

MEMORANDUM FOR THE CABINET
BY THE PRIME MINISTER

Police Salary Scales

Following the decision taken in Cabinet on the 26th February, 1970, that an independent commission be appointed to make recommendations on the salary structure of the Police Corps, meetings were held with the Malta Police Association, which represents ranks from Inspector downwards.

2. The Association delegates were not in favour of the appointment of an independent commission, as they maintained that on previous occasions they had negotiated direct with Government with satisfactory results. They therefore preferred to receive an offer from the Government which would provide the basis for negotiations.

3. After some discussions, which were carried out on the strict understanding that anything said by either side would be totally uncommittal, it became evident that there is a distinct probability that the Association would accept the following proposed structure - all figures shown are exclusive of the current percentage increases:

<u>Rank</u>	<u>Old Scale</u>	<u>Proposed Scale</u>
Probationer	£475	£530
Constable	£490 x 15 - £597	£580 x 25 - £770
Sergeant	£619 x 15 - £680	£810 x 30 - £910
Sergeant Major II	£734	£1000
Q.M. Sergeant	£752	£1050
Sergeant Major I	£770	£1100
Inspector - Long grading	£590 x 30 - £800 x 40 - £1000	£750 x 50 - £1350

4. The above scale is considered to be the maximum that can be offered, for, besides containing increases which compare favourably with the scales awarded by the Salaries (Anomalies) Commission, it offers a reduced incremental span for Sergeants from six to four years, and for Constables from fourteen to eight years. This characteristic of the new scale will be very acceptable to the ranks as the far too long incremental scales of the Police Salary Structure has always been a sore point.

5. If the proposed offer at paragraph 3 above is approved, then the request by the Superintendents for the appointment of an independent commission must be turned down and an offer be made instead.

6. The present 'Superintendents' scale was brought up to the Administrative Officers' level (max. £1275) during negotiations in 1968. This maximum has now been revised by the Salaries (Anomalies) Commission to £1600 in the case of the Administrative

Officers and to £1650 in the case of the basic grades of the professional officers. It is therefore being proposed that the Superintendents' scale be revised from £1050 x 50 - £1275 to £1400 x 50 - £1650. If this is approved, then the upper ranks of the Force may be offered the following scales:-

<u>Rank</u>	<u>Old Scale</u>	<u>Proposed Scale</u>
Superintendent	£1050 x 50 - £1275	£1400 x 50 - £1650
Assistant Commissioner (notional)	-	£2000
Deputy Commissioner Commissioner	£1600 £1800	£2350 £2840

7. The Malta Police Association is insisting that the effective date should be the 1st of April, 1966, for two reasons (a) firstly because when the interim increases of 1968 were granted, they were made effective from the 1st April, 1966, and the Association was promised that further permanent adjustments would be made when the Salaries (Anomalies) Commission would publish its report. It is only logical that the permanent adjustments would be retrospccted to the same extent as the interim adjustments; (b) secondly, all increases to all other sectors of the service were made applicable from 1st April, 1966, and there is therefore no reason why the Police should be treated differently.

8. The above proposals were discussed with Finance for the purpose of costing, taking as a basis the 1st April, 1966, as the effective date. The total arrears for four years would amount to £900,000, of which £375,000 would be payable during the financial year 1971/72.

9. Ministers are asked to state whether they agree to an offer being made as suggested in paragraphs 3 and 6 with retrospective effect from 1st April, 1966.

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