

ANNEX U

DETERMINATION FOR REGULATION 34 FOR SCHEDULE 2

ALLOWANCES

1) MOTOR VEHICLE ALLOWANCES

- a) Where the chief officer is of opinion that the duties normally performed by a member of a police force are of such a nature that it is-
- i) essential, or
 - ii) desirable,

that the member in question should, at all material times, have a motor vehicle at his disposal, he may authorise that member to use (subject to his directions) a motor vehicle owned by the member for the purposes of duties performed by him and, subject to the following provisions of this determination, in respect of such use the member shall be paid a motor vehicle allowance. Use of a motor vehicle during travelling time which is treated as duty in accordance with a determination under regulation 22(1)(e) shall be treated as use for the purposes of duties performed by the member.

- b) A motor vehicle allowance shall not be payable in respect of the authorised use of a motor vehicle unless there was in force in relation thereto a policy of insurance in terms approved by the police authority, in relation to the use in question, for the purposes thereof.
- c) A motor vehicle allowance shall not be payable in respect of the authorised use of a motor car of a cylinder capacity exceeding 500 c.c. unless the member concerned was willing to carry passengers for the purposes of the duties performed by him or, in the case of passengers being members of a police force, by those members.
- d) A motor vehicle allowance in respect of the authorised use of a motor car of a cylinder capacity exceeding 500 c.c. shall, subject as aforesaid, be payable-
- i) where the chief officer of police is of the opinion mentioned in sub-paragraph (a)(i), at the essential user's rate;
 - ii) where the chief officer of police is of the opinion mentioned in sub-paragraph (a)(ii), at the casual user's rate,

as provided in sub-paragraphs (e) and (f) .

Provided that where the member concerned holds a rank above that of chief superintendent he may instead be paid a flat rate motor vehicle allowance at such annual rate as is determined by the police authority on such basis as is approved by the Secretary of State.

- e) i) Subject to the following provisions of this determination, the amount of a motor vehicle allowance payable at the essential user's rate shall in any year comprise a fixed element and a mileage element calculated as provided in sub-paragraphs (ii) and (iii).
- ii) The fixed element shall be calculated by reference to the number of

completed months comprised in the period of authorised use for the year in question at the annual rate specified in sub-paragraph (g) by reference to the cylinder capacity of the motor car in question.

iii) The mileage element shall be calculated in relation to authorised use at the rate specified in sub-paragraph (g) by reference to the cylinder capacity of the motor car in question, and for that purpose sub-paragraph (g) so specifies:

- (1) a basic rate, in relation to authorised use not exceeding the mileage specified in sub-paragraph (g) (“the basic mileage”), and
- (2) a reduced rate in relation to authorised use in excess of the basic mileage.

(f) A motor vehicle allowance in respect of the authorised use of-

- (i) a motor car of a cylinder capacity not exceeding 500 c.c., or
- (ii) a motor bicycle,

shall, subject as aforesaid, be payable on such conditions and at such rate as is approved by the Secretary of State.

(g) Rate, with effect from 1 April 2012

	451-999cc	1000-1199cc	1200-1450cc
Essential users			
Lump sum per annum	£846	£963	£1,239
Per mile - first 8,500 miles	36.9p	40.9p	50.5p
Per mile - after 8,500 miles	13.7p	14.4p	16.4p
Petrol element per mile	9.406p	10.366p	11.288p
Amount of VAT per mile in petrol element	1.567p	1.727p	1.881p
Casual users			
Per mile - first 8,500 miles	46.9p	52.2p	65.0p
Per mile - after 8,500 miles	13.7p	14.4p	16.4p
Petrol element per mile	9.406p	10.366p	11.288p
Amount of VAT per mile in petrol element	1.567p	1.727p	1.881p

h) Where in any year a motor vehicle allowance is payable at the essential user's rate it shall be payable in such instalments, in advance or in arrears, as the police authority may determine; but when the amount of the allowance for that year is finally calculated, any over payment shall be recoverable.

i) Where in any year a motor vehicle allowance is payable at the essential user's rate to a member of a police force and the member is on sick leave, or maternity leave, or the motor car in question is out of order, for a continuous period of four or more weeks in that year the allowance shall be reduced by such amount as the police authority, with the approval of the Secretary of State, determines as being appropriate in all the circumstances.

- j) Where in any year a motor vehicle allowance is payable at the essential user's rate but the period of authorised use is a fraction only of that year, sub paragraph (e)(iii) shall have effect as if for the reference to the basic mileage there were substituted a reference to the corresponding fraction of that mileage; and for the purposes of this paragraph the monthly rate of the fixed element of such an allowance so payable shall be taken to be a twelfth of the annual rate.
- k) The amount of a motor vehicle allowance payable at the casual user's rate shall in any year be an amount calculated in relation to the mileage of authorised use in that year at the rate specified in sub-paragraph (g) by reference to that mileage and the cylinder capacity of the motor car in question, except that where the amount of the allowance would be less if it were calculated at the essential user's rate, it shall be of an amount calculated in accordance with sub-paragraph (e).
- l) The amount of a motor vehicle allowance payable to a member of a police force shall not exceed that which would be payable if the vehicle in question were of such a cylinder capacity, not being less than 1,000 c.c., as the chief officer of police, with the approval of the police authority, has determined appropriate for use for the purposes of the duties normally performed by the member concerned.
- m) In its application to a chief officer of police this determination shall have effect as if any reference therein to that officer were a reference to the police authority.
- n) For the purposes of this determination-

"authorised use" means the use, authorised under sub-paragraph (a), of a motor vehicle owned by the member of a police force concerned for the purposes of his duties as a member of that force or, where he has been statutorily transferred from one force to another force, as a member of either of those forces, and "period of authorised use" means the period during which such use is authorised;

"cylinder capacity" means the cylinder capacity of the engine of a vehicle calculated in accordance with regulations under paragraph 2(4) of Schedule 1 to the Vehicle Excise and Registration Act 1994;

"motor bicycle" means a mechanically propelled bicycle (including a motor scooter, a bicycle with an attachment for propelling it by mechanical power and a mechanically propelled bicycle used for drawing a sidecar);

"motor car" means a mechanically propelled vehicle other than a motor bicycle and, accordingly, includes a mechanically propelled tricycle;

"year" means a period of twelve months beginning on such date as may be determined by the police authority;

and a reference to a motor vehicle owned by a member of a police force is a reference to such a vehicle kept and used by him.

2) DOG HANDLER'S ALLOWANCE

- a) Where a dog owned by the police authority is kept and cared for by a member of a police force at his home, the member shall be paid a dog handler's allowance in respect of the care accorded to the dog on the member's rest days and on public holidays.
- b) For this purpose the member shall be treated as keeping and caring for a dog at his home if he would be doing so but for his being on annual leave.
- c) The annual rate of this allowance with effect from 1 September 2010 is £2,133.
- d) Where the member keeps and cares for at his home more than one dog owned by the police authority, there shall be added to the allowance an amount equal to 25 per cent of the sum specified in sub-paragraph (c) for each such dog.

3) LONDON ALLOWANCE

- a) A member of the City of London or metropolitan police force shall be paid a London allowance at the rate of:
 - i) £4,338 a year if appointed on or after 1 September 1994 and not receiving a replacement allowance under Schedule 3;
 - ii) £1,011 a year in other cases.
- b) A part-time member of the City of London or metropolitan police force shall be paid a London allowance of:
 - i) (£4,338 multiplied by 6/12520) an hour if appointed on or after 1 September 1994 and not receiving a replacement allowance under Schedule 3;
 - ii) (£1,011 multiplied by 6/12520) an hour in other cases.
- c) A member of the City of London or metropolitan police force suspended under the Conduct Regulations, other than a member to whom paragraph 1(1) of Schedule 2 applies, shall be entitled to receive the London allowance.

4) LONDON TRANSITIONAL SUPPLEMENT

- a) A member of the City of London or metropolitan police force who joined before 1 September 1994 and receives an allowance being:
 - i) at half rate, a replacement allowance equivalent to a housing allowance under regulation 49 of the 1987 Regulations as it had effect before 1 September 1994, or
 - ii) at flat rate, a replacement allowance equivalent to a transitional rent allowance under regulation 49B of the 1987 Regulations as it had effect before 1 September 1994shall be paid an allowance at the rate of £1000 a year.
- b) A part-time member of the City of London or metropolitan police force who joined before 1 September 1994 and receives an allowance as at (a)(i) or (ii) shall be paid an allowance of (£1000 multiplied by 6/12520) an hour.

- c) Payment shall cease if the member moves to the full rate of replacement allowance.

5) SOUTH EAST ENGLAND ALLOWANCE

- a) A member of the Essex, Hertfordshire, Kent, Surrey or Thames Valley constabulary shall be paid an allowance at the rate of £2,000 a year if appointed on or after 1 September 1994 and not receiving a replacement allowance under Schedule 3.
- b) A member of the Bedfordshire, Hampshire or Sussex constabulary shall be paid an allowance at the rate of £1,000 a year if appointed on or after 1 September 1994 and not receiving a replacement allowance under Schedule 3.
- c) A part-time member of the Essex, Hertfordshire, Kent, Surrey or Thames Valley constabulary shall be paid an allowance of (£2000 multiplied by 6/12520) an hour if appointed on or after 1 September 1994 and not receiving a replacement allowance under Schedule 3.
- d) A part-time member of the Bedfordshire, Hampshire or Sussex constabulary shall be paid an allowance of (£1000 multiplied by 6/12520) an hour if appointed on or after 1 September 1994 and not receiving a replacement allowance under Schedule 3.

6) SOUTH EAST ENGLAND TRANSITIONAL SUPPLEMENT

- a) A member of the Hertfordshire, Kent or Surrey constabulary who joined the police service before 1 September 1994 and receives an allowance at the rate of less than £2,000 a year being:
 - i) at half rate, a replacement allowance equivalent to a housing allowance under regulation 49 of the 1987 Regulations as it had effect before 1 September 1994, or
 - ii) at flat rate a replacement allowance equivalent to a transitional rent allowance under regulation 49B of the 1987 Regulations as it had effect before 1 September 1994

shall be paid a supplementary allowance at the rate of the difference between £2000 and the replacement allowance that he is receiving.

- b) A part-time member of the Hertfordshire, Kent or Surrey constabulary who joined before 1 September 1994 and receives an allowance as at (a)(i) or (ii) shall be paid a supplementary allowance at the hourly rate of the difference between (£2000 multiplied by 6/12520) and the hourly rate of the replacement allowance that he is receiving.
- c) Payment shall cease if the member moves to the full rate of replacement allowance.

7) SPECIAL PRIORITY PAYMENTS

- a) A member in a qualifying post in his force's special priority payment scheme who meets the personal criteria in sub-paragraph (g) below in respect of any year shall be paid an allowance (special priority payment or SPP).
- b) The annual amount of the SPP for each qualifying post shall be determined by the chief officer and the police authority and be paid on an annual basis, unless following consultation with the local staff associations they determine that it be paid on a monthly basis.
- c) Where the SPP is paid on an annual basis, it shall be paid as a single lump sum in December of the relevant year.
- d) The annual amount shall normally be no less than £500 and no more than £3,000, although exceptionally, amounts of up to £5,000 may be determined.
- e) Where a member is entitled to a SPP in respect of any year and he has not been in the qualifying post for the whole of that year, he shall be paid a fraction of the annual amount corresponding to the fraction of the period of that year during which the member has been in the qualifying post.
- f) In agreeing the qualifying posts for the force's special priority payment scheme, the chief officer and police authority shall have regard to the following criteria in respect of any post, that it:
 - Carries a significantly higher responsibility level than the norm for the rank; or
 - Presents particular difficulties in recruitment and retention; or
 - Has specially demanding working conditions or working environments
- g) The personal criteria are that the member has demonstrated that he is fully competent in and highly committed to his duties and responsibilities.
- h) In this paragraph, "year" means any period of 12 months.

7A) ABOLITION OF SPECIAL PRIORITY PAYMENTS

- a) Special priority payments are abolished and, subject to sub-paragraph (c), paragraph (7) of this determination has no further effect.
- b) Special priority payments paid on a monthly basis shall not be paid after 31 March 2012.
- c) A member who, but for sub-paragraph (a), would have been entitled to receive a lump sum in December 2012 on account of a special priority payment paid on an annual basis, shall instead receive a lump sum of one quarter of the annual amount to reflect the member's service in the qualifying post between 1 January 2012 and 31 March 2012.

8) BONUS PAYMENTS

A chief officer may award a payment of between £50 and £500 to a member of his force where he is satisfied that the member concerned has performed a piece of work of an outstandingly demanding, unpleasant or important nature

9) POST-RELATED ALLOWANCES FOR CHIEF SUPERINTENDENTS

- a) A chief superintendent in a qualifying post shall be paid a Post-Related Allowance (PRA) of £5,001 a year (non-pensionable).
- b) A qualifying post is a post identified as such by the force's chief officer, following consultation with the local branch of the Superintendents' Association and in agreement with the police authority.
- c) In identifying any qualifying posts for the purposes of this paragraph, the chief officer shall have regard to the following criteria:
 - Whether the post is that of BCU commander, with exceptionally difficult policing conditions, high public profile, and particularly complex community relationships;
 - Whether the post is otherwise a very demanding post, including one dealing with high volumes of serious crime, high levels of deprivation and difficult conflict in community and partnership working.
- d) A PRA will not be paid to a person acting up, under Annex I of the determinations, in the absence of a post-holder entitled to a PRA.

The PRA will not be paid to anyone acting up, under Annex I of the determinations, in the absence of a post-holder entitled to a PRA.

10) UNSOCIAL HOURS ALLOWANCE

- a) A member of a police force in the rank of constable, sergeant, inspector or chief inspector shall be paid an allowance, to be known as the unsocial hours allowance, in respect of every full hour worked by the member between 8pm and 6am.
- b) Subject to the transitional arrangements set out in sub-paragraphs (c) to (f), the unsocial hours allowance shall be paid at an hourly rate of 10% of the member's hourly rate of pay, calculated by multiplying by 6/125200 the member's annual rate of pay.
- c) Until 1 January 2014 the unsocial hours allowance may be paid monthly in arrears at a fixed rate in respect of any month in which the member works any hours between 8pm and 6am, rather than by reference to the hours worked by the individual member.
- d) The fixed rate for a full-time member working a standard eight-hour alternating shift system for a four team pattern is as follows:
 - i) £100 for constables;
 - ii) £125 for sergeants;
 - iii) £160 for inspectors;
 - iv) £175 for chief inspectors
- e) The rates in sub-paragraph (d) may be altered by the chief officer where different shift arrangements apply.
- f) The fixed hourly rate for a part-time member shall be calculated by multiplying by 9/1565 the rate for the member's rank in sub-paragraph (d), or such other rate as the chief officer has determined under sub-paragraph (e).

11) AWAY FROM HOME OVERNIGHT ALLOWANCE

- a) A member of a police force in the rank of constable, sergeant, inspector or chief inspector shall be paid an allowance of £50, to be known as the away from home overnight allowance, in respect of every night on which the member is held in reserve.
- b) Subject to sub-paragraph (c), a member is held in reserve for the purposes of this paragraph if the member is serving away from his normal place of duty (whether because the member has been provided for the assistance of another police force under section 24 of the Police Act 1996 or otherwise) and is required to stay in a particular, specified place rather than being allowed to return home.
- c) A member is not held in reserve if the member is service away from his normal place of duty only by reason of being on a training course or carrying out routine enquiries.

12) HARDSHIP ALLOWANCE

- a) A member of a police force shall be paid an allowance of £30, to be known as the hardship allowance, in the circumstances set out in sub-paragraph (b).
- b) The allowance shall be paid in respect of every night when the member:
 - i) is held in reserve, within the meaning of paragraph (11), and
 - ii) is not provided with proper accommodation.
- c) For the purposes of sub-paragraph (b)(ii) “proper accommodation” means a room for the sole occupation of the member, with an en suite bathroom.