

SPECIAL PRIORITY PAYMENTS (SPP)

This is a Home office lead initiative to reward officers who are working in roles that deemed to be:

- Carrying significantly higher responsibility levels than usual for the rank
- Having difficulty in recruitment and retention
- Specially demanding working conditions or environments

The Home office rules state that a maximum of 40% of the Force can be deemed eligible by their role.

The Chief Constable decides annually which roles are eligible within their Force for the payment. The Federation do not take any part in the decision making process to choose the roles, as this will place the Federation in conflict with the majority of its members.

If you feel that your role should attract the SPP, please lobby your OCU commander stating the reasons why.

The SPP payment is made in December of each year following an individuals application; it is taxable but not pensionable.

If as an individual your SPP application has been refused, then please contact your local representative promptly for assistance with the appeal.

COMPETANCY RELATED THRESHOLD PAYMENT (CRTP)

The CRTP scheme was introduced in 2003 as an additional payment to officers who had been at the top of their respective pay scale for 12 months or more. The payment is made monthly and is taxable and pensionable.

The home office guidance states that an officer must demonstrate high professional competence in the following areas.

- Professional competence and results
- Commitment to the job
- Relations with public and colleagues
- Willingness to learn and adjust to new circumstances

There are further sub areas which define what high competence is, please refer to the Force policy

Applications may be made up to 3 months prior to eligibility, i.e. after 9 months at the top of your pay scale, but payments will not commence until the anniversary of the promotion.

Should you make a late application, i.e. more than a year after being at the top of salary, then there is no scope for backdating the application to the anniversary date.

First application

Find and complete the application form on standard forms and submit to your 1st line manager. Your first Line manager is the ASSESSING OFFICER, they will assess your application to ensure that the examples reflect high competence.

The application is then passed to your 2nd line manager who is titled the DETERMINING OFFICER, their role is to consider the report and comments of the assessing officer and then decide whether payment should be made.

You should be notified of their decision within 21 days or 30 in exceptional circumstances. Payment will commence from the date of application or date of eligibility, whichever is the later.

Your CRTP payment should be reviewed annually at the time of your PDR.

Unsuccessful candidates are entitled to written feedback from the determining officer and oral feedback from the assessing officer.

Appeals – The 3rd line manager is the APPEALS officer. An appeal is restricted to the following areas;

- The assessing officer or determining officer did not properly take account of the material presented
- The assessing officer or determining officer took account of irrelevant or inaccurate factors

The appeals officer shall reconsider the decision in the light of the information provided. The appeals officers' decision is final. The result of the appeal will be notified to the individual within 21 days in writing.

Should you undergo any Formal management procedures for performance or attendance then this may lead to your CRTP being reassessed.

Should you be refused CRTP or subjected to a reassessment then please contact a local representative promptly for assistance.

