



APCC Submission



Submission to the Police Remuneration Review Body from the Association of Police and Crime Commissioners

Wednesday 14 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 Police Remuneration Review Body (PRRB) on behalf of our members.
3. PCCs were first elected in November 2012. Further PCC elections were held in May 2016 with PCCs elected for a four-year term.

Police and Crime Commissioners – the role

4. 40 PCCs were elected across England and Wales on the 15th November 2012. There are 41 PCCs but in May 2017 the role of Police and Crime Commissioner in Greater Manchester will be merged with the new elected mayor for the region. Because of this new position the term of the current PCC, Tony Lloyd, has been extended to May 2017 and there was no PCC election in Greater Manchester in May 2016.
 - When PCCs took office on the 22nd 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 together community safety and criminal justice partners, to make sure local priorities are joined up.

Remit

6. The remit for 2017/8 consists of two questions:
 - How to apply the pay award for 2017/8, in accordance with the Chief Secretary's letter, including how best to apply short-term, targeted measures to address recruitment and retention pressures;
 - To provide observations on proposals to introduce police officer apprenticeships in 2018, in relation to setting pay at an appropriate level.

APCC consultation

7. Following the May 2016 PCC elections PCCs decided to recalibrate 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.
8. 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 PRRB submissions will sit with the Pay and Conditions portfolio.
9. 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.

10. 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. The newly constituted Workforce and EDHR national standing group will meet for the first time in early 2017. There are 10 PCC members of the standing group: 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).
11. The conclusions reached by PCCs on the remit questions are presented below.

Affordability

12. 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).

Application of the pay award in 2017/8

13. Workforce reform will inform the development of a longer-term pay strategy and includes the implementation of a new five-level organisational structure, pilots of the Advanced Practitioner model, the new Police Professional Framework and, following these and other elements, a more flexible and sustainable reward structure linked to role, competence and skills. Commissioners considered longer-term reform with regard their recommendations for 2017/8.
14. Commissioners also considered the letter from the Chief Secretary to the Treasury to the Chairs of Pay Review Bodies and noted that he still expects pay awards to be applied in a targeted manner and that public sector pay policy of funding for pay awards up to an average of 1% a year remains in place.
15. Commissioners continue to believe there is an inherent difficulty in targeting a 1% pay award due to the low quantum and the almost inevitable consequence that some officers will receive no pay award.
16. Commissioners considered that there seem to be many compelling reasons to support an award in line with Government public sector pay policy of 1% in 2017/8 given there are no national recruitment and retention pressures and turnover rates remain low when compared with other sectors.
17. Commissioners concluded that based on affordability, morale, public sector pay policy and prevailing economic indicators the APCC recommendation to the PRRB should be a 1% pay award for all ranks and pay points covered by the body.

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

18. Commissioners concluded that the NPCC is best placed to bring forward evidence regarding recruitment and retention pressures and any short-term, targeted measures that might be appropriate to address them.

Police Officer Apprenticeships

19. All police forces will pay the Apprenticeship Levy from April 2017. Police forces will have eighteen months to draw down from the levy to fund apprenticeship training for their workforce. The College of Policing, with partners, is working on an appropriate apprenticeship entry scheme for Police Constables.
20. It is not known at this stage what apprenticeship level police constables will enter the service. PRRB constituents are agreed it is not possible to make informed recommendations about pay levels for apprentices at this stage.

Conclusion

21. PCCs once again welcome the opportunity to submit evidence to the PRRB.
22. Increasing costs and changing patterns of demand place pressure on the affordability of pay awards.
23. PCCs continue to recognize and value the considerable contribution made by police officers to the safety of their communities. Whilst there are continuing issues around affordability PCCs are committed to a 1% consolidated award for 2017/8.
24. In summary, in respect of the remit:
 - PCCs believe that police officers on all pay points should receive a consolidated 1% pay award for 2017/8 with London Weighting and Doghandlers' Allowance also uprated by 1%.
 - PCCs believe the NPCC is best placed to bring forward evidence relating to short term, targeted measures to address recruitment and retention pressures.
 - PCCs look forward to future discussions with PRRB constituents on appropriate levels of pay for police officer apprentices.