**3 July 2014 Police Staff Pay Bulletin No. 3**

**THE COST OF LIVING AND YOUR PAY**

Most police staff had their pay frozen in 2011 and 2012 and received only a measly 1% pay rise last year. With the rise in inflation, the purchasing power of your salary has plummeted by 13% since 2010. Not surprisingly, police staff are finding it hard to make ends meet.

**TAKE PART IN OUR PAY SURVEY**

UNISON wants to find out whether you are feeling the pinch and the impact of the pay freeze on you, and your household’s standard of living. Here is a link to a confidential on-line survey which we would like all our police staff members to complete:

<https://www.surveymonkey.com/s/UnisonPoliceStaffPay>

It is really important that UNISON knows how you are feeling about your pay, as we are about to go into pay negotiations on your behalf. You will remember that we have submitted a claim for a 3%, or £500, pay rise (whichever is the greater) on all pay points with effect from 1 September this year.

Please make sure that you have your say. Please take part in our survey as soon as you can.

**UNISON LOCAL GOVERNMENT MEMBERS VOTE FOR STRIKE ACTION OVER PAY**

UNISON’s local government and school support workers have voted yes to strike action in their dispute over pay.  The low paid, mainly women, workers have faced a 3 year pay freeze and have were offered a 1% pay rise this year.

The lowest are paid just above the statutory national minimum wage and did not even receive the £250 that Chancellor George Osborne promised they would get two years running.

As a result of the strike vote, local government and school support staff members in England, Wales and Northern Ireland will be taking one day of strike action on 10 July in support of better pay.

 UNISON General Secretary, Dave Prentis, said:

“We have a clear majority for strike action so a one day strike will go ahead on 10 July.  We expect to be joined in that action by other unions in local government and will be campaigning amongst our members for maximum support on that day.

“Many of our members are low paid women earning barely above the minimum wage, who care for our children, our elderly and our vulnerable and they deserve better treatment than they have had at the hands of this Government.  The employers must get back into talks immediately to avoid a damaging dispute.”

Police staff members are reminded that, due to industrial relations legislation, only local government employees who have been involved in the legal industrial action ballot are allowed to take strike action on 10 July.

However, police staff members are encouraged to show support for their local government colleagues by attending meetings/rallies outside working hours, or by sending messages of support to strikers.

UNISON goes into pay talks on your behalf with the police employers on 11 July - the day after the local government strike. Success in the local government pay dispute will help set the scene for our own pay negotiations, so your support for your local government colleagues really is very important.

So, we are also asking **EVERY UNISON POLICE STAFF MEMBER** to email her/his councillors and MP via our web link and demand a better pay offer for council and school workers. Everyone lives in a local authority and 1.3 million local residents will make a big impact!

<http://www.unison.org.uk/at-work/local-government/key-issues/local-government-pay/take-action/>

**JOIN UNISON**

Not yet in UNISON?

If you are finding it hard to make ends meet and agree that enough is enough, now is the time to join UNISON. The more members we have, the stronger our voice can be on your behalf.

By joining UNISON you can speak up on police staff pay.

[www.joinunison.org](http://www.joinunison.org) - call Freefone: 0800 171 2193 – or ask your local UNISON Representative for an application form.

Together we can make a difference.