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## POLICE STAFF COUNCIL (PSC)

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**To: Police and Crime Commissioner (copy Chief Exec & Treasurer)  
Chief Constables (copy Force Personnel/HR Manager/Payroll Manager)  
Trade Union Branches**

**cc: PSC Members  
Scotland and MPS (for information only)**

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6 May 2022

### JOINT CIRCULAR NO.123– PAY AWARD 2021/22 and 2022/23

Dear Sir/Madam

We are pleased to confirm that the Police Staff Council has reached an agreement on a pay award for police staff for 2021/22 and 2022/23 which is as follows:

- 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.

Please note that for payroll purposes the pay increase on all pay points are rounded up and divisible by three in the PSC Pay Spine (Appendix I).

Yours sincerely



Ben Priestley  
Trade Union Side Secretary



David Algie  
Employers' Side Secretariat

## Appendix I

## PSC PAY SPINE – 2021/22 and 2022/23

SCP	2020/21 Current	£252 Increase Wef 1/9/21	Total	2.1% Increase wef 1/4/22	Total
7	£18,501	£252	£18,753	£396	£19,149
8	£18,621	£252	£18,873	£399	£19,272
9	£19,032	£252	£19,284	£405	£19,689
10	£19,452	£252	£19,704	£414	£20,118
11	£19,860	£252	£20,112	£425	£20,535
12	£20,274	£252	£20,526	£432	£20,958
13	£20,706	£252	£20,958	£441	£21,399
14	£21,135	£252	£21,387	£450	£21,837
15	£21,876	£252	£22,128	£465	£22,593
16	£22,599	£252	£22,851	£480	£23,331
17	£23,406	£252	£23,658	£498	£24,156
18	£23,817	£252	£24,069	£507	£24,576
19	£24,546			£516	£25,062
20	£25,278			£531	£25,809
21	£26,016			£549	£26,565
22	£26,865			£567	£27,432
23	£27,774			£585	£28,359
24	£28,725			£606	£29,331
25	£29,793			£627	£30,420
26	£30,777			£648	£31,425
27	£31,725			£669	£32,394
28	£32,673			£687	£33,360
29	£33,618			£708	£34,326
30	£34,578			£729	£35,307
31	£35,484			£747	£36,231
32	£36,369			£765	£37,134
33	£37,281			£783	£38,064
34	£38,376			£807	£39,183
35	£39,585			£834	£40,419
36	£40,662			£855	£41,517
37	£41,718			£879	£42,597
38	£42,783			£900	£43,683
39	£43,860			£924	£44,784
40	£44,928			£945	£45,873
41	£45,996			£966	£46,962
42	£47,058			£990	£48,048
43	£48,123			£1,011	£49,134
44	£49,182			£1,035	£50,217
45	£50,250			£1,056	£51,306

