



LETTER SENT BY E-MAIL ONLY

23 May 2024

2024/25-027

Freedom of Information (Scotland) Act 2002

Request

Please find below our response to your correspondence dated 20 May, in which you made the following request under the Freedom of Information (Scotland) Act 2002.

With regards to the contract awarded to OCS Group for the management of Police facilities:

- If the SPA sought evidence of (a) payment of the real living wage; and (b) a collective and individual collective voice under Fair Work First guidance;
- What evidence was provided by OCS Group to prove (a) payment of the real living wage; and (b) a collective and individual collective voice under Fair Work First guidance.

I would be grateful if this information could be provided in a word or excel format.

Response

Your request for information has been considered and the Scottish Police Authority is able to provide the following.

The Authority has awarded contracts to Atalian Servest. In December 2023 Atalian Servest and OCS merged their operations and operate under the name OCS.

In terms of the management of police facilities, the Authority has two separate overarching contracts, one for soft facilities management

services and another for hard facilities management services (both to Atalian Servest).

The Scottish Police Authority is the organisation named for all contracts across policing. The procurement of services and contracts is undertaken by Police Scotland on the Authority's behalf. Police Scotland therefore undertake the procurement tendering and appraisal process and are also responsible for subsequent contract management.

The Authority, through its Resources Committee and Board, considered and approved the award of both contracts. In papers provided to the Resources Committee / Board it stated:

"The points below detail the social and economic measures achieved as a result of including "Fair Working Practices" within tender process. Atalian Servest committed to signing up to the Scottish Business Pledge during this contract. They have made a commitment to ensure:

- Payment of the real Living Wage to its employees
- No inappropriate use of zero hours contracts
- Action to address gender pay gap
- Action to managing gaps in staff abilities
- Training and personal development for their workforce and sub-contractors within their supply chain
- Trade and modern apprenticeship programmes and in-house training facility at head offices in Edinburgh
- A range of company policies that promote fair working practices including Equal Opportunities, Equality & Diversity, Corporate Social Responsibility, Anti-slavery & Human Trafficking, Ethical Procurement & Supply, Dignity at Work, Conflict of Interest Flexible Working, Bullying and Harassment and Whistle Blowing Policy
- Flexible working to support sustainable work / life balance and staff wellbeing
- Support TU engagement and representatives."

As specific contract management is the responsibility of Police Scotland, information may be available by contacting Police Scotland at foi@scotland.police.uk

Right to Review

If you are dissatisfied with the outcome, you can ask us to review our response. If you want us to carry out a review, please let us know within 40 working days. You must specify the reason for your dissatisfaction and submit your request to foi@spa.police.uk or by letter to Scottish Police Authority, 1 Pacific Quay, Glasgow, G51 1DZ.

If you remain dissatisfied after review, you can appeal to the Scottish Information Commissioner within six months. You can apply [online](#), by email to enquiries@itspublicknowledge.info 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

SPA Corporate Management

