

PRRB Submissions 15 December 2016. Table comparing key stakeholder positions.					
	PFEW and PSAEW	NPCC	MPS (annex to NPCC submission)	APCC	Home Office
<b>Size of uplift</b>	2.8% in line with RPI, applied to all salary points, and allowances.	1% consolidated to all spine points, in line with Chief Secretary to the Treasury direction of avg 1%.  A 1% uplift to London Weighting. No uplift to other regional allowances.	Supports national 1% uplift.  The MPS believe Police Regulations are “highly perspective” (P.23), and believe that “discretions should be available to Chief Constables, as is available to Chief Executives in almost all other employments” (P.23).	1% to all spine points, in line with Chief Secretary to the Treasury direction of avg 1%.	A 1% consolidated increase for all spine points, in line with Chief Secretary to the Treasury direction of avg 1%.
<b>Targeting</b>	Targeting should not come out of the uplift budget. Targeting must not be entirely at Chiefs’ discretion, but rather safeguards must be in place, including a business case, Equality Impact Assessment.	A new policy to extend the bonus regulations, acknowledging further work is needed to do so.  Currently forces can pay £500. Some vary the frequency.  The NPCC want these to be payable “without challenge in terms of amount and regularity of payment” (P.19).  The NPCC propose drafting a set of guidelines with “all parties”, and budgetary provision to be agreed with the relevant PCC or the Mayor of London.		Commissioners believe targeting is not practicable due to the low quantum afforded by the public sector pay policy that uplifts should not exceed an average 1%. They await NPCC evidence on targeting.	The Home Office Chief’s proposals for short term measures, on condition that a) these do not increase the pay bill, and b) there is a “clear and detailed proposal for allocating such payments in a proportionate, fair and transparent way”.
<b>Apprentice starting salary</b>	This should be set as for all recruits: within the exiting band in Regulations, and varied (if at all) by prior policing experience.	No recommendation made at this stage.		The APCC believe it is too early to make recommendations about apprentices’ pay.	Not addressed at this stage.
<b>Additional points</b>		State they are in the “early stages” of reward work and may deal with issues outside the normal timeline for the PRRB.  Aspirations: <ul style="list-style-type: none"> <li>• A national pay structure, but also wish to link pay to local needs</li> <li>• A link between pay and satisfactory performance</li> <li>• A link between pay and competence</li> <li>• A link to risk responsibility and scale of role</li> <li>• A review of increments</li> <li>• A link between pay and skills</li> <li>• Allowances consolidated into basic pay</li> <li>• Consistency between officers’ and staff pay</li> <li>• Total reward</li> <li>• Just and fair pay</li> </ul>			