

BONUS PAYMENT SCHEME

Joint Report of the Chief Constable, Clerk and Treasurer

1 PURPOSE OF THE REPORT

The purpose of this report is to seek approval for the introduction of the Bonus Payment Scheme within Northumbria Police.

2 BACKGROUND

The Police Negotiating Board (PNB) agreed in May 2002 that a scheme for Bonus Payments would be introduced nationally.

Under the agreement Chief Constables may award bonuses of between £50 and £500 per officer for 'occasional work of an outstanding, unpleasant or important nature'. These payments will be taxable, but not pensionable.

The Bonus Payment Scheme is not intended for routine work or compensation for other issues such as Special Priority Payment awards.

3 PROPOSALS

Following consultation with Staff Associations and subject to Members' approval, it is proposed that the Bonus Payment Scheme within Northumbria Police apply to both police officers and police staff.

The Bonus Payment scheme will be accessed by means of nominated applications, and any individual within the Force can nominate another individual for an award under this scheme.

All applications, will be forwarded to the Chief Superintendent, Personnel Services, for future consideration by an awarding panel, chaired by the Assistant Chief Constable (Management Services), and which will include members of the staff associations. The panel will consider all applications, but only applications which comply with the criteria will be eligible for a bonus payment. The level of bonus payment will be determined by the awarding panel.

The Bonus Payment Scheme, in whole or part, will be reviewed periodically to ensure that it meets national and local requirements.

4 EQUAL OPPORTUNITIES IMPLICATIONS

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 this scheme is open to all police officers and police staff who meet the criteria.

5 HUMAN RIGHTS IMPLICATIONS

Nil.

6 FINANCIAL IMPLICATIONS

The Treasurer confirms that provision for bonus payments is included in the 2003/04 revenue budget.

7 RECOMMENDATIONS

The Police Authority is asked to:

- i) Note the contents of this report.
- ii) Approve the local implementation of the Bonus Payment Scheme as outlined.
- iii) Agree to receive annual updates on the operation of the scheme.