

SCOTTISH POLICE
AUTHORITY

Meeting	Public SPA Board Meeting
Date	22 March 2017
Location	Stirling Court Hotel, Stirling
Title of Paper	Committee Chairs' Report
Item Number	16.3
Presented By	Nicola Marchant, People Committee Chair
Recommendation to Members	For Noting
Appendix Attached:	YES

PURPOSE

To provide Board Members with a summary of business considered by the People Committee for the 14th February – 28th February 2017.

The People Committee met formally for the first time on 28th February 2017.

ITEMS RECOMMENDED FOR APPROVAL

SPA and Police Scotland Mainstreaming Reports

Both the SPA and Police Scotland Mainstreaming Reports were reviewed and are recommended for approval by the Board.

Pensions Auto Enrolment

The SPA Finance Committee paper was reviewed and discussed and Members supported the recommendation that was provided within the paper as Option 1.

ITEMS DISCUSSED AND NOTED

Staff Pay Negotiations

A revised staff pay claim has now been submitted to the Trade Unions. They commenced their ballot process on the 2nd March 2017 and the communication that was issued to their members contained a recommendation to accept. The outcome of the ballot will be reported to the JNCC on the 16th March 2017. A communication to all staff was issued via the intranet on the 2nd March 2017.

VR/VER

The Scottish Government approved the continuation of the current VR/VER scheme for 2017/18. This was communicated to the trade unions at the JNCC on the 23rd February and to the wider workforce via the intranet on the same day.

Staff Modernisation

The project plan is on target against the proposed implementation date of November/December 2018. The governance of the project in Police Scotland has been strengthened and the new Project Board, chaired by David Page, will consider opportunities to shorten the timescales further by apply alternative thinking to the current approach.

Performance Report

A new style performance report was submitted to the Committee which complemented the committee's focus on the strategic aspects of Police Scotland's performance. Specific 'deep dives' have been agreed for the

April committee meeting, with consideration for future topics to be included in the developing committee work plan.

Health and Safety

The SPA Health and Safety Specialist has been seconded to Police Scotland since December 2016 in the long term absence of their current H&S Manager. A comprehensive action log is being updated on a monthly basis to the SPA – of the 150 items, all are either green for complete or amber for ongoing.

The People Committee will next meet on the 27 April 2017.