

From: [redacted]@gov.scot>
Sent: 12 June 2019 11:55
To: [redacted]@btp.pnn.police.uk>; [redacted]@btp.pnn.police.uk>; [redacted]@btp.pnn.police.uk>; [redacted]@btp.pnn.police.uk' [redacted]@btp.pnn.police.uk>; [redacted]@outlook.com; [redacted]@btpfed.co.uk' <[redacted]@btpfed.co.uk>; [redacted]@gemmapettmanpr.co.uk>; [redacted]@scotland.pnn.police.uk' [redacted]@scotland.pnn.police.uk>; [redacted]@scotland.pnn.police.uk; [redacted]@scotland.pnn.police.uk' [redacted]@scotland.pnn.police.uk>; [redacted]@gov.scot>; [redacted]@spa.pnn.police.uk>; 'calum.steele@spf.org.uk' <calum.steele@spf.org.uk>; Wardlaw A (Alan) <[redacted]@transport.gov.scot>; [redacted]@transport.gov.scot>; [redacted]@tssa.org.uk' <[redacted]@tssa.org.uk>; '[redacted]@tssa.org.uk' [redacted]@tssa.org.uk>; [redacted]@btp.pnn.police.uk>
Cc: [redacted]@btp.pnn.police.uk>; [redacted]@btp.pnn.police.uk>; [redacted]@btp.pnn.police.uk; [redacted]@btpa.police.uk>; [redacted]@dft.gov.uk>; [redacted]@dft.gov.uk>; [redacted]@spa.pnn.police.uk; [redacted]@spa.pnn.police.uk>
Subject: RE: Devolution of railway policing - update - June 2019

Dear colleagues,

The letter from the Cabinet Secretary to the Justice Committee on the devolution of railway policing is now live on the Scottish Parliament website.

https://www.parliament.scot/S5_JusticeCommittee/Inquiries/Letter_Cab_Sec_to_Justice_Committee_-_railway_policing_devolution_-_11_June_2019_updated.pdf

I would be grateful if you could share this update with relevant colleagues and stakeholders.

If you have any questions or feedback, please let me know.

Many thanks,

[redacted]

[redacted]

From: [redacted]@gov.scot
Sent: 12 June 2019 09:58
To: [redacted]@btp.pnn.police.uk>; [redacted]@btp.pnn.police.uk>; [redacted]@btp.pnn.police.uk>; [redacted]@btp.pnn.police.uk' [redacted]@btp.pnn.police.uk>; [redacted]@outlook.com; [redacted]@btpfed.co.uk' <[redacted]@btpfed.co.uk>; [redacted]@gemmapettmanpr.co.uk>; [redacted]@scotland.pnn.police.uk' [redacted]@scotland.pnn.police.uk>; [redacted]@scotland.pnn.police.uk; [redacted]@scotland.pnn.police.uk' [redacted]@scotland.pnn.police.uk>;

[redacted]@gov.scot>; [redacted]@spa.pnn.police.uk>;
'calum.steele@spf.org.uk' <calum.steele@spf.org.uk>; Wardlaw A (Alan)
<[redacted]@transport.gov.scot>; [redacted]@transport.gov.scot>;
[redacted]@tssa.org.uk' <[redacted]@tssa.org.uk>; '[redacted]@tssa.org.uk'
[redacted]@tssa.org.uk>; [redacted]@btp.pnn.police.uk>
Cc: [redacted]@btp.pnn.police.uk>; [redacted]@btp.pnn.police.uk>;
[redacted]@btp.pnn.police.uk; [redacted]@btpa.police.uk>;
[redacted]@dft.gov.uk>; [redacted]@dft.gov.uk>;
[redacted]@spa.pnn.police.uk; [redacted]@spa.pnn.police.uk>
Subject: Devolution of railway policing - update - June 2019

Dear colleagues

Since the last update in February, we are pleased to report that there has been significant progress made in developing proposals for the new Scottish Railway Policing Committee.

The Cabinet Secretary has written to the Justice Committee today to give an update on the devolution of railway policing, and set out next steps. This letter contains some detail on the proposed Committee and its responsibilities. When the letter is published on the Scottish Parliament website, I will send you a link.

Thank you to everyone for your patience and support as we work together to develop an option which meets the needs of stakeholders, while ensuring the safety and security of the travelling public is not compromised in any way. Please do share this update with relevant colleagues and stakeholders.

I will keep you up to date with further progress. If you have any questions, please let me know.

Many thanks

[redacted]

[redacted]

From: Andrea Macdonald <Andrea.Macdonald@spf.org.uk>
Sent: 23 September 2019 16:01
To: [redacted]@gov.scot
Subject: Re: NPMD - Civic Reception

I will get my colleague [redacted] to assist me, the Cab Sec met him in Belfast.

Andrea

Andrea MacDonald MSc BA
Chair
Scottish Police Federation

On 23 Sep 2019, at 15:46, [redacted]@gov.scot wrote:
Andrea

Thanks. I know the event is quite big so just looking for Mr Yousaf to meet some of the families or other main NPMD guests.

The Chief Constable's team at the event know he is coming so will look out for you, or another SPF member, to make introductions for Mr Yousaf.

Regards.

[redacted]

From: Andrea Macdonald <Andrea.Macdonald@spf.org.uk>
Sent: 23 September 2019 15:39
To: [redacted]@gov.scot>
Subject: Re: NPMD - Civic Reception

[redacted]

Not a problem, we will sort this out.

My mobile number is [redacted] so if he let's me know when he is nearby I will make my way to the entrance. I will be there from 6.15 or earlier. It starts at 6.30.

Andrea

Andrea MacDonald MSc BA
Chair
Scottish Police Federation

On 23 Sep 2019, at 14:51, "[redacted]@gov.scot wrote:

Andrea

Mr Yousaf is attending the Civic Reception on Saturday and I would be grateful if you could be on-hand to meet him at the main Banqueting suite door on the evening – and to initially introduce him to families etc.

[redacted] will also be in attendance, and could provide support if needed, but we were hoping not to have 'official' support at the event as we want to keep it informal.

I've spoken to [redacted] and he is OK with this arrangement – although I understand that you and the Lord Provost and the CC will formally welcome everyone at about 7pm. So while you are doing your duties – is there another SPF representative that could keep an eye on Mr Yousaf – to introduce more families and NPMD representatives etc.

Thanks.

[redacted]

From: Andrea Macdonald <Andrea.Macdonald@spf.org.uk>
Sent: 22 August 2019 11:15
To: [redacted]@gov.scot
Subject: Re: Cab Sec

Thanks

**Andrea MacDonald MSc BA
Chair
Scottish Police Federation**

On 22 Aug 2019, at 11:06, "[redacted]@gov.scot" wrote:

Andrea

The Cabinet Secretary just returned on Monday and I think his office is working to get the responses out on his various diary requests.

Mr Yousaf's office have confirmed he will attend the Civic Reception and the Service and the FM has confirmed attendance at the Service.

Thanks.

[redacted]

From: Andrea Macdonald <Andrea.Macdonald@spf.org.uk>
Sent: 22 August 2019 09:31
To: [redacted]@gov.scot
Subject: Cab Sec

[redacted]

Who is the best person to contact to find out if the Cab Sec is attending the National Police Memorial Day?

He has not formally accepted although I believe it is in his diary. The FM's office has accepted on her behalf. HRH Prince Charles is attending.

The Home Secretary will be there and there are rumblings that the PM may attend. The Secretary of State for Scotland has declined the invitation.

Thanks

Andrea

Andrea MacDonald MSc BA
Chair
Scottish Police Federation

From: Andrea Macdonald <Andrea.Macdonald@spf.org.uk>
Sent: 25 September 2019 14:34
To: [redacted]@gov.scot
Subject: RE: Bravery Awards

Thanks

Andrea MacDonald MSc BA
Chair
Scottish Police Federation

From: [redacted]@gov.scot
Sent: 25 September 2019 14:26
To: Andrea Macdonald <Andrea.Macdonald@spf.org.uk>
Cc: [redacted]@gov.scot
Subject: RE: Bravery Awards

Andrea

Bute House has been booked.

We will be in touch nearer the time about the reception and the main event. But please remember that the First Minister's team need the guest list agreed before the day – we can take people off the list but adding people on the day is a problem (due to the security in place at Bute House).

Thanks.

[redacted]

From: Andrea Macdonald <Andrea.Macdonald@spf.org.uk>
Sent: 25 September 2019 14:19
To: [redacted]@gov.scot
Subject: RE: Bravery Awards

[redacted]

I am sure that you came back to me to confirm Bute House but I seem to have lost the email. Can you confirm that it is booked?

The Cab Sec spoke to me at the Scottish Police Memorial Trust Day about the event and asked me to confirm with Kevin that it was in his diary. I have done this.

Thanks

Andrea

**Andrea MacDonald MSc BA
Chair
Scottish Police Federation**

From: [redacted]@gov.scot

Sent: 07 October 2019 15:18

To: [redacted]@scotland.pnn.police.uk [redacted]@scotland.pnn.police.uk>;
[redacted]@spbf.org.uk>; [redacted]@spbf.org.uk>;
[redacted]@thepolicetreatmentcentres.org>; Andrea.Macdonald@spf.org.uk;
[redacted]@gov.scot>; [redacted]@gov.scot>; [redacted]@gov.scot>;
[redacted]@gov.scot>

Subject: Restitution Fund working group info

Hi all,

Ahead of the next Restitution Fund working group meeting on Thursday at 10am, please find attached an agenda and process map provided by the Benevolent Fund. I am also recirculating the minutes and actions from the last meeting.

Do let us know if there is anything else you would like to be raised in the meeting.

Many thanks,

[redacted]

Benevolent Fund / Scottish Government meeting – Restitution Fund

Date : Thursday 10 October

Location : St Andrew's House

Agenda

- Minutes and actions from previous meeting – All
- Benevolent Fund's proposal for Restitution Fund administration – BF
- Planned consultation with officers / staff – SG / HH
- Legislative update – SG
- Next steps – SG
- AOB

From: [redacted]@gov.scot

Sent: 21 June 2019 15:12

To: To:

[redacted]@scotland.pnn.police.uk [redacted]@scotland.pnn.police.uk>;
[redacted]@spbf.org.uk>; [redacted]@spbf.org.uk>;
[redacted]@thepolicetreatmentcentres.org>; Andrea.Macdonald@spf.org.uk;
[redacted]@gov.scot>; [redacted]@gov.scot>; [redacted]@gov.scot>;
[redacted]@gov.scot>

Subject: Restitution Orders Working Group meeting - 24 June

Dear all,

Ahead of the meeting on Monday, please find attached an agenda, working paper, and a note of the 10 May meeting.

Do let us know if you have any questions.

Best wishes,

[redacted]

Restitution Fund working group

Date : Monday 24 June 2019

Location : St Andrews House Conference Room D (3rd Floor)

Agenda

- Introduction
- Minutes from last meeting
- Update on actions from last meeting
- Working paper discussion
- Practical issues
- Next steps
- Date of next meeting
- AOB

From: [redacted]@gov.scot

Sent: 05 June 2019 12:33

To: [redacted]@scotland.pnn.police.uk [redacted]@scotland.pnn.police.uk>;
[redacted]@spbf.org.uk>; [redacted]@spbf.org.uk>;

[redacted]@thepolicetreatmentcentres.org>; Andrea.Macdonald@spf.org.uk;
[redacted]@gov.scot>; [redacted]@gov.scot>; [redacted]@gov.scot>;
[redacted]@gov.scot>

Subject: Restitution Fund working group meeting

When: 24 June 2019 10:00-12:00 (UTC+00:00) Dublin, Edinburgh, Lisbon,
London.

Where: St. Andrews House - Room tbc

Colleagues

[redacted] from Police Scotland will join us and she has officer welfare
responsibilities.

For [redacted] information and a reminder to all the meeting room is –
Conference Room D, 3rd Floor, St. Andrews House. Again I can meet you all
the Costa within the building.

Thanks

[redacted]

From: [redacted]@spf.org.uk

Sent: 30 August 2019 14:24

To: Cabinet Secretary for Justice <CabSecJustice@gov.scot>

Subject: RE: meeting between Mr Yousaf and Calum Steele, SPF

[redacted]

Great news thank you!

I've put it in Calum's diary, and I have also forwarded the letter too.

[redacted]

[redacted]

From: [redacted]@gov.scot **On Behalf Of** CabSecJustice@gov.scot

Sent: 30 August 2019 14:09

To: [redacted]@spf.org.uk; CabSecJustice@gov.scot

Subject: RE: meeting between Mr Yousaf and Calum Steele, SPF

Hi [redacted],

Success! We've booked a table for 12:00 at Rama Thai, 32-34 Dock St,
Dundee DD1 3DR on Monday – it's booked under Mr Yousaf's name.

Kind regards,

[redacted]

[redacted]

From: [redacted]@spf.org.uk
Sent: 28 August 2019 11:33
To: Cabinet Secretary for Justice <CabSecJustice@gov.scot>
Subject: meeting between Mr Yousaf and Calum Steele, SPF
Importance: High

Morning [redacted]

Tried to call you re the email below, can you give me a call back on [redacted] when you are free.

Thanks

[redacted]

[redacted]

From: <CabSecJustice@gov.scot>
Date: 28 August 2019 at 10:27:46 BST
To: <calum.steele@spf.org.uk>, <CabSecJustice@gov.scot>
Subject: RE: meeting between Mr Yousaf and Calum Steele, SPF

Hi Calum,

Apologies for the delay in coming back to you, I checked with Mr Yousaf and he's suggested the 12:00 (on Monday, 02/09) at the Apex Hotel in Dundee – link below:

<https://www.apexhotels.co.uk/apex-city-quay-hotel-spa/metro-bar-and-brasserie>

Mr Yousaf will be attending the SPF North Area Committee meeting from 14:00 and the Apex is only a 4 minute walk from the venue so would work well if that works for you?

Let me know if this is okay for you and if so, would you like me to book a table or would you prefer to book?

Kind regards,

[redacted]

[redacted]

From: [redacted] **On Behalf Of** Cabinet Secretary for Justice
Sent: 28 August 2019 10:28
To: 'Calum Steele' <calum.steele@spf.org.uk>; Cabinet Secretary for Justice

<CabSecJustice@gov.scot>

Subject: RE: meeting between Mr Yousaf and Calum Steele, SPF

Hi Calum,

Apologies for the delay in coming back to you, I checked with Mr Yousaf and he's suggested the 12:00 (on Monday, 02/09) at the Apex Hotel in Dundee – link below:

<https://www.apexhotels.co.uk/apex-city-quay-hotel-spa/metro-bar-and-brasserie>

Mr Yousaf will be attending the SPF North Area Committee meeting from 14:00 and the Apex is only a 4 minute walk from the venue so would work well if that works for you?

Let me know if this is okay for you and if so, would you like me to book a table or would you prefer to book?

Kind regards,

[redacted]

[redacted]

From: Calum Steele <calum.steele@spf.org.uk>

Sent: 15 August 2019 14:48

To: Cabinet Secretary for Justice <CabSecJustice@gov.scot>

Subject: RE: meeting between Mr Yousaf and Calum Steele, SPF

[redacted]

Ideal

Thanks

C

Calum Steele
General Secretary
Scottish Police Federation

From: [redacted]@gov.scot **On Behalf Of** CabSecJustice@gov.scot

Sent: Thursday, August 15, 2019 2:47 PM

To: Calum Steele <calum.steele@spf.org.uk>; CabSecJustice@gov.scot

Subject: RE: meeting between Mr Yousaf and Calum Steele, SPF

Thanks Calum.

I'll put this in Mr Yousaf's diary now. We would prefer to arrange this lunch in Dundee. I will be in touch to confirm the venue in due course.

Many thanks,

[redacted]

[redacted]

From: Calum Steele <calum.steele@spf.org.uk>
Sent: 15 August 2019 14:34
To: Cabinet Secretary for Justice <CabSecJustice@gov.scot>
Subject: Re: meeting between Mr Yousaf and Calum Steele, SPF

That works.

I can meet either in Glasgow or Dundee (whichever is most convenient)

C

Calum Steele
General Secretary
Scottish Police Federation

On 15 Aug 2019, at 14:31, "CabSecJustice@gov.scot" <CabSecJustice@gov.scot> wrote:
Calum,

My apologies, Monday 2 September.

[redacted]

[redacted]

From: Calum Steele <calum.steele@spf.org.uk>
Sent: 15 August 2019 14:27
To: Cabinet Secretary for Justice <CabSecJustice@gov.scot>
Subject: Re: meeting between Mr Yousaf and Calum Steele, SPF

[redacted]

The 12 September is a Thursday?

On 15 Aug 2019, at 14:17, "CabSecJustice@gov.scot" <CabSecJustice@gov.scot> wrote:

Calum,

Thank you for your rapid response. I've had another look in Mr Yousaf's diary and I could arrange this on Monday 12th September, at 12:00 in Glasgow. Would that be more suitable?

Many thanks,

[redacted]

[redacted]

From: Calum Steele <calum.steele@spf.org.uk>
Sent: 15 August 2019 12:48
To: Cabinet Secretary for Justice <CabSecJustice@gov.scot>
Subject: Re: meeting between Mr Yousaf and Calum Steele, SPF

[redacted]

I'm afraid that time and date doesn't work as it clashes with a statutory meeting of the Joint Central Committee.

Calum.

Calum Steele
General Secretary
Scottish Police Federation

On 15 Aug 2019, at 12:19, "CabSecJustice@gov.scot" <CabSecJustice@gov.scot> wrote:

Good Afternoon Calum,

The Cabinet Secretary for Justice has asked me to arrange working lunch with you and your colleagues, my understanding is that you've had a conversation with John McFarlane about it. Due to Mr Yousaf's extremely limited availability, I can only offer you next Tuesday, 20th August between 12:45 and 14:30 in Glasgow. I would be grateful if you could confirm if this is suitable for you and select a venue in the city centre.

I look forward to hearing from you soon.

Kind Regards,

[redacted]

[redacted]

From: Calum Steele <calum.steele@spf.org.uk>
Sent: 30 August 2019 15:22
To: [redacted]@gov.scot; Andrea Macdonald

<Andrea.Macdonald@spf.org.uk>

Cc: [redacted]

@gov.scot; [redacted]

@gov.scot; [redacted]@gov.scot

Subject: RE: Angiolini Complaints Review – Initial views on preliminary report – by Thurs 29 August please

[redacted]

With the very heavy caveat that this response is without prejudice please find attached our high level initial response

Regards

C

Calum Steele
General Secretary
Scottish Police Federation

From: [redacted]@gov.scot>

Sent: 21 August 2019 17:37

To: Calum Steele <calum.steele@spf.org.uk>; Andrea MacDonald (andrea.macdonald@spf.org.uk) <andrea.macdonald@spf.org.uk>

Cc: [redacted]

@gov.scot; [redacted]

@gov.scot; [redacted]

@gov.scot

Subject: Angiolini Complaints Review – Initial views on preliminary report – by Thurs 29 August please

Calum, Andrea,

I hope this finds you both well.

I'm forwarding you an email below from our Police Division colleagues who are leading on taking forward work in connection with Dame Elish Angiolini's preliminary report into complaints handling, investigations and misconduct issues.

<https://www.gov.scot/publications/preliminary-report-independent-review-complaints-handling-investigations-misconduct-issues-relation-policing/>

I would emphasise that Julie's email is seeking only a very high-level initial response to the recommendations, and we are happy for that response to be heavily caveated and without prejudice to views which may subsequently develop. There is no need to commentate each recommendation at this stage – more generalised initial comments would be just as useful and perhaps more so. I am sure this will be good news given the tight timescale for this request.

Happy to discuss this request, as indeed Julie would be.

[redacted]

[redacted]

Dear SPF Colleagues,

Last year, the Rt. Hon Dame Elish Angiolini QC DBE was jointly commissioned by the former Cabinet Secretary for Justice Michael Matheson MSP and the Lord Advocate to review the processes for handling complaints against the police and investigating serious incidents and alleged misconduct. As you will be aware, Dame Elish published her preliminary report on 21 June covering the first phase of the review and she will be continuing her engagement during the second phase, with a view to producing a final report by August 2020.

Dame Elish's detailed preliminary report contains 30 recommendations including some significant options for change. The Scottish Government is considering the preliminary report and liaising with partners where the recommendations are not for the Scottish Government to lead. Where changes to legislation are proposed consultation with key partners and stakeholders will be required before amendments could be laid and therefore some recommendations may take longer to implement. That said, where it is clear that there is unanimous agreement that specific measures should be implemented, the Cabinet Secretary has told the Scottish Parliament's Justice Committee that we will look to move quickly to address those priority recommendations.

To support the implementation of Dame Elish's recommendations and allow us to work collaboratively with senior partners from Police Scotland, the Scottish Policy Authority, the Police Investigations & Review Commissioner and Crown Office, the Scottish Government will now be attending the Quad group meeting for part of the agenda, which will focus on the Review. We are also engaging with ACC Speirs and the National Policy Co-ordination Unit for Professional Standards Department to gain a better understanding of Police Scotland's overall view of the preliminary report including any key points for the organisation.

To complement and inform the above process, we are keen to engage with the SPF, particularly in relation to planning for implementation of the recommendations that are for the Scottish Government to lead on. We are currently exploring options on how best to manage that engagement including discussing with the Police Negotiating Board the possibility of using the Scottish Police Consultative Forum. In the meantime, the Cabinet Secretary is keen to get a sense of different stakeholder's initial views of Dame Elish's preliminary report and recommendations. We're not looking for a detailed readout on every recommendation but essentially a summary of your overall view of the Preliminary report; and any key points for your organisation. Any

comments that you would like to share would be greatly appreciated by
Thursday 29 August to [redacted]

You may wish to note that Dame Elish is inviting further views and will be putting out a second call for evidence as well as requesting a response to her preliminary report by 1 December 2019, so there is still scope for the SPF to feed in to the Review.

Kind regards

[redacted]

[redacted]

From: [redacted]@gov.scot
Sent: 18 June 2019 13:49
To: calum.steele@spf.org.uk; [redacted]
@scottishpolicessupers.org.uk; [redacted]
@scottishpolicessupers.org.uk
Cc: [redacted]@gov.scot>
Subject: Revised Strategic Police Priorities

Dear all,

I hope you are well? Following on from our helpful discussion recently regarding the draft Strategic Police Priorities, please find attached the following documents:

- Draft consultation document (which includes the draft SPP's)
- Draft SPP's
- Draft engagement plan

These have been developed following a pre-consultation discussions with a number of interests, including yourselves at the SPF and ASPS. Therefore, at this stage we are not looking to make significant changes. It will be for the Cabinet Secretary for Justice to agree the priorities which will go forward for consultation when we put this to him later this week.

I would be grateful if you could consider the attached documents and highlight any inaccuracies and significant issues. I'd also appreciate any thoughts you may have on additional opportunities for engagement during the public consultation.

With apologies for the tight timescale, please could you provide any feedback by **close of play tomorrow (Wednesday 19th)**.

There will also be further opportunities to engage in discussions about the draft SPP's during the public consultation.

I would be happy to discuss, if that would be preferable.

Thank you in advance for your support and time.

Best wishes,

[redacted]

[redacted]

REVIEW OF THE STRATEGIC POLICE PRIORITIES DRAFT ENGAGEMENT PLAN

1. Objective

To raise awareness of consultation on the review of the Strategic Police Priorities (SPP's), and create opportunities for individuals, local interests, and organisations to engage with the process.

2. Timing

The consultation is currently expected to begin on 15 July, and run until 4 October (12-week period).

3. Background

The Strategic Police Priorities (SPP's) set out the strategic direction for both Policing in Scotland and the functions required by the Scottish Police Authority. The SPP's are set by Scottish Ministers and the legal framework for their development, was established in the Police and Fire Reform (Scotland) Act 2012 (the Act).

There was a Programme for Government commitment to revise the SPP's this year.

The SPP's are set within the wider planning framework for the police service, which includes a Strategic Police Plan (set by the SPA, and currently covered by Policing 2026), and Annual Police Plans (set by Police Scotland/the Chief Constable). The SPP's therefore need to fit within this 'golden thread' on police planning. They are set at a strategic level.

The SPP's need to be published and laid before Parliament, once they are finalised.

4. Key messages

- We are reviewing the Strategic Police Priorities this year, as set out in the Programme for Government.

- These Priorities, determined by Scottish Ministers, set the strategic direction for policing in Scotland. Their revision will ensure they reflect the evolving nature of modern policing, and the next phase of service transformation following the creation of a single police service.
- We have been working closely with partners to develop a set of revised SPP's, including Police Scotland, the Scottish Police Authority, HMICS and COSLA. This public consultation will enable us to gather wider views on their focus and content.
- We are keen, in particular, to hear from local authorities, community groups, equality and diversity interests, and members of the public on whether these SPP's provide a strategic framework within which responses to community needs at a national and local level can be developed.

5. Key audiences

To date, within the early development phase, Police Division officials have been liaising with key national-level bodies on the content of the Strategic Police Priorities. This has included meetings with Police Scotland, the Scottish Police Authority, HMICS, PIRC, COSLA and the Police Associations (Scottish Police Federation and Association of Scottish Police Superintendents).

A number of national and local partners have a stake in how policing is delivered. This includes other criminal justice organisations and bodies such as the Scottish Ambulance Service, NHS and Scottish Fire & Rescue Service who work closely with the police service to provide emergency response and support vulnerable individuals within communities. We would like to reach human rights, equality and diversity interests and the third and voluntary sector, particularly organisations that provide services to victims of crime.

For the formal consultation exercise we intend to have a strong focus on ensuring local views are heard, and will be seeking engagement from local authorities and interest groups. We also wish to ensure that we capture the views of police officers and staff both locally and nationally, to ensure the SPP's connect with the realities of policing.

We will continue to have close engagement with the SPA during the consultation process, leading into their own formal consultation on the revised 3-year strategic plan, which is due to commence towards the end of this year.

We will also engage the Scottish Parliament's Justice Committee and its Sub-Committee on Policing as part of the consultation process.

6. Potential pitfalls

- Lack of clarity or disagreement around roles and responsibilities within the police planning framework

- SPP's not seen as meaningful/lacking impact for communities, individuals and police officers, potentially resulting in a desire to make the priorities very specific, which would impact on the ability for SPA and Police Scotland to set their own objectives.
- Limitations of evidence to inform the shift from existing set of SPP's to new revised version

7. Activities

Ministerial engagement

- The Cabinet Secretary for Justice has said he wants light-touch involvement in the formal consultation, ensuring space for engagement at the local level.
- We are proposing that Mr Yousaf attends the Superintendent Partnership Forum meeting on the 15th of July at Tulliallan Castle to launch the consultation (diary permitting). The meeting is attended by Superintendents from across Scotland, and the agenda will primarily be focused on the SPP's, with one other agenda item on the Health and Justice Collaboration Board and the Distress Action Group. An associated press release and press call would be arranged to coincide with the Cabinet Secretary's attendance at the meeting.

Social media

- SG social media presence, focused on the time of the launch and periodic tweets during the consultation.
- Potential to film short video from the Cabinet Secretary for use on social media to publicise the launch.
- SPA and Police Scotland to promote the consultation through their own social media channels.

Wider activity

- Letter to be sent to opposition justice spokespeople, and to the Convenors of the Parliamentary Justice Committee and Sub-committee on Policing.
- Issue letter to Clerks of Local Scrutiny Committees to highlight consultation, and offer to meet to discuss SPP's, either during Committee session or through discrete meetings. Capacity to undertake commitments across 32 local authorities to be considered/managed.
- Internal SG policy colleagues to promote through relevant contacts/networks.
- Engagement with criminal justice partners, through the Justice Board and Justice Leaders' Network
- General letter to key partner bodies, including NHS Boards, Fire Service and Ambulance Service.
- Potential for SPP's to be on the agenda of relevant SPA and Police Scotland Boards/Committees/Working Groups.
- Events/meetings to seek the views of Divisional Commanders, and to link in with Police Scotland's local policing programme
- Events to ensure the voices of young people are heard during the consultation. We expected this to be done through linking in with third sector

organisation, such as Young Scot and Children in Scotland. We are also plan to run a session with a group of Police Scotland's Youth Volunteers.

- Focus group/s on equality issues, linking in with partial Equality Impact Assessment, to be published alongside the consultation paper.
- Engagement with organisations who provide support to victims and witnesses
- Further horizon scanning for third party meetings/events where a discussion on the SPP's could be added to the agenda.

A full table of meetings and engagement events attached as an **Annex**

SCHEDULE OF MEETINGS AND EVENTS

Event/meeting	Date	Purpose	Attendees
Local Policing Divisional Commanders meeting	4 July	<ul style="list-style-type: none"> Consider the impact of SPP's on local policing, including alignment with Local Police Plans 	<ul style="list-style-type: none"> Chief Superintendents
<p>Proposed launch event</p> <p>Superintendent Partnership Forum meeting</p>	15 July	<ul style="list-style-type: none"> Consider alignment of SPP's with priorities for local policing Meeting managed by Police Scotland as part of their local policing programme 	<ul style="list-style-type: none"> Cabinet Secretary Superintendents
Schedule of meetings with Local Scrutiny Committees	Throughout 12 week period (dates tbc)	<ul style="list-style-type: none"> Engagement with local authorities 	<ul style="list-style-type: none"> Local Govt elected representatives and officials
COSLA Police Scrutiny Convenors Forum	Meeting date tbc – expected to be early October	<ul style="list-style-type: none"> Ensure coverage of local authorities, in tandem with meeting with individual local scrutiny committees 	<ul style="list-style-type: none"> Chairs of Local Police Scrutiny Committees (and officials from Scottish Government, Police Scotland and the Scottish Police Authority)
SPA Strategy, Policy and Performance Committee	1 August	<ul style="list-style-type: none"> Opportunity for Committee members to consider draft SPP's 	<ul style="list-style-type: none"> Committee members
SPA Board Meeting	21 August	<ul style="list-style-type: none"> Opportunity for Board members to consider draft SPP's 	<ul style="list-style-type: none"> Board members
Chief Inspectors meeting – E Division	22 August	<ul style="list-style-type: none"> Consider alignment of SPP's with priorities for local policing 	<ul style="list-style-type: none"> Chief Inspectors

Equalities roundtable discussions	tbc	<ul style="list-style-type: none"> • Gather views on impact of SPP's on protected characteristics, and on the partial Equality Impact Assessment published alongside the consultation paper 	<ul style="list-style-type: none"> • Equality organisations (tbc)
Events with key victims organisations	tbc	<ul style="list-style-type: none"> • Gather views on experiences of interactions with police, and organisations' priorities/areas for development 	<ul style="list-style-type: none"> • Victims and witnesses organisations (tbc)
Meeting with children's organisations	tbc	<ul style="list-style-type: none"> • Capture the voice of young people on the Strategic Police Priorities 	<ul style="list-style-type: none"> • Possible organisations to engage with include Children in Scotland, YouthLink, Young Scot.
Focus group with Police Scotland's Youth Volunteers	tbc	<ul style="list-style-type: none"> • Engage with young people who currently work with police in their local areas 	<ul style="list-style-type: none"> • Small group of Youth Volunteers
Islands event – location tbc	tbc	<ul style="list-style-type: none"> • Consider the impact of the SPP's on island communities 	<ul style="list-style-type: none"> • Local police officers and key local partners (e.g. health and council)
Justice Board/Justice Leaders' Network	tbc	<ul style="list-style-type: none"> • Consider links with wider criminal justice system 	<ul style="list-style-type: none"> • Criminal Justice Partners
Health and Justice Collaboration Board meeting	tbc	<ul style="list-style-type: none"> • SPP's shared for comment, with a focus on SPP relating to partnership 	<ul style="list-style-type: none"> • Board members

DRAFT – THEMES/THINKING FOR REVISED STRATEGIC POLICE PRIORITIES

The Police and Fire Reform (Scotland) Act, 2012 is clear that the Strategic Police Priorities may relate to the Policing of Scotland, or carrying out of the Scottish Police Authority's (SPA) functions.

The revised Strategic Police Priorities set out below apply to **both** the Policing of Scotland and the carrying out of the SPA's functions.

Purpose of Policing

To improve the safety and well-being of persons, localities and communities in Scotland

Hierarchy of Police Priorities and Planning

The legislation advocates that there needs to be clear alignment between the different levels of planning and priority setting. This is necessary to ensure that all levels of Officer and Staff understand the contribution they are making to high level objectives and outcomes. This should be regarded as a 'golden thread' which runs between the following Strategic Frameworks:

1. The Strategic Police Priorities – setting the strategic direction for the SPA and the Policing of Scotland. The Strategic Police Priorities do not direct operational issues.
2. The SPA Strategic Police Plan – setting the main objectives for the SPA and the Policing of Scotland.
3. Chief Constable's Annual Police Plan – setting the key operational issues to be delivered by Police Scotland during that yearly period.

The proposed **Strategic Police Priorities** are as follows:

Strategic Police Priorities

People – values, supports, engages and empowers a diverse workforce to lead and deliver high quality services.

Confidence – continues to inspire public trust by being ethical, open and transparent, evidencing performance against outcomes, and building on a positive reputation at a local, national and international level.

Partnerships – works effectively with partners to support improved outcomes for communities and individuals, increasing resilience and addressing vulnerability.

Evidence – uses evidence to develop services and addresses current and emerging demands, ensuring that the right capacity and skills are in place to deliver high performing and innovative services.

Crime and Security – prioritises prevention, investigation, equality and human rights to support positive criminal justice outcomes, respond to current and emerging threats and maintain public order.

Sustainability – a service that adapts to present and future social and economic circumstances, and considers its environmental impact.

Strategic Police Priorities for Scotland - Consultation Paper

Contents

1. Ministerial Foreword
2. Background
3. Policing planning framework
4. Draft Strategic Police Priorities
5. How to respond
6. Respondent Information Form (inc. consultation questions)

Ministerial Foreword

To be drafted.

Context

The Strategic Police Priorities (SPP's) set the high level strategic direction for the policing of Scotland and the carrying out of the Scottish Police Authority's functions. The SPP's are set by Scottish Ministers and the legal framework for their development, was established in the Police and Fire Reform (Scotland) Act 2012 (the Act).

Within the 2018-19 Programme for Government¹, we committed to revising the existing set of Strategic Police Priorities (SPP's), in partnership with others. The current SPP's were last set in October 2016 and focus on²:

- Localism
- Inclusion
- Prevention
- Response
- Collaborative Working
- Accountability
- Adaptability

We are conducting this public consultation to gather as many views as possible on the new set of draft SPP's. Your views will help us to shape what the strategic focus should be for Scotland's Police Service and Police Authority over the coming years.

The deadline for consultation responses is **4 October 2019**.

¹ <https://www.gov.scot/publications/delivering-today-investing-tomorrow-governments-programme-scotland-2018-19/>

² <https://www.gov.scot/publications/strategic-police-priorities-scotland/>

Overview

In 2013, eight former Police Forces and the Scottish Crime and Drug Enforcement Agency were brought together to create Police Scotland, led by a Chief Constable. This single service is accountable to the Scottish Police Authority. The SPA is also responsible for the management and delivery of Forensic Services in Scotland. The broader roles and responsibilities set out within the Police and Fire Reform (Scotland) Act, 2012, are shown within figure 1.

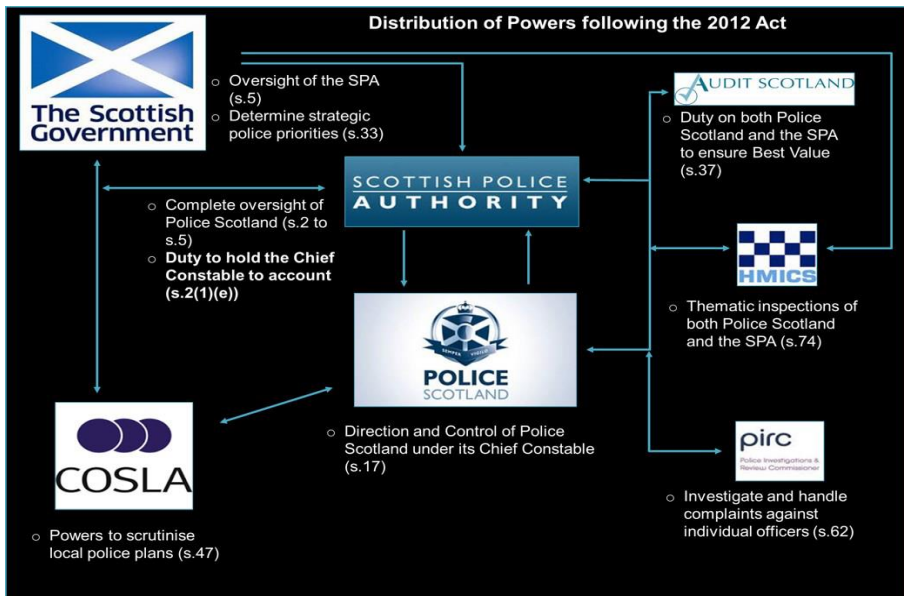


Figure 1

We are now six years on from the introduction of Police reform and this has been a significant period of change for the Scottish Police Authority and Police Scotland.

A number of developments and benefits have been realised as a result of Police reform in Scotland. A recent independent evaluation of police and fire reform, undertaken by a consortium led by the Scottish Institute for Policing Research, has highlighted that "significant progress has been made towards achieving the intended outcomes of reform as set out in the 2012 Police and Fire Reform (Scotland) Act"³. In particular, more equal access to national capacity and specialist support has been created, and duplication across the country has been reduced. The creation of stronger national capabilities have also been recognised through the Scottish Parliamentary Justice Committee's recent inquiry on scrutinising the implementation of the Act⁴.

³ <https://www.gov.scot/publications/evaluation-police-fire-reform-year-4-summary-key-findings-learning-points-evaluation/>

⁴ <https://www.parliament.scot/parliamentarybusiness/CurrentCommittees/108179.aspx>

Commented [A1]: To be worked up via APS infographics team

Commented [A2]: SPA/PS – has this diagram been in the public domain before? Can we include it?

In 2017, the SPA and Police Scotland set out how they would meet the current and changing needs of their communities, and publishing *Policing 2026: Serving a Changing Scotland*⁵. This set out its vision for the Service over a ten year period, including how it aims to address new and emerging challenges facing the service. Delivery of an implementation plan for the Strategy has been ongoing, supported by dedicated Scottish Government funding for reform projects.

There have been developments in recognising the commitment of the police workforce, investing in their wellbeing and developing their capabilities. Last year the SPA announced a 31 month 6.5% deal on police officer pay. In February this year an employment package of reforms to police staff pay, terms and conditions was accepted, and this has been introduced from 1 April. This included staff pay harmonisation (SPRM) and the introduction of a single pay system. Police Scotland are also continuing to develop their Workforce Framework.

Partnership working continues to be an important area of development for the Service, with a new Portfolio created in recognition of this; Partnership, Prevention and Community Wellbeing. The focus of this work has been to develop new approaches to working with other Scottish public services, in order to achieve better outcomes for communities and individuals. Under the broader heading of Health and Justice, this work has included a particular focus upon working with partners to deliver better services and outcomes for vulnerable people and those in distress.

Local Policing continues to be a focus for both the SPA and Police Scotland. More local elected members than ever before are involved in shaping and scrutinising local policing, and local Divisional and Area Commanders and their teams are actively engaged in developing local plans and working collaboratively with local Councils, the NHS and other partners to keep communities safe. The Chair of the SPA and Chief Constable have both committed to continue working with COSLA to strengthen their communications and relationships with local authorities through the CoSLA Police Scrutiny Convener's Forum, and local policing scrutiny committees.

The Scottish Police Authority has continued to develop as an organisation since its establishment. The appointment of a number of new Board members, including a new Chair in 2017 and 2018 has strengthened its leadership and governance and the SPA now operates in a more transparent and outward-facing way; holding appropriate Board discussions in public, creating a revised committee structure with delegated decision making powers, and introducing updated financial governance policies. There have also been a number of changes across the Senior Leadership Team within Police Scotland. This has included the appointment of a new Chief Constable, Deputy Chief Constable and a number of Assistant Chief Constables. These changes have enhanced, strengthened and stabilised an effective leadership team.

However, transformational change takes time and therefore, there is still progress to be made. Revising the SPP's at this stage, will allow us to set a strategic direction for the Service which reflects not only where we are currently, but also where we should strive to be. This strategic direction should assist the shift in culture of the Service and the changes required in their underlying strategies and processes.

⁵ <https://www.scotland.police.uk/assets/pdf/138327/386688/policing-2026-strategy.pdf>

Hierarchy of Police Priorities and Planning

Policing Principles

The Police and Fire Reform (Scotland) Act, 2012, sets out statutory policing principles which indicate that ‘the main purpose of policing is to improve the safety and well-being of persons, localities and communities in Scotland’. The Police Service, working in collaboration, should seek to achieve this in a way which is accessible to, and engaged with, local communities, and promotes measures to prevent crime, harm and disorder. This core purpose informs the other policing priorities and plans.

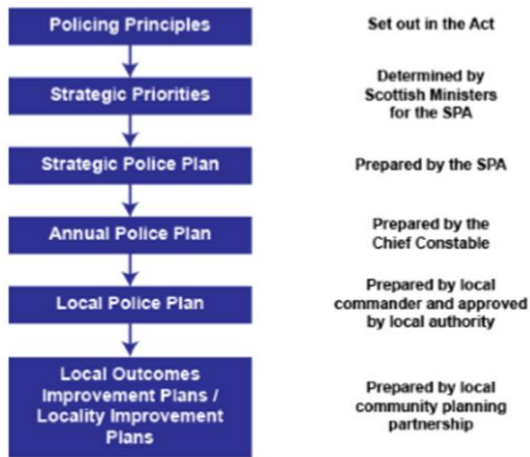
Planning Structure for Policing

The Police and Fire Reform (Scotland) Act 2012 sets out the planning framework for policing in Scotland. This is summarised within figure 2.

More broadly, the SPP’s contribute to National Outcome ‘We live in communities that are inclusive, empowered, resilient and safe’ within the Scottish Government’s National Performance Framework⁶. They also support the delivery of the Justice in Scotland outcomes, in particular ‘We live in safe, cohesive and resilient communities’.

The legislation advocates that there needs to be clear alignment between the different levels of planning and priority setting. This is necessary to ensure that all levels of officer and staff understand the contribution they are making to high level objectives and outcomes. The Scottish Government, Scottish Police Authority and Police Scotland have been working to ensure that this happens and regard this as a ‘golden thread’ which runs between the Strategic Frameworks set out below:

Hierarchy of police priorities and planning



Commented [A3]: Add in timescales/intervals to diagram. To be produced by APS infographics team

Figure 2
Strategic Police Priorities

⁶ <https://nationalperformance.gov.scot/>

The Strategic Police Priorities (SPP's) set the high level strategic direction for the policing of Scotland and the carrying out of the Scottish Police Authority's functions. The SPP's are set by Scottish Ministers and the legal framework for their development, was established in the Police and Fire Reform (Scotland) Act 2012 (the Act).

In line with the independence of the Police Service, the SPP's do not direct operational issues. However, both the Strategic and Annual Police Plans must have regard to the strategic police priorities, ensuring there is no inconsistency.

Strategic Police Plan

The Act also requires the Scottish Police Authority to produce a Strategic Police Plan which sets out the main objectives for both the Authority and the Policing of Scotland, and how these objectives will be achieved. Police Scotland is closely involved in preparing the Strategic Police Plan, and Scottish Ministers approve it. It must be reviewed at least every 3 years and, in particular, where the strategic police priorities have been significantly revised.

Currently the Strategic Police Plan is fulfilled by '*Serving a Changing Scotland*', highlighted above. It is accompanied by a three year implementation plan⁷ and sets out five key areas of focus:

1. **Protection** – Based on threat, risk and harm
2. **Prevention** – Tackling Crime, Inequality and enduring problems facing communities
3. **Communities** – Focus on localism, diversity and the virtual world
4. **Knowledge** – Informing the development of better services
5. **Innovation** – Dynamic, adaptable and sustainable

The Strategic Police Plan is due for review in 2020. Internal discussions are underway to inform the development of the next three-year phase. A public consultation will also be undertaken to ensure that communities and individuals can inform and shape the Strategic Police Plan. This consultation is due to commence in October this year.

Annual Police Plan

Under the Act, the Chief Constable must prepare an Annual Police Plan. This Plan sets out the arrangements for the Policing of Scotland, and how this activity contributes to the objectives set out within the Strategic Police Plan. The current Annual Police Plan⁸ includes the following priorities for policing:

- Protecting vulnerable people
- Tackling Cyber-related crime
- Working with Communities
- Support for Operational Policing

⁷ <https://www.scotland.police.uk/assets/pdf/138327/386688/policing-2026-3-year-programme-2017-2020>

⁸ <https://www.scotland.police.uk/assets/pdf/138327/150739/annual-police-plan-2019-20?view=Standard>

Commented [A4]: Include hyperlinks into relevant plans

Commented [A5]: Check with SPA and PS. Is there an opportunity to highlight where/how the public can become involved in this?

The Plan also includes strategic outcomes, which describe the difference Police Scotland will make by addressing these priorities.

Again, Police Scotland is required to consult on the Annual Police Plan, providing opportunities for stakeholders, communities and individuals to help inform and shape its content. The public consultation exercise is due to commence in January 2020.

Copies of the Strategic Police Priorities, Strategic Police Plan and Annual Police Plan must be laid before Parliament.

Commented [A6]: Check with SPA and PS. Is there an opportunity to highlight where/how the public can become involved in this?

Local Police Plans

Local Policing Divisions prepare Local Police Plans, linked to the Annual Police Plan. They are closely linked into wider local planning arrangements, including Community Planning Partnerships, and contribute to Local Outcome and Improvement Plans. Local Police Plans describe the local priorities and policing arrangements in each of Scotland's 32 local authority areas. The Divisions engage with a range of local partners to develop these local plans, and they are presented to the local authority for approval.

Accountability and Performance against the SPP's

Arrangements for governance of the Police Service were established through the Act. The Scottish Police Authority have an oversight role in relation to the work of the Police Scotland, and also hold the Chief Constable to account.

There are a number of mechanisms through which we would expect to see evidence of the impact of the Scottish Police Priorities.

The Scottish Police Authority publish an Annual Review of Policing which provides an assessment of the progress the Scottish Police Authority and Police Scotland have made in working towards achieving the objectives set out within both the Strategic Police Plan and the Annual Plan.⁹

Police Scotland provide quarterly performance reports on their Annual Plan to the Scottish Police Authority Board, measuring progress against the strategic outcomes. Police Scotland have recently introduced a new performance framework, which is outcomes-focused and will provide evidence of progress during 2019-20. The performance framework will continue to evolve and new indicators to evidence progress will be phased in during the reporting year.

Local Authorities have arrangements in place to scrutinise the delivery of local policing through Local Scrutiny Committees.

There are also a number of recorded crime statistics that are publicly reported. Police Scotland provide quarterly statistics, and the Scottish Government publish statistics on Recorded Crime in Scotland annually. The Scottish Government also publish the

⁹ <http://www.spa.police.uk/assets/128635/294812/518987>

Scottish Crime and Justice survey annually, which provides evidence on people's experiences and perceptions of crime.

From: [redacted]@gov.scot
Sent: 07 August 2019 11:11
To: david.hamilton@spf.org.uk
Subject: Illegal Use of Pyrotechnics
When: 22 August 2019 10:00-12:00 (UTC+00:00) Dublin, Edinburgh, Lisbon, London.
Where: Police HQ, 5 Fettes Avenue, Edinburgh

I refer to your meeting with Mr Yousaf, Cabinet Secretary for Justice on 6 June when there was some discussion about a meeting we had with Police Scotland, British Transport Police and COPFS on 21 May to discuss the illegal use of pyrotechnics. Following your meeting with Mr Yousaf I was asked to invite you to the next Pyrotechnics meeting, hence this invite.

Prior to the meeting I will forward an agenda and the note from the last meeting.

Regards

[redacted]

[redacted]

From: [redacted]@gov.scot
Sent: 16 August 2019 14:21
To: [redacted]@scotland.pnn.police.uk>; [redacted]@scotland.pnn.police.uk; [redacted]@scotland.pnn.police.uk; [redacted]@scotland.pnn.police.uk [redacted]@copfs.gov.uk>; david.hamilton@spf.org.uk [redacted]@gov.scot>; [redacted]@gov.scot>; [redacted]@gov.scot>; [redacted]@gov.scot>; [redacted]@gov.scot>; [redacted]@gov.scot>
Subject: Agenda and Other papers for Pyrotechnics Meeting 22 August 2019

Please find attached an Agenda (and attendees list) for the Pyrotechnics meeting which is taking place on 22 August at 10am in the Conference Room at Police Scotland HQ at Fettes Avenue, Edinburgh. I have also attached the Note of the last meeting which was held on 21 May 2019.

As the Crown Office & Procurator Fiscal Office is unable to send a representative to this meeting I have attached a copy of the feedback from [redacted] in relation to statistics and some points about the use of the 1883 Explosives Act.

[redacted] – can you please confirm if you will be attending at this meeting and if not will you be sending a representative?

[redacted] – You will see from the Agenda that I have included all the names of those attending. Will this suffice for you to inform Fettes of who will coming to the meeting?

Regards

[redacted]

[redacted]

**AGENDA & ATTENDEES – PYROTECHNICS MEETING
THURSDAY 22 AUGUST – 10am – 12 Noon
CONFERENCE ROOM, POLICE HQ, FETTES AVENUE, EDINBURGH, EH4 1RB**

Attendees:

Scottish Government

[redacted] – Community Safety Unit
[redacted]– Community Safety Unit
[redacted]– Community Safety Unit
[redacted]– Active Scotland
[redacted]– Scottish Government Legal Directorate
[redacted]– Police Division

Non – Scottish Government

[redacted] – Police Scotland
[redacted]– Police Scotland
[redacted]– British Transport Police
David Hamilton - Scottish Police Federation

Apologies

[redacted]– Police Scotland
[redacted]– Police Scotland
[redacted] - COPFS

AGENDA

1. Welcome and introductions – [redacted]
2. Any changes/comments on the Note of the last Meeting of 21 May 2019
3. Update on any recent incidents of illegal use of pyrotechnics at football matches and other events
4. General Updates and evidence gathering exercises (for full details see Paragraph 9 of Note of 21 May 2019 Meeting)
 - Feedback from Police Scotland, [redacted]
 - Feedback from COPFS, see written submission
 - Feedback from Scottish Government, [redacted]
5. Any updates on Football Banning Orders
6. Next Steps
7. Any Other Business

From: [redacted]

Sent: 17 September 2019 16:41

To: [redacted]@scotland.pnn.police.uk; [redacted]@scotland.pnn.police.uk;
[redacted]@scotland.pnn.police.uk; [redacted]
@gov.scot; [redacted]
@gov.scot; david.hamilton@spf.org.uk; [redacted]
@gov.scot; [redacted]@gov.scot; [redacted]@gov.scot; [redacted]@gov.scot
Cc: [redacted]@gov.scot; [redacted]@gov.scot
Subject: Illegal use of Pyrotechnics Meeting
When: 21 October 2019 10:00-11:30 (UTC+00:00) Dublin, Edinburgh, Lisbon,
London.
Where: Police HQ, Fettes Avenue, Edinburgh

The next meeting of the Illegal Use of Pyrotechnics group will take place on 21 October at 10am at the Police HQ at Fettes.

Can you please ensure that you have undertaken work on the actions which were assigned to you at the last meeting (copy of note of last meeting attached for your ease of reference).

I hope this date does not cause you any difficulties. If you cannot attend would it be possible for you to send a representative?

Regards

[redacted]

[redacted]

From: [redacted]@gov.scot
Sent: 12 September 2019 15:35
To: 'Calum.steele@spf.org.uk' <Calum.steele@spf.org.uk>
Cc: [redacted]@gov.scot
Subject: Pay and allowances determinations

Hi Calum,

Please find attached pay and allowances determinations for your views.

We are providing these as drafts before our solicitors have checked them and before the formal PNB consultation. We would be grateful for any feedback on the changes to pay and the introduction of the new allowances.

Many thanks,

[redacted]

From: Calum Steele <calum.steele@spf.org.uk>
Sent: 19 September 2019 09:30
To: [redacted]@gov.scot>
Cc: [redacted]@gov.scot>
Subject: RE: Pay and allowances determinations

[redacted]

Just one suggested change to the pay determination as follows (this in any effect simply reflect the agreed practice and completely removes any ambiguity over historic practices)

[redacted]

[redacted]

C

Calum Steele
General Secretary
Scottish Police Federation

From: [redacted]@gov.scot
Sent: 11 September 2019 14:23
To: [redacted]@scotland.pnn.police.uk'; 'Calum.steele@spf.org.uk' <Calum.steele@spf.org.uk>; [redacted]@scottishpolicesupers.org.uk' [redacted]@spa.pnn.police.uk' '[redacted]@aol.com'; [redacted]@scotland.pnn.police.uk'; [redacted]@gov.scot>
Cc: [redacted]@gov.scot>; [redacted]@gov.scot>
Subject: SPPA meeting

Hi all,

As part of flexibilities for the NHS pension scheme the UK Government announced that it would undertake a review of the Annual Allowance taper and its impact on public services. To be clear this is a review of the taper only and not the general AA limits.

HM Treasury are engaging with stakeholders across the public sector to establish evidence that the taper is having a direct impact on public services and have offered to come to Edinburgh on the **afternoon of 25th September or morning of 27th September** to meet with Scottish employer and workforce representatives where the taper is having an effect. This invitation has gone out to other Scottish public sector employers.

The Scottish Public Pensions Authority have asked me to seek representatives from employer and workforce representatives who could outline any impacts the Taper is having on recruitment and retention in Police Scotland.

I would be grateful if you could let me know your availability for the above dates by midday on **18 September 2019** – you can nominate other representatives from your organisation if you wish.

Once dates, times and a venue (probably Edinburgh) are confirmed the SPPA will contact you to confirm arrangements.

Thanks,

[redacted]

From: Calum Steele <calum.steele@spf.org.uk>

Sent: 11 September 2019 14:30

To: [redacted]@gov.scot

Subject: Re: SPPA meeting

Morning of 27th please

Calum Steele
General Secretary
Scottish Police Federation