

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

To: Force Personnel/HR Manager/Payroll Manager

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

7 May 2019

CIRCULAR EMP-2-19- PSC PAY 2019

Dear Sir/Madam

I am writing to update you on the Police Staff Council's pay negotiations on the 2019 Trade Union Side's pay and conditions claim.

Following consultation the Employers' Side has decided to make an offer to the Trade Union Side as follows:

- An increase of 2.0% on all pay points on the PSC pay spine from 1 September 2019;
- An increase of 2.0% to Standby Allowance from £30.04 to £30.65 from 1 September 2019;
- A PSC Joint Circular on the TUC 'Dying to Work' Charter.

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

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

- The deletion of pay points 7 & 8- *The Employers' Side believe significant progress has been made on low pay in recent years and our offer will ensure that the bottom pay points remain above the Real Living Wage.*
- An additional two days on the minimum annual leave entitlement in the Police Staff Council Handbook, to provide 25 days annual leave on appointment and 30 days leave 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.*
- Support and encouragement from the Police Staff Council police forces to sign up to the 'Dying to Work' Charter which provides for a compassionate approach to staff who have been diagnosed with a terminal illness – *The Employers' Side believe that this should not be included as part of any national pay claim and should be left to the discretion of*

forces. We would be prepared to raise awareness of the principles outlined in the Charter.

In response to this the Trade Union Side has rejected the claim. As a result negotiations will be ongoing and we still remain hopeful that a pay agreement can be reached in advance of the settlement date of 1 September.

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 horizontal stroke at the end.

David Algie
Employers Side Secretariat