



# Scottish Police Federation

PO Box 27163, GLASGOW, G3 9EZ

## JCC Circular 29 of 2021

Ref: CS/KB

29 September 2021

Attachment: Staff Side Pay and COP26 Update; JCC Circular  
20 of 2021 & Staff Side Statement PNB 23062021

Dear Colleague

### **Staff Side Pay, and COP 26 Update – Information**

I refer to the above and attach for your information a copy of a Staff Side Circular on this subject.

Yours sincerely

**CALUM STEELE**  
General Secretary

# POLICE NEGOTIATING BOARD – SCOTLAND

## STAFF SIDE

29 September 2021

Dear Colleague

### **Police Pay Claim for 2021 and COP 26 Arrangements**

I refer to the above and appreciate your forbearance on two issues that are of considerable importance to you all. This update is the epitome of a tale of two halves.

### **Police Pay Claim 2021**

As you may be aware I issued a circular to SPF members on the 23rd June. A copy of that circular is attached for your information.

I very much regret that despite the optimism the continuation of talks suggested, that the most recent update from the Official Side is that they have maintained their June 23rd position.

For the reasons laid out in the circular issued on that date, the Staff Side cannot and will not agree to the pay offer.

The next formal meeting of the PNB is scheduled for the 7th October but I have to be clear that there is less reason to be optimistic of a pay agreement by then, than prevailed in June.

I appreciate you will have numerous questions as to next steps and in simple terms the process of a formal failure to agree, which may be registered on the 7th October, opens the door to potential conciliation talks in an attempt to avoid the need for arbitration.

I assure you that the obvious frustration this continued uncertainty in respect of your pay causes, is well understood by the Staff Side. I regret that I have no explanation as to why the Official Side has adopted such a laissez-faire attitude in return.

I will of course update you on any developments that may occur.

*\*Note*

*The Staff Side of the PNB comprises representatives of all ranks from Constable through to an Assistant Chief Constable representing the interests of Chief Officers.*

*The Official Side of the PNB comprises representatives of the Scottish Police Authority, representatives of the Scottish Government, and a representative of the office of the Chief Constable of the Police Service of Scotland.*

The Staff Side of the Police Negotiating Board (PNB) formally asked the Official Side to consider bespoke arrangements for police officers for the COP26 event in February of 2020.

Technical discussions have now concluded and I am pleased to be able to report that two significant agreements have been reached covering rest day working for all ranks up to and including Chief Superintendent, as well as long duty days for Inspectors and Superintendents. The details are as follows;

### **Double-lock Rest Day Compensation**

For a specific event or operation, the Chief Constable may seek volunteers to work on a rest day with 15 or more days' notice who will receive payment at time and a half for each hour worked. For such events/operations, those required to work on a rest day with 15 or more days' notice following the volunteer process will also receive payment at time and a half for each hour worked.

Existing entitlements for those constables and sergeants required to work on a rest day with less than 15 days' notice or less than 5 days' notice would remain the same. Where it is mutually agreed that 'double-lock' provision should apply to inspecting or superintending ranks for a particular event/operation and members of those ranks are subsequently required to work on a rest day with less than 15 days' notice following a volunteer process for the event/operation, they will also receive payment at time and a half for each hour worked.

The Chief Constable is required to secure the agreement from the relevant staff association committee in advance to ensure the use of double-lock rest day compensation for a specific event/operation is mutually agreed.

You will know that currently, when a constable or sergeant is required to work on a rest day and is given 15 or more days' notice, the constable or sergeant is entitled to another rest day only. This new agreement provides that in limited circumstances, and where it is agreed between the chief constable and relevant staff association, that all officers (except chief officers) working a rest day where more than 15 days' notice is provided, can receive payment at time and a half.

This agreement is not limited to the duration of the COP26 but our working assumption is that its provisions will apply to at least three days of the event.

### **COP26 Allowance**

For the period between and including 4 October 2021 until 28 November 2021 (or 15 days after the conclusion of the COP26 conference, whichever is the later);

- a) any officer in the inspecting or superintending ranks who is required to work an extended duty on a rostered working day as a consequence of COP26 shall be entitled to a daily allowance of £66.

- b) any officer in the inspecting or superintending ranks who is required to work on a rostered rest day as a consequence of COP26, but at less than 48 hours' notice, shall be entitled to a daily allowance of £99.

For the purpose of the first allowance, an extended duty on a rostered working day occurs where an officer is required to work for 11 hours or more and that extended duty is attributable to COP26.

I appreciate these developments have come relatively late in the day but this is simply reflective of the considerable efforts both sides have applied to secure agreement on these issues.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Calum Steele', with a horizontal line extending from the end of the signature.

**Calum Steele**  
**Staff Side Secretary**



# 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."*