

**SCOTTISH POLICE
AUTHORITY**

Meeting	Public SPA Board Meeting
Date	22 June 2017
Location	Carlton Hotel, Edinburgh
Title of Paper	People Committee Chair Report
Item Number	13.3
Presented By	Nicola Marchant
Recommendation to Members	For Noting
Appendix Attached:	YES

PURPOSE

To provide the Board with an update on business progressed through the People Committee on the 16th June 2017.

ITEMS RECOMMENDED FOR APPROVAL

1. None

ITEMS DISCUSSED AND NOTED

2. **Modernisation (Closed Session) (New)**

- 2.1 A Gateway Review has been completed and the report submitted to SPA / PS. Action plans to take forward recommendations are being developed and will be presented to a future People Committee. In addition, it is proposed that a separate workshop for SPA Members will be arranged prior to the August Closed Board Meeting, in order for full understanding in advance of requirements for members to make decisions concerning negotiating parameters.

3. **Trade Union – Failure to Agree (New)**

- 3.1 A formal failure to agree was lodged by Unison and Unite on the 12th June 2017. This is in relation to the closure of staff vacancies and a perceived lack of consultation between PS and union colleagues. Dialogue is ongoing and there appears to be a willingness to resolve the situation. The trade unions are keen to understand the business case decisions behind the vacancy closures and PS have committed to meet with them to discuss.

4. **PNB Update (New)**

- 4.1 A full PNB meeting took place on the 13th June 2017.

5. **British Transport Police (BTP) (Ongoing)**

- 5.1 An update was provided from SPA/PS on the People Workstream detailing engagement to date and the creation of a set of Principles of Transfer and Strategic Workforce Considerations. Discussion by Members in the need to raise at the SPA Board, areas of concern that require awareness and discussion by Board members e.g. project risks, expected timetable, implementation issues such as appropriate resources, and associated costs.

6. SPA HR Governance Team Assurance (Ongoing)

- 6.1 The SPA HR Governance Team are considering their priorities to support the SPA Business Plan 2017-2020. Further detail on this will be available in due course, however the key focus is in ensuring SPA / Police Scotland are responsible and sustainable organisations and that all work is in line with the People Committee Work Plan. Key considerations include effective governance that supports the recognition and investment in the development, performance, diversity and wellbeing of the workforce (i.e. aligning to the 2026 Strategy).

7. Health and Safety Committee (New)

- 7.1 A recent meeting occurred between the Chairs of the People and Policing Committees and representatives from Police Scotland (including the seconded Health, Safety and Resilience Specialist) to discuss the reporting of Health and Safety matters to each committee. A document that details the reporting responsibilities for each committee will be provided to both committees in the near future.
- 7.2 An alternative suggestion by HMICS is for the creation of a separate Health and Safety Committee, to meet quarterly and focus on areas of concern highlighted through assurance work. This suggestion should be considered as part of the internal governance review.

8. Pay Award 2017/18 (Closed Session) (Ongoing)

- 8.1 Dialogue continues for officers and staff pay negotiations for 2017/18. Scottish Government are part of a monthly tri-partite discussion and are fully up to date with developments.

9. Staff Association and Union Engagement (New)

- 9.1 The People Committee now have a standing agenda item, whereby staff associations and trade unions have an opportunity to share their views on current workforce issues and culture. ASPS were the only representative body available to engage at this People Committee.

10. Transformational Change of Corporate Services (Closed Session) (New)

10.1 An update was provided on the people aspects of the transformational change programme. Recruitment continues to ensure that the right resources are in place to deliver.

11. Pensions Auto Enrolment (Closed Session) (New)

11.1 An update was provided on the decision that was taken at the Board meeting on the 7th June and the plans in place to ensure full compliance with legislation.

The People Committee will next meet on the 22nd August 2017.