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POLICE STAFF COUNCIL

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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 December 2008

JOINT CIRCULAR NO.56

Dear Sir/Madam

AGREED PAY AWARD 2008/9/10

I write to inform you that following consultation with their members the Police Staff Council (PSC) Trade Union Side have accepted the three year pay offer as contained in Employer Side Circular EMP/1/08. The PSC has agreed that:

- every pay point to be increased by 2.6%, and stand-by allowance to be increased to £26.85 (from £26.16), from 1 September 2008;
- every pay point to be increased by 2.6%, and stand-by allowance to be increased to £27.54 (from £26.85), from 1 September 2009;
- every pay point to be increased by 2.58%, and stand-by allowance to be increased to £28.26 (from £27.54) from 1 September 2010.

In addition current pay point one from the PSC pay spine will be deleted with effect from 1 September 2009 and current pay points two and three will be deleted from the PSC pay spine with effect from 1 September 2010.

The following agreed documents are attached: joint statement and updated pay spine.

If you require further information on this circular please contact from the Employers Side: Andrew Tremayne on 020 7187 7340 or Graham Baird on 020 7187 7341. On the Trade Union Side please call David Bryant 020 7551 1326 or Ben Priestley 020 7551 1272.

Yours faithfully

**BEN PRIESTLEY
SARAH MESSENGER**

PSC National Joint Secretaries

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.	18,174
16.	18,783
17.	19,461
18.	20,046
19.	20,664
20.	21,276
21.	21,897
22.	22,611
23.	23,379
24.	24,180
25.	25,080
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.	14,958
7.	15,378
8.	15,759
9.	16,134
10.	16,512
11.	16,881
12.	17,259
13.	17,637
14.	18,006
15.	18,648
16.	19,272
17.	19,968
18.	20,568
19.	21,201
20.	21,828
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.