

21 September 2020

UNITE RECOMMENDS FINAL POLICE STAFF PAY OFFER FOR 2020

Following pay negotiations in August and September 2020, the Employers Side of the Police Staff Council for England and Wales has confirmed the final pay offer for police staff for 2020 as follows:

- A £700 increase on pay point 7 on the Police Staff Council pay spine with effect from 1 September 2020;
- A 2.5%, or £500, increase, whichever is the greater, on all remaining pay points on the Police Staff Council pay spine with effect from 1 September 2020;
- A 2.5% increase on Standby Allowance from £30.80 to £31.57 with effect from 1 September 2020;
- Without prejudice talks on police staff apprenticeship pay.

UNITE'S RECOMMENDATION

UNITE recommends that members vote to accept the final pay offer as the best achievable by negotiation, for the following reasons:

- The 2.5% increase, which would apply to all police staff on pay point 13 and above, matches that awarded to police officers for 2020
- The £500 flat rate increase would provide staff on pay points 8 – 12 with a higher award than they would otherwise receive at 2.5%. Please see attached spreadsheet for details.
- The £700 flat rate increase for staff on pay point 7 would provide the lowest paid staff with the equivalent of a 3.9% pay rise this year and would hopefully ensure that this pay point is not regularly overtaken by the real living wage as has been the case in previous years. UNITE anticipates that this would help make all police forces real living wage employers, which would be a significant achievement.

- The Employers Side has agreed to discuss that element of the Trade Union Side's claim which asks for all police staff apprenticeships to be job evaluated and placed on the lowest pay point of the appropriate police staff pay grade in each force.

Members will remember that the original offer from the Employers Side in August was for a straight 2.5% increase in pay across the board and did not address the low pay element of our claim.

The Trade Union Side pressed the case for low paid members at pay talks on 3 September and was pleased at the movement in the Employers' position which saw the final offer improved as set out above.

It is for these reasons that UNITE is recommending that members vote to accept the 2020 pay offer.

Members who wish to reject the offer are advised that this must entail a willingness to undertake serious and sustained industrial action to seek to improve the offer.

NOW VOTE ON THE OFFER

All UNITE police staff members in England and Wales are now invited to vote on whether you accept, or reject, the offer.

An email ballot will now take Place. Please keep an eye out for your email ballot, if you do not receive one by Thursday the 1st October 2020 please contact your local branch office.

The ballot period will run from Monday 28 September to midday on Friday 16 October.