

**POLICE STAFF COUNCIL
Employers' Side**

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**To: Clerks to Police Authorities (copy enclosed for Treasurer)
(England and Wales excluding Metropolitan Police)**

**Chief Constables (copy enclosed for Force Personnel Manager)
(England and Wales excluding Metropolitan Police)**

Metropolitan Police and Forces in Scotland (for information only)

c.c. PSC Employer Side Members

14 September 2004

CIRCULAR EMP/2/04

Police Staff Council – Employers Consultation Exercise

Dear Sir/Madam

You may be aware that the Police Staff Council (PSC) established a Joint pay and rewards working party with national police staff Trade Unions to inform the 2005 pay negotiations. The working group includes members from Association of Police Authorities, Association of Chief Police Officers, Home Office, UNISON, GMB, and T&GWU. The terms of reference are that; the PSC has agreed to the establishment of a PSC Joint working party to look at:

- Recruitment & Retention
- Annual Leave
- Performance
- The extent of low pay in the PSC pay structure
- The nature and extent of gender pay in the workforce
- Training and Development
- Work Life Balance

At the last meeting of the PSC the Trade Union Side formally tabled their submission "*Closing the Gap: A PSC Pay and Workforce Strategy to Improve Police Performance*". The PSC Employer Side Members felt it would be useful for all police authorities and forces in England and Wales (excluding the Metropolitan Police who are not covered by the PSC) to have sight of this submission. I therefore attach a copy of this document for your information.

The PSC Employers' Side Secretariat will be collating responses to this document from police authorities and forces. Responses should be sent directly to the Employers' Side Secretary, Layden House, 76 – 86 Turnmill Street, London, EC1M 5LG.

Four regional briefings will be taking place during November and all police authorities and forces are invited to send appropriate representatives. Briefings will take place in London on 11th November, Bristol 19th November, Birmingham 26th November and Manchester 29th November. Further details of these briefings will be sent shortly.

If you have any enquiries on this circular please do not hesitate to contact me on 020 7296 6722 or my colleague Emine Ali on 020 7296 6746.

Yours faithfully

A handwritten signature in black ink, appearing to read 'Graham Baird', written in a cursive style.

**Graham Baird
For PSC Employers' Secretary**