

S38(1)(b)

From: S38(1)(b)
Sent: 14 December 2021 15:38
To: People and Development Performance Reporting
Subject: RE: 2021.2807 - Factor Scores [OFFICIAL: NAMED RECIPIENTS ONLY]

NAMED RECIPIENTS ONLY

S38(1)(b)

Just discussed with S38(1)(b) and it could also be used to identify what staff are being paid, and we would be required to contact all of the staff who are involved to ensure that they were happy for their financial information to be released. It's definitely a risk, and it could take us weeks to produce something that had been verified and agreed.

I think I have an idea who sent this in, S30(b)(ii)

S38(1)(b)

From: People and Development Performance Reporting
Sent: 14 December 2021 15:11
To: S38(1)(b)
Subject: RE: 2021.2807 - Factor Scores [OFFICIAL: NAMED RECIPIENTS ONLY]

NAMED RECIPIENTS ONLY

Hi S38(1)(b)

No problem, so basically if they don't want it treated as BAU then it would be over 40 hours to collate the data and could also identify employees. I'm just trying to head off the FOI Glasgow with their random questions 😊

S38(1)(b)
S38(1)(b)

P&D Reporting Advisor
S30(c) (WFH)
Working days Monday to Thursday

From: S38(1)(b)
Sent: 14 December 2021 14:20
To: People and Development Performance Reporting
S30(c)
Subject: RE: 2021.2807 - Factor Scores [OFFICIAL: NAMED RECIPIENTS ONLY]

NAMED RECIPIENTS ONLY

S38(1)(b)

I suspect the response will be no, but could we ask the requester if this could be a BAU request?

S38(1)(b)

From: People and Development Performance Reporting
Sent: 14 December 2021 13:02
To: Job Evaluation [REDACTED] S30(c)
Cc: S38(1)(b) [REDACTED] S30(c), S38(1)(b)
Subject: 2021.2807 - Factor Scores [OFFICIAL: NAMED RECIPIENTS ONLY]

NAMED RECIPIENTS ONLY

Afternoon,

I've received the following FOI and need your assistance to answer the questions which are;

Under the terms of the Freedom of Information (Scotland) Act 2002 I would like to be provided with all information that I am entitled to with regard to all Factor Scores for all job descriptions that have undergone the Job Evaluation process since the SPRM process ended.

This request specifically pertains to roles that have undergone JE as part of BAU or Change processes.

If I could have an answer by 21st December, it would be appreciated.

Thanks

S38(1)(b)

S38(1)(b)

P&D Reporting Advisor

**People and Development
Strategic Workforce Planning
Dalkeith Police Station
Newbattle Road
Dalkeith
Midlothian
EH22 3AX
Tel: S30(c) (WFH)
Working days Monday to Thursday**

S38(1)(b)

From: S38(1)(b)
Sent: 15 December 2021 18:04
To: FOI Glasgow
Subject: Re: FOI 21-2807 [OFFICIAL]

**CAUTION: This Email originated from outside the organisation.
Do not click on links or open attachments unless you recognise the sender and know the content is safe.**

Good Evening,
Please continue to process under the terms of FOISA. Thank you.

Sincerely,

S38(1)(b)

On 15 Dec 2021, at 09:58, FOI Glasgow wrote:

OFFICIAL

Good morning

Thanks for your recent FOI request. Before we progress our People and Development Department have asked if you would be happy to have this answered as a BAU instead of FOI?

Could you advise if you would be happy with this? Your request shall remain on hold until we receive a response.

Kind regards

Information Management
Freedom of Information
Police Scotland
Clyde Gateway
2 French Street
Dalmarnock
G40 4EH

-----Original Message-----

From: S38(1)(b)
Sent: 10 December 2021 19:24
To: FOI
Subject: Job Evaluation - Factor Scores

CAUTION: This Email originated from outside the organisation. Do not click on links or open attachments unless you recognise the sender and know the content is safe.

Good Evening,
Under the terms of the Freedom of Information (Scotland) Act 2002 I would like to be provided with all

information that I am entitled to with regard to all Factor Scores for all job descriptions that have undergone the Job Evaluation process since the SPRM process ended.

This request specifically pertains to roles that have undergone JE as part of BAU or Change processes.

Should you require clarification on any point above, please let me know. Thank you and I look forward to your reply.

Sincerely,

S38(1)(b)

The information in this e-mail and any attachment(s) is private and may also be LEGALLY PRIVILEGED. It is intended only for the addressee.

If you are not the intended recipient or responsible for delivering it to the intended recipient, you are hereby notified that any use, disclosure, review, dissemination, distribution or reproduction of this e-mail is strictly prohibited.

If you have received this e-mail in error, please notify the sender by return email and delete immediately.

Tha am fiosrachadh sa phost-d seo, agus ann an ceangal(an) sam bith na chois, prìobhaideach agus dh'fhaodte FO SHOCHAIR LAGHAIL. 'S ann a-mhàin airson an neach-uidhe a tha e.

Mura tusa an neach-uidhe no mura h-eil dleastanas ort a chur air adhart chun an neach-uidhe, thathar le seo a' leigeil fios dhut gu bheil e toirmisgte am post-d seo a chleachdadh air dhòigh sam bith, no fhoillseachadh, no sgrùdadh, no sgaoileadh, no riarachadh, no lethbhreac a dhèanamh dheth.

Ma thàinig am post-d seo thugad air mhearachd, leig fios sa bhàd chun an neach a sgaoil e agus cuir às dhan phost-d.

S38(1)(b)

From: FOI Glasgow
Sent: 16 December 2021 11:36
To: People and Development Performance Reporting
Subject: RE: FOI Request 21-2807 [OFFICIAL]

OFFICIAL

Hi 

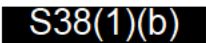
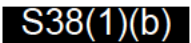
Sorry but all FOI's are applicant blind.

Thanks



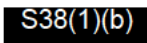
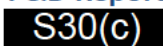
From: People and Development Performance Reporting
Sent: 16 December 2021 10:44
To: FOI Glasgow
Subject: RE: FOI Request 21-2807 [OFFICIAL]

OFFICIAL

Also is this FOI from a  or a  ?

Thanks




P&D Reporting Advisor
 (WFH)
Working days Monday to Thursday

From: FOI Glasgow
Sent: 16 December 2021 10:27
To: People and Development Performance Reporting
Subject: RE: FOI Request 21-2807 [OFFICIAL]

OFFICIAL

Hi 

The applicant wants this to be progressed as a FOI

Thanks



From: People and Development Performance Reporting
Sent: 15 December 2021 09:51
To: FOI Glasgow [REDACTED] S30(c)
Subject: RE: FOI Request 21-2807 [OFFICIAL]

OFFICIAL

I have a feeling he won't as Job evaluation think they know who it is, but we will wait and see.

[REDACTED]

[REDACTED] S38(1)(b)
P&D Reporting Advisor
[REDACTED] S30(c) (WFH)
Working days Monday to Thursday

From: FOI Glasgow
Sent: 15 December 2021 09:44
To: People and Development Performance Reporting
Subject: RE: FOI Request 21-2807 [OFFICIAL]

OFFICIAL

Hi

Of course, I will go back and let you know once I hear back.

Thanks

[REDACTED]

From: People and Development Performance Reporting
Sent: 15 December 2021 09:39
To: FOI Glasgow [REDACTED] S30(c)
Subject: RE: FOI Request 21-2807 [OFFICIAL]

OFFICIAL

Morning [REDACTED] S38(1)(b)

Could you please go back to the applicant to see if this FOI can be treated as BAU?

Thanks

[REDACTED]

[REDACTED] S38(1)(b)
P&D Reporting Advisor
[REDACTED] S38(1)(b) (WFH)
Working days Monday to Thursday

S38(1)(b)

From: People and Development Performance Reporting
Sent: 12 January 2022 09:27
To: FOI Glasgow
Subject: RE: FOI Request 21-2807 [OFFICIAL]

OFFICIAL

Hi S38(1)(b)

I've had to send this round the houses, long story.

Yesterday I sent it back to Director to approve and have said it has to go out tomorrow, so will hopefully get it back today as 3 people have already approved the draft!!

S38(1)(b)

S38(1)(b)
P&D Reporting Advisor
S30(c) (WFH)
Working days Monday to Thursday

From: FOI Glasgow
Sent: 12 January 2022 08:51
To: People and Development Performance Reporting
Subject: RE: FOI Request 21-2807 [OFFICIAL]

OFFICIAL

Hi S38(1)(b)

Is there any update on the approval for this one, its due out tomorrow?

Thanks

S38(1)(b)

From: People and Development Performance Reporting
Sent: 06 January 2022 10:05
To: FOI Glasgow S30(c)
Subject: RE: FOI Request 21-2807 [OFFICIAL]

OFFICIAL

Hi S38(1)(b)

Thanks for this, hopefully we will get it back quickly.

S38(1)(b)

S38(1)(b)

P&D Reporting Advisor

S30(c) (WFH)

Working days Monday to Thursday

From: FOI Glasgow

Sent: 06 January 2022 09:04

To: People and Development Performance Reporting

Subject: RE: FOI Request 21-2807 [OFFICIAL]

OFFICIAL

Hi ^{S38(1)(b)}

I have attached the draft for this FOI and would be obliged if you could forward it to your Director for approval.

I am due to respond to the applicant on 13/01/22 and would be obliged if you could get back to me before then.

Regards

S38(1)(b)

S38(1)(b)

Lead Disclosure Officer
Information Management
Police Scotland
2 French Street
Dalmarnock
Glasgow
G40 4EH

Currently working from home Monday - Friday

Email: ^{S30(c), S38(1)(b)}

Website: www.scotland.police.uk

Twitter: @policescotland

Facebook: www.facebook.com/policescotland

From: People and Development Performance Reporting

Sent: 16 December 2021 16:57

To: FOI Glasgow ^{S30(c)}

Subject: RE: FOI Request 21-2807 [OFFICIAL]

OFFICIAL

Hi S38(1)(b)

S38(1)(b) from the Job Evaluation team has provided the following, can you please draft this and send back to me as I will need to get sign off from the P&D Director

The Gauge system holds live data and work in progress. To obtain the factor levels for all job descriptions would take over 40 hours, due to the system holding dormant job evaluations and job evaluations that have not been implemented, due to phased restructuring or delays in progressing recruitment. The job evaluation team are not typically advised of implementation and this work can take months, if not years to implement. This work can be highly sensitive to individuals and groups of staff who are going through formal consultation procedures. ICO judgement Miss K v Chief Constable of Police Scotland 2018 also advised that not disclosing factor level information under FOI before the JE process was complete was justified.

To obtain accurate data for this FOI all entries would require a manual audit of over 1000 posts. Also in previous FOI's asking for factor level listings, it was the post of the applicant that were requested. These request were much more straightforward to verify in order to ensure that due diligence had taken place.

Given the information that was released as part of SPRM it would also be possible to identify pay grades from the factor level scoring. The ICO recommends that we contact and provide an explanation to each and every postholder before disclosing any salary related information and that we should consider any objections from each of these postholders. The JE team have completed a significant number of BAU evaluations since the implementation of SPRM, with significant 'multiple postholder' BAU evaluations included. That is a considerable amount of people who will need to be identified, contacted individually, be given an opportunity to respond to our intended disclosure of their evaluation information and then be provided with an individual response to the issues they raise.

Due to this, Job evaluation team would only be able to provide data to the applicant, and under the strictest protections of that data. Alternatively, we could provide the factor level listing for the post that the requester is actually looking for, if this is identified to the team.

Thanks

S38(1)(b)

S38(1)(b)

P&D Reporting Advisor

S30(c) (WFH)

Working days Monday to Thursday

From: FOI Glasgow

Sent: 14 December 2021 10:34

To: People and Development Performance Reporting

Subject: FOI Request 21-2807 [OFFICIAL]

OFFICIAL

Good morning

Please find attached FOI request for your consideration.

Kind regards

S38(1)(b)

Information Management
Freedom of Information
Police Scotland
Clyde Gateway
2 French Street
Dalmarnock
G40 4EH

S38(1)(b)

From: People and Development Performance Reporting
Sent: 12 January 2022 17:54
To: Helliker, Jude
Subject: RE: 2021.2807- SPRM Factor Scores [OFFICIAL: NAMED RECIPIENTS ONLY]

NAMED RECIPIENTS ONLY

Perfect, thank you.

S38(1)(b)

S38(1)(b)

P&D Reporting Advisor

S30(c) (WFH)

Working days Monday to Thursday

From: Helliker, Jude
Sent: 12 January 2022 17:37
To: People and Development Performance Reporting
Subject: RE: 2021.2807- SPRM Factor Scores [OFFICIAL: NAMED RECIPIENTS ONLY]

NAMED RECIPIENTS ONLY

Happy with that. Thanks!

J

From: People and Development Performance Reporting
Sent: 12 January 2022 16:52
To: Helliker, Jude S30(c)
Subject: RE: 2021.2807- SPRM Factor Scores [OFFICIAL: NAMED RECIPIENTS ONLY]

NAMED RECIPIENTS ONLY

Afternoon Jude,

Here is the reply that S38(1)(b) and S38(1)(b) provided, I think explains why it would over 40hours.

The Gauge system holds live data and work in progress. To obtain the factor levels for all job descriptions would take over 40 hours, due to the system holding dormant job evaluations and job evaluations that have not been implemented, due to phased restructuring or delays in progressing recruitment. The job evaluation team are not typically advised of implementation and this work can take months, if not years to implement. This work can be highly sensitive to individuals and groups of staff who are going through formal consultation procedures. ICO judgement Miss K v Chief Constable of Police Scotland 2018 also advised that not disclosing factor level information under FOI before the JE process was complete was justified.

To obtain accurate data for this FOI all entries would require a manual audit of over 1000 posts. Also in previous FOI's asking for factor level listings, it was the post of the applicant that were requested. These request were much more straightforward to verify in order to ensure that due diligence had taken place.

Given the information that was released as part of SPRM it would also be possible to identify pay grades from the factor level scoring. The ICO recommends that we contact and provide an explanation to each and every postholder before disclosing any salary related information and that we should consider any objections from each of these postholders. The JE team have completed a significant number of BAU evaluations since the implementation of SPRM, with significant 'multiple postholder' BAU evaluations included. That is a considerable amount of people who will need to be identified, contacted individually, be given an opportunity to respond to our intended disclosure of their evaluation information and then be provided with an individual response to the issues they raise.

Due to this, Job evaluation team would only be able to provide data to the applicant, and under the strictest protections of that data. Alternatively, we could provide the factor level listing for the post that the requester is actually looking for, if this is identified to the team.

Thanks

S38(1)(c)

S38(1)(b)

P&D Reporting Advisor

S30(c) (WFH)

Working days Monday to Thursday

From: Helliker, Jude

Sent: 12 January 2022 16:42

To: People and Development Performance Reporting

S30(c) ; Director People and Development
S30(c)

Subject: RE: 2021.2807- SPRM Factor Scores [OFFICIAL: NAMED RECIPIENTS ONLY]

NAMED RECIPIENTS ONLY

40 hours? Really?

J

From: People and Development Performance Reporting

Sent: 11 January 2022 16:35

To: Director People and Development <DirectorPeopleandDevelopment@scotland.pnn.police.uk>

Subject: RE: 2021.2807- SPRM Factor Scores [OFFICIAL: NAMED RECIPIENTS ONLY]

11.01.22 – S38(1)(b) – Ma'am, could you review and approve the attached? Its been through Nicky Page.

NAMED RECIPIENTS ONLY

Hi S38(1)(b)

Nicky has approved this.

Could the Director now approve.

It's due to be set out on the 13th.

Thanks

[Redacted]

[Redacted] S38(1)(b)

P&D Reporting Advisor

[Redacted] S30(c) (WFH)

Working days Monday to Thursday

From: Director People and Development

Sent: 11 January 2022 12:29

To: People and Development Performance Reporting

[Redacted] S30(c)

Subject: RE: 2021.2807- SPRM Factor Scores [OFFICIAL: NAMED RECIPIENTS ONLY]

NAMED RECIPIENTS ONLY

Hi [Redacted] S38(1)(b)

Sorry but can Nicky see and approve it first? It will be the first thing that the Director asks me!

Thanks,

[Redacted] S38(1)(b)

From: People and Development Performance Reporting

Sent: 10 January 2022 14:54

To: Director People and Development [Redacted] S30(c)

Subject: RE: 2021.2807- SPRM Factor Scores [OFFICIAL: NAMED RECIPIENTS ONLY]

NAMED RECIPIENTS ONLY

Hi [Redacted] S38(1)(b)

Nicky hasn't seen it but [Redacted] S38(1)(b) and [Redacted] S38(1)(b) have and it was them, that wanted the Director to sign it off.

Thanks

[Redacted] S38(1)(b)

[Redacted] S38(1)(b)

P&D Reporting Advisor

[Redacted] S30(c) (WFH)

Working days Monday to Thursday

From: Director People and Development

Sent: 10 January 2022 13:46

To: People and Development Performance Reporting

S30(c)

Subject: RE: 2021.2807- SPRM Factor Scores [OFFICIAL: NAMED RECIPIENTS ONLY]

NAMED RECIPIENTS ONLY

Hi ^{S38(1)(b)}

Has Nicky Page seen this and okay'd it?

S38(1)(b)

S38(1)(b)

Inspector
Staff Officer to Director of P&D
Scottish Police College
Tulliallan
Kincardine
FK10 4BE

S30(c)

Web: www.scotland.police.uk

Twitter: @polscotcollege

Facebook: www.facebook.com/policescotland

From: People and Development Performance Reporting

Sent: 06 January 2022 09:53

To: Director People and Development

S30(c)

Subject: 2021.2807- SPRM Factor Scores [OFFICIAL: NAMED RECIPIENTS ONLY]

NAMED RECIPIENTS ONLY

Morning,

S38(1)(b) has asked if the Director could sign off this FOI. ^{S38(1)(b)} provided the information for this FOI.

Thanks

^{S38(1)(b)}

S38(1)(b)

P&D Reporting Advisor

**People and Development
Strategic Workforce Planning**

Dalkeith Police Station

Newbattle Road

Dalkeith

Midlothian

EH22 3AX

Tel: S30(c) (WFH)

Working days Monday to Thursday

S38(1)(b)

From: People and Development Performance Reporting
Sent: 12 January 2022 17:55
To: FOI Glasgow
Subject: RE: FOI Request 21-2807 [OFFICIAL]

OFFICIAL

Hi S38(1)(b)

This had been approved by the Director, so it's good to go.

S38(1)(b)

S38(1)(b)
P&D Reporting Advisor
07825817517 (WFH)
Working days Monday to Thursday

From: FOI Glasgow
Sent: 12 January 2022 08:51
To: People and Development Performance Reporting
Subject: RE: FOI Request 21-2807 [OFFICIAL]

OFFICIAL

Hi S38(1)(b)

Is there any update on the approval for this one, its due out tomorrow?

Thanks

S38(1)(b)

From: People and Development Performance Reporting
Sent: 06 January 2022 10:05
To: FOI Glasgow S30(c)
Subject: RE: FOI Request 21-2807 [OFFICIAL]

OFFICIAL

Hi S38(1)(b)

Thanks for this, hopefully we will get it back quickly.

S38(1)(b)

S38(1)(b)
P&D Reporting Advisor

S30(c) (WFH)

Working days Monday to Thursday

From: FOI Glasgow

Sent: 06 January 2022 09:04

To: People and Development Performance Reporting

Subject: RE: FOI Request 21-2807 [OFFICIAL]

OFFICIAL

Hi **S38(1)(b)**

I have attached the draft for this FOI and would be obliged if you could forward it to your Director for approval.

I am due to respond to the applicant on 13/01/22 and would be obliged if you could get back to me before then.

Regards

S38(1)(b)

S38(1)(b)

Lead Disclosure Officer
Information Management
Police Scotland
2 French Street
Dalmarnock
Glasgow
G40 4EH

Currently working from home Monday - Friday

Email: **S30(c), S38(1)(b)**

Website: www.scotland.police.uk

Twitter: @policescotland

Facebook: www.facebook.com/policescotland

From: People and Development Performance Reporting

Sent: 16 December 2021 16:57

To: FOI Glasgow **S30(c)**

Subject: RE: FOI Request 21-2807 [OFFICIAL]

OFFICIAL

Hi **S38(1)(b)**

S38(1)(b) from the Job Evaluation team has provided the following, can you please draft this and send back to me as I will need to get sign off from the P&D Director

The Gauge system holds live data and work in progress. To obtain the factor levels for all job descriptions would take over 40 hours, due to the system holding dormant job evaluations and job evaluations that have not been implemented, due to phased restructuring or delays in progressing recruitment. The job evaluation team are not typically advised of implementation and this work can take months, if not years to implement. This work can be highly sensitive to individuals and groups of staff who are going through formal consultation procedures. ICO judgement *Miss K v Chief Constable of Police Scotland 2018* also advised that not disclosing factor level information under FOI before the JE process was complete was justified.

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Due to this, Job evaluation team would only be able to provide data to the applicant, and under the strictest protections of that data. Alternatively, we could provide the factor level listing for the post that the requester is actually looking for, if this is identified to the team.

Thanks

S38(1)(b)

S38(1)(b)

P&D Reporting Advisor

S30(c) (WFH)

Working days Monday to Thursday

From: FOI Glasgow

Sent: 14 December 2021 10:34

To: People and Development Performance Reporting

Subject: FOI Request 21-2807 [OFFICIAL]

OFFICIAL

Good morning

Please find attached FOI request for your consideration.

Kind regards

S38(1)(b)

Information Management
Freedom of Information

Police Scotland
Clyde Gateway
2 French Street
Dalmarnock
G40 4EH

S38(1)(b)

From: FOI Glasgow
Sent: 13 January 2022 14:04
To: S38(1)(b)
Subject: IM-FOI-2021-2807 [OFFICIAL]
Attachments: 21-2807-Response.pdf

Tracking:	Recipient	Delivery
	S38(1)(b) Corp Communications Account Management	Delivered: 13/01/2022 14:04

OFFICIAL

Good Afternoon

Please find attached the response to your information request.

Kind Regards

Information Management
Freedom of Information
Police Scotland
Clyde Gateway
2 French Street
Dalmarnock
G40 4EH

S38(1)(b)

From: Microsoft Outlook
To: People and Development Performance Reporting
Sent: 14 December 2021 10:34
Subject: Delivered: FOI Request 21-2807 [OFFICIAL]

Your message has been delivered to the following recipients:

[People and Development Performance Reporting](#)

S30(c)



FOI Request
21-2807 [OFFICIAL]

Subject: FOI Request 21-2807 [OFFICIAL]

From: People and Development Performance Reporting
To: FOI Glasgow
Sent: 14 December 2021 12:47
Subject: Read: FOI Request 21-2807 [OFFICIAL]

Your message

To: People and Development Performance Reporting
Subject: FOI Request 21-2807 [OFFICIAL]
Sent: Tuesday, December 14, 2021 10:34:22 AM (UTC+00:00) Dublin, Edinburgh, Lisbon, London

was read on Tuesday, December 14, 2021 12:46:58 PM (UTC+00:00) Dublin, Edinburgh, Lisbon, London.

S38(1)(b)

From: Microsoft Outlook
To: People and Development Performance Reporting
Sent: 06 January 2022 09:04
Subject: Delivered: RE: FOI Request 21-2807 [OFFICIAL]

Your message has been delivered to the following recipients:

[People and Development Performance Reporting](#)

S30(c)



RE: FOI Request
21-2807 [OFFICIAL]...

Subject: RE: FOI Request 21-2807 [OFFICIAL]

S38(1)(b)

From: Microsoft Outlook
To: Corp Communications Account Management
Sent: 13 January 2022 14:04
Subject: Delivered: IM-FOI-2021-2807 [OFFICIAL]

Your message has been delivered to the following recipients:

[Corp Communications Account Management](#) S30(c)



IM-FOI-2021-2807
[OFFICIAL]

Subject: IM-FOI-2021-2807 [OFFICIAL]

S38(1)(b)

From: Microsoft Outlook
To: S38(1)(b)
Sent: 13 January 2022 14:04
Subject: Relayed: IM-FOI-2021-2807 [OFFICIAL]

Delivery to these recipients or groups is complete, but no delivery notification was sent by the destination server:

S38(1)(b)



IM-FOI-2021-2807
[OFFICIAL]

Subject: IM-FOI-2021-2807 [OFFICIAL]