

SPECIAL PRIORITY PAYMENTS 2005

A Report by the Chief Constable

PURPOSE

Cumbria Constabulary operated the third year of a scheme for the disbursement of Special Priority Payments under the auspices of the Police Reform provisions (the original report was submitted to the 26 February 2004 meeting of this Committee).

The scheme was approved at that meeting.

Payments:

- Were made in December 2005 to the officers occupying the posts in Appendix 1;
- Were set at £1,200 per officer, with the exception of Authorised Firearms Officers whose payments were set at £2,100 per officer. (A total of 657 posts were identified as eligible, which equated to 52.3% of establishment – Appendix 2);
- Were made to a total of 525 officers, the total cost being £689,250 (representing 80% of eligible officers and 86% of budget). See Appendix 3;
- Were refused in relation to 32 applications, the reasons for which are contained in Appendix 4.

RECOMMENDATION

Members are asked to note the content of this report.

DETAIL

See attached appendices.

**Chief Constable
Michael Baxter QPM.**

Criteria for Inclusion of a post in the 2005 Scheme

1. All Uniformed Constables, Sergeants and Inspector's and who work a 7 day shift pattern

All uniformed police constables, sergeants and inspector's who:

- Work a 7 day shift pattern
- As part of their shift pattern work shifts which finish at 3am or later;

and

- For Constables Only – must have 10 years' or more service on 1st January 2005

2. All Designated Community Constables and Sergeants

All designated Community Constables and Sergeants who:

- have responsibility for community issues in a specific geographical area.
- For Constables Only – must have 3 years' or more service on 1st January 2005

3. Authorised Firearms Officers

Any officer currently registered as an AFO and available for firearms duties.

Eligibility for payment will be lost for all periods where an officer who falls within this category, for any reason other than an accepted injury on duty, is suspended from firearms duty for more than 28 days. Eligibility will not recommence until the officer is available to resume firearms duties.

Firearms Training will be responsible for the maintenance of a record of entitlement for all AFOs.

4. Detective Inspectors

All holders of designated Detective Inspectors posts.

5. Custody Sergeants

All holders of designated Custody Sergeant posts.

6. CAPU Sergeants

All Sergeants designated as supervisors of CAPU units.

SPECIAL PRIORITY PAYMENTS SCHEME**RECOMMENDED OPTIONS**

Post/Role	No of Officers	Annual Payment	Total Cost (£)
Uniformed Shift Workers:			
Constables	292	£1,200	350,400
Sergeants	89	£1,200	106,800
Inspectors	37	£1,200	44,400
Designated Community Constables	96	£1,200	115,200
Designated Community Sergeants	11	£1,200	13,200
Authorised Firearms Officers	88	£2,100	184,800
All Detective Inspectors	11	£1,200	13,200
All Custody Sergeants	30	£1,200	36,000
All CAPU Sergeants	3	£1,200	3,600
Total	657		867,600*
Percentage of Establishment	52.3%		
Percentage of Payroll Budget	2%		

*Whilst this cost exceeds the budget available, there was an expectation that a number of officers would be excluded from the scheme as a result of the qualifying criteria that were applied to applications.

SPECIAL PRIORITY PAYMENTS 2005**Summary of Payments**

Budget	£798,476
Total Cost of Payments Made	£689,250
Under spend*	£109,226

*The reason for the scheme being under spent was the implementation of an additional qualifying criterion relating to attendance.

SPECIAL PRIORITY PAYMENTS**APPLICATIONS DECLINED**

Reason	<i>No of Applications Refused</i>
Exceeded the sickness criteria	29
Officers did not meet the eligibility criteria in terms of length of service	2
Officer felt that SPPs were in part related to recall to duty, following consultation it was agreed this was not correct and therefore did not meet the eligibility criteria of the scheme	1
Total applications declined	32