

Scottish Police Federation

Briefing for Gillian Russell meeting with Calum Steele and Brian Docherty on Wednesday 14 December 2016

Official support: [Redacted] Police Powers and Workforce

1. Funding / budgets

[Redacted – Section 30 – 3 Paragraphs]

SPF evidence to the Justice Sub-Committee on Policing:

It is essential that any budget settlement recognises the reasonable expectation of police officers to be fairly rewarded for the job they do and sacrifices they and their loved ones make to keep the citizens of Scotland safe. Quite simply the budget must be able to cater for fair pay increases as it would be unforgivable to expect police officers to pay the price for keeping policing

Information received by the SPF suggests the level of investment needed to upgrade the police estate to a reasonable standard sits in the region £200 Million

The police fleet is aging rapidly and in an increasingly poor state of repair. There are police vehicles on our roads with in excess of 200,000 miles on the clock. Many vehicles spend an increasingly large proportion of time off our roads being repaired.

2. 2016 pay claim

[Redacted – Section 30 – 2 Paragraphs]

[Redacted – Section 30 – heading and 3 Paragraphs]

4. Supervisory Ratios

[Redacted – Section 30 – 1 Paragraph]

SPF evidence to the Justice Sub-Committee on Policing:

At this time and in a bid to save money, the PSoS is significantly cutting its rank profile without any evidence that doing so does not increase risks to the public or pressures on those left behind. There has been no evaluation of the roles performed or how their removal might impact on workloads in other parts of the service.

Decisions that were once taken at higher ranks are now taken one or two ranks lower and fewer people in these ranks compounds those pressures even further. As risk is continually pushed downwards to fewer people, there are evident risks in terms of organisational capacity and the wellbeing of individuals. In the often accusatorial world of police scrutiny we see an inherent unfairness in this approach.

5. 2026 Project

[Redacted – Section 30 – 2 Paragraphs]

6. Terms and Conditions

[Redacted – Section 30 – 2 Paragraphs]

PNB

[Redacted – Section 30 – 3 Paragraphs]

7. Brexit

[Redacted – Section 30 – 1 Paragraph]

8. IT

[Redacted – Section 30 – 2 Paragraphs]

9. Survey/Morale

[Redacted – Section 30 – 3 Paragraphs]

CABINET SECRETARY FOR JUSTICE

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MEETING WITH THE SCOTTISH POLICE FEDERATION (SPF)

DATE – Thursday 22 June 2017

KEY MESSAGE	I welcome and value the continued dedication and professionalism of your members
WHO	Andrea MacDonald – Chair, SPF
WHAT	Quarterly meeting
WHERE	T3.05 – Scottish Parliament
WHEN	Date Thursday 22 June Time 14:00 – 15:00
SUPPORTING OFFICIALS	Susan Ferguson, Police Strategy and Performance Peter Jamieson, Police Powers and Workforce
BRIEFING	Agenda items and briefing provided below

AGENDA

1. Policing 2026
2. Police Officer Pay

Other issues:

3. Armed Policing

Item 1. POLICING 2026

We have continued to highlight through our 2026 engagement with SPA and Police Scotland the importance of strong engagement with police workforce and their representatives. Police Scotland's engagement with SPF, ASPS and Unison – led by ACC [REDACTED] - has been increasingly robust and appreciation of this was expressed at their appearance before the Justice Sub-Committee on Policing on 20 April, with Calum Steele saying:

"I think that the [Policing 2026 Strategy] document is neither here nor there, for what it is worth. However, if I am looking for positives, I will say this...I am enormously positive about the fact that the Scottish Police Federation has been actively engaging with the policing 2026 team, in particular with Chief Superintendent [REDACTED] and Assistant Chief Constable [REDACTED]. There has also been significant buy-in from Deputy Chief Constable Iain Livingstone on the whole matter...The service's willingness to work with us in that way thus far has been second to none—more than I have ever seen before. The service is not quite biting our hand off, but that is the closest metaphor that I can find. There is a lot of engagement and a willingness to utilise international expertise to try to put in place something that will work for the future of all communities in Scotland."

ACC Graham briefed Calum Steele and Andrea MacDonald at a meeting on 12 June, shared a copy of the 3 Year Implementation Plan with Calum Steele last week in advance of its publication and wrote to SPF on 19 June with a letter describing the nature of consultation responses, changes proposed and plans to make public. Andrea confirmed to ACC Graham in a phone call yesterday that there is no issue with engagement or sharing of documentation.

Andrea MacDonald is quoted in the Scotsman 2026 article today:

"This document is filled with oblique references that we will be looking to cut staff numbers. In light of what's been happening in recent weeks, that concerns us.

"They talk about returning officers to the frontline, but that's a misleading phrase. It doesn't necessarily mean they will return to being the cops doing the 24/7 shifts, the guys who will respond to housebreakings or help increase security at mosques."

Further down the article says " staff associations have raised concerns about the level of engagement in the process [of] both the public and those in the organisation."

Consultation response

Initially SPF had indicated that they would not issue a consultation response. However, they then submitted a response on 22 May, 2 weeks after the 8 May closing date.

[Redact – Section 30 – 1.5 pages]

Police Officer Pay
[Redact – section 30 – 1.25 pages]

Armed policing
[Redact – section 30 – 1 page]

CABINET SECRETARY FOR JUSTICE

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MEETING WITH THE SCOTTISH POLICE FEDERATION (SPF)

DATE – Thursday 16 November 2017

KEY MESSAGE	I welcome and value the continued dedication and professionalism of your members
WHO	Andrea MacDonald – Chair, SPF; Calum Steele, General Secretary, SPF
WHAT	Quarterly meeting
WHERE	TG.24 – Scottish Parliament
WHEN	Date Thursday 16 November Time 14:30 – 15:15
SUPPORTING OFFICIALS	Sue Langlands, Police Powers and Workforce Peter Jamieson, Police Powers and Workforce
BRIEFING	Agenda items and briefing provided below

AGENDA

We have not agreed agenda items with the SPF but briefing has been provided on the following areas:

1. Custody
2. Armed Policing
3. Police Officer Pay
4. Finance

<p>Item : 1</p> <p>Key Messages:</p> <p>Background:</p>	<p>CUSTODY</p> <p>[Redact – Section 30 – 1 paragraph]</p> <ul style="list-style-type: none"> • The SPF gave evidence at the Justice sub-committee (9 November 2017) on financial planning but they highlighted Custody as an area of concern. <p>[Redact – Section 30 – 4 paragraphs]</p> <ul style="list-style-type: none"> • Police Scotland submitted additional evidence to the committee on custody. It set out that: • <i>Prisoners are sometimes transferred to custody centres better able to provide the care and welfare they require or in order to make best use of our available custody estate, thereby freeing capacity within a custody centre to enable its continued use by local officers. This is kept to an absolute minimum, with human rights and the safety of prisoners and officers at the forefront of any decision.</i> • <i>Police Scotland has set out that a fully structured and governed programme board was established in August of this year under the Policing 2026 transformation board, with a number of projects dedicated to Criminal Justice Services Division.</i> • Under the leadership of ACC Mawson, as Programme Manager, these will focus on delivering high quality custody and criminal justice services in response to an evolving world of custody care with a recognition of the demands placed on meeting mental health needs and other acute vulnerabilities. • The custody remodelling project will run in two phases, with Phase 1 running from Nov 2017 - Nov 2018. Looking at 'quick wins' to reduce backfill and to second officers on 12 month secondments to offer continuity. • Phase 2 will run from Nov 2018 - Nov 2020. Future Strategy - By the close of Phase 1 the business case and recommendations for the transformation of custody provision and creation Criminal Justice Hubs will have been delivered to Police Scotland Executive for assessment and approval. • These hubs will be developed in Phase 1 into examples of the 'ideal / best practice' future of custody provision and be the proof of concept for the Phase 2, which (aligned with the Police Scotland 10 Year Strategy) will deliver a new custody model nationally that matches the needs of the organisation and stakeholders in the long term.
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<p>Item : 2</p> <p>Key Messages:</p> <p>Background:</p>	<p>ARMED POLICE</p>
	<p>[Redact – Section 30 – 4 paragraphs]</p>
	<p>[Redact – Section 30 – 1 paragraph]</p> <ul style="list-style-type: none"> • A police officer was stabbed in the grounds of Edinburgh College on the morning of 6 November. The officer, who was responding to reports of a man threatening to harm himself and others, was taken to Edinburgh Royal Infirmary with a non-life-threatening injury. A man has been detained in connection with the incident. • [REDACTED], accused the service of “not suitably equipping” officers sent to incidents involving weapons. “I would like to commend the bravery of all of the police officers who attended this incident, undoubtedly their actions in protecting the public prevented further injuries or even fatalities,” she said - “However - whilst all details are still to emerge - once again it appears that we have Scottish police officers not suitably equipped to deal with an incident where an individual is armed. Our thoughts are with the police officer who was injured and his family and colleagues at this time.” • Deputy Chief Constable Iain Livingstone said he would be visiting the injured officer, adding: “Police Scotland always takes the welfare of its officers very seriously. “We continually keep officer safety under review and regular liaison takes place with staff associations around this issue. “As always, we will investigate this incident to see if there is anything to be learned from it.”
	<p>[Redact – Section 30 – 3 paragraphs]</p> <ul style="list-style-type: none"> • Conductive Energy Devices (CEDs or Taser) – Police Scotland has identified that the deployment of CEDs reduces the risk of injury and enhances the safety of officers, the public and the perpetrator. • These officers will be known as Specially Trained Officers (STOs) and will continue to be based in local policing areas to provide enhanced security and protection for local communities. In any one shift there will be 50 STOs on duty. Training of 500 STO officers will begin in May 2018 and finish in August 2018. At present, only authorised firearms officers are equipped with CEDs. <p>[Redact – Section 30 – 1 paragraph]</p>

<p>Item : 3</p> <p>Key Messages:</p> <p>Background:</p>	<p>POLICE OFFICER PAY</p> <p>[Redact – Section 30 – 3 Paragraphs]</p> <ul style="list-style-type: none"> • PNB made an agreement on pay and conditions for 2017/18 (PNB pay agreement published on 25 September 2017) with a 1% uplift in pay and allowances from 1 September 2017. There were a number of changes to working arrangements with one area for SPF members still to be negotiated through the PNB Technical Working Group i.e. <ul style="list-style-type: none"> <i>Compensation for excessive disruption to rest days will be agreed and introduced on 1 June 2018.</i> <p>[Redact – Section 30 – 1 paragraph]</p> <ul style="list-style-type: none"> • At the Justice sub-committee on Policing (9 November 2017) the SPF evidence set out, in relation to pay: <ul style="list-style-type: none"> <i>Police officers will consider it an act of unforgivable betrayal if at the time wages grow beyond the limits of the historic pay cap for other workers, they are denied the opportunity to secure fair wage growth as a direct consequence of a funding settlement that kills that potential stone dead.</i> • The SPF published a SPF circular on 6 November 2017 highlighting the report - Institute for Fiscal Studies – Analysis on Budget Options. <ul style="list-style-type: none"> [Redact – Section 30 – 2 sentences] [Redact – Section 30 – 1 paragraph] • The agreements made for 2017/18 (outwith the 1% pay uplift) are as follows: <ul style="list-style-type: none"> - Where a police officer is recalled to duty on a working day, out with the hours between 2300 and 0700, the officer shall be compensated for each completed period of overtime at the appropriate rate, plus travelling time. Where the officer is not required to attend a police station, police incident, or court, as a consequence of recall to duty between the hours of 2300 and 0700, the officer shall be entitled to a minimum payment of one hour of overtime at the appropriate rate. A minimum payment of four hours of overtime on an occasion a police officer is otherwise recalled to duty on a working day between the hours of 2300 and 0700 is retained. These changes will all take effect from 1 September 2017; - Where a police officer is required to work on a rest day without due notice but the officer is not required to attend a police station, police incident, or court, as a consequence of said requirement to work, the officer shall be entitled to a minimum payment one hour of overtime at the appropriate rate. This change takes effect from 1 September 2017; - Where a police officer works into a rest day, the officer shall be compensated for each completed period of overtime at the appropriate rate from 1 October 2017;
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	<ul style="list-style-type: none"> - The abolition of the deduction of payment or toil for the first four occasions of casual overtime in any week with effect from 1 December 2017; - Police officers may nominate two days, in place of Christmas Day and New Year's Day as public holidays for religious or cultural reasons from 1 April 2018; - Where there is a requirement to work on a rest day during a period of annual leave, that rest day (or subsequent rest days if similarly worked) will be compensated in the same way as if the requirement to work were on a day of annual leave. A qualifying period of leave shall be defined as a period of 4 days or more, at least one of which is a day of annual leave and the remaining days being rest days, public holidays or days taken as time off in lieu of overtime. These changes will take effect from 1 April 2018; - Compensation for ex excessive disruption to rest days will be agreed and introduced on 1 June 2018.
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Item : 2 Key Messages: Background:	POLICE FINANCE
	[Redact – Section 30 – 2 paragraphs]
	<p>[Redact – Section 30 – 5 paragraphs]</p> <ul style="list-style-type: none"> • The SPA Finance Committee considered (8 November) the quarter two financial position of SPA/PS. This forecasts an improved resource budget position - full-year overspend of £36.6 million, compared to the agreed (March 2017) budget position of an overspend of £47.2 million, and the previously reported (June 2017) position of an overspend of £45.3 million. • Measures will be taken throughout the year to minimise this budget deficit. In addition the SPA is forecasting an underspend of £5.2 million (previously reported as £6.9 million) against its reform budget, but continues to look for opportunities to maximise the use of the budget to deliver Policing 2026.

