



## **A Police Federation of England and Wales guide to the negotiations on the Winsor recommendations on pay and conditions.**

### **Summary of Winsor recommendations**

On 1 October 2010 the Government announced a review of police pay and conditions to be led by Tom Winsor. The Winsor Review is currently in the process of completing its final report. In March 2011 Winsor published his interim report, which contained 62 recommendations. The Home Secretary accepted the report in full and directed the Police Negotiating Board (PNB) to consider 27 of its recommendations. The PNB failed to agree on 18 of the 27 recommendations and the Police Arbitration Tribunal (PAT) was then asked to consider whether or not to agree to the 18 outstanding recommendations. The main recommendations which affect federated ranks are summarised below:

- Incremental pay progression for police officers below the top of their pay scale should be suspended for a 2-year period commencing September 2011
- Competence Related Threshold Payments (CRTPs) should be abolished
- The protection police officers currently have should be removed by ending the right of Police Federation Joint Branch Boards to agree Variable Shift Arrangements
- Ordinary overtime should be paid at plain time rather than time and one third
- The premium for working on a rostered rest day should fall from double-time to time and a half
- Police officers on mutual aid should be paid for the hours they are required to work each day, plus travelling time to and from the place of duty
- Where accommodation does not meet the defined standard officers on mutual aid officers should be paid £30 a night
- 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
- Special Priority Payments (SPPs) should be abolished
- Officers should receive an additional 10 per cent of their basic hourly pay during the hours they work between 8:00pm and 6:00am
- An Expertise and Professional Accreditation Allowance (EPAA) should be introduced for four identified roles
- An on-call allowance of £15 per session should be introduced, once officers have undertaken the first 12 sessions for free
- Housing Allowance should not increase for officers as their personal circumstances change
- Police officers giving written notice to return from part-time to full-time working, must be appointed within two months if the force has a suitable vacancy, and within four months of the notice being received

## **Staff Side response**

Throughout the negotiations, your Police Federation representatives on Staff Side took the view that their priority should be to protect the pensionable pay of police officers. The greatest threat to pensionable pay was the two year incremental pay freeze and the abolition of CRTPs.

Staff Side took a constructive approach and put forward alternative proposals in July which would have saved £367 million from police officer pay over the period up to April 2014.

The Official Side/Winsor proposals would have saved £387 million over the same period. The difference between both sides was just £20 million over two and a half years.

## **Chronology of negotiations**

Throughout the negotiations Staff Side explained its concerns about the practical implications of some of Winsor's recommendations including:

- The considerable financial hardship which these recommendations would cause for many of our members
- The long-term and permanent impact upon pensions
- The impact upon the work-life balance of officers

Although Staff Side was willing to engage in a meaningful discussion on pay reform which would lead to sustainable outcomes, the Official Side failed to address these concerns. Staff Side was also reluctant to agree to proposals in which there is a real possibility of a disproportionate discriminatory impact against officers with certain protected characteristics, in particular women officers. In Staff Side's view, the Official Side proposals have not been adequately assessed for equality impact.

Despite these concerns, Staff Side demonstrated considerable movement in its position. In May, Staff Side suggested the following:

- Linking CRTPs to an annual review through the Personal Development Review (PDR) process
- Giving chief officers the ability to include the proposed Expertise and Professional EPAA roles in their own local SPP scheme
- Removing the 40 per cent ceiling on SPPs to give chief officers greater local flexibility

In June Staff Side also proposed that CRTPs should be made available to all officers regardless of their position on the pay scale, which would introduce a contribution related pay element that would address the Official Side principles of paying people for what they do and changing the culture of police pay.

The following Staff Side proposals were made to the Official Side on 14 July 2011 and confirmed again on 26 July 2011.

- The temporary suspension of the SPP scheme for a period of three years. Staff Side's proposals would realise a saving of £258 million by April 2014, compared

to the £222 million which would be saved by the Official Side's proposals. This is because Staff Side was willing to concede the entire SPP pot for 2011, compared to the part-year removal proposed by the Official Side.

- Reducing casual overtime which is not directed from time and a third to plain time and the removal of the ½ hour disregard, potentially saving of £105 million by April 2014.
- Suspending the superintendents' and chief officers' bonuses for two years.
- Suspending Staff Side's long-standing claim for a national on-call allowance.
- Accepting a two-year pay freeze

Staff Side's estimate of the actual level of savings from changes to the casual overtime rate was based upon the best available information, including the data published in the Winsor Part One Report. Staff Side indicated its support for a Technical Working Group of the PNB, with assistance from the Office of Manpower Economics, to definitively establish the actual level of savings from this reform.

Staff Side accepted the need for pay reform and proposed in the short-term, that:

- Pay progression for federated ranks should be contingent upon satisfactory performance on the same basis as that for superintendents and assistant chief constables
- Retention of a CRTP should be based upon an annual review linked to performance appraisal.

In the medium to long-term, Staff Side expressed a willingness to engage in discussions on role-based pay and job evaluation for police officers, as evidenced by our submission to the Winsor Part Two consultation. The Staff Side approach is underpinned by independent reports from among others, Incomes Data Services and Sue Hastings, an independent consultant who was involved in Agenda for Change within the NHS.

On 10 November 2011, in order to make further sustainable savings, Staff Side conceded that SPP payments should be abolished rather than suspending the payments for three years.

### **Savings from Staff Side alternative proposals**

In July, the Official Side confirmed that Staff Side's savings would generate £325 million between September 2011 and April 2014. This failed to take into account the full SPP pot which Staff Side was willing to concede for 2011-12. Including the entire SPP pot for 2011-12 demonstrates that Staff Side and the Official Side were only £20 million part over the period to 2014.

	<b>2011-12 costs/savings</b>		<b>2012-13 costs/savings</b>		<b>2013-14 costs/savings</b>	
	Staff Side	Winsor	Staff Side	Winsor	Staff Side	Winsor
Suspension/abolition of SPPs	£86m	£50m	£86m	£86m	£86m	£86m
Overtime changes	£21m	£32m	£42m	£58m	£42m	£60m

Suspension of superintendent and chief officer bonuses	£1.2m	£0.5m	£2.1m	£1m	£0.9m	£1m
Abolition of CRTPs	0	£37m	0	£61m	0	£65m
Progression freeze	0	£72m	0	£192m	0	£220m
Unsocial Hours allowance	0	-£60m	0	- £103m	0	- £104m
EPAA	0	-£52m	0	- £90m	0	- £90m
On-call	0	- £10m	0	- £15m	0	- £15m
Maternity Pay	0	- £3m	0	- £5m	0	- £5m
Team recognition award	0	- £1m	0	- £2m	0	- £2m
National Insurance contributions	0	- £17m	0	- £30m	0	- £30m
<b>Total</b>	<b>£108.2m</b>	<b>£48.5m</b>	<b>£130.1m</b>	<b>£153m</b>	<b>£128.9m</b>	<b>£186m</b>

Staff Side's savings were front-loaded to match the profile of the cuts to the police service announced in the Comprehensive Spending Review (CSR), in which the cuts to police spending are concentrated in the years 2011-12 and 2012-13.

<b>Total savings</b>	<b>Official Side</b>	<b>Staff Side</b>
2011-12	£48.5m	£108.2m
2012-13	£153m	£130.1m
2013-14	£186m	£128.9m
<b>Total 2011-14</b>	<b>£387.5m</b>	<b>£367.2m</b>

In addition, the year on year savings from the housing replacement allowance were not factored into the Winsor savings and these will accrue an additional £55 million in total by 2014.

This considerable commitment to reform, together with the financial savings offered from police pay by a staff association is unprecedented. It is a matter of disappointment and regret that these substantial concessions made by Staff Side during the course of the negotiations failed to deliver an agreement and resulted in the Police Arbitration Tribunal being asked to provide a ruling.