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PAY REVIEW – PART 2 - TIMING

This letter tells you that the timetable for Part 2 of the pay review has been extended to January 2012.

As you of course know, the terms of reference for the review require me to report to the Home Secretary in two stages. The first report concerns reforms which, if accepted, could be implemented for the short-term; the second report is about reforms of a longer-term nature. Those terms of reference required the Part 2 report by the end of June 2011.

The Part 1 report, which was published on 8 March 2011, has understandably taken up an appreciable amount of your members' time and attention, not least because your organisation is directly involved in considering the Part 1 recommendations through the relevant negotiating mechanism. I should not wish Part 2 to distract from this important work. It is the opinion of a considerable proportion of the people who are interested in Part 2 that the scope of issues to be considered are too complex and potentially critical for the future of the police service for it to be rushed in the short time between the publication of Part 1 and the end of June 2011. As I know you appreciate, Part 1 was necessarily constrained by the need to recommend changes which, if accepted, could be brought into effect in time for the beginning of the new pay year in September 2011. That timetable meant that it was necessary for the review to defer to Part 2 some of the more complex and difficult subjects in the terms of reference.

For these reasons, I asked the Home Secretary for an extension of Part 2 to 31 January 2012. She has agreed to this. This additional time enables the review to include three months for consultation, to enable you and your colleagues to provide fully developed, considered and detailed submissions. I am in the process of finalising an expanded call for evidence document. You will receive it shortly. I envisage that Part 2 will consider and address some of the fundamental issues that have been facing policing for some time, including:

- the basic pay of police officers, including the quantification of the 'x-factor';
- whether individual contribution or performance should affect pay;
- whether skills or roles should affect pay;
- police officer entry routes, including considering direct- and multi-entry routes;
- the length of the officer career, including a consideration of the idea of short-, medium- and long-term commissions;

- the negotiating mechanisms themselves; and
- the phased introduction of some or all of the recommended reforms.

As you appreciate, these are issues which, if subject to accepted recommendations, have the potential to have a material influence on the performance, management and culture of the police service for a long time. It is essential that we have the time to do them justice, and that includes your having the time to provide fully developed evidence, and then to discuss it with the review and others.

The consultation document will be circulated shortly. It is likely to ask for your submissions in August 2011. I intend also to hold a number of seminars of the kind we conducted in Part 1. There will also be a further online consultation process for officers, staff and the public. Details of the seminars and the online consultation will also come to you shortly.

I am very pleased to tell you that Sir Edward Crew has agreed to remain as the review's policing adviser in Part 2. He and I look forward to working with you again during the course of the year.



TOM WINSOR
Reviewer