

# LEICESTERSHIRE POLICE AUTHORITY

PAPER MARKED

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Meeting            HUMAN RESOURCES COMMITTEE  
Date                3<sup>rd</sup> DECEMBER 2009  
Report of          DIRECTOR OF HR  
Subject            SPECIAL PRIORITY PAYMENTS

## **Purpose of the report**

1. The purpose of this paper is to brief members in respect of:
  - The Special Priority Payment (SPP) scheme in Leicestershire, and
  - The proposal for a national on-call allowance and the associated implications for the current scheme

## **SPP Scheme**

2. SPPs were introduced in 2003 following agreement with the Police Negotiating Board (PNB) to allow for additional payments to officers up to the rank of Chief Inspector. Home Office guidance states that payments should be made to 40% of Officers, and dictates that 2% of the federated salary budget should be provided towards the payments.
3. In Leicestershire, SPPs are divided into 2 main categories:

**SPP1** recognises roles that carry more responsibility than usual for the rank in three main areas:

  - Payments for roles that include a significant element of on-call responsibility.
  - Payments for other roles involving significant additional responsibility for the rank (other than on call). Over recent years this list of roles has significantly reduced and now only includes CAIU DCs and DIs who do not undertake on-call duties, CMC Inspectors and PBOs.
  - Payments for Tutor Constables, Student Assessors and CID Mentors (including the assessment phase of each element).

**SPP2** is designed to recognise the demanding work environment required by front-line policing involving shift-work and rewards officers who have been assessed as exceptional in their last PDR.
4. For further information about the scheme, please see Police Reform Payments website.

### **National On-Call Allowance**

5. On 7<sup>th</sup> August a decision was made by the Police Arbitration Tribunal (PAT) in relation to on-call allowances for police officers as follows:

“The tribunal is persuaded that an on-call allowance, determined at national level, should be introduced. The details as to the form of nationally determined recompense such as the level or levels, conditions, date of introduction, and any PNB framework of principles or guidance for the operation of on-call are to be subject to negotiation between the Sides”.

6. In Leicestershire on-call responsibilities have been recognised through Special Priority Payments, accounting for 60% of the total SPP budget. As such the PAT decision will affect future payment for roles with on-call responsibilities.
7. It is not known with certainty at this stage how the on-call allowance will be funded, however it is considered likely that the funding will be transferred from the SPP budget.
8. Following the decision from the PAT, a decision was made to temporarily suspend the current SPP scheme pending the details of the on-call allowance arrangements. This has been communicated on Latest News and through BCU newsletters. Work is currently underway to assist ACPO consider the operational implications of the allowance and to capture accurate information to inform the negotiating position.

### **Recommendations**

9. It is recommended that the contents of this paper are noted.

### **Persons to Contact**

10. For further information about this report, please contact Charlotte Dyer, HR Officer Workforce Planning, on extension 2108