



SCOTTISH POLICE FEDERATION

Established by Act of Parliament

Dear Colleagues

Allard Update

The following is an update as to where we are with current negotiations and to where we are going. This negotiation has been very frustrating as right from the outset engagement to resolve this matter has been very difficult.

We know that this issue will not just effect CHIS handlers as the outcome of these negotiations will affect any officer who has been "on call" for whatever reason. We believe that officers have been carrying out "on call" duties but have never been paid for these duties and this is also being looked at during these discussions.

We are taking advice from Queens Counsel and at present have the best legal advice and actuaries involved in trying to negotiate the best outcome (in what has become a complicated negotiation) The complication is down to data and how we demonstrate what handlers did at a particular time. Due to the nature of CHIS and the sensitivity of information this has been/is cumbersome however, we are getting to a stage where we hope that a resolution is insight.

As you will be aware that in any normal overtime claim, an officer would submit the information and claim accordingly. We have been assured that officers are now submitting their current claims in accordance with the Regulations however, we have been made aware that there are some areas of business that PSOS are disputing.

As part of our process in trying to settle this we have had to ascertain an agreed formula that will allow overtime to be calculated and paid correctly. This has become complicated due to the different pay scales and also due to the period of time that this underpayment goes back. I am confident that our Actuary will have this formula for us in the coming weeks. We know and have information that will put a high percentage of handlers in an area of overtime per year which has a high value and have a detailed claim that assists with that assertion.

Can I thank those who have submitted information as this had been vital in ascertaining the data we required to assist with reaching a positive outcome.

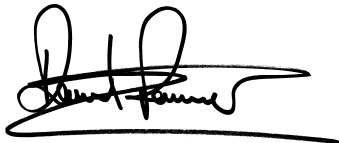
Our past negotiations have shown that the method in which we have adopted to deal with those type of claims, has resulted in the best financial settlement for our members and I thank you for your patience.

I know that several questions are being asked; will there be legal action? How much will I be due to get? When will this be settled? What I can say is that we do not believe that legal action will be required to resolve this, we do believe that monies due will be considerable and relevant to individuals involved.

In regards to timescales, the SPF are trying to resolve this as soon as possible and we are asking that PSOS allocate this work to individuals to resolve this as a matter of urgency.

I along with other colleagues will be attending the areas where we will be able to answer any questions you have in more detail.

Yours sincerely

A handwritten signature in black ink, appearing to read 'David Kennedy', with a long horizontal flourish underneath.

DAVID KENNEDY
Deputy General Secretary