

Winsor Final Report: Agreements reached in PNB – 24 July 2013

Recommendation 55

Pay points 6, 7, and 9 should be removed from the existing constables' pay scale in April 2014, 2015 and 2016 respectively. This will allow constables to move to the maximum more quickly and ensure that the current and new pay scales merge in 2016.

Staff Side has agreed Recommendation 55 on condition that work is done to ensure that there is no leapfrogging of officers by those with shorter lengths of service. This would require an additional investment of £8.1 million, to which the Official Side has agreed.

Recommendation 84

Pay progression for officers in the Federated ranks should be subject to a satisfactory box marking in the annual appraisal. Those officers who receive a box marking of 'satisfactory contribution' or above should advance by one pay increment; those who receive an 'unsatisfactory contribution' box marking should remain on the same pay point for a further year. This should be introduced for sergeants, inspectors and chief inspectors in 2014/15 and for constables in 2015/16.

Staff Side has agreed to this recommendation, on the following conditions:

- Training for managers in order to be able to properly assess performance is essential and that Recommendation 81 of the Winsor Final Report must, therefore, be fully implemented alongside Recommendation 84.
- There must also be a national PDR process as set out in Winsor Recommendations 79 and 80.
- In the absence of a PDR there would have to be an assumption of competence.
- The withholding of a pay increment however, has to be part of the formal Unsatisfactory Performance Procedures (UPP) process.

Recommendation 101

A Public Order Allowance (POA) should be established when the EPAA is removed. It should be paid to those officers who have attained Level 1 or 2 public order accreditation and who have been deployed to at least six public order operations during a 12-month period in which the 'Gold, Silver, Bronze' Command Structure was activated. The POA should be £600 per annum.

The PNB agreed to reject this recommendation and refer the principle of reward related to role to the wider work being undertaken by the College of Policing on Specialist Skills Thresholds.

Recommendation 103

The Police Regulations 2003 should be amended to provide the Commissioner of the Metropolitan Police with the authority to determine an appropriate level of buy-out of the casual overtime of specialist protection officers.

This has been rejected by the PNB. It has been agreed that discussions may continue at a local level within the Metropolitan Police Service. During those discussions, the status quo remains in place for Specialist Protection officers in SO1. Staff Side has also reserved the right to re-table a claim at a future date for officers in Royalty Protection Officers in SO14 to be aid in accordance with Regulations and Determinations.

Additional recommendations

The Home Secretary has extended the deadline for considering the following recommendations until July 2014 in order to allow the College of Policing to develop: the necessary skills threshold procedures:

Recommendation 95 – A Foundation Skills Threshold should be introduced at the fourth point of the constables' pay scale by 2016 at the latest. It should test the officer's knowledge and understanding of the fundamentals and essential details of the criminal law, including the rules of evidence and procedure, the constitutional position of the police, including their accountability, and the rights of witnesses, victims and suspects, and other citizens. The Police Professional Body should be remitted to devise the test.

Recommendation 96 – Every constable should attempt the Foundation Skills Threshold, and only those who pass the test should be allowed to move up the pay scale. Constables should be re-tested every five years. Repeated failures to pass the test should lead to the constable being entered into the force's unsatisfactory performance procedures.

Recommendation 97 – A Specialist Skills Threshold should be introduced at the final pay point of all police officer pay scales up to and including chief superintendent, by 2016 at the latest. It should consist of a rigorous test of the specialist knowledge and skills required in each role and rank. The Police Professional Body should be remitted to devise the test.

Recommendation 98 – Officers who pass the Specialist Skills Threshold test should move up to the pay maximum for their rank, and receive an accredited qualification. The test should be re-taken every three years. Failure to pass the re-test should result in the officer reverting to the highest non-threshold pay point.

Recommendation 99 – The Specialist Skills Threshold should apply only to those roles that require the warranted powers or expertise of a police officer. A suggested list for the Federated ranks is provided in Table 9.6. The Police Professional Body should be remitted to determine which roles are eligible for the Specialist Skills Threshold. When established, the prescribed skill areas should be determined by the police pay review body with the advice of the Police Professional Body, which should accredit them and set the standards to be attained.