

# Research Department

Pay Review Body Submissions – key stakeholder positions, 2016.

Created 19<sup>th</sup> January 2016.



Topic	PFEW and PSAEW	Home Office	NPCC	APCC	MPS
Uplift	2.8% for all, consolidated	A 1% consolidated increase in basic pay at all pay points and all ranks.	A 1% non-consolidated award, enabling Chiefs to target to local needs. A 1% consolidated increase instead, as the less preferred option.	A 1% consolidated pay award for all officers, to basic pay and all associated allowances.	1% budget to be given to each Chief Constable to be distributed as he/ she sees fit. No national guidance. Not consolidated. Flexibility to award accelerated progression, to selected officers.
Targeting	If targeting were to be applied (and we know it to be under active consideration) then it should be through a fair, systematic, transparent process, with adequate consideration given to equality impacts.	Longer term reform of pay, including alignment to roles, competence, and skills. Linkage of pay to PDR outcome from May 2016. +	An option for those Chief Constables and PCCs who want to target according to local needs, to do so.	The police service is not currently in a position to safely and fairly apply a targeted pay award.  For the future, that may be achieved through the work of the CoP. But not this year.	Discretion for Chief Officers to pay allowances for local needs.
London and SE allowances	No change, other than 1% uplift, as no additional evidence supplied by employers	Maintenance at this year's level. .	Relevant forces to be given an option to increase the SE Allowance by up to £1000 where they have recruitment / retention problems. If the case for doing so is not strong, then an uplift of 1% as the default.	PCCs based in the SE would like to be able to pay an increased SE Allowance.	Align London weighting review to 1 September. In the future, consolidate the 3 London Allowances into one, and provide Chief Officer discretion to increase / decrease the amount paid, and to whom. Reform London Lead

					payments.
Bank Holiday pay	Retain as is. Those employers who need to police significant events on Bank Holidays (eg the Notting Hill carnival) should make appropriate arrangements for the organisers to pay for stewards and policing, as they are able to.	Support the Chief Constables' position.	All bank holidays (except Christmas and New Year) to be exchanged for annual leave days. (Therefore overtime payments not given for these).	PCCs support the continuation of overtime rates for Bank Holiday working.	All bank holidays (except Christmas and New Year) to be exchanged for annual leave days. (Therefore overtime payments not given for these).
Motor vehicle Allowance	There should be an opportunity for the staff associations to make representations on this matter in a proper forum. (Currently the rate is in accordance with local government rates). The rate should be set nationally.	Support the Chief Constables' position.	Removal of current mileage rates as agreed in PNB, and replace with (lower) HMRC rate.	The retention of current rates for essential users, but reduction to HMRC rates for casual users.	Chief Officer discretion to determine this.
Away from Home Overnight Allowance	This relatively new allowance has been unevenly used, due to poor drafting of Determinations. It is a fair allowance and must be retained and properly implemented.	Support the Chief Constables' position.	Abolish this allowance, and place the money in the bonus payment budget.	The continuation of this Allowance, at its current level. Consistent application.	Withdraw both the Away from Home Overnight Allowance, and the Hardship Allowance.