



Police Staff Council Trade Union Side

2018 Pay Claim

It's time for police staff to have a proper pay rise. Following consultation with members, the Police Staff Council Trade Union Side (UNISON, UNITE & GMB) has submitted the following pay claim on behalf of police staff in England and Wales for 2018. Your pay rise is due on 1 September.

- **A 5% increase , or £1,000, whichever is the greater on all pay points from 1 September 2018**
- **A 5% increase in standby allowance from 1 September 2018**
- **A 5% increase in the away from home overnight allowance from 1 September 2018**
- **Consolidation of the 1% non-consolidated element from last year's pay award, or £200, whichever is the greater**
- **The deletion of PSC pay points 6, 7 and 8 by no later than 1 April 2019**
- **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**

All police staff posts offered as apprenticeships to be:

- **the subject of job evaluation**
- **paid within a pay grade appropriate to the job evaluation outcome**
- **offered on 2017 Police Staff Council Handbook terms and conditions**

Background

- Your pay and allowances have risen by only 5.2% over the seven years since 2011
- If your pay and allowances had risen by the cost of living – the retail prices index (RPI) measure - they would be 23.6% higher today than they were in 2011
- Government cost cutting in the police service has slashed the value of police staff pay to a level where it is no longer competitive. Police staff are finding it hard, if not impossible, to manage on their current salaries

- The latest RPI measure of inflation stood at 3.4% in June 2018 and is projected to stay at this level for the rest of 2018.

The table below shows the major fall in living standards suffered by police staff since 2011:

Year	Police staff pay increases	Rise in cost of living ¹ (as measured by Retail Prices Index)
2011	0%	5.2%
2012	0%	3.2%
2013	1%	3.0%
2014	2.2%	2.4%
2015	0%	1.0%
2016	1%	1.8%
2017	1%	3.6%

RPI inflation this year is currently running at 3.4%. So while the total value of police staff pay rises over the last seven years has been 5.2%, the value of the economy has increased by over 13%, the cost of living has risen by 23.6%, company profits have jumped by almost 24%, the pay of chief executives for the UK's largest companies has grown by 10% and total dividends paid to shareholders have grown by 54%.

Explanation for the Claim

Our headline claim is for a 5% increase in police staff pay, because RPI inflation in June 2018 was running at 3.4% and because police staff salaries have a lot of catching up to do. The table above shows this very clearly.

Last year half of your pay award was non-consolidated which meant that you got the money as a one-off and will not see the benefit of this again. We think that this is very unfair and, in effect, a pay cut, which is why we are asking for the 1% non-consolidated part of last year's pay award to be added permanently to your pay.

In addition we want to continue to pull up the bottom of the police staff pay scale to ensure that police pay remains competitive and we want to improve the minimum annual leave entitlement (which varies across forces) to at least 24 days on appointment and at least 29 days after 5 year's service. Some forces already give these levels of annual leave, or more, and this will not be affected.

We will keep you informed as the negotiations get underway.

¹ Office for National Statistics, Consumer Price Inflation Reference Tables, April 2018