

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

To: Force Personnel/HR Manager/Payroll Manager
Cc: Police and Crime Commissioners/Chief Constables/PSC Employers Side

6 November 2018

CIRCULAR EMP-5-18- PSC PAY 2018

Dear Sir/Madam

I am writing to update you on the Police Staff Council pay negotiations on the 2018 Trade Union Side's pay and conditions claim.

Following further consideration the Employers' Side has decided to make a final offer to the Trade Union Side as follows:

- An increase of 2.0% on all pay points on the PSC pay spine backdated to 1 September 2018;
- An increase of 2.0% to Standby Allowance from £29.46 to £30.05 backdated to 1 September 2018;
- The removal of pay point 6 (£16,479) as of 1 September 2018;
- To agree to discussions on police staff annual leave entitlement in the PSC Pay and Reward Working Party on a without prejudice basis;
- To agree to discussions on police staff apprenticeships in the PSC Pay and Reward Working Party on a without prejudice basis;
- We note the legal proceedings initiated by the Police Federation in respect of the 2018 PRRB recommendations. In the interest of reaching a prompt agreement we agree to the timely re-opening of the 2018 PSC pay negotiations should there be any change in the 2018 pay award for police officers.

The Employers' Side has made this final offer in the interests of reaching an agreement on pay with the Trade Union Side. It is our belief that a protracted dispute over pay that took place last year is not in the interests of either employer or employee.

The Trade Union Side (UNISON, UNITE and GMB) will be meeting this month and will undertake a consultation on the offer during December.

We will update you further in due course

Yours sincerely



David Algie
Employers Side Secretariat

