

WINSOR COMPARISON

WINSOR RECOMMENDATION	PAT DECISION	INTERPRETATION
<p>Recommendation 2 – Police constables, sergeants, inspectors and chief inspectors should receive an additional 10% of their basic pay, on an hourly basis, for hours worked between 8:00pm and 6:00am (non-pensionable).</p>	Accepted	A type of shift allowance, which brings with it administrative difficulties. GAIN – but not pensionable
<p>Recommendation 5 – Determination Annex E, made under Regulation 22 of the Police Regulations 2003, should be amended to require the chief officer to consult, rather than agree, with the local joint branch board and individual officers in connection with the bringing into operation of a variable shift arrangement. That consultation should take place over a period of at least 30 days. Before making his decision, the chief officer should be required to consult the affected officers and take full account of their individual circumstances, including the likely effects of the new arrangement on their personal circumstances. New shift arrangements should not be brought into effect earlier than 30 days after the communication of the decision of the chief officer.</p>	Accepted	VSA's can now be imposed, rather than agreed. LOSS
<p>Recommendation 6 – Determination Annex G, made under Regulation 25 of the Police Regulations 2003, should be amended to replace time and a third premium pay for casual overtime with plain time. The minimum hours for being recalled between duty should be abolished and instead paid at plain time for the hours worked, with travelling time.</p>	MODIFIED. The premium rate of time and one third to be retained for casual overtime, with payment of travelling time for recalls between tours of duty. The minimum hours payment for being recalled to be abolished as proposed.	Time and a third overtime remains as is. However, the payment of a minimum of 4 hours for a recall to duty is rescinded. Travelling time for split tours and recalls remains payable. Mitigated LOSS, but better that Winsor originally proposed
<p>Recommendation 7 – Determination Annex H, made under Regulation 26 of the Police Regulations 2003, should be amended to remove double time premium pay and the notice period of five days for working on a rostered rest day. Time and a half premium pay should be payable for working on a rostered rest day with fewer than 15 days' notice.</p>	Accepted	Double time pay rates are rescinded (except on nominated public holidays). Rest days cancelled with less than 15 days' notice will only attract time and a half payment. LOSS
<p>Recommendation 8 – Determination Annex H, made under Regulation 26 of the Police Regulations 2003, should be amended to allow the payment of overtime at double time for 25 December and seven other days chosen for the next financial year by the officer before 31 January. Cancellation with fewer than 15 days' notice should require the authority of an Assistant Chief Constable.</p>	Accepted	Christmas day is the only automatic PH; you will need to specify when you wish the other 7 to fall. LOSS

<p>Recommendation 11 – Police officers on mutual aid service should be paid for the hours they are required to work each day, plus travelling time to and from the place of duty. Where those hours coincide with the unsocial hours period, or the duty has been required at short notice and they are eligible for the new overtime rates, the officer should be paid at the applicable premium rates.</p>	<p>MODIFIED. Both sentences of Recommendation 11 are accepted as worded. In addition, officers on mutual aid who are unable to return home are to receive a new 'Away from Home Overnight Allowance' of £50 per night.</p>	<p>The 'Hertfordshire' agreement (minimum 16 hours payment) will no longer apply; instead officers will receive travelling time in Addition to their actual working hours (at whatever overtime rate) and a £50 overnight allowance. What overnight means and the taxation implications on this are unknown. Mitigated LOSS but better that Winsor originally proposed</p>
<p>Recommendation 12 – The definition of 'proper accommodation' should be revised to describe a single occupancy room with use of en suite bathroom facilities. Where such accommodation is not provided, the officer should receive a payment of £30 <i>per</i> night. The current definition of 'higher standard accommodation' should be removed and not replaced.</p>	<p>Accepted</p>	<p>If you are housed overnight other than single occupancy with en-suite facilities this payment is claimable. The taxation implications on this are unknown. Mitigated LOSS as accommodation standard is now set, but forces may choose to forego this and just pay the allowance.</p>
<p>Recommendation 13 – Officers held in reserve on a day and who have not been paid for any mutual aid tour of duty that day, should receive the on-call allowance of £15 for that day.</p>	<p>MODIFIED. Officers held in reserve who are unable to return home are to receive the new 'Away from Home Overnight Allowance' of £50 per night.</p>	<p>The 'Hertfordshire' agreement (minimum 16 hours payment) will no longer apply; instead officers will receive a £50 overnight allowance. What overnight means and the taxation implications on this are unknown. Mitigated LOSS, but better that Winsor originally proposed</p>
<p>Recommendation 20 – Police officers and all members of police staff below the top of their pay scale should be suspended at that increment for a two-year period commencing September 2011.</p>	<p>MODIFIED. The first three steps on the constables' scale to be excluded from the proposed suspension. All other progression on the police officers pay scales to be suspended as proposed.</p>	<p>Probationers will receive their first three increments. What is unclear is whether this means pay points 0-2 or 1-3. Everyone else will have a two year increment freeze with effect from 1st April 2012. Mitigated LOSS, but better that Winsor originally proposed. Applies to police officers only, NOT police staff as PAT has no jurisdiction over their terms or conditions</p>
<p>Recommendation 25 – The chief officer bonus scheme should be suspended for a two-year period commencing September 2011.</p>	<p>Accepted</p>	<p>Senior officers bonus schemes only suspended.</p>
<p>Recommendation 27 – The bonus scheme for superintendents and chief superintendents should be suspended for a two-year period commencing September 2011.</p>	<p>Accepted</p>	

<p>Recommendation 29 – Competence Related Threshold Payments should be abolished from 31 August 2011 and all outstanding CRTP payments up to that date should be paid on a pro-rated basis.</p>	<p>MODIFIED. CRTPs to remain in place for those who already receive them, but there should be a two-year freeze on new applications.</p>	<p>Those that get it keep it. Those that are at the top of their pay scale and could apply for it after being at the top of scale for 12 months will have to wait until the 1st April 2014 until they can apply for it. LOSS of legitimate expectation of those likely to receive it before the scheme closes. IF YOU ARE ELIGIBLE APPLY NOW</p>
<p>Recommendation 33 – Special Priority Payments should be abolished from 31 August 2011 and all outstanding SPPs up to that date should be paid on a pro-rated basis.</p>	<p>Accepted</p>	<p>SPP will cease as early as practicable and by 1/4/2012, with is being paid pro-rated to the termination date. LOSS</p>
<p>Recommendation 34 – An interim Expertise and Professional Accreditation Allowance of £1,200 <i>per annum</i> should be introduced from September 2011 for officers meeting the skills or length of service criteria in the four stated priority functions. It should be paid monthly and pro-rated where an officer works part-time. It should be removed when an officer leaves the qualifying role.</p>	<p>No Award</p>	<p>Winsor part 2 will apply greater changes to pay and conditions, so this defers such awards till that report.</p>
<p>Recommendation 43 – The replacement allowance for housing should remain. However, the amount an officer receives should not increase from 31 August 2011 with changes in personal circumstances, such as promotion. The existing framework, by which the amount an officer receives reduces when he lives with another officer also receiving the allowance, should remain.</p>	<p>Accepted</p>	<p>Those that get it still will, it can only go down not up which used to be the case on promotion or change in personal circumstances. LOSS IF YOU ARE CO-HABITING WITH ANOTHER POLICE OFFICER THEN CONTACT YOUR PROGRESS HOUSE OFFICE ASAP.</p>
<p>Recommendation 44 – A national on-call allowance for the Federated ranks should be introduced from September 2011. The amount of the allowance should be £15 for each occasion of on-call after the officer in question has undertaken 12 on-call sessions in the year beginning on 1 September. An on-call occasion should be defined as the requirement to be on-call within any 24-hour period related to the start-of-the-police-day.</p>	<p>No Award</p>	<p>Winsor part 2 will apply greater changes to pay and conditions, so this defers such awards till that report.</p>
<p>Recommendation 45 – The national on-call allowance should be reviewed by the Police Negotiating Board three years after its introduction in the context of better management data.</p>		<p>No change – potential win</p>

<p>Recommendation 59 – Regulation 5(4) of the Police Regulations 2003 should be amended so that an officer giving written notice to return from part-time to full-time working, must be appointed by the Police Authority within two months if the force has a suitable vacancy, and within four months of the notice being received.</p>	<p>Accepted</p>	<p>Officers returning to full time hours can be delayed from doing so for up to 4 months. LOSS</p>
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Recommendations in the Winsor Report Part 1 agreed in principle by the Sides and not referred to the PAT

Recommendation 31 – Chief Officers should recognise whole teams, both officers and staff, with a team recognition award payment of £50 to £100 each for outstandingly demanding, unpleasant or important work, or outstanding work for the public

Recommendation 37 – Police Authorities should be 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

Recommendation 38 – Police Authorities should publish details of all benefits for chief officers and their values in their annual reports, itemised by officer

Recommendation 39 – Chief officers should provide receipts for all expenses, and information as to expenses above £50 paid to chief officers should be published quarterly on the Police Authority's website

Recommendation 46- The link between Motor Vehicle Allowance for police officers and that for local authorities should be re-established from September 2011

Recommendation 48 – Officers' maternity entitlement should increase 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

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.

