

SPF Newsletter on Pay

10 August 2007

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GROUNDHOG DAY FOR PAY

The last chance for a negotiated settlement on pay for 2007 happens on Wednesday (15 August). SPF negotiators feel it is very unlikely that a successful outcome will be achieved. As Joe Grant our General Secretary said, *“The Official Side seem to be hamstrung by the Treasury. I’m not confident that a better offer will be made. It beggars belief that they thought they could get away with such an unconvincing offer”*.

Both Sides remain far apart on how they value police officers. The Official Side has made a 2.325% “majority” offer and each of the country Government departments reserved their positions and have proposed staging. The Staff Side has fully evidenced a 3.94% claim which superintendents and chief officers completely support – (See JCC Circular 112 Of 2007.)

Last year it needed independent arbitration through ACAS to settle the pay award and immediately thereafter Government launched an ‘independent’ inquiry to deal with future pay. Staff Side saw this as little more than a ploy to deliver a real terms pay cut.

Joe Grant said, *“We feel the Government has stacked the cards against us. They appointed Sir Clive Booth to look at future pay up-rating and the negotiating machinery and he simply gave them what they wanted. We have acted with integrity, tried to genuinely negotiate, but once again it looks like we are the victims of gamesmanship. I hope the Official Side come to the meeting on Wednesday with a desire to resolve this dispute but I fear that once again we will have to call on ACAS to get a fair outcome.”*

Who is attacking police pay?

Verbal shorthand would have you believe it’s the ‘Government’ and the Official Side but there is now a Scottish Government as well as a UK Government. We know that not every member of the Official Side agrees with its proposals. We need to be clear about who is behind this and we are in no doubt that the Treasury and the Home Office is where the real blame lies. The Scottish Government, Chief Constables and Police Authorities are all represented on the Official Side and we believe they are being forced along this road by the Treasury and the Home Office. **Our message to our Scottish colleagues on the Official Side is to stand up and fight for what you know to be right, just and fair, don’t be bullied by the Treasury and the Home Office.**



SPF Chairman Norrie Flowers said, *“Frontline police officers in Scotland who put their lives on the line, who battle bravely to safeguard communities and who disregard their own safety in the fight against terror feel cheated again by the attitude of the Treasury and the Home Office. They are ignoring the concept of fair pay and negotiating machinery for the police and trying to take advantage of the fact that we have no right to take industrial action.”*

Future Updates will be published on the SPF website at:

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