**POLICE STAFF COUNCIL TRADE UNION SIDE**

**PAY CLAIM FOR 2021**

The Police Staff Council Trade Union Side has submitted the following pay claim on behalf of our police staff members in England and Wales to take effect from 1 September 2021:

* **One-year claim**
* **A guarantee that pay point 7 will not fall below the Joseph Rowntree real living wage during the 2021/22 pay year**
* **A variable increase in the value of pay points 8 – 18 to make each incremental step worth £500** **to create more equal steps up the lower pay points of the PSC pay spine**
* **A 3%, or £1,000, increase, whichever is the greater, on all PSC pay points with effect from 1 September 2021**
* **A 3% increase on standby allowance and overnight away from home allowance with effect from 1 September 2021**
* **A joint review of police force leave arrangements, to be part of the terms of reference for the PSC Pay and Reward Working Party**

Appendix A and B below set out the impact of this claim on the existing PSC pay spine.

**APPENDIX A**

|  |  |  |  |  |  |  |
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| **SCP** | **2020 Pay Point** | **Current Value of Increment** | **Current % Value of Increment** | **Proposed 2021 Pay Point** | **Increase on 2020 Increment** | **Proposed % Value of Increment** |
| 7 | £18,501 |  |  | £18,501 |  |  |
| 8 | £18,621 | £120 | 0.65% | £19,001 | £380 | 2.70% |
| 9 | £19,032 | £411 | 2.21% | £19,501 | £469 | 2.63% |
| 10 | £19,452 | £420 | 2.21% | £20,001 | £549 | 2.56% |
| 11 | £19,860 | £408 | 2.10% | £20,501 | £641 | 2.50% |
| 12 | £20,274 | £414 | 2.08% | £21,001 | £727 | 2.44% |
| 13 | £20,706 | £432 | 2.13% | £21,501 | £795 | 2.38% |
| 14 | £21,135 | £429 | 2.07% | £22,001 | £866 | 2.33% |
| 15 | £21,876 | £741 | 3.51% | £22,501 | £625 | 2.27% |
| 16 | £22,599 | £723 | 3.30% | £23,001 | £402 | 2.22% |
| 17 | £23,406 | £807 | 3.57% | £23,501 | £95 | 2.17% |
| 18 | £23,817 | £411 | 1.76% | £24,001 | £184 | 2.13% |
| 19 | £24,546 | £729 | 3.06% | £24,546 |  | 2.27% |
| 20 | £25,278 | £732 | 2.98% | £25,278 |  | 2.98% |
| 21 | £26,012 | £734 | 2.90% | £26,012 |  | 2.90% |
| 22 | £26,865 | £853 | 3.28% | £26,865 |  | 3.28% |
| 23 | £27,774 | £909 | 3.38% | £27,774 |  | 3.38% |
| 24 | £28,725 | £951 | 3.42% | £28,725 |  | 3.42% |
| 25 | £29,793 | £1,068 | 3.72% | £29,793 |  | 3.72% |
| 26 | £30,777 | £984 | 3.30% | £30,777 |  | 3.30% |
| 27 | £31,725 | £948 | 3.08% | £31,725 |  | 3.08% |
| 28 | £32,673 | £948 | 2.99% | £32,673 |  | 2.99% |
| 29 | £33,618 | £945 | 2.89% | £33,618 |  | 2.89% |
| 30 | £34,578 | £960 | 2.86% | £34,578 |  | 2.86% |
| 31 | £35,484 | £906 | 2.62% | £35,484 |  | 2.62% |
| 32 | £36,396 | £912 | 2.57% | £36,396 |  | 2.57% |
| 33 | £37,281 | £885 | 2.43% | £37,281 |  | 2.43% |
| 34 | £38,376 | £1,095 | 2.94% | £38,376 |  | 2.94% |
| 35 | £39,585 | £1,209 | 3.15% | £39,585 |  | 3.15% |
| 36 | £40,662 | £1,077 | 2.72% | £40,662 |  | 2.72% |
| 37 | £41,718 | £1,056 | 2.60% | £41,718 |  | 2.60% |
| 38 | £42,783 | £1,065 | 2.55% | £42,783 |  | 2.55% |
| 39 | £43,860 | £1,077 | 2.52% | £43,860 |  | 2.52% |
| 40 | £44,928 | £1,068 | 2.44% | £44,928 |  | 2.44% |
| 41 | £45,996 | £1,068 | 2.38% | £45,996 |  | 2.38% |
| 42 | £47,058 | £1,062 | 2.31% | £47,058 |  | 2.31% |
| 43 | £48,123 | £1,065 | 2.26% | £48,123 |  | 2.26% |
| 44 | £49,182 | £1,059 | 2.20% | £49,182 |  | 2.20% |
| 45 | £50,250 | £1,068 | 2.17% | £50,250 |  | 2.17% |

**APPENDIX B**

|  |  |  |
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| **SCP** | **2020 plus Incremental Adjustment SCP 8-18** | **3% or £1,000 whichever is the greater** |
| 7 | £18,501 | £19,501 |
| 8 | £19,001 | £20,001 |
| 9 | £19,501 | £20,501 |
| 10 | £20,001 | £21,001 |
| 11 | £20,501 | £21,501 |
| 12 | £21,001 | £22,001 |
| 13 | £21,501 | £22,501 |
| 14 | £22,001 | £23,001 |
| 15 | £22,501 | £23,501 |
| 16 | £23,001 | £24,001 |
| 17 | £23,501 | £24,501 |
| 18 | £24,001 | £25,001 |
| 19 | £24,546 | £25,546 |
| 20 | £25,278 | £26,278 |
| 21 | £26,012 | £27,012 |
| 22 | £26,865 | £27,865 |
| 23 | £27,774 | £28,774 |
| 24 | £28,725 | £29,725 |
| 25 | £29,793 | £30,793 |
| 26 | £30,777 | £31,777 |
| 27 | £31,725 | £32,725 |
| 28 | £32,673 | £33,673 |
| 29 | £33,618 | £34,627 |
| 30 | £34,578 | £35,615 |
| 31 | £35,484 | £36,549 |
| 32 | £36,396 | £37,488 |
| 33 | £37,281 | £38,399 |
| 34 | £38,376 | £39,527 |
| 35 | £39,585 | £40,773 |
| 36 | £40,662 | £41,882 |
| 37 | £41,718 | £42,970 |
| 38 | £42,783 | £44,066 |
| 39 | £43,860 | £45,176 |
| 40 | £44,928 | £46,276 |
| 41 | £45,996 | £47,376 |
| 42 | £47,058 | £48,470 |
| 43 | £48,123 | £49,567 |
| 44 | £49,182 | £50,657 |
| 45 | £50,250 | £51,758 |