



LETTER SENT BY EMAIL ONLY

22 April 2025

FOI Ref 2025/26-002R

Request

On 5 March 2025 you made the request for information to the Scottish Police Authority as outlined below:

From 1st April 2022 to date

1. Copies of all correspondence, meeting notes, and minutes of meetings between the Police Service of Scotland and the Scottish Police Authority, or between the Scottish Government and the Scottish Police Authority where the subject of Assistant Chief Constable pay was discussed - which amongst other things shows

1.1 the date of the correspondence, note, or minutes.

1.2 the subject heading of the correspondence, note, or minutes.

1.3 the author of the correspondence, note or minute (or if sufficiently junior in position as to warrant not making their identity known - their role and/or job title)

Please note this request covers all forms of communication by which any correspondence may have been exchanged, and includes but is not limited to physical mail, electronic mail, and messaging apps.

For the avoidance of all doubt any content which relates to the free and frank exchange of views are not requested. However any and all content - including sentences and paragraphs - where any reference to agreeing to support the claim should be provided.

In response to your request the Authority provided the information held and advised that some the information was exempt in terms of terms of Section 38(1)(b) of the Freedom of Information (Scotland) Act 2002 as this is third party personal information. The response also advised that content not specifically related to the matter of Assistant Chief Constable pay was redacted as out with the scope of your request.

On 2 April 2025 you asked the Authority to review this decision.

Response

The Scottish Police Authority has considered your request under the Freedom of Information (Scotland) Act (FOISA).

The decision has been reviewed by an independent reviewer who was not involved in the original decision-making process.

We can confirm that the original decision is upheld for the following reasons:

The review has been requested as the applicant states that it appears not all information requested has been supplied and the redactions extend beyond those which may be reasonably applied to cover any exemptions.

Having considered the request and response the reviewer is satisfied that all information requested has been supplied and the redactions have been made appropriately, either because the information is exempt, or because the information was not within the scope of the request.

In relation to the examples highlighted by the requester, we can advise the following:

1. Information provided at Item 6 of the response (an email titled ACC PAY from a gov.scot email address), was sent and dated 17 February 2025 10:52. Due to an administration error when compiling the response, the date and time of the email entered was copied from information provided at Item 2. We apologise for this error and will review the relevant processes to mitigate this occurring again.

The proposed letter referred to in the correspondence has been produced at Item 4 in the response.

For clarity, the complete email trail with the correct date and time, and the proposed letter are provided with this response.

2. The email sent at 15:36 on 12 February 2025 from an spa.police.uk email address to Fiona McQueen relates to two separate matters, one of which is ACC Pay. The information relating to the other matter has been redacted. The part of the email that relates to ACC pay is seeking endorsement of a proposed letter, which is included in the email chain, and to which Fiona McQueen responds in her email at 16:16.

The same two matters are addressed in the email to the gov.scot address at 15:02 on 12 February 2025, and similarly the information not related to ACC Pay has been redacted due to being out with the scope.

Information has been redacted appropriately, either because it was not related to the request or because it contained personal information. The decision therefore is that the original response and decision is upheld.

Right to Review

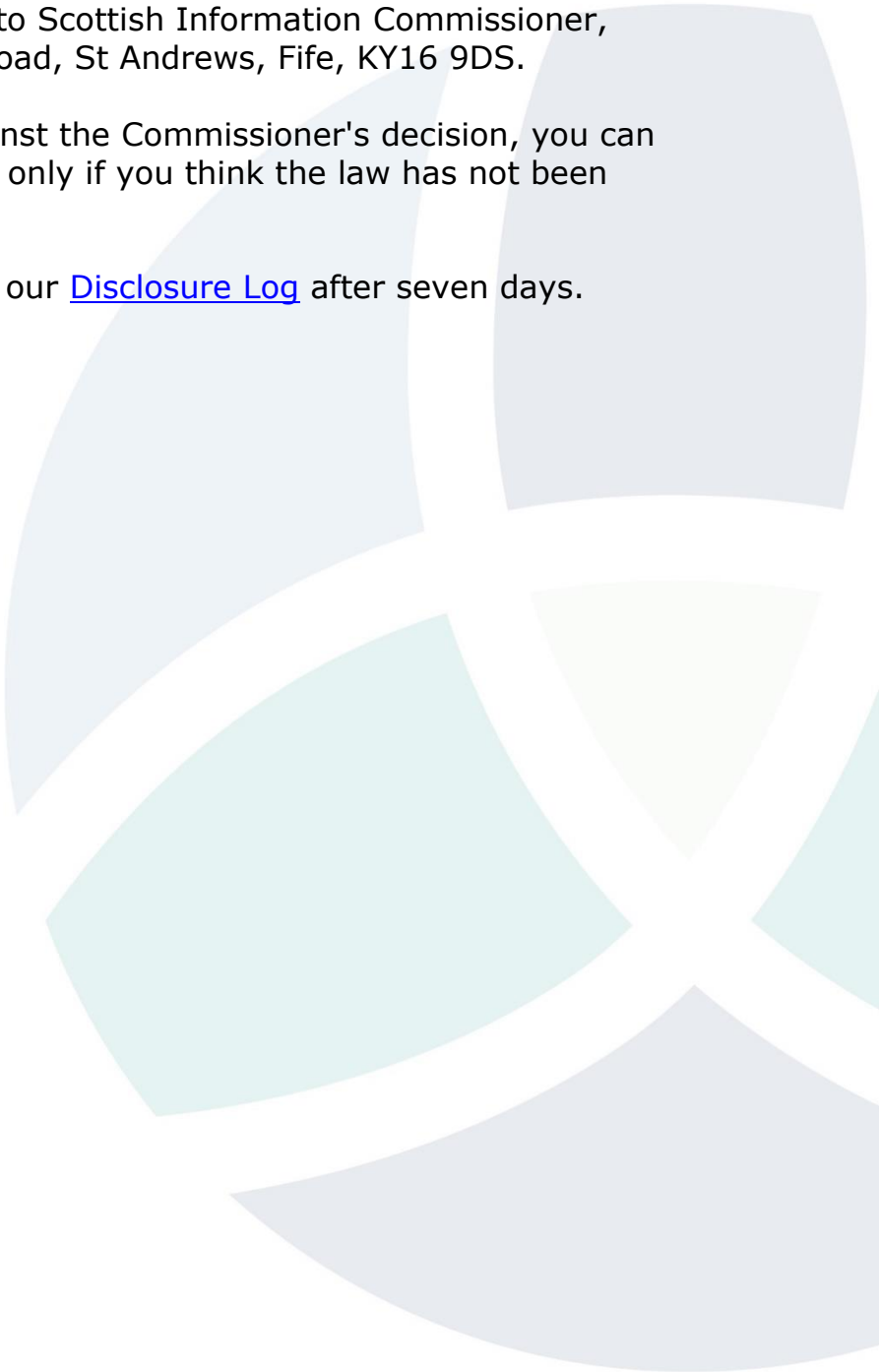
If you remain dissatisfied, you can appeal to the Scottish Information Commissioner within six months. You can apply [online](#), by email to enquiries@foi.scot or by letter to Scottish Information Commissioner, Kinburn Castle, Doubledykes Road, St Andrews, Fife, KY16 9DS.

Should you wish to appeal against the Commissioner's decision, you can appeal to the Court of Session, only if you think the law has not been applied correctly.

This response will be posted to our [Disclosure Log](#) after seven days.

Yours faithfully

Scottish Police Authority



From: [redacted] [gov.scot](mailto:[redacted]@gov.scot)
To: [redacted]
Subject: RE: ACC Pay [OFFICIAL]
Date: 17 February 2025 10:51:58

[redacted]

Thank you for sight of the proposed letter to the Staff Side in relation to ACC Pay claim. I am content for this to be issued.

Thanks

[redacted]

From: [redacted] <[redacted]@spa.police.uk>
Sent: 12 February 2025 15:02
To: [redacted] <[redacted]@gov.scot>
Subject: ACC Pay [OFFICIAL]

OFFICIAL

Hi [redacted]

<div><div>[redacted]</div><div>[redacted]</div></div>	<div>[redacted]</div>
<div><div>[redacted]</div><div>[redacted]</div></div>	<div>[redacted]</div> <div>[redacted]</div> <div>[redacted]</div> <div>[redacted]</div>
<div><div>[redacted]</div><div>[redacted]</div><div>[redacted]</div></div>	<div>[redacted]</div> <div>[redacted]</div> <div>[redacted]</div> <div>[redacted]</div> <div>[redacted]</div> <div>[redacted]</div> <div>[redacted]</div>

Can you review and confirm endorsement of the attached letter from an SG perspective to allow us to send this after an increase for all officers is confirmed.

[redacted]

[redacted]

[redacted]



Kind regards



This e-mail (and any files or other attachments transmitted with it) is intended solely for the attention of the addressee(s). Unauthorised use, disclosure, storage, copying or distribution of any part of this e-mail is not permitted. If you are not the intended recipient please destroy the email, remove any copies from your system and inform the sender immediately by return.
Communications with the Scottish Government may be monitored or recorded in order to secure the effective operation of the system and for other lawful purposes. The views or opinions contained within this e-mail may not necessarily reflect those of the Scottish Government.



OFFICIAL
**Police Negotiating Board
for Scotland**
Bòrd Bargaich Poilis
na h-Alba

David Kennedy
Staff Side Secretary
PNB Scotland
Scottish Police Federation
5 Woodside Place
Glasgow
G3 7QF

XX February 2025

Dear David

Assistant Chief Constable (ACC) Pay

I would like to thank the Staff Side for constructive and ongoing 'without prejudice' discussions that resulted in the ACC pay claim being separated from 2024/25 pay discussions. As a result of these discussions and full consideration of the claim to increase ACC pay, the Official Side are seeking to reach an agreement to replace the current single pay point with an incremental three-point scale with effect from 1 April 2024. This offer takes consideration of the recently confirmed pay increase via arbitration.

The proposed three point pay scale (incorporating the annual pay increase) is as follows:

Pay Point	Pre-PNBS Arbitration Outcome	Inclusive of Arbitration Outcome (4.75% increase)
1	£144,932	£151,816
2	£150,549	£157,700
3	£153,920	£161,231

Commented [REDACTED]: Would be changed before finalised if arbitration was higher than 4.75%

Therefore, agreement is sought to implement the pay points inclusive of the arbitration outcome with effect from 1 April 2024.

In relation to incremental progression, agreement is sought that this will depend on the length of service performed as an ACC within the Police Service of Scotland. For the avoidance of doubt this proposal would operate as follows:

- Point 1: Upon commencement as ACC within Police Service of Scotland
- Point 2: ACC's move to this salary point on completion of one years' service as an ACC within the Police Service of Scotland
- Point 3: ACC's move to this salary point on completion of two years' service as an ACC within the Police Service of Scotland

In line with the PNBS agreement, implemented on 1 January 2023, all periods of temporary duty performed at a higher rank are reckonable for pay and pension purposes.

OFFICIAL



OFFICIAL
**Police Negotiating Board
for Scotland**
Bòrd Barganachaidh Poilis
na h-Alba

If agreed, current ACCs will be placed on the scale point relevant to their current service as an ACC within the Police Service of Scotland with effect from 1 April 2024.

It is hoped that the proposed offer can form the basis of an agreement between the Official Side and agreement is sought in advance of xxx to ensure this agreement can be implemented with sufficient time for back-pay to be provided within salaries paid in March 2025.

Yours sincerely

Sarah Messenger
Official Side Secretary

CC: Scott McNeil, PNBS Independent Secretariat

OFFICIAL