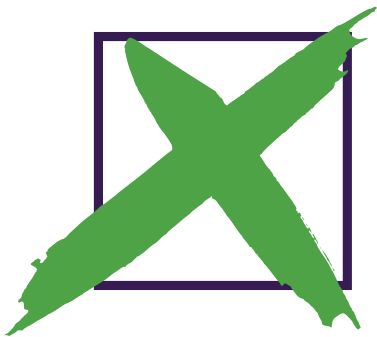


# UNISON

Fighting for fair pay for police staff

## Reject the 1% pay offer



Police staff in England and Wales have been offered a miserly 1% pay rise for the second year running. It's simply not enough for the hard working staff who keep police forces running. You and your colleagues have been hit hard in the pocket by a two year pay freeze and a below inflation pay award last year. When UNISON consulted you earlier this year a majority of members supported a pay claim for 3%, or £500 (whichever is the greater).

### Why you should vote to reject the 1% offer

#### 1. Pay restraint won't save police staff jobs

Police staff have taken the brunt of the government's cuts to police funding. 15,000 police staff jobs have been lost since 2010, together with 3,500 PCSOs. That's 19% of police staff, and 22% of PCSOs, lost during a time of pay freeze! Holding back on pay did not save these jobs.

#### 2. Due to inflation, the value of your salary is down 13% on 2010

This means that your salary today buys you 13% less than it did in 2010. In a recent UNISON survey, 39% of our police staff members confirmed that they were struggling to make ends meet; 74% had cut back on food expenditure and 80% on general living costs.

### **3. The forecast is that inflation will rise 16.2% by 2018**

If your pay continues to flat-line like it has for the last three years, it will buy you 30% less by 2018. This trend simply cannot go on forever.

### **4. The government has confirmed that public sector pay restraint will continue to 2017**

The government is not going to alter its public sector pay policy voluntarily. It is UNISON members like you who can change this.

### **5. It's your pension, as well as your pay, that is suffering**

Have you thought about the effect of the pay freeze on your pension? The pay that you have lost through the pay freeze will be lost for pension purposes for the entire time that you draw your pension.

## **Why is UNISON considering industrial action?**

Voting to reject the pay offer will only have an impact on the employers if we can back this up with potential industrial action. This is very much a last resort and not something that UNISON asks you to consider lightly. We know how committed you are to your job, but the government is taking your loyalty for granted.

This is a consultative ballot only. You will not be asked to take industrial action of any description as a result of your vote. This could only happen following of a separate formal industrial action ballot held in the future.

So this is your chance to send a strong message to the police employers that enough is enough and get them back round the negotiating table.

## **Make your voice heard**

UNISON needs every police staff member in England and Wales to take part in this pay consultation. Please do vote. And if you are not a UNISON member, but you join during the consultative ballot, you can vote too. The more members we have, the stronger we are.

**Three simple ways to join UNISON today and get essential cover wherever you work**



Join online at  
[joinunison.org](http://joinunison.org)



Call us on  
**0800 171 2193**



Ask your UNISON rep for an application form