

Winsor Part 2 Report at a glance – Federated ranks

The aim of the Part 2 Report is to create a more skilled and effective workforce fit to face the challenges of the next 30 years.

It is fair that pay is directed towards those of you who work the hardest. If you undertake a highly skilled role, are fit enough to be deployed to the frontline whenever required, work unsocial hours, and perform effectively, then it is right that you should be paid more than those who do not.

If the recommendations are implemented, some of you will earn substantially more than you do now. Others will experience reductions in take-home pay in the longer-term, particularly those undertaking roles that do not utilise the powers of the office of constable. There are no recommendations to change overtime payments beyond those announced by the Home Secretary in January 2012.

The Part 2 Report has been presented to the Home Secretary. If she wishes to implement the recommendations, they will be considered by the Police Negotiating Board (PNB) in the normal way prior to the Home Secretary's final decision.

The key recommendations (if implemented) from Winsor Part 2 that could affect you:

- **A new, shorter pay scale for constables** – some serving officers will benefit from the removal of pay points, resulting in accelerated pay progression. Depending upon when you entered the police service, you could benefit by up to **£9,141** over four years. New starters could reach the pay maximum in just six years (rather than the ten years it takes on the current pay scale) but will start on a lower rate than under current arrangements.
- **Introduction of the Expertise and Professional Accreditation Allowance (EPAA)** – worth **£600** a year, awarded to you if you have the right skills and work in investigation, public order, firearms, or neighbourhood policing.
- **Shorter pay scale for sergeants** – pay point 0 will be removed, ensuring that if you are newly promoted to sergeant, you will receive higher basic pay than even the best paid constables, to recognise your management responsibilities.
- **Skills-based pay** – new skills thresholds should be introduced into the pay scales of all officers. If you pass a rigorous test to demonstrate you have the skills, knowledge and experience needed to perform effectively in your role, you will be paid more than those who do not.

- **Contribution-related pay** –officers should move to a system of pay progression on the basis of contribution, as assessed in your annual appraisal. If you work hard and make a full contribution to the police service, you will earn more.
- **Abolition of Competence Related Threshold Payments** – the CRTP has no place in a new pay structure focussed on rewarding skills and shorter pay scales.
- **Annual fitness tests** –you will be required to take an annual fitness test to ensure that you are fit and healthy enough to protect yourself, and can be deployed to the frontline whenever required. An officer who fails three consecutive tests will lose their X-factor pay and will be put through the unsatisfactory performance procedures (UPPs).
- **X-factor** – A more robust and equitable process for managing officers on restricted duties is needed. Those officers in roles that do not utilise the skills or powers of a police officer, or who cannot be redeployed into public facing roles, should lose 8% of their basic pay (up to a maximum of **£2,922**) after one year on restricted duties. After a second year, they should be removed from the force, and offered the opportunity to apply for a police staff job if one is available.
- **A power akin to compulsory severance for police officers** – some forces have made staff redundant in order to stay within budget. It is not fair that staff alone face redundancy. Chief constables should be given new powers akin to compulsory severance for police officers to enable them to manage their workforce effectively in times of financial pressure, and ensure the right mix of officers and staff in the workforce.
- **Pension age of 60** – police officers’ pension age should be 60, consistent with Lord Hutton’s recommendation for the police and the other uniformed services.
- **The Direct Entry (Inspector) scheme** – a new fast-track scheme, open to serving officers, to allow you to reach the rank of inspector rapidly. If you are part of the scheme you will be eligible for promotion after just two years of intensive development and training.

DISCOVER HOW YOUR PAY WOULD BE AFFECTED BY THE RECOMMENDATIONS - VISIT THE ONLINE CALCULATOR AT:

www.review.police.uk