Safer Neighbourhoods

NORTH YORKSHIRE POLICE AUTHORITY

POLICY AND PLANNING BOARD

8 JUNE 2012

REPORT OF THE CHIEF OFFICER RESOURCES

SPECIAL PRIORITY SCHEME 2012

1. Report Purpose and Recommendations

Report Purpose

1.1 To provide Members with the final proposal of the North Yorkshire Police (NYP) Special Priority Payment (SPP) Scheme 2012.

Recommendations

1.2 Members are requested to note the projections of officer numbers for the 2012 Special Priority Scheme which has previously been endorsed and, note the timeline developed for implementation.

2. Key Information

2.1 The SPP is a mandatory scheme arising from the Police Negotiating Board (PNB) Agreement of May 2002 with application of the scheme commencing for the first time in the 2003/2004 year.

2.2 The PNB intention was that the SPP Scheme was reviewed and amended as necessary to meet the changing demands and priorities of each individual force. The payments should be paid to a minimum of 20% and a maximum of 40% of officers.

2.3 Payments under the SPP scheme to individuals should be between £500 to £3,000 a year. They will be taxable but non-pensionable and are paid as a single lump sum.

2.4 In January 2012 The Home Secretary' accepted the findings of the Police Arbitration Tribunal in relation to the Winsor Report - Part 1. It was agreed that where SPPs are paid yearly and forces have determined that an officer will receive a lump sum payment, the payment will be pro-rated to reflect the officer's service in the qualifying post from 1 January 2012 until the date the changes come into force, 31 March 2012. This paper includes the proposal of NYP to pay SPP in 2012 in line with this.

3. Proposals

3.1 The SPP scheme proposals for 2012 were considered at the Policy and Planning Board (PPB) on 9 March 2012.

3.2 It was agreed by Members that the Scheme for 2011 would be rolled forward for the 2012 scheme.

3.3 The 2012 SPP Scheme has 10 categories of officer which attract the payment:

- Police Constables (Response & Reassurance) with a minimum 5 years service excluding FCR and Partnership & Reassurance,
- Safer Neighbourhood Police Inspectors
- Detective Constables (CID & PCT) with a minimum 5 years service as an officer
- Detective Sergeants (CID & PCT) with a minimum 4 years service in rank
- Detective Inspectors (CID & PCT)
- Detective Inspector PVP
- Tactical Firearms Advisors
- Authorised Firearms Officers (PC & PS rank)
- Road Policing SIO (PC rank)
- Custody Sergeants with an minimum 2 years service in post

3.4 The 2012 scheme covers the period January to March 2012. The scheme is attached as Appendix 1 to this report.

3.5 In previous years NYP have received Home Office grant funding of £886,159 for a full year SPP scheme. It has been confirmed that £221,540 is available to fund the 2012 SPP scheme up to closure on 31 March 2012.

3.6 The current net cost of the proposal for 2012 is £192,470. Whilst this initial estimate is £29,069 below the required anticipated minimum spend, it is probable that the figures will vary slightly once eligible officer numbers are confirmed for payment and consistent with previous years the payment amounts will be adjusted accordingly to ensure that NYP spends the required amount.

3.7 In 2012 NYP should make the payment to a minimum of 284 officers (20% of strength) and a maximum of 568 (40% of strength). The 2012 scheme identified 739 officers (52% of NYP strength) in posts eligible to receive a Special Priority Payment. The increase in percentage was noted in the paper of 09 March 2012.

3.8 It is anticipated that the percentage may vary marginally this year as vacancies and officer moves have already been taken into consideration (due to this being actual numbers and not projections for the reference period). The marginal variance will be as a result of other conditions of payment not being met. By way of example, in 2011 there was a 2.8% reduction from projected to actual percentage of officer who received payment. However, this variance included the officers movements which have already been factored into the 2012 scheme. It should therefore be noted that the actual percentage is unlikely to vary significantly from the 52% projected.

3.9 Members should be aware that the 2010 and 2011 schemes both exceeded the 40% threshold and were accepted. This is the final year that SPP as a scheme will be in operation and, like previous years, the scheme will exceed the maximum threshold.

3.10 A proposed timeline for payment has been attached for information (Appendix 2). Due to the 2012 SPP scheme closing with effect from 31 March 2012 it is proposed that officers receive the lump sum payment early in September 2012, rather than normal payment in December. The Home Office have advised that that this would be acceptable if the Force wishes.

4. Compliance

4.1 Equality and Diversity Comments

4.1.1 Consideration has been given to equality and diversity related matters when designing the scheme. It is appreciated that the SPP Scheme can be an emotive subject for Officers and care has been taken to ensure an appropriate scheme has been developed in accordance with the guiding principles.

4.2 Financial Comments

4.2.1 The financial implications associated with this report are contained to the requirement for proposals to be managed within the grant levels provided.

5. Recommendations / Members' Action Required

5.1 Members are requested to note the projections of officer numbers for the 2012 Special Priority Scheme which has previously been endorsed and note the timeline developed for implementation.

Report Information

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Appendices:

Appendix 1 – SPP Scheme
Appendix 2 – SPP Proposed timeline