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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)**

9 May 2018

JOINT CIRCULAR No 97 - PAY AWARD 2017

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 2017 which is 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.

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 1.0% from 1 September 2017.

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).

Technical issues related to the non-consolidated payment are outlined in Appendix II.

Yours faithfully



Ben Priestley
Trade Union Side Secretary



David Algie
Employers' Side Secretariat

PSC PAY SPINE – 2017/18

SCP	Current SCP	Pay Increase	SCP 01/09/17	SCP 01/04/18
4	£15,486	£156	Deleted	
5	£15,876	£159	£16,035	Deleted
6	£16,314	£165	£16,479	£16,479
7	£16,755	£168	£16,923	£16,923
8	£17,154	£174	£17,328	£17,328
9	£17,554	£177	£17,731	£17,731
10	£17,943	£180	£18,123	£18,123
11	£18,327	£183	£18,510	£18,510
12	£18,720	£189	£18,909	£18,909
13	£19,125	£192	£19,317	£19,317
14	£19,521	£195	£19,716	£19,716
15	£20,205	£204	£20,409	£20,409
16	£20,874	£210	£21,084	£21,084
17	£21,618	£216	£21,834	£21,834
18	£21,999	£222	£22,221	£22,221
19	£22,674	£228	£22,902	£22,902
20	£23,349	£234	£23,583	£23,583
21	£24,030	£240	£24,270	£24,270
22	£24,813	£249	£25,062	£25,062
23	£25,656	£258	£25,914	£25,914
24	£26,535	£267	£26,802	£26,802
25	£27,519	£276	£27,795	£27,795
26	£28,428	£285	£28,713	£28,713
27	£29,307	£294	£29,601	£29,601
28	£30,180	£303	£30,483	£30,483
29	£31,053	£312	£31,365	£31,365
30	£31,938	£321	£32,259	£32,259
31	£32,778	£330	£33,108	£33,108
32	£33,597	£336	£33,933	£33,933
33	£34,440	£345	£34,785	£34,785
34	£35,451	£357	£35,807	£35,808
35	£36,570	£366	£36,936	£36,936
36	£37,563	£378	£37,941	£37,941
37	£38,538	£387	£38,925	£38,925
38	£39,522	£396	£39,918	£39,918
39	£40,518	£405	£40,923	£40,923
40	£41,502	£417	£41,919	£41,919
41	£42,492	£426	£42,918	£42,918
42	£43,473	£435	£43,908	£43,908
43	£44,454	£447	£44,901	£44,901
44	£45,435	£456	£45,891	£45,891
45	£46,422	£465	£46,887	£46,887

TECHNICAL ISSUES RELATED TO THE NON-CONSOLIDATED PAYMENT

1. The payment is subject to the normal tax and national insurance requirements and is pensionable;
2. The payment should only be paid to those employees who were in post on 1 September 2017. The payment should not be paid to any employees who had left employment before 1 September 2017 or employed after;
3. The payment should not be recovered from any employee who leaves employment between 1 September 2017 and 31 August 2018;
4. The payment should be paid on a pro-rated basis according to each force's established procedure for remunerating part-time employees;
5. The payment should be paid to employees on all spinal column points;
6. The payment should be paid to those on maternity leave whether in the paid or unpaid period at full rate (subject to appropriate pro-rating);
7. The payment should be paid to those on long term sickness absence in accordance with the individual's pay entitlement as at the 1 September;
8. The payment should be paid at the relevant rate based on the current SCP at 1 September 2017 e.g. an employee on SCP 7 acting up to SCP 12 should get the payment that applies to SCP 12;
9. The payment should be paid to those who are on sickness leave, adoption leave, parental leave or special leave in accordance with contractual entitlement;
10. The payment should not be paid to employees on a unpaid career break at 1 September 2017;
11. The payment should be paid to those employees who are being paid above SCP 45;
12. The payment should be paid to those on pay protection;
13. If an employee has more than one contract, the payment should be paid pro-rata on each contract;
14. Subject to any other exclusions, the payment should be paid to all employees whose pay is set in accordance with the Police Staff Council pay arrangements, regardless of whether they are on permanent or temporary contracts.