



Scottish Police Federation

5 Woodside Place Glasgow G3 7QF

JCC Circular 42 of 2018

Ref: CS/LS

26 September 2018

Dear Colleague

Police Pay Award

I refer to the above. I appreciate the past few weeks have been frustrating given that the traditional date of the 1st September for pay awards has passed with very little overt sign of progress.

I am now pleased to be able to advise that following protracted negotiations agreement has been reached on an uplift in police pay. The headline details are as follows:

- A 6.5% increase will be applied to all pay points and relevant allowances for the federated ranks with effect from 1st September 2018.
- CRTP will increase by 6.5% with effect from 1st September 2018.
- This pay award will cover the 31 month period to 31st March 2021.
- From 2021 future pay awards will align with the financial year.
- With effect from 1st April 2020 CRTP will be incorporated into a new top increment for each of the federated rank pay scales and the process for application / approval will cease.
- With effect from 1st April 2020 the current bottom point on the Sergeants pay scale is removed and a single entry point for newly promoted sergeants will be created
- With effect from 1st April 2020 the current bottom point on the Chief Inspectors pay scale is removed and all newly promoted Chief Inspectors will enter the scale at a single entry point
- With effect from 1st April 2020 an additional £291 will be added to the top point on the Chief Inspectors pay scale
- From the 1st November 2018 to 31st March 2019 only a four hour minimum payment of overtime will be available for officers who attend court from night shift and where the minimum 11 hours of rest was not afforded between tours of duty.

I will publish a more detailed circular shortly which will lay out in precise detail what the agreement means in full. In the meantime it is worth noting that even allowing for the extended period of this pay award, this represents the greatest uplift to police pay for over 20 years and the value of immediate payment on pay and pension as opposed to an extended year deal cannot be ignored.

These negotiations have been protracted and on occasions challenging. For all that it is important to note that agreement could not have been reached without the commitment of all parties on all sides. Whilst none of us wished the 1st of September to come and go with the issue of pay unresolved, you will know the increases are back-dated to 1st September and I hope you will agree with me that the outcome was worth the delay and effort.

It is right and proper that under the circumstances I place on record my appreciation for the commitment and dedication of the Staff Side negotiators and advisors, and also my gratitude to our opposite numbers on the Official Side who worked equally hard to deliver this outcome.

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