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## **IMPACT OF 2017 POLICE OFFICER PAY AWARD**

### **Purpose**

1. This paper notifies the Panel of the impact of the 2017 Police Officer pay award.

### **Background**

2. In September 2017 the pay award was agreed. The pay award consisted of:
  - a 1% increase to base pay for all ranks
  - an additional one-off non-consolidated payment to officers at federated and superintending ranks.
3. The APCC Workforce Lead Ron Hogg said: “The increase in pay for the police officers who work so hard to keep us safe, often going above and beyond what is required, is to be welcomed. In particular, it gives some recognition of the extraordinary contribution they have made over the past 12 months”.
4. The non-consolidated payment is the equivalent of a 1% pay rise, when adding this to the 1% increase it will seem to officers that they have received a pay rise of 2% this year. This is paid on a monthly basis.

### **Financial Impact**

5. The pay budget for 2017-18 was set at 1%, hence the extra 1% from September is an additional cost to the Chief Constable.
6. This settlement could impact the Police Staff pay award; this has yet to be agreed. Again this was set at 1% in the budget.
7. Assuming agreement is reached for a similar one-off payment to Police Staff the budget impact is £0.389m for 2017-18. It is forecast that this can be consumed within the current budget. In 2018-19 there will be a one-off funding requirement of £0.279m. As this is one-off, it is planned that the first call for any underspend in 2017-18 will be to set finances aside to fund this.

### **Risk**

8. In light of the government’s 1% public sector pay cap, previous financial plans allowed for cost increases at this level. If a 1% pay increase was given in 2018-19, it would just cover the bonus awarded i.e. officers monthly pay would not change. With inflation running at 3% it is unlikely that staff associations would be content with this. It therefore seems appropriate to plan for a higher settlement in 2018-19. Based on this current planning is assuming a 2% settlement for officers and staff in future years.

9. This would lead to a 1% increase in monthly pay. In light of inflation there is a risk that even a 2% increase would not be acceptable.

### **Legal**

10. The Officer Pay award is a national agreement with Chief Constables having to abide by this so there is no room for local negotiation.

### **Conclusion**

11. The Panel is asked to note the financial implications and risks involved with the 2017 Police Officer pay award.

**Angus Macpherson**  
Police and Crime Commissioner