

# Police Force Staff

Last update: 1 May 2025

Latest Bulletins

Trade Unions Submit 2025 Pay Claim

Posted on: 1 May 2025

The three unions which make up the trade union side of the Police Staff Council have submitted the following pay claim for our police staff members for 2025:

One-year claim

- A restorative above inflation increase of 7% minimum on all pay points
- An increase of 7% on standby allowance and overnight away from home allowance
- A minimum pay rate of £15 per hour
- An increase in the minimum annual leave on appointment from 24 to 25 days and from 29 to 30 days after 5 years' service
- Parity of funding for pay reform between police officers and police staff as part of the next comprehensive spending review settlement

The unions expect any pay settlement to be fully funded by central government to compensate forces for the cost of the award above 2%, which is the average of what forces have budgeted for pay this year.



The table at the end of this bulletin shows the impact of our claim on the current Police Staff Council pay points. Please note some forces number their pay points differently, but the values are the same.

## TIMETABLE FOR PAY TALKS

The trade unions' claim was submitted verbally at a meeting of the Police Staff Council on 24 April. The Employers (NPCC, APCC and Home Office) will now consult forces and PCCs/Mayors on the claim with a view to pay talks beginning in July when the details of the police officer pay review body award for this year will be known. This is an important comparator award for both unions and employers.

SCP	01/09/24 Pay Point Value	Plus 7%
9	£23,748	£25,410
10	£24,222	£25,918
11	£24,675	£26,402
12	£25,140	£26,900
13	£25,626	£27,420
14	£26,106	£27,933
15	£26,937	£28,823
16	£27,747	£29,689
17	£28,653	£30,659
18	£29,109	£31,147
19	£29,649	£31,724
20	£30,468	£32,601
21	£31,296	£33,487
22	£32,247	£34,504
23	£33,264	£35,592
24	£34,329	£36,732



25	£35,526	£38,013
26	£36,630	£39,194
27	£37,692	£40,330
28	£38,754	£41,467
29	£39,813	£42,600
30	£40,893	£43,756
31	£41,907	£44,840
32	£42,897	£45,900
33	£43,920	£46,994
34	£45,147	£48,307
35	£46,503	£49,758
36	£47,712	£51,052
37	£48,894	£52,317
38	£50,088	£53,594
39	£51,294	£54,885
40	£52,491	£56,165
41	£53,688	£57,446
42	£54,879	£58,721
43	£56,073	£59,998
44	£57,258	£61,266
45	£58,455	£62,547

## GMB Police Staff Accept Pay Offer For 2024/25



**Posted on: 4 October 2024**

Dear Colleagues,

### **GMB Police Staff Accept Pay Offer for 2024/25**

GMB Police Staff members in England and Wales have voted by a large majority to accept the employers 4.75% pay offer for 2024. The ballot closed at noon yesterday. Thanks to all the GMB members who voted.

On a turnout of 41%, the ballot results are:

- 83% voted to accept the pay offer
- 17% voted to reject the pay offer

As members of the other Police Staff Trade Unions also voted in favour, we informed the employers today that we have accepted the offer.

The pay award will see all pay points increase by 4.75%, plus a 4.75% increase in standby allowance from £34.49 to £36.13.

More details of the pay award, including the new pay scale, will be published next week.

It is hoped that forces will be able to implement the pay rise as soon as possible.

If you have any questions on the pay award, please raise these with your local GMB representative.

Yours sincerely,

George Georgiou

National Officer

GMB Public Services Section

**Police Staff Pay Talks**





**Posted on: 5 August 2024**

Dear Member,

Please see attached information ref Police Staff Pay Talks to start on 29 August.

[police-staff-council-trade-union-side-bulletin-3.docx](#)

**Police Staff Pay Claim 2024/25**



**Posted on: 29 July 2024**

Dear Member

Please see attached for the latest re the 2024/25 Police Staff Pay Claim

[psc-tu-side-pay-bulletin-2-2024.docx](#)

**Police Staff National Uniform & Equipment Survey**



**Posted on: 26 July 2024**

Dear Members,

Please click on the link below to complete the Police Staff National Uniform & Equipment Survey

[when-the-uniform-doesn.pdf](#)

**POLICE STAFF PAY CLAIM 2024**



**Posted on: 26 April 2024**



Dear Member,

Please click the link below to read the Police Staff Pay Claim 2024.

[police-staff-council-trade-union-side-bulletin-1-2024.pdf](#)

## GMB POLICE STAFF - SURVEY 2024



Posted on: 18 March 2024



The GMB, your Union of Choice as Police Staff, is conducting a survey of all members in preparation for the forthcoming pay negotiations. We want to hear from you with regards what you would like to see in this year's pay claim.

The survey will be open from **Monday 18<sup>th</sup> March and will close at noon on Friday 5<sup>th</sup> April**. All of the survey results will be collated and considered by your GMB Police Staff National Committee in preparation to submit a joint TU pay claim at the end of April.

You will be aware that the cost of living crisis continues, energy costs remain high, mortgage rates have increased and Police Staff have not had an above inflation pay rise in more than ten years.

As a GMB member, we want to hear from you. Don't miss the opportunity to tell us what your pay claim priorities are. Please take a few minutes to complete the survey.



GMB POLICE STAFF – PAY SURVEY  
2024



Do you have a colleague who isn't in the GMB. Ask them to join today and have their say too –  
[www.gmb.org.uk/join](http://www.gmb.org.uk/join)

By completing this survey you give GMB Union permission to contact you about this campaign and related issues such as GMB membership. To view how we process personal and sensitive information please see our privacy policy: <http://www.gmb.org.uk/legal/privacy-policy>

You can opt out of communications at any time by clicking 'unsubscribe' to campaign emails.

## GMB National President Barbara Plant Thanks Police Staff



Posted on: 8 March 2024

## Celebrating The Work Of Police Staff



Posted on: 4 March 2024

Please click below for a video message from GMB General Secretary Gary Smith, thanking you and your police staff colleagues for the invaluable work that you do every day to keep us safe.

## Police Staff Bulletin Feb 24



Posted on: 21 February 2024



## **GMB Police Staff Update**

Dear Colleague,

### **Election of the Police staff committee**

In the last Bulletin I advised you that elections for Chair and Deputy Chair of the GMB Police Staff National Committee will take place on 1st February 2023.

I can advise you of the following result:

Chair: Gwylan Brinkworth, Elected Unopposed

Deputy Chair: Paul Rhodes, Elected Unopposed

Congratulations to both Gwylan and Paul

### **Police Staff Committee**

The Police Staff Committee met on Thursday 8th February and discussed, amongst other things, the following:

#### **Additions to the Higher Paid End of the Police Staff Pay Spine**

The employers recently proposed an extension to the higher paid end of the Police Staff Pay Spine. GMB reps were prepared to consider this proposal especially as we had, on numerous occasions, proposed changes at the lower paid end. However, employers wanted the extension to be adopted voluntarily by forces whereas we felt it should be compulsory. This has led to a stalemate on the issue.

#### **Changes to the Lower Paid End of the Police Staff Pay Spine**

GMB have been campaigning around this issue for some time and the employers have now advised that they will consult around this especially considering Pay Point 7 and the level of the National Minimum Wage, Living Wage and Josphe Rowntree Living Wage. We hope to address this in detail in forthcoming months.

#### **Carrying Out Public Duties**

The employers have committed to providing a form of words to ensure Police Staff are allowed to carry out Public Duties such as being a councillor or a school governor. We await this form of words and want to ensure that time off is given with pay and without discrimination.

#### **Any Other Business**



We will also be discussing the following with the employers: Overnight Allowance, Xmas and New Year Working Arrangements, Workforce Pay and Numbers Report, The Gender Pay Gap, Secondment Guidance

And we will keep you advised of any outcomes

## **The Dying to Work Campaign**

Many workers contract a terminal illness in their working lives. In some cases the worker may decide that they do not want to work anymore and would rather spend their remaining time with their family and friends, getting their affairs in order, or simply doing what they want. However, a lot of workers with a terminal diagnosis decide that they want to continue working as long as they can, either because they need the financial security or support or because they find that their work can be a helpful distraction from their illness.

Whichever choice a person makes, they should be able to expect help and support from their employer. Unfortunately, the experience of many workers is that their employer is either unsympathetic or puts up barriers to them continuing in work.

Also if a worker with a terminal illness loses their job they lose their income. They can also lose any death in service payments they have earned through a lifetime of work but are only payable to those that die while still in employment.

It is for these reasons that the GMB supports the Dying to Work Campaign; More details can be found here - [Dying to Work | Campaigning for Additional Employment Protection for Terminally Ill Workers](#) and here [The Dying to Work Campaign | TUC](#)

We ask members to encourage their employer to sign up to the Charter

## **Pay 2023/24**

Look out for the forthcoming survey that will ask you what you would like in the forthcoming pay claim for Police Staff. It's up to you as to how you respond to the survey but the GMB policy this year is to call for restorative pay rises and fully funded settlements.

We will be seeking your views on this and other matters including examples of where Police Staff posts are being filled by Police Officers.

## **Are Your Membership Details Up to Date?**

The GMB increasingly communicates with its members directly via email and mobile phone. Please ensure these details are correct and encourage your colleagues to do the same. It is easily done either



via [www.gmb.org.uk](http://www.gmb.org.uk) or your Regional Office

Yours sincerely,

**George Georgiou**

**National Officer: Public Services Section**

Tel 07841 181541 email [george.georgiou@gmb.org.uk](mailto:george.georgiou@gmb.org.uk)

## **GMB Police Staff Update**



**Posted on: 20 December 2023**

### **GMB Police Staff Update**

#### **Pay 2023/24**

Colleagues may recall that as part of the most recent pay claim we asked for the bottom of the pay spine to be restructured so that there was at least £500 between each pay point. The employers advised that they would respond to this element of the claim separately at the Pay and Reward Sub-Committee. They have now done so and advised that they are unable to support it on the grounds of affordability and it would be up to us to revisit it in next years claim if we were so minded – bearing in mind that it may detract from the headline figure of any future award.

We will ask for members views in the annual pay survey that shall be issued early next year.

#### **Use of Nasal Naloxone by PCSOs**

GMB representatives raised the issue of the use of Naloxone by PCSOs at the last Police Staff Council where it was agreed that a national position needs to be determined.

In the meantime some forces have pushed ahead with encouraging PCSOs to volunteer to carry and administer it despite our concerns and our advice to GMB PCSOs is not to participate.

Our concerns include:

Disciplinary Implications (IOPC/PSD investigation)



- if members carry the Nasal Naloxone and choose (based on a dynamic RA) not to administer it.
- if members carry the Nasal Naloxone and use it and there is an adverse reaction.
- Lack of evidence to support the reassurance we have received in response to concerns about the impact of administering it.

#### Health & Safety Implications

- for the person administering it.
- for the individual receiving it.
- for any other third party (for example, if the person reacts badly to receiving it and injures a bystander/MoP).

#### Branch Motions to Congress 2024

A reminder that Branches can submit as many motions as they wish to Congress which is being held in Bournemouth from June 9<sup>th</sup> to June 13<sup>th</sup> 2024.

Members should contact their local GMB representative for further information as Branches need to submit their motion(s) to their Regional Office by 31<sup>st</sup> January 2024.

NB The Branch Secretary should have received a pack from the Regional Office inviting the branch to make nominations for delegates as well as inviting the branch to submit motions.

#### Election of the Police staff committee

I remind you that the current term for Chair and Deputy Chair of the GMB Police Staff National Committee will end in December 2023.

Elections for Chair and Deputy Chair will be taking place at Police Staff National Committee to be held on 1<sup>st</sup> February 2023 and overseen by the Public Services Section President June Minnery. Once elected the Chair and Deputy Chair will commence in the post with immediate effect for a term of four years.

I shall of course advise you of the result as soon as it is known.

**Thank You and Merry Christmas**



All GMB Police Staff work hard and many contribute to the smooth running of GMB Police Staff Committees throughout the year whilst helping to keep communities safe. Thank you for everything you do. Marry Xmas and Happy New Year.

Yours sincerely

George Georgiou

National Officer: Public Services Section

Tel 07841 181541 email [george.georgiou@gmb.org.uk](mailto:george.georgiou@gmb.org.uk)

## GMB Police Staff November Bulletin



**Posted on: 3 November 2023**

Dear Colleague

### **Sponsorship of National Black Police Staff Association Conference**

GMB recently sponsored the National Black Police Staff Association Conference in Cardiff. We wanted to

- Promote the GMB across the police service
- Showcase a credible and superior alternative to other Unions recognised for Police Staff
- Use it as a campaigning and recruitment opportunity building on previous successes
- Support the NBPA
- Advance our equalities agenda

We held a stall with relevant and appropriate communications and recruitment literature and information about GMB Police Staff with the usual giveaways, provided by the GMB South Wales Police Staff Branch and Wales & South West region. We advised our members and staff of our attendance and the reasons why.

Overall, our attendance was a success with attendees approaching us for information and wanting further contact. We were also able to showcase ourselves to Black Police Staff who were unaware that





the GMB represented and give out some posters and literature for Police Staff to take back to their workplaces. Overall, we received positive feedback about our presence there from delegates, organisers and management especially as no other Trade Unions were in attendance.

### **Election of GMB Police Staff Committee Chair and Deputy Chair**

The current term for Chair and Deputy Chair of the GMB Police Staff National Committee will end in December 2023 and elections for the new Chair and Deputy Chair will be taking place at the first National Committee Meeting of 2023. Once elected the new Chair and Deputy Chair will commence in the post with immediate effect for a term of four years.

The role of Chair is to:

Attend all relevant meetings and Chair and lead the business and campaigns of the national committee.

The role of Deputy Chair is to:

Deputise for the Chair with regards the business and campaigns of the national committee, including attendance at meetings

I shall keep you advised of developments

Yours sincerely

George Georgiou

National Officer Public Services Section

Tel 07841 181541, email [George.georgiou@gmb.org.uk](mailto:George.georgiou@gmb.org.uk)

## **2023/24 Pay Award**



**Posted on: 26 October 2023**

Dear Members,

I can advise that GMB Police Staff have overwhelmingly accepted a 7% pay offer (54% Turnout; 94.5% ACCEPT, 5.5% REJECT) and employers have been advised.



Please see via link below Joint TU bulletin (31/8/23) detailing ballot results and the pay award.

[psc-tu-side-pay-bulletin-2-31-august-2023.pdf](#)

Please see via link below Police Staff Council Joint Circular detailing the pay award.

[psc-joint-circular-134-psc-pay-award-2023-24.pdf](#)

George Georgiou

**GMB National Officer: National Pensions Organiser**

## **GMB POLICE STAFF PAY OFFER 2023**



**Posted on: 9 August 2023**

The GMB recently submitted a pay claim for its Police Staff members. The employers response to the elements of our claim are as follows:

- A one-year claim

**The employers side accept this element of the claim.**

An increase of RPI + 4% on all pay points

**The employers side reject this element of the claim but offer a 7% pay increase on all pay points on the PSC pay spine as of 1 September 2023**

- An increase of RPI + 4% on Standby Allowance and Overnight Away from Home Allowance

**The employers side reject this element of the claim but offer a 7% pay increase on Standby Allowance from £32.23 to £34.49 as of 1 September 2023**

**They are unable to offer an increase in the Overnight Away from Home Allowance**



- A guarantee that no pay points will fall below the Joseph Rowntree real living wage during the 2023/24 pay year

In line with the position taken in previous years the employers side state they are unable to provide such a guarantee but note that, if accepted, the offer of 7% will ensure that all pay points (including the bottom point – Point 7) will be above the Real Living Wage as of 1 September 2023

- A variable increase in the value of Pay Points 8 – 18 to make each incremental step worth £500 creating more equal steps up the lower pay points of the PSC pay spine; this Adjustment to be applied prior, and in addition to the RPI+4% increase

The employers reject this element of the claim but note there is a case for reform. The employers propose additional talks on the issue and propose, outside of this pay offer, a review of the lower quartile of the PSC pay spine during the 2023/24 pay year. The review would take place without prejudice in the PSC Pay and Reward Working Party and be informed by the Trade Union side aspiration around the Joseph Rowntree Living Wage.

In the event of agreement this could be implemented during the 2023/24 pay year.

- An increase in the minimum annual leave entitlement in the PSC handbook from 24 days on appointment and 29 days after 5 years to 25 and 30 respectively

The employers reject this element of the claim stating that minimum AL entitlements were uprated in 2017 and in 2022 and forces currently have discretion to apply different annual leave entitlements.

## POLICE STAFF PAY



Posted on: 9 August 2023

Dear Colleague

### Pay Offer 2023/24 – Indicative Ballot

You are receiving this information as a GMB member working as Police Staff entitled to vote in the current GMB ballot on pay.



As you may be aware, following extensive negotiations, management have put forward a one year pay offer of

- With effect from 1 September 2023 an increase of 7% on all pay points on the PSC pay spine
- Other improvements as detailed in the attached information leaflet.

The attached information gives a comprehensive description of the offer and you will see that the employers have rejected our claim for RPI + 4% and other elements of our claim. However, we note the headline offer of 7% is similar to other offers in the public sector.

Given the above, your negotiators consider that, taken in the round with the other proposed improvements, it is the best offer that can be achieved via negotiation.

We ask you to consider this offer and bear in mind that a rejection of the offer would require ongoing industrial action to gain any improvement.

## POLICE STAFF PAY TALKS UPDATE



**Posted on: 25 July 2023**

You will be aware that in April the Trade Union Side of the Police Staff Council submitted a pay claim for police staff for an increase of inflation plus 4% on all pay points along with other non-pay related items as below

- An increase of 1 day in the amounts of Annual Leave given to new starters (from 24 days to 25) and to those with 5 years service (from 29 days to 30)
- A restructuring at the bottom of the pay spine in order to ensure at least £500 between each incremental point
- A guarantee that no pay point would result in an hourly amount less than the Joseph Rowntree Minimum Wage (£10.90 per hour in the UK £11.95 in London).

We met with the employers earlier this month to present our claim and they responded that they would not be able to discuss the headline increase until September by which time the Police Remuneration



Review Body (PRRB) will have made a recommendation to the Prime Minister and the employers will have had time to consult with forces as to the nature of what they might offer

The PRRB has now recommended a consolidated increase of 7% to all police officers pay points for all ranks up to and including assistant chief constable and commander. The Prime Minister has accepted this recommendation although he has not as yet made clear where the funds to pay the award will come from.

Police Staff pay talks are not formally linked to the PRRB, but since 2000 Police Staff have not received a pay award less than that awarded to their police officer colleagues. We have no reason to believe that this will be any different this year but will keep you informed as pay talks progress.

With regard to other elements of the claim the employers have initially stated

- Annual Leave – they noted that they have given 2 increases in recent years
- Restructuring at the bottom – they will consider this only in the context of the overall award
- Joseph Rowntree Living Wage – they will take it into account when making any formal offer as they have done previously

We have further meetings planned later this month and in October and we will keep you advised of developments

## GMB POLICE STAFF PAY SURVEY 2023



**Posted on: 29 March 2023**

As usual we have carried out a survey of GMB police staff members in order to inform the contents of this year's pay claim.

The results of the survey are summarised below:

### RESULTS

**(Number of Respondents = 435);**  
London 3 (0.7%)



Midlands 98 (22.5%)  
NEYH 128 (29.4%)  
Scotland 1 (0.2%)  
Southern 1 (0.2%)  
WSW 159 (36.5%)  
NWI 45 (10.3%)

\*figures subject to rounding

**1)What % pay increase would you be willing to accept?**

RPI +2%, 23%: 10%, 43%: 12.5%, 13%: 15%, 8%

Other respondents stated 'Same as police Officers'

**2)Should the same % apply to shift and standby allowances and weekend enhancement?**

Yes 90%, No 10% (most put more than the pay lift to account for their relative erosion)

**3)Excluding a percentage pay increase, is there anything else that you would like GMB to submit in your pay claim? E.g. increase Annual Leave Allowance**

Yes 49.4%, No 50.6%

Those answering yes stated – More Annual Leave, Same BH pay as officers, Shorter Working Week, Increased Mileage

**4)If we do not achieve the pay claim we are seeking, would you be prepared to take industrial action, short of a strike?**

Yes 80.4%, No 19.6%

**5) If we do not achieve the pay claim we are seeking, would you be prepared to take industrial action, including a strike?**

Yes 61%, No 39%

**6) If we do not achieve the pay claim we are seeking, would you be prepared to take some other action? please state**

Yes 46%, No 54%

Those answering yes stated – No Overtime, Work to Rule



7) Currently there are many different job evaluation schemes and pay structures in operation across all Police Forces. Would you wish to see one pay scheme and structure applicable to all forces?

Yes 70%, No 30%

8) Do you feel stressed at work?

Yes 77%, No 23%

9) If yes to Question 20 on a scale of 1 to 10, with 10 being extremely stressed and 1 being hardly any stress, please express how stressed you feel

1, 15.4%: 2, 4.4%: 3, 4.6%: 4, 4.1%: 5, 9.4%: 6, 8.3%: 7, 15.6%: 8, 20.2%

9, 6.9%: 10, 11%

Thank you all for taking the time to complete the survey, the results will be used to inform our submission for the 2023/24 pay round

## GMB POLICE STAFF 2023/24 PAY CLAIM SURVEY



Posted on: 23 February 2023

GMB is consulting our members on their aspirations for the next pay round. Given the cost of living crisis, high inflation and energy bills it is important that as many members as possible complete the survey.

**Complete the survey today and return by 20 March 2023!**

**Don't miss this chance to HAVE YOUR SAY ON YOUR PAY!**

Not a GMB member? Join today – [www.gmb.org.uk/join](http://www.gmb.org.uk/join)

Want information on being a GMB Rep in your workplace?

Email [PublicServices@gmb.org.uk](mailto:PublicServices@gmb.org.uk)



# POLICE STAFF SURVEY 2023



## PAY BALLOT RESULTS



Posted on: 9 December 2022

To: Police and Crime Commissioner (copy Chief Exec & Treasurer)

Chief Constables (copy Force Personnel/HR Manager/Payroll Manager)

Trade Union Branches

cc: PSC Members

Scotland and MPS (for information only)





**JOINT CIRCULAR NO.127 – REVISED PAY AWARD (AMENDED PAY SPINE)**

Dear Colleague,

Further to PSC Joint Circular 126 issued on 24 October, please find attached an amended copy of the PSC pay spine.

The attached spine corrects rounding errors at SCP 30, 33, 37 and 44 contained in the spine attached to Joint Circular 126.

We apologise for any inconvenience this has caused.

Yours sincerely,

Ben Priestley

**Trade Union Side Secretary**

David Algie

**Employers' Side Secretariat**

**Appendix I**

1	2	3	4
SCP	1.4.22	1.9.22	1.9.23
7	£19,149	£20,490	£20,655
8	£19,272	£20,607	£20,775
9	£19,689	£21,018	£21,186
10	£20,118	£21,432	£21,606
11	£20,535	£21,837	£22,014



12	£20,958	£22,248	£22,428
13	£21,399	£22,677	£22,860
14	£21,837	£23,100	£23,289
15	£22,593	£23,835	£24,030
16	£23,331	£24,552	£24,753
17	£24,156	£25,353	£25,560
18	£24,576	£25,758	£25,971
19	£25,062	£26,232	£26,448
20	£25,809	£26,958	£27,180
21	£26,565	£27,690	£27,918
22	£27,432	£28,530	£28,767
23	£28,359	£29,433	£29,676
24	£29,331	£30,375	£30,627
25	£30,420	£31,434	£31,695
26	£31,425	£32,409	£32,679
27	£32,394	£33,348	£33,627
28	£33,360	£34,287	£34,575
29	£34,326	£35,223	£35,520
30	£35,307	£36,177	£36,480
31	£36,231	£37,074	£37,386
32	£37,134	£37,953	£38,271
33	£38,064	£38,856	£39,183
34	£39,183	£39,942	£40,278



35	£40,419	£41,139	£41,487
36	£41,517	£42,207	£42,564
37	£42,597	£43,254	£43,620
38	£43,683	£44,310	£44,685
39	£44,784	£45,375	£45,762
40	£45,873	£46,437	£46,830
41	£46,962	£47,496	£47,898
42	£48,048	£48,546	£48,960
43	£49,134	£49,602	£50,025
44	£50,217	£50,652	£51,084
45	£51,306	£51,711	£52,152

- **Column 1** is the pay spine.
- **Column 2** is the pay spine following the award of a 2.1% increase on all pay points with effect from 1 April 2022.
- **Column 3** is the pay spine with £1900 added (less the amount of the 2.1% increase paid between 1 April 2022 and 31 August 2022) to be paid with effect from 1 September 2022.
- **Column 4** is the pay spine as of 1 September 2023. **Note that this will be the pay spine**



## POLICE STAFF COUNCIL TRADE UNION SIDE



Posted on: 24 October 2022

### PAY BULLETIN #7

#### Introduction

Police staff in England and Wales will see their salaries rise with effect from 1 September 2022 to bring them in line with the £1900 increase to police officer salaries this year. This increase is confirmed in Police Staff Council (PSC) Joint Circular 126.

This joint trade union bulletin aims to provide police staff members with an explanation of the agreed method by which the Police Staff Council will implement this pay rise. This arises from the re-opener clause from the 2021/22 pay award.

The re-opener clause is as follows:

*'...in the event that a PRRB (police officer pay review body) annual award is agreed from 1 September 2022 in excess of a 3% award, as part of a single year settlement, the Employers' Side is prepared to re-open pay negotiations on the 17- month police staff pay award to ensure that police staff do not suffer any detriment to their police officer colleagues.'*

#### Background

The background to the re-opener clause is as follows:

- The PSC pay award, agreed earlier this year, covers two pay years: 2021/22 and 2022/23 and was staged as follows:



- 1 September 2021: all police staff earning under £24K got a £250 pay rise
- 1 April 2022: all police staff got a 2.1% pay rise to cover the period between 1 April 2022 and 31 August 2023 (17 months)
- The PSC award guaranteed that if police officers were to get a pay rise above 3% in 2022, then police staff would benefit, over 17 months, from the same increase on salaries as police officers would get over the 12 months of their award
- In July 2022, the Home Secretary ratified a recommendation from the Police Officer Pay Review Body that there should be a consolidated increase on all police officer pay points of £1900
- £1900 was worth on average a 5% increase in the value of police officers' pay
- The PSC re-opener clause was therefore triggered

## Principles

The following principles inform the implementation of the PSC re-opener clause:

- Police staff are now eligible to receive a consolidated £1900 increase in the value of their pay points over the period 1 April 2022 to 1 September 2023



- Police officers were awarded a £1900 increase on the value of their pay points over 12 months: 1 September 2022 to 31 August 2023
- For police staff, the £1900 increase on the value of pay points is spread over 17 months: 1 April 2022 to 1 September 2023
- Police staff pay points will benefit from the same increase as police officers, but spread over a longer period
- The £1900 increase on police staff pay points is implemented in two stages:
  - 1 September 2022
  - 1 September 2023
- The starting point for the award of the £1900 are the police staff salaries in place on 1 September 2021
- This is because if £1900 was added to salaries including the 2.1% that was awarded on 1 April 2022 then police staff would earn more than police officers over the 17 months of



## the police staff pay award

- The exact additional award to be paid on each police staff pay point varies between £1901, £1902 and £1903. This is because all PSC pay points have to be divisible by three for payroll purposes.

### Worked Example for an Employee on Pay Point 7

- The £1900 increase is added to the police staff salary values which were current on 1 September 2021
- A member of staff on pay point 7 earned £18,753 with effect from 1 September 2021
- On 1 September 2022, £1902 is added to this pay point, which would give this member of staff a total salary of £20,655
- However, from 1 April 2022 they received a 2.1% pay rise
- This gave them an additional income of £33 a month



- Over the 5 months of April to August 2022 this additional monthly income amounted to £165
- From 1 September 2022, to ensure that police staff pay points do not increase by more than £1900 over the 17- month pay award, £165 is deducted from the £1902 which is due
- $£1902 \text{ minus } £165 = £1737$
- £1737 is therefore the sum which is added to the 1 September 2021 salary instead of £1902
- Annual salary from 1 September 2022 is therefore:  $£18,753 + £1737 = £20,490$
- On 1 September 2023 the salary of the member of staff will revert to £20,655, as the deduction of £165 will then be spent
- £20,655 will be the baseline salary on which the trade unions will negotiate for the 2023 pay award
- The following table shows the outcome of these calculations for pay point 7 and all





- Any pay points above pay point 45 on the PSC pay spine, for employees contractually entitled to Police Staff Council terms and conditions, should receive the appropriate uplift in line with the principles and practice set out above
- Back pay will be payable from 1 September 2022

#### NOTES FOR APPENDIX 1

- **Column 1** is the Police Staff Council pay spine (some forces number their pay points differently)
- **Column 2** is the pay spine as of 1 September 2021 (including the £250 increase awarded to all pay points under £24,000.)
- **Column 3** is total amount to be paid from 1 September 2022 to match the police officer £1900 pay award. Note that the actual amount may be slightly greater than £1900, due to the requirement that all salaries are divisible by three.
- **Column 4** is the pay spine reflecting the £1900 pay award and is equal to Column 2 + Column 3.
- **Column 5** shows the value of the 2.1% increase paid to all pay points from 1 April 2022 to 31 August 2022. This is derived by taking the annual value of the 2.1% increase (i.e., 2.1% of Column 2) and calculating how much of that was paid over the five-month period from 1 April – 31 August 2022.
- **Column 6** is the pay spine for 1 September 2022 to 31 August 2023 and is equal to the annual salary including the £1900 pay award (Column 4) less the value of the 2.1% increase paid from April – Sept 2022 (Column 5).
- **Column 7** is the pay spine which will revert on 1 September 2023 and is identical to Column 4. **Note that this will be the pay spine prior to any pay award for 2023–2024.**



1	2	3	4
SCP	Salary at 01.9.21	Total extra pay	Salary with £1900 ad
7	£18,753	£1,902	£20,655
8	£18,873	£1,900	£20,775
9	£19,284	£1,903	£21,186
10	£19,704	£1,901	£21,606
11	£20,112	£1,901	£22,014
12	£20,526	£1,902	£22,428
13	£20,958	£1,903	£22,860
14	£21,387	£1,901	£23,289
15	£22,128	£1,901	£24,030
16	£22,851	£1,901	£24,753
17	£23,658	£1,903	£25,560
18	£24,069	£1,900	£25,971
19	£24,546	£1,901	£26,448
20	£25,278	£1,901	£27,180
21	£26,016	£1,903	£27,918
22	£26,865	£1,901	£28,767

Yours Sincerley,

George Georgio  
National Officer

## Noticeboard Bulletin - 06-05-2022

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**Posted on: 6 May 2022**

GMB's ballot for the 2021/22 pay claim has concluded, with 62% of members voting to accept the offer presented by the employer side. The following message has gone to the employers' side:

This is to confirm that, at a meeting of the Police Staff Council Trade Union Side today, following consideration of the respective results of the UNISON, GMB and UNITE membership ballots on the police staff pay offer covering the period 1 September 2021 to 31 August 2023, and a subsequent vote of members of the Trade Union Side, it was agreed to accept the pay offer

As a reminder, the offer presented by the police staff employers was:

**A £250 consolidated pay increase on pay points 7 to 18 on the PSC pay spine with effect from 1 September 2021.**



23	£27,774	£1,903	£29,676
24	£28,725	£1,903	£30,627
25	£29,793	£1,902	£31,695
26	£30,777	£1,902	£32,679
27	£31,725	£1,902	£33,627
28	£32,673	£1,900	£34,575
29	£33,618	£1,900	£35,520
30	£34,575	£1,901	£36,477
31	£35,484	£1,901	£37,386
32	£36,369	£1,903	£38,271
33	£37,278	£1,903	£39,180
34	£38,376	£1,902	£40,278
35	£39,585	£1,902	£41,487
36	£40,662	£1,901	£42,564
37	£41,715	£1,901	£43,617
38	£42,783	£1,902	£44,685
39	£43,860	£1,900	£45,762
40	£44,928	£1,903	£46,830
41	£45,996	£1,903	£47,898
42	£47,058	£1,901	£48,960
43	£48,123	£1,900	£50,025
	£49,185	£1,900	£51,087
45	£50,250	£1,901	£52,152

A **2.1% increase** on pay points 7 to 45 on the PSC pay spine with effect from **1 April 2022** until **31 August 2023** (This is equivalent to a 3.0% pay award over a 12-month period from 1 September 2022).

A **2.1% increase** on Standby Allowance as of 1 April 2022, until 31 August 2023 from £31.57 to £32.23

An increase in the **minimum annual leave entitlement to 24 days and 29 days (after five years)** with effect from **1 April 2022**.

In the event that a PRRB annual award is agreed from 1 September 2022 in excess of a 3% award, as part of a single year settlement, the Employers' Side is prepared to re-open pay negotiations on the 17-month police staff pay award to ensure that police staff do not suffer any detriment to their police officer colleagues.

Negotiations, this time, were protracted and whilst we were able to secure a slightly improved offer, it was by nowhere near close to an offer the GMB National Police Staff Committee felt able to recommend. We are mindful of the cost-of-living crisis that is impacting people on a daily basis and whilst our members have voted by majority to accept the offer a significant number did not, which is a marked difference from previous years. GMB will continue to work tirelessly on your behalf, keeping up our pressure on the



government, forces and PCCs to improve pay, terms & conditions of its members.

Local branches will be engaging with their respective forces to understand when this pay deal will now be implemented.

Negotiations on your behalf did make a difference to the pay deal so take this opportunity to discuss with your colleagues and encourage them to join the GMB!

## Previous Bulletins

### Noticeboard Bulletin - 22-04-2022



**Posted on: 22 April 2022**

Gwylan Brinkworth (GMB Wales, National Police Staff Committee Chair), Bill Stevens (GMB Devon & Cornwall, Police Staff Convenor), and George Georgiou (National Officer for Police Staff) held an online meeting to explain the pay deal members are being balloted on during April.

**The ballot closes Friday 29<sup>th</sup> April 2022 at noon** - contact your region directly if you haven't received your vote!

**Watch a clip from the meeting explaining the background to the current offer:**

### Noticeboard Bulletin - 29-03-2022



**Posted on: 29 March 2022**

Pay talks have concluded with the Employer, and they have presented their final offer.

**GMB will now undertake a consultative ballot of our members in police staff roles.**

**GMB regions are conducting the ballot which is scheduled to close at noon on Friday 29th April 2022**

**The offer will be put to members without a recommendation.**



“

- A £250 consolidated pay increase on pay points 7 to 18 (inclusive) on the PSC pay spine with effect from 1 September 2021 (to be backdated);
- A 2.1% consolidated increase on pay points 7 to 45 on the PSC pay spine with effect from 1 April 2022 until 31 August 2023 (to be backdated);
- A 2.1% increase on Standby Allowance with effect from 1 April 2022 until 31 August 2023 from £31.57 to £32.23;
- An increase in the minimum annual leave entitlement to 24 days and 29 days (after five years) with effect from 1 April 2022;
- A Collective Bargaining Agreement Reopener Clause that states: *"if in the event that a PRRB annual award is agreed from 1 September 2022 in excess of a 3% award, as part of a single year settlement, the Employers' Side is prepared to re-open pay negotiations on the 17 month police staff pay award to ensure that police staff do not suffer any detriment to their police officer colleagues."*

Any pay points above point 45 that have been constructed in accordance with the Police Staff Council Handbook (Part Three) should also be increased by 2.1% from 1 April 2022.

## PSC TRADE UNION SIDE PAY BULLETIN #6



Posted on: 22 December 2021

## PAY TALKS CONTINUE

Earlier this year, members of all three unions voted overwhelmingly to oppose the pay freeze and said they were willing to undertake industrial action to seek to achieve a decent pay award this year.



This strength of feeling from members of all three trade unions led to the re-opening of pay talks for the 2021 pay award on 22 November. The trade unions and the employers have since met again on 7 December to see if we could negotiate a real pay offer for this year, instead of a pay freeze.

We are pleased to say that the talks have been constructive and are ongoing.

## **INFLATION RISES TO 7.1% IN NOVEMBER**

In August 2020, the retail prices index of inflation was just 0.5%. In November, this measure of inflation had risen to just over 7%. All the indications are that inflation will continue to rise and, with it, big increases in the cost of members' fuel, food and consumer goods. You are being hit hard in your pocket, and it is only fair that you see an increase in your earnings to compensate you for this.

## **NEXT STEPS**

Pay talks resume on 17 January 2022 and we will keep members informed of progress.

## **THANKS AND SEASON'S GREETINGS**

The unions wish to thank all our police staff members for your fantastic work over the last 12 months, which have been some of the toughest times that any of us can remember.

So, as we approach the end of the year, we want to wish all our members a peaceful and restful break over Christmas and the New Year. Many of you will be working through the holiday period and we hope that you too get a chance to relax and recharge your batteries.

### **PSC Trade Union Side Pay Bulletin**



**Posted on: 1 November 2021**

## **UNIONS ASK EMPLOYERS TO RE-OPEN PAY TALKS**



Following members' decisive rejection of the pay freeze proposed by the police employers, as we reported in September, the three unions have since asked the employers to re-open pay talks. We have done this at the same time as making plans for industrial action should this prove necessary to resolve the dispute.

We hope that this course of action will not be necessary, which is why we have written to the employers to seek further talks. In our letter to the employers dated 18 October we made the following key points:

1. The Police Staff Council is an independent collective bargaining body which is not constrained by the Government's public sector pay freeze policy
2. The Government says that the pay freeze is only directly binding on the Civil Service and parts of the public sector that are covered by the pay review bodies
3. In relation to these facts, the Police Staff Council is no different to the National Joint Council for Local Government Services, or the National Joint Council for Local Authority Fire and Rescue Services, both of which have made pay offers to local authority employees and firefighters this year

The Police Staff Council next meets on 10 November and we will be pressing the employers to respond positively to our request for talks to resume. The three trade unions want to see a negotiated outcome to this year's pay award.

## **EMPLOYERS CHAIRPERSON RESIGNS OVER PAY FREEZE**

It is a measure of how serious a crisis we have over police pay this year, that Kim McGuinness has resigned as Chairperson of the Employers Side of the Police Staff Council. Kim, who is Labour PCC for Northumbria Police, has announced she's stepping down from her national role negotiating pay deals for police staff in response to what she says is the "grossly unfair" pay offer made to police staff and officers.

Over the course of this year, Kim has led talks between PCCs nationally and the Home Office but has now announced that "if ministers won't stand by our workers then there is no point negotiating with this Government."

GMB and the joint Unions give Kim our full support in relation to her resignation. We understand how the Government's attempt to force a pay freeze on our police staff members in England and Wales has caused Kim to take this principled action.



We know that Kim will have thought long and hard before making this decision and we respect the outcome. Kim's resignation draws attention to the fact that the pay freeze is causing serious hardship to police staff facing unprecedented increases in their living costs. The pay freeze is also causing damage to industrial relations in the police service – the only emergency service to be denied a pay rise this year.

[Read the resignation letter in full...](#)

## WAKE UP CALL FOR THE HOME SECRETARY

Kim's resignation is a wake-up call for the Home Secretary to intervene to ensure that the police workforce gets the pay rise it deserves this year, and to repair the damage to industrial relations in the Service. The trade unions hope to see an outcome from this year's pay negotiations that enables Kim to return to her role on the Council as soon as possible.

We will keep members updated as soon as we have more news.

### Home Secretary Correspondence With Police Pay Review Body



Posted on: 18 January 2021

The Home Secretary Priti Patel has written to the Police Remuneration Review Body (PRRB) to inform of a delay to the 21/22 pay round, in light of the government's Spending Review, anticipated to be a broadly applied **public sector pay freeze**.

This is the first stage in the pay review process where the government sets the remit to the review body, which will see evidence and representation from both employer (the NPCC) and staff representatives (the joint unions).

In the letter the HS indicates she will not be seeking a pay uplift for police officer roles, but will be referring to the PRRB on:

66

- For those earning the full time equivalent of gross earnings of less than £24,000, the Government proposes to continue pay uplifts at a value of £250 or the National Living Wage increase, whichever is higher. I look to the PRRB to provide recommendations on the implementation of this uplift and

**GMB**

UNION



the number of officers it will apply to, taking into account the guidance provided in Annex A of this letter.

- To consider and make recommendations on the National Police Chiefs' Council's (NPCC) proposals to introduce a 'pay progression standard' and the timetable for implementation.
- In your last report, you provided thoughtful observations on the proposals submitted by the NPCC on benchmarking of police officer pay and valuation of the 'P factor'. I expect the NPCC to update you on the work undertaken to reach consensus with all parties on the methodologies used to benchmark the pay of all ranks and to value the 'P-factor' and I would be grateful for your updated commentary.

This is the first stage of the process and GMB sets the parameters for any offer that will eventually be made. GMB are committed to giving members their say on any pay deal, and will be making representations along with the joint unions for police staff during the coming year.

You can read the [full letter here](#).

For updates as we have them, bookmark this page and check back, or you can [follow us on facebook](#).

## Noticeboard Bulletin - 18-12-2020



Posted on: 18 December 2020

### GMB seeks parity for police staff members with police officers regarding maternity and adoption

The Police Staff Council Trade Union Side has submitted a claim for parity for police staff with the new police officer maternity and adoption pay regulations, which will see maternity pay and adoption pay for qualifying officers increased from 18 weeks to 26 weeks at full pay.



A copy of the NPCC Guidance to the revised police officer regulations for paid maternity and adoption leave can be found [here](#).

We expect to have a response to the claim for parity early next week.

## Home Office Respond To GMB's Concerns On Chronic Underfunding



Posted on: 21 October 2020

GMB has recieved a response from the Home Office on baseline police funding, and the government's failure to properly fund this vital public service.

You can read the full letter [here](#), but the headlines are as follows:

**66** [The Minister for Crime & Policing] would like to commend the brilliant individuals supporting forces to carry out their role in keeping our communities across the country safe.

To back our sentiments, this year the government set out the largest police funding settlement in a decade which saw a total funding package of up to £15.2 billion in 2020/21, an increase of up to £1.1 billion compared to 2019/20.

This includes £750 million funding to enable the recruitment of 6,000 officers in year one of the three-year Police Uplift Programme and the associated costs surrounding this uplift, including the critical supporting staff.

**Karen Leonard**, GMB National Officer for Police Staff said:

**66** It's all very well to thank our police staff but thanks won't protect jobs, pay the bills or protect the public.



The increases in funding have to be seen in a context of a commitment to 20,000 new police officers, but with no corresponding commitment to police staff, and following a decade of underfunding, neglect, and staffing cuts to the service.

We are concerned cuts to frontline jobs are on the way if additional funding is not forthcoming.

A press release from GMB will be posted here on Monday.

## Police Staff Funding Must Be Protected To Fight Rising Violent Crime, GMB Tells Home Secretary



Posted on: 18 September 2020

### 23,500 police staff jobs have been lost in England and Wales under Conservative since 2010, GMB Union analysis shows

Funding for police staff in the UK must be protected to combat the rising tide of violent crime, GMB has told the Home Secretary today.

In a letter to Priti Patel, the union says crime scene investigators, PCSO, 999 call takers and dispatchers, custody officers, counter terrorism specialists and regional organised crime units must be protected during the forthcoming Comprehensive Spending Review (CSR)

Since 2010, 23,500 police staff jobs have been cut under successive Conservative-led Governments. <sup>[1]</sup>

Meanwhile the latest crime figures show a large rise in violence against the person and stalking and harassment. <sup>[2]</sup>

Karen Leonard, GMB National Officer, said:

“Police staff, including PCSOs, are often the backbone of neighbourhood policing – their funding must be protected.

“Any cuts will mean less uniforms on the street as they fight to tackle the still rising tide of serious and violent crime.



“Cut police staff numbers, and history shows that police officers, whom the public expect to be out on the beat tackling crime, will end up doing essential police staff jobs back at the station instead.

“Any funding for new police and police staff must be in addition to a flat, real terms, CSR settlement to protect existing police staff jobs.”

#### References:

[1] [Shock figures reveal 23,500 police staff cuts under Tories](#)

[2] [March 2020](#) Crime in England & Wales Stats from the Office of National Statistics

*GMB wrote to the Home Secretary on 11th September 2020, outlining our concerns and issuing a stark warning against a return to the failed policies of austerity, attempting to start a constructive dialogue. In the event we receive a reply to that, it will be posted here for members to read.*

## Trade Unions Seek Improvement Of Pay Offer



Posted on: 3 August 2020

On 22 July the Employers made the following offer for the 2020 police staff pay award:

- 2.5% increase on all pay points with effect from 1 September 2020
- 2.5% increase on standby allowance with effect from 1 September 2020
- Without prejudice talks on police staff apprenticeship pay

At a meeting on 30 July, following meetings of each of the union's police committees to consider the offer, the Police Staff Trade Unions – UNISON, Unite and GMB – agreed to go back to the Employers to seek an improvement to the offer for low paid police staff.

### HOW THE OFFER COMPARES TO OUR PAY CLAIM

The claim which the unions submitted back in May was for:

- A 6.5%, or £1,200, increase in police staff pay



- A 6.5% increase in standby allowance and away from home overnight allowance
- An additional day on the minimum annual leave entitlement in the Police Staff Council Handbook
- Police staff apprentices to be job evaluated and placed on the minimum pay point of the appropriate pay band

The £1,200 flat rate element of our claim was aimed at addressing the fact that the lowest pay point for police staff keeps being overtaken every year by the

real living wage. This shows just how low the entry point to the police staff pay scale is. The unions are determined to address this.

### WHAT WE ARE SEEKING

The unions have gone back to the Employers to ask for the following improvements to the offer:

- A 2.5%, or £500, increase, whichever is the greater, on all pay points with effect from 1 September 2020. £500 is worth more than 2.5% for all staff earning under £20,000/year
- The deletion of the lowest pay point in the police staff pay scale to deal once and for all with the problem of this pay point being leap-frogged each year by the real living wage

The Employers say in their offer letter that *'The Employers' Side is committed to improving low pay within the Police Staff workforce'*. But they fail to back this up with anything in the offer for the low paid. This is simply not acceptable, particularly as the Home Secretary agreed to delete the lowest pay point for police sergeants this year.

### NEXT STEPS

The Trade Unions have asked the Employers for an urgent meeting to continue negotiations on the offer. We hope that this can take place in the first week in August, as we know that members are keen to get their pay award as soon as possible.

We will be back in touch with you as soon as possible once the next negotiating meeting has taken place. Each union will ballot members on the final offer.

**Yorkshire Police Jobs At Risk From Funding Hole**



Posted on: 14 July 2020

The PM's U-Turn on the pledge to reverse policing cuts has left over 1000 police jobs in Yorkshire at risk. Read the full GMB press release on that here:

**GMB Police Staff National Committee Meet Sarah Jones MP, Shadow Minister For Policing & The Fire Service**



Posted on: 21 May 2020

**GMB's National Police Staff Committee** were pleased to welcome **Sarah Jones MP** into her new role as Shadow Minister for Policing and the Fire Service today.

Sarah was keen to understand the issues facing our Police Staff members, not just during Covid-19, but at all other times. Today, the GMB launched its **Go Public** campaign in the Police Service: 'What our Police Need'. **5 Key Asks** have been collated as a result of member responses to recent GMB Police Staff surveys. The asks are clear:

1. More **FUNDING** for pay and services
2. **CELEBRATING** the role of Police Staff
3. Challenge the **CULTURE** and address stress and mental health
4. Protect our members from **VIOLENCE** at work
5. Challenge **PRIVATISATION** and outsourcing

You can access the full campaign booklet [here](#):









## What our Police Need

GMB, the Union for Police Staff is committed to campaigning on the 5 key priorities identified to us in a recent survey of GMB Police Staff members.

■ [More GMB News and Content](#) ■

A positive discussion was held, where your national committee raised all the issues that matter to you including the 2020 Pay Claim, austerity and post Covid fears, exclusion from the Government's Death in Service Covid Life Assurance Scheme, PPE and pensions.

Your committee members will now be working to get Sarah the further information she requested so that we can ensure your voice is heard loud and clear. We all look forward to working together on common issues moving forwards.

Keep an eye out on the Noticeboard for Police Staff on the GMB Website for further updates, or follow and like our [Facebook Page: GMB – The Union for Police Staff](#).



Not a GMB member? [Join today!](#)

Want more information on being a GMB Rep in your workplace? [Email us!](#)

## GMB Police Staff Members Vote To Accept Pay Offer



Posted on: 20 October 2020

Thank you to all GMB members who voted in this important ballot. The ballot has now closed, and GMB members have had their say on their pay. GMB members have voted to accept the offer.

The pay offer is as follows:

### Employers' Side Final Offer

From 1<sup>st</sup> September 2020:

- **£700 pay increase on pay point 7 (£17,799)** on PSC pay spine
- **2.5% increase / £500 (whichever is the greater)** on all remaining pay points on the PSC pay spine
- **2.5% increase on Standby Allowance from £30.80 to £31.57**
- Without prejudice talks on police staff apprenticeship pay.

The other unions, **Unison** and **Unite**, have also accepted the offer, so pay rates will now be adjusted accordingly, and backdated to September 2020.

Talks will now begin on the non-pay elements of the pay claim regarding apprenticeship pay.

