

Appendix B- Extract of Key Recommendations impacting upon Officers from Home Office circular 010-2012

Recommendation 2 - Introduction of an unsocial hours allowance

Officers from the rank of constable to chief inspector will receive an additional 10 per cent of their basic pay for all hours worked between 8.00pm and 6.00am, including overtime. This payment is not pensionable and should be paid for each full hour actually worked. Where overtime is worked between 8.00pm and 6.00am, the rate of the allowance is still 10 per cent of basic pay, not 10 per cent of the overtime rate. The allowance is paid in full in respect of each full hour worked.

The Force will implement this rule from the 1st April 2012. Officers will log the hours that they work during this time on Share Point until a specific system is developed.

The allowance will not be payable where an officer would have worked unsocial hours but for some intervening circumstance that prevented them from doing so.

Recommendation 5 - Changes to variable shift arrangements – amendment to Annex E

This applies to the federated ranks. The chief officer will consult, rather than agree, with the local joint branch board and individual officers, on bringing into operation variable shift arrangements. The chief officer will take account of the likely effects of the new arrangements on officers' personal circumstances. The consultation period should last at least 30 days. The new variable shift arrangement should come into force at least 30 days after it is announced. At the present time the Force is looking into developing a new shift pattern to be introduced after the Olympics.

Recommendation 6 – Overtime – amendment to Annex G

The premium rate of time and one third for 'casual overtime' is retained, with payment of travelling time for recalls between tours of duty. However, the minimum of four hours' pay for recall between tours of duty is abolished. The Force has put this into place from the 1st April 2012.

Recommendation 7 - Rostered rest days – amendment to Annex H

The rate of pay for working on a rostered rest day is no longer at double time if less than five days' notice is given. Pay will be at time and a half for working on a rostered rest day with fewer than 15 days' notice.

Recommendations 11, 12 and 13 - amendment to Annex U

- Changes to the arrangements for officers serving away from their normal place of duty (including on 'mutual aid' in another force area but not an Officer who is on routine enquiries):
- A new 'Away from home overnight' allowance of £50 will be introduced and will be payable for every night on which an officer is 'held in reserve'
- An officer is 'held in reserve' if he or she is serving away from his or her normal place of duty and is required to stay in a particular, specified place rather than being allowed to return home. An officer is not 'held in reserve' if he or she is serving away from his or her normal place of duty only by reason of being on a training course or carrying out routine enquiries
- An allowance of £30 per night if 'proper accommodation' is not provided to an officer who is 'held in reserve' will be paid this is to be called a hardship allowance and will be paid from the 1st April 2012
- The definition of 'proper accommodation' is a single occupancy room with use of en suite bathroom facilities
- The Hertfordshire agreement is withdrawn.

Recommendation 20 - Pay progression – Amendment to Annex F

Two-year suspension of incremental progression for officers below the top of their pay scale from 1 April 2012 to 31 March 2014. However, the first three increments for officers on the constable scale will be exempt from this. This means that an officer could progress to point three of the constables' pay scale during this two-year period but no further.

At the end of the suspension period, further progression will be by moving to the next pay point above the one that the officer was on before the suspension period. Reckonable service accrued before the commencement of the suspension period will count towards progression afterwards. An example of an officer who has completed 6 months' reckonable service at pay point 5 on 31 March 2012, the officer will move to pay point 6 on completion of a further 6 months' reckonable service commencing on 1 April 2014.

Recommendation 25 - Chief officers' bonuses

Two-year suspension of chief officers' bonuses.

The bonus scheme for chief officers is not set out in determinations but in Home Office circulars. This circular publicises the Home Secretary's decision that the scheme should be suspended for 2 years. This means that the arrangements for the payment of bonuses approved by the Secretary of State in Home Office circular 36/2004 are suspended from 17 April 2012 to 16 April 2014. However, a full bonus will still be payable if an officer's PDR reporting year ended before 17 April 2012 and the officer is eligible for one as a result of his or her PDR rating . Officers will also receive a pro-rated bonus if their reporting year ends after 17 April 2012 and as a result of their PDR rating, they would be eligible for a bonus.

Recommendation 27 - Bonuses for the superintending ranks – amendment to Annex F

Two-year suspension of superintendents' and chief superintendents' bonus scheme.

Bonuses will be suspended for two years from 1 April 2012 to 31 March 2014. However, a full bonus will still be payable if an officer's PDR reporting year ended before the determinations came into force on 1 April 2012 and the officer is eligible for one as a result of his or her PDR rating .

Officers will also receive a pro-rated bonus if their reporting year ends after the determinations come into force in 2012 and as a result of their PDR rating, they would be eligible for a bonus. This will be calculated by multiplying the full bonus by $N/12$. N is the number of full months in the period beginning with the start of the officer's reporting year and ending on the date when the determinations come into force.

Recommendation 29 - Competence-related threshold payments – amendment to Annex F

The competence-related threshold payments scheme should be retained for those officers already in receipt of competence-related threshold payments (CRTP), but there will be a two-year freeze on new applications from 1 April 2012 to 31 March 2014.

A re-application for CRTP by an officer who was already in receipt of the payment as at 31 March 2012 will not be considered a 'new application' and will be considered in accordance with the relevant determinations - This applies to officers who have been Temp promoted and now reverted to their substantive rank.

New applications made before 1 April 2012 shall continue to be dealt with only if the member's relevant service had entitled him to be at the top of the pay scale for at least one year by 1 April 2012. Where an application was made in advance, but the officer had not accrued the necessary service by 1 April 2012, the force will not consider the application after that date.

Recommendation 31 – Team recognition awards(bonus Awards)

Chief Officers may recognise whole teams with a team recognition award payment of £50 to £100 each for outstandingly demanding, unpleasant or important work, or outstanding work for the public. - At the present time the Force is changing the way that Bonus payments are awarded and will take into consideration the recommendation.

Recommendation 33 - Abolition of special priority payments – amendment to Annex U

Where a member would, but for the abolition of SPP, have been entitled to receive a lump sum payment in December 2012, the payment will be pro-rated from 1 January 2012 until 31 March 2012 – The Force will notify officers who are to receive SPP for the above period in the normal way when the calculations and criteria have been set.

Recommendation 37 – Removal expenses – amendment to Annex V

Police authorities are required to pay all reasonable costs arising from the sale and purchase of a chief officer's house, and should pay all tax liabilities arising from any relocation packages, so that, for the chief officer concerned, there is no personal financial disadvantage

The provision for reimbursing removal expenses for other ranks remains unchanged.

Recommendation 46 - Motor vehicle allowance – amendment to Annex U

The link between motor vehicle allowance for police officers and that for local authorities is re-established. The new rates, effective from 1 April 2012, are set out in the determination. – These rates are now in force.

Recommendation 48 - Maternity pay – amendment to Annex L

Officers' maternity entitlement is increased from 13 weeks at full pay to 18 weeks at full pay, with officers having the option, with the agreement of their

chief officer, to spread the final five weeks of maternity pay over 10 weeks at reduced rate

This change has effect for any period or periods of maternity leave for which the expected date of birth is 1 April 2012 or a later date

Other recommendations that have been outlined in the Winsor 1 report.

The following recommendations require amendments to regulations. The process to amend the relevant sections of the Police Regulations 2003 and the Police Pensions Regulations 1987 and 2006 is being taken forward by the Home Office.

Recommendation 8 - Changes to public holiday arrangements

Officers will be able to nominate days to be treated as public holidays. In addition to 25 December, to treat as public holidays. Officers must nominate their chosen seven days before 31 January for the next financial year. This means that officers must notify before 31 January 2013 their seven days in time for their nominations to apply for the financial year starting April 2013

Recommendation 43

The replacement allowance is retained. However, there will be no increase in the amount received following a change in personal circumstances such as promotion. The existing framework where the amount an officer receives is reduced when he or she lives with another officer also receiving the allowance will be retained.

Recommendation 55

The Police Pension regulations should be amended to allow chief officers to make a choice in relation to the time at which their pension benefits crystallise.

Recommendation 57

The criteria for the use of powers in Regulation A19 should be amended, with service-critical skills and performance being explicit considerations.

Recommendation 58

As quickly as possible, police forces should be provided with the ability to offer voluntary exit terms to police officers, substantially on the terms contained in the Civil Service Compensation Scheme 2010.

Recommendation 59

Officers who have been working on a part-time basis and wish to return to working full-time will now, on giving written notice of their return to work full-time, be appointed by the Police Authority within two months if there is a suitable vacancy. In any case, the officer will be appointed to a full-time post within four months of the written notice being received.