



# Scottish Police Federation

PO Box 27163, GLASGOW, G3 9EZ

## JCC Circular 18 of 2022

Ref: CS/LS

17 June 2022

Attachment:  
PNB SS Circular,  
PNB OS response,  
SS to OS Police Pay 2022

Dear Colleague

### **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

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Staff Side Secretary  
PNB Scotland  
Scottish Police Federation  
5 Woodside Place  
Glasgow  
G3 7QF



BOARD

16 June 2022

**STAFF SIDE PAY CLAIM - 2022**

Dear ■■■■

Thank you for your letter of the 27 May.

Whilst the Official Side had an understanding of the potential limits of affordability last December, we have used the time since to engage and understand the extent to which these limits could be mitigated, whilst also looking extensively at the full pay claim we received in February. This consideration led to the inclusion of an offer to discuss the pensionable status of on-call payments and issues relating to the working hours for inspecting and superintendent ranks. This work also led to the suggestion to use many of these proposals as a platform to jointly discuss future modernisation. It is recognised and fully understood that discussion on future changes is challenging given the current position with pay negotiations this year, however we remain willing to continue engagement on these and other issues through the Technical Working Group.

The Official Side's response sought to be open and honest in reflecting the significant financial challenges, with the recent Scottish Government Resource Spending Review further emphasising the financial pressures that policing is likely to face in years to come.

However, our focus is always on reaching an agreement and I have now begun 'without prejudice' exploratory conversations with you to see whether it will be possible to construct an agreement on pay for 2022.

We remain keen to maintain dialogue with the Staff Side on a range of issues. We hope this can happen over the coming weeks whilst we are exploring options on pay.

Yours sincerely

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Official Side Secretary

CC: ■■■■ ■■■■, PNB Independent Chairman  
■■■■ ■■■■, PNB Independent Secretary

# POLICE NEGOTIATING BOARD – SCOTLAND

## STAFF SIDE

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

By email to: [REDACTED]

16 June 2022

Dear [REDACTED]

### Police Pay Claim 2022

I refer to the above and to your letter on behalf of the Official Side bearing today's date. Whilst I welcome that the Official Side has finally acknowledged the Staff Side rejection, I regret that it has taken almost three weeks of stony silence before doing so.

I trust you will recognise a degree of confusion on my part. Your letter states;

*Whilst the Official Side had an understanding of the potential limits of affordability last December {my emphasis}, we have used the time since to engage and understand the extent to which these limits could be mitigated, whilst also looking extensively at the full pay claim we received in February."*

Yet your letter dated 16<sup>th</sup> May, received some three months after the Staff Side claim was submitted, stated;

*We are also aware that there is currently no scope within the Scottish Government budget to provide further funds for pay increases due to the significant pressures that exist on public finances. As a result, this only provides the ability to make a formal pay offer within the parameters of the costs associated with the PSPP .../*

*/... 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.*

Is the Staff Side now to conclude that the position you now state you were aware of in December, and retained in your thinking through February, was not fully reflected in your formal offer on the 16<sup>th</sup> May, and that there is indeed a capability to negotiate beyond the limitations of your letter? Or is it the case that your letter of today's date simply a crude restating of your 16<sup>th</sup> May position; a position which the Staff Side unequivocally rejected?

Whichever is true I need to unequivocally restate that;

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

The Staff Side has however always been open to meaningful negotiation, and if without prejudice discussions are an enabler for such meaningful negotiations between our sides, then that is welcomed by us.

If, however these discussions are simply a ruse to provide political "top-cover" to allegations of a wall of silence, with no material improvement of the offer on the table, this will simply anger our members further, and damage yet further any semblance of remaining trust between our members and the Official Side.

I need to be clear. The Staff Side claim remains on the table; it is fair and pays due regard to the unique role of, and restrictions faced by, police officers. Our claim has not been rejected by the Official Side, it has simply been ignored. If the Official Side is serious in its stated desire to secure agreement it must enter into further dialogue with a clear articulation as to how it will address the limitations of police industrial rights, particularly at a time of tense industrial relations across other parts of the public sector.

Yours sincerely



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

cc. - [redacted] - PNB Secretariat [redacted]

**POLICE NEGOTIATING BOARD – SCOTLAND  
STAFF SIDE**

17 June 2022

**Police Pay Claim 2022 – Official Side Correspondence**

Dear Colleague,

I refer to the above and attach for your information a copy of correspondence I received yesterday afternoon following a conversation with my opposite number on the Official Side.

I also attach for your information a copy of the response that was agreed by Staff Side, and sent in reply.

Whilst we wait to see if the suggested without prejudice discussions are indeed meaningful and open the door to substantive negotiations, it does appear that at this time the letter, and ability to cite “without prejudice” discussions is little more than a shallow tactic to end the criticism of the wall of silence the Official Side has faced up to now.

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

Yours sincerely



**Calum Steele  
Staff Side Secretary**