



PSC TU Side 02/2021

28 April 2021

## **UNIONS SUBMIT POLICE STAFF PAY CLAIM FOR 2021**

Following consultation with members, the Police Staff Council Trade Union Side has submitted the following pay claim on behalf of our police staff members in England and Wales to take effect from 1 September 2021:

- **One-year claim**
- **A guarantee that pay point 7 will not fall below the Joseph Rowntree real living wage during the 2021/22 pay year**
- **A variable increase in the value of pay points 8 – 18 to make each incremental step worth £500 to create more equal steps up the lower pay points of the PSC pay spine**
- **A 3%, or £1,000, increase, whichever is the greater, on all PSC pay points, to take effect on top of the variable increase in the value of pay points 8-18.**
- **A 3% increase on standby allowance and overnight away from home allowance**
- **A joint review of police force leave arrangements**

Tables are attached at the end of this bulletin setting out the impact of this claim on the existing PSC pay spine. Appendix A shows the impact of the proposed changes to pay points 8 – 18. Appendix B shows the effect of a 3%, or £1,000, pay increase on all pay points.

### **EXPLAINING THE CLAIM**

1. The salaries of police staff in England and Wales are worth 15.4% less today, relative to inflation, compared with ten years ago. This is the result of government austerity and public sector pay freezes. It's a lot of buying power to make up.

2. Our headline claim for a 3%, or £1,000, increase, whichever is the greater, is aimed at starting this catch up. See Appendix B for how the claim impacts on your pay point.
3. On 30 November 2020 the Home Secretary wrote to all staff to thank them for the work in response to the covid pandemic; she said: *'I want to pay a special tribute to police staff, whose tireless work behind the scenes is just as important.'* Our pay claim provides the Home Secretary with an opportunity to demonstrate just how much she values police staff.
4. Years of percentage pay awards have eroded the relative value of pay points in the lower half of the pay scale. That is why for members on these pay points we are seeking a £1,000 flat rate increase this year to help with the process of regaining some of the buying power of your salary.
5. Last year we were successful in increasing the lowest pay point above the real living wage. We want all police forces to remain real living wage employers, so we are seeking a guarantee that pay point 7 never falls below this standard again.
6. Because we were so successful last year in boosting the value of the lowest pay point this eroded the differential between pay point 7 and pay point 8. So, to correct this, we are asking for adjustments to the value of pay points 8-18 to re-establish differentials and to equalise the jumps between pay points.
7. We want the 3%, or £1,000, award to be on top of the adjustments to pay points 8-18
8. Different police forces give their police staff different annual leave entitlement. We don't think that it is fair that some police staff get only 23 days annual leave/year. So, we have asked for a review of police force leave arrangements to get the latest data on what annual leave is actually granted by each force.

## WHAT NEXT?

The Employers (NPCC, APCC and Home Office) will now consult on our pay claim with Chief Constables and Police and Crime Commissioners.

Pay talks are expected to start later in the summer.

SCP	2020 Pay Point	Current Value of Increment	Current % Value of Increment	Proposed 2021 Pay Point	Increase on 2020 Increment	Proposed % Value of Increment
7	£18,501			£18,501		
8	£18,621	£120	0.65%	£19,001	£380	2.70%
9	£19,032	£411	2.21%	£19,501	£469	2.63%
10	£19,452	£420	2.21%	£20,001	£549	2.56%
11	£19,860	£408	2.10%	£20,501	£641	2.50%
12	£20,274	£414	2.08%	£21,001	£727	2.44%
13	£20,706	£432	2.13%	£21,501	£795	2.38%
14	£21,135	£429	2.07%	£22,001	£866	2.33%
15	£21,876	£741	3.51%	£22,501	£625	2.27%
16	£22,599	£723	3.30%	£23,001	£402	2.22%
17	£23,406	£807	3.57%	£23,501	£95	2.17%
18	£23,817	£411	1.76%	£24,001	£184	2.13%
19	£24,546	£729	3.06%	£24,546		2.27%
20	£25,278	£732	2.98%	£25,278		2.98%
21	£26,012	£734	2.90%	£26,012		2.90%
22	£26,865	£853	3.28%	£26,865		3.28%
23	£27,774	£909	3.38%	£27,774		3.38%
24	£28,725	£951	3.42%	£28,725		3.42%
25	£29,793	£1,068	3.72%	£29,793		3.72%
26	£30,777	£984	3.30%	£30,777		3.30%
27	£31,725	£948	3.08%	£31,725		3.08%
28	£32,673	£948	2.99%	£32,673		2.99%
29	£33,618	£945	2.89%	£33,618		2.89%
30	£34,578	£960	2.86%	£34,578		2.86%
31	£35,484	£906	2.62%	£35,484		2.62%
32	£36,396	£912	2.57%	£36,396		2.57%
33	£37,281	£885	2.43%	£37,281		2.43%
34	£38,376	£1,095	2.94%	£38,376		2.94%
35	£39,585	£1,209	3.15%	£39,585		3.15%
36	£40,662	£1,077	2.72%	£40,662		2.72%
37	£41,718	£1,056	2.60%	£41,718		2.60%
38	£42,783	£1,065	2.55%	£42,783		2.55%
39	£43,860	£1,077	2.52%	£43,860		2.52%
40	£44,928	£1,068	2.44%	£44,928		2.44%
41	£45,996	£1,068	2.38%	£45,996		2.38%
42	£47,058	£1,062	2.31%	£47,058		2.31%
43	£48,123	£1,065	2.26%	£48,123		2.26%
44	£49,182	£1,059	2.20%	£49,182		2.20%
45	£50,250	£1,068	2.17%	£50,250		2.17%

## APPENDIX B

SCP	2020 plus Incremental Adjustment SCP 8-18	3% or £1,000 whichever is the greater
7	£18,501	£19,501
8	£19,001	£20,001
9	£19,501	£20,501
10	£20,001	£21,001
11	£20,501	£21,501
12	£21,001	£22,001
13	£21,501	£22,501
14	£22,001	£23,001
15	£22,501	£23,501
16	£23,001	£24,001
17	£23,501	£24,501
18	£24,001	£25,001
19	£24,546	£25,546
20	£25,278	£26,278
21	£26,012	£27,012
22	£26,865	£27,865
23	£27,774	£28,774
24	£28,725	£29,725
25	£29,793	£30,793
26	£30,777	£31,777
27	£31,725	£32,725
28	£32,673	£33,673
29	£33,618	£34,627
30	£34,578	£35,615
31	£35,484	£36,549
32	£36,396	£37,488
33	£37,281	£38,399
34	£38,376	£39,527
35	£39,585	£40,773
36	£40,662	£41,882
37	£41,718	£42,970
38	£42,783	£44,066
39	£43,860	£45,176
40	£44,928	£46,276
41	£45,996	£47,376
42	£47,058	£48,470
43	£48,123	£49,567
44	£49,182	£50,657
45	£50,250	£51,758