

**INDEPENDENT REVIEW OF
POLICE OFFICERS' & STAFF
REMUNERATION & CONDITIONS**

MESSAGE FROM TOM WINSOR

Police Pay Review – Summary for Officers & Staff

I should like to let you know the outcome of the first part of my independent review of police pay and conditions. The recommendations here are made to come into effect when the current pay deal expires. In coming to my conclusions I have been guided by the following principles:

- Fairness is an essential part of any new system of pay and conditions;
- The office of constable remains the bedrock of British policing;
- Due regard must be made to the special demands of policing;
- Officers should be paid for what they do, skills they have which they are using at work and the relative weight of the job they do;
- Officers should be paid for how well they work;
- A single service should be developed to remove distinction between reward arrangements for police officers and police staff;
- The system should be simple to implement;
- There is a need for fundamental reform that will require phased introduction.

What will this mean to you?

The main points are:

- No compulsory redundancy;
- Chief officers and superintendent bonuses suspended;
- Competence related threshold payments (CRTPs) abolished;
- Special priority payments abolished;
- Increments frozen for two years (at 2010/11 levels);
- Overtime to remain but rates changed, as do qualification periods. It will only be paid for hours worked;
- You choose when you take your bank holiday leave;
- Unsocial hours to be paid at an extra 10% of basic pay to officers for every hour worked between 8pm and 6am (a long-service 24-hour response constable on a standard rotating shift could receive approximately £1,450 per year);
- A new Expertise and Professional Accreditation Allowance (EPAA) of £1,200 to be paid to detectives, firearms and public order officers qualified to the appropriate levels as using those skills. The allowance to be paid to neighbourhood police officers who have been in post for at least three years;

- For police staff, time and a half and double time pay for weekend day working to be abolished;
- National on-call payment of £15 per day for officers to be introduced. Also to apply to officers held in reserve;
- Maternity pay for officers extended from 13 to 18 weeks (a mid-service constable would receive approximately £2,360 more);
- Motor vehicle allowance should be restored to local authority rates;
- New system of medals and awards for hard-work and bravery of police officers, staff and specials.

There will be a second part of my report to come later in the year. In the meantime I would encourage you to read my report that is available on the website <http://review.police.uk> where you can see how you will personally be affected.

Thank you,

Tom Winsor