



APCC Submission



Submission to the Police Remuneration Review Body from the Association of Police and Crime Commissioners

Wednesday 7 February 2018

Introduction and Background

1. The Association of Police and Crime Commissioners (APCC) is the national body which supports Police and Crime Commissioners (PCCs), and other local policing bodies across England and Wales, to provide national leadership and influence change in the policing and criminal justice landscape.
2. The APCC welcomes the opportunity to submit evidence to the Police Remuneration Review Body (PRRB) on behalf of our members.
3. PCCs were elected for the second time on 5 May 2016, in 40 force areas across England and Wales. Every force area is represented by a PCC, except Greater Manchester and London, where PCC responsibilities lie with the elected Mayor.

Police and Crime Commissioners – the role

4. 40 PCCs were elected across England and Wales on 5 May 2016. Since May 2017 the role of the PCC in Greater Manchester has been merged with the new elected Mayor for Greater Manchester. There are ongoing negotiations regarding combining the role of the PCC and the Mayor of the West Midlands Combined Authority, with the current arrangements to remain in place until at least May 2020.
 - As of 2018/19, PCCs are responsible for a combined police force area budget of approximately £11.3 billion [comprises core grant funding, NICC grants, Council Tax grants and precept (including Welsh Government and DCLG funding)].
 - The role of the PCCs is to be the voice of the people and hold the police to account. They are responsible for the totality of policing.
 - PCCs aim to reduce crime and deliver an effective and efficient police service within their force area.
 - PCCs have been elected by the public to hold Chief Constables and the force to account; effectively making the police answerable to the communities they serve.
 - PCCs ensure community needs are met as effectively as possible, and are improving local relationships through building confidence and restoring trust.

- They work in partnership across a range of agencies at local and national level to ensure there is a unified approach to preventing and reducing crime.

Police and Crime Commissioners - Statutory Responsibilities

5. Under the terms of the Police Reform and Social Responsibility Act 2011, PCCs must:
 - Secure an efficient and effective police force for their area;
 - Appoint the Chief Constable, hold them to account for running the force, and if necessary dismiss them;
 - Set the police and crime objectives for their area through a police and crime plan;
 - Set the force budget and determine the precept;
 - Contribute to the national and international policing capabilities set out by the Home Secretary; and
 - Bring together community safety and criminal justice partners, to make sure local priorities are joined up.
6. The 2017 Policing and Crime Act included provisions to enhance the role of PCCs, specifically in relation to:
 - Enabling PCCs in England to take on the duties and functions of fire and rescue authorities (FRAs); and
 - Strengthening PCCs' oversight role of the local police complaints system in England and Wales.

Remit

7. The remit for 2017/8 consisted of four matters:
 - How to apply the pay award for 2018/19 for police officers of all ranks, including chief officers, in accordance with the Chief Secretary's letter and in the context of how it will support overarching NPCC proposals and timetable for a new pay structure;
 - NPCC proposals for police officer apprenticeship pay, which will need to be considered outside of the usual reporting timetable - as you are aware, apprenticeships will be introduced in forces next year and we are expecting sector agreement on linked pay proposals early in the New Year. NPCC have committed to circulate proposals to partners in good time so that you are able to consider them alongside the main body of written evidence. To allow adequate time for consultation before any changes are applied, it will be important to obtain PRRB's observations by the end of April 2018 in advance of your main report;
 - To review final NPCC proposals for time-limited, targeted payments to address specific recruitment and retention pressures;

- To provide observations on NPCC reform proposals, including the timetable.
8. In addition, consultees were asked by the PRRB to consider the 2017/8 award, particularly in relation to how the award of the non-consolidated 1% should be treated going forward (e.g. whether it should be continued, treated as a one-off, or treated in some other way).

APCC consultation

9. The APCC response to the SSRB request for evidence was led by Ron Hogg, Police, Crime and Victims' Commissioner for Durham and APCC Workforce Lead. Ron has been a member of the APCC Workforce standing group since its formation and has been APCC Workforce Lead since May 2016.
10. All PCCs were consulted on the remit and the conclusions reached by PCCs are presented below.

Affordability

11. The Police Grant Settlement for 2018/9 is a flat cash settlement but gives PCCs the flexibility to raise additional funds via their local council tax precept. It is not clear at the time of writing whether all PCCs will exercise this flexibility. The increased funds that can be raised in this way differ across police forces and the annual percentage increase in direct resource funding ranges in value from 1.7% to 3.6% with an average increase of 2.5%.

Treatment of the non-consolidated element of the 2017/18 pay award

12. The PRRB asked consultees to consider their position in relation to how the award of the non-consolidated 1% (from 2017/8) should be treated going forward.
13. In the simplest terms PCCs agreed that it is probably most straightforward to treat the non-consolidated element of the 2017/8 exactly as it's described: a non-consolidated element of a pay award that will therefore cease to be paid at the end of the year in which it was awarded.
14. PCCs considered that consolidating the non-consolidated award ran the risk of creating precedent, or expectation of consolidation should non-consolidated awards be made again. This was believed to be undesirable as non-consolidated elements of pay may be a measure employers wish to consider in the future.
15. However, it was agreed that the removal of the non-consolidated award and the effect on police officer pay needed to be considered with regard the 2018/9 award. The cessation of the 17/18 non-consolidated award will have a negative effect on the impact of whatever award police officers receive in 2018/9.
16. PCCs believe the 17/18 non-consolidated award should be treated as such and removed from pay at the end of the 17/18 pay year. However, the consequences of the removal should be taken into consideration in the award for 18/19.

Application of the pay award for police officers of all ranks in 2018/9

17. PCCs were mindful of the letter from the Chief Secretary to the Treasury to the PRRB Chair dated 21 September 2017, that letter describing greater flexibility around public sector pay policy but stressing "...there will still be a need for pay discipline over the coming years, to ensure the affordability of the public services and the sustainability of public sector employment."
18. PCCs were also aware in considering the award that the most recently published Consumer Prices Index (CPI) 12-month rate was 3.0% in December 2017 and that pay on average continues to increase at a lower rate than inflation.
19. In considering a recommendation to the PRRB on the pay award PCCs sought to balance the affordability of any award against the effect it has on the morale, engagement and productivity of the workforce. Recruitment and retention increasingly become pertinent in these considerations given a period when the pay of many police officers has not kept pace with inflation (although incremental pay progression and promotion will have mitigated and negated this effect for some). Although recruitment generally remains buoyant and retention is similarly healthy PCCs remain aware of hard to fill roles within the service.
20. PCCs continue to seek to balance the issues of affordability within their force area with recommending a fair pay award for the police officer workforce. This recommendation is based on considering the issues of affordability, the impact on take home pay of the removal of the non-consolidated element of the 2017/8 pay award and fairness to the workforce. Having considered all of the above the APCC recommendation on the application of the pay award for police officers of all ranks in 2018/9 is a 2% consolidated pay award.

Chief officers

21. The APCC does not seek any differential award for chief officers in 2018/9. Proposals on pay reform for other ranks will be brought forward in due course and further to that process full consideration will need to be given to the pay arrangements of chief officers. At the present time PCCs do not believe there are any compelling reason to vary the pay award for chief officer ranks in 2018/9 and agree that their pay should be dealt with consistently with other ranks.

NPCC proposals for Police Officer Apprenticeship Pay

22. We look forward to receiving and commenting on NPCC proposals for police officer apprenticeship pay.

NPCC reform proposals and timetable

23. Similarly, we look forward to receiving and commenting on the NPCC reform proposals and timetable.

24. Workforce reform plays a key role in achieving the joint APCC/NPCC 2025 Policing Vision. PCCs are keen to see the workforce reforms that will help achieve that vision brought forward and see an important role for themselves in holding Chief Constables to account in this regard.

NPCC proposals for time-limited, targeted payments to address specific recruitment and retention pressures

25. The APCC looks forward to continuing to play a part with other consultees in the development and consideration of NPCC proposals on this matter.
26. A Police Consultative Forum working party considered this matter at a meeting in December 2017. From an APCC perspective it was a helpful meeting that allowed the parties represented (APCC, NPCC, Police Federation and Police Superintendents Association) to share their thinking on the PRRB recommendation and consider the way forward.
27. A further meeting of the working party is scheduled later this month at which it is hoped the NPCCC will be able to share proposals.

Conclusion

28. PCCs once again welcome the opportunity to submit evidence to the PRRB.
29. PCCs continue to recognize and value the extraordinary contribution made by police officers to the safety of their communities. PCCs also remain committed to proposing pay awards that are fair for police officers and affordable within force budgets
30. In summary, in respect of the remit:
 - PCCs support a consolidated 2% pay award for 2018/9 for police officers on all ranks and all pay points, with a commensurate 2% uplift to the London Weighting and Doghandlers' Allowances.
 - PCCs look forward to continuing to work with the NPCC and other members of the Police Consultative Forum on proposals for time-limited, targeted payments to address specific recruitment and retention pressures.
 - PCCs look forward to submitting supplementary evidence on NPCC proposals for police officer apprenticeship pay and the timetable for reform proposals.