

Recommendations	Ruling	Comment
<p>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).</p>	ACCEPTED	Generally good news as this will allow those working unsociable shifts some recompense. Issues will arise when officers are required to work other patterns as a result of operational need but generally positive.
<p>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.</p>	ACCEPTED	This is bad news. This ruling gives carte blanche to Chief Officers to implement whatever shift pattern they like. Currently, only 8-hour patterns can be implemented without the agreement of the staff association and this has been a vital safeguard to protect officer welfare and to ensure a reasonable approach by Chief Officers. In future, no agreement will be needed and, although consultation will be required, we have little faith in a welfare-balanced approach to shift patterns being adopted.
<p>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.</p>	MODIFIED. The premium rate of time and one third to be retained for casual overtime, with payment of travelling time for recalls between tours of duty. The minimum hours payment for being recalled to be abolished as proposed.	This isn't good news but could have been worse. The cost of overtime will reduce and, with less police officers, the need to work it will increase. You'll therefore work more for less. The PAT has acknowledged that fact and retained the time and a third for casual overtime but have removed the minimum of 4 hours for a recall to duty.
<p>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</p>	ACCEPTED	Again, not good but could have been worse. You will no longer be able to claim double time for working on a rest day with less than 5 days' notice. From now on, any rest day cancelled with less than 15 days' notice will be at time and a half, even if less than 5

rostered rest day with fewer than 15 days' notice.		days' notice is given.
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.	ACCEPTED	We need to see some detail on this but it appears a real negative. The PHs can be cancelled and, therefore, offer no more protection for those days than a rest day. If you put New Year's Eve down as a PH, it'll be cancelled and you'll have to work it anyway. You'll only be able to have these days when there's no likelihood of you being required to work. This is a real-world reduction in take home pay.
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.	MODIFIED. Both sentences of Recommendation 11 are accepted as worded. In addition, officers on mutual aid who are unable to return home are to receive a new 'Away from Home Overnight Allowance' of £50 per night.	Not good but could have been worse. This puts an end to mutual aid rules that allow you 16 hours pay. However, most PSUs will work at least a 12 hour day anyway and the £50 payment in Recommendation 13 will add about 2 hours overtime to that. It also clears up the rules around mutual aid that have caused so much confusion over the years.
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 <i>per</i> night. The current definition of 'higher standard accommodation' should be removed and not replaced.	ACCEPTED	This is good news. It clearly states what is required in respect of accommodation and offers a standard that has been lacking in the past. The likes of Otterburn should be behind us and, if not, you'll get £30 to ease your feelings.
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.	MODIFIED. Officers held in reserve who are unable to return home are to receive the new 'Away from Home Overnight Allowance' of £50 per night.	This is good news and increases the official side's paltry offer of £15 to £50. Read in conjunction with Recommendation 11.
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	MODIFIED. The first three steps on the constables' scale to be excluded from the	This is bad news and constitutes a double whammy for those affected as it coincides with the public sector pay freeze. Some

two-year period commencing September 2011.	proposed suspension. All other progression on the police officers pay scales to be suspended as proposed.	comfort for those at the very beginning of their careers but not much else.
Recommendation 25 – The chief officer bonus scheme should be suspended for a two-year period commencing September 2011.	ACCEPTED	Should any police officer be subject to performance related bonuses?
Recommendation 27 – The bonus scheme for superintendents and chief superintendents should be suspended for a two-year period commencing September 2011.	ACCEPTED	As above
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.	MODIFIED. CRTPs to remain in place for those who already receive them, but there should be a two-year freeze on new applications.	This is good news. CRTP is a pensionable part of your pay and it would have been wrong to abolish it.
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.	ACCEPTED	SPPs have always caused division within the service and it's no bad things that it is being abolished. However, SPP was put in place to reward officers for certain roles and there's no denying that, currently at least, that equates to a reduction in the money going to frontline officers.
Recommendation 34 – An interim Expertise and Professional Accreditation Allowance of £1,200 <i>per annum</i> 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.	NO AWARD	This is effectively abated and may return to the table under Winsor II. The EPAA was a poorly considered process and it's quite right that it has been sent back for more work.
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	ACCEPTED	This is good news for those receiving rent/housing allowance. The official side wanted to scrap it but it will now be allowed to die on the vine.

amount an officer receives reduces when he lives with another officer also receiving the allowance, should remain.		
<p>Recommendation 44 – A national on-call allowance for the Federated ranks should be introduced from September 2011.</p> <p>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.</p>	NO AWARD	This is reasonable news. No national on-call allowance has been agreed but the ridiculously low £15 offered by the official side was a disgrace and below our local agreement in South Wales. It will now go back to the negotiating table.
<p>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.</p>	NO AWARD	As above
<p>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.</p>	ACCEPTED	This will have limited impact. The force currently has 1 month and 3 months to act so the difference is negligible.