



## Police Staff Council Trade Union Side Pay Claim for 2018

### 1. Introduction

- The pay and allowances of police staff in England and Wales have risen by only 5.2% over the seven years since 2011
- If pay and allowances had risen by the cost of living (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 retail prices index (RPI) measure of inflation stood at 3.4% in June 2018 and is projected to average at that level over 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 <sup>1</sup> (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 is currently running at 3.4%. So, while the value of total 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

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<sup>1</sup> Office for National Statistics, Consumer Price Inflation Reference Tables, April 2018

executives for the UK's largest companies has grown by 10% and total dividends paid to shareholders have grown by 54%.

These statistics open the PSC Trade Union Side's pay claim for police staff members for 2018.

Part 2 of the Police Staff Council Pay and Reward Review, which is now getting underway, will look at how police staff basic pay is determined, including the role of job evaluation and force pay grading schemes. Part 2 of the review is unlikely to be concluded during the 2018/19 pay year.

## **2. Synopsis**

This claim is split into the following sections:

- Executive Summary
- Pay Movements Elsewhere in the Public Sector
- Pay Movements Elsewhere in the Economy
- Addressing Low Pay in the Police Service
- Police Service Funding
- A Fair Deal for Police Staff Apprentices
- Conclusion

## **3. Executive Summary**

### **3.1 Headline Claim**

It's time for police staff to have a proper pay rise. The Police Staff Council Trade Union Side therefore submits the following claim on behalf of our police staff members in England and Wales:

- **A 5% increase , or £1,000, whichever is the greater on all PSC pay points from 1 September 2018**
- **A 5% increase in standby allowance from 1 September 2018**
- **A 5% increase on the away from home overnight allowance from 1 September 2018**
- **Consolidation of the 1% non-consolidated element, or £200, whichever is the greater, of the 2017 PSC pay award**
- **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 full PSC conditions of employment as per the 2017 PSC Handbook**

A table is attached at Appendix A setting out the impact of this claim on the existing PSC pay spine.

### **3.2 PSC Pay Determination Factors**

The Police Staff Council Handbook sets out the following six factors to which the negotiators must have regard when negotiating PSC pay deals. They do not constitute a rigid formula, but they are significant reference points for any pay claim, and the pay award negotiations which will follow.

The current values attaching to the factors are:

- |   |                      |
|---|----------------------|
| • pay movements elsewhere in the public sector: | 2.0 %                |
| • pay movements elsewhere in the economy:       | 2.8 %                |
| • movements in the retail prices index (RPI):   | 3.4 %                |
| • recruitment and retention factors:            | no measure available |
| • police service funding                        | 2.73%                |

2018 has seen a significant upturn in public sector pay settlements, with 3% for health workers, 2.9% for armed forces, 2.75% for prison staff, and 2% for local government workers.

Police staff have a keen regard for these comparator awards when taking into account the continuing pressure on the value of their salaries due to the sharp rise in the retail prices index of inflation since the start of 2017. The Trade Union Side wishes to emphasize the need for the eventual pay award this year to recognise the substantial rise in inflation over the last 12 months, and its detrimental impact on their spending power.

The rise in inflation is accompanied this year by the first real rise in police funding for many years. Most Police and Crime Commissioners, with the encouragement of the Home Office, have taken advantage of rules allowing for an increase of up to £12/year per household in precept to offset the continuing freeze in Home Office police grant. The range of increases in police funding for 2018/19, from government grant and council tax precept, is between 1.6% and 3.6%. The average rise in police funding for 2018/19 is 2.73%.

At the time of writing, the Police Staff Council has no measure available in respect of recruitment and retention issues in forces in England and Wales.

### **3.3 Explanation of Claim**

- The claim for a headline increase in all PSC pay points of 5% is justified in relation to the current RPI inflation rate of 3.4% and the necessary process of catching up with inflation over the last 7 years. Police staff salaries are down 18.4% on what they would have been today, had they kept up with inflation. The £1,000 underpinning element of the claim, for police staff on pay point 14 and below, reflects the aim of the Trade Union Side to continue to improve the pay of low paid police staff in order to keep pace with the National Minimum Wage and comparative salaries in other public services.
- The 1% non consolidated element of the 2017 pay award has been unpopular and divisive. It has proved complicated and time-consuming for forces to administer. The

PRRB recommended that police officers should have a consolidated 2% pay rise in 2017/18, but this was rejected by the government. As a result, police staff were presented with an offer which also contained a 1% non consolidated element. We therefore ask the Employers to make amends for this by consolidating the 1% non-consolidated payment, or a consolidated underpinning of £200, whichever is the greater, from last year's award in police staff salaries going forward.

- For police staff on pay point 14 and below, the Trade Union Side adopts the same principle of weighting for lower paid staff as set out in the first point above and therefore seeks a minimum underpinning payment of £200 in respect of consolidation of the 1% non-consolidated element of the 2017 pay award.
- Unless the PSC continues the work we started last year in addressing low pay by deleting pay points at the bottom of the PSC pay spine, by 1 April 2019, the lowest police staff salaries will trail those in local government by nearly £1,000. This will be uncompetitive.
- Whilst welcoming the increase in minimum annual leave entitlement from 22 to 23 days as part of the agreement to the 2017 Police Staff Council Handbook, the Trade Union Side is aware of the on-going differentials in police staff annual leave entitlement across different forces. We therefore seek to continue the work we have begun to reduce these differentials by increasing the minimum annual leave entitlement in the Police Staff Council Handbook of police staff from 23 to 24 days per annum on appointment and from 28 to 29 days after 5 years service.

## **4. Pay Movements Elsewhere in the Public Sector**

### **4.1 Average Pay Settlements in the Public Sector**

In November 2017, the government officially ended its 1% pay cap policy for public sector workers, in recognition that continuation would cause skill shortages and higher rises would be "required to deliver world class public services".

Here is the latest available data on public sector settlements:

- Over the last six months (i.e. 2018 settlements), rather than over the last year, LRD shows the average public sector settlement has been 3%
- The XpertHR pay summary, published in July 2018, put the average public sector settlement at 1.7% over the last year and 2% over 2018.
- Incomes Data Research puts the public sector average at 2% over the last year.

During public sector pay restraint police staff began to lag behind comparable public sector workers in local government and health, as the following table shows:

**Table 1**

	<b>Police Staff</b>	<b>Local Government</b>	<b>Health</b>
<b>2011<sup>i</sup></b>	<b>0%</b>	<b>0%</b>	<b>0%</b>
<b>2012</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>
<b>2013</b>	<b>1%</b>	<b>1%</b>	<b>1%</b>
<b>2014</b>	<b>1.1%</b>	<b>1.1%</b>	<b>0%</b>
<b>2015</b>	<b>1.1%</b>	<b>1.1%<sup>ii</sup></b>	<b>1%</b>
<b>2016</b>	<b>1%</b>	<b>1%</b>	<b>1%</b>
<b>2017</b>	<b>1%</b>	<b>1%</b>	<b>1%</b>
<b>2018</b>	<b>TBC</b>	<b>2%<sup>iii</sup></b>	<b>3%<sup>iv</sup></b>
<b>TOTAL</b>	<b>5.2%</b>	<b>7.2%</b>	<b>7%</b>

The Trade Union Side acknowledges that the difference in the cumulative pay rises between police staff and local government/health workers is a reflection of the fact the latter groups of workers have already had their 2018 pay rise. However, both these 2018 awards have raised the bar in respect of public sector pay growth and have since been added to in respect of the government implementing the 2018 pay review body recommendations in July 2018.

## **4.2 Comparator Public Sector Pay Awards**

### **4.2.1 Local Government National Joint Council (NJC)**

The Local Government NJC has awarded a two year deal to local government workers which for 2018 gave a basic increase of 2% for staff on, or above, pay point 20, and significant rises of between 3.7% - 9.2% for staff on NJC pay points 6 – 19.

### **4.2.2 Police Scotland**

Police staff in Scotland benefitted from the following 19 month pay deal for the period 1 September 2017 to 31 March 2019, which is one of the highest settlements recorded so far for major bargaining groups:

- Staff earning below £22,000 (basic pay): 4% pay increase
- Staff earning between £22,000 and £36,500 (basic pay): 3% pay increase,
- Staff earning between £36,500 and £80,000 (basic pay): 2.3% pay increase
- Staff earning above £80,000 (basic pay): £1,600
- A continued commitment to no compulsory redundancies.

### 4.2.3 Police Remuneration Review Body Recommendations

One of the key public sector awards, which is of interest to police staff in England and Wales, is the outcome of the Police Remuneration Review Body's deliberations for 2018. The recommendations of the Review Body for the 2018 police officer pay award were as follows:

- The time limited 1% non-consolidated pay award received by police officers in 2017 should be consolidated onto all pay points
- A consolidated increase of 2% on all police officer pay points
- A 2% uprating of London Weighting and Dog Handlers' Allowance

The Government chose to reject, for the second year running, the recommendation regarding the consolidation of the non-consolidated element of the 2017 police officer award, but accepted the other recommendations above, giving officers a 2% consolidated pay rise for 2018/19.

Since 2000 police staff pay awards have never been less than those awarded to police officers.

### 4.2.4 Other Pay Review Body Outcomes for 2018/19

On 24 July, in addition to announcing the police officer pay award, the Government also announced its decisions on a wide range of other pay review body recommendations, including:

- **Armed Forces:** 2.9% (2% consolidated, 0.9% non-consolidated)
- **Teachers:** main pay range will increase by 3.5% (2% to upper pay range and 1.5% to leadership)
- **Prison officers:** 2.75% (2% consolidated, 0.75% non-consolidated) increase, with many getting higher awards
- **Junior doctors, specialist doctors, GPs and dentists:** 2% for dentists and junior doctors consolidated; 1.5% consolidated for consultants with an additional 0.5% targeted at performance pay; 3% consolidated pay rise for speciality (SAS) Doctors, backdated to April 2018; 2% for GPs consolidated, with an additional 1% potentially available from April 2019 subject to contract reform.

## 5. Pay Movements Elsewhere in the Economy

Pay settlements in the private sector stand at 2.8% and have been running far in advance of the public sector since 2010. When the public sector pay freeze was in place for the 2011 and 2012 pay years, average private sector pay rises were running at 2.5% and, over the period of the subsequent 1% cap, the private sector rate has been maintaining a rate at least double the public sector. This pattern has changed only recently, with the official ending of the public sector pay cap resulting in average public pay settlements rising to 2%.

The table below shows average settlements for employment sectors where the police staff trade unions represent members, or sectors, that compete for similar types of workers as public services. Therefore, employers falling below relevant rates can expect damage to their ability to recruit and retain high quality staff.

<b>Sector</b>	<b>Average pay settlements</b>
Across economy	2.6%
Private sector	2.8%
Public sector	2.0%
<b>Sector</b>	<b>Average pay settlements</b>
Not for profit	2.4%
Retail & wholesale	2.5%
Transport & storage	3.3%
Information & communication	2.5%
Admin & support services	2.8%

Source: Labour Research Department, settlements year to July 2018

A longer term perspective, shown in the table below, reflects the huge cumulative impact of police staff pay settlements lagging behind average pay settlements across the economy since 2011.

<b>Year</b>	<b>Average pay settlements</b>	<b>Police staff pay settlements</b>
<b>2011</b>	2.5%	0%
<b>2012</b>	2.5%	0%
<b>2013</b>	2.5%	1%
<b>2014</b>	2.5%	2.2%
<b>2015</b>	2.2%	0%
<b>2016</b>	2.0%	1%
<b>2017</b>	2.0%	1%

Average pay settlements are set to rise further over 2018, with the Bank of England forecasting that pay settlements will average 3.1% during the year<sup>2</sup>, principally driven by concerns about the ability to recruit and retain staff.

<sup>2</sup> Bank Of England, Agents' Summary Of Business Conditions, February 2018

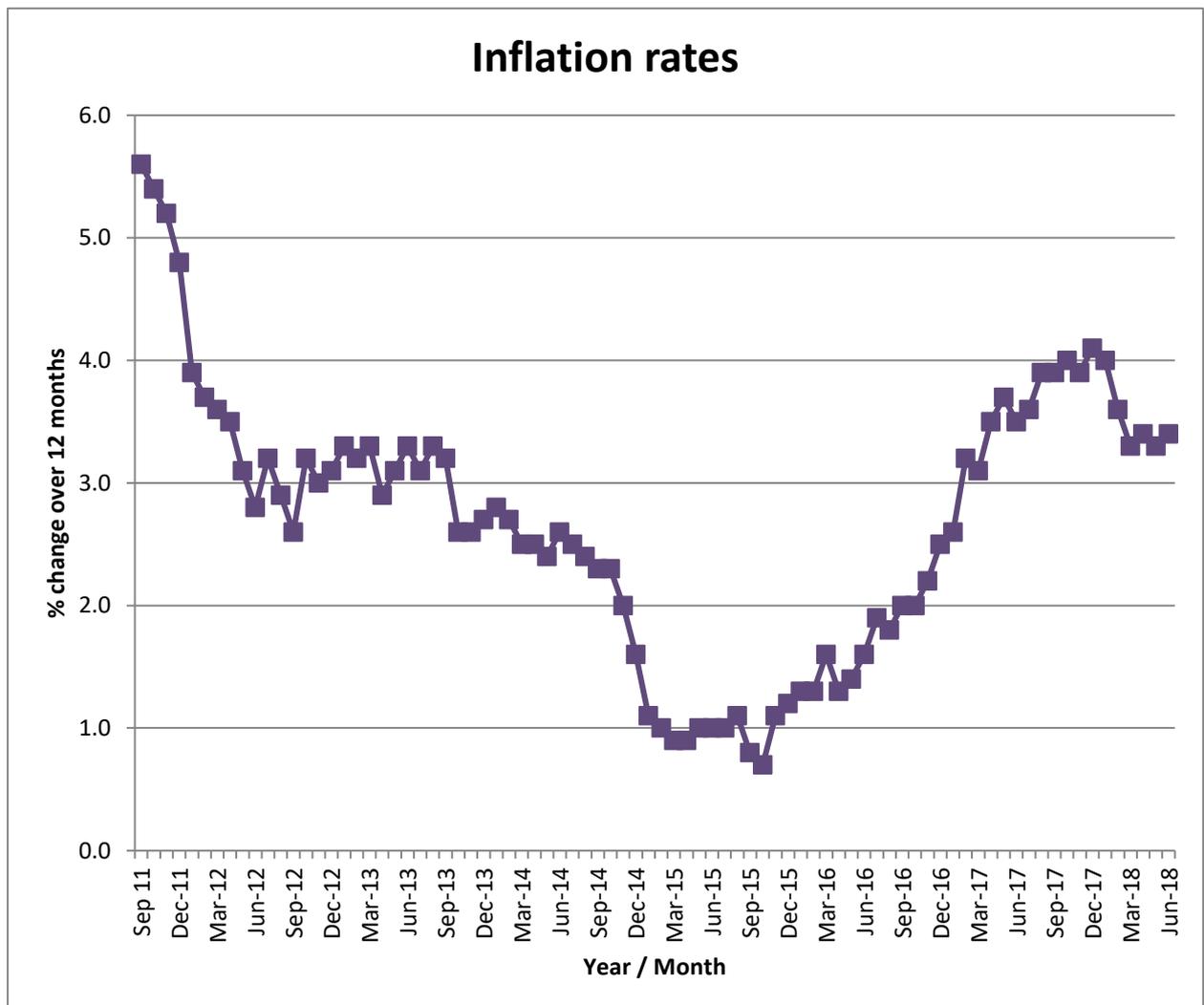
## 6. Movements in the Retail Prices Index

As the following tables show, the value of police staff salaries has fallen drastically over the last seven years. Inflation has picked up considerably over the last 18 months, making police staff pay ever more uncompetitive in the market place.

The most accurate indicator of changes in the cost of living facing workers is the Retail Prices Index (RPI). The Police Staff Council pay determination factors recognise this.

Over 2010 and 2011, RPI inflation centred on the 5% mark, before a decline saw the rate cluster around 3% during most of the three years between 2012 and 2014. Inflation then went into a further slide, with RPI around 1% over most of 2015. However, inflation began to rise again over 2016 and escalated sharply throughout 2017, taking the April 2018 RPI figure to 3.4% where it has remained up to and including the June 2018 RPI figure.

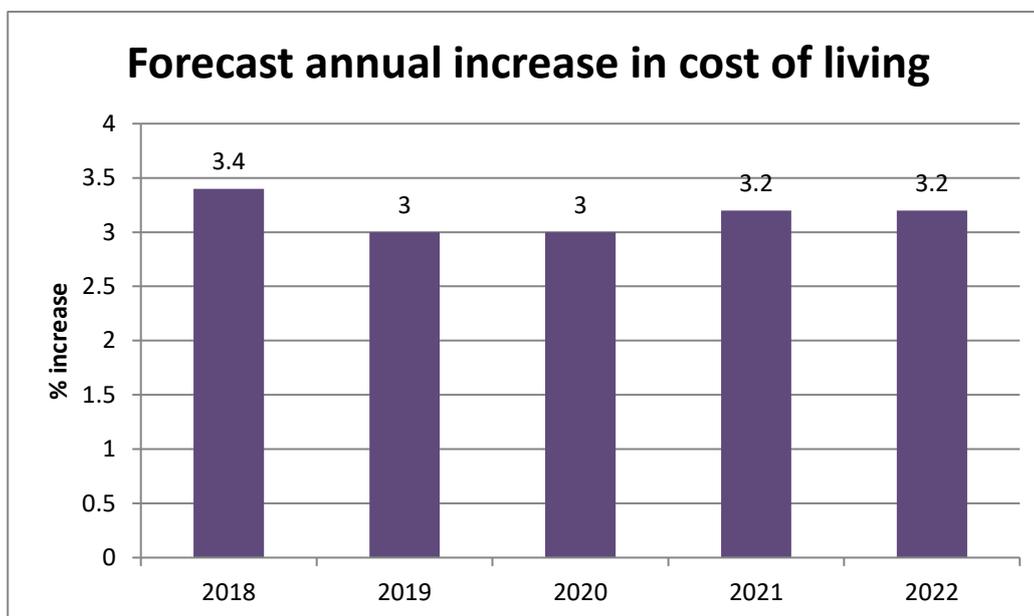
### 6.1 Inflation Rates



Source: Office for National Statistics, UK Consumer Price Inflation: June 2018, published July 2018

## 6.2 Inflation Forecast

The Treasury average of independent forecasts predicts that RPI inflation will average 3.4% over 2018 and remain at or above 3% every year until 2022, following the pattern shown in the graph below. These annual rates show the level of pay rises which would be needed for police staff salaries just to maintain their current value up to 2022.



Source: HM Treasury, Forecasts for the UK Economy, May 2018

## 7. Addressing Low Pay in the Police Service

The Trade Union Side acknowledges the progress which was made in the 2017 pay award on low pay with the deletion of PSC pay points 4 and 5. The lowest PSC pay point now stands at £16,479, but although this is positive, the PSC cannot sit on its laurels.

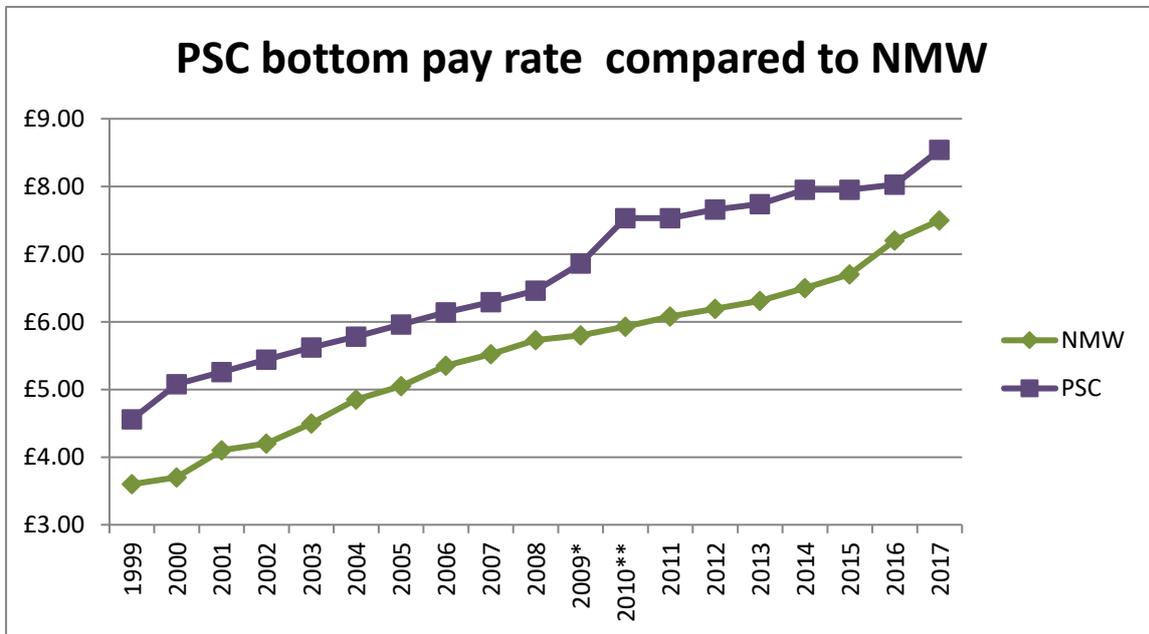
### 7.1 National Minimum Wage (NMW)

The forecast for hourly National Minimum Wage rates up to 2020 are set out in the table below. The table shows the corresponding annual rates (hourly NMW rate x 37 x 52.14) plus the nearest corresponding Police Staff Council annual salary and pay points (2016 values):

YEAR	NMW (Hourly)	NMW (Annual)	Police staff pay point
2017	£7.50	£14,469	£16,479 6
2018	£7.83	£15,105	£16,479 6
2019	£8.20	£15,819	£16,479 6
2020	£8.57	£16,533	£16,923 7

By the time we reach the 2020 pay award, the projected NMW figure will require the PSC pay point 6 to be deleted, at current value. A comparison of the NMW hourly rate with the hourly rate of the lowest pay point in the Police Staff Council pay spine shows just how much the gap between the two figures has closed in recent years:

Year	NMW	PSC	Difference	% PSC above NMW
1999	£3.60	£4.56	£0.96	<b>26.7%</b>
2000	£3.70	£5.08	£1.38	<b>37.3%</b>
2001	£4.10	£5.26	£1.16	<b>28.3%</b>
2002	£4.20	£5.44	£1.24	<b>29.5%</b>
2003	£4.50	£5.62	£1.12	<b>24.9%</b>
2004	£4.85	£5.78	£0.93	<b>19.2%</b>
2005	£5.05	£5.96	£0.91	<b>18.0%</b>
2006	£5.35	£6.14	£0.79	<b>14.8%</b>
2007	£5.52	£6.29	£0.77	<b>13.9%</b>
2008	£5.73	£6.46	£0.73	<b>12.7%</b>
2009*	£5.80	£6.86	£1.06	<b>18.3%</b>
2010**	£5.93	£7.53	£1.60	<b>27.0%</b>
2011	£6.08	£7.53	£1.45	<b>23.8%</b>
2012	£6.19	£7.66	£1.47	<b>23.7%</b>
2013	£6.31	£7.74	£1.43	<b>22.7%</b>
2014	£6.50	£7.95	£1.45	<b>22.3%</b>
2015	£6.70	£7.95	£1.25	<b>18.66%</b>
2016	£7.20	£8.03	£0.83	<b>11.53%</b>
2017***	£7.50	£8.54	£1.04	<b>13.87%</b>



\* 2009: PSC Pay Point 1 deleted

\*\* 2010: PSC Pay Points 2 & 3 deleted

\*2017/18: PSC Pay Points 4 & 5 deleted

One of the significant comparator awards in relation to low pay is the two year Local Government NJC award for 2018/19 – 2019/20. Although at £8.54 the current lowest PSC pay point is 4p higher than the 2018 NJC lowest pay point, on 1 April 2019 the lowest NJC pay point jumps to £17,364, or £9.00/hour.

In order to match the NJC lowest pay rate, the PSC would therefore have to delete pay points 6, 7 and 8 by 1 April 2019.

## 7.2 Comparative Low Pay Rates

The following table shows how the lowest police staff pay rates compare with other public sector employers.

	Settlement date	Annual wage (£)	Hourly rate (£)
<b>Large Bargaining groups</b>			
Local government (England, Wales & Northern Ireland)	01/04/2018	16394	8.50
NHS Agenda for Change (England)	01/04/2018	17460	8.93
Higher education	01/08/2017	15417	7.99
Further education (England)	01/08/2017	15209	7.88
Youth and Community Workers	01/09/2017	15807	8.19
Police staff (England & Wales)	01/09/2017	16479	8.54
Probation Service	01/04/2017	14,609	7.57
	Settlement date	Annual wage (£)	Hourly rate (£)
<b>Civil Service bargaining groups</b>			
Crown Office and Procurator Fiscal Service	01/08/2017	18513	9.60
Crown Prosecution Service	01/04/2017	16767	8.69
Department for Culture, Media & Transport	01/08/2017	21160	10.97
Department for Education	01/04/2017	18893	9.79
Department for Works and Pensions	01/07/2017	17758	9.20
Environment Agency	01/07/2017	16258	8.43
HM Revenue and Customs	01/06/2017	16600	8.60
Home Office	01/07/2017	16841	8.73
Scottish Parliament	01/04/2017	16949	8.78

### Notes to table

Scotland pays the Living Wage across the public sector. Therefore, minimums agreed from November 2017 in Scotland will be at the rate of £8.75 an hour, which translates to £16,880 for a 37 hour week

The hourly rate shown in the table is based on a 37.5 hour week within the NHS and a 37 hour week in all other bargaining groups. However, the number of hours worked in the average working week can vary from these figures within bargaining groups.

### 7.3 Living Wage

The Living Wage, set by the Living Wage Foundation, has become a standard benchmark for the minimum needed for low-paid staff to have a “basic, but acceptable” standard of living.

Police forces are now competing in a labour market where the Living Wage of £8.75 an hour outside London and £10.20 an hour in London has become an increasingly common minimum point in the pay scale.

Studies supported by Barclays Bank have shown that Living Wage employers report an increase in productivity, a reduction in staff turnover / absenteeism rates and improvements in their public reputation.

Consequently, there are now over 3,500 employers accredited as Living Wage employers by the Living Wage Foundation, including some of the largest private companies in the UK, such as Barclays, HSBC, IKEA and Lidl.

Within the public sector, the Living Wage has made huge strides and our estimate is that, if the NHS (England) pay offer is accepted in its current format, the number receiving less than the Living Wage will drop by over 100,000, as the NHS deal combines with a 9.2% increase for the lowest paid on NJC local government terms and the commitment from UK universities to pay the Living Wage for staff on a 35 hour week..

The following seven police forces in England and Wales, to their credit, have signed up already as Living Wage employers for their police staff workforces:

- Cleveland
- Durham
- Humberside
- Northumbria
- Nottinghamshire
- West Midlands
- West Yorkshire

In Scotland the government has established the Living Wage as the baseline for pay within all its public sector organisations. The minimum pay point for police staff working for Police Scotland is £17,214 with effect from 1 September 2017. A copy of the Police Scotland pay scale is attached to this claim as Appendix A.

In order to match the minimum pay point for police staff in Scotland, PSC pay points 6 and 7 would need to be removed with immediate effect. However, the Trade Union Side is asking for PSC pay points 6, 7 and 8 to be removed to ensure that police staff salaries are not lower than those in Local Government in England and Wales with effect from 1 April 2019, when the lowest NJC pay point rises to £17,364.

It is also worth noting that, in April this year, the Living Wage Foundation published the results of a survey covering more than 800 accredited real Living Wage businesses, ranging from small and medium sized enterprises to big FTSE 100 companies.

The survey found that employers experienced a range of benefits from increasing the wage of low-paid staff, most notably stating that Living Wage accreditation has<sup>[2]</sup>:

- enhanced the organisation's reputation as an employer (86%)
- improved relations between staff and managers (58%)
- increased the commitment and motivation of Living Wage employees (57%)
- improved recruitment of employees into jobs covered by the Living Wage (53%)

## **8. Police Service Funding**

One of the PSC pay determination factors is the level of police funding for the pay year in question.

The table at Appendix C shows the increase in police funding between 2017/18 and 2018/19 for each police force in England and Wales (excluding Metropolitan Police). These are Home Office figures and form part of factsheet on Police Funding published in March 2018. They show an overall percentage increase in police funding of 2.73%.

These funding figures assume that PCCs in England increased their precept up to the £12 referendum principles in 2018/19, and that PCCs in Wales also increased their precept by £12 in 2018/19. As far as the Trade Union Side is aware, the majority of PCCs did indeed choose to exercise the opportunity for this maximum precept increase.

## **9. A Fair Deal for Police Staff Apprentices**

In our 2018 claim we re-present our stand-alone 2017 claim for a sector-wide framework agreement to govern the employment issues relating to police staff apprenticeships in police forces in England and Wales. We are disappointed that the Employers Side has been unable to respond to our earlier claim submitted over 12 months ago.

The trade unions welcome the development of police staff apprenticeships in police forces in England and Wales as long as these provide genuine training and employment opportunities and do not undermine employment standards set by the Police Staff Council for England and Wales. There is a danger that the government's policy of setting hiring targets and a compulsory levy on employers runs the risk of apprenticeships in the police service being abused. We are particularly concerned that the unregulated introduction of apprentices, at the same time as continuing pressure on police force budgets, creates the potential for these new employees to be exploited, and for existing employment standards to be undermined.

## **Apprenticeships in the Police Service**

The introduction of apprenticeships in policing is gathering pace, both via the work of the College of Policing to introduce a police constable higher level apprenticeship and a PCSO

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<sup>[2]</sup> The proportion of employers supporting each finding is shown in brackets

apprenticeship and the work of the Police Trailblazer Group which is developing a range of other apprenticeship initiatives.

### 9.1 Concerns about Police Staff Apprentices

The Trade Union Side continues to have major concerns about the way in which police staff apprentices are being introduced:

- **Low Pay:** some police forces are using the statutory minimum apprenticeship rate of £3.50/hour. This undermines collectively bargained pay rates for police staff and is strongly opposed by the trade unions. We do not wish to see policing on the cheap.
- **Lower Terms & Conditions:** similarly some police forces may be tempted to employ apprentices on terms and conditions which undercut established police staff terms and conditions in forces and/or the terms set out in the Police Staff Council Handbook.
- **Job Substitution:** the unions are totally opposed to any apprenticeship model which might be used to recruit into roles which are not genuine apprenticeships and which might provide forces with the opportunity to avoid employing staff in substantive roles following job cuts.
- **Job Insecurity:** there is a danger that forces take on apprentices on short term contracts with no promise of permanent employment for apprentices who successfully complete their apprenticeship programme.
- **Target driven, not quality driven:** there is a danger that police forces respond to the government's apprenticeship agenda by adopting a target-driven numbers approach to hiring apprentices, rather than providing quality training and genuine employment opportunities for apprentices.
- **Diversity:** given the regressive impact which police cuts have had on the diversity of the police workforce, the unions believe that police staff apprenticeships must play their role in creating a police workforce which looks like the communities it serves

The trade unions want the police service to provide apprenticeships which develop a highly skilled, diverse and motivated workforce that better reflects communities it serves. We do not want to see quick and cheap apprenticeships which will tarnish the reputation of the police service.

The Trade Unions do not wish to see police staff apprenticeships ignored any more by the Police Staff Council.

## **9.2 We want a fair deal for police staff apprentices**

In this claim the Police Staff Council Trade Union Side is again calling for:

- A commitment from police forces and the police employers to offer higher level police staff apprenticeships
- A guarantee of genuine employment opportunities/career mobility for police staff apprentices
- 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 full PSC conditions of employment as per the 2017 PSC Handbook
- A joint working group involving the Police Staff Council Employers and Trade Unions and the College of Policing to agree minimum employment and quality standards for police staff apprenticeships.
- The mainstreaming of public sector equality duties in the rolling out of police staff apprenticeships

## **10. Conclusion**

The Police Staff Council Trade Union Side submits this claim in the expectation that police staff will receive a proper pay rise in 2018. Our claim is reasonable and proportionate, particularly given the drastic decline in the value of our members' earnings over the last seven years relative to RPI inflation.

The Police Staff Council pay determination factors clearly justify a decent pay rise for police staff this year. The facts are that public sector pay awards are up; private sector pay awards remain ahead of the public sector and 2018/19 has seen the first increase in police service funding for many years. These are significant changes in the PSC pay determination factors which will inform this year's pay negotiations.

The work of our members is vital to the security and safety of the people in our two countries, and it is time for the Employers to acknowledge this.

The latest crime statistics, published in July 2018, show a continuing increase in serious crime rates in England and Wales. This reinforces the need for the police staff workforce to receive investment. This will ensure that vital police staff posts are filled, and that the police service can continue to recruit and retain the brightest and best police staff by paying competitive salaries. Our claim seeks to achieve this.

## 11. Appendices

### Appendix A

#### Impact of the Claim on Existing PSC Pay Spine

SCP	01/09/2017	5% or £1000	1% or £200 Incr.	SCP	01/09/2017	5% or £1000	1% or £200 Incr.
6	£16,479	£17,479	£17,679	26	£28,713	£30,149	£30,433
7	£16,923	£17,923	£18,123	27	£29,601	£31,081	£31,374
8	£17,328	£18,328	£18,528	28	£30,483	£32,007	£32,309
9	£17,721	£18,721	£18,921	29	£31,365	£32,933	£33,244
10	£18,123	£19,123	£19,323	30	£32,259	£33,872	£34,191
11	£18,513	£19,513	£19,713	31	£33,108	£34,763	£35,091
12	£18,909	£19,909	£20,109	32	£33,933	£35,630	£35,966
13	£19,317	£20,317	£20,517	33	£34,785	£36,524	£36,869
14	£19,719	£20,719	£20,919	34	£35,808	£37,598	£37,953
15	£20,409	£21,429	£21,632	35	£36,936	£38,783	£39,149
16	£21,084	£22,138	£22,347	36	£37,941	£39,838	£40,214
17	£21,837	£22,929	£23,145	37	£38,925	£40,871	£41,257
18	£22,221	£23,332	£23,552	38	£39,918	£41,914	£42,309
19	£22,902	£24,047	£24,274	39	£40,926	£42,972	£43,377
20	£23,583	£24,762	£24,996	40	£41,919	£44,015	£44,430
21	£24,273	£25,487	£25,727	41	£42,918	£45,064	£45,489
22	£25,062	£26,315	£26,563	42	£43,908	£46,103	£46,538
23	£25,914	£27,210	£27,466	43	£44,901	£47,146	£47,591
24	£26,802	£28,142	£28,407	44	£45,891	£48,186	£48,640
25	£27,795	£29,185	£29,460	45	£46,887	£49,231	£49,696

Appendix B:

Police Scotland – Police Staff Pay Scale from 1 September 2017

SCP	Salary 01.09.17	SCP	Salary 01.09.17
3	£17,214	40	£39,426
4	£17,214	41	£40,395
5	£17,214	42	£41,394
6	£17,214	43	£42,342
7	£17,214	44	£43,329
8	£17,295	45	£44,322
9	£17,718	46	£45,417
10	£18,120	47	£46,473
11	£18,423	48	£47,520
12	£18,735	49	£48,618
13	£19,146	50	£49,797
14	£19,575	51	£50,925
15	£19,932	52	£52,113
16	£20,445	53	£53,379
17	£20,943	54	£54,642
18	£21,486	55	£55,950
19	£22,068	56	£57,327
20	£22,512	57	£58,695
21	£22,797	58	£60,084
22	£23,343	59	£61,452
23	£24,081	60	£62,835
24	£24,867	61	£64,314
25	£25,689	62	£65,826
26	£26,532	63	£67,428
27	£27,585	64	£69,069
28	£28,512	65	£70,674
29	£29,400	66	£72,444
30	£30,291	67	£74,214
31	£31,176	68	£75,942
32	£32,085	69	£77,763
33	£32,742	70	£79,629
34	£33,609	71	£81,474
35	£34,575	72	£83,175
36	£35,592	73	£84,330
37	£36,759	74	£86,244
38	£37,446	75	£88,299
39	£38,418	76	£90,300

## Appendix C

### Increase in Police Service Funding 2017/18 to 2018/19

The following table shows the increase in police funding between 2017/18 and 2018/19 for each police force in England and Wales (excluding Metropolitan Police). These are Home Office figures and form part of factsheet on Police Funding published in March 2018. They show an overall percentage increase of 2.73%.

<b>Police funding (from Government grant and council tax precept) by force for 2018/19</b>				
<b>Police and Crime Commissioner</b>	<b>2017/18</b>	<b>2018/19</b>	<b>Cash increase</b>	<b>% increase</b>
	<b>£m</b>	<b>£m</b>	<b>£m</b>	<b>%</b>
Avon & Somerset	273.7	281.7	8	2.92%
Bedfordshire	101.4	104.6	3.2	3.16%
Cambridgeshire	129.8	134	4.2	3.24%
Cheshire	172.4	177.9	5.5	3.19%
City of London	56	56.9	0.9	1.61%
Cleveland	123.2	125.4	2.3	1.87%
Cumbria	100.4	102.9	2.5	2.49%
Derbyshire	162.7	167.2	4.6	2.83%
Devon & Cornwall	282	291.3	9.3	3.30%
Dorset	120.5	124.7	4.2	3.49%
Durham	113	115.6	2.6	2.30%
Dyfed-Powys	96.6	99.1	2.5	2.59%
Essex	267	275.9	8.8	3.30%
Gloucestershire	106.5	110.3	3.8	3.57%
Greater Manchester	545.4	556.1	10.7	1.96%
Gwent	120.9	123.5	2.6	2.15%
Hampshire	304.5	314.2	9.7	3.19%
Hertfordshire	182.8	188.9	6.1	3.34%
Humberside	171.4	175.3	4	2.33%
Kent	279.3	288.8	9.5	3.40%
Lancashire	260.3	266.8	6.4	2.46%
Leicestershire	170.5	175.5	5	2.93%
Lincolnshire	110.6	113.9	3.3	2.98%

<b>Police and Crime Commissioner</b>	<b>2017/18</b>	<b>2018/19</b>	<b>Cash increase</b>	<b>% increase</b>
	<b>£m</b>	<b>£m</b>	<b>£m</b>	<b>%</b>
Merseyside	307.5	312.6	5.1	1.66%
Norfolk	148.9	153.6	4.7	3.16%
North Wales	143.2	146.5	3.3	2.30%
North Yorkshire	140.7	144.8	4.1	2.91%
Northamptonshire	122	126	4	3.28%
Northumbria	260.1	265.3	5.2	2.00%
Nottinghamshire	190.5	195.1	4.6	2.41%
South Wales	262.8	271	8.2	3.12%
South Yorkshire	240.7	245.8	5	2.08%
Staffordshire	177.7	182.7	4.9	2.76%
Suffolk	112.7	116.2	3.5	3.11%
Surrey	210.2	217	6.9	3.28%
Sussex	256	264.9	8.9	3.48%
Thames Valley	376.9	389.7	12.8	3.40%
Warwickshire	90.8	94.1	3.3	3.63%
West Mercia	201.2	205.8	4.6	2.29%
West Midlands	524.4	534.3	9.9	1.89%
West Yorkshire	408.3	418.1	9.9	2.42%
Wiltshire	105	109.2	4.1	3.90%
<b>Total England &amp; Wales*</b>	<b>8,530.50</b>	<b>8,763.20</b>	<b>232.7</b>	<b>2.73%</b>

\* not including Metropolitan Police

Note: Total direct resource funding consists of core grant funding, NICC grants, Legacy Council Tax Grants, Precept Grant and police precept.

Source: <https://homeofficemedia.blog.gov.uk/2018/03/29/factsheet-police-funding-for-2018-19-explained/>

<sup>i</sup> In 2011 and 2012, the Government froze the pay increases of most public sector workers, but proposed a £250 increase in each year to workers earning up to £21,000. The majority of public sector workers, including the majority of probation staff, got nothing, and in Local Government the £250 was discretionary, so many local government staff under £21,000 also got nothing

<sup>ii</sup> In 2015 and 2016, Local Government workers in the lowest pay points on the NJC pay scale received major uplifts of between 1.2% and 8.6%.

<sup>iii</sup> The 2018 Local Government NJC settlement also included increases for staff on the lowest pay points ranging from 3.7% to 9.2%.

<sup>iv</sup> The 2018 NHS Agenda for Change figures shown are for the current offer, which is yet to be settled. If settled on the basis of the offer, bottom loaded increases would also raise the wages of the lowest paid staff by 13.3% and bring the lowest wage above the Living Wage, as defined by the Living Wage Foundation.