



Reference No: 39 - 2013

THE POLICE & CRIME COMMISSIONER FOR CLEVELAND

DECISION RECORD FORM

REQUEST:

Approval of the payment of Post Related Allowance for the post of Head of Neighbourhood Policing Command and the Head of Crime and Justice Command

Title:

Post Related Allowance Payments

Executive Summary:

Post-related allowances for chief superintendents were introduced in 2003, and their payment is governed by PNB Circular 03/18. The allowance is currently £5001 p.a, paid in monthly/four weekly instalments

The allowance was introduced to recognise the most onerous chief superintendent roles in a national comparison. The payment of the allowance is solely related to the demands of the post not the performance past or present of the person.

The PNB Circular sets out the process as a decision of the chief constable in consultation with the local branch of the Superintendents Association and in agreement with Police Authority. In November 2012 Police Authorities were abolished and replaced with the Police and Crime Commissioners. With no further guidance from the Home Office this report assumes that the requirement is to reach an agreement with the Police and Crime Commissioner in lieu of the Police Authority.

There are four Chief Superintendent posts in Cleveland Police which have been assessed against the PNB Circular guidance for identifying relevant posts:

1. The most demanding BCU commander jobs, with exceptionally difficult policing conditions, high public profile, and particularly complex community relationships
2. Other very demanding posts, including those dealing with high volumes of serious crime, high levels of deprivation and difficult conflict in community and partnership working.

Following this review the Chief Constable has recommended that two posts receive the post-related allowance.

Decision:

Agree the awarding of the payment of a post-related allowance to the Head of Neighbourhood Policing Command and Head of Crime & Justice Command from 1st April 2013

Implications:

Has consideration been taken of the following:	Yes	No
Financial	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Legal	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Equality & Diversity	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Human Rights	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sustainability	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Risk	<input checked="" type="checkbox"/>	<input type="checkbox"/>

(If yes please provide further details below)

Decision Required – Supporting Information

Financial Implications: (Must include comments of the PCC's CFO where the decision has financial implications)

The cost of paying this allowance would be £10,002, plus employers National Insurance Contributions, for 2013/14. This can be contained within existing budgets. The payments, and the amounts, are as per the Police Regulations and therefore the organisation has the authority to make these payments.

Legal Implications: (Must include comments of the Monitoring Officer where the decision has legal implication)

There are no legal implications arising from the payment of this allowance.

Equality and Diversity Implications

There are no equality and diversity implications arising from the payment of this allowance.

Human Rights Implications

There are no Human Rights Act implications arising from the payment of this allowance.

Sustainability Implications

There are no sustainability implications arising from the payment of this allowance.

Risk Management Implications

There are no risk management implications arising from the payment of this allowance.

OFFICER APPROVAL**Chief Executive**

I have been consulted about the decision and confirm that financial, legal, and equalities advice has been taken into account. I am satisfied that this is an appropriate request to be submitted to the Police and Crime Commissioner.

Signed:  Date: 8/8/13

Police and Crime Commissioner:

The above request HAS / ~~DOES NOT HAVE~~ my approval.

Signed:  Date: 7/8/13

Post-Related Allowances
Financial Year 2013-2014

Chief Constable Jacqui Cheer
6th June 2013

Information

Post-related allowances for chief superintendents were introduced in 2003. Their payment is governed by PNB Circular 03/18 in which the concept and the indicative criteria are set out.

These can be found in more detail later in this paper but in summary the post-related allowance was introduced to recognise the most onerous chief superintendent roles in a national comparison. It was not introduced to pay the most onerous roles in a force by comparison to only other force roles. The payment of the allowance is solely related to the demands of the post not the performance past or present of the person.

Whilst there were no quotas the expectation was that only 15% of chief superintendent posts nationally would receive the payment. This has risen to almost half of the posts. Unfortunately a number of forces introduced local agreements that did not and do not comply with the Circular or its intentions.

It is fair to say there has been considerable change in the roles undertaken by chief superintendents in recent years and they have become more demanding as they take on additional duties such as strategic (gold) firearms command.

There has also been a significant reduction in the number of chief superintendents across England and Wales. Many forces have reduced the number of chief superintendents and some have reduced both chief superintendents and assistant chief constables. Cleveland Police have retained four chief superintendent posts which is comparatively high for a force this size but necessary due to the complexity of our current change programme.

These changes were recognised by Sir Tom Winsor in his report on police pay and conditions. He has proposed a new pay scale for chief superintendents from 1st April 2014 and recommended that post-related allowances continued to be paid for the financial year 2013-2014.

Post-Related Allowances – PNB Circular 03/18

PNB Circular sets out the conditions for payment of post-related allowances as follows;

‘4.1. With effect from 1st April 2004 officers in the very largest Chief Superintendent posts will be paid a non-pensionable allowance of £5001p.a, paid in monthly/four weekly instalments.

4.2. It is envisaged that nationally about 15% of Chief Superintendent posts may be eligible for this allowance but that the incidence will vary between forces, with some having relatively more and some relatively fewer such posts.

4.3. Agreed joint guidance on the identification of such posts is in Annex B to this agreement.’

Annex B sets out the criteria for the identification of posts as follows;

'1. The most demanding BCU commander jobs, with exceptionally difficult policing conditions, high public profile, and particularly complex community relationships
2. Other very demanding posts, including those dealing with high volumes of serious crime, high levels of deprivation and difficult conflict in community and partnership working. These are not prescriptive criteria, they are indications only.'

That is to say the most demanding BCU posts nationally and the most demanding posts nationally.

The PNB Circular sets out the process as a decision of the chief constable in consultation with the local branch of the Superintendents Association and in agreement with Police Authority. In November 2012 Police Authorities were abolished and replaced with the Police and Crime Commissioners. With no further guidance from the Home Office this report assumes that the requirement is reach an agreement with the Police and Crime Commissioner in lieu of the Police Authority.

Posts in Cleveland Police

There are four chief superintendent posts in Cleveland. They have been established as a pre-cursor to the complete restructuring of the force during the current year (2013-2014)

The new structure of the force moves from a district based model to a force-wide functional model. Each of the chief superintendents leads a function rather than a team determined by location. This is a radical departure from the current and previous ways of working.

The four posts are;
Head of Neighbourhood Policing
Head of Crime and Criminal Justice
Head of Operations
Head of Tasking and Coordination.

The requirements for post-related allowances require a re-examination of the payment whenever a post changes and a re-submission to the police and crime commissioner (previous the police authority) for agreement.

The proposed model for the new structure is now largely complete and it is possible to estimate the size of each command and the timing of any movement in large numbers of staff from one command to another.

Head of Neighbourhood Policing

This post is largely equivalent to what is usually termed the BCU (basic command unit) commanders role. The team deliver local policing and work closely in partnership with local authorities and range of very local and force-wide partners. Under the previous district model each of the four areas has a superintendent and three chief inspectors. In the new model the Head of Neighbourhood Policing has a deputy at superintendent level and five chief inspectors.

The officers under their command will eventually reduce from when the response teams move to the Operations Command. This scheduled for the latter part of 2013.

The force covers significant areas of deprivation and in some areas there are complex community relationships.

This post meets the indicative criteria as a demanding BCU role. It does not have 'exceptionally' difficult policing conditions. However given the Cleveland Police and Crime Commissioners and the Forces commitment to neighbourhood policing the role is high profile, especially during a time of major change. The force continues to have high crime levels per head of population despite the tremendous success in driving down reported crime over the last ten years and this post holder is at the forefront of continuing to reduce crime.

I recommend payment of post-related allowance for the Head of Neighbourhood Policing from the 1st April 2013.

Head of Crime and Criminal Justice

This post previously received this allowance when it was solely the Crime Department. Although crime levels have dropped since the allowance was first awarded the level of crime per head of population is high in comparison to other forces. The level of serious and organised crime and major crime remains comparative to other similar forces.

Across England and Wales this is the post that usually attracts post-related allowance in recognition of the complexity of the issues faced by the post holder. Crime commanders manage teams who investigate a full range of offences from child abuse to murder, from drug importation to mortgage fraud. They are responsible for protecting some of our most vulnerable members of society from harm and may be called upon to make time critical decisions about threats to life.

In January 2013 the criminal justice teams, including the outsourced partnership with TASCOR in custody and the outsourced partnership with Steria in criminal justice were transferred to this command.

The post meets the indicative criteria as a demanding post, including those dealing with high volumes of serious crime and high levels of deprivation. Cleveland does not experience high levels of conflict in either the communities or in partnership working. There are however particular cases or initiatives that are tackling highly sensitive issues which have the potential to cause community tensions,

I recommend payment of post-related allowance for the Head of Crime and Criminal Justice from the 1st April 2013

Head of Operations

The numbers of officers under this command will increase later in the year when the response teams move from neighbourhoods to operations. No final date has yet been set.

In a number of forces this command would be combined with crime as a protective services command and that is one of the reasons why the comparisons with other force crime commanders indicates the majority receive this allowance.

As a single command for operations this post does not currently meet indicative criteria. It is neither one of the most demanding BCU roles nor a very demanding post. Once the additional officers have moved across the Superintendents' Association may wish to ask the chief constable to reconsider a part-payment for the remainder of 2013-2014.

The post is currently held by a temporary chief superintendent who can not receive post-related allowance payments. There is currently no date set for this to alter.

I do not support the payment of post-related allowance for the Head of Operations.

Head of Tasking and CoOrdination

This is a new post in the force and is responsible for ensuring that all of the resources available to the force are used in the most effective and efficient way. The command includes the control room (an outsourced function), intelligence, resource management, media and communications and performance.

The role in itself is challenging because it is new and there is probably no other role that exactly matches this one in another force. However the command only has 130 staff and officers and does not meet the criteria of being one of the most demanding BCU roles or a demanding post in terms of direct responsibility for tackling high levels of serious crime, community conflict or difficult working relationships with partners.

I do not support the payment of post-related allowance for the Head of Tasking and Coordination.

Superintendents' Association

The Association have submitted their applications for payment to the Chief Constable. They have a collective view that either all or none of the posts should receive the allowance. This view is understandable given the collaborative way they are approaching the change management process and their collective responsibility for performance.

They have provided information that justifies each post which has been taken into account.

Next Steps

The following recommendations are made by the Chief Constable,

1. Post-related allowance is paid for the year 2013-2014 to substantive chief superintendents who hold the posts of Head of Neighbourhood Policing and Head of Crime and Criminal Justice.
2. Post-related allowance is not paid for the year 2013-2014 to substantive chief superintendents who hold the post of Head of Operations or Head of Tasking and Coordination.

This report and the recommendations will be shared with the Superintendents Association so they can if they wish make representations to the Police and Crime Commissioner.

This report will be sent to the Police and Crime Commissioner seeking his agreement for the above recommendations.