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POLICE STAFF COUNCIL (PSC)

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

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

7 January 2019

JOINT CIRCULAR No 101 – PAY AWARD 2018

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 2018 which is 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;
- To 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.

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 2.0% from 1 September 2018.

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 faithfully



Ben Priestley
Trade Union Side Secretary



David Algie
Employers' Side Secretariat

PSC PAY SPINE – 2018/19

SCP	Current SCP	Pay Increase	SCP 01/09/18
6	£16,479	DELETED	DELETED
7	£16,923	£339	£17,262
8	£17,328	£348	£17,676
9	£17,721	£357	£18,078
10	£18,123	£363	£18,486
11	£18,513	£372	£18,885
12	£18,909	£381	£19,290
13	£19,317	£387	£19,704
14	£19,719	£396	£20,115
15	£20,409	£411	£20,820
16	£21,084	£423	£21,507
17	£21,837	£438	£22,275
18	£22,221	£447	£22,668
19	£22,902	£459	£23,361
20	£23,583	£474	£24,057
21	£24,273	£486	£24,759
22	£25,062	£504	£25,566
23	£25,914	£519	£26,433
24	£26,802	£537	£27,339
25	£27,795	£558	£28,353
26	£28,713	£576	£29,289
27	£29,601	£594	£30,195
28	£30,483	£612	£31,095
29	£31,365	£630	£31,995
30	£32,259	£648	£32,907
31	£33,108	£663	£33,771
32	£33,933	£681	£34,614
33	£34,785	£696	£35,481
34	£35,808	£717	£36,525
35	£36,936	£741	£37,677
36	£37,941	£759	£38,700
37	£38,925	£780	£39,705
38	£39,918	£801	£40,719
39	£40,926	£819	£41,745
40	£41,919	£840	£42,759
41	£42,918	£861	£43,779
42	£43,908	£879	£44,787
43	£44,901	£900	£45,801
44	£45,891	£918	£46,809
45	£46,887	£939	£47,826