



Scottish Police Federation

PO Box 27163, GLASGOW, G3 9EZ

JCC Circular 28 of 2022

Ref: CS/KB

14 July 2022

Dear Colleague

Police Pay 2022 – Update on negotiations and action

I refer to the above and to JCC circulars 20, 21, 25, and 26 detailing background and action in response to our ongoing pay dispute. I would encourage you to re-read each of these circulars and familiarise yourselves with their content.

Lest there be any doubt as to the seriousness of the financial challenges that lie ahead, I remind you of the background laid out in JCC Circular 20 of 2022

As you are aware Our members are facing the worst cost of living crisis in over 40 years; for many this will be the worst cost of living crisis in their lifetimes. The stark contrast between income and expenditure is being felt by us all and are destined to be exacerbated in the months ahead.

Food, Fuel, Domestic Energy, Taxation, Rent, Mortgages are all increasing. Inflation is currently running at 9.1% and some economists are now predicting it could hit 11% in the next few months. At the same time our income has reduced and disposable income is an increasing rarity for many of us.

The energy price cap rose by 48% in April and is predicted to increase by at least another 40% in October {edit – industry insiders have now predicted this increase could be as much as 64%, and earlier this week the chief executive of OFGEM reported to the Public Accounts Committee that the rise will be higher than previously forecast – whilst declining to place an actual number on it} – just as we hit the colder and wetter weather and our energy usage will increase. Our November direct debits will be even more expensive as a result, and there will be an unavoidable impact on the extent to which we are able to enjoy the Christmas period.

The energy price cap is to be reviewed again in January (and again every three months thereafter) {edit – industry insiders have now predicted this increase could be another 4%} and it is inevitable the gap between our December and January pay will feel even more painful than usual. Whilst we cannot know with any certainty what will happen to energy prices on January some energy experts are suggesting it is unlikely they will decrease in the short term.

I should also remind you that at this time the **only** formal offer that has been made to police officers at this time is as laid out in JCC Circular 16 of 2022, and is for a flat £565 (aggregating to an average 1.4% for all officers) increase in pay.

You will be aware that negotiations recommenced last week. It is important to note that these further negotiations were entirely **without prejudice**; they did not amount to a revised formal offer, and **without prejudice** discussions can be terminated at any time by either Side.

You will also have noted that last week the Police Service of Scotland (PSoS) approved plans to spend a further £1.5 Million on external consultants (on top of several millions already spent since the reform agenda was launched). This demonstrates that money is available and that it is simply a question of priority for Scottish Government, the PSoS itself, and the Scottish Police Authority (SPA) where it is spent. I am sure it is not lost on you that each of these bodies also comprise the Official Side of the PNB.

Following the recommencement of negotiations, the individual constituent members of the PNB agreed to undertake further deliberations prior to returning to the negotiating table this week.

I can advise that those separate considerations took place on Monday 11th July and it was the view of the SPF that the negotiations have not resulted in significant enough movement to give confidence that a deal is currently reachable. This position was thereafter communicated to the Official Side. Significantly, the meeting also endorsed an escalation in the action being taken by members in response to the pay offer.

Prior to the issue of a notice of escalation a further **without prejudice** meeting took place with the Official Side yesterday, 13th July. That meeting also came to an end without an agreement being reached. Significantly however the Official Side agreed they would issue a formal revised and improved offer to the Staff Side.

Whilst the precise detail of the revised and improved offer will only be known once it lands, it is important to note this is a positive and welcome development. Our expectation is this offer will not be on a **without prejudice** basis, and will be able to be shared with members. As a result of this development, a further escalation in action would represent a considerable act of bad faith at this time.

It is only as a result of our collective activity to date that we have been able to encourage the Official Side back to the negotiating table and secure the intention to issue a formal revised and improved offer.

That however does not mean we should be complacent and consider this amounts to “job done.”

The safeguarding of your own health and safety, and family time has to continue to be prioritised and you should adopt the VOIP processes previously suggested in order to do so.

Each and every time we accommodate a return of good-will, whilst this issue of pay remains unresolved, undermines our collective position. It risks being seen as a lack of commitment to fight for the importance of a fair pay settlement, and fatally undermines the position for all of us.

I would urge that where any member has not acted in respect of the actions to date, that they consider doing so now. I have previously commented that whilst this year will be difficult, the ones to follow could be brutal.

Our resolve to fight for what is right now will be critical in determining our chances in the future. We must continue to stand and act together as failing to do so will see our conditions worsen, and embolden those all too willing to keep taking from an already overworked, undervalued, and under resourced police service.

I will of course keep you updated on any developments and thank you for your support and commitment.

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