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Extraordinary Chief Constables' Council Minutes – Pay and Conditions

1 February 2024

Attendees

AC Gavin Stephens	NPCC Chair
CC Sarah Crew	Avon and Somerset
CC Trevor Rodenhurst	Bedfordshire
CC Nick Dean	Cambridgeshire
CC Mark Roberts	Cheshire
Cmsr Angela McClaren	City of London
CC Mark Webster	Cleveland
CC Rob Carden	Cumbria
CC Rachel Swann	Derbyshire Constabulary
DCC Jim Colwill	Devon and Cornwall
CC Amanda Pearson	Dorset
CC Rachel Bacon	Durham
CC Dr Richard Lewis	Dyfed-Powys
CC Ben-Julian Harrington	Essex

CC Rod Hansen	Gloucestershire
CC Stephen Watson	Greater Manchester
CC Pam Kelly	Gwent
CC Scott Chilton	Hampshire
CC Charlie Hall	Hertfordshire
CC Paul Anderson	Humberside
CC Tim Smith	Kent
CC Chris Rowley	Lancashire
CC Rob Nixon	Leicestershire
CC Chris Haward	Lincolnshire
CC Serena Kennedy	Merseyside
AC Matt Jukes	Metropolitan Police Service
AC Matt Twist	Metropolitan Police Service
Cmsr Mark Rowley	Metropolitan Police Service
CC Amanda Blakeman	North Wales
CC Paul Sanford	Norfolk Constabulary
A/CC Ivan Balhatchet	Northamptonshire
CC Kate Meynell	Nottinghamshire
CC Vanessa Jardine	Northumbria
CC Lisa Winward	North Yorkshire
DCC Malcolm Graham	Police Scotland
DCC Jane Connors	Police Scotland
CC Jo Farrell	Police Scotland
ACC Melanie Jones	Police Service for Northern Ireland
CC James Vaughan	South Wales
CC Lauren Poultney	South Yorkshire
CC Chris Noble	Staffordshire
CC Rachel Kearton	Suffolk
CC Tim De Meyer	Surrey
DCC Dave McClaren	Sussex
CC Jason Hogg	Thames Valley
CC Debra Tedds	Warwickshire
A/CC Alex Murray	West Mercia
CC Craig Guildford	West Midlands
CC John Robins	West Yorkshire
CC Catherine Roper	Wiltshire
CC Lucy D'Orsi	British Transport Police
CC Simon Chesterman	Civil Nuclear Constabulary
CEO Andy Marsh	College of Policing
	National Crime Agency
	National Crime Agency
CC Melanie Dales	Ministry of Defence Police
Provost Marshall Sarah Pringle-Smith	Royal Military Police

Gp Capt Russ Foster-Jones
Col Kristian Rotchell
Col Mark Shapland
CO Ruari Hardy
CO Robin Smith
CO Russell Foster
CC Chris Eyre
Cmsr Ian McGrail

Royal Airforce Police
Royal Navy Police
Royal Army Police
Guernsey Police
States of Jersey Police
Isle of Man Police
Sovereign bases of Royal Cyprus Police
Royal Gibraltar Police

In attendance

DCC Janette McCormick

Professor Paul Taylor

ACC Mark Williams

Gemma Stannard

NPCC Strategic Workforce Lead
NPCC Finance Committee Coordinator
NPCC Chief Scientific Officer Policing
CEO BlueLight Commercial
NPoCC
NPCC Strategic Hub Lead
NPCC Head of Organisational Development and Change
NPCC Strategy, Planning and Performance Lead
NPCC Business and Chiefs' Council Manager
NPCC Staff Officer to NPCC Chair
NPCC Freedom of Information Act Officer
NPCC Strategy, Planning and Performance Team
NPCC Head of Communications
NPCC Business Support Officer

The Chair welcomed colleagues set the outline for the session and handed over to the NPCC Pay and Conditions Lead.

The NPCC Pay and Conditions Lead provided an overview of discussions and highlighted the key discussion points. The Lead highlighted this would be his last pay submission as he steps away from the role.

The NPCC Strategic Workforce Lead highlighted the following points:

- There are two submissions to be made to the Police Remuneration Review Body (PRRB) as chief officers will be referred through the Senior Salaries Review Body alongside other public sector executives.
- PRRB set out in four parts, covering federated and superintending ranks. Submission date is the 9th of February with oral hearing 14th March.
- SSRB set out in four parts. NPCC submit as the employer for ACC and DCC's. Submission date is 9th February, with oral hearing 25th April.

The lead then provided an overview of current economic context and labour market, including:

- High cost of living - although a 7% across all ranks was received, however, in real terms since 2010 the top pay point is still 17% down.
- 15% of workforce survey have less than £150 at the end of the month.
- Pensions opt out rates are 8% of the workforce, with 41% of opt outs are those with less than 5-year service and 20% between 5 to 10 years' service. Main reasons are the cost of living.
- Tight labour market meaning attraction could be difficult, particularly if rates of pay are uncompetitive.
- Financial stability of forces is strained with forces facing tough decisions.
- PRRB must consider if reward is sufficient for the role carried out, take into account retention and recruitment and affordability.
- In built considerable costs as uplift officers move through pay points.
- High turnover of senior ranks.

Discussion then moved onto the P Factor (description of why policing is different), this is a premium above normal pay that are linked to the work officers carry out. Factors which are included in this include:

- Physical: trauma of exposure to distressing incidents and materials and levels of scrutiny.
- Legal - non feasant, the failure to perform an act that is required by law; exposure to risk; accountability and scrutiny, inability to strike.
- Social - use of social media, victimisation based on profession, disruption to family life and associates and business activity.
- P factor is currently set at 13%
- Application of P Factor would be Base pay (against which benchmarking is considered) + P - Factor (13%) = total pay.

- Recruitment will be above normal levels for the next 5 years due to the profile of

staff. Chief Constables raised the following points:

- Highlighted the need to understand the affordability of any rises. Previously the Home Office indicated above 2.5% would not be funded.
- Significant sums need to be found as the 'uplift bubble' move through progression pay points.
- Important to highlight what officers have at the end of the month, although pension is good, that may be too far away for individuals currently struggling.
- The impact of cost of living is felt across all ranks, particularly management ranks who tend to have more financial responsibilities.

The following recommendations were made by the committee:

- 1a - To increase all pay points for all federated and superintending ranks from 1st September 2024 by an annual pay uplift by a percentage determined by the PRRB.
- 1b - The Home Office and NPCC to have discussions on the funding mechanisms in relation to this pay award.

Financial impact: Central funding requested. Forces budgeted to 2.5%

- Constable base pay - (i) To remove Pay Point One, and (ii) to request additional funding to forces to facilitate this recommendation.

Financial impact: Central funding requested.

- Federated ranks annual leave - Policing is not aligned with other public sector areas with time to reach maximum 20 years with most organisations reaching maximum leave levels at five years. The recommendation is a staged approach with maximum leave entitlement reached by 10 years (to be implemented by April 2025). NPCC commitment to carry out a review after 2 years, with a view to moving to five years.

Financial impact: No additional funding to be sought. Forces will have some costs (i.e. overtime), particularly in the short term as resource plans are adjusted.

- Inflationary enhancements to allowance - increase the On Call Allowance from £20 to £25 with effect from the 1st of September 2024.

Financial Impact: Cost circa £2.83m. Forces will need to absorb cost of change.

- Dog Handler allowance - Endorse increasing the allowance payable to Dog Handlers responsible for a second (or additional) dog, from 25% of the first dog allowance to 60%.

Financial impact: To be funded by forces within the existing funding envelope. Estimated service cost to be £564,000 (based on constables pay point 7 as of 1st September 2023).

The Chair summarised discussions and confirmed endorsement of colleagues for the above recommendations and the approach to PRRB.

Any other Business

No other business was recorded.