

SPECIAL PRIORITY PAYMENT AND COMPETENCE RELATED THRESHOLD PAYMENT SCHEMES**Joint Report of the Chief Constable, Clerk and Treasurer**

1.0 PURPOSE OF THE REPORT

1.1 The purpose of this report is to seek approval for an amendment to one of the qualification criteria for the force Special Priority Payment (SPP) and Competence Related Threshold Payment (CRTP) Schemes.

2.0 BACKGROUND

2.1 At the Police Authority meeting held on 29 January 2003, members agreed to adopt the national Special Priority Payment and Competence Related Threshold Payment Schemes (minute numbers 206-207 - 2002/3 refers).

2.2 Special Priority Payment Scheme

This scheme is aimed at front line operational officers, in particular where they fulfil the following criteria:

- carry a significantly higher responsibility level than the norm for their rank; or
- present particular difficulties in recruitment and retention; or
- have specifically demanding working conditions or working environments.

This payment was set at £1,000 per annum per eligible officer and it was agreed the following categories of officer in the force would be eligible to receive the payment:

- Uniform Patrol Constables working in area commands on a 24 hour/7 days a week shift pattern who have completed over 5 years service on 1 December 2003.
- Community Beat Managers with a minimum of 2 years service working within area commands.
- Central Support Unit Constables working on a 24 hour/7 days a week shift pattern.
- Central Support Unit Sergeants working on a 24 hour/7 days a week shift pattern.

2.3 Competence Related Threshold Payment Scheme

This scheme was set up to reward experienced officers who were able to demonstrate high professional competence against agreed national standards. From 1 April 2003 officers in the federated ranks who had served a year at the maximum of their pay scale and who met the required standards qualify for an additional competence related threshold payment of £1,002 per annum.

- 2.4 Included within the proposals of both schemes were details of the qualifying criteria, namely that payment would be pro rata in the case of a post holder who had been in a qualifying post for less than a full calendar year. Whilst officers may hold posts on a permanent basis, it was recognised that there could be short term abstractions from those posts in respect of acting duties, specific operations, training courses, temporary placements or projects.

It was, therefore, agreed that no officer would be disadvantaged by virtue of performing an acting rank. Where appropriate, part payment of the allowance would be added to the acting up allowance to ensure this.

In addition, only abstractions exceeding a period of 28 days on any one occasion would lead to suspension of the payment, and then only in respect of that period which exceeded 28 days.

3.0 **PROPOSAL**

- 3.1 Since the Police Authority reached these agreements it has been recognised that the qualifying criteria for payments should be amended to align them with the OTTAWA shift system, and so as to not cause an adverse financial effect on officers required to perform other duties.

- 3.2 It is therefore proposed that for both the SPP and CRTP schemes officers abstracted from qualifying roles for the following reasons will still attract payment under the schemes:

- a) Training Courses
- b) Court Cases
- c) Acting Duties

- 3.3 In respect of item c) above, such abstractions exceeding a period of 35 days would lead to suspension of the payment and then only in respect of that period of time which exceeds 35 days. In relation to the SPP scheme, this will be 35 days within the year. For CRTPs the payment will only be withdrawn in the event an officer carries out any individual period of acting duties exceeding a period of 35 days and then only for that excess period. Periods of acting duties will not be cumulative. The withdrawal of the payment under the scheme in these circumstances is subject to a 'no detriment' provision to the officer's pensionable pay.

4.0 **EQUAL OPPORTUNITIES IMPLICATIONS**

- 4.1 The scheme has been agreed nationally and is designed to be fair and consistent in its application to ensure that there is no discrimination. Application for payment under the scheme is open to all officers who meet the criteria.

5.0 **HUMAN RIGHTS IMPLICATIONS**

Nil.

6.0 **FINANCIAL IMPLICATIONS**

6.1 There are no financial implications arising from the contents of this report.

7.0 **RECOMMENDATION**

7.1 That members approve the proposed amendment to the qualifying criteria for SPPs and CRTPs as outlined.