

## 2008 PAY TALKS REPORT

This Bulletin brings members up to date with the pay talks which took place at the Police Staff Council on 22 September. At the talks, the Employers' Side:

- confirmed that they still wanted to make a three year pay offer, but were not yet in a position to table actual figures
- undertook to make an offer within the next month
- indicated that they were prepared to explore the limits of affordability if a three year deal was eventually sufficient for the Trade Union Side to recommend acceptance to members.
- stated that any additional elements in the Trade Union Side's claim (e.g. deletion of the lowest pay points or increases in annual leave) would be costed and deducted from any headline offer. They asked the Trade Union Side to indicate what priority was attached to these additional items. The trade unions have agreed to respond on this
- agreed to consider proposals from the Trade Union Side for a re-opener clause, in case inflation rises during the 2<sup>nd</sup> and 3<sup>rd</sup> year of any potential deal
- agreed to respond to the following Statement of Intent on the future of police staff pay, tabled by the Trade Union Side. The Statement covers a potential review of police staff pay and grading by both Sides of the Police Staff Council over the period of a potential three year deal.

## STATEMENT OF INTENT

*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:*

- *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*
- *the case for establishing a national pay and grading structure for police staff in England and Wales*

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

*Both Sides agree to have completed talks by no later than 31 December 2009. There will be a six monthly review of progress on the above agenda.*

## WHAT NEXT?

The Trade Union Side expressed disappointment at the meeting that the Employers were not able to make an offer. We will press for that offer within the month time scale promised by the Employers.

It has been agreed that the Joint Secretaries of the Police Staff Council should meet as a matter of urgency to draft the re-opener clause and the Statement of Intent.

Please note that UNISON has not agreed to a three year pay deal. We are currently exploring the potential of a multi-year offer which we would only put to members if we could recommend it.

Once a final offer has been received, all UNISON police staff members will be consulted on whether we should accept or not.