

## Police and Crime Commissioner for Surrey – Decision Making Record

**Report Title:** South East Allowance Uplift  
**Decision number:** 162/2016  
**Author and Job Role:** Alison Bolton, Chief Executive  
**Protective Marking:** OFFICIAL

### Executive Summary:

Following a number of years of active lobbying, the Government has increased the total value of the South East Allowance available to Surrey Police officers from £2,000 to £3,000 per annum. The award of this allowance is entirely at the discretion of the Chief Constable and there is no additional funding to support it.

In deciding whether or not to award some or all of the SE allowance, Chief Constables are advised to consider both the affordability and necessity of the payment.

These two issues have been actively discussed at the Surrey Chief Officer Group meetings and a number of papers have been submitted which outline the current situation with respect to Surrey Police's ability to recruit and, in particular, to retain officers. Surrey's Chief Constable has also discussed the matter at length with his Chief Constable colleagues across the region. The two criteria of affordability and necessity play out differently in each force. It is the case that Surrey has a disproportionately high attrition rate compared to the other three forces (Hampshire, Thames Valley and Sussex), more than twice that of the next nearest.

In reaching his decision in respect of the allowance, the Chief Constable has taken into account issues around recruitment and retention; affordability; the impact on officer morale; fairness in relation to police staff; and the position of other Chiefs in the region.

He has concluded that, whilst there is a case for increasing the allowance, the full amount would be unaffordable. It is however possible to plan for an increase in allowance of £500 for every eligible officer with effect from 1<sup>st</sup> April 2017.

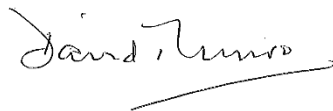
### Recommendation

That the PCC endorses the Chief Constable's decision to increase the South East Allowance by £500 for each eligible officer with effect from 1<sup>st</sup> April 2017, as detailed above.

### Police and Crime Commissioner Approval

I approve the recommendation(s):

Signature:  
Date: 08/12/2016



All decisions must be added to the decision register.

## **Areas of consideration**

### **Consultation**

The PCC has been advised by the Chief Constable who in turn has consulted with other Chiefs in the region.

### **Financial implications**

The proposal would cost £0.9m per annum.

### **Legal**

No legal considerations for the PCC

### **Risks**

None for the PCC

### **Equality and diversity**

None for the PCC.