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**To: Police Authority Chief Executives (copy enclosed for Treasurer)
Chief Constables (copy enclosed for Force Personnel Manager)**

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

19 November 2007

JOINT CIRCULAR NO.49

Dear Sir/Madam

PSC Guidance for carrying out Equal Pay Reviews in the Police Service

The Police Staff Council has developed the above guidance (attached) to help police forces plan and conduct equal pay reviews and assess the impact of their pay policies and practices.

The guidance is based on the Equal Opportunities Commission (now the Equality and Human Rights Commission) Equal Pay Review Model and relevant legal decisions. It combines technical information and practical advice that is tailored specifically to the police service.

The guide contains checklists and tables in each section, which can be completed by those responsible for the equal pay review: cumulatively they provide the basis for a report on the equal pay review. It also includes a case study for illustrative purposes.

If you require further information on this circular please contact from the Employers Side: Emine Ali on 020 7187 7340 or Graham Baird on 020 7187 7341. On the Trade Union Side please call Marian Boston 020 7551 1549 or Ben Priestley 020 7551 1272.

Yours faithfully

BEN PRIESTLEY
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PSC National Joint Secretaries