



National Policing Guidelines on Charging for Police Services: Mutual Aid Cost Recovery

The National Police Chiefs' Council (NPCC) has agreed to these revised guidelines being circulated to, and adopted by, Police Forces in England, Wales & Northern Ireland.

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Any queries relating to this document should be directed to either the author detailed above or the NPCC Business Support Office on 020 3276 3800.



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1. INTRODUCTION

- 1.1 Mutual aid can be described as the provision of policing assistance from one force to another. It is a formal arrangement and is similar to the provision of Special Police Services. As such, mutual aid is usually provided in response to or in anticipation of a major incident or event.
- 1.2 Mutual aid activity ranges from small scale, inter-force support, through reacting to a significant or serious incident or, in some cases, supporting a force or government department in a large pre planned event. It provides an overall resilience to the provision of effective policing of the incident and force area in question.
- 1.3 Mutual aid can also be requested to assist British Overseas Territories (BOTs), Crown Dependencies (CDs) or on occasions other overseas countries. This can be in response to an emergency situation developing beyond the resourcing limits of the host police service, a specific crime or event deployment, or in response to a requirement to assist with training and capacity building. It is important to differentiate mutual aid and secondments (i.e. a deployment which exceeds three months). Secondments should be dealt with through formal secondment agreements between donor force, host force/organisation and individuals, detailing pay, allowances and re-charge on a case by case basis.
- 1.4 By its very nature, mutual aid is incident or event based, and therefore likely to be extraordinary to the normal policing arrangements in an area.
- 1.5 The guidance covers the charges that can be made for the provision of mutual aid to another force. It replaces as guidance Home Office circular 38/89 that had been used to support mutual aid and its funding. This guidance covers the charging between forces and not the payment to Officers. It also covers the charges that can be made when providing International Aid, and the responsibilities of the relevant body (usually the FCDO) for recompensing forces on behalf of Overseas Territories.
- 1.6 The guidance seeks to reflect the current payment arrangements for the provision of both police officers and staff. The overriding principle is fairness and ensuring that the supplying force is adequately compensated for the resources it is supplying.
- 1.7 This guidance applies to Welsh and English Home Office police forces. It describes the methodology that should be used when forces seek to make changes to recover the costs of providing mutual aid. This guidance does not seek to describe what officers and staff may claim from their home forces with respect to a mutual aid deployment. (The Police Service of Northern Ireland and Police Scotland may also take advantage of this guidance, when appropriate.)

2. BACKGROUND

- 2.1 A Chief Constable's responsibility to police an area extends to seeking the right level of resources to achieve the right policing outcome. A request for mutual aid is properly part of that approach and is a valid option to deal with incidents or events.
These can be either reactive or in the case of events, pre-planned. Section 24 of the Police Act 1996 (and Section 98 for Police Service of Northern Ireland and Police Scotland) make provision for



mutual aid between forces. Section 26 of the Police Act 1996 makes provision for international mutual aid. These are shown in Appendix 5.

- 2.2 Police forces had historically, developed their own mutual aid protocols. Generally, these involve neighbouring forces providing mutual support, principally in response to public order events, which were beyond the capacity of one force.
- 2.3 The miners' strike of the early 1980s saw the first large scale and long-term deployment of officers to other forces in response to public order demands beyond the capacity of the host force. Over the period of the dispute, there became more than one host force and a number of supplying forces.
- 2.4 Forces were therefore no longer supporting neighbouring forces. They were part of a national mobilisation plan managed at a strategic level to ensure sustainability of policing over a prolonged period.
- 2.5 Mutual aid has changed enormously since the early 1980s. There are still large threats/events such as the NATO Conferences, COP26 and the 2022 Commonwealth Games, which require the deployment of large numbers of officers. By contrast, the demand is now also in support of long term protracted investigations requiring detectives, HOLMES staff and specialist skills. Counter terrorism and major crime investigations are the most common examples of resource requirements.
- 2.6 In times of national or international need, NPCC, on behalf of all chief officers, co-ordinates the provision of Mutual Aid between forces. Specifically, this is facilitated through the National Police Coordination Centre (NPoCC). NPoCC works to ensure policing resilience during major events such as the emergency response to serious flooding or the investigation of a terrorist attack. *It is important to understand that NPoCC has no influence over charging for Mutual Aid, which is detailed nationally by NPCC Finance Coordination Committee and approved by the NPCC (or its equivalent).*

3. DEFINING THE CATEGORIES OF MUTUAL AID

- 3.1 There are a range of services that police forces may provide under mutual aid and the circumstances under which they are provided, are as varied as the actual services supplied.
- 3.2 Four main types of mutual aid are identified. The characteristics of each are outlined below:
 - i. **Emergency/Spontaneous Deployment:** - For example, an unforeseen demand such as an initial outbreak of disorder or investigation, where another force is called upon to assist. A definition of time for such emergency or spontaneous support is for the notification period to be from 0 to 16 days. This is the period in which the providing force receives notification of the Mutual Aid. Periods under the 16 days do not provide enough notice for forces to avoid paying for cancelled rest days;
 - ii. **Planned Deployment/Event:** - For example, the "V" festivals, COP26 and the 2022 Commonwealth Games. Here the event has a capacity requirement beyond a single force or where a force cannot alone police the event and provide appropriate resilience in the rest of its force area;



iii. **Specialist Staff Deployments:** - For example, hostage/kidnap negotiators where a host force does not have sufficient specialist staff to fulfil local requirements.

iv. **International / Overseas Deployment:** -All advice and assistance provided internationally requires Section 26 authorisation, irrespective of whether a request is received through FCDO, HO or directly to NPoCC. Where the activity is via an Overseas Assistance Request (OAR) and is for ‘tactical’ or ‘operational’ support (E.g. Hurricane and crisis response, or assisting an on-going investigation), the request could be initiated from the host policing service to the Foreign and Commonwealth Office (FCDO) in the first instance via an OAR. Requests to provide ‘strategic’ training, advice or development support from host policing services must be routed to the Home Office International Police Assistance Service (IPAS) for approval and finance considerations prior to deployment.

3.3 Recent experience has shown there are circumstances where the provision of mutual aid exceeds the capacity of the host force to fund the associated costs. In these cases, a bid may be made to the Home Office for a Special Police Grant, which would be considered by the Home Office and Ministers.

3.4 Members of the Special Constabulary may be requested and provided under mutual aid. It must be clearly understood that members of the Special Constabulary are volunteers and may be subject to increased risks. Charging for Special Constables is static and always charged at 50% of the rate for a Grade 2 Police Constable, without uplifts for specialisms.

4. MUTUAL AID COST RECOVERY

4.1.1 The deployment of police officers and staff under the mutual aid categories reflects both a time period and scale of the police requirement for the task. Cost recovery is based on the impact for the supplying force and is aimed at providing a consistent costing national framework of the cost involved.

4.1.2 In the case of assistance to an overseas or international police service (3.2 iv), this will be considered through the FCDO and ultimately require IPAS sign-off and, in some cases, require approval at Ministerial level. IPAS will agree and arrange full payment with the donor force as per the terms set out in this document. It will not be for the donor force to enter into negotiations or invoicing with an overseas police service.

4.1.3 The period of deployment will generally reflect the period of time that the Officer is unavailable to their home force, i.e., it will include travelling days, and all days in between including rest days. This approach is used in the four types of mutual aid as shown below:

4.2 EMERGENCY/SPONTANEOUS DEPLOYMENT

4.2.1 The interests of public safety and national security should outweigh any initial debate over cost recovery. To ensure that sufficient flexibility exists to maintain resilience, **an aggregate de-minimis threshold of 65 hours has been set**, for deployments of officers in serials. This threshold is equivalent to one serial (a Police Support Unit (PSU) comprises three serials) deployed for a period of up to 8 hours i.e. aggregate of 64 hours by one or more forces. Inter force support under this threshold will



not be rechargeable. Once this threshold has been exceeded, all hours, including the first 64 hours will become chargeable.

- 4.2.2 To ensure that this service is not exploited there is a caveat attached as follows: when the threshold is breached for either a single deployment or in aggregate hours over a period of 16 days or less, where reasonable foresight should have identified the demand, the full amount will become chargeable.
- 4.2.3 Where the threshold of 65 hours is breached, then any deployment for a period of 16 days or less will be regarded as a spontaneous deployment. For this purpose, the 16 day measurement follows current Police Regulations where the day of notification to the providing force is classified as day 0.
- 4.2.4 Where officers/ staff are deployed on emergency/ spontaneous deployment mutual aid they will be entitled to the appropriate rate of pay for the hours worked and travelling time from their home station.

4.3 PLANNED DEPLOYMENT/ EVENT

- 4.3.1 Officers and staff engaged on planned deployment/event mutual aid will be entitled to the appropriate rates of pay for the hours worked and travelling time from their home station.
- 4.3.2 It is recognised that in such situations, officers frequently work longer planned tours of duty than 8 hours. There are many examples of 9, 10 and 12 hour days being worked.
- 4.3.3 **Where the deployment is for 16 days or more but less than 90 days** it will be defined as prolonged mutual aid and will be chargeable at Employable Cost, not including pension contributions. Employable cost covers basic pay, relevant allowances and NI payments (see [Appendix 3](#) and *NPCC Guidelines on Charging for Police Services* for definition of Employable Cost).
- 4.3.4 Mutual Aid of an individual member of staff or officer of 90 days and more is considered a secondment. Secondments are charged at cost plus a national fixed administration fee, updated annually by the NPCC Finance Coordination Committee. Secondment calculations are presented in [Appendix 1](#).
- 4.3.5 When a planned deployment is subject to a short notice or spontaneous variation, the treatment of the variation will be dependent on whether or not the change is restricted to the officers and staff that were originally planned to be deployed. When a change is required to the deployment of the officers and staff that were originally planned to be deployed, the change will be treated as part of the original planned deployment and therefore as a Planned Event deployment. When the change requires additional or different officers and staff, then the changed element will be regarded to be an Emergency/Spontaneous Deployment. The unchanged element of the deployment will continue to be a Planned Deployment/Event undertaking.
- 4.3.6 Mutual aid in excess of six calendar months will be classed as **an attachment**. If the mutual aid is provided under an attachment or collaborative arrangement then the receiving force will bear the employable cost of the officer/staff member, together with the cost of employer's pension



contribution. This principle recognises the actual cost and the likely impact on a force's staffing profile to accommodate long-term abstractions.

4.4 SPECIALIST DEPLOYMENTS

4.4.1 This is a request for assistance for specialists. Examples are family liaison officers, hostage negotiators and High-Tech Crime Investigators. The individuals concerned may provide this type of mutual aid without necessarily leaving their own force area. No request should exceed the actual capacity of a force to comply with the request. Increasingly, these skills can be supplied by police staff as well as police officers.

4.4.2 In these instances, police officers and, where appropriate, police staff, will be charged at employable cost (excluding pension contributions). Any overtime costs incurred within the deployment will also be recovered at the appropriate actual cost incurred.

4.4.3 Where specialist 'team based' mutual aid is supplied (such as Mounted or Marine Units), this calculation will be based upon the calculation provided in [Appendix 7](#). There is no de-minimis for specialist mutual aid regardless of the actual number of hours worked.

4.5 INTERNATIONAL / OVERSEAS DEPLOYMENTS

4.5.1 This is a request for any policing assistance (officer or staff of any role profile or specialism) to a British Overseas Territory (BOT), Crown Dependencies (CD) or other non-UK country.

4.5.2 Requests for international assistance will range from pre-planned (for example for training purposes), short notice pre-planned (for example assistance with a crime enquiry or missing person) through to spontaneous need for humanitarian assistance (for example hurricane response).

4.5.3 For the purposes of defining whether the deployment is mutual aid, secondment or attachment, reference shall be made to the principles set out in 4.3.3, 4.3.4 and 4.3.6 above.

4.5.4 Officers and staff engaged on these deployments will be entitled to appropriate rates of pay for the hours worked and travelling time from home and return home. Further details of allowances can be found in the NPoCC Mutual Aid Framework of Principles document, as agreed at Chief Constables' Council in March 2022 (amended to include International Deployments, December 2022).

4.5.5 Cost recovery will be calculated at Grade 3 rates / Grade 0 Bank Holidays (see appendix 3A and 5.1 below) plus 5% admin.

4.5.6 Costs of transport (for example flights for officers, equipment movement) will normally be paid directly by IPAS, without the need for forces to book and pay for this. Following IPAS approval of travel arrangements and costs, where a force books the travel e.g. accommodation/flights etc. the force can charge a 5% administration fee in addition to the travel costs. However, in circumstances where IPAS make any bookings, no administration fee will be attached.

4.5.7 All other costs incurred in relation to the provision of the mutual aid including, expenses, allowances or specialist equipment, including the hiring or purchasing of replacement equipment to cover the



abstraction, will be invoiced in full. Agreement must be sought from IPAS on these abstraction costs prior to deployment in order to avoid future ambiguity or dispute.

- 4.5.8 It is important that wherever practically possible officers and staff should not have to use their own bank accounts or credit cards to pay for legitimate work related expenses whilst abroad. All expenditure must be receipted, unless this is not practicable (for example during a humanitarian response with limited locality infrastructure) and in line with police regulations and police staff contracts.
- 4.5.9 Forces can transfer sufficient funds into an officer's personal bank account pre-deployment through payroll systems. Receipts must be provided and expenditure in line with the principles set out in the Framework Document. Any underspend must be repaid on return by the officer.
- 4.5.10 The provision of a cash advance is to be avoided, and should only be used in exceptional circumstances and agreed at NPCC level. All cash expenditure will be subject to the same provisions around receipting and repayment of underspend as detailed above.

5. THE PROVISION OF MUTUAL AID

- 5.1 A mutual aid deployment often related historically to standard PSU deployments, but can of course include specialist individuals in certain circumstances. A grading mechanism has been identified to reflect those characteristics. Grade 0 Mutual Aid is for Bank Holiday deployments, Grade 1 Mutual Aid corresponds to an emergency/spontaneous deployment and Grade 2 Mutual Aid corresponds to A planned deployment/event. (Please note Grade 0 takes precedence, regardless whether spontaneous or planned deployment Mutual Aid.) Grade 3 corresponds to International Mutual Aid.
- 5.2 The grades identified above are used in a decision matrix at [Appendix 2](#) to help both host forces and providing forces to have clarity on the deployment and subsequent cost recovery. This will also be applied to a national approach via a NPOCC mutual aid request.

6. OTHER ISSUES

- 6.1 Research carried out with a number of forces has shown that mutual aid requests are predominantly made for PSUs, individual serials or single, specialist resources. Perhaps as expected, there is no standard request for mutual aid.
- 6.2 In addition there is now a range of services that police forces may provide under mutual aid beyond PSUs. The circumstances under which they are provided are as varied as the actual services supplied.
- 6.3 All resources deployed are by default categorised as Individual Deployed Resources (IDR), except Mounted and Marine resources, which are deployed as a Unit and considered Team Deployed Resources (TDR).
- 6.5 NPoCC controls resource Role Profiles and Categorisations.



6.8 POLICE STAFF

- 6.8.1 Police staff can be properly used as a mutual aid resource. This can be either PCSOs (in suitable deployments) or more usually, specialist police staff. For both PCSOs and police staff, the providing force will be recompensed at the employable cost for the generic salary banding and at appropriate overtime rates. (See [Appendix 3C](#) for example calculations.)

6.9 OTHER COSTS

- 6.9.1 Special Constables when deployed the providing force will be recompensed at the level of 50% of a Police Constable Grade 2.
- 6.9.2 An administrative charge will also be levied at the rate of 5% of the total actual cost incurred. The administration charge is set at a figure of 5% to reflect variations in the actual cost of supplying mutual aid depending on the resource deployed. (The administrative charge covers some basic oncosts for the provision of suitable uniform / equipment / insurance, together with compensation for the cost of organising mutual aid, often at short notice).
- 6.9.3 Other legitimate costs relating to the deployment of mutual aid personnel should be agreed and charged to the host force on an actual cost basis.
- 6.9.4 When in compliance with Home Office Circular 010/2012, 'away from home overnight allowances' and 'hardship allowances' are paid to officers held in reserve for mutual aid duties. The providing force will make a charge to the host force to retrieve the costs of making the allowances. The charges will be equal to the payments made to the officers in the form of the allowances. The allowances will be applied as a result of operational need, it is incumbent on the host force to inform the providing force when the requirements of the host force will trigger payment of the allowances. Any Employer National Insurance Contributions on authorised allowances paid to staff or officers by a providing force, will be chargeable to the host force at cost.
- 6.9.5 All non-consumable equipment acquired and fully charged for under a mutual aid agreement will become the property of the host force unless otherwise agreed.
- 6.9.6 Vehicle usage costs on mutual aid should be calculated according to an agreed rate per day as per [Appendix 4](#). This includes elements for wear and tear and running costs. In the case of the provision of a vehicle only without staff, vehicles should be supplied fully fuelled and returned likewise. This practice will negate the administrative burden of recovering low levels of expense.
- 6.9.7 Capital costs and depreciation, servicing, tyres, insurance etc. will be covered by that cost. For vehicles transporting staff on mutual aid, such as public order carriers then fuel is not covered by the stated cost and is an additional factor. A table outlining vehicle costs is included at [Appendix 4](#).
- 6.9.8 Where a host force is using mutual aid to fulfil a commitment to a third party and charged for under Section 25 of the Police Act 1996 (as amended), then the forces providing mutual aid should be reimbursed on the same basis i.e., the Special Police Service rate of where the event is hosted, unless the sums recovered are at rates lower than the mutual aid rate, in which case mutual aid rates will apply. This will only occur where the officer supplied under Mutual Aid is deployed to a Special Police



Service chargeable area i.e., ‘land that is owned, leased or in the control’ of the third party. Where they are deployed outside of the chargeable area, and therefore not subject to the Special Policing charge they will be reimbursed at the mutual aid rate.

- 6.9.9 Mutual aid can be delivered to a host force remotely. There is no requirement for the providing force to provide resources and personnel within the host force area for mutual aid charging to apply, e.g. casualty bureau activation in a home force in support of an incident in another force area.
- 6.9.10 Wherever possible agreement on charges between the host force and the providing force will be reached prior to the provision of mutual aid.
- 6.9.11 Examples of typical mutual aid deployments and cost recovery are illustrated at Appendix 6.
- 6.9.12 Where one police force regularly provides mutual aid to another under a form of collaborative arrangement, Chief Officers and Police Authorities may consider formalising the arrangement for provision and payment under Section 22a Police Act 1996 (as amended). The arrangements for payment should be made by the authorities concerned and need not follow the general arrangements for mutual aid payment.
- 6.9.13 Mutual Aid supplied to a Government Departments is not covered by Section 24 of the Police Act 1996 which provides for one force to provide aid to another. It is anticipated that in the majority of cases, the deployments will be pre planned and therefore should use the direct costs given under the special policing services guidance. There may be instances which are mutually beneficial to the government department and the policing force, in these cases mutual aid can be considered and agreed.
- 6.9.14 The recharging framework makes provision for the making of enhanced charges for mutual aid deployments that occur on public holidays, through the use of Grade 0, detailed in [Appendix 3A](#).
- 6.9.15 Where Targeted Variable Payments (TVP) are agreed in advance as appropriate to all Officers, or specific groups of Officers performing Mutual Aid duties, they will be recoverable.
- 6.9.16 Police Regulations (reg 34) allow for the awarding of a bonus payment to officers in certain circumstances. Increasingly these are being considered as part of mutual aid deployments, and are especially relevant when considering International Deployments (as outlined in the Framework of Principles document). This payment is at the discretion of individual donor force Chief Constables and is not normally reclaimable from the host force. However, as outlined in the Framework of Principles document, it should be noted that these payments are usually ‘cost neutral’ and all efforts will be made through NPoCC to secure a nationally agreed, consistent position. For international deployments NPoCC will assist with negotiations where needed with IPAS to agree any bonuses and will seek to agree the recovery of this cost on a case-by-case basis on behalf of the donor force.
- 6.9.17 Police Horses, Marine Units (not Dogs) and technically skilled groups such as a Drone Team are classified as –Team Deployed Resources and due to scarcity, will be charged for, following the guidelines provided in [Appendix 7](#) or under any locally established agreement(s) for supply.
- 6.9.18 Mutual Aid that is cancelled within 16 days of initial deployment will incur a cost, reflecting the officer hours and resources that were uncancellable without cost to the donor force. Donor forces will



endeavour to redeploy resources to reduce the cost to the host force, thus reducing any incurred charges (which still incur 5% administration uplift.)

7. PERIODIC REVIEW OF ARRANGEMENTS

- 7.1 This guidance will be subject to periodic review and updating. Variable cost elements provided in the guidance for cost recovery purposes will be updated annually by the NPCC Finance Coordination Committee, under its national co-ordinating role.

8. APPENDICES

- 8.1 The appendices provide more detail on the basis and calculation for mutual aid recovery.

[Appendix 1](#): Secondment / Attachment charging guidance;

[Appendix 2](#): Provides a decision matrix to help the understanding and agreement for the nature of mutual aid to be provided. This will also be the basis of an NPoCC-based request;

[Appendix 3](#): Gives the calculation of employable cost of police officers and support staff using midpoint of relevant scales. This calculation will be updated as necessary;

[Appendix 4](#): A table to identify vehicle cost recovery rates. This will also be updated as necessary;

[Appendix 5](#): Shows Section 24, 26 and Section 98 of the Police Act 1996, which identify the legal basis for the provision of mutual aid from one force to another;

[Appendix 6](#): Example PSU Deployment Cost

[Appendix 7](#): Example of Team Deployed Resources Cost calculation



APPENDIX 1 – SECONDMENT / ATTACHMENT CHARGING GUIDANCE

SECONDMENT /ATTACHMENT CHARGING FORMULA

Police Staff and Police Officers on secondment or attachment to another force or agency for 90 days or more are charged monthly using the following formula:

	Actual Cost Amount
	£
Monthly Salary	Actual Amount
Monthly Allowances	Actual Amount
Monthly Government Levies	Actual Amount
Monthly Employer NI	Actual Amount
Monthly Employer Pension	Actual Amount
Total Direct Costs	Total of Actual Amounts
Fixed Setup Fee (Month 1 ONLY)	Current Fee
Fixed Administration Charge	Current Fee
Total Charge	Total Actual Charge + Setup fee in Month 1 and monthly administration fee

Direct Costs hold no element of uplift, over and above the actual donor monthly force cost of member of staff or officer.

2026 SECONDMENT OR ATTACHMENT NATIONAL ADMINISTRATION FEES

The following Administration charges have been set by National Policing Chiefs Council – Finance Coordination Committee (NPCC-FCC) for the current year.

	Actual Cost Amount
<u>Attachment</u>	£
Fixed Attachment Setup Fee	55
Fixed Attachment Invoice Fee	55
<u>Secondment</u>	
Fixed Secondment Setup Fee	55
Fixed Secondment Invoice Fee	55

The above charges are standard national rates and should be used by all forces. These rates will be updated on the 1st January each year.

National Police Chiefs' Council



APPENDIX 2 – DECISION MATRIX

	Definition	De-minimus		Sleep away from home	Sleep not away from home	Cost Grade	Base of charging (Staff)	Skill Banding	Admin Charge
Bank Holiday	Notice not applicable, but Bank Holiday starts 07:00 on day of Bank Holiday and ends 06:59 the next day	No de-minimus		When the 'away from home overnight allowance' or the 'hardship allowance' is paid the host force will be charged.	Charged for hours worked and travel	Grade 0	Employable costs + overtime worked	Applies	5%
Reactive spontaneous deployment	Notice of 0 – 15 days	De-minimus of 65hrs applies to PSUs	Breach of de-minimus over a period of 15 days	When the 'away from home overnight allowance' or the 'hardship allowance' is paid the host force will be charged.	Charged for hours worked and travel	Grade 1	Employable costs + overtime worked	Applies	5%
Planned event	Notice of over 15 days provided	No de-minimus		When the 'away from home overnight allowance' or the 'hardship allowance' is paid the host force will be charged.	Charged for period	Grade 2	Employable costs + overtime worked	Applies	5%
Specialist staff deployment	Request for specialist staff, mutual aid can be delivered in host force or providing force area	No de-minimus		When the 'away from home overnight allowance' or the 'hardship allowance' is paid the host force will be charged.	Charged for period	Grade depends on notice and if National Holiday	Employable costs + overtime worked	Applies	5%

APPENDIX 3A – EMPLOYABLE COST FOR MUTUAL AID

Mutual aid requires the use of police officers and police staff in a variety of situations for varying periods. The general principle is that for most deployments the providing force is recompensed for the actual costs involved, including the payment to officers and staff. The mutual aid grading shown in these guidelines, aim to achieve this. The cost of officers and staff are therefore a combination of basic pay together with relevant on-costs. Where basic pay is enhanced, either for specific circumstances or general use of overtime the pay elements will be enhanced accordingly.

In order to present consistency in this guidance, the mutual aid cost recovery rates for police officers and police staff for the different grades of mutual aid are outlined as follows:-

Grade 0 Mutual aid – Bank Holiday

Charge basic salary hours worked x 2.0 for PC, Sgt & Police Staff and x 1.25 for Insp and above

SPS

Grade 1 Mutual aid

Charge basic salary hours worked x 1.5 for PC, Sgt & Police Staff and x 1.25 for Insp and above

Grade 2 Mutual aid

Charge basic salary hours worked x 1.33 for PC & Sgt, x 1.5 for Police Staff and x 1.25 for Insp and above

Grade 3 International Mutual Aid

Charge basic salary hours worked x 1.5 for all ranks and grades except for bank holidays where PC, Sgt and Police Staff charge basic hours x 2 and all other officers x 1.5

These rates have been set to take into account regulations and also the issues around providing staff, backfilling and re-rostering of rest days when applicable and practical.

For the most part, the opportunity cost of supplying police officers and staff for relatively short deployments is borne by the providing force. Over time, these costs are recovered and the police officer or staff member remains a long term asset to that force. The pension contributions for police officers and staff are part of the overall overheads of the force in these circumstances. When the deployment is delivered by way of an attachment, then the providing force should have the opportunity cost reflected in the recovery charges that are made.

Charging for Special Constables is static and always charged at 50% of the rate for a Grade 2 Police Constable, without uplifts for specialisms.

The following table itemises the position for the basis of calculation for police officers and is based on the mid-point of the rank concerned. It shows a mutual aid daily and hourly rates to be applied.

APPENDIX 3B – MUTUAL AID RATES 2025 – POLICE OFFICERS

2026 Mutual Aid Rates	Constable	Sergeant	Inspector	Chief Inspector	Supt	Chief Supt
Standard Deployment	£	£	£	£	£	£
Basic Pay	£45,248	£56,117	£67,128	£74,604	£96,701	£111,546
Unsociable Hours	£1,120	£1,418	£1,713	£1,840	£0	£0
Holiday Pay Adjustment	£1,267	£1,571	£1,880	£2,089	£0	£0
National Insurance	£6,395	£8,116	£9,858	£11,030	£13,755	£15,982
Employment Sub-Total	£54,030	£67,222	£80,579	£89,563	£110,456	£127,528
National Government Levies	£270	£336	£403	£448	£552	£638
Annual Employable Cost	£54,300	£67,558	£80,982	£90,011	£111,008	£128,166
Total Days	365	365	365	365	365	365
Annual Leave	26	26	26	26	26	26
Less Rest Days	104	104	104	104	104	104
Less Public Holidays	8	8	8	8	8	8
Less Training	10	10	10	10	10	10
Less Sickness	11	11	11	11	11	11
Productive Days	206	206	206	206	206	206
Employable Cost - Daily Rate	£263.59	£327.95	£393.12	£436.95	£538.88	£622.16
Equivalent hourly rate	£32.95	£40.99	£49.14	£54.62	£67.36	£77.77
Grade 0 hourly rate	£65.90	£81.99	£61.43	£68.27	£84.20	£97.21
Grade 1 hourly rate	£49.42	£61.49	£61.43	£68.27	£84.20	£97.21
Grade 2 hourly rate	£43.82	£54.52	£61.43	£68.27	£84.20	£97.21
Grade 3 hourly rate	£49.42	£61.49	£73.71	£81.93	£101.04	£116.66

These rates are not examples, but the actual hourly rates that forces should use for Individual Deployed Resource (IDR) mutual aid operations. Team Deployed Resource deployments should refer to [Appendix 7 – Example Team Deployed Resource Cost Calculation](#).

The Constable rates have been calculated taking a median of the constable pay scales (exclusive of any training grades) to ensure a fair rate is charged. All other rates are based upon a fair pay scale for the rol. All calculations make an allowance for the pay award in September. This year this has been included at a 3% pay rise.

APPENDIX 3C – EXAMPLE MUTUAL AID RATES 2025 – POLICE STAFF

To ascertain the correct hourly or daily rate, forces should apply the applicable charge, as per the table below, according to the individual's full time equivalent salary including any shift disturbance allowance and any other permanent allowances but excluding ERNIC and superannuation i.e. the gross salary as per a full-time employee's P60.

2026/27 Mutual Aid Rates	£20,000 - £30,000	£30,001 - £40,000	£40,001 - £50,000	£50,001 - £60,000	£60,001 - £70,000	£70,001 - £80,000	£80,001 - £90,000	Over £90,000
Basic Pay & allowances (mid-point)	£25,000	£35,000	£45,000	£55,000	£65,000	£75,000	£85,000	£95,000
Unsociable Hours	£0	£0	£0	£0	£0	£0	£0	£0
Superannuation	£4,375	£6,125	£7,875	£9,625	£11,375	£13,125	£14,875	£16,625
ERNIC	£3,000	£4,500	£6,000	£7,500	£9,000	£10,500	£12,000	£13,500
Employment Sub-Total	£32,375	£45,625	£58,875	£72,125	£85,375	£98,625	£111,875	£125,125
National Government Levies	£125	£175	£225	£275	£325	£375	£425	£475
Annual Employable Costs	£32,500	£45,800	£59,100	£72,400	£85,700	£99,000	£112,300	£125,600
Total Days	365	365	365	365	365	365	365	365
Annual Leave	28	28	28	28	30	30	30	30
Less Weekends	104	104	104	104	104	104	104	104
Less Public Holidays	8	8	8	8	8	8	8	8
Less Training	7	7	7	7	7	7	7	7
Less Sickness	8	8	8	8	8	8	8	8
Productive Days	210	210	210	210	208	208	208	208
Employable Cost - Daily Rate	£154.76	£218.10	£281.43	£344.76	£412.02	£475.96	£539.90	£603.85
Equivalent hourly rate	£21.49	£30.29	£39.09	£47.88	£57.22	£66.11	£74.99	£83.87
Grade 0 hourly rate	£42.99	£60.58	£78.17	£95.77	£114.45	£132.21	£149.97	£167.74
Grade 1 hourly rate	£32.24	£45.44	£58.63	£71.83	£85.84	£99.16	£112.48	£125.80
Grade 2 hourly rate	£32.24	£45.44	£58.63	£71.83	£85.84	£99.16	£112.48	£125.80
Grade 3 hourly rate	£32.24	£45.44	£58.63	£71.83	£85.84	£99.16	£112.48	£125.80

Please Note:

- The situation is slightly different for Police Staff as the grades identified do not necessarily align easily.
- Some positions will be in receipt of allowances, which will also require reimbursement.
- The above rates exclude overtime premiums. Where these are paid on deployment, they can be recovered via mutual aid arrangements.
- Staff Employer Pension contributions are included as forces are liable for Pension contributions on Police Staff Overtime.

APPENDIX 4 – VEHICLE COST RECOVERY 5

Type of Vehicle	Daily Rate £	Miles per Litre	Price per mile
Please Choose			
Public Order Carrier	69	5	£0.2940
General Purpose Van	43	6	£0.2450
Electric ONLY Vehicle	56	2.5	N/A
Marked Car	47	6	£0.2450
Unmarked Car	37	7	£0.2100
Motorcycle	36	8	£0.1738
Firearms ARV	57	5	£0.2940
Armoured Vehicle	69	4	£0.3675
Dog Van	54	5	£0.2940
Other Specialist Vehicles	138	3.5	£0.4200

Daily rates for vehicles will be subject of an annual notification for any inflationary increase by NPCC FCC.

Fuel recovery will be charged at actual mileage travelled at the specified miles per litre rate that will be set by NPCC FCC and reviewed at appropriate periods.

Where hybrid fuel vehicles are used, normal fuel mileage rates will be assumed and battery charging will not be reimbursed.

For Electric ONLY vehicle, battery-charging cost are at the providing force's responsibility to charge appropriately dependent on where they are able to recharge.

APPENDIX 5 – ENABLING LEGISLATION

SECTION 24 POLICE ACT 1996

Section 24 of the Police Act 1996 (as amended) provides for one police force to aid another, either by agreement between their respective chief officers or by a direction from the Secretary of State.

24(1) The chief officer of police of a police force may, on the application of the chief officer of police of another police force, provide constables or other assistance for the purpose of enabling that other force to meet special demands on its resources.

24(2) If it appears to the Secretary of State to be expedient in the interests of public safety or order that a police force should be reinforced or should receive other assistance for the purpose of enabling it to meet special demands on its resources, and that satisfactory arrangements under subsection (1) cannot be made, or cannot be made in time, he may direct a chief officer of police to provide such constables or other assistance for that purpose as may be specified in the direction.

24(3) While a constable is provided under this section to assist another police force he will, notwithstanding sections 2 and 4 of the Police Reform and Social Responsibility Act 2011 ("the 2011 Act"), be under the direction and control of the chief officer of police of that other force.

24(3A) While a member of the civilian staff of a police force maintained under section 2, or a member of the civilian staff of the metropolitan police force, is provided under this section for the assistance



of another police force, that member of staff is, notwithstanding section 2 or 4 of the 2011 Act, under the direction and control of the chief officer of police of that other force.

24(4) The local policing body maintaining a police force for which assistance is provided under this section shall pay to the local policing body maintaining the force from which that assistance is provided such contribution as may be agreed upon between those bodies or, in the absence of any such agreement, as may be provided by any agreement subsisting at the time between all local policing bodies generally, or, in the absence of such general agreement, as may be determined by the Secretary of State.

24(4A) This section shall apply in relation to the British Transport Police Authority, the British Transport Police Force and the Chief Constable of that Force as it applies to a local policing body, a police force and a chief officer of police respectively, and for that purpose the reference in subsection (3) to section 2 and 4 of the 2011 Act shall be construed as including a reference to the scheme made under Section 24(2) of the Railways and Transport Safety Act 2003.

SECTION 26 POLICE ACT 1996

26 (1) Section 26 of the Police Act 1996 prescribes the procedure to be followed when police officers are deployed to provide assistance overseas. It places a statutory obligation on a police force to approve the provision for ‘advice and assistance’ to an international organisation outside the UK.

26 (2) Section 26 authorisation is required for deployment to all countries or territories where any assistance is to be delivered. This includes Crown Dependencies, UK Overseas Territories and the Sovereign Base Areas.

26 (3) Section 26 authorisation is not required if the deployment is exclusively to pursue UK interests/operational work (e.g. officers travelling abroad to investigate an offence committed in the UK) and no advice or assistance is being provided.

26 (4) This authorisation is required where assistance benefits a third party. It includes but is not limited to the provision of: best practice support, training, operational support, mentoring, monitoring, advising, scoping, monitoring and evaluation activities, support to the military and peace support operations. The assistance must be at the request of or delivered with the agreement of the prospective recipient.

26 (5) This approval is referred to the Home Office who grant the final authority under ‘Section 26 Police Act 1996’. This provides statutory confirmation that the relevant Officers will have their rights and entitlements regarding pay and pension protected and notifies them of the terms on which the authority has been granted.

26 (6) For any queries relating to the s.26 process including completion of the form, or whether authorisation is required, please contact the Home Office International Policing Assistance Service team (internationalPolicing@homeoffice.gov.uk) at the earliest stages of international policing assistance or travel being considered.

26 (7) Policing must not initiate or respond to direct requests for assistance to overseas agencies without first consulting the International Police Assistance Service IPAS who will work with relevant government and policing stakeholders to provide coordination and assurance for the provision of non-counter-terrorism policing assistance and will, assist with the completion of an NPCC International Police Assistance Brief (IPAB) referral.



26 (8) All Section 26 requests related to Counter-Terrorism Policing, must be submitted via SO15 IOPS. Please contact: internationaloperations@met.pnn.police.uk.

26 (9) The Home Office IPAS team will issue named letters of authorisation once a request has been approved. Requests are usually be actioned within 5 working days on receipt of a fully completed section 26 proforma (and OSJA if required). Officers should not travel until section 26 confirmation has been received.

26 Provision of advice and assistance to international organisations etc.

(1) Subject to the provisions of this section, a [F1local policing body] may provide advice and assistance—

(a) to an international organisation or institution, or

(b) to any other person or body which is engaged outside the United Kingdom in the carrying on of activities similar to any carried on by [F2the body] or the chief officer of police for its area.

(2) The power conferred on a [F3local policing body] by subsection (1) includes a power to make arrangements under which a member of the police force maintained by [F4the body] is engaged for a period of temporary service with a person or body within paragraph (a) or (b) of that subsection.

(3) The power conferred by subsection (1) shall not be exercised except with the consent of the Secretary of State or in accordance with a general authorisation given by him.

(4) A consent or authorisation under subsection (3) may be given subject to such conditions as appear to the Secretary of State to be appropriate.

(5) Nothing in this section authorises a [F5local policing body] to provide any financial assistance by—

(a) making a grant or loan,

(b) giving a guarantee or indemnity, or

(c) investing by acquiring share or loan capital.

(6) A [F5local policing body] may make charges for advice or assistance provided by it under this section.

SECTION 98 POLICE ACT 1996

Section 98 of the Police Act 1996 relates to the provision of cross-border aid of one police force by another and may be subject to charges outside the remit of this guidance when being provided by the Police Service of Northern Ireland.

98(1) The chief officer of police of a police force in England or Wales may, on the application of the chief constable of the Police Service of Scotland or the chief constable of the Police Service of Northern Ireland, provide constables or other assistance for the purpose of enabling the Scottish force or the Police Service of Northern Ireland to meet any special demand on its resources.

98(2) The chief constable of the Police Service of Scotland may, on the application of the chief officer of police of a police force in England or Wales or the chief constable of the Police Service of Northern



Ireland provide constables or other assistance for the purpose of enabling the English or Welsh force or the Police Service of Northern Ireland to meet any special demand on its resources.

98(3) The chief constable of the Police Service of Northern Ireland may, on the application of the chief officer of police of a police force in England or Wales or the chief constable of the Police Service of Scotland provide constables or other assistance for the purpose of enabling the English or Welsh force or the Scottish force to meet any special demand on its resources.

98(4) If it appears to the Secretary of State -

- (a) to be expedient in the interests of public safety or order that a police force should be reinforced or should receive other assistance for the purpose of enabling it to meet any special demand on its resources, and
- (b) that satisfactory arrangements under subsection (1), (2) or (3) cannot be made, or cannot be made in time, he may direct the chief officer of police of any police force in England or Wales, the chief constable of the Police Service of Scotland or the chief constable of the Police Service of Northern Ireland, as the case may be, to provide such constables or other assistance for that purpose as may be specified in the direction.

98(5) While a constable is provided under this section for the assistance of another police force he shall, notwithstanding any enactment, -

- (a) be under the direction and control of the chief officer of police of that other force (or, where that other force is the Police Service of Scotland or the Police Service of Northern Ireland, of the chief constable of that Service and
- (b) have in any place the like powers and privileges as a member of that other force has in that place as a constable.

98(6) The local policing body maintaining a police force for which assistance is provided under this section shall pay to the local policing body maintaining the force from which that assistance is provided such contribution as may be agreed upon between those bodies or, in the absence of any such agreement, as may be provided by any agreement subsisting at the time between all local policing bodies generally, or, in the absence of such general agreement, as may be determined by the Secretary of State.

98(6B) In this section “local policing body” includes – (a)

- the Scottish Police Authority and
- (b) the Northern Ireland Policing Board

98(7) In the application of this section to Scotland, any expression used in this section and in the Police and Fire Reform (Scotland) Act 2012 shall have the same meaning in this section as in that Act.

98(8) “Constable”, in relation to Northern Ireland, means a police officer within the meaning of the Police (Northern Ireland) Act 2000.



APPENDIX 6 – EXAMPLE PSU DEPLOYMENT COST

When requests for assistance are received by NPoCC, they are often in common units, such as Police Support Units (PSU). An example costing of a pre-planned 10 hour (including travelling time) PSU deployment is shown below. The table excludes any appropriate vehicle and fuel costs, but includes a police officer public order driver in each serial.

PSU/Search Team Mutual Aid Costs Excluding Transport													
Pre-Planned PSU - Grade 2 Mutual Aid							Spontaneous PSU - Grade 1 Mutual Aid						
Rank	Hr Cost	Qty	Tour Hrs	O/T Rate	Admin	10hr Total	Rank	Hr Cost	Qty	Tour Hrs	O/T Rate	Admin	10hr Total
PC - Level 2	£32.95	21	10	1.33	£460.13	£9,662.72	PC - Level 2	£32.95	21	10	1.5	£518.94	£10,897.80
SGT - Level 2	£40.99	3	10	1.33	£81.78	£1,717.43	SGT - Level 2	£40.99	3	10	1.5	£92.24	£1,936.95
Inspector	£49.14	1	10	1.25	£30.71	£644.96	Inspector	£49.14	1	10	1.25	£30.71	£644.96
PSU Total:						£12,025.11	PSU Total:						£13,479.72
If Required							If Required						
Medic	£32.95	2	10	1.33	£43.82	£920.26	Medic	£32.95	2	10	1.5	£49.42	£1,037.89
E.G	£32.95	2	10	1.33	£43.82	£920.26	E.G	£32.95	2	10	1.5	£49.42	£1,037.89
Extended PSU Total:						£13,865.63	Extended PSU Total:						£15,555.49
Pre-Planned Search Team - Grade 2 Mutual Aid							Spontaneous Search Team - Grade 1 Mutual Aid						
Rank	Hr Cost	Qty	Tour Hrs	O/T Rate	Admin	10hr Total	Rank	Hr Cost	Qty	Tour Hrs	O/T Rate	Admin	10hr Total
PC - Search	£32.95	6	10	1.33	£131.47	£2,629.31	PC - Search	£32.95	6	10	1.5	£148.27	£3,113.66
SGT - Search	£40.99	1	10	1.33	£27.26	£545.22	SGT - Search	£40.99	1	10	1.5	£30.75	£645.65
Team Total:						£3,174.53	Team Total:						£3,759.31
If Required							If Required						
Medic	£32.95	0	10	1.33	£0.00	£0.00	Medic	£32.95	0	10	1.5	£0.00	£0.00
E.G	£32.95	0	10	1.33	£0.00	£0.00	E.G	£32.95	0	10	1.5	£0.00	£0.00
Extended PSU Total:						£3,174.53	Extended PSU Total:						£3,759.31

APPENDIX 7 – EXAMPLE TEAM DEPLOYED RESOURCE COST CALCULATION

Team Deployed Resources (TDR) are challenging to charge for under a simple Mutual Aid cost/hour, without understanding the full cost. The only current examples of TDRs are Mounted and Marine Units (not Dogs) that cannot be deployed without a support team. When requests for TDR assistance are received by NPoCC, they are generally very rare resources and in the example of Mounted Units, comply with the following ‘rules’:

- A horse cannot come on its own.
- A horse and rider need a multi-horse (perhaps up to 6 horses) ‘horse box’ and groom/driver.
- A horse needs livery (provided for by the local force) and somewhere to relax between duties (also provided for by the local force).

To estimate the charge for a horse, the following formula might be suitable:

$$\begin{aligned}
 \text{Estimated Cost} = & \text{Cost of Mounted Officers using ACPO Guidance} + \\
 & ((\text{Horse Box} + \text{Driver/Groom}) \times \text{No. Days}) + \\
 & (\text{Daily Horse Cost} \times \text{No. of Days}) + \\
 & \text{Consumables} + \\
 & \text{Mileage (assuming local force provides livery and off duty area)}
 \end{aligned}$$

Within this formula, most variables are calculable, but it is recommended that the Daily Horse Cost is calculated as follows:

$$\begin{aligned}
 \text{Daily Horse Cost} = & (\text{Annualised contribution to replacement cost} + \\
 & \text{Annual Cost of Vet} + \\
 & \text{Annual Cost of Training} + \\
 & \text{Annual Cost of Feed} + \\
 & \text{Annual Tack Cost} + \\
 & \text{Annual Cost of Serviced Stables and Grazing}) - \\
 & \text{Any applicable Annual Income / Sponsorship) divided} \\
 & \text{by Useful Annual Work Days}
 \end{aligned}$$

Using the same method, Marine resources would similarly be calculated, with different force charges likely to be different, depending on the force providing the TDR.

