



UNITE THE UNION

POLICE SUPPORT STAFF



PSC PAY CLAIM 2024-5

CLAIM HEADLINES

An increase of 10% on all spinal column points

In addition:

- An increase of 10% on standby allowance and overnight away from home allowance
- A guarantee that no pay points will fall below the Joseph Rowntree real living wage during the 2024/25 pay year
- A variable increase in the value of pay points 9 – 24 to make each incremental step worth £650 creating more equal steps up the lower pay points of the PSC pay spine

Discussions have taken place with the other recognised union and the joint claim has submitted to the National Employers. Once a pay offer has been made, Unite members will be consulted on whether this is accepted

THE CASE FOR THE CLAIM

Since 2010

- Police staff workers have seen pay substantially decline in real terms
- By 2022, the cost of living had increased by 52.4% compared an increase in your pay of only 20.9%. 2023 only worsened this trend.
- Public sector pay awards have fallen below private sector pay awards for more than a decade
- Government cost cutting in the Police Service has slashed the value of police staff pay to a level that means recruitment and retention issues

Among Police Staff in Unite specifically:

- 75% say they do not feel they are paid fairly for the work they do
- 68% say they do not have the resources they need to manage their workload
- 67% say they have thought about leaving their profession, in the last 6 months

OUR CLAIM FOR AN INCREASE OF 10% ON ALL SPINAL COLUMN POINTS WOULD BEGIN A LONG OVERDUE PROCESS OF RESTORING POLICE STAFF COUNCIL PAY, AFTER MORE THAN A DECADE OF DECLINE AND FALLING LIVING STANDARDS.

THE CASE FOR A LIVING WAGE

The Foundation Living Wage is an estimate of the minimum hourly rate of pay needed for a worker to cover the costs that most people would regard as necessary for a 'basic standard' of living. The UK rate is currently set at £12ph and £13.15ph in London.

It is the lowest paid workers who are suffering the most.

The real living wage as a minimum rate of pay should not be up for debate - it is essential to ensure that police staff workers are not living in poverty.

The current cost of living crisis is leading to real hardship amongst police staff and their families and we know our members are struggling on current salaries.

Nobody working for the police service should be earning less than the Real Living Wage!

CAMPAIGNING FOR A FAIR DEAL FOR POLICE SUPPORT STAFF

Police staff members in Unite have been telling us about the issues that you are facing daily:

- High workload
- Staff shortages and/or high turnover
- Stress and/or low morale
- Police officers covering police staff work
- Insufficient resources

A fair pay rise may help Police support staff feel more valued, but it won't fix many of these issues.

Individually, you might feel like nothing can change. But, when workers stand together and demand change, that is when we can win on issues like these.

If you're not in a Union yet, why not join Unite and join our fight for fair treatment for all police support staff?

Every member makes our Union stronger!

FAIR PAY FOR A FAIR DAY

All police staff workers should be paid a fair wage, with a fair workload and work-life balance.

The public sector, after years of austerity, is in financial difficulty. But this is clearly not the fault of workers and Unite members who are continuing to deliver vital services to their communities under pressure from cuts and increasing workloads.

Public services have been chronically underfunded for over a decade.

Workers cannot continue to pay the price for government failures.

GET INVOLVED

In order to win on the issues that matter to our members, we need to build our union; the more people who are a part of Unite, the stronger you are when it matters most.

If you are working with colleagues who aren't in a Union, why not encourage them to join Unite?

f you've thought about joining Unite or maybe getting more involved in the union, why not do something about it? There are many ways to get involved.

Scan the QR code for more information

