



Scottish Police Federation

5 Woodside Place Glasgow G3 7QF

JCC Circular 39 of 2018

Ref: CS/KB

31 August 2018

Dear Colleague

Police Pay Negotiations - 2018 - Information

I refer to the above and regret that I am compelled to communicate to you on the eve of the date of the annual pay settlement with disappointing news.

It is with a sense of extreme frustration that I have to tell you no agreement has yet been reached on the question of any pay award for 2018/19.

Early in March of this year I wrote to the Official Side laying out the Staff Side Pay claim for 2018/19. That claim was for 3.5%.

Since then the Official Side has met just twice with the Staff Side to discuss the claim. This is despite the Staff Side pushing the Official Side for more progress since.

The first meeting took place on the 22 May 2018 at which the Official Side indicated they were eager to secure a pay agreement that amongst other things recognised the unique nature of what it is to be a police officer. An offer was made on that date which sought to create differential wage increases between the ranks. The Staff Side indicated that we would examine the value of the offer and revert to the Official Side at the next meeting.

The Staff Side thereafter immediately secured independent expert advice on the offer. That advice supported the Staff Side view that the offer fell far short of the claim and was worth considerably less than that being offered across other sectors (it was amongst the lowest being offered).

The second (and to date last) meeting with the Official Side took place on the 5 June 2018. At that meeting the Official Side again reiterated their enthusiasm for securing a settlement that recognised the unique nature of what it is to be a police officer. In light of the Staff Side advice and the unanimous view of the Staff Side, we formally rejected the Official Side's offer.

Following that rejection we pressed the Official Side on a number of options and the meeting concluded with the Official Side indicating they would need to discuss options between themselves, and that they would revert to the Staff Side in due course.

Since that date I, as Staff Side Secretary, have pressed the Official Side repeatedly on when we would next be meeting to discuss pay. With the exception of one communication solicited by my opposite number within the Official Side, there has been no direct or indirect attempt by the Official Side to give any indication when this matter may expect to be resolved.

I am sure you will agree that this represents a flagrant lack of courtesy or consideration for the unwavering commitments of police officers all over Scotland. I appreciate your anger will be palpable and that such lack of action drives a coach and horses through any language professing that "our people are our most valued resource" or of "fairness, integrity, and respect."

Every elected representative has been updated through either the Joint Central Committee or the full time officials in each area throughout this process. Sadly it appears the Official Side has no sense of urgency on this issue and the time for alternative approaches need to be explored. Your local official or representative will be able to advise you on how you can assist.

In the meantime, I implore each and every one of you to keep providing the invaluable information you have to date.

I will update you once there have been any developments.

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