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## POLICE STAFF COUNCIL (PSC)

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**To: Police and Crime Commissioner (copy Chief Exec & Treasurer)  
Chief Constables (copy Force Personnel/HR Manager/Payroll Manager)**

**cc: PSC Members  
Scotland and MPS (for information only)**

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30 October 2019

### JOINT CIRCULAR NO.103 – PAY AWARD 2019

Dear Sir/Madam

We are pleased to confirm that the Police Staff Council has reached an agreement on a pay award for police staff for 2019 which is as follows:

- 2.5% increase on all pay points with effect from 1 September 2019;
- 2.5% increase on Standby Allowance with effect from 1 September 2019 (increase from £30.05 to £30.80);
- An increase in SCP 7 from £17,262 to £17,799;
- A Police Staff Council Joint Circular to promote the TUC Dying to Work Charter.

Any pay points above point 45 that have been constructed in accordance with the Police Staff Council Handbook (Part Three) should also be increased by 2.5% from 1 September 2019.

Please note that for payroll purposes the pay increase and spinal column points (SCPs) are rounded up and divisible by three in the PSC Pay Spine (Appendix I).

Yours sincerely



Ben Priestley  
Trade Union Side Secretary



David Algie  
Employers' Side Secretariat

## PSC PAY SPINE – 2019/20

SCP	2018/19	Increase	2019/20
7	£17,262	£537	£17,799
8	£17,676	£444	£18,120
9	£18,078	£453	£18,531
10	£18,486	£465	£18,951
11	£18,885	£474	£19,359
12	£19,290	£483	£19,773
13	£19,704	£495	£20,199
14	£20,115	£504	£20,619
15	£20,820	£522	£21,342
16	£21,507	£540	£22,047
17	£22,275	£558	£22,833
18	£22,668	£567	£23,235
19	£23,361	£585	£23,946
20	£24,057	£603	£24,660
21	£24,759	£621	£25,380
22	£25,566	£642	£26,208
23	£26,433	£663	£27,096
24	£27,339	£684	£28,023
25	£28,353	£711	£29,064
26	£29,289	£735	£30,024
27	£30,195	£756	£30,951
28	£31,095	£780	£31,875
29	£31,995	£801	£32,796

30	£32,907	£825	£33,732
31	£33,771	£846	£34,617
32	£34,614	£867	£35,481
33	£35,481	£888	£36,369
34	£36,525	£915	£37,440
35	£37,677	£942	£38,619
36	£38,700	£969	£39,669
37	£39,705	£993	£40,698
38	£40,719	£1,020	£41,739
39	£41,745	£1,044	£42,789
40	£42,759	£1,071	£43,830
41	£43,779	£1,095	£44,874
42	£44,787	£1,122	£45,909
43	£45,801	£1,146	£46,947
44	£46,809	£1,173	£47,982
45	£47,826	£1,197	£49,023