



Philip Seccombe
Police and Crime
Commissioner
for Warwickshire

Decision Application WPCC20074

POLICE STAFF COUNCIL FUNDING 2019/20 – 2020/21

Application Date:	April 2019	Name of Applicant:	Philip Seccombe
Application Decision Reference: WPCC20074			
1. Summary of the application			
Agreement to extend the current agreement for PCC funding of the Police Staff Council for a further two years from 1 April 2019 – 31 March 2021			
2. Background information:			
<p>The Police Staff Council negotiates national agreements on pay and conditions of service for police staff and PCSOs in England and Wales. The majority of police forces are members of the Police Staff Council.</p> <p>Police and Crime Commissioners took the decision in 2016 to fund the Police Staff Council after the cessation of Home Office funding. This decision was taken on the basis that the PSC provides a national framework with local flexibility; national negotiations avoid duplication; national expertise on industrial relations; affordable pay awards; and a national industrial relations forum.</p> <p>The decision in 2016 was to fund the PSC for three years and that agreement expires on 31 March 2019. PCCs are now being asked to renew their funding of the PSC for a further two years: April 2019 – March 2021.</p>			
3. Whether additional information/report is attached to support this decision application			
YES			
a) Letter from APCC requesting extension of the current agreement for PCCs to fund the Police Staff Council for a further two years from 1 April 2019 – 31 March 2021			
b) Notes from the APCC March 2019 General Meeting – <i>Exempt from disclosure under S.40 (2) Personal Information</i>			

4. Expected benefits (non financial)

The Police Staff Council gives PCCs a strong element of control over the pay of police staff that is absent from the process for determining the pay of police officers.

5. Impact of not approving the application

If there was no Police Staff Council we would lose the national pay and conditions bargaining machinery which would potentially threaten the continuation of national pay awards for police staff and the national agreement on terms and conditions.

6. Costs

Revenue: The annual cost of the PSC remains in the region of 50k a year without any increase. It is proposed to maintain the current funding mechanism which is an equal division of the £50,000 cost between 38 PCCs that are members of the PSC. This is on the basis that the PSC pay award applies equally to the police staff of all forces; the views of all forces carry equal weight in consultations on pay and conditions and all forces have equal access to the PSC and its secretariat.

Therefore the cost of this funding for Warwickshire is **£1095**.

Capital: None

7. Savings: None

8. Equality and Diversity Implications:

9. Treasurer's comments

Recommend that the PCC approves this funding for the next two years.

10. Legal/Monitoring Officer comments

For the reasons set out the Police Staff Council ensures that the police staff working for Warwickshire Police benefit from the national negotiation machinery and are awarded pay rises and terms and conditions in line with colleagues across the country.

Decision of the Police and Crime Commissioner

Paul Jearns

Agreed.

PCC Signature:

Date of Decision:

25/4/19.