

Police and Crime Commissioner for Surrey – Decision Making Record

Report Title Surrey Police Retention Package
Decision number: 108/2015
Author and Job Role: Alison Bolton, Chief Executive
Protective Marking: Part One

Executive Summary:

At his oversight meeting on 17th September 2015, the PCC received a paper setting out a number of measures designed to address problems of retention for both police officers and police staff within Surrey Police. The paper sought the PCC's support and funding approval to enhance the current reward package with a view to mitigating risks of officer and staff attrition and attracting talent to the organisation. The paper provided a detailed background history to the existing retention package and an up-to-date profile of those areas of business most exposed to retention risks.

It also set out the legal basis for making amended payments under a combination of Police Regulations and also from the authority under the Police Reform and Social Responsibility Act allowing a Chief Constable to do 'anything which is calculated to facilitate or is conducive or incidental to, the exercise of the functions of chief constable'. The PCC's attention was drawn to a number of risks inherent in introducing new arrangements for retention. Subsequent to the meeting, where agreement in principle was given to a series of recommendations, the PCC has received further information on likely costs of the proposed measures.

This decision paper sets out a summary of those retention measures that the PCC is asked to support.

In summary, the PCC is asked,

i) In respect of the fuel card, to:

- Increase the fuel card allowance from £100 to £110 per annum for Constables, Sergeants and Inspectors with more than 2 years' service, with effect from 1st April 2016 at a total cost per annum of £545k
- Remove the fuel card allowance from Chief Inspectors with effect from 1st April 2016 (noting that the business case for continuation of the card is reviewed annually and the fuel card has already been removed from Chief Officer, Chief Superintendent and Superintendent ranks).

(ii) In respect of detective retention, to

- Make changes to the existing bonus recognition scheme for police officers to include provision to make payments for 'important work', specifically:
 - A payment of £850 for a 12 month period to all detectives in Federated detective roles, reviewable annually, at a cost of up to £320k per year
 - A one-off 'specialist detective payment' of a sum of £500 per annum in addition to the generic detective allowance for detective officers in fully operational detective positions where the role is acknowledged to be particularly challenging. This will be payable to roles of Constable, Sergeant and Inspector in identified specialist teams, namely the Safeguarding Investigation Units, Sexual Offences Investigation Team, Paedophile On-Line Investigation Team and Complex Abuse Unit. This will cost £47k per year

- Two payments of £500 to be made to officers undertaking the detective learner programme; one payment upon completion of the course and one upon sign-off from the learner programme. Based on an average of 3 courses of 12 per year, this would result in a cost of circa £36k per annum.

(iii) In respect of wider employee retention, to:

- Agree to the allocation of additional budget to facilitate training and development opportunities for both officers and staff, specifically:
 - The provision of mandated 'how to manage your money' sessions at a cost of £384k
 - Further scoping of granting an additional day of paid leave to be given in association with 'how to manage your money' sessions to enable staff to put into practice the tips and techniques learned from the sessions at an opportunity cost of £750k.

(iv) To agree to the Force undertaking further scoping work to explore:

- Increasing additional paid leave to be granted at 10 and 20 years' service for both officers and staff
- The possibility of providing interest free loans for police officers and staff to enable them to buy a home in Surrey
- Periods of extended unpaid leave for both officers and staff to be provided in line with current Force policy.

The above initiatives have a mixture of additional cost and opportunity cost if put in place. The total additional cost is £948k.

It is intended that the fuel card changes will commence in April 2016 and will form part of the budget build. The changes to detective allowances are planned to commence during the current financial year and costs will be accommodated from within the Force's current underspend. For future years, these changes will form part of the budget build and will require additional savings to be achieved. The 'manage your money' courses will be met from within the current training budget should they be initiated during this financial year. If that is not possible for procurement or operational abstraction reasons, there will be a requirement for an investment next year which would form part of the budget build process.

Recommendation

The PCC is asked to endorse and agree to the funding of the recommendations above, noting the risks that have been outlined.

Police and Crime Commissioner Approval

I approve the recommendation(s):

Signature:



Date: 7th October 2015

Areas of consideration

Consultation

Surrey Police has consulted with Surrey Police Federation, Unison and Superintendents' Association on the principles of the proposals.

Financial implications

These are detailed in the report.

Legal

The PCC has received a summary of the legal advice taken in respect of these matters.

Risks

These were outlined in the report presented to the PCC's management meeting on 17th September and in summary include:

- Implications should any additional payments need to be removed in future due to financial pressures and the risk of officers/staff becoming financially reliant on them
- The nature of the legal basis for making retention payments outside of Police Regulations (upon which legal advice has been sought) and the interpretation of Police Regulations and Determinations in respect of bonus recognition payments
- Division among officers due to differences in payments made for similar activities
- Differences in payments within collaborated Surrey/Sussex teams

Equality and diversity

Equality and diversity implications have been considered when drawing up these proposals.