

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

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

**Cc: Police and Crime Commissioners/Chief Constables/PSC Employers' Side**

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3 August 2020

**CIRCULAR EMP-3-20- POLICE STAFF PAY 2020**

Dear Sir/Madam

I am writing to update you on the Police Staff Council's pay negotiations on the 2020 Trade Union Side's pay and conditions claim.

Following consultation, the Employers' Side made an offer to the Trade Union Side on 22 July as follows:

- An increase of 2.5% on all pay points on the PSC pay spine from 1 September 2020;
- An increase of 2.5% to Standby Allowance from 1 September 2020;
- Without prejudice talks on police staff apprenticeship pay.

The Employers' Side made this offer in the interests of reaching an agreement on pay with the Trade Union Side which we believe is fair and within the limits of affordability for forces for the year.

We have not been able to agree to the other elements of the Union's claim which were:

- An increase in the minimum annual leave entitlement in the Police Staff Council Handbook from 23 to 24 days on appointment and from 28 to 29 days after 5 years' service.

*The Employers' Side would refer to the review of the PSC Handbook in 2017 when agreement was reached on uprating minimum annual leave entitlement. We believe that any further changes at this stage should be left to the discretion of forces.*

- An undertaking to the effect that if the government and/or police employers seek/obtain additional investment in pay for policing during the 2020/21 pay year, that this is sought and distributed across the whole police workforce.

*The constituent parts of the Employers' Side will continue to make representations for further investment in policing.*

In response to this the Trade Union Side has asked for improvements to our offer around low pay. As a result, further discussions will now be held and we remain confident that a pay settlement will be agreed for 2020.

We will update you further in due course.

Yours sincerely

A handwritten signature in black ink, appearing to read "David Algie". The signature is written in a cursive style with a long, sweeping underline.

David Algie  
Employers Side Secretariat