PSC-TU 03/19 7 June 2019

**TRADE UNIONS REJECT POLICE STAFF PAY OFFER**

The three unions which make up the Trade Union Side of the Police Staff Council (UNISON, UNITE & GMB) have rejected the pay offer for police staff for 2019 which we received from the Police Employers at negotiations on 4 June. We have asked the Employers to improve the offer.

The offer is as follows:

* 2% increase on basic pay
* 2% increase on standby allowance
* Promotion of the TUC ‘Dying to Work’ Charter

**OUR 2019 PAY CLAIM**

The trade unions have rejected the offer as being totally inadequate, because it fails to address the aims and objectives of our 2019 pay claim. We are seeking:

* 5% increase on all pay points
* 5% increase on standby allowance
* The deletion of pay points 7 & 8
* An additional two days on the minimum annual leave entitlement in the Police Staff Council Handbook, to provide 25 days annual leave on appointment and 30 days leave after 5 years service
* Support and encouragement from the Police Staff Council for police forces to sign up to the ‘Dying to Work’ Charter which provides for a compassionate approach to staff who have been diagnosed with a terminal illness

**WHY WE REJECTED THE OFFER?**

The Trade Union Side rejected the pay offer for the following reasons:

1. Police staff pay rises over the last eight years add up to only 7.2%, whereas the cost of living over the same period has risen by 23.5%.

1. The factors which have to be taken into account during our pay negotiations show that:
   1. Public sector pay is rising by 2%
   2. Private sector pay is rising by 2.8%
   3. RPI inflation is rising by 3%
   4. Police funding has increased by 7.2%

1. The offer fails to address on-going concerns over low pay in police forces
2. And, there is no willingness to address the un-level playing field for annual leave entitlement across different forces.

Given the Trade Union Side’s rejection of the offer, each union will now consult our Police Committees to agree a way forward to seek to improve the offer. The three unions will then come together to agree a common strategy.