



POLICE STAFF COUNCIL TRADE UNION SIDE PAY BULLETIN

4/2025

PAY TALKS OPEN

Pay negotiations for this year's pay award for police staff in England and Wales opened on Friday 29 August. The talks took place with the knowledge that the police officer pay award for 2025 will see officers get a 4.2% pay award from 1 September.

The unions pressed the case for our pay claim, namely:

- 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

As a result of the talks, the Employers agreed to take further soundings from Chief Constables and PCCs regarding key elements of the joint union claim.

It is hoped that negotiations can resume in the next two weeks with a view to an offer being made by 22 September.

Once we have a final offer, this will be considered by each union's police staff committee and members then consulted on the offer.