



PSC TU 01/19

4 January 2019

## **UNION MEMBERS VOTE TO ACCEPT 2018 PAY OFFER**

Members of UNISON, UNITE and GMB have voted overwhelmingly to accept the Employers' 2018 pay offer for police staff in England and Wales.

Union members in each union voted as follows:

- UNISON: 73% to accept
- UNITE: 70% to accept
- GMB: 83% to accept

The pay offer will now be implemented by forces, including any back pay owing as a result of the pay rise taking effect from 1 September 2018.

### **A REMINDER OF WHAT'S BEEN AGREED**

- 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.

The agreement to discuss police staff annual leave arises from part of the trade unions' claim which was seeking an increase in the minimum annual leave entitlement in the Police Staff Council Handbook of terms and conditions.

### **HOW YOUR PAY IS NEGOTIATED**

The pay and conditions of police staff in most forces in England and Wales are negotiated at the Police Staff Council. This is a negotiating body which brings together the Police Employers (National Police Chiefs Council, Association of Police and Crime Commissioners and the Home Office) and the three police staff trade unions (UNISON, UNITE and GMB).