

David Algie
Employers' Side Secretary
Police Staff Council
Local Government Association
18 Smith Square
London SW1P 3HZ

24th January 2022

Dear David,

Police Staff Council - Pay 2021/2022

You will be aware that Unite the Union members employed as police staff under the terms of the Police Staff Council have rejected the employers tabled pay freeze for 2021/2022.

While we had hoped that a commencement of discussions would lead to a formal offer on pay and indeed other matters relating to the joint trade union claim, it is clear from the meeting held on 17th January 2022 that is not the case.

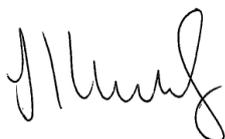
Indeed to quote a senior member of the employer's team 'No offer is being made' a restructuring of the bottom of pay scales was met with 'this is a non-starter' and finally in relation to police pay and the joint trade union request for a no detriment clause 'this won't happen'. Therefore we are still in the position where we are only able to consider the employers only formal proposal, a pay freeze for 2021/2022.

With that being the case you should record that we, Unite the Union, are now in a trade dispute with the employers of the Police Staff Council. It is unfortunate we have reached this stage as Unite the Union always try and avoid recourse to ballot through constructive negotiations, however, there is evidently a lack of this from the employers and their action on 17th January 2022. Accordingly Unite the Union will be issuing Notices of Intent in relation to an industrial action ballot on the issues specified in this correspondence.

The timing of the issuing of the Notices of Intent is the prerogative of Unite the Union and they will be dispatched in accordance with our democratically determined timetable.

On a final note, it would be remiss of myself not to mention the lack of respect shown to the joint trade unions and by implication our members, your staff, at the meeting of 17th January 2022. The confused often contradictory employer contributions showed a distinct lack of respect to hard working staff that cannot pass without our, Unite the Union, condemnation of such an approach.

Yours sincerely,



Jim Kennedy
Unite the Union - National Officer