



PSC-TU 03/19

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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%.

2. The factors which have to be taken into account during our pay negotiations show that:
 - a. Public sector pay is rising by 2%
 - b. Private sector pay is rising by 2.8%
 - c. RPI inflation is rising by 3%
 - d. Police funding has increased by 7.2%
3. The offer fails to address on-going concerns over low pay in police forces
4. 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.