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Employers' Secretary, Charles Nolda

**POLICE SUPPORT STAFF  
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Employers' Side**

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**To: Clerks to Police Authorities (England and Wales excluding Metropolitan Police)  
Chief Constables (England and Wales excluding Metropolitan Police)**

**Metropolitan Police and Police Authority and Forces in Scotland  
(for information only)**

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29 July 2002

**CIRCULAR EMP/2/02**

Dear Sir/Madam

**POLICE SUPPORT STAFF PAY NEGOTIATIONS 2002**

The Police Support Staff Council (PSSC) (England and Wales excluding the Metropolitan Police Service) is the collective bargaining body within which national pay negotiations take place.

At the PSSC AGM held on the 24th July 2002, in response to a claim from the Staff Side, **the Employers' offered a 3 percent across the board pay increase with effect from 1<sup>st</sup> September 2002.** The Staff Side rejected this.

The Staff Side are seeking:

a pay increase on all points of 5 percent,

closure of the remaining 0.35 percent pay gap which exists as a result of the differential police officer and support staff pay awards between 1996 and 1999,

a basic minimum annual leave entitlement of 25 days, rising to 30 days after 5 years' service.

In making their 3 percent offer the employers' have taken in to account the PSSC terms and conditions handbook which states that annual adjustments to pay points shall be negotiated by the Council having regard to five factors. These are listed below:

**1. Pay movements elsewhere in the public sector**

The main comparators for police support staff are traditionally local government and police officers. The settlement for police officers agreed by the Police Negotiating Board is 3 percent from 1<sup>st</sup> September. The local government employers have tabled an offer of 3 percent on all points, which has been rejected by the trade unions side.

## **2. Pay movements elsewhere in the economy**

The key comparator is settlements, rather than earnings. Earnings figures include elements (such as increments and overtime) which settlements do not. On this basis the evidence is that settlements in the broader economy average around 2.5 percent.

## **3. Movements in the retail prices index**

The RPI (all items) reflects the actual change in prices as experienced by the typical household. This currently stands at 1.0 percent. Based on this figure it is clear that the employers' offer of 3 percent is well above the level required to keep up with inflation.

## **4. Recruitment and retention factors**

There is no evidence that the police authorities generally are experiencing problems with recruitment and retention. Any problems are unlikely to be universal, although difficulties may exist in some localities and some occupations. If there are isolated geographical or occupational problems with recruitment and retention the individual police authorities affected have sufficient flexibility available to them in the national PSSC pay spine to deal with these.

## **5. Police service funding**

The increase in total standard spending for 2002/03 was 2.8 percent. Also, initial analysis by the Association Police Authorities of Spending Review 2002 suggests an extremely demanding settlement for the police service in 2003/04.

## **Summary**

In summary the Employers believe that 3% is a fair and reasonable offer and is the same percentage increase accepted by the Police Officers from the 1st September 2002. (3% is the increase offered to local government staff which is still under negotiation.) 3% is also well in excess of the level required to keep up with inflation. The financial outlook and the competing financial pressures on police authorities means that a pay rise to support staff of more than 3 per cent is not affordable.

The Constitution of the Council provides that all disputes between the two Sides over issues within scope of the national bargaining machinery will be settled through conciliation, mediation or arbitration. The Employers have made it clear that the 3 percent offer is based on an ability to pay and fairness. The offer remains on the table and both sides have arranged to meet once the Staff Side has consulted their membership.

For further information on this circular please do not hesitate to contact me or my colleagues Gemma Lightfoot 020 7296 6746, or Jackie Teasell on 020 296 6712.

Yours faithfully

**Graham Baird**  
**PSSC Employer Side Secretariat**