



**APCC Workforce portfolio**  
Police Staff Council funding

## Police Staff Council funding

### FAO: Police and Crime Commissioners, Chief Executives and Chief Finance Officers

#### Overview and recommendation

PCCs, PFCCs and Mayors have funded the Police Staff Council (PSC) since 2016. The PSC negotiates national agreements on pay and conditions for the majority of police staff in England and Wales. It has consistently delivered affordable and credible pay awards for the police service and police staff and engendered healthy employment relations between PCCs, chief constables and police staff trade unions.

The annual cost of Police Staff Council is £50,000, this has not increased since 2016, and the cost is shared equally between those forces that are members of the PSC.

**Police and Crime Commissioners are asked to endorse a recommendation from the APCC Police Staff Council Chair, PCC Sarah Taylor, to continue funding the Police Staff Council for a further three years. If you have any written comments on the recommendation, please share them with [andrew.tremayne@apccs.police.uk](mailto:andrew.tremayne@apccs.police.uk) by close of play on Friday 28 March 2025.**

#### What is the Police Staff Council?

The Police Staff Council (PSC) negotiates national agreements on pay and conditions of service for police staff and PCSOs in England and Wales. The PSC represents Police and Crime Commissioners (PCC), Chief Constables, the Home Secretary and the employees of PCCs and chief constables (police staff).

The majority of police forces are members of the Police Staff Council with the exception of the Metropolitan Service, City of London, Kent, Surrey and, Thames Valley. The Metropolitan Police and City of London have always been outside the PSC and their terms and conditions are quite different to the PSC. In addition, a number of South East forces (Kent, Surrey and Thames Valley) are outside the PSC. However, Thames Valley have contributed to the funding of PSC at 50% of the rate of member forces in recognition of the valuable work the PSC does in setting standards for police staff pay and conditions.


The APCC is the biggest constituent on the Employers' Side of the PSC with four seats, chief constables have two and the Home Secretary one. As the biggest constituent the APCC chair the Employers' Side and carry a majority.

#### History of PSC funding

Historically the Police Staff Council (PSC) was funded by the Home Office. The grant for PSC funding was wrapped up in Home Office funding for the Police Negotiating Board (PNB). The PNB demised in 2013 and was replaced by the Police Remuneration Review Body. A series of short-term grants from the Home Office were secured through to 2016 with PCCs stepping in to secure the future of the PSC when the last of those grants expired.

#### APCC

Lower Ground,  
5-8 The Sanctuary,  
Westminster,  
London, SW1P 3JS

 020 7222 4296  
 [enquiries@apccs.police.uk](mailto:enquiries@apccs.police.uk)  
 [www.apccs.police.uk](http://www.apccs.police.uk)  
 @AssocPCCs

The APCC provides support to all  
Police and Crime Commissioners  
and policing governance bodies in  
England and Wales

### **Rationale for funding the PSC**

When deciding to fund the PSC PCCs took into account a number of considerations as outlined below and arrived at the conclusion that the Police Staff Council delivers real value for the police service and merited funding. PCCs arrived at this conclusion after considering the following PSC deliverables:

**A national framework with local flexibility** – The PSC provides a national pay spine and core conditions of service but allows employers to use the pay spine flexibly. Increasingly police forces are seeing the benefits of comparable pay and conditions in respect of collaboration and similar roles.

**National negotiations avoid duplication** – National negotiations on pay and conditions remove the necessity to conduct those negotiations on a force-by-force basis and all the duplication of effort that represents. Not every police force has the capacity to conduct local negotiations on pay and conditions.

**National expertise** – The PSC Employers' Side Secretariat provide national knowledge and expertise. Without PSC we would lose access to that expertise and industrial relations knowledge.

**Affordable pay awards** – The PSC has a track record of delivering pay awards that are affordable for employers and credible to employees.

**Employment relations** – PSC provides a forum for employers and employee representatives to meet on a regular basis. The PSC has engendered healthy employment relations between PCCs, Chief Constables and the national trade unions with high levels of mutual trust and respect necessary for successful national negotiations.

### **What if there was no PSC?**

Should PCCs decide against continued support for the PSC it could well bring an end to national bargaining over terms and conditions. This is because it would remove the capacity to conduct such negotiations at a national level.

The Police Staff Council is the only vehicle for national negotiations on pay and conditions.

### **APCC Secretariat March 2025**

#### **APCC**

Lower Ground,  
5-8 The Sanctuary,  
Westminster,  
London, SW1P 3JS

 020 7222 4296  
 [enquiries@apccs.police.uk](mailto:enquiries@apccs.police.uk)  
 [www.apccs.police.uk](http://www.apccs.police.uk)  
 @AssocPCCs

The APCC provides support to all  
Police and Crime Commissioners  
and policing governance bodies in  
England and Wales