



# Scottish Police Federation

PO Box 27163, GLASGOW, G3 9EZ

## JCC Circular 33 of 2022

Ref: CS/KB

15 August 2022

Attachments:

Staff Side Circular 15082022

Official Side Letter 15082022

Staff Side letter 15082022

Dear Colleague

### **Police Pay 2022 – Agreement**

I refer to the above and write to advise that an agreement has been secured on police pay for 2022. The headline details of that agreement can be found in the attached Staff Side Circular, with greater detail being contained in the Official Side letter (also attached).

As I advised in my circular on the 5<sup>th</sup> August, informal discussions provided confidence that the Official Side would be able to return to the negotiating table in a serious and meaningful manner within a matter of days. I am grateful for your patience over the past ten days and appreciate you recognise that the absence of a further escalation in dispute was down to these continued negotiations.

The highly sensitive and confidential nature of the negotiations has been critical in getting the Sides to a position of agreement. It is also important to thank those of you who took up the cudgels in the actions the SPF proposed as a result of this pay dispute. There can be little doubt that these efforts played a substantial part in getting us to this position today. I will be writing to the Chief Constable later today to advise him that the withdrawal of goodwill has now formally been ended.

I appreciate this year's negotiations have been frustrating and have been compounded by the real cost of living pressures facing members. Whilst this agreement will not address all of those pressures, it is our hope that it will in some way mitigate them. Whilst some technical adjustments will be required within the PSoS, we would hope to see the agreement (including backdating) reflected in September pay.

The police pay roadshows will continue and I urge as many members as possible to sign up to attend. Whilst police pay for 2022 has been resolved, the challenges for police pay in 2023 (and beyond) are real. These roadshows will provide an insight

into just how challenging an environment we have been negotiating in, and also a flavour as to what may lie ahead.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Calum Steele', with a horizontal line extending from the end of the signature.

**CALUM STEELE**  
General Secretary

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**POLICE NEGOTIATING**



**BOARD**

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

15 August 2022

Dear Calum

### **STAFF SIDE PAY CLAIM – 2022**

The Official Side has given further consideration to the Staff Side's pay and conditions claim for 2022. Since the original offer made in May and revised offer in July were rejected by the Staff Side, our focus has remained on trying to reach an agreement within the PNB. Consequently, further significant efforts have been made to explore ways we might be able to make an improved and affordable offer that appropriately recognises the important and valuable contribution police officers play within society. This has been challenging in the current financial context but we understood the need to do more if we were to reach an agreement on pay and conditions for 2022.

As a result of these extensive considerations and discussions our final offer on pay is as follows:

- 5.0% increase on all pay points for all ranks with effect from 1 April 2022;
- 5.0% increase to all appropriate allowances with effect from 1 April 2022.

When considering the additional elements of the Staff Side's claim the following changes to terms and conditions are proposed, some of which were included within the Staff Side claim with others being new issues that emerged during our discussions or alternative Official Side proposals:

- Where required to work during a period of annual leave all days to be compensated as though they were the first two days of disturbance w.e.f. 1 December 2022;
- Introduction of ability to take annual leave in hour blocks, subject to exigency of duty. Where an officer takes at least 4 hours of leave this will count as a day of annual leave for the purposes of calculating a qualifying period and relevant compensation w.e.f. the date of any agreement;
- The removal of the restriction of the number of annual leave days that can be taken as half days w.e.f. the date of any agreement;
- Annual leave entitlement to be calculated based on completed days rather than completed months w.e.f. 1 April 2023;
- Where a part-time officer is entitled to additional annual leave as a result of additional hours worked, this would be provided in time rather than payment w.e.f. 1 April 2022;
- With effect from 1 April 2023 all additional annual leave based on historic central service agreements will cease. Annual leave will be applied by reference to police regulations only.
- Current provisions in relation to the plain clothes allowance for federated ranks to be extended to superintending ranks w.e.f. date of agreement;
- Inspecting and superintending ranks who are required to work on a rest day with less than 48 hours' notice of the start time of the required duty to receive payment of an

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allowance of £99 per qualifying day of disruption w.e.f. 1 April 2023. It is proposed that technical elements of this (including non-qualifying days) will be 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 an allowance which recognises the recruitment and retention challenges across the islands of Scotland w.e.f. 1 October 2022. It is proposed that technical elements of this will be discussed and agreed within the PNB Technical Working Group and ratified at PNB prior to implementation;
- Removal of Central Services Allowances for officers posted to the Scottish Police College where there is no residential requirement w.e.f. 1 April 2023;
- Removal of allowances for incidental expenses at residential training courses w.e.f. date of agreement;
- 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 pay and pension purposes 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 week and the level of disruption to all police officers in a way that is financially sustainable whilst continuing to deliver high quality policing services to the public, 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 and management 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.

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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] PNB Independent Chairman  
[REDACTED] 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]

15 August 2022

Dear [REDACTED]

### **Police Pay Claim 2022**

I refer to the above and to your letter bearing today's date.

I can confirm that the Staff Side agrees to the Official Side offer, and that in doing so this resolves the issue of the police pay claim for 2022.

As you appreciate the process for securing an agreement on pay for this year has been exceptionally challenging. The Staff Side acknowledges that the cost of living crisis and all its associated consequences had a bearing on this year's negotiations.

The Staff Side welcomes the new flexibilities that have been secured through our agreement, and recognise they will bring some benefits to officers. We of course welcome the commitments made in respect of joint work to resolve the intolerable strain constant disruption to rest places on officers. We also welcome and endorse the strategic commitment to looking to reduce the working week.

In doing so however we have to be clear that these strategic commitments and joint work have to be more than talking shops. The issue of police officer health and welfare has always seemed to come a distant second to fulfilling the demands of the service, often to the physical and mental health detriment of those delivering that service. It is Staff Side's view that this approach is a long way past sustainable, and unless reversed the service and its officers face a bleak future.

Staff Side trusts that our dismay at negotiating against a pre-determined (and entirely self-imposed) financial envelope has been recognised as a barrier to free and fair collective bargaining. We have no desire to conduct future negotiations in such an artificial environment, and believe this has added needless tension into the PNB machinery.

It would however be churlish not to recognise the efforts that were ultimately applied to get us to the point of an agreement. In that regard I am grateful to you and the wider Official Side for the substantial movement from your original offer. We all know the cost of living pressures will not be overcome by this agreement, but without that movement, they would have been unbearable for the overwhelming majority of police officers.

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**  
**Staff Side Secretary**

cc. - [REDACTED] - PNB Secretariat [REDACTED]

# POLICE NEGOTIATING BOARD – SCOTLAND

## STAFF SIDE

15 August 2022

### Police Pay 2022 - Agreement

Dear Colleague,

I refer to the above and write to advise you that the Official Side and Staff Side of the Police Negotiating Board have reached an agreement on police pay for 2022.

This agreement has been hard fought for and represents a substantial improvement on the initial offer of £565 (aggregating at 1.4%) for all officers, and a significant improvement on the offer of 3.4% made in July.

The agreement includes;

- A 5% pay increase for all officers of all ranks with effect from **1<sup>st</sup> April 2022**
- A 5% increase on all appropriate allowances with effect from **1<sup>st</sup> April 2022**
- The implementation of an Islands' Allowance for all officers stationed on islands with effect from **1<sup>st</sup> October 2022**
- Where required to work during a period of annual leave all days to be compensated as though they were the first two days of disturbance with effect from **1<sup>st</sup> December 2022**
- All periods of duty performed at a higher rank to be reckonable for pay and pension purposes with effect from **1<sup>st</sup> January 2023**
- On-call payments to be reckonable for pension purposes with effect from **1<sup>st</sup> January 2023**
- The introduction of a short notice rest day working payment for inspecting and superintending ranks with effect from **1<sup>st</sup> April 2023**
- The extension of plain clothes allowance to superintending ranks with effect from **today's date**

Full details can be found in the attached letter.

The Staff Side has been cognisant throughout this entire process of the importance of securing the best possible settlement for police officers against a backdrop of the most severe economic circumstances in almost 50 years. In reaching an agreement the Staff Side recognises that whilst this increase in pay will mitigate some of the cost of living pressures faced by police officers, it will not entirely address them.

Yours sincerely



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