

## **SUMMARY OF PAT REPORT FINDINGS:**

The agreed terms of reference were:

**“To consider a failure to reach agreement between the two Sides of the Police Negotiating Board and its Standing Committees on the following matters covered by the attached letter of Direction from the Home Secretary dated 6th April 2011:**

**Recommendation 2** – Police constables, sergeants, inspectors and chief inspectors should receive an additional 10% of their basic pay, on an hourly basis, for hours worked between 8:00pm and 6:00am (non-pensionable).

**OUTCOME: Accepted by the PAT but concern was expressed over the potential to adversely impact the “gender pay gap”.**

**Recommendation 5** – Determination Annex E, made under Regulation 22 of the Police Regulations 2003, should be amended to require the chief officer to consult, rather than agree, with the local joint branch board and individual officers in connection with the bringing into operation of a variable shift arrangement. That consultation should take place over a period of at least 30 days. Before making his decision, the chief officer should be required to consult the affected officers and take full account of their individual circumstances, including the likely effects of the new arrangement on their personal circumstances. New shift arrangements should not be brought into effect earlier than 30 days after the communication of the decision of the chief officer.

**OUTCOME: Accepted by the PAT – chief officers to consult rather than agree VSA patterns. Officers will no longer have a veto through a secret ballot.**

**Recommendation 6** – Determination Annex G, made under Regulation 25 of the Police Regulations 2003, should be amended to replace time and a third premium pay for casual overtime with plain time. The minimum hours for being recalled between duty should be abolished and instead paid at plain time for the hours worked, with travelling time.

**OUTCOME: Modified by the PAT. The overtime rate of 1.33 is to be retained. A recall to duty will cease to attract a minimum of 4 hours; officers to be paid only for the hours they actually work.**

**Recommendation 7** – Determination Annex H, made under Regulation 26 of the Police Regulations 2003, should be

amended to remove double time premium pay and the notice period of five days for working on a rostered rest day. Time and a half premium pay should be payable for working on a rostered rest day with fewer than 15 days' notice.

**OUTCOME: Accepted by the PAT – working on a rest day with less than 15 days' notice will attract a 1.5 premium; the 2.0 premium is to go.**

**Recommendation 8** – Determination Annex H, made under Regulation 26 of the Police Regulations 2003, should be amended to allow the payment of overtime at double time for 25 December and seven other days chosen for the next financial year by the officer before 31 January. Cancellation with fewer than 15 days' notice should require the authority of an Assistant Chief Constable.

**OUTCOME: Accepted by the PAT - I suspect an officer's nomination of the 7 days will be subject to the exigency of duty. I equally suspect an officer's chance of working on any of these 7 days will be extremely rare.**

**Recommendation 11** – Police officers on mutual aid service should be paid for the hours they are required to work each day, plus travelling time to and from the place of duty. Where those hours coincide with the unsocial hours period, or the duty has been required at short notice and they are eligible for the new overtime rates, the officer should be paid at the applicable premium rates.

**OUTCOME: Accepted by the PAT – gone is the minimum of 16hrs; officers to be paid for the actual hours they work.**

**Recommendation 12** – The definition of 'proper accommodation' should be revised to describe a single occupancy room with use of en suite bathroom facilities. Where such accommodation is not provided, the officer should receive a payment of £30 *per* night. The current definition of 'higher standard accommodation' should be removed and not replaced.

**OUTCOME: Accepted by the PAT.**

**Recommendation 13** – Officers held in reserve on a day and who have not been paid for any mutual aid tour of duty that day, should receive the on-call allowance of £15 for that day.

**OUTCOME: Modified by the PAT – introduction of a £50 "Away From Home Overnight Allowance".**

**Recommendation 20** – Police officers and all members of police staff below the top of their pay scale should be suspended at that increment for a two-year period commencing September 2011.

**OUTCOME: Modified by the PAT – incremental progression to be suspended for 2 years with the exception of constables on the “first three steps” of their pay scale.**

**Recommendation 25** – The chief officer bonus scheme should be suspended for a two-year period commencing September 2011.

**OUTCOME: Accepted by the PAT.**

**Recommendation 27** – The bonus scheme for superintendents and chief superintendents should be suspended for a two-year period commencing September 2011.

**OUTCOME: Accepted by the PAT.**

**Recommendation 29** – Competence Related Threshold Payments should be abolished from 31 August 2011 and all outstanding CRTP payments up to that date should be paid on a pro-rated basis.

**OUTCOME: Modified by the PAT – officers already in receipt of CRTP to continue to receive it with a 2 year freeze on new applications.**

**Recommendation 33** – Special Priority Payments should be abolished from 31 August 2011 and all outstanding SPPs up to that date should be paid on a pro-rated basis.

**OUTCOME: Accepted by the PAT.**

**Recommendation 34** – An interim Expertise and Professional Accreditation Allowance of £1,200 *per annum* should be introduced from September 2011 for officers meeting the skills or length of service criteria in the four stated priority functions. It should be paid monthly and pro-rated where an officer works part-time. It should be removed when an officer leaves the qualifying role.

**OUTCOME: No award by the PAT – to be considered in Winsor 2.**

**Recommendation 43** – The replacement allowance for housing should remain. However, the amount an officer receives should not increase from 31 August 2011 with

changes in personal circumstances, such as promotion. The existing framework, by which the amount an officer receives reduces when he lives with another officer also receiving the allowance, should remain.

**OUTCOME: Accepted by the PAT**

**Recommendation 44** – A national on-call allowance for the Federated ranks should be introduced from September 2011. The amount of the allowance should be £15 for each occasion of on-call after the officer in question has undertaken 12 on-call sessions in the year beginning on 1 September. An on-call occasion should be defined as the requirement to be on-call within any 24-hour period related to the start-of-the-police-day.

**Recommendation 45** – The national on-call allowance should be reviewed by the Police Negotiating Board three years after its introduction in the context of better management data.

**OUTCOME FOR 44 & 45: No award by the PAT – to be considered in Winsor 2.**

**Recommendation 59** – Regulation 5(4) of the Police Regulations 2003 should be amended so that an officer giving written notice to return from part-time to full-time working, must be appointed by the Police Authority within two months if the force has a suitable vacancy, and within four months of the notice being received.

**OUTCOME: Accepted by the PAT.**

**DATE OF IMPLEMENTATION:**

“The Tribunal is aware that the Winsor Report Part 1 gave explicit dates of implementation in eight of the recommendations which the PAT has considered. Five of these (recommendations 20, 25, 27, 34 and 44) refer to September 2011 and three (recommendations 29, 33 and 43) refer to 31 August 2011. Plainly, these dates have passed and the Tribunal is reluctant to substitute other dates for implementation other than to urge that they be as early as is practical, bearing in mind the need for decisions to be made on this award at senior government level and for administrative processes to be allowed sufficient time to operate satisfactorily. That said, it also envisages **1 April 2012** as the date by which time such processes will have been completed.”