

April 2022

Dear Unite Police Staff member

Pay and Conditions Consultative Ballot – Recommendation to REJECT

You will shortly receive an electronic consultative ballot where you can express your view and cast your vote on an employers pay, and condition offer for a period of 17 months from 1st April 2022. The ballot will close on 29th April 2022.

You will see set out below the pay and condition offer that is the result of extensive, and at times frustrating discussions with the Police Staff Council Employers. The employers have deemed this their final offer.

Your Unite Police Staff National Committee - made up of fellow police staff workers elected by you - have decided to recommend that you REJECT this derisory offer.

This offer comes at a time when:

- **the cost of living (Retail Price Index) has hit 8.2% and is projected to reach double digits in the near future;**
- **you are about to be hit by a 1.25% increase in National Insurance contributions;**
- **you are about to be hit by a 54% increase in your energy costs;**
- **fuel and food costs have escalated out of control;**
- **we face the worst cost of living crisis in memory.**

On some pay bands this offer equates to little more than a £1 a day (before tax!)

ENOUGH is ENOUGH

Our police staff have worked tirelessly throughout the pandemic putting the community before their own wellbeing. The employer's response is yet another real terms pay cut! This cut comes at a time when household bills are leaving many with awful tough choices, such as whether to heat or to eat!

When you receive your consultative ballot, your colleagues on the Unite national police staff committee are recommending you cast your vote to REJECT.

This is a consultative ballot and it will therefore be your opportunity to indicate your feelings about such an insulting offer and the next steps you would be prepared to take, which could include industrial action. Please note that Unite pays at least a net £70 a day strike pay, should we reach the point where you decide enough is enough and start the fight back for pay justice.

Please Vote, please REJECT.

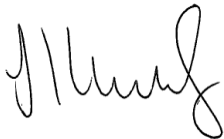
The OFFER

The employers have deemed this their final offer:

- A £250 consolidated pay increase on pay points 7 to 18 (inclusive) on the PSC pay spine with effect from 1 September 2021 (to be backdated);
- A 2.1% consolidated increase on pay points 7 to 45 on the PSC pay spine with effect from 1 April 2022 until 31 August 2023 (to be backdated);
- A 2.1% increase on Standby Allowance with effect from 1 April 2022 until 31 August 2023 from £31.57 to £32.23;
- An increase in the minimum annual leave entitlement to 24 days and 29 days (after five years) with effect from 1 April 2022;
- A Collective Bargaining Agreement – Reopener Clause which is as follows: *if in the event that a PRRB annual award is agreed from 1 September 2022 in excess of a 3% award, as part of a single year settlement, the Employers' Side is prepared to re-open pay negotiations on the 17 month police staff pay award to ensure that police staff do not suffer any detriment to their police officer colleagues.*

Any pay points above point 45 that have been constructed in accordance with the Police Staff Council Handbook (Part Three) should also be increased by 2.1% from 1 April 2022.

In solidarity



Jim Kennedy
National Officer
Local Authority Sector