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Chief Constables' Council Minutes – Pay Review Body Submissions 2025 and Pension Readiness

17 February 2025

Attendees

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

CC Maggie Blyth	Gloucestershire
CC Stephen Watson	Greater Manchester
CC Mark Hobrough	Gwent
CC Scott Chilton	Hampshire
CC Charlie Hall	Hertfordshire
CC Judi Heaton	Humberside
CC Tim Smith	Kent
DCC Peter Ayling	Kent
CC Sasha Hatchett	Lancashire
CC Rob Nixon	Leicestershire
CC Paul Gibson	Lincolnshire
CC Serena Kennedy	Merseyside
Sir Mark Rowley	Metropolitan Police Service
AC Matt Jukes	Metropolitan Police Service
AC Laurence Taylor	Metropolitan Police Service
AC Pippa Mills	Metropolitan Police Service
Cmsr Mark Rowley	Metropolitan Police Service
CC Amanda Blakeman	North Wales
CC Paul Sanford	Norfolk Constabulary
CC Ivan Balhatchet	Northamptonshire
CC Kate Meynell	Nottinghamshire
CC Vanessa Jardine	Northumbria
CC Tim Forber	North Yorkshire
CC Jo Farrell	Police Scotland
ACC Melanie Jones	Police Service for Northern Ireland
T/DCC Chris Todd	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
CC Jo Shiner	Sussex
CC Jason Hogg	Thames Valley
CC Alex Franklin-Smith	Warwickshire
T/CC Richard Cooper	West Mercia
CC Craig Guildford	West Midlands
CC John Robins	West Yorkshire
CC Catherine Roper	Wiltshire
CC Lucy D'Orsi	British Transport Police
DCC Rachel Etebar	British Transport Police
CC Simon Chesterman	Civil Nuclear Constabulary
CEO Andy Marsh	College of Policing
Rachel Tuffin	College of Policing
Alex Murray	College of Policing
CC Melanie Dales	Ministry of Defense Police

Gp Capt Russ Foster-Jones
Col Kristian Rotchell
Col Mark Shapland
CO Damian Kitchen
CO Robin Smith
CO Russell Foster

Cmsr Ian McGrail

Royal Airforce Police
Royal Navy Police
Royal Army Police
Guernsey Police
States of Jersey Police
Isle of Man Police

Royal Gibraltar Police

The Chair of the NPCC opened the meeting by welcoming Andy Phopphet as the new CC of Hertfordshire and expressed his congratulations to all those recognised in the New Year's Honours.

Pay Review Body Submissions 2025:

It was reported that the PRRB submission needs to be put in at the end of the month with the need to gain Chiefs support and views to help finalise that submission. It was commented that there are 4 key areas to include within the submission:

- 1) There are several allowances which are part of the 3-year review of allowances.
- 2) There is the Pay Award itself.
- 3) The sitting to the Board around the wider pay structure and how they want to consider changes to that over the CSR period.
- 4) A recognition within the submission to support the MET with recruitment difficulty, trying to support new entrants into the Service.

Workforce Context:

The key points are:

- There is a bigger total workforce than in 2010. 29 of the 42 forces have less officers per capita than in 2010 which extrapolated equates to a shortfall of 12,000 officers. Roles previously undertaken by police staff are now undertaken by officers.
- It was commented that on a positive note, attrition around recruitment is on a positive trajectory but the workforce is very young, and the pension opt out is increasing but varies force by force.
- In terms of the wider issues and context in terms of viewing the submission, the political viewpoint is different this time round to how it has been previously. It is a settlement and there is no more money.
- The P factor needs to be pushed as once lost; it won't be able to be re-gained.
- There is a need to balance responsibility as employers as well as guardians of the public purse.

Allowances:

It was reported that the team have done a lot of work scrutinising the various allowances.

In summary what is proposed to go into the return is:

- **Business Mileage and Essential Users Allowance** - mileage rates are continued to be paid aligned to the HMRC map but streamline bandings of essential users from 3 to 1. There will be minimal cost with this option.
- **Away from Home and Hardship Allowance** – both these allowances will be increased to reflect the fact that cost of living has increased since these were last reviewed.
- **On Call Allowance** – to be increased beyond the average due to increased demand but there is inconsistency on how on call is used. There is the need to look at this locally in terms of the policy and how it is being used.
- **Southeastern London Waiting** – to retain the status quo because as a service they are doing well in terms of recruitment and attrition and are on a positive trajectory but does need to increase along with the pay award.

Annual Pay Award and Pay Structure:

The P factor is a benchmark. Pay point 1 of constable rank is not competitive at all when compared with not-for-profit sectors. The 7 increments on the PC scale are comparable with other sectors but are incoherent with attrition points. Experienced PCs and Sergeants are pretty competitive but when looking at Inspectors and higher ranks they start to deteriorate in terms of their competitiveness compared with other not for profit sectors.

When linked with work on the incoherent pay structure it was looked to prioritize the PC rank but during the CSR period it was evident that there is the need to look at all ranks and making them coherent across the full scope of the pay structure. There is also the need to recognise that the millennial officers recruited at the first stage of uplift are going to be considering during the CSR period the middle ranks and if the pay structure is incoherent, they may start to look at other careers.

Pay Award:

Last year, 6% was submitted and 4.75% was given. The pay erosion from 2017/18 to date is 1%. The government have said that the public sector pay increases should be at 2.8% and taking this into account as well as the P factor, the summer riots and flexibility of demands, they are proposing a pay award to be submitted at 3.8%.

There will also be some proposals to help the MET with their recruitment position and they will link in with them to be as aligned as possible right before the date of submission.

To summarise, views were sought on whether Chiefs are content that they go forward with the allowances, that a pay award is submitted at 3.8%, that recognition is given to the challenges that the Met have got and that during the CSR period, they consider the restructuring of the pay structure. The session was then opened up for Chiefs to ask questions.

Questions were raised around whether the pay incentivisation for the MET should be for London and include the City of London Police and it was confirmed that it should.

A point was raised around pay reform with the PRRB asking when some reform is going to take place on police pay. Given the tight financial climate and the government thinking about police sector pay in the context of productivity, should they be asking for above inflation but not offering anything for it. For example, if having fewer increments and faster progression, there are no suggestions about links to performance. There are steps which could be taken for a more modern pay structure. Will the service be successful in getting above inflation, if not making a pitch for the public or treasury in getting some extra value out of it?

Issues around affordability were discussed with the view expressed that if 3.8% is proposed and agreed, that forces will have to pay for it. For the last few years at PRRB, the evidence on affordability has been accepted and it has been made clear in the report but not fully acted upon by the Home Office. The Home Office do not have funding for in year adjustments to budget.

Views expressed were that the 3.8% is what staff deserve and to stress that if it is not going to be funded, then forces will not be able to afford to pay it. This will result in service degradation.

The view was also expressed that any incentivisation for London must be focused on new joiners only. It was commented on that pay progression linked to performance is already in place. The Service has had a pay degradation since 2010, and the P factor is not being remunerated. The view was expressed that they should stand firm in trying to get the 3.8% funded.

There will be a short, medium and long-term approach. The short being to focus on the PRRB, the medium being the CSR to look at the incoherent pay structure and the long term being the reform and that it links into the workforce strategy and reviewing the PPS to ensure it is as effective as it can be in terms of the reform process.

There was the view expressed as to whether the argument with SR should be what is wanted is complete flexibility to employ the officers they require and if that can't be done then they need to do something about pay point 1 or the supply line won't come in. The point needs to be linked more broadly to what the workforce plan would be.

It will be made explicitly clear in the submission if they don't get the funding, what will be lost in terms of Service provision and the impact it will have on the public as a result.

Decision: It was agreed that the annual pay award submission will be 3.8% with funding above 2% with significant affordable issues at 2%.

Decision: Constable pay structure – the proposals to align the progression points to points where they see attrition.

Decision: Any changes from Sergeant through to ACC to be discussed as part of pay reform accompanied with CSR.

Decision: To support the MET on recruitment position with the focus on new entrants.

Pension Readiness for 31 March 25

Decision: Chiefs were encouraged to get pension ready by the statutory deadline of 29 March 25. Chiefs were informed with all force scheme managers they do have discretion to extend the deadline for certain circumstances, and an overview was provided. Chiefs supported the following steps they will take back with their scheme managers: (1) Get assurance for their respective position for remedy by making sure statements are sent and not sent or predicted to be sent. (2) Know the processes for making decisions including breaches and s29 of the act and (3) use the comms plan sent with the management tool. Chiefs were invited to dock in with the national NPCC pensions team with any help and support they need.

Any other Business

Chiefs noted the update to encourage attendance on Monday 24 March at the House of Commons for the Police Arboretum educational provision for the memorial.

Chiefs noted the update that the Angolini Inquiry will be sending out a package police staff survey (part 2 - data gathering) which will be circulated to all forces on the 31 March. Chief's were encouraged to promote this with staff to complete and send returns.

Workstream 2 - PRAP lead role will be circulated on ChiefsNet. All chiefs were asked to encourage staff to apply.

DATE OF NEXT MEETING

The next full CCC meeting will be held on **9-10 July 2025**.