



1st October 2025

Dear members

PAY OFFER 2025/26

Prospect has received a final offer from the CNC.

Our pay claim was for the CNC to maximise all the provisions within the Pay Remit Guidance to secure a decent pay increase for the workforce.

A number of meetings were held to discuss the pay offer which have been constructive and have also enabled us to explore financial data and costs.

We have also taken into consideration members feedback on pay. We have listened to your comments and we represented your views during discussions with the company.

As part of the negotiations, we have held the company to the maximum position of 3.25% allowed under the Civil Services Pay Remit Guidance.

The offer is as follows:

- **A 3.25% increase in consolidated base pay for police staff Grades A to K.**

Please be mindful that as an organisation we still have PRP and the 7% bonus that other NDPBs and local councils no longer receive.

We believe this is the best that can be achieved through negotiation and are now balloting members on the offer.

An electronic ballot will follow shortly to the email address on your Prospect membership record where you will be asked to either accept or reject the offer. Please ensure your email address is up to date by checking your membership record, and please return your ballot.

We will notify members of the outcome once the ballot has closed. If the offer is accepted, we will notify the company of acceptance of the offer. If the offer is rejected, we will advise the company that we are open to further negotiations, however, this will prove challenging as once a pay offer has been authorised by the Secretary of State, they will not be revisited. An industrial action ballot may be required if this proves unsuccessful in securing a better offer. Industrial action could mean action short of strike, or strike action.

Please check your contact details are correct on the Prospect website, and please return your ballot.

Yours sincerely

A handwritten signature in black ink, appearing to read "A Thrupp", written over a light blue horizontal line.

Alex Thrupp, President

Jo Livesey, Negotiations Officer
Claire Faragher, Vice President
Sarah Bolton, Secretary