



POLICE STAFF COUNCIL TRADE UNION SIDE BULLETIN

2/2025

24 July 2025

2025 PAY TALKS DELAYED

The unions were informed on 22 July that pay talks for police staff this year will be delayed.

This is very regrettable and is a result of the Home Office not being able to respond to the recommendations of the Police Officer Pay Review Body before Parliament closed for the summer on 22 July.

WHY DOES THE HOME OFFICE RESPONSE TO POLICE OFFICER PAY AFFECT OUR PAY TALKS?

Police officers' pay rises each year are the subject of recommendations from the Police Remuneration Review Body (PRRB) which are sent to the Home Secretary for ratification. This process usually concludes before Parliament rises for the summer in July, which means that officers get their pay rise on time on 1 September. This year, this has not happened and we don't know when the Home Secretary will make her decision on officer pay.

Until our negotiating body - the Police Staff Council for England and Wales – knows what police officers are going to get for their pay rise, we cannot begin our pay talks. This is because the officer pay rise is such a key comparator award for police staff. It would obviously be unacceptable for staff to be offered less than officers are awarded.

WHAT NEXT?

The unions hope that the Home Secretary will make her determination on the recommendations of the PRRB shortly. Once this is known, the Police Staff Council Employers will then consult Chief Constables and PCCs and pay talks for police staff can then begin. The unions hope that talks can start in August, but there is no guarantee that this will happen. More information will follow as soon as possible.

REMINDER OF OUR PAY CLAIM

Back in April this year, the unions submitted the following pay claim for police staff in England and Wales:

- One-year claim
- A restorative above inflation increase of 7% minimum on all pay points
- An increase of 7% on standby allowance and overnight away from home allowance
- A minimum pay rate of £15 per hour
- An increase in the minimum annual leave on appointment from 24 to 25 days and from 29 to 30 days after 5 years' service
- Parity of funding for pay reform between police officers and police staff as part of the next comprehensive spending review settlement.