

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

To: Force Personnel/HR Manager/Payroll Manager

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

26 January 2018

CIRCULAR EMP-1-18- PSC PAY 2017

Dear Sir/Madam

I am writing to update you on the Police Staff Council pay negotiations on the 2017 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 1.0% on all pay points on the PSC pay spine backdated to 1 September 2017;
- A non-consolidated payment to the value of 1.0% of basic pay on all pay points (using 2016/17 pay rates) paid as a one-off lump sum;
- An increase of 1.0% to Standby Allowance from £29.17 to £29.46 backdated to 1 September 2017;
- The removal of pay point 4 (£15,486) as of 1 September 2017;
- The removal of pay point 5 (£15,876) as of 1 April 2018.

The Employers' Side has made this improved 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 is not in the interests of either employer or employee. We are concerned that such a dispute would have a negative impact on engagement, productivity and morale. It was clear that a slight improvement in our initial offer, which is negligible in cost, could potentially break the impasse over pay and move us in the direction of a deal.

Repackaging the non-consolidated element of the claim comes at little or no cost to employers and potentially provides some benefits. Paying the non-consolidated element as a lump sum repackages a relatively small amount of money for the individual into an amount of money which may actually provide a noticeable uplift in the month it is paid.

The removal of the bottom two points of the pay spine (points 4 and 5) was an element of the Trade Union Side's claim that was very important to them. Given the negligible cost of removing those points and the Trade Union Side's commitment to removing them our failure to address this in our initial offer was a real barrier to reaching an agreement.

We understand that a significant minority of forces have already vacated those pay points and no longer use them. For those forces that do use them, for the majority, the numbers on them are minimal.

Additionally it is worth bearing in mind that as the National Living Wage continues to increase in value more quickly than the bottom points of the Police Staff Pay Council pay spine it would have overtaken pay point 4 before 2020. So this was an issue that needed to be addressed in the medium term and we feel that addressing it now deals with a potential future issue.

To summarise, the improvements to the offer have been made to break the impasse in negotiations and to facilitate a deal that should see the pay award proposed paid to our staff without further delay. Those improvements have been made on the basis that they will be of little or no cost to PSC Employers.

The Trade Union Side (UNISON, UNITE and GMB) will now undertake a consultation of their members on the offer and we will be able to let you know the timescale for this next month.

We will update you further in due course and when appropriate provide guidance on implementation.

Yours sincerely

A handwritten signature in black ink, appearing to read 'David Algie', with a stylized flourish at the end.

David Algie
Employers Side Secretariat