



SCOTTISH POLICE FEDERATION

Established by Act of Parliament

Friday, 30 November 2018

INSPECTORS CENTRAL COMMITTEE UPDATE

Over the past few months, the primary focus of the ICC has been on participation in the recent pay negotiations and liaising with the Force in relation to re-rostering and on call practices within Specialist areas.

PAY 2018

The pay settlement for 2018 was finally agreed and involved protracted negotiations within PNB. The 6.5% increase to pay points effective from 1st September showed the recognition placed on the unique role of officers.

There were also additional benefits which will be realised during the 31 month period of the settlement particularly for the Inspecting ranks:

- The current bottom point on the Chief Inspectors pay scale will be removed and all newly promoted Chief Inspectors will enter the scale at a single entry point, an additional £291 will also be added to the top point on the Chief Inspectors pay scale. (April 2020)

The recognition of the evolving role of the Chief Inspector is important as since the advent of Police Scotland there has been a shifting focus of responsibility and workload to this rank, particularly in the spheres of Custody and Local Policing.

WORKING TIME

Recent studies show that there is a reticence in recording working time, particularly in the Inspecting ranks. This is primarily due to there being no incentive or reason for those working long hours to record them as they believe nothing happens plus the additional time it takes for it to be entered and processed. Working time claims are often not prioritised which does not encourage their submission.

It is vital that working time is recorded and managed, if it isn't on the system it is easy to say that it wasn't worked or absolve themselves of knowledge.

There are legal obligations that require working time to be recorded and it is critical that everyone completes this for a variety of different reasons, not least to protect individuals. The Inspecting ranks have a role to ensure that their working time and staff they have responsibility for is accurately recorded.

REST DAYS – ON CALL

'On Call' is a voluntary duty, Federated ranks (PC to CI) undertaking this role should be claiming the new rate of £25.49 per night for remaining available. Inspecting ranks

undertaking on call and returning to duty should be recording their working time whilst engaged in this.

Inspecting ranks being contacted and undertaking duty on a rest day should be receiving a re-rostered rest day for this. Re-rostered rest days should be taken within a 3 month period; they are designed to ensure that members receive appropriate rest. Annex 18 (4)e) of PSOS Determinations states that as far as the exigencies of duty permit a period of on call may include rest days however, it shall not include consecutive periods of rostered rest days.

Rest days falling during a qualifying period of annual leave (4 days or more, one of which must be an annual leave day and may include PH and TOIL) should be compensated as they were an annual leave day (annual leave commences the first day after your last day of duty (0700) and concludes on the first day of duty (0700)).

Section 10 of Allowances & Expenses (Police Officer) SOP details the considerations that should be made around 'on call'. Included is the need for arrangements to be considered around an unreasonable or disproportionate impact on a specific rank/role or an officer's personal life. Where there is a foreseeable or predetermined operational need it should be ensured, as far as practical, that a suitable resilience capability can be put in place within the relevant roles without the need to place police officers on call.

Annex 18(3) of PSOS Determinations allows the Chief Constable to award bonus payments of between £50-£500 where they are satisfied that the officer concerned has performed a piece of work of an outstandingly demanding, unpleasant or important nature.

PROMOTIONS

The Sergeant to Inspector process has just concluded in the Force, this is welcomed as we have expressed growing concern around the increasing use of Acting and Temporary ranks particularly within the Inspecting ranks.

It's a disappointment that members have been fulfilling temporary posts for years and are now in receipt of CRTP, this signifies a failing in the current system. Members of the Inspecting ranks have reported concerns around 'base post' (true) vacancies not being filled on promotion and use of Temporary ranks to occupy them. This creates a barrier for those seeking promotion, stifles development, increases pressure and creates a domino effect within other ranks including an effect on recruitment.

OVERNIGHT ALLOWANCES

Overnight allowances apply to Federated ranks, including Inspecting ranks and include where they are attending training or conferences as a presenter or instructor. The new allowances are

- Overnight Disruption **£63.90**
- Additional Disruption **£42.60**
- Minimum Standard **£90**

ELECTIONS

The quadrennial elections are currently in process, it is vital that the Inspecting ranks are represented within the Scottish Police Federation. Inspectors and Chief Inspectors should consider standing to represent the views of colleagues in their specific territorial area. The Inspectors Central Committee have undertaken considerable work in relation to the 'long hour's culture', increased responsibility and impact of rank reduction.

The Scottish Police Federation will continue to represent members however it is critical that we have representatives in Areas to allow us to achieve this.

Andy

Andrew Malcolm

Chair – Inspectors Central Committee