



Scottish Police Federation

PO Box 27163, GLASGOW, G3 9EZ

JCC Circular 16 of 2022

Ref: CS/

29 May 2022

Attachments:

Staff Side Circular May 2022

Official Side Pay Offer 2022

Staff Side Rejection of Offer 27 May 2022

Dear Colleague

Staff Side Circular – Police Pay 2022 – Information

I refer to the above, and attach for your information an entirely self-explanatory Staff Side Circular on this subject.

Yours sincerely

CALUM STEELE
General Secretary

POLICE NEGOTIATING BOARD – SCOTLAND

STAFF SIDE

29 May 2022

Police Pay Claim 2022 – Official Side Offer

Dear Colleague

I refer to the above and attach for your information a copy of the formal pay offer letter from the Official Side to the Staff Side. As this letter is not marked as being “without prejudice,” I am able to share its content with you.

Please also find attached a copy of the Staff Side response to that letter, rejecting the offer.

What happens next?

The Official Side will now consider the Staff Side response. It is open to the Official Side to improve its offer. However, based on the content of its original offer it seems unlikely it will do so.

In the event that there is no improved offer, the Chairman, and respective Sides of the PNB must consider whether conciliation is an option worthy of exploration in a bid to find a negotiated settlement. Should the Chairman determine there is indeed merit in doing so, the Sides will meet with him (separately, and if appropriately together) to see if progress can be made.

In the event the Chairman, or Sides deem that conciliation is not a meaningful option, or there is no agreement following conciliation, the matter will be referred to a police arbitration tribunal (PAT) for a decision.

Should matters progress to a PAT, it is more probable than not that a final decision on police pay for 2022 will be made ‘till much later in the year, and possibly into 2023.

Clearly words cannot adequately convey the anger the Official Side offer has caused, nor the inevitable delay and pain this will cause for police officers at a time the cost of living is at its highest in 40 years.

I will of course keep you updated on any developments on this matter

Yours sincerely



Calum Steele
Staff Side Secretary

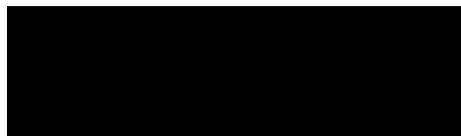
OFFICIAL

The Official Side is aware that the Staff Side has not historically favoured differential awards across ranks, however we are prepared to consider alternative ways to make an offer with the funding available if it would help the Sides reach an agreement.

- We recognise the demands and restrictions placed on officers as well as the absence of industrial rights that you have outlined in your claim. We note your specific proposal for a framework to allow police officers (below the chief officer ranks) to take lawful forms of industrial action. As you will be aware, such a change would require legislation and is therefore a matter for policy makers rather than something for the PNB or the Official Side to determine.
- We have considered the additional elements of your claim. In normal circumstances many elements of the claim could form the basis for meaningful Joint Secretarial discussion in an effort to seek to secure a deal. However, given the current financial and budgetary limitations outlined above, we are unable to accept and agree to these proposals.
- We would specifically like to reference and seek to have separate discussions in relation to the pensionable status of on-call payments and working hours for inspecting and superintending ranks. We are keen to seek to identify if agreements can be reached on these issues through the Technical Working Group outside of pay negotiations.
- In the longer term we see a role for the Technical Working Group to seek to work jointly to develop proposals for modernisation that could be informed, in part, by the Staff Side's current pay claim alongside alternative proposals considered by the Official Side as part of the work undertaken to consider this year's pay claim.

We recognise that this offer falls well short of your claim and it is unlikely to meet your expectations in the current economic climate. The Official Side's response to your claim is not intended to be dismissive or unsympathetic to the concerns you raise but rather an honest assessment of what can be done in the current financial context. Our strong preference is always to reach a negotiated settlement with the Staff Side and we would like that to be the case this year. However, a positive, constructive negotiating relationship relies heavily on trust, honesty, and integrity and therefore we wanted to ensure the reality of our position was clear as early as possible.

Yours sincerely



Official Side Secretary

CC: , PNB Independent Chairman
, PNB Independent Secretary

POLICE NEGOTIATING BOARD – SCOTLAND STAFF SIDE

██████████
Official Side Secretary
Police Negotiating Board
Local Government Association
18 Smith Square
London
SW1P 3HZ

By email to: ██████████

27 May 2022

Dear ██████████

Police Pay Claim 2022

I refer to the above and to the Official Side offer letter dated 16th May.

Your letter states the Official Side was aware of the police budget for 2022 on the 9th December 2021. This is the same day the Scottish Government (itself a constituent member of the Official Side) published its public sector pay policy. It is patently clear all the constituent members of the Official Side had advance knowledge of at least the headline assumptions in that pay policy, as the Chief Constable, and Scottish Police Authority (the other constituent members) would not otherwise have been able to formulate a draft budget based on its content.

You are aware that at the conclusion of the 2021 pay negotiations, the Staff Side expressed concern that the delay in resolving the last negotiations should not provide succour to delay in the 2022 negotiations.

Despite this, and the apparent limitations your letter now cites, the Official Side allowed the meeting of the PNB on the 16th February to come and go without making any attempt to make a pay offer to the Staff Side before the start of the financial year

That it took the Official Side 158 days to articulate an offer based upon a financial position it has known about since early December 2021, and had clearly been in negotiation with Scottish Government about for some time prior to that, is utterly shameful.

Your letter could easily be read as a parroting of Government policy. As such it is entirely legitimate to question whether the Staff Side is truly in free negotiation with the Official Side, or whether the Official Side is simply acting as a fig-leaf to a Government that is happy to espouse the value of genuine negotiation between employer and employee, whilst simply ruling by decree.

The derisory headline offer in your letter would ordinarily attract the greatest focus of any response. However, that your letter fundamentally misrepresents the position of the Staff Side claim on industrial rights is verging on the jaw-dropping.

I will not repeat in full the deliberately precise wording in our claim but it is clear that no attempt is made by the Official Side to present *any evidence and demonstrable value placed on these restrictions and limitations* in your offer. In over 40 years of the Police Negotiating Board's history, I cannot find, or recall any other occasion where the Official Side has not even attempted to do so.

Baked into your response is the clear inference that police officers must simply suck up the inherent unfairness in our working conditions, as to remedy such would cost money. That is a frankly astonishing position and starkly demonstrates how little regard there is for the pressures and strains the police service places on its officers. Indeed, the line that *we genuinely wish we could do more to address the principle of fairness*, is one of the most mealy-mouthed failures of leadership I have ever read coming from the very bodies who have the ultimate responsibility to do just that.

The PNB has existed as a stand-alone Scottish body since 2013. It has always been open to the Official Side to bring proposals in respect of "modernisation" to the table. Having singularly failed to do so in the preceding 9 years, there is little reason to believe it has any intention of doing so now. In any event it is utterly preposterous to suggest "modernisation" only to immediately follow that with an explicit 'just not yet.'

Staff Side is therefore not prepared to enter into a charade through technical working groups to simply give the illusion of doing something, whilst in actuality doing nothing.

For the reasons laid out above, as well as those articulated in person on the 13th May, Staff Side rejects the Official Side offer.

I note that your letter was not marked **Without Prejudice**. As such I will be sharing its content, as well as a copy of this response, for the information of our members.

Yours sincerely



Calum Steele
Staff Side Secretary

cc. - [REDACTED] - PNB Secretariat [REDACTED]