

Meeting	Public SPA Board Meeting
Date	24 February 2017
Location	Stirling Court Hotel, Stirling
Title of Paper	People Committee Chair's Report
Item Number	15.3
Presented By	Nicola Marchant
Recommendation to Members	For Noting
Appendix Attached:	NO

PURPOSE

To provide the Board with an update on business progressed through the People Committee for the period commencing January 2017.

ONGOING COMMITTEE BUSINESS

1. People Committee

1.1 There has been no People Committee since the start of the calendar year. However, there has been work done to develop a set of information requirements to be discussed at the meeting on the 28th February 2017 and a People Committee planning meeting took place to discuss the support required for committee members and the expectation of more strategic level information which is performance based.

2. Committee Work Plan

2.1 A draft Committee work plan has been developed which covers the strategic areas of work of interest to the People Committee. The work plan is made up of standing items such as performance reporting and staff engagement; and cyclical items such as pay negotiations the strategic workforce plan and equality and diversity. There will also be ad hoc items as and when specific discussions are required such as key aspects of the modernisation project which require recommendations to the Board.

3. Staff Pay Negotiations

3.1 The staff pay claim was submitted in August 2016, and a response was issued on the 23 November 2016. The response declined the trade unions requests and offered Public Sector Pay Policy only. The trade unions balloted their members between the 16th December and the 12 January. The result of the ballot was a rejection of the PSPP. Police Scotland and SPA are now in active negotiations to seek a resolution.

3.2 The People Committee will next meet on the 28th February.