like so many of her colleagues she may never recover.

Our senior investigating officers are managing dangerously high caseloads; they have detected every single murder.

In the past 54 weeks police officers have continued to trawl through the most horrific and depraved images of extreme, violent, sadistic sexual and physical abuse of children, including those who are very much infants. They have done so all day, every day and the service response to their welfare and health has been little more than a tick box exercise.

Recent research has shown that our workforce is burnt out. Police officers are coming to their work whilst mentally unwell. They continue to give to a Service that is happy to take, take, take – and at the expense of their health.

Police officers deserve more than warm words. They deserve a fair pay settlement. The money is there when the Service and the SPA want it to be there. The SPA has grown its senior executive positions at considerable cost. The Service has squandered millions on projects it was warned would not deliver. Both organizations have paid millions to consultants to tell us what we already know. Police officers have never felt so undervalued by a Government whose lack of actions speak far more loudly than any words.

Money can always be found if it is a priority.

Police pay should be a priority.

54 weeks suggests it hasn't been up till now."