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**POLICE STAFF  
COUNCIL (PSC)  
EMPLOYERS' SIDE**

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**To: Force Personnel/HR Manager/Payroll Manager**

**Cc: Police and Crime Commissioners**

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2 June 2017

**PSC PAY AND REWARD REVIEW**

**PSC HANDBOOK – MATERNITY AND ADOPTION PROVISIONS**

Dear Sir/Madam

You will be aware that as part of the new agreement on the revised terms and conditions in the PSC Handbook, there were enhancements to the provisions in section five (maternity leave and pay) and section three, paragraph four (adoption leave and pay).

The Employers Side's view was that these enhancements for police staff should take effect, as with all the other provisions, on 1 April 2017. On 29 March we advised you that unless you had a local agreement in place, these new enhancements should only apply to those women whose Expected Week of Childbirth (EWC) included 1 April 2017 or later. The same date applied for staff commencing adoption leave.

The Trade Union Side advocates a different position which is that these new enhancements should apply to any woman who was on maternity leave on 1 April 2017, regardless of when that maternity leave started or finishes. We do not agree with this on the grounds that it is an incorrect interpretation of the revised terms and conditions and it would not be consistent with how the changes to police officer maternity pay was implemented in 2012 or in terms of how statutory changes were introduced to additional paternity leave and shared parental leave.

Throughout discussions in the PSC Pay and Reward Review Working Party, both Sides agreed that ideally there should be parity and equality in terms of maternity and adoption arrangements for staff with officers and we worked towards that objective. It was only towards the end of negotiations that the Trade Union Side proposed that the implementation arrangements should be different for police staff and we have resisted this request for two main reasons; it would undermine the principle of parity between staff and officers in this area and that we are not aware of any legal changes since 2012 that necessitate us taking a different approach to implementation for staff than we did for officers.

You may have already or shortly receive grievances from members of staff in relation to the position that we have advised you to take in terms of the changes to maternity or adoption provisions. You will need to deal with those grievances in accordance with your local grievance procedures and in line with the requirements of the [Acas Code on Discipline and Guidance](#). This will involve offering a meeting to discuss the grievance. In responding to the grievance though you may want to take into account and point to the Employers' Side position that these enhancements for police staff take effect on 1 April 2017, and its reasons for this, as set out above.

As you will be aware, you do have the discretion at force level to vary any provision of the PSC Handbook through a local collective agreement so you are free to agree different implementation arrangements if you wish but this is entirely a matter for you.

We are seeking further advice in support of our position and will write to you again once we have that advice.

Yours sincerely

A handwritten signature in black ink, appearing to read 'David Algie', written in a cursive style.

David Algie  
Employers' Side Secretariat