

<b>Meeting</b>	<b>Public SPA Board Meeting</b>
<b>Date</b>	<b>28 September 2017</b>
<b>Location</b>	<b>Jurys Inn Hotel, Inverness</b>
<b>Title of Paper</b>	<b>People Committee Chair Report</b>
<b>Item Number</b>	<b>15.4</b>
<b>Presented By</b>	<b>Nicola Marchant</b>
<b>Recommendation to Members</b>	<b>For Noting</b>
<b>Appendix Attached:</b>	<b>No</b>

**PURPOSE**

To provide the Board with an update on business progressed through the People Committee on the 22<sup>nd</sup> August 2017.

## ITEMS DISCUSSED AND NOTED

### **1. Ill Health Retirement Update (New)**

- 1.1 An analysis of the submissions for Ill Health Retirement was presented for 2016/17. The report confirmed that there had been a total of 94 Officers certified as permanently disabled and retired or redeployed. This figure was further broken down to show Age and Gender profiles.
- 1.2 The report also confirmed a change in procedure where the decision to retire or retain an Officer was no longer made by the SPA Human Resources and Remuneration Committee. This decision was now taken by the Chief Executive Officer.

### **2. British Transport Police (BTP) Integration (Ongoing)**

- 2.1 An update on the British Transport Police Integration was provided, which focused on issues relating to Pensions.
- 2.2 It was explained that a workstream has been established to address the issues around Pensions. Numerous types of Pensions are held by BTP Officers, which were noted to complicate their transfer. A number of proposals were being developed to be taken to the Trustees of the BTP Pensions to provide oversight of the likely options, where it was explained that this would map out what the impact would be in terms of liabilities at both the transition point and post integration.
- 2.3 A request was made for Scottish Government to provide a timeline in order that progress could be monitored. A Member of the Scottish Government BTP Integration Team was also to be invited to the next People Committee to take part in a discussion and answer relevant questions.
- 2.4 Police Scotland were requested to inform the People Committee at their earliest opportunity of any concerns or issues in relation to resources or skills to deliver the project in order that support could be provided.

### **3. Leadership Capacity (New)**

- 3.1 An update was provided on the ongoing planning and activity to develop leadership and Management across Police Scotland. The draft Leadership Strategy will be presented at the People Committee

on 26 October 2017. The strategy was split into 3 overarching sections; Emerging Leaders, Established Leaders and Executive Leaders. An all-encompassing Leadership Framework was being explored with the intention of meeting with Staff Associations to seek views.

**4. Public Pensions Agency Review – First Year of Service Level Agreement (New)**

- 4.1 The first Annual Review meeting of the Service Level Agreement (SLA) took place in June 2017.
- 4.2 The report stated that in their first year, the Scottish Public Pensions Agency (SPPA) acknowledged that their first year of operations had been a 'steep learning curve'. To address issues and monitor actions, SPPA have set up regular engage sessions with Stakeholders.
- 4.3 It was noted that the current Key Performance Indicators give a positive indication in relation to the service however, this is not matched by the feedback from the Police Scotland and Staff Associations. Qualitative and Key Compliance Indicators are to be developed in the future.
- 4.4 A proposal has been tabled for the creation of a Service Improvement Working Group, with representatives from SPPA, Police Scotland and Staff Associations as Key Stakeholders. Areas of improvement will include, Communications; Quality Assurance; Processes; ABS; Record Keeping; Reporting and Complaints.
- 5.5 It was noted that SPA Officers will continue to engage on the delivery of the SLA going forward.

**5. Human Trafficking and Modern Slavery Policy (New)**

- 5.1 It was agreed that this was not a Policy and there was no requirement for this 'statement of intent' to be brought forward to the Committee as it does not fall within the Committee Terms of Reference. Members noted that a statement on Human Trafficking and Modern Slavery would be placed on the Police Scotland Intranet.

**6. Employee Relations Climate – Staff Side Views (Ongoing)**

- 6.1 An update on the ASPS Survey was received, and the upcoming implementation of the Wellbeing Strategy, 'Your Wellbeing Matters' was discussed. This Strategy was discussed at the Senior

Leadership Forum on 5<sup>th</sup> September 2017, with the Members of the People Committee in attendance.

**7 Transformation Change of Corporate Services (Closed) (Ongoing)**

**Rationale – SPA Governance Framework Section 28 (e)** where any of the information to be discussed is commercially sensitive, financially sensitive, relates to proposals for significant organisational change or to significant changes to the terms and conditions of staff.

- 7.1 An update was provided on the people aspects of the transformational change programme. Appointments have now been made with further planned. Engagement is planned between Police Scotland and the Trade Unions to provide them with an update and further information.
- 7.2 It was confirmed that there were no delays to get all the resources in place and work was underway with delivery against some key strategic objectives being seen already

**8 Staff Pay Claim Update Review (Closed) (Ongoing)**

**Rationale – SPA Governance Framework Section 28 (e)** where any of the information to be discussed is commercially sensitive, financially sensitive, relates to proposals for significant organisational change or to significant changes to the terms and conditions of staff.

- 8.1 It was noted that the Staff Pay Claim was received on the 17th August 2017 and the available options would be costed and evaluated. An action was raised for a timeline to be forwarded to the Committee to help ensure there are no unnecessary delays in progressing the claim.

**9 Officer Pay Claim Update (Closed) (Ongoing)**

**Rationale – SPA Governance Framework Section 28 (e)** where any of the information to be discussed is commercially sensitive, financially sensitive, relates to proposals for significant organisational change or to significant changes to the terms and conditions of staff.

- 9.1 It was confirmed that the Officer Pay claim has been agreed by the Staff side.

**10. Modernisation Gateway Review Update (Closed) New**

**Rationale – SPA Governance Framework Section 28 (e)** where any of the information to be discussed is commercially sensitive, financially sensitive, relates

*to proposals for significant organisational change or to significant changes to the terms and conditions of staff.*

- 10.1 The Modernisation Gateway Review Update was deferred until the Modernisation Deep Dive on the 22nd August 2017 however it was noted that assurance was received in relation to the response to Modernisation Gateway Review.

The next People Committee will take place on Thursday 26<sup>th</sup> October 2017.