



# Scottish Police Federation

PO Box 27163, GLASGOW, G3 9EZ

## JCC Circular 26 of 2022

Ref: CS/KB

06 July 2022

Attachment: CSJ CC SPA from CS Police Pay 2022 Police Reform External Consultants 060722

Dear Colleague

### **Police Pay 2022 – Information**

I refer to the above and attach a copy of an entirely self-explanatory document for your information.

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  
Email: [REDACTED]

Sir Iain Livingstone QPM  
Chief Constable  
Police Service of Scotland  
Email: [REDACTED]

Martyn Evans  
Chairman  
Scottish Police Authority  
Email: [REDACTED]

Ref: CS/KB

06 July 2022

Dear Cabinet Secretary, Sir Iain, Mr Evans

### **Police Pay 2022 – Police Reform / External Consultant use and Costs**

I refer to the above. You will note I have taken the highly unusual step of writing to all three of you simultaneously. I regret that I had little option to do otherwise. It is increasingly apparent that the consultancy gravy-train within the Police Service of Scotland is now out of control, and exceptional quantities of public money are being poured into the hands of external consultants with little evidenced tangible benefit in return.

The fact such practices hardly result in the raising of an eyebrow is frightening. The fact the juxtaposition between funnelling public money from under resourced public services reliant on taxpayer support, into the hands of large corporations who advise private institutions on how to aggressively avoid paying tax, appears not to merit passing consideration, is frankly shameful.

Whilst there are numerous examples of this phenomenon over recent years, the fact the police service just yesterday endorsed the siphoning off of another £1.5M to a private consultancy firm, at a time when the issue of police pay for 2022 is unresolved, is beyond comprehension. It is perhaps one of the most egregious examples of tone-deaf behaviour from the police service I have ever seen.

I will not go into detail over the precise matter this particular spend relates to but I do note that the continuing practice in general suggests a sustained abject failure in the development of internal capabilities within the police service.

At this time the Sides of the Police Negotiating Board are separately considering matters in an attempt to resolve the differences that exist between our respective positions. I very much regret that the nose-thumbing decisions like this represent, inevitably make it much harder for that gap to be bridged.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Calum Steele', with a long horizontal flourish extending to the right.

**CALUM STEELE**  
General Secretary