

SCOTTISH POLICE

AUTHORITY



POLICE
SCOTLAND

**Pay and Reward
Policy**

Owning Department:	People and Development
Version Number:	1.00 (Publication Scheme)
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NOT PROTECTIVELY MARKED

Compliance Record

Equality and Human Rights Impact Assessment (EqHRIA):	Date Initially Completed	24/06/2016
Information Management Compliant:	Yes	
Health & Safety Compliant:	Yes	
Publishable Externally in Current Format:	Yes	

Version Control Table

Version Number:	History of Amendments:	Date:
V1.00	Initial Version	23/09/2016

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Pay and Reward Policy

The Scottish Police Authority (SPA) and the Police Service of Scotland, (hereafter referred to as Police Scotland), are committed to being a responsible, attractive and inclusive employer in fulfilling their statutory and moral obligations. SPA/Police Scotland will support processes to ensure that, against the challenging financial background all resources are efficiently deployed in line with public sector spending guidelines through being:

- **Modern** – An organisation that has an agile and flexibly deployed workforce where staff feel motivated, empowered and valued.
- **Fair & Equitable** – An organisation that has a fair, equitable and affordable pay policy and appropriate terms and conditions that support policing priorities.
- **Sustainable** – A sustainable organisation that attracts, retains and develops skills, experience and talent.

The key principles of this policy are to:

- ensure our pay and reward package reflects the commitment to be a responsible employer and sustainable organisation;
- promote development of fair and transparent reward and recognition mechanisms;
- enable SPA/Police Scotland to compete for, invest in and retain individuals who possess the skills and specialisms required to support future delivery;
- develop, inform and integrate innovative practices and procedures into the total reward packages.

This policy is underpinned by a number of related documents which cover, but are not restricted to the following subject areas:

- Allowances and Expenses
- Awards, Commendations and Ceremonies
- Business Travel and Accommodation
- Market Supplements
- Pay, Overtime and Toil

Through agreed consultative and negotiating forums, SPA/Police Scotland will:

- modernise and standardise Police Staff terms and conditions of employment;
- promote the benefits of a diverse workforce through the provision of attractive, inclusive and responsible working practices;
- integrate the various elements of the overall reward package for staff to help them to respond effectively and efficiently to changing or emerging priorities;
- secure Best Value through evidence based reviews.

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SPA/Police Scotland is also cognisant of the statutory requirements laid down by the Equality Act 2010 and will ensure compliance with the Public Sector Equality Duty in managing and delivering Pay and Reward.

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