

# Disappointment on officers' pay

## News in focus

The Federation has expressed disappointment about the decision by the Police Arbitration Tribunal which will leave many police officers out of pocket.

The PAT recently published its findings around recommendations made in the Winsor Part 1 report, which will result in thousands of police officers being “angry and dismayed” about their future, according to Paul McKeever, chair of the Police Federation. A decision by the PAT came after a failure to agree between the Staff Side, representing police officers and the Official Side, representing the employer and including the government and ACPO.

The decision presents a ‘mixed bag’ for police officers. There will be a suspension of incremental progression for two years, although the first three steps of the constables’ pay scale will be excluded, which could mean the loss of thousands for some. However, competency related threshold payments will remain, although applications for CRTPs will also be frozen for two years.

The estimated savings, if the recommendations are agreed by the Home Secretary, would be £163 million. Mr McKeever said the Federation recognised the financial hardship in the country and had offered savings which would not have had such a detrimental impact on police officers. He argued the changes were “a conscious and deliberate attack on the police service”.

He added: “The arbiters have taken account of elements of the Staff Side evidence in their ruling today and we appreciate that had we not fought against the Winsor recommendations then the government would have proceeded to implement them in full. So, whilst disappointed, we will stand by the arbiters’ decision, which is a Police Negotiating Board agreement binding on both the Official Side and Staff Side. The decision as to whether to ratify this PNB agreement now rests with the Home Secretary.”

The PAT decisions represent a ‘mixed bag’ for officers



### Why did we agree with the Police Arbitration Tribunal findings?

The Federation on the Staff Side of the Police Negotiating Board fought hard during negotiations and presented robust evidence to try to prevent members suffering hardship. Without the evidence by Staff Side the Federation believes the Winsor recommendations would have been forced upon the service unchallenged. The PAT awards have the same status as a recommendation by PNB and are binding on the Staff Side and Official Side, subject to ratification by the Home Secretary.

### Some of the key recommendations from Winsor Part 1 and the PAT decision on them

**Casual overtime** – modified: the rate of time and a third will be retained for casual overtime, with payment of travelling time for recalls between tours of duty. The minimum hours payment for being recalled will be abolished

**Mutual Aid** – modified: officers on mutual aid who are unable to return home are to receive a new Away from Home Overnight Allowance of £50 a night

**Held in reserve** – modified: officers held in reserve who are unable to return home will also receive the new Away from Home Overnight Allowance

**Suspension of incremental progression** – modified: The first three steps on the constables’ scale to be excluded from suspension, all other progression on police officers pay scales to be suspended

**Competency related threshold payments** – modified CRTPs to remain in place for those receiving them but a two-year freeze on all new applications

**Unsocial hours allowance** – accepted: The recommendation that an ‘unsocial hours allowance’ should be paid between 8pm and 6am was accepted.

**Variable Shift Arrangements** – accepted: Senior managers will be able, after extensive consultation, to make operational decisions on VSAs.

**For the full details on the PAT decision visit [www.polfed.org/mediacenter/PAT\\_Winsor\\_one.asp](http://www.polfed.org/mediacenter/PAT_Winsor_one.asp)**

Staff Side fought hard to mitigate the worst of Winsor Part 1

