**POLICE STAFF COUNCIL TRADE UNION SIDE**

**PAY BULLETIN #7 24 October 2022**

**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 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 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 other pay points
* 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

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| --- | --- | --- | --- | --- | --- | --- |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| SCP | Salary at 01.9.21 | Total extra pay | Salary with £1900 added | Deduct amount of 2.1% increase paid 01.4.22 – 31.8.22 | Salary 01.9.22 | Salary at 01.09.23 |
|   |   |   |  |  | - |   |
| 7 | £18,753 | £1,902 | £20,655 | £165 | £20,490 | £20,655 |
| 8 | £18,873 | £1,900 | £20,775 | £166 | £20,607 | £20,775 |
| 9 | £19,284 | £1,903 | £21,186 | £169 | £21,018 | £21,186 |
| 10 | £19,704 | £1,901 | £21,606 | £173 | £21,432 | £21,606 |
| 11 | £20,112 | £1,901 | £22,014 | £176 | £21,837 | £22,014 |
| 12 | £20,526 | £1,902 | £22,428 | £180 | £22,248 | £22,428 |
| 13 | £20,958 | £1,903 | £22,860 | £184 | £22,677 | £22,860 |
| 14 | £21,387 | £1,901 | £23,289 | £188 | £23,100 | £23,289 |
| 15 | £22,128 | £1,901 | £24,030 | £194 | £23,835 | £24,030 |
| 16 | £22,851 | £1,901 | £24,753 | £200 | £24,552 | £24,753 |
| 17 | £23,658 | £1,903 | £25,560 | £208 | £25,353 | £25,560 |
| 18 | £24,069 | £1,900 | £25,971 | £211 | £25,758 | £25,971 |
| 19 | £24,546 | £1,901 | £26,448 | £215 | £26,232 | £26,448 |
| 20 | £25,278 | £1,901 | £27,180 | £221 | £26,958 | £27,180 |
| 21 | £26,016 | £1,903 | £27,918 | £229 | £27,690 | £27,918 |
| 22 | £26,865 | £1,901 | £28,767 | £236 | £28,530 | £28,767 |
| 23 | £27,774 | £1,903 | £29,676 | £244 | £29,433 | £29,676 |
| 24 | £28,725 | £1,903 | £30,627 | £253 | £30,375 | £30,627 |
| 25 | £29,793 | £1,902 | £31,695 | £261 | £31,434 | £31,695 |
| 26 | £30,777 | £1,902 | £32,679 | £270 | £32,409 | £32,679 |
| 27 | £31,725 | £1,902 | £33,627 | £279 | £33,348 | £33,627 |
| 28 | £32,673 | £1,900 | £34,575 | £286 | £34,287 | £34,575 |
| 29 | £33,618 | £1,900 | £35,520 | £295 | £35,223 | £35,520 |
| 30 | £34,575 | £1,901 | £36,477 | £305 | £36,171 | £36,477 |
| 31 | £35,484 | £1,901 | £37,386 | £311 | £37,074 | £37,386 |
| 32 | £36,369 | £1,903 | £38,271 | £319 | £37,953 | £38,271 |
| 33 | £37,278 | £1,903 | £39,180 | £328 | £38,853 | £39,180 |
| 34 | £38,376 | £1,902 | £40,278 | £336 | £39,942 | £40,278 |
| 35 | £39,585 | £1,902 | £41,487 | £348 | £41,139 | £41,487 |
| 36 | £40,662 | £1,901 | £42,564 | £356 | £42,207 | £42,564 |
| 37 | £41,715 | £1,901 | £43,617 | £368 | £43,248 | £43,617 |
| 38 | £42,783 | £1,902 | £44,685 | £375 | £44,310 | £44,685 |
| 39 | £43,860 | £1,900 | £45,762 | £385 | £45,375 | £45,762 |
| 40 | £44,928 | £1,903 | £46,830 | £394 | £46,437 | £46,830 |
| 41 | £45,996 | £1,903 | £47,898 | £403 | £47,496 | £47,898 |
| 42 | £47,058 | £1,901 | £48,960 | £413 | £48,546 | £48,960 |
| 43 | £48,123 | £1,900 | £50,025 | £421 | £49,602 | £50,025 |
|  | £49,185 | £1,900 | £51,087 | £430 | £50,655 | £51,087 |
| 45 | £50,250 | £1,901 | £52,152 | £440 | £51,711 | £52,152 |

**NOTES FOR APPENDIX 1**

* **Column 1** is the Police Staff Council pay spine (some forces number their pay points differently)
* **Column 2** is thepay 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.**