



# Scottish Police Federation

PO Box 27163, GLASGOW, G3 9EZ

## JCC Circular 30 of 2022

Ref: CS/KB

20 July 2022

Attachment – Police Pay - PNB Official Side Revised Offer

Dear Colleague

### **Police Pay – Revised and improved offer – Information**

I refer to the above and attach for your information a copy of the revised offer from the Official Side.

The Staff Side of the PNB met earlier today to consider this revised offer.

The unanimous view of the Staff Side was that this offer should be rejected. This has been communicated to the Official Side.

Separately and on behalf of the SPF I have advised the Official Side that unless a further improved offer is received by Friday 5<sup>th</sup> August, that we will be escalating our actions in response to this dispute.

In the meantime, I cannot reinforce strongly enough that adherence to the actions promoted to date is absolutely essential in seeking to secure a favourable outcome in this dispute.

Yours sincerely

**CALUM STEELE**  
General Secretary



discussed and agreed within the PNB Technical Working Group and ratified at PNB prior to implementation.

- Current provisions in relation to excessive rest day disruption for federated ranks to be extended to superintending ranks w.e.f. date of agreement;
- Implementation of Scottish Distant Islands Allowance, mirroring current Scottish Government provisions w.e.f. from 1 April 2022. While this mirrors the Scottish Government Scheme this agreement would ensure the police provision would stand alone within police regulations and therefore would not be impacted by any decision taken by the Scottish Government to remove their provision of a Scottish Distant Island Allowance.
- Implementation of Flexi-Time for inspecting and superintending ranks w.e.f. 1 April 2023 with technical elements of the agreement being discussed and agreed within the PNB Technical Working Group and ratified at PNB prior to implementation;
- All periods of temporary duty performed at a higher rank to be reckonable for pension purposes from w.e.f. from 1 January 2023;
- All on-call payments to be reckonable as pensionable pay w.e.f. from 1 January 2023;
- First 4 weeks of 18 week parental leave entitlement per child to be paid at full pay. For the purpose of the agreement 4 weeks equates to 160 hours (pro-rated for part-time officers). This would be applicable to those officers with children expected on or after 1 April 2022 and all adopting parents who had an approved match with an adopted child by 1 April 2022. The ability to request paid leave would commence w.e.f. 1 April 2023 with technical elements of the agreement being discussed and agreed within the PNB Technical Working Group and ratified at PNB prior to implementation.

The Official Side is committed to the promotion of wellbeing in the workplace to support a positive and healthy work-life balance. This is demonstrated through the terms and conditions changes proposed above in relation to annual leave, disruption to rest and flexibility to support caring responsibilities. Building on this commitment the Official Side seeks agreement from the Staff Side to work together to agree the terms of and deliver a shared strategic commitment. This will look to reduce the working hours for constables and sergeants and the level of disruption to all police officers in a way that is financially sustainable and can be delivered with no detrimental impact to policing, seeking to also enhance the delivery of policing and wider services to the public.

As part of this commitment, there is a recognition of the unique ability to disrupt the rest of police officers and the importance of ensuring regulatory protections are applied effectively in relation to this. The ability to reallocate re-rostered rest days in a timely manner and to a period close to the point the rest was disrupted is central to this. The Official Side appreciate that this point links strongly to aspects of the Staff Side's Claim and therefore it is felt important that this commitment explicitly includes the need to fully review working practices and the demands placed on officers in order that it can be ensured officers receive their re-rostered rest days in a timely manner.

The level of work required to achieve all elements of this strategic commitment would be significant. To uphold this commitment the Official Side propose that a joint working group is established with the areas of focus being jointly agreed through collaboration with the intention to bring forward joint proposals to the PNB in June 2023. In recognition that no single organisation can work to deliver such a strategic commitment in isolation, the Official Side commits to ensuring senior representation from Police Scotland, SPA, and the Scottish Government with participation in all discussions and considerations as proposals develop.



OFFICIAL

We hope the offer we have made provides the basis for an agreement between us and the Official Side looks forward to hearing the Staff Side's response.

Yours sincerely

[REDACTED]  
Official Side Secretary

CC: [REDACTED] Independent Chairman  
[REDACTED] Independent Secretary

[REDACTED]