

Agenda Item: 14 – Marked “To Follow”

To: Finance and Resources Committee

From: Chief Constable

Date: 20th January 2010

SPECIAL PRIORITY PAYMENTS 2010

1. Purpose

- 1.1 To outline the proposals for the Special Priority Payments (SPP) scheme to be paid for the calendar year 2010.

2. Background

- 2.1 The Police Reform Act 2002 introduced the concept of SPPs. It is a way of giving additional payment to Officers in the most demanding and difficult front line operational roles. The scheme operates on a calendar basis.
- 2.2 The Police Authority and Chief Constable have the authority to formulate and agree the Cambridgeshire Constabulary scheme each year in accordance with Police Negotiating Board (PNB) guidance and in consultation with the appropriate staff associations.
- 2.3 SPPs must be paid to between 20% and 40% of Officers. The proportion of the budget which is to be used for payment of SPPs is a fixed amount equivalent to 2.0% of the Police Officer pay budget. In summary there is a fixed amount of money which has to be spent on between one fifth and two fifths of Officers according to criteria determined locally.
- 2.4 Members may recall that agreement was reached in 2008 that should the Home Office maintain the SPP through to 2010 a complete review would be undertaken for the 2010 scheme. The 2009 scheme was paid on the same basis as that agreed for the 2008 payments (Appendix A shows the roles attracting SPPs in 2009).

3. Progress Towards 2010 Scheme

- 3.1 The Home Office has confirmed that there will be a continuance of the scheme for the foreseeable future and as a consequence the DCC commenced the review. Officers were invited to a number of workshops across the county to share their views.
- 3.2 Overwhelmingly the Officers wanted the SPP to be paid equally to all Officers, however, at that time the Home Office had confirmed that this would not be acceptable.

- 3.3 The DCC, mindful of Home Office guidance, prepared a scheme which was built on the 2009 scheme and included a number of Police Officer roles for consideration of inclusion in the 2010 scheme such as the Force Control Room Oscar One roles (x 6). The Oscar Ones in practical terms act as Firearms Incident Commanders, therefore this would bring them into line with Officers routinely deployed with firearms.

4. Constabulary Approval for 2010 Scheme

- 4.1 This proposed 2010 scheme was presented for discussion to the Force Executive Board (FEB) meeting on 12th January 2010.
- 4.2 At the FEB meeting it was reported that an article had appeared, that week, in the Police Review magazine which stated that Grampian Constabulary had decided to divide the SPP money and pay this equally to all their Police Officers.
- 4.3 Following considerable discussion, FEB agreed that the above option should be explored, in part due to the concern from members that it can be a divisive process and therefore to divide the payment equitably would go some way to absolving this. The DCC undertook to carry this work out and also he agreed to liaise with the Home Office to understand their position on the matter.
- 4.4 If there is the option of paying SPPs equally to officers this is the preferred option for the FEB to pursue.
- 4.5 However, should this not be permissible the 2009 scheme with the inclusion of Oscar One, would be the preferred option. There would be some rationalisation of the 'on call' responsibilities and such responsibilities would be paid for on a pro rata basis according to the number of weeks 'on call' worked annually, rather than pay the allowance on a per role basis. Furthermore, the 2009 scheme had been divided by using a point system with officers having dual role attracting a high rate of SPP. This option would also be removed from a revised 2010 scheme.

5. Recommendation

- 5.1 The Committee is invited to note progress to date with the 2010 SPP scheme and to discuss the paper with a view to noting the position being taken and to endorse the conclusion of the Force Executive Board that SPP be divided equally between all federated Officers, or in the event that this is not permissible by the Home Office, that the 2010 scheme be agreed as per the modified 2009 scheme.

BIBLIOGRAPHY

Source Document(s)	Contact Officer	Location
	John Feavour Deputy Chief Constable (01480) 422532	Cambridgeshire Constabulary Hinchingsbrooke Park, Huntingdon
<p>Originating Officer: DCC John Feavour</p> <p>Is it considered that this report contains 'exempt information' and should be considered in private? NO</p> <p>If the answer is "YES", please state the nature of the exempt information and the relevant clause (s) in Part 1 of Revised Schedule 12 to the Local Government Act 1972</p> <p>.....</p> <p>The attached report has been cleared with the undermentioned officers: (delete as appropriate)</p> <p>Chief Executive/Chief Constable/Treasurer</p> <p>Others</p> <p>Submitted on14th January 2010.....</p> <p>A report will not be sent to the Authority unless this box has been satisfactorily completed and all necessary consultation carried out - the responsibility for which rests with the originator (except for consultation with the Chairman and this will be undertaken by the Chief Executive).</p>		

Appendix A

The table shows the on call duties that have attracted SPP in 2009

Role	Approved for 2009
Tactical Firearms Unit Tactical Adviser	Yes
Police Support Unit Tactical Adviser	Yes
Operational Det. Inspectors/Det. Chief	Yes
Inspectors including Professional Standards Dept.	
Negotiators	Yes
PoLSA (Police Search Adviser)	Yes
Regulation of Investigatory Powers Compliance Officer	Yes
Covert Operations	Yes
Roads Policing Unit Inspectors	Yes
Family Liaison Officer	Yes
Special Branch source handlers and sergeants	Yes
Dedicated source handlers	Yes
Air Operations Unit	Yes
Force Intelligence Bureau (new on call role 2007)	Yes
Specially Trained Officers	Yes