

WINSOR RECOMMENDATIONS FOR CONSIDERATION BY PABEW AND PNB – AS AT DECEMBER 2012

<i>The Home Secretary has directed the PABEW and the PNB to consider the following recommendations by July 2012 and 2013 respectively</i>	2012		2013	
	PABEW	PNB	PABEW	PNB
Recommendation 3 – From April 2013, an additional qualification should be added to the list required for appointment to a police force in Regulation 10 of the Police Regulations 2003. Candidates eligible for appointment to a police force should have either a Level 3 qualification, or a police qualification which is recognised by the sector skills council, Skills for Justice, or service as a special constable or service as a PCSO (or another staff role which the chief officer is satisfied provides appropriate experience). The chief officer should have a discretion in relation to which of these criteria should apply to applicants for entry to his force.	Accepted with amendment			
Recommendation 5 – The passmark for the 2013 SEARCH assessment process should be raised to at least 70%. This should be reviewed after five years to ensure that the academic threshold is sufficiently rigorous	Rejected			
Recommendation 10 – Paragraph 1 of Determination Annex C, made under Regulation 12 of the Police Regulations 2003, should be amended to allow those on an accelerated promotion scheme recognised by the Home Secretary to serve a one-year probationary period, or shorter as the relevant chief officer determines in the circumstances of a particular case.	Recommendations 10, 11, 12 and 21 could not be discussed as the design of the relevant schemes			
Recommendation 11 – Regulation 7(2) of the Police (Promotion) Regulations 1996 should be amended to provide that officers on an accelerated promotion scheme, recognised by the Home Secretary, should be promoted from constable to sergeant if they have met the criteria to join a recognised accelerated promotion scheme course, have completed one year’s service and have passed a one year probation period, subject to the discretion of their Chief Constable. Officers promoted in such a manner should be on probation until they have completed two years’ service at that rank or a recognised accelerated promotion scheme course, whichever is later	has not been confirmed by the Home Office			
Recommendation 12 – Regulation 7(4) of the Police (Promotion) Regulations 1996 should be amended to provide that officers on an accelerated promotion scheme recognised by the Home Secretary should be automatically promoted from sergeant to inspector upon passing a recognised accelerated promotion scheme course				

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Recommendation 16 – Provision should be made in police regulations to enable police officers to be seconded to organisations outside policing for a period not exceeding five years.	Accepted	
Recommendation 17 – The Police Regulations 2003 should be amended to provide for the return to the police service of former non-probationary officers at the rank they last held. There should be no right of return and there must be a suitable vacancy. Return after more than five years should not be allowed other than in exceptional circumstances.	Accepted	
Recommendation 18 – The Police Regulations 2003 should be amended to provide that returning officers should be subject to a probationary period of six months.	Accepted	
Recommendation 21 – Determination Annex C of Regulation 12 of the Police Regulations 2003 should be amended to provide that those entering above the rank of constable should serve a probationary period in accordance with the applicable direct entry scheme.	Not discussed	
Recommendation 23 – From September 2013, the eligible experience for a Chief Constable set out in Determination Annex B, made under Regulation 11 of the Police Regulations 2003, should be amended to include service in a chief officer equivalent role overseas in a common law jurisdiction which practises policing by consent.	Accepted with amendment	
Recommendation 26 – Determination Annex B, made under Regulation 11 of the Police Regulations 2003, should be amended to remove the requirement as to the length or place of service required to become a Chief Constable in the case only of officers to be appointed as Chief Constables from police forces outside the United Kingdom.	Rejected	
Recommendation 33 – A fitness test should be introduced in September 2013 for all police officers and staff required to undertake personal safety training. Participants should be required to attain level 5:4 on a 15-metre shuttle run. From September 2014, those who fail the test three times should be subject to the appropriate disciplinary procedures	Accepted with amendment	
Recommendation 46 – The Police Regulations 2003 should be amended to create a system of compulsory severance for police officers with less than full pensionable service from April 2013.		PAT award

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<p>Recommendation 47 – The Police Regulations 2003 should be amended to provide for the payment of financial compensation to police officers with less than full pensionable service who leave the police service by reason of compulsory severance. Forces should be empowered to offer financial compensation on the same terms as are available under the Civil Service Compensation Scheme 2010.</p>	<p>PAT award</p>
<p>Recommendation 48 – Officers who have been subject to compulsory severance should have access to employment tribunals if they wish to allege that their severance has been unfair.</p>	<p>PAT award</p>
<p>Recommendation 50 – Compensation payments for Chief Constables and Deputy Chief Constables whose fixed term appointments are not renewed should be fair and more generous than the compensation available to officers who leave the police service by reason of compulsory severance, taking into account any pension entitlements. The current scheme should therefore remain.</p>	<p>Agreed</p>
<p>Recommendation 51 – Hearings under the Police (Conduct) Regulations 2008, which have the power to dismiss an officer, should also have the power to remove some or all of the compensation payment for the contract of appointment to which the chief officer is currently subject if there has been a violation of the mandatory standards of professional conduct under the Police (Conduct) Regulations 2008.</p>	<p>Agreed</p>
<p>Recommendation 54 – A new, shorter pay scale for constables should be introduced for new entrants from April 2013 as outlined in Table 7.12 of this report. It should have a lower starting salary than the current scale, but should allow constables to move to the maximum more quickly.</p>	<p>PAT award</p>
<p>Recommendation 64 – Police and crime commissioners should have the power to set the Chief Constable’s basic pay at any level which is up to ten per cent above or below the national rate for a Chief Constable in the force in question.</p>	<p>Agreed</p>
<p>Recommendation 74 – Chief Constables should be given discretion to pay regional allowances up to the current maximum level, as set out in Determination Annex U made under Regulation 34 of the Police Regulations 2003, and the discretion to apply eligibility criteria based on location and performance.</p>	<p>PAT award</p>
<p>Recommendation 83 – Competence Related Threshold Payments should be abolished by April 2013 at the latest, and all accrued CRTP payments up to that date should be made on a pro-rated basis.</p>	<p>PAT award</p>

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<p>Recommendation 86 – Pay progression for officers in the superintending and ACC ranks should be subject to at least a satisfactory box marking in the annual appraisal. Those officers whose contribution is marked as satisfactory 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.</p>	<p>Agreed</p>
<p>Recommendation 87 – Double increment pay progression should be abolished in April 2013.</p>	<p>Agreed</p>
<p>Recommendation 88 – Individual bonus schemes for officers in the superintending, ACC and DCC ranks should be abolished in April 2013.</p>	<p>Agreed</p>
<p>Recommendation 89 – The bonus scheme for Chief Constables should be abolished with effect from April 2013.</p>	<p>Agreed</p>
<p>Recommendation 94 – An interim Expertise and Professional Accreditation Allowance (EPAA) should be introduced from April 2013. It should reward qualifying officers for the skills they use in the four stated priority functions: neighbourhood policing; public order; investigation; and firearms. The EPAA should be £600 per annum, and should be paid monthly. It should be removed when an officer leaves the qualifying role. The EPAA should be abolished when the Specialist Skills Threshold is introduced.</p>	<p>PAT award</p>
<p>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.</p>	<p>Still in discussion</p>
<p>Recommendation 112 – A national on-call allowance for the Federated ranks should be introduced from April 2013. The amount of the allowance should be £15 for each daily occasion of on-call after the officer in question has undertaken 12 on-call sessions in the year beginning on 1 April.</p>	<p>PAT award</p>
<p>Recommendation 114 – Forces should compile clear management data on the voluntary deployment of officers on-call.</p>	<p>Agreed</p>

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<p>Recommendation 34 – From September 2018, an annual physical fitness test should be introduced for all police officers in England and Wales, equivalent to the test used for recruits in the Police Service of Northern Ireland.</p>	<p>Recommendations 34-36 referred back to the Home Secretary</p>
<p>Recommendation 35 – From September 2018, the national police recruitment test should be replaced by the more demanding physical assessment test used in the Police Service of Northern Ireland.</p>	
<p>Recommendation 36 – From September 2018, probationers should have to prove their fitness against the more demanding physical assessment test of the Police Service of Northern Ireland.</p>	
<p>Recommendation 37 – From September 2018, national fitness tests for specialist police officer roles should be introduced, designed most closely to test the physical capability of officers to discharge the responsibilities of the specialist police officers in the field.</p>	<p>Rejected</p>
<p>Recommendation 38 – The Police Regulations 2003 should be amended to specify the procedure for determining the circumstances in which an officer may be placed on restricted duty, the arrangements which a Chief Constable may make for officers on restricted duty, and the adjustments to the pay of such officers.</p>	<p>Currently under discussion</p> <p>Will come to PNB after PAB talks concluded</p>
<p>Recommendation 40 – A former officer who resigns to take a police staff job or who is dismissed on the grounds of incapability or poor attendance following the restricted duty process, should be entitled to be considered for re-appointment if, following an assessment by an approved medical practitioner, the condition which previously compromised his capability is judged to have permanently changed so as to restore his ability to work as a police officer. Without the former officer having to go through the full selection process, the force should be required actively to consider whether a suitable vacancy at the former officer’s rank exists or is likely to exist in the coming year. The force should have this duty for a period of five years after the officer has left.</p>	<p>Currently under discussion</p>
<p>Recommendation 41 – A returning officer should have an unblemished disciplinary record and be able to pass the fitness test. Forces should also assess carefully a record of poor attendance. Such former officers should be on probation for six months.</p>	<p>Currently under discussion</p>

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<p>Recommendation 39 – From September 2014, officers on restricted duty should have their deployability and capability to exercise police powers assessed one year after being placed on restricted duty. Officers who are not deployable and are not capable of work which requires the office of constable should sustain a reduction in pay equal to the value of the deployability element of the X-factor, namely the lower of eight per cent and £2,922 per annum. After a further year, appropriate proceedings should be initiated to dismiss or retire these officers from the police service on the grounds of incapability or poor attendance. Officers who are permanently disabled from working as police officers should be ill-health retired. Those who are not permanently disabled should be given the opportunity to resign as police officers and immediately take up a police staff job on police staff terms and conditions, if one is available.</p>	<p>Talks yet to begin</p>
<p>55. 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.</p>	<p>Under discussion</p>
<p>Recommendation 56 – Pay point 0 of the current sergeants’ pay scale should be removed from April 2014 to ensure that sergeants are always paid more than constables, consistent with the greater responsibilities of the job.</p>	<p>Under discussion</p>
<p>Recommendation 59 – The national spend on bonuses and double increments for superintendents should be reinvested into a revised three-point pay scale for superintendents, with a starting salary of £60,094 and a maximum of £72,585 from April 2014.</p>	<p>Talks yet to begin</p>
<p>Recommendation 60 – The post-related allowance for chief superintendents should be abolished. The cost of the post-related allowance, bonus payments and double increments, should be reinvested into a revised basic pay scale for chief superintendents with a starting salary of £77,215 and a maximum of £81,457 from April 2014.61.</p>	<p>Talks yet to begin</p>
<p>Recommendation 62 – The pay scale for Assistant Chief Constables should be replaced with a three-point pay scale. It should start at £93,753 have a second pay point at £99,798 and a maximum of £105,849. Existing pay points 1, 3 and 5 should be removed in April 2014, 2015 and 2016 respectively.</p>	<p>Talks yet to begin</p>

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<p>Recommendation 71 – The deployment component of the police officer X-factor should be established to be 8% of basic pay for constables. For other ranks, it should be expressed in cash terms, benchmarked at 8% of the maximum of constables’ basic pay.</p>	<p>Talks yet to begin</p>
<p>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.</p>	<p>Talks yet to begin</p>
<p>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.</p>	<p>Talks yet to begin</p>
<p>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.</p>	<p>Talks yet to begin</p>
<p>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.</p>	<p>Talks yet to begin</p>
<p>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.</p>	<p>Talks yet to begin</p>

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<p>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.</p>	Talks yet to begin
<p>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.</p>	Talks yet to begin