



Scottish Police Federation

PO Box 27163, GLASGOW, G3 9EZ

JCC Circular 19 of 2022

Ref: CS/KB

18 June 2022

Attachment:

Police Pay 2022 – Letter to CSJV Keith Brown MSP

Dear Colleague

Police Pay 2022 – Information

I refer to the above and attach for your information a copy of a letter sent to the Cabinet Secretary for Justice & Veterans, on this subject, on Friday.

Yours sincerely

CALUM STEELE
General Secretary



SCOTTISH POLICE FEDERATION

Established by Act of Parliament

Keith Brown MSP
Cabinet Secretary for Justice & Veterans
The Scottish Government
St Andrew's House
Regent Road
Edinburgh
EH1 3DG

Ref: CS/

17 June 2022

By email to: [REDACTED]

Dear Cabinet Secretary

Police Pay 2022

I refer to the above and to the approach by the Official Side of the PNB to this year's negotiations.

You will be aware that the Staff Side of the PNB submitted its pay claim on the 16th February 2022. You will be aware that there was absolutely no dialogue between the Sides of the PNB over the subsequent three months, until the Official Side pay offer was made in May.

You will also be aware that the offer was unequivocally rejected by the Staff Side on the 27th May, and that following that rejection almost three full weeks of silence followed from the Official Side.

Over that period various spokespeople on behalf of the Scottish Government boldly, if completely disingenuously, claimed that negotiations were ongoing, and that the issue of police pay was independently a matter for PNB. I trust you will appreciate that such articulations had me believing we had passed through the looking glass and that we were living in a world where fact could not be separated from fiction.

It is demonstrably untrue that the PNB is separate or independent of Government. One of the very seats on the Official Side is for the Scottish Ministers. It is therefore impossible to believe that the body upon which you yourself are represented could honestly claim in good faith that negotiations were ongoing, when you have to know that was simply not the case.

The SPF is clear that the Official Side of the PNB has been completely emasculated, and that it is in fact now little more than a trojan horse for the imposition of Government Pay Policy, on police officers.

It is our strong belief that Ministers are directly controlling the Official Side actions (or lack thereof). This position is an aberration to industrial relations and points to a sinister manipulation of negotiation and narrative that should shame any democrat who believes in free and fair collective bargaining.

Your Government is currently overseeing the worst industrial relations crisis in the police service in over 100 years. The SPF is certain that if we had the power to ballot for strike action that our members would overwhelmingly support it. You can choose to continue to ignore this matter, or you can ensure fair negotiations are able to take place to resolve this ongoing pay dispute.

The SPF as part of Staff Side has always remained open to free and good faith negotiations with the Official Side. We trust our recent experiences mark a low point, and that there is now a genuine willingness on your side to work to resolve the issue of police pay.

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

Cc Craig Suttie – General Secretary, Association of Scottish Police Superintendent
Andrew Barker – Secretary, Scottish Chief Police Officers Staff Association