

# Police Staff Pay and Conditions NEWSLETTER



March 2023

## Pay Negotiations for 2023

**Negotiations on pay, terms and conditions for police staff are due to take place in the coming months. Soon, the three recognised trade unions (Unite, Unison and GMB) will submit a pay claim, based on the feedback we receive from members, setting out our demands for the year ahead.**

**In advance of the 2023 pay campaign, it is important to highlight to Unite members just how much pay police staff have lost since 2010, as a result of government cuts and below inflation increases. In addition, we now face soaring bills and food prices in a cost of living crisis, exacerbating a problem long in the making.**

**It is clear that we must fight for not only an inflation-matching increase, but pay restoration!**

### Real loss of earnings between September 2010 and September 2022

SCP	September 2010	September 2022	Change Sept 2010-2022	RPI change Sept 2010-2022	Real loss percentage	Loss of earnings
2	£13,236	Removed	54.8%	54.3%	0.5%	£234
3	£13,695	Removed	49.6%	54.3%	-4.7%	-£474
4	£14,163	Removed	44.7%	54.3%	-9.6%	-£1,196
5	£14,538	Removed	40.9%	54.3%	-13.3%	-£1,775
6	£14,958	Removed	37.0%	54.3%	-17.3%	-£2,423
7	£15,378	£20,490	33.2%	54.3%	-21.0%	-£3,071
8	£15,759	£20,607	30.8%	54.3%	-23.5%	-£3,538
9	£16,134	£21,018	30.3%	54.3%	-24.0%	-£3,706
10	£16,512	£21,432	29.8%	54.3%	-24.5%	-£3,869
11	£16,881	£21,837	29.4%	54.3%	-24.9%	-£4,031
12	£17,259	£22,248	28.9%	54.3%	-25.4%	-£4,200
13	£17,637	£22,677	28.6%	54.3%	-25.7%	-£4,351
14	£18,006	£23,100	28.3%	54.3%	-26.0%	-£4,491
15	£18,648	£23,835	27.8%	54.3%	-26.5%	-£4,741
16	£19,272	£24,552	27.4%	54.3%	-26.9%	-£4,980
17	£19,968	£25,353	27.0%	54.3%	-27.3%	-£5,247
18	£20,568	£25,758	25.2%	54.3%	-29.0%	-£5,762
19	£21,201	£26,232	23.7%	54.3%	-30.6%	-£6,262
20	£21,828	£26,958	23.5%	54.3%	-30.8%	-£6,497
21	£22,467	£27,690	23.2%	54.3%	-31.0%	-£6,745
22	£23,199	£28,530	23.0%	54.3%	-31.3%	-£7,025
23	£23,988	£29,433	22.7%	54.3%	-31.6%	-£7,333
24	£24,810	£30,375	22.4%	54.3%	-31.9%	-£7,651
25	£25,731	£31,434	22.2%	54.3%	-32.1%	-£8,004
26	£26,580	£32,409	21.9%	54.3%	-32.4%	-£8,329
27	£27,399	£33,348	21.7%	54.3%	-32.6%	-£8,645
28	£28,218	£34,287	21.5%	54.3%	-32.8%	-£8,961
29	£29,034	£35,223	21.3%	54.3%	-33.0%	-£9,275
30	£29,862	£36,171	21.1%	54.3%	-33.2%	-£9,595

31	£30,645	£37,074	21.0%	54.3%	-33.3%	£-9,894
32	£31,416	£37,953	20.8%	54.3%	-33.5%	£-10,199
33	£32,202	£38,853	20.7%	54.3%	-33.6%	£-10,502
34	£33,150	£39,942	20.5%	54.3%	-33.8%	£-10,867
35	£34,194	£41,139	20.3%	54.3%	-34.0%	£-11,269
36	£35,124	£42,207	20.2%	54.3%	-34.1%	£-11,626
37	£36,033	£43,248	20.0%	54.3%	-34.3%	£-11,976
38	£36,954	£44,310	19.9%	54.3%	-34.4%	£-12,329
39	£37,884	£45,375	19.8%	54.3%	-34.5%	£-12,687
40	£38,805	£46,437	19.7%	54.3%	-34.6%	£-13,040
41	£39,729	£47,496	19.5%	54.3%	-34.7%	£-13,397
42	£40,647	£48,546	19.4%	54.3%	-34.8%	£-13,751
43	£41,568	£49,602	19.3%	54.3%	-35.0%	£-14,107
44	£42,486	£50,655	19.2%	54.3%	-35.1%	£-14,462
45	£43,407	£51,711	19.1%	54.3%	-35.2%	£-14,818

The 2022 pay award implemented a final payment into the pay spine that will come into force on 1<sup>st</sup> September 2023, following the reopening of negotiations to match the payment received by police officers.

It is important to understand that this increase (below) is the starting point for negotiations and does not amount to the pay settlement for 2023.

SCP	Pay spine 1 <sup>st</sup> September 2023 following the 2022 pay award	Final consolidated increase from 2022	Percentage
7	£20,655	£165	0.81%
8	£20,775	£168	0.82%
9	£21,186	£168	0.80%
10	£21,606	£174	0.81%
11	£22,014	£177	0.81%
12	£22,428	£180	0.81%
13	£22,860	£183	0.81%
14	£23,289	£189	0.82%
15	£24,030	£195	0.82%
16	£24,753	£201	0.82%
17	£25,560	£207	0.82%
18	£25,971	£213	0.83%
19	£26,448	£216	0.82%
20	£27,180	£222	0.82%
21	£27,918	£228	0.82%
22	£28,767	£237	0.83%
23	£29,676	£243	0.83%
24	£30,627	£252	0.83%
25	£31,695	£261	0.83%
26	£32,679	£270	0.83%
27	£33,627	£279	0.84%
28	£34,575	£288	0.84%
29	£35,520	£297	0.84%
30	£36,477	£306	0.85%
31	£37,386	£312	0.84%
32	£38,271	£318	0.84%

33	£39,180	£327	0.84%
34	£40,278	£336	0.84%
35	£41,487	£348	0.85%
36	£42,564	£357	0.85%
37	£43,617	£369	0.85%
38	£44,685	£375	0.85%
39	£45,762	£387	0.85%
40	£46,830	£393	0.85%
41	£47,898	£402	0.85%
42	£48,960	£414	0.85%
43	£50,025	£423	0.85%
44	£51,087	£432	0.85%
45	£52,152	£441	0.85%