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**To: Clerks to Police Authorities (copy enclosed for Treasurer)
Chief Constables (copy enclosed for Force Personnel Manager)**

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

28 November 2006

JOINT CIRCULAR NO.44

Dear Sir/Madam

PAY AND REWARDS WORKING PARTY **GUIDANCE FOR EQUAL PAY REVIEWS**

As you will be aware discussions have been taking place within the Police Staff Council (PSC) on pay and rewards and equal pay.

The PSC have jointly commissioned Sue Hastings and Sara Leslie, external specialist consultants, to undertake work on PSC guidance to support forces and authorities in carrying out equal pay reviews.

This work is now at the information gathering stage. To produce the proposed guidance to suit the police service and to be user friendly, it is necessary to obtain information about pay structures and pay policies, use of JE (some may have supplied this already), grading systems, use of PSC national spine, pay progression and additional payments across all forces/authorities.

Both Sides of the PSC are providing Sue and Sara with an agreed list of contacts and they will endeavour to talk to as many of these as possible. They would also like to talk to those who have already carried out an equal pay audit in order that we take account of their experiences when preparing advice and guidance. It would be helpful if anyone who wishes to make a contribution to this work contact them at the e-mail addresses below:

SueH434946@aol.com

saraleslie44@hotmail.com

All information provided will be treated in strictest confidence.

All Members of the PSC would like to thank you for your support with this work.

If you require further information on this circular please contact from the Employers Side: Graham Baird on 020 7187 7341 or Andrew Tremayne (from 5th December) on 020 7187 7340. Or from the Trade Union Side please call Ben Priestley 020 7551 1272 or Marian Boston 020 7551 1549.

Yours faithfully

BEN PRIESTLEY
SARAH MESSENGER

PSC National Joint Secretaries