



# APCC Submission



## Submission to the Senior Salaries Review Body from the Association of Police and Crime Commissioners

Friday 16 December 2016

### 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.
2. The APCC welcomes the opportunity to submit evidence to the Senior Salaries Review Body (SSRB) on behalf of our members, the employers of chief constables.
3. PCCs were first elected in November 2012. Further PCC elections were held in May 2016 with PCCs elected for a four-year term. This is the third submission to the SSRB on the pay of senior police officers from the APCC on behalf of PCCs

### Police and Crime Commissioners – the role

4. 40 PCCs were elected across England and Wales on the 5<sup>th</sup> May 2016. There are 41 PCCs in total but in May 2017 the role of PCC in Greater Manchester will be merged with the new elected mayor for the region. Because of the new mayoral role the term of the current PCC, Tony Lloyd, was extended to May 2017 and there was no PCC election in Greater Manchester in May 2016.
  - When PCCs took office on the 22<sup>nd</sup> November 2012 they became responsible for a combined police force area budget of approximately £8 billion.
  - 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 community safety and criminal justice partners together, to make sure local priorities are joined up.

### **Remit**

6. The remit letter from the Home Secretary to the Chair of the SSRB referred the following matters to SSRB for recommendation:
  - How to apply the pay award for 2017/18 for senior police officers, in accordance with the Chief Secretary to the Treasury's letter
  - This includes how best to apply short-term, targeted measures to address any recruitment and retention pressures, pending a full review of the chief officer pay and benefits package in the next pay round.
7. We note the Home Secretary has limited these matters to the most immediate short-term issues in light of proposals for a broader review of the chief police officer pay structure to be put forward in 2018/19.

### **APCC Consultation**

8. SSRB will be familiar with the APCC Workforce and Equalities, Diversity and Human Rights (EDHR) national standing group that has co-ordinated APCC submissions to SSRB in previous years. There has been some re-organisation of APCC structures since our last submission.
9. Following the May 2016 PCC elections PCCs recalibrated the standing group structure. The structure of eight standing groups was reduced to five. However, underneath the five standing groups 21 portfolios were introduced, each with a PCC Lead and Deputy Lead.

10. The Workforce and EDHR standing group has been retained and consists of four portfolios: Pay and Conditions, EDHR, Citizens in Policing and Police Leadership. Responsibility for APCC SSRB submissions will sit with the Pay and Conditions portfolio.
11. Ron Hogg, PCC for Durham is both Interim Chair of the Workforce and EDHR standing group and Lead PCC for Pay and Conditions. Ron Hogg made recommendations to PCCs as APCC Pay and Conditions Portfolio Lead and this submission is based on the result of that consultation process.
12. Many of the former PCC members of the standing group did not stand for election in 2016, including Ian Johnston former Chair of the standing group. There are 10 PCC members of the reconstituted APCC Workforce and EDHR standing group including six PCCs elected for the first time in May 2016: John Campion (West Mercia), Barry Coppinger (Cleveland), Hardyal Dhindsa (Derbyshire), Lorne Green (Norfolk), Ron Hogg (Durham), Dafydd Llywelyn (Dyfed-Powys), Peter McCall (Cumbria), Alun Michael (South Wales), Sue Mountstevens (Avon and Somerset) and David Munro (Surrey).
13. The conclusions reached by PCCs on the issues referred to the SSRB for recommendation are presented below.

#### **Affordability**

14. In a recent joint submission to the Home Office the APCC and NPCC set out an assessment of future levels of funding for the police service. The submission highlighted a triple combination of pressures on local police budgets: a continuing squeeze on funding, increasing costs and changing patterns of demand. Some of the cost increases highlighted were the Apprenticeship Levy, implications of the Bear Scotland ruling and anticipated increases in employer contributions to the Local Government Pension Scheme (police staff).
15. In response to the Police Grant Report 2017/18, Paddy Tipping, APCC Portfolio Lead for Police Finance noted that the provisional settlement for 2017/18 follows the broad guidelines set out in the Governments 2015 Spending Review and that at local level, the proposals mean that PCCs will be able to maintain budgets at current levels in cash terms as long as the Council Tax base keeps expanding and they increase Council Tax levels by at least 2% in 2017/18.
16. There was a note of caution however that now inflation is starting to increase, while at the same time demands on local policing show no signs of abating, the proposals will still mean additional pressure on local budgets in the next year.

#### **Application of the pay award for 2017/8 for senior police officers**

17. Commissioners considered the letter from the Chief Secretary to the Treasury to the Chairs of pay review bodies.

18. Commissioners noted that the letter restates public sector pay policy of funding for pay awards up to an average of 1% a year for 2017/8.
19. As with their submission to the PRRB commissioners concluded that based on affordability, morale, public sector pay policy and prevailing economic indicators the APCC recommendation to the SSRB should be a 1% pay award for all chief officer ranks and pay points.

#### **Application of short-term, targeted measures to address recruitment and retention pressures**

20. Given the full review of the chief officer pay and benefits package in the next pay round referred by the Home Secretary in the remit letter PCCs are content that they do not require any short-term measures in the interim, particularly given the flexibility available to them around the starting salary of chief constables. However, PCCs are keen to explore how recruitment and retention pressures can be addressed in that future review. Recruitment and retention continues to be of particular concern to PCCs in South East England.
21. PCCs believe the NPCC is best placed to bring forward evidence in support of short-term, targeted measures to address recruitment and retention pressures for chief officer ranks other than chief constable.

#### **Chief officer annual leave**

22. Commissioners are fully supportive of the proposal for more consistent national annual leave arrangements for chief officers.

#### **Conclusion**

23. PCCs continue to welcome the opportunity to submit evidence to the SSRB.
24. PCCS believe that the 2017/8 pay award for chief officers should be 1% for all ranks and on all pay points.
25. PCCs do not believe there is a requirement for short-term, targeted measures with regard the recruitment and retention of chief constables ahead of a full review of the chief officer pay and benefits package in the next pay round. However, PCCs recognise that the NPCC may feel there is a need for such measures with regard the recruitment and retention of other chief officer ranks.