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## POLICE STAFF COUNCIL

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Tom Winsor  
Reviewer, Independent Review of Police Officers'  
and Police Staff Remuneration and Conditions  
5<sup>th</sup> Floor, Globe House  
89 Ecclestone Place  
London SW1V 1PN

2 November 2010

Dear Mr Winsor

### **Submission to the Independent Review by the Joint Secretaries of the Police Staff Council (PSC)**

Whilst the respective constituents of the Police Staff Council will be making their own individual responses to the Independent Review that you are leading, the Joint Secretaries of the Police Staff Council felt that it was important to put on record our own contribution to the Review.

The Police Staff Council is a successful collective bargaining body which brings together the employers and trade unions which, between them, manage and represent the police staff workforce in England and Wales. The Council negotiates national agreements on pay and conditions of service for 75,500 police staff in England and Wales, excluding the Metropolitan Police, and Surrey and Kent Police. The PSC Employers' Side comprises the Association of Police Authorities, the Association of Chief Police Officers and the Home Office. The Employers' Side Secretariat is undertaken by the Local Government Employers. The Trade Union Side is made up of UNISON, Unite and the GMB.

The Council has a track record of reaching collective agreements on police staff pay and conditions stretching back to the inception of the machinery in 1996. Since that time, there have been harmonious industrial relations in that part of the workforce

covered by the Council and we reflect positively on the influence that the Council has had in bringing this about.

We were pleased to welcome the Home Office onto the Council in 2004 and the machinery has grown in both workload and influence since that date. As well as dealing with pay and conditions matters, the Council is also able to deal with matters referred to it by the Home Secretary or any of its constituents. The Joint Secretaries of the Council are also available to act in dispute resolution where invited to do so by both local parties at force level.

We attach a summary schedule which sets out the achievements of the Council since 1996 and would be very happy to provide further information as required.

Yours sincerely



Sarah Messenger  
Employers' Side Secretary



Ben Priestley  
Trade Union Side Secretary

## OUTCOMES FROM POLICE STAFF COUNCILS, 1996 TO DATE

The PSC negotiates pay and conditions of service for police staff in England and Wales covered by the PSC handbook. As well as annual negotiations on pay which cover the period from 1996 to 2010 there follows the main negotiating outcomes from the PSC since its inception. This does not include joint secretarial work with forces at local level.

| Year        | PSC  |
|-------------|--|
| 1996 - 2002 | <p>PSC (England and Wales) created in 1996.</p> <p>Creation of a single status pay and conditions agreement in 1996.</p> <p>Joint pay and earnings surveys undertaken between 1996 and present time.</p> <p>Joint agreements on assimilation arrangements.</p> <p>Joint agreement on right of return for UK personnel as Europol.</p> <p>Collective agreements on car allowances issued on an annual basis 1996 – 2010.</p> <p>Collective agreements on annual pay revalorisation every year since 1996 except for 2000.</p> <p>PSC joint advice on working arrangements over Christmas 1999 and the additional millennium bank holiday.</p> |
| 2002-03     | <p>Employers Side expanded in 2002 to encompass Home Office, at the expressed invitation of both Employers Side and Trade Union Side</p> <p>PSSC Joint Working party established to look at: recruitment and retention; Annual Leave; Performance; the extent of low pay in the PSSC pay structure; the nature and extent of the gender pay gap in the workforce; training and development; and work life balance.</p> <p>A Handbook Review Working Group created to oversee revisions to the Police Support Staff Council (PSSC) Handbook of Terms and Conditions of Employment.</p>  |

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| 2004-05 | <p>Police Support Staff Council (PSSC) renamed Police Staff Council (PSC) as a result of the change in the role of TUS members in the context of police reform and to reflect the enhanced status of their members in the title of the machinery.</p> <p>Revised Police Staff Handbook terms and conditions agreed by the council and signed off by the APA, ACPO, Unison, GMB and T&amp;GWU - implemented from 1 April 2004. From that date all references in Police Support Staff contracts of employment to national terms and conditions arrangements referred to the revised PSC Handbook.</p> <p>PSC expanded role to include: advice to Secretary of State on questions affecting police staff (England and Wales); draft regulations which affect police staff; workforce training and development; and standards of professional behaviour for police staff.</p>   |
| 2005-06 | <p>The Joint Pay and Reward Working Party with national police staff trade unions initiated to inform future pay negotiations – partnership approach to collective bargaining reiterated in 2005 Joint Working Agreement.</p> <p>The TUS submission “Closing the Gap: A PSC Pay and Workforce Strategy to Improve Police Performance” circulated to all police authorities and forces in England and Wales covered by PSC.</p> <p>Four regional seminars held on “valuing of police staff” by the PSC Employer side.</p> <p>PSC recommended adopting ACPO’s “membership of unacceptable organisations” policy i.e. it is unacceptable for any police staff to be an active member of any organisation that promotes, as part of its constitution, discrimination against any person by virtue of their race, creed, colour or religion.</p> <p>PSC undertook to explore the possibility of developing a national Substance Misuse policy model.</p> |
| 2006-07 | <p>Commissioned external specialist consultants to undertake work on PSC guidance to support forces and authorities in carrying out Equal Pay Reviews in the Police Service.</p> <p>Held a joint good practice JE seminar for police authorities, police forces, and trade union representatives.</p> <p>Agreed a HR framework covering key areas arising from the possible reorganisation/amalgamation of police forces including consultation/negotiation procedures and transfer arrangements for Police</p>   |

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|             | <p>Staff.</p> <p>Commissioned external specialist consultants to review PSC 13 factor Job Evaluation (JE) scheme.</p>  |
| 2007        | <p>PSC Equal Pay Review audit toolkit designed using Home Office modernisation funding.</p> <p>PSC 13 factor Job Evaluation scheme updated and re-launched including good practice guidance to JE generally using modernisation funding from the Home Office.</p> <p>PSC Trade Union represented on the PAB attendance management working group party.</p> <p>Review Police Staff statutory maternity provisions in accordance with the Work and Families Act 2006 wef 1 April 2007.</p> <p>PSC commissioned consultation on plans/proposals for the establishment of shared services and collaboration.</p>   |
| 2008 - 2010 | <p>Ongoing PSC pay and reward review including consideration of the TUS claim for national pay and grading arrangements</p> <p>Substance misuse and testing guidance</p> <p>PSC national workplace learning and development agreement.</p> <p>PSC national standards of professional behaviour</p> <p>Guidance on use of fingerprints and DNA samples in PCSO recruitment vetting procedures.</p> <p>PSC three year pay deal including amendments to national PSC pay spine to cover 2008/09/10</p> <p>Amendment to PSC terms and conditions handbook on continuous service</p> <p>Agreement in principle on definition of exigencies of duty</p> <p>PSC joint survey on JE and Equal pay</p> <p>Work ongoing on terms of conditions for seconded police staff, attendance management guidance and national misconduct/disciplinary arrangements and disability leave policy</p> |