

Safer Communities Directorate
Police Division

T: 0131-244 3525
E: peter.jamieson@scotland.gsi.gov.uk



Calum Steele
SPF General Secretary

Date: 27 March 2015

Dear Calum

SCOTTISH POLICE FEDERATION – GRANT OFFER 2015/16

The Cabinet Secretary for Justice has approved the staff association budgets for 2015/16 and despite the current tough financial climate has approved budgets that maintain funding at the previous year's level.

On behalf of Scottish Ministers I hereby offer a grant not exceeding the sum of £374,400 for the financial year 2015/2016, to the Scottish Police Federation (SPF) for the purpose laid out in Schedule 1 on the following terms and conditions.

Definitions and Interpretation

1. In these Conditions, the words and expressions set out in Schedule 2 shall have meaning ascribed to them in that Schedule.
2. In these Conditions unless the context otherwise requires, words denoting the singular shall include the plural and vice versa and words denoting any gender shall include all genders. The headings in these Conditions are for convenience only and shall not be read as forming part of the Conditions or taken into account in their interpretation. Except as otherwise provided in these Conditions, any reference to a clause, paragraph, sub-paragraph or schedule shall be a reference to a clause, paragraph, subparagraph or schedule of these Conditions

Purpose of the Grant

3. The Grant is provided under section 89 of the Police and Fire Reform (Scotland) Act 2012.

4. The Grant is provided to the Scottish Police Federation for the purposes described in Schedule 1 and the Grant shall only be used for the purposes described in that schedule and for no other purposes whatsoever.

5. No part of the Grant shall be used to fund any activity carried out, or material published by the Grantee, which is party political in intention, use, or presentation or appears to be designed to affect support for a political party.

Payment of Grant

6. The Grant shall be paid by the Scottish Ministers to the Grantee in accordance with the terms of Schedule 1 attached hereto.

7. As soon as possible after the end of the financial year in which grant is payable, the Grantee shall submit to Scottish Ministers a final report showing all the activities undertaken and the expenditure incurred by the Grantee during the grant period.

8. In the event that the amount of the Grant paid by the Scottish Ministers to the Grantee during that Financial Year exceeds the amount of the expenses reasonably and properly incurred by the Grantee in connection with the Purpose set out in Schedule 1 in that Financial Year, the Grantee shall within 28 days of receiving a written demand in respect thereof from the Scottish Ministers, repay to the Scottish Ministers the amount of such excess. In the event that the Grantee fails to pay such amount within the 28 day period, the Scottish Ministers shall be entitled to interest on the sum at the rate of 2 per cent per annum above the base lending rate (or the equivalent) of the Royal Bank of Scotland plc prevailing at the time of the written demand from the date of the written demand until payment in full of both the sum and the interest thereon.

9. The Scottish Ministers shall not be bound to pay to the Grantee, and the Grantee shall have no claim against the Scottish Ministers in respect of, any instalment of the Grant which has not been claimed by the Grantee by 31 March of the applicable financial year as set out in Schedule 1, unless otherwise agreed in writing by the Scottish Ministers.

10. The Grantee shall submit to the Scottish Ministers a statement of compliance with the Conditions of the Grant for 2014/15, using the form of words provided in Schedule 3. The statement shall be signed by an Executive member of the SPF.

Inspection and Information

11. The Grantee shall keep and maintain for a period of 3 years after the expenditure occurs, adequate and proper records and books of account recording all receipts and expenditure of monies paid to it by the Scottish

Ministers by way of Grant. The Grantee shall afford the Scottish Ministers, their representatives, Audit Scotland and other such persons as the Scottish Ministers may reasonably specify from time to time, such access to those records and books of account as may be required by them at any reasonable time in response to a written request for such access from the person seeking it and the Grantee shall provide reasonable assistance and explanation as the person carrying out the inspection may from time to time require.

12. The Grantee shall ensure that adequate internal expenditure controls are in place and that resources are used economically, effectively and efficiently.

13. In the event of the Grantee becoming aware of or suspecting any irregular or fraudulent activity that may have any impact on the use of the Grant, or any part of it, the Grantee shall immediately notify the Scottish Ministers of such activity and provide such other information as the Scottish Ministers may reasonably require in relation to the impact it may have on the grant purposes set out in Schedule 1.

Confidentiality and Data Protection

14. The Grantee will respect the confidentiality of any commercially sensitive information that they have access to as a result of the Project.

15. Notwithstanding the above, the Grantee may disclose any information as required by law or judicial order. All information submitted to the Scottish Ministers may need to be disclosed and/or published by the Scottish Ministers. Without prejudice to the foregoing generality, the Scottish Ministers may disclose information in compliance with the Freedom of Information (Scotland) Act 2002, any other law, or, as a consequence of judicial order, or order by any court or tribunal with the authority to order disclosure. Further, the Scottish Ministers may also disclose all information submitted to them to the Scottish or United Kingdom Parliament or any other department, office or agency of Her Majesty's Government in Scotland, in right of the Scottish Administration or the United Kingdom, and their servants or agents. When disclosing such information to either the Scottish Parliament or the United Kingdom Parliament it is recognised and agreed by both parties that the Scottish Ministers shall if they see fit disclose such information but are unable to impose any restriction upon the information that it provides to Members of the Scottish Parliament, or Members of the United Kingdom Parliament; such disclosure shall not be treated as a breach of this agreement.

16. The Grantee shall ensure that all requirements of the Data Protection Act 1998 are fulfilled in relation to the Project.

17. To comply with section 31(3) of the Public Services Reform (Scotland) Act 2010, the Scottish Ministers publish an annual statement of all payments over £25,000. In addition, in line with openness and transparency, the Scottish

Government publishes a monthly report of all payments over £25,000. The Grantee should note that where a payment is made in excess of £25,000 there will be disclosure (in the form of the name of the payee, the date of the payment, the subject matter and the amount of grant) in the both the monthly report and the annual Public Services Reform (Scotland) Act 2010 statement.

Assets and equipment

18. The Grantee shall not, without prior written consent of the Scottish Ministers, dispose of any equipment purchased with grant funds within 5 years of the award being made, where the equipment has a minimum value of £1,000 at the time of disposal.

Publicity

19. The Grantee shall where reasonably practicable acknowledge in all publicity material the contribution of the Scottish Ministers to its costs. The Scottish Ministers may require to approve the form of such acknowledgement prior to its first publication.

Intellectual Property Rights

20. Where appropriate, all Intellectual Property Rights are hereby assigned to and shall vest in the Crown or its assignees.

21. The Grantee shall ensure that nothing contained in any materials produced or submitted to the Scottish Ministers by the Grantee or anyone acting on its behalf nor the reproduction of such materials, shall constitute an infringement of any third party copyright or intellectual property right and shall indemnify the Scottish Ministers against all actions, proceedings, claims and demands made by reason of any such infringement.

Corrupt Gifts and Payments of Commission

22. The Grantee shall ensure that its employees shall not breach the terms of the Bribery Act 2010 in relation to this or any other grant. The Grantee shall ensure that adequate controls are in place to prevent bribery.

Compliance with the Law

23. The grantee shall ensure that in relation to the grant purpose, they and anyone acting on their behalf shall comply with the relevant law for the time being in force in Scotland.

24. The grantee shall ensure that they have an active equal opportunities policy that includes open and transparent recruitment procedures for all elected posts and for the recruitment of all employees.

Default

25. The Scottish Ministers may re-assess, vary, make a deduction from, withhold, or require immediate repayment of the Grant or any part of it in the event that:

25.1 The Grantee commits a Default;

25.2 The Scottish Ministers consider that any change or departure from the purposes for which the Grant was awarded warrants an alteration in the amount of the Grant;

26. The Scottish Ministers may withhold the payment of the Grant if at any time within the duration of the Agreement:

26.1 The Grantee passes a resolution that it be wound up, or a court makes an order that the Grantee be wound up, in either case otherwise than for the purposes of reconstruction or amalgamation, or circumstances arise which would enable a court to make such an order or the Grantee is unable to pay its debts within the meaning of section 123 of the Insolvency Act 1986;

26.2 A receiver, manager, administrator or administrative receiver is appointed to the Grantee, or over all or any part of the Grantee's property, or circumstances arise which would entitle a court or a creditor to appoint such a receiver, manager, administrator or administrative receiver.

27. In the event that the Grantee becomes bound to pay any sum to the Scottish Ministers in terms of clause 25, the Grantee shall pay the Scottish Ministers the appropriate sum within 14 days of a written demand for it being given by or on behalf of the Scottish Ministers to the Grantee. In the event that the Grantee fails to pay the sum within the 14 day period, the Scottish Ministers shall be entitled to interest on the sum at the rate of 2 per cent per annum above the Bank of England base lending rate prevailing at the time of the written demand, from the date of the written demand until payment in full of both the sum and interest.

28. Notwithstanding the provisions of clauses 25 to 27, in the event that the Grantee is in breach of any of the Conditions, the Scottish Ministers may, provided that the breach is capable of a remedy, postpone the exercise of their rights to recover any sum from the Grantee in terms of those clauses for such period as they see fit, and may give written notice to the Grantee requiring it to remedy the breach within such period as may be specified in the notice. In the event of the Grantee failing to remedy the breach within the period specified, the Grantee shall be bound to pay the sum to the Scottish Ministers in accordance with the foregoing provisions.

29. Any failure, omission or delay by the Scottish Ministers in exercising any right or remedy to which they are entitled by virtue of clauses 25.1 and 25.2 shall not be construed as a waiver of such right or remedy.

Assignment

30. The Grantee shall not be entitled to assign, sub-contract or otherwise transfer its rights or obligations under the Agreement without the prior written consent of the Scottish Ministers.

Termination

31. The Agreement may be terminated by the Scottish Ministers giving not less than 3 months' notice in writing from the date of the notice being sent.

Continuation of Conditions

32. These conditions shall continue to apply for a period of 5 years after the end of the financial year in which the final instalment of the Grant was paid.

33. If you agree to accept the offer of grant and the conditions attached to it, you should sign and date the attached Grant Acceptance form to me as soon as possible. You should retain the second copy for your own records. It will not be possible to pay any grant instalment until a formal acceptance of the offer has been received.

Yours sincerely

Peter Jamieson

PETER JAMIESON
Police Division
Scottish Government

GRANT ACCEPTANCE

On behalf of the Scottish Police Federation, I certify that I have read the Scottish Ministers grant terms and conditions above together with the schedules here to dated

I undertake that:-

1. The organisation will use the grant solely for the purposes stated in the Scottish Ministers grant offer letter and its schedules;
2. The organisation will repay to the Scottish Ministers on demand any amount which fails to be spent in accordance with the grant offer letter and related schedules;
3. The organisation will keep records indicating how the grant has been used and will submit the required statement of expenditure in relation to 2014 - 2015, and
4. The organisation will observe all other conditions of grant specified above.

On behalf of the Scottish Police Federation I accept the grant offer of £374,400 for the financial year 2015 - 2016.

Signed:

Print Name:

Position within organization:

Address and telephone number:

Date:

Schedule 1

Purpose of grant

Scottish Ministers will pay grant to SPF in recognition of its remit to promote efficiency and welfare within the Scottish Police Service. Within this remit the grant has been provided to assist the SPF to meet the costs associated with the following expenditure:

- All or a proportion of the salaries and on-costs of the Chairperson, Deputy Chairperson, Secretary and Deputy Secretary;
- Associated office costs and expenses;
- Appropriate travel and subsistence expenses to meet the needs of the Federation;
- Appropriate capital items; and
- Appropriate miscellaneous expenses.

Through provision of the grant the Scottish Government may ask the Scottish Police Federation to provide assistance and advice to the Scottish Government on police related policy matters, including the provision of information to meet the answering of parliamentary questions, Ministerial correspondence and provision of other information requests to brief Scottish Ministers. SPF will also contribute to the development of informed policy and legislation on policing issues. This includes taking part in Police Negotiation Board matters, responses to consultation under the Police and Fire Reform (Scotland) Act 2012, giving evidence to the Scottish Parliament Justice Committees and general advice to Ministers.

Officials from the SPF Executive will meet regularly with officials from the Scottish Government Safer Communities Directorate to discuss progress against the above objectives. In addition, SPF will report to the Scottish Ministers on how the objectives for the previous financial year have been met. They should report any reasons for significant gaps between objectives set and the actual activity. If any of the objectives are unlikely to be met the SPF will notify Scottish Ministers in writing.

Payment of Grant

The Grant shall be paid by the Scottish Ministers to the Grantee in the following instalments:

PAYMENT OF GRANT IN 2015-16		
	<u>AMOUNT</u>	<u>PAYMENT DATE</u>
Payment 1	£93,600	April 2015
Payment 2	£93,600	1 July 2015
Payment 3	£93,600	1 October 2015
Payment 4	£93,600	4 January 2016

Payments of grant from 1 July 2015 onwards shall be dependent on Scottish Ministers having received a financial statement for the previous financial year. Payment will not be made until this has been received.

Schedule 2

Definitions

“Agreement” means the agreement constituted by the Scottish Ministers’ invitation to apply for a grant, the Grantee’s Application, the Award Letter, the Grantee’s acceptance of the offer made in the Award Letter and these Conditions;

“Application” means the application for a Grant made by the Grantee;

“Award Letter” means the letter offering the Grant to the Grantee to which these Conditions are annexed;

“Conditions” means these grant conditions;

“Default” means:

(a) Any breach of the obligations of either party under this Agreement (including, but not limited to, any breach of any undertaking or warranty given under or in terms of this Agreement);

(b) Any failure to perform or the negligent performance of any obligation under this Agreement;

(c) Any breach of any legislation; or

(d) Any negligence or negligent or fraudulent miss-statement, or any other default,

In all cases by either party, its employees, agents or representatives;

“Financial Year” means a period from 1 April in one year until 31 March in the next;

“Grant” means the grant offered by the Scottish Ministers to the Grantee as specified in the Award Letter, as varied from time to time in accordance with these Conditions;

“Grantee” means the Scottish Police Federation

“Payment” means each of the payments specified in Schedule 1 hereto.

Schedule 3

STATEMENT OF COMPLIANCE WITH CONDITIONS OF GRANT: 2014/2015

Grant to the Scottish Police Federation

This is to confirm that the grant claimed by the Scottish Police Federation in relation to the above purpose, during the financial year ended **31 March 2015**, was properly due and was used for its intended purpose(s) in accordance with the terms and conditions of the Grant. This statement is supported by the records of the Scottish Police Federation.

Signed:

Name in block capitals:

Position:

Date:

Safer Communities Directorate
Police Division

T: 0131-244 3525
E: peter.jamieson@scotland.gsi.gov.uk



Calum Steele
SPF General Secretary

Date: 24 March 2016

Dear Calum

SCOTTISH POLICE FEDERATION – GRANT OFFER 2016/17

The Cabinet Secretary for Justice has approved the staff association budgets for the next financial year.

On behalf of Scottish Ministers I hereby offer a grant not exceeding the sum of £368,788 for the financial year 2016/2017, to the Scottish Police Federation (SPF) for the purpose laid out in Schedule 1 on the following terms and conditions.

Definitions and Interpretation

1. In these Conditions, the words and expressions set out in Schedule 2 shall have meaning ascribed to them in that Schedule.
2. In these Conditions unless the context otherwise requires, words denoting the singular shall include the plural and vice versa and words denoting any gender shall include all genders. The headings in these Conditions are for convenience only and shall not be read as forming part of the Conditions or taken into account in their interpretation. Except as otherwise provided in these Conditions, any reference to a clause, paragraph, sub-paragraph or schedule shall be a reference to a clause, paragraph, subparagraph or schedule of these Conditions

Purpose of the Grant

3. The Grant is provided under section 89 of the Police and Fire Reform (Scotland) Act 2012.

4. The Grant is provided to the Scottish Police Federation for the purposes described in Schedule 1 and the Grant shall only be used for the purposes described in that schedule and for no other purposes whatsoever.

5. No part of the Grant shall be used to fund any activity carried out, or material published by the Grantee, which is party political in intention, use, or presentation or appears to be designed to affect support for a political party.

Payment of Grant

6. The Grant shall be paid by the Scottish Ministers to the Grantee in accordance with the terms of Schedule 1 attached hereto.

7. As soon as possible after the end of the financial year in which grant is payable, the Grantee shall submit to Scottish Ministers a final report showing all the activities undertaken and the expenditure incurred by the Grantee during the grant period.

8. In the event that the amount of the Grant paid by the Scottish Ministers to the Grantee during that Financial Year exceeds the amount of the expenses reasonably and properly incurred by the Grantee in connection with the Purpose set out in Schedule 1 in that Financial Year, the Grantee shall within 28 days of receiving a written demand in respect thereof from the Scottish Ministers, repay to the Scottish Ministers the amount of such excess. In the event that the Grantee fails to pay such amount within the 28 day period, the Scottish Ministers shall be entitled to interest on the sum at the rate of 2 per cent per annum above the base lending rate (or the equivalent) of the Royal Bank of Scotland plc prevailing at the time of the written demand from the date of the written demand until payment in full of both the sum and the interest thereon.

9. The Scottish Ministers shall not be bound to pay to the Grantee, and the Grantee shall have no claim against the Scottish Ministers in respect of, any instalment of the Grant which has not been claimed by the Grantee by 31 March of the applicable financial year as set out in Schedule 1, unless otherwise agreed in writing by the Scottish Ministers.

10. The Grantee shall submit to the Scottish Ministers a statement of compliance with the Conditions of the Grant for 2015/16, using the form of words provided in Schedule 3. The statement shall be signed by an Executive member of the SPF.

Inspection and Information

11. The Grantee shall keep and maintain for a period of 3 years after the expenditure occurs, adequate and proper records and books of account recording all receipts and expenditure of monies paid to it by the Scottish

Ministers by way of Grant. The Grantee shall afford the Scottish Ministers, their representatives, Audit Scotland and other such persons as the Scottish Ministers may reasonably specify from time to time, such access to those records and books of account as may be required by them at any reasonable time in response to a written request for such access from the person seeking it and the Grantee shall provide reasonable assistance and explanation as the person carrying out the inspection may from time to time require.

12. The Grantee shall ensure that adequate internal expenditure controls are in place and that resources are used economically, effectively and efficiently.

13. In the event of the Grantee becoming aware of or suspecting any irregular or fraudulent activity that may have any impact on the use of the Grant, or any part of it, the Grantee shall immediately notify the Scottish Ministers of such activity and provide such other information as the Scottish Ministers may reasonably require in relation to the impact it may have on the grant purposes set out in Schedule 1.

Confidentiality and Data Protection

14. The Grantee will respect the confidentiality of any commercially sensitive information that they have access to as a result of the Project.

15. Notwithstanding the above, the Grantee may disclose any information as required by law or judicial order. All information submitted to the Scottish Ministers may need to be disclosed and/or published by the Scottish Ministers. Without prejudice to the foregoing generality, the Scottish Ministers may disclose information in compliance with the Freedom of Information (Scotland) Act 2002, any other law, or, as a consequence of judicial order, or order by any court or tribunal with the authority to order disclosure. Further, the Scottish Ministers may also disclose all information submitted to them to the Scottish or United Kingdom Parliament or any other department, office or agency of Her Majesty's Government in Scotland, in right of the Scottish Administration or the United Kingdom, and their servants or agents. When disclosing such information to either the Scottish Parliament or the United Kingdom Parliament it is recognised and agreed by both parties that the Scottish Ministers shall if they see fit disclose such information but are unable to impose any restriction upon the information that it provides to Members of the Scottish Parliament, or Members of the United Kingdom Parliament; such disclosure shall not be treated as a breach of this agreement.

16. The Grantee shall ensure that all requirements of the Data Protection Act 1998 are fulfilled in relation to the Project.

17. To comply with section 31(3) of the Public Services Reform (Scotland) Act 2010, the Scottish Ministers publish an annual statement of all payments over £25,000. In addition, in line with openness and transparency, the Scottish

Government publishes a monthly report of all payments over £25,000. The Grantee should note that where a payment is made in excess of £25,000 there will be disclosure (in the form of the name of the payee, the date of the payment, the subject matter and the amount of grant) in the both the monthly report and the annual Public Services Reform (Scotland) Act 2010 statement.

Assets and equipment

18. The Grantee shall not, without prior written consent of the Scottish Ministers, dispose of any equipment purchased with grant funds within 5 years of the award being made, where the equipment has a minimum value of £1,000 at the time of disposal.

Publicity

19. The Grantee shall where reasonably practicable acknowledge in all publicity material the contribution of the Scottish Ministers to its costs. The Scottish Ministers may require to approve the form of such acknowledgement prior to its first publication.

Intellectual Property Rights

20. Where appropriate, all Intellectual Property Rights are hereby assigned to and shall vest in the Crown or its assignees.

21. The Grantee shall ensure that nothing contained in any materials produced or submitted to the Scottish Ministers by the Grantee or anyone acting on its behalf nor the reproduction of such materials, shall constitute an infringement of any third party copyright or intellectual property right and shall indemnify the Scottish Ministers against all actions, proceedings, claims and demands made by reason of any such infringement.

Corrupt Gifts and Payments of Commission

22. The Grantee shall ensure that its employees shall not breach the terms of the Bribery Act 2010 in relation to this or any other grant. The Grantee shall ensure that adequate controls are in place to prevent bribery.

Compliance with the Law

23. The grantee shall ensure that in relation to the grant purpose, they and anyone acting on their behalf shall comply with the relevant law for the time being in force in Scotland.

24. The grantee shall ensure that they have an active equal opportunities policy that includes open and transparent recruitment procedures for all elected posts and for the recruitment of all employees.

Default

25. The Scottish Ministers may re-assess, vary, make a deduction from, withhold, or require immediate repayment of the Grant or any part of it in the event that:

25.1 The Grantee commits a Default;

25.2 The Scottish Ministers consider that any change or departure from the purposes for which the Grant was awarded warrants an alteration in the amount of the Grant;

26. The Scottish Ministers may withhold the payment of the Grant if at any time within the duration of the Agreement:

26.1 The Grantee passes a resolution that it be wound up, or a court makes an order that the Grantee be wound up, in either case otherwise than for the purposes of reconstruction or amalgamation, or circumstances arise which would enable a court to make such an order or the Grantee is unable to pay its debts within the meaning of section 123 of the Insolvency Act 1986;

26.2 A receiver, manager, administrator or administrative receiver is appointed to the Grantee, or over all or any part of the Grantee's property, or circumstances arise which would entitle a court or a creditor to appoint such a receiver, manager, administrator or administrative receiver.

27. In the event that the Grantee becomes bound to pay any sum to the Scottish Ministers in terms of clause 25, the Grantee shall pay the Scottish Ministers the appropriate sum within 14 days of a written demand for it being given by or on behalf of the Scottish Ministers to the Grantee. In the event that the Grantee fails to pay the sum within the 14 day period, the Scottish Ministers shall be entitled to interest on the sum at the rate of 2 per cent per annum above the Bank of England base lending rate prevailing at the time of the written demand, from the date of the written demand until payment in full of both the sum and interest.

28. Notwithstanding the provisions of clauses 25 to 27, in the event that the Grantee is in breach of any of the Conditions, the Scottish Ministers may, provided that the breach is capable of a remedy, postpone the exercise of their rights to recover any sum from the Grantee in terms of those clauses for such period as they see fit, and may give written notice to the Grantee requiring it to remedy the breach within such period as may be specified in the notice. In the event of the Grantee failing to remedy the breach within the period specified, the Grantee shall be bound to pay the sum to the Scottish Ministers in accordance with the foregoing provisions.

29. Any failure, omission or delay by the Scottish Ministers in exercising any right or remedy to which they are entitled by virtue of clauses 25.1 and 25.2 shall not be construed as a waiver of such right or remedy.

Assignment

30. The Grantee shall not be entitled to assign, sub-contract or otherwise transfer its rights or obligations under the Agreement without the prior written consent of the Scottish Ministers.

Termination

31. The Agreement may be terminated by the Scottish Ministers giving not less than 3 months' notice in writing from the date of the notice being sent.

Continuation of Conditions

32. These conditions shall continue to apply for a period of 5 years after the end of the financial year in which the final instalment of the Grant was paid.

33. If you agree to accept the offer of grant and the conditions attached to it, you should sign and date the attached Grant Acceptance form to me as soon as possible. You should retain the second copy for your own records. It will not be possible to pay any grant instalment until a formal acceptance of the offer has been received.

Yours sincerely

Peter Jamieson

PETER JAMIESON
Police Division
Scottish Government

GRANT ACCEPTANCE

On behalf of the Scottish Police Federation, I certify that I have read the Scottish Ministers grant terms and conditions above together with the schedules here to dated

I undertake that:-

1. The organisation will use the grant solely for the purposes stated in the Scottish Ministers grant offer letter and its schedules;
2. The organisation will repay to the Scottish Ministers on demand any amount which fails to be spent in accordance with the grant offer letter and related schedules;
3. The organisation will keep records indicating how the grant has been used and will submit the required statement of expenditure in relation to 2015 - 2016, and
4. The organisation will observe all other conditions of grant specified above.

On behalf of the Scottish Police Federation I accept the grant offer of £368,788 for the financial year 2016 - 2017.

Signed:

Print Name:

Position within organization:

Address and telephone number:

Date:

Schedule 1

Purpose of grant

Scottish Ministers will pay grant to SPF in recognition of its remit to promote efficiency and welfare within the Scottish Police Service. Within this remit the grant has been provided to assist the SPF to meet the costs associated with the following expenditure:

- All or a proportion of the salaries and on-costs of the Chairperson, Deputy Chairperson, Secretary and Deputy Secretary;
- Associated office costs and expenses;
- Appropriate travel and subsistence expenses to meet the needs of the Federation;
- Appropriate capital items; and
- Appropriate miscellaneous expenses.

Through provision of the grant the Scottish Government may ask the Scottish Police Federation to provide assistance and advice to the Scottish Government on police related policy matters, including the provision of information to meet the answering of parliamentary questions, Ministerial correspondence and provision of other information requests to brief Scottish Ministers. SPF will also contribute to the development of informed policy and legislation on policing issues. This includes taking part in Police Negotiation Board matters, responses to consultation under the Police and Fire Reform (Scotland) Act 2012, giving evidence to the Scottish Parliament Justice Committees and general advice to Ministers.

Officials from the SPF Executive will meet regularly with officials from the Scottish Government Safer Communities Directorate to discuss progress against the above objectives. In addition, SPF will report to the Scottish Ministers on how the objectives for the previous financial year have been met. They should report any reasons for significant gaps between objectives set and the actual activity. If any of the objectives are unlikely to be met the SPF will notify Scottish Ministers in writing.

Payment of Grant

The Grant shall be paid by the Scottish Ministers to the Grantee in the following instalments:

PAYMENT OF GRANT IN 2016-17		
	<u>AMOUNT</u>	<u>PAYMENT DATE</u>
Payment 1	£92,197	April 2016
Payment 2	£92,197	1 July 2016
Payment 3	£92,197	3 October 2016
Payment 4	£92,197	4 January 2017

Payments of grant from 1 July 2016 onwards shall be dependent on Scottish Ministers having received a financial statement for the previous financial year. Payment will not be made until this has been received.

Schedule 2

Definitions

“Agreement” means the agreement constituted by the Scottish Ministers’ invitation to apply for a grant, the Grantee’s Application, the Award Letter, the Grantee’s acceptance of the offer made in the Award Letter and these Conditions;

“Application” means the application for a Grant made by the Grantee;

“Award Letter” means the letter offering the Grant to the Grantee to which these Conditions are annexed;

“Conditions” means these grant conditions;

“Default” means:

(a) Any breach of the obligations of either party under this Agreement (including, but not limited to, any breach of any undertaking or warranty given under or in terms of this Agreement);

(b) Any failure to perform or the negligent performance of any obligation under this Agreement;

(c) Any breach of any legislation; or

(d) Any negligence or negligent or fraudulent miss-statement, or any other default,

In all cases by either party, its employees, agents or representatives;

“Financial Year” means a period from 1 April in one year until 31 March in the next;

“Grant” means the grant offered by the Scottish Ministers to the Grantee as specified in the Award Letter, as varied from time to time in accordance with these Conditions;

“Grantee” means the Scottish Police Federation

“Payment” means each of the payments specified in Schedule 1 hereto.

Schedule 3

STATEMENT OF COMPLIANCE WITH CONDITIONS OF GRANT: 2015/2016

Grant to the Scottish Police Federation

This is to confirm that the grant claimed by the Scottish Police Federation in relation to the above purpose, during the financial year ended **31 March 2016**, was properly due and was used for its intended purpose(s) in accordance with the terms and conditions of the Grant. This statement is supported by the records of the Scottish Police Federation.

Signed:

Name in block capitals:

Position:

Date:

The Scottish Police Federation
Police Central Government Grant Account
Financial Statements
For the Year Ended 31 March 2016

Chair : Brian Docherty (Resigned 31/12/2016)
Andrea MacDonald (Appointed 01/01/2017)

Vice Chair : Graeme Ednie (Resigned 25/08/2016)
David Hamilton (Appointed 07/02/2017)

General Secretary and Treasurer : Calum Steele

Deputy General Secretary : David Kennedy

Auditors : Hardie Caldwell LLP
Registered Auditors
Chartered Accountants
Citypoint 2
25 Tyndrum Street
Glasgow
G4 0JY

Bankers : The Co-operative Bank
29 Gordon Street
Glasgow
G1 3PF

Unity Trust Bank PLC
9 Brindleyplace
Birmingham
B1 2HB

Central Office Address : 5 Woodside Place
Glasgow
G3 7QF

Income and Expenditure Account
For the Year Ended 31 March 2016

	£	£	2016 £	2015 £
Income				
Grant in aid			374,400	<u>374,400</u>
Expenditure				
Employee costs				
Executive salaries	356,967			341,232
Retired office bearers pension	<u>60,396</u>			<u>60,167</u>
		417,363		<u>401,399</u>
Office costs				
Rates		21,939		<u>21,449</u>
Travel and subsistence				
Joint central committee		25,905		<u>0</u>
Other expenses				
Audit and accountancy fees	1,351			1,242
Bank charges	<u>25</u>			<u>21</u>
		<u>1,376</u>		<u>1,263</u>
			466,583	424,111
Deficit for the year			<u>(92,183)</u>	<u>(49,711)</u>

Balance Sheet
As at 31 March 2016

		2016	2015
	£	£	£
Current assets			
Bank current account		1,412	<u>15,491</u>
Current liabilities			
Trade Creditors	0		70,432
Accrued charges	66,486		27,035
Balance due to JCC Voluntary Fund	<u>434,490</u>		<u>325,405</u>
		500,976	<u>422,872</u>
Net liabilities		<u>(499,564)</u>	<u>(407,381)</u>
 Represented by:			
Profit and loss account brought forward		(407,381)	(357,670)
Deficit for the year		<u>(92,183)</u>	<u>(49,711)</u>
		<u>(499,564)</u>	<u>(407,381)</u>

Approved by the Joint Central Committee of The Scottish Police Federation on 8 February 2017
and signed on its behalf.

Andrea MacDonald

Chair

Calum Steele

General Secretary and Treasurer

Notes to the financial statements
For the Year Ended 31 March 2016

1) Accounting policies

Accounting convention

The financial statements are prepared under the historical cost convention and in accordance with applicable accounting standards.

Capital expenditure

The Memorandum of Understanding allows for capital items to be purchased using Grant In Aid Funds. Such a use of funds is recorded in the Grant Account as expenditure through the Income and Expenditure Account to reflect the appropriation of these funds in that manner. Such expenditure is therefore not capitalised, but is treated as capital when these results are shown in the financial statements of the Joint Central Committee Voluntary Fund.

2) Ultimate controlling party and going concern

The Scottish Police Federation Police Central Government Grant Account is under the direct control of The Scottish Police Federation Joint Central Committee Voluntary Fund. Accordingly, the financial statements of the Voluntary Fund as at 31 March 2016 include the results of the Police Central Government Grant Account for the same period. As a result the Police Central Government Grant Account is prepared on a going concern basis irrespective of the net liabilities position reflected in the balance sheet.

Report of the independent auditors

To the Joint Central Committee of The Scottish Police Federation

We have audited the financial statements of the Scottish Police Federation Police Central Government Grant Account for the year ended 31 March 2016 which comprise the Income and Expenditure Account, the Balance Sheet and the related notes numbered 1 and 2.

The financial reporting framework that has been applied in their preparation is United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) applicable to Smaller Entities.

This report is made solely to the members of the Joint Central Committee, as a body, in accordance with the Memorandum of Understanding. Our audit work has been undertaken so that we might state to the committee's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the committee and the committee members as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of Executive Committee and auditors

In accordance with the Memorandum of Understanding the Joint Central Committee of The Scottish Police Federation are responsible for the preparation of the financial statements of the Police Central Government Grant Account and for being satisfied that they give a true and fair view.

We have been appointed as auditors under the Memorandum of Understanding and report in accordance with that agreement.

Our responsibility is to audit and express an opinion on the financial statements in accordance with relevant regulatory requirements and International Standards on Auditing (United Kingdom and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

Scope of the audit of the financial statements

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the organisation's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the committee members; and the overall presentation of the financial statements.

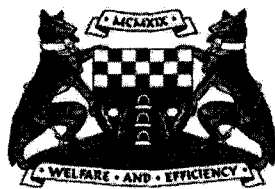
Opinion on financial statements

In our opinion the financial statements:

- give a true and fair view of the state of the Police Central Government Grant Account's affairs as at 31 March 2016 and of its deficit for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice applicable to Smaller Entities; and
- have been prepared in accordance with the requirements of the Memorandum of Understanding.

Hardie Caldwell LLP
Statutory Auditor

Glasgow
Date:



SCOTTISH POLICE FEDERATION

Established by Act of Parliament

Tansy Main
Head of Police Workforce Team
Police Division
Scottish Government
St. Andrews House
EDINBURGH
EH1 3DG

By email to: Tansy.Main@gov.scot

25 May 2017

Dear Tansy

Scottish Police Federation - Grant in Aid

I refer to the above and to our ongoing conversations on the subject.

As you are aware the history of the Scottish Police Federation Grant was simply to ensure that no single police force was left carrying the costs of the elected officials of the Scottish Police Federation (SPF). The Scottish Government (and its predecessor bodies) paid a grant to the SPF, which was in turn utilised to reimburse the relevant force for the costs of the elected officials. This was entirely appropriate.

Since the creation of the Police Service of Scotland the issue of which force pays the costs of the elected officials of the SPF is no longer relevant. The practical effect is therefore that the SPF receives the grant in quarterly instalments only to immediately pass them to the Scottish Police Authority (SPA) to meet the costs of the official's salaries. This however creates an administrative burden for both the SPF and SPA that is completely unnecessary. It demands amongst other things that the account is audited, that accounting fees are paid and that a purely administrative set of accounts is created and published.

The grant also covered the costs of ancillary matters including (but not limited to) accoutrements, rates and rent for the SPF headquarters, the costs of the then annual conference, and the costs of the statutory meetings of the Joint Central Committee. You will be aware that the grant has reduced in value in recent years and as the accounts show, whilst continuing to cover the cost of officials, it no longer comes close to covering the costs of the items it was originally intended to.

Whilst the grant accounts shows a paper loss, the SPF considers that beyond costs of officials, we are no longer reliant on the additional grant monies to pay for these elements.

The SPF considers therefore that continued payment of a grant to the SPF makes little sense and formally request the termination of SPF grant facilities, with the monies being paid directly to the SPA, as part of the global policing settlement (or otherwise as Government sees fit).

Self-evidently the SPF would expect that in doing so this would result in the termination of the expectation that the SPF continues to reimburse the SPA for the cost associated with officials, without detriment to the provisions of the Police Federation (Scotland) Regulations, insofar as they relate to the payment of pay and pension for officials of the SPF in particular.

The SPF would also ask that the surplus elements be considered to cover any notional future costs the SPF might be expected to incur as a consequence of the Trade Union Bill.

I look forward to hearing from you.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Calum Steele', with a stylized, cursive script.

CALUM STEELE
General Secretary