



## **POLICE STAFF COUNCIL TRADE UNION SIDE PAY BULLETIN**

**PSCTU/04/2018**

**27 November 2018**

### **VOTE ON 2018 PAY OFFER**

Police staff members of UNISON, UNITE and GMB are invited to vote on the final pay offer for police staff for 2018. The three unions, as the Trade Union Side of the Police Staff Council, are putting the offer to you without any recommendation. This means that we are leaving it to members to decide.

The reasons for this are as follows:

1. The final offer revises an initial offer which was made back in September 2018, but does not go far enough for the unions to positively recommend it to you
2. Police staff pay and allowances have only risen by 5.2% in the seven years since 2011
3. Over the same period, the cost of living has gone up by over 23%
4. The retail prices index (RPI) of inflation currently stands at 3.3% (October 2018)
5. But, if we are to improve the offer, it would have to be on the basis that members were committed to undertaking serious and sustained industrial action in order to improve it.

At pay talks which took place at the Police Staff Council (PSC) on Monday 29 October, the Police Employers made a final pay offer for 2018 for police staff in England and Wales to the Police Staff Trade Union Side.

This follows an earlier offer in the negotiations which the Unions had gone back to the Employers on 29 October to seek to improve. The final offer is:

- An increase of 2.0% on all pay points on the PSC pay spine backdated to 1 September 2018
- An increase of 2.0% to Standby Allowance from £29.46 to £30.05 backdated to 1 September 2018
- The removal of pay point 6 (£16,479) as of 1 September 2018

- To agree to discussions on police staff annual leave entitlement in the PSC Pay and Reward Working Party on a without prejudice basis
- To agree to discussions on police staff apprenticeships in the PSC Pay and Reward Working Party on a without prejudice basis;
- We note the legal proceedings initiated by the Police Federation in respect of the 2018 Police Remuneration Review Body recommendations. In the interest of reaching a prompt agreement we agree to the timely re-opening of the 2018 PSC pay negotiations should there be any change in the 2018 pay award for police officers.

## **CONSULTATION**

The three trade unions on the Police Staff Council Trade Union Side have agreed to put the final pay offer to members without recommendation, for the reasons set out above. This means that we are leaving it up to members to decide.

There will now be a consultation period during which each of the the three unions will ballot members on the offer. There will be two options on the ballot paper:

1. I agree to accept the final pay offer for 2018
2. I reject the final pay offer for 2018 and am willing to take serious and sustained industrial action, up to and including strike action, in order to seek to improve it.

If a majority of members indicate that they wish to reject the offer and take industrial action, such action could only come about via a second formal industrial action ballot.