



## Surrey Shuns Proposed Winsor Salary



**Force will pay recruits £22,000, chief and police and crime commissioner confirm.**

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**Courtesy of** - [Cliff Caswell - Police Oracle](#)

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Surrey has become the second force in the country to break ranks and declare it will offering more than Tom Winsor's proposed starting salary of £19,000 to new recruits.

In a statement issued to PoliceOracle.com, Surrey Chief Constable Lynne Owens (pictured) confirmed that she and her force Police and Crime Commissioner (PCC) Kevin Hurley had agreed to stick with the current £22,000 rate of pay.

As reported on this website, the £19,000 salary suggested in the second part of Tom Winsor's pay and conditions review was endorsed by the Police Arbitration Tribunal last year.

Having been ratified by the Home Secretary, the new remuneration arrangements come into force on April 1. But PCCs and chiefs have the discretion to take into consideration skills, experience and local recruitment needs when deciding pay rates.

CC Owens, a former Met assistant commissioner, confirmed that her force would pay enhanced rates to attract high-calibre candidates. She added: "I know the role of the constable is critical to the service we deliver."

“This is an increasingly challenging time and we need to ensure we continue to attract and retain the best calibre of people. The public deserve nothing less.”

CC Owens added that all officers had passed the Police, Law and Community Certificate before joining and the salary “recognised this commitment”.

Mike Dodds, Chairman of Surrey Police Federation, praised the chief constable and PCC for taking the decision set the pay of new recruits at a higher level.

He said that he had been “surprised and appalled” when he first learned of the proposal to cut the pay of new officers by £4,000, adding: “I am delighted that CC Owens and Mr Hurley have decided to offer the maximum amount available.”

Mr Dodds said the move would help to alleviate the financial worries of officers as well as attracting candidates with the relevant skills and expertise.

The Surrey decision comes after neighbouring force Hampshire Constabulary decided that it would offer £21,500 to its new recruits in the wake of concern voiced by the local Federation. This will increase by £500 on completion of training.

Branch board Chairman John Apter had outlined his concerns that a £19,000 starting wage would not attract the right candidates to Chief Constable Andy Marsh and PCC Simon Hayes

Mr Apter had asserted that it would be “morally wrong” for fully warranted officers to be paid less than PCSOs and highlighted the high cost of living in Hampshire.

Speaking after the Surrey announcement, Mr Apter added: “This is no surprise.

“When one chief constable puts their head above the parapet and makes the right decision, it is likely that others will follow suit and take similar action.

“I welcome the decision that the chief constable of Surrey has followed Hampshire. This is the right thing for policing and the right thing for the public.”