

Colleagues

The Police Arbitration Tribunal has published its' findings this morning. Please find below a breakdown of the headline recommendations to be implemented. The implementation date if ratified by the Home Secretary will be April 1st 2012.

Recommendation 2 Unsocial Hours Allowance.

This has been accepted and means that officers who work between the hours of 8pm and 6am will be able to claim an additional 10% of their basic pay. This will be (non-pensionable).

Recommendation 5 Variable Shift Arrangements

This has been accepted and means that Chief Officers will be able to impose shift patterns without the agreement of the local Federation Secretary. They will now be required to consult but not agree before implementation.

Recommendation 6 Casual Overtime

The rate of pay for casual overtime on a working day is to be retained at time and a third rather than to flat rate recommended. Minimum four hours for a recall to duty between two shifts is to be abolished.

Recommendation 7 Rest Day Working

Double time rest day working to be abolished. Any rest day worked with less than 15 days notice to be paid at time and a half.

Recommendation 8 Bank Holiday Working

Double time overtime rate for Bank Holidays to be retained. Bank holiday rates will be applicable for Christmas Day working and seven others dates to be chosen by officers. If required to work on December 25th or one of the seven nominated dates then Bank Holiday rates apply.

Recommendation 11 Mutual Aid

The minimum 16 hours pay for officers engaged on mutual aid to be abolished and replaced with an "Away from Home Overnight Allowance" payment of £50 per night. Only actual hours worked (including travelling) will be paid.

Recommendation 12 Proper Accommodation

Officers required to stay away from home overnight will be put in accommodation consisting of a single occupancy en-suite room. If this is not provided, then an additional £30 per night can be claimed.

Recommendation 20 Incremental Pay Progression

This is to be suspended for two years with the exception of the first three steps on the Constables scale which are exempt.

Recommendations 25 and 27 Chief Officer/Chief Supt and Supt Bonus Schemes

To be suspended for two years.

Recommendation 29 Competency Related Threshold Payments

This is to be retained for those already in receipt of the payment. New applications will be suspended for two years.

Recommendation 33 Special Priority Payments.

These are to be abolished.

Recommendation 34 Expertise and Professional Accreditation Allowance

This will not be adopted but will be deferred pending the Winsor 2 report.

Recommendation 44 On-Call Allowance

The Tribunal did not rule on this subject preferring to wait for the outcome of Winsor's second report.

Recommendation 59

Part-time officers wishing to return to full time duties will be re-appointed to full time duties within two months if there is a suitable vacancy or four months in any event.

Recommendations Already Accepted by Both Sides.

Recommendation 31 Recognition Payments

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 46 Mileage rates

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

Recommendation 48 Maternity Pay

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 57 A19

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

Recommendation 58 Voluntary Severance Scheme 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.

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