

Local Government House,
Smith Square,
London, SW1P 3HZ
Telephone 020 7187 7340 Fax 020 7664 3030
Employers' Secretary: Sarah Messenger
e-mail: andrew.tremayne@lge.gov.uk

**POLICE STAFF COUNCIL
EMPLOYERS' SIDE**

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

cc: Police Staff Council Members

25 November 2008

CIRCULAR EMP/1/08

Dear Sir/Madam

FORMAL PAY OFFER 2008/9

I write to confirm that the Employers' Side of the Police Staff Council has made a formal three year pay offer to the Trade Union Side on the basis that the Trade Union Side recommend acceptance of the offer to their members. The Trade Union Side consultation on this offer is scheduled to close on Friday 19 December.

I attach the following documentation relating to the offer:

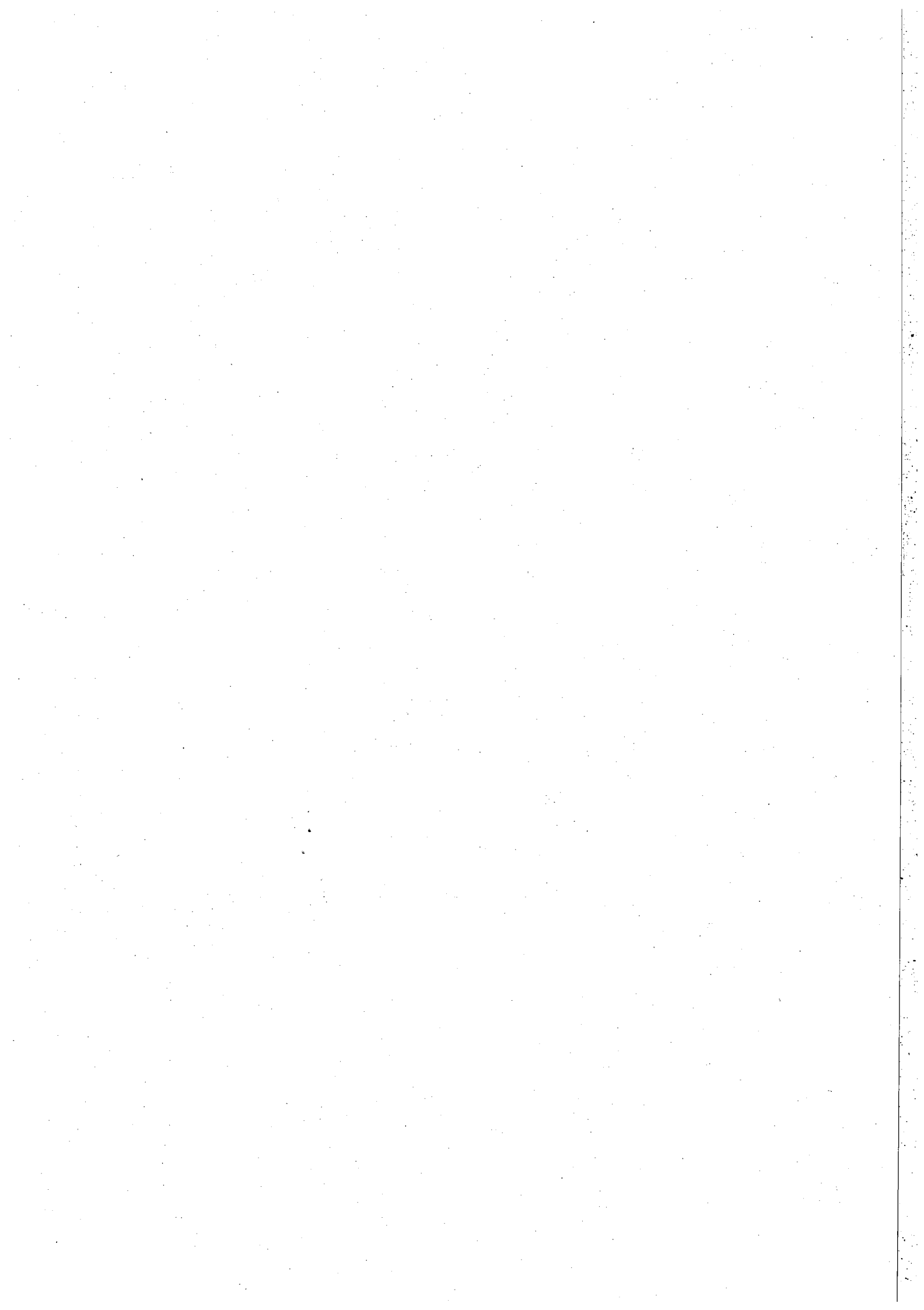
- Offer letter
- Joint statement
- Provisional pay spines for 2008/9, 2009/10 and 2010/2011

If you require any further information on this circular, please contact either Graham Baird (020 7187 7341) or Andrew Tremayne (020 7187 7340).

Yours faithfully

Sarah Messenger

**Sarah Messenger
PSC Employers' Side Secretary**



Employers Side Secretary: Sarah Messenger
Local Government House, Smith Square,
London. SW1P 3HZ
Telephone: 0207 187 7341
Fax: 020 7665 3887
Email: graham.baird@lge.gov.uk

**POLICE STAFF COUNCIL
Employer Side**

Ben Priestley
PSC Trade Union Side Secretary
Unison
1 Mabledon Place
London
WC1H 9AJ

21 November 2008

Dear Ben,

Police Staff Council (PSC) – Pay 2008/09/10

I write to confirm the Police Staff Council (PSC) Employers' Side offer, made at Wednesday's PSC meeting, for the uprating of the PSC pay spine for 2008, 2009 and 2010.

The offer is made on the basis that the Trade Union Side will recommend it for acceptance to your members at the earliest opportunity, which you confirmed you would do. On this basis the Employers' Side are prepared to agree the following increases to the PSC pay spine and standby allowances:

- 2.6% effective from 1 September 2008
- 2.6% effective from 1 September 2009
- 2.58% effective from 1 September 2010

In addition we are prepared to delete current pay point one from the PSC pay spine with effect from 1 September 2009 and to delete current pay points two and three from the PSC pay spine with effect from 1 September 2010.

The agreement includes the following re-opener clause:

The Police Staff Council (PSC) three year pay settlement entered into by the Trade Union and Employer Side commencing on 1 September 2008 includes a mechanism to reopen negotiations. The mechanism is that if at 31 August 2009, or 31 August 2010, either Side of the PSC produces new evidence of a substantial and material change in wider economic and labour market conditions and a significant material change to police staff recruitment and retention over the previous twelve month period, then both Sides will enter into discussions relating to the pay award due the 1 September immediately following.

If either Side consider that the reopening criteria have been met but have been unsuccessful in reopening negotiations with the other Side, they can register a failure to agree and make application to ACAS. Any finding by ACAS that the reopening criteria have been met will be binding on both the Employer and Trade Union Side of the PSC. The matter will then revert to the PSC for negotiation to take place.

The Sides also agreed a Joint Statement which is attached to this letter.

Also, please find attached updated PSC pay spines for 2008/09/10.

The Employers' Side are pleased that our constructive discussions this year have come to a successful conclusion and we look forward to hearing from you in due course that the offer we have made is acceptable to your members.

If you have any further queries please do not hesitate to contact me, Graham Baird or Andrew Tremayne.

Yours sincerely,

A handwritten signature in cursive script that reads "Sarah Messenger".

Sarah Messenger
PSC Employer Side Secretary

POLICE STAFF COUNCIL

JOINT STATEMENT, 19 NOVEMBER 2008

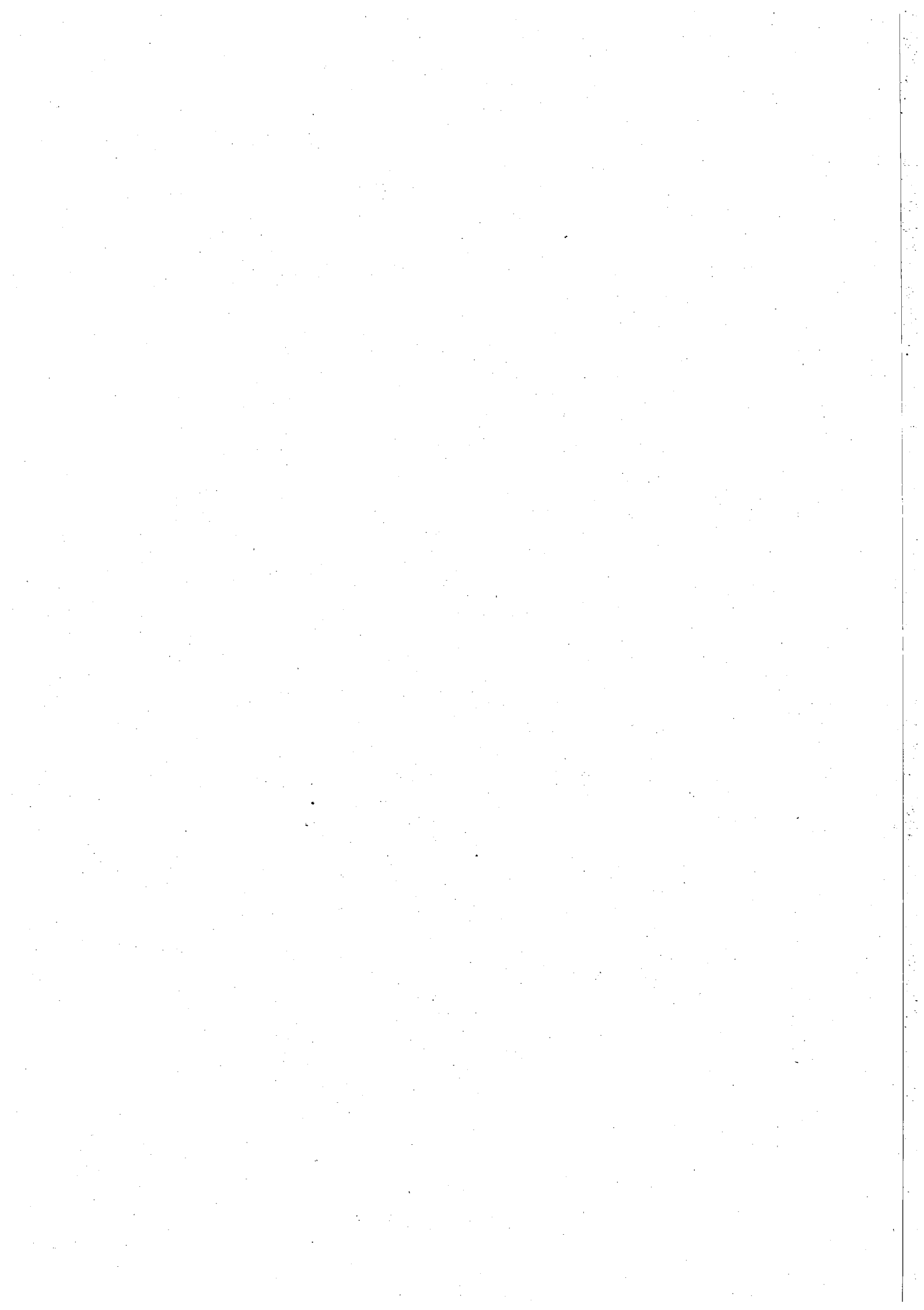
Effective pay and reward arrangements are essential for a modern police service that delivers high standards of community safety and security to the public. Therefore both sides of the Police Staff Council are committed to explore ways to achieve a more strategic approach to terms and conditions including pay and grading. We wish to work together through the PSC Pay and Reward Working Party and commit to review progress regularly (six monthly) with a view to completing our discussions by December 2010.

Both Sides of the Police Staff Council agree to initiate a structured programme of meetings to discuss the future of police staff pay and grading.

The meetings will consider:

- flexibilities for workforce modernisation
- the National Policing Board commission to develop a targeted package of reform aimed at improving the service to the public through enabling better development, deployment and leadership.
- progress to date on job evaluation and pay and grading reviews in police forces in England and Wales
- the nature and extent of the gender pay gap in the police staff workforce
- approaches to pay and grading for police staff in England and Wales
- the items/areas of data both Sides believe to be priorities for informing talks around pay and related issues
- work/life balance for police staff

The Police Staff Council will identify a budget to provide appropriate consultancy support for these negotiations.

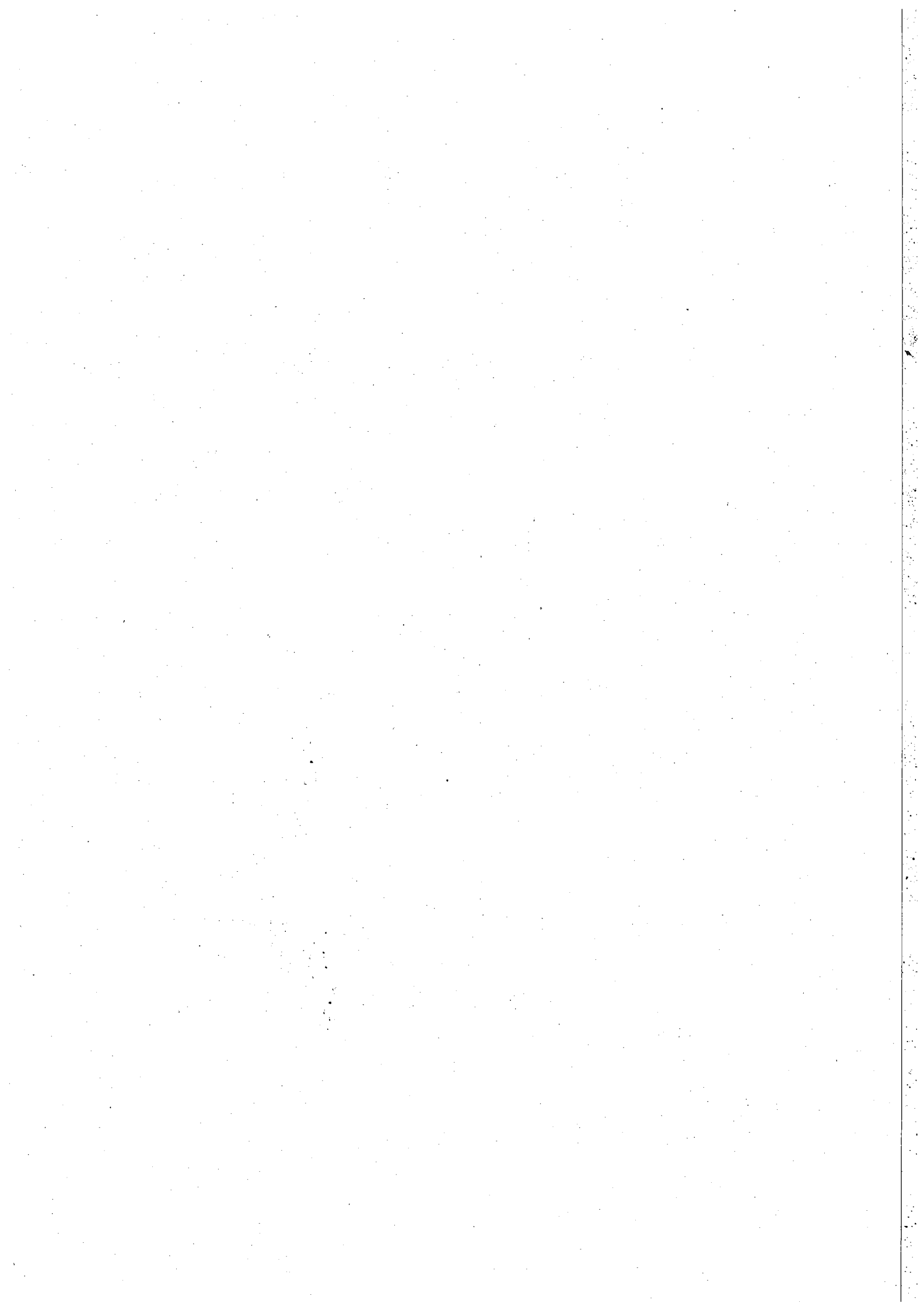


1st September 2008
£pa

1.	12,453
2.	12,900
3.	13,347
4.	13,803
5.	14,169
6.	14,580
7.	14,988
8.	15,360
9.	15,726
10.	16,095
11.	16,452
12.	16,821
13.	17,190
14.	17,550
15.	17,914
16.	18,283
17.	18,661
18.	20,046
19.	20,664
20.	21,276
21.	21,897
22.	22,611
23.	23,379
24.	24,180
25.	25,030
26.	25,905
27.	26,706
28.	27,504
29.	28,299
30.	29,106
31.	29,868
32.	30,621
33.	31,386
34.	32,310
35.	33,327
36.	34,233
37.	35,121
38.	36,018
39.	36,924
40.	37,821
41.	38,721
42.	39,618
43.	40,515
44.	41,409
45.	42,306*

NB: * Pay points above £41,235 may be constructed by adding consecutive points above this sum which are equivalent to 2.2% extra above each preceding pay point.

Standby allowance: to be increased to £26.85 (from £26.16) from 1st September 2008.

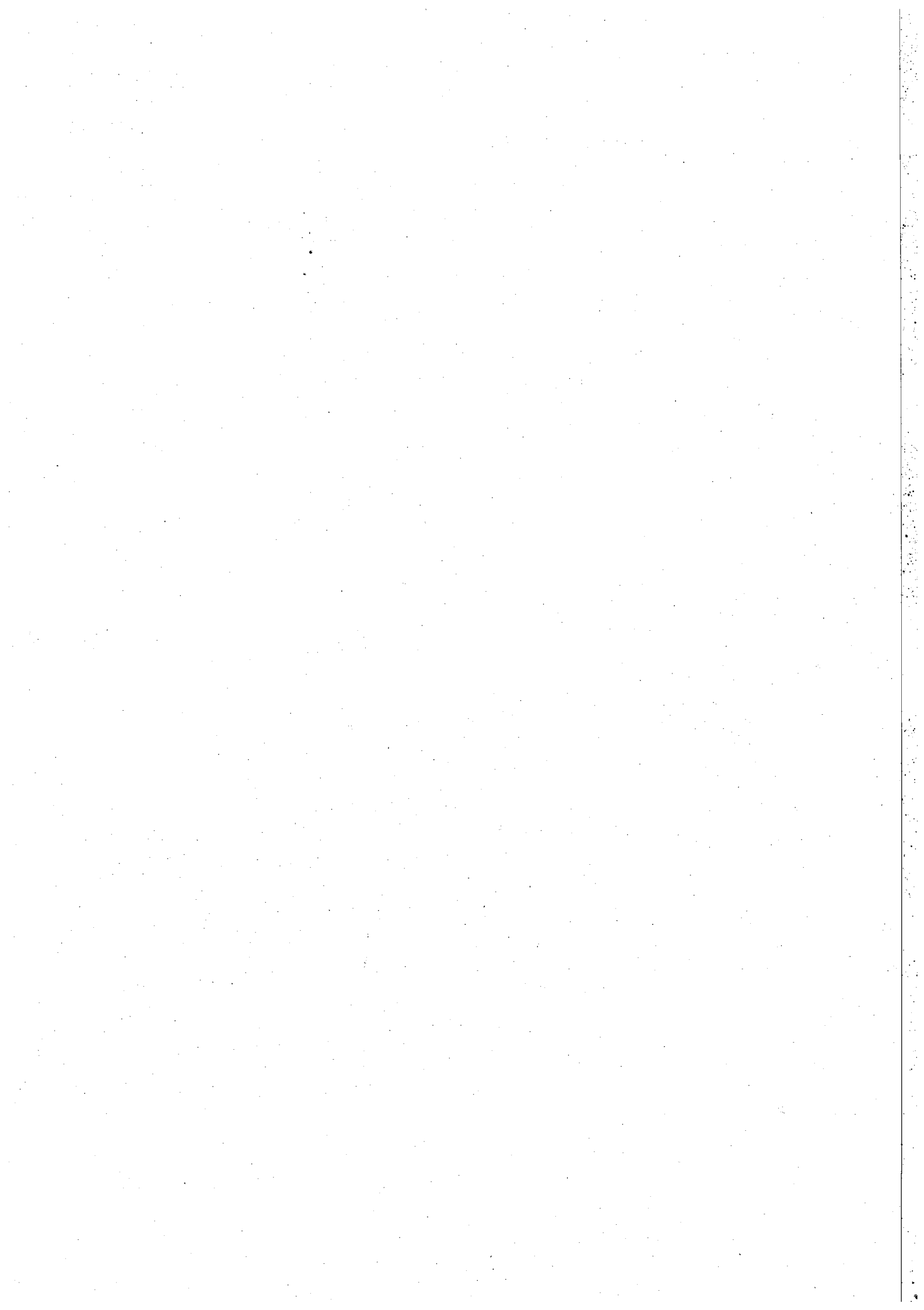


1st September 2009
£pa

2.	13,236
3.	13,695
4.	14,163
5.	14,538
6.	14,953
7.	15,378
8.	15,759
9.	16,134
10.	16,512
11.	16,881
12.	17,239
13.	17,637
14.	18,006
15.	18,648
16.	19,272
17.	19,968
18.	20,568
19.	21,201
20.	21,823
21.	22,467
22.	23,199
23.	23,988
24.	24,810
25.	25,731
26.	26,580
27.	27,399
28.	28,218
29.	29,034
30.	29,862
31.	30,645
32.	31,416
33.	32,202
34.	33,150
35.	34,194
36.	35,124
37.	36,033
38.	36,954
39.	37,884
40.	38,805
41.	39,729
42.	40,647
43.	41,568
44.	42,486
45.	43,407*

NB: * Pay points above £41,235 may be constructed by adding consecutive points above this sum which are equivalent to 2.2% extra above each preceding pay point.

Standby allowance: to be increased to £27.54 (from £26.85) from 1st September 2009.



1st September 2010
£pa

4.	14,529
5.	14,913
6.	15,345
7.	15,774
8.	16,164
9.	16,551
10.	16,938
11.	17,316
12.	17,703
13.	18,093
14.	18,471
15.	19,128
16.	19,770
17.	20,484
18.	21,099
19.	21,747
20.	22,392
21.	23,046
22.	23,799
23.	24,606
24.	25,449
25.	26,394
26.	27,267
27.	28,107
28.	28,947
29.	29,784
30.	30,633
31.	31,437
32.	32,226
33.	33,033
34.	34,005
35.	35,076
36.	36,030
37.	36,963
38.	37,908
39.	38,862
40.	39,807
41.	40,755
42.	41,697
43.	42,639
44.	43,581
45.	44,526

NB: * Pay points above £41,235 may be constructed by adding consecutive points above this sum which are equivalent to 2.2% extra above each preceding pay point.

Standby allowance: to be increased to £28.26 (from £27.54) from 1st September 2010.

