

Report to: Police Authority
Agenda #: 12.2
Date: 13 December 2017
Subject: Appointments and Remuneration
Committee Summary Report
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For: Approval

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1. Purpose of paper

- 1.1 This paper provides a summary of the key decision points and reporting from the Appointments and Remuneration Committee which took place on 16 November 2017.

2. Committee highlights

Police officer and Staff Pay Awards

- 2.1 In July 2017 the Committee approved a 1% increase to basic salary and London Allowance for staff. An 'in principle' increase of 1% on basic salary and London Weighting for police officers was also agreed. The officer settlement was agreed in principle only as the final determination was awaited from the Secretary of State for police officer pay nationally.
- 2.2 The Home Secretary approved the following for police officers in September:
- a 1% increase to base pay for all ranks
 - an additional one-off non-consolidated payment to officers at federated and superintending ranks
 - a 1% increase to the London Weighting payment
 - a 1% increase to the Dog Handlers' Allowance
- 2.3 The additional non-consolidated 1% had not been anticipated and was not budgeted. BTP prepared a paper for the Committee outlining the position and the financial implications of this additional settlement, recommending that this was approved for BTP officers. The Committee approved this.
- 2.4 The Committee also considered a non-consolidated 1% settlement for police staff as the majority of the criteria used to explain the settlement for police officers applied to staff. The

Committee approved this for staff recognising the equity and value of all employees.

- 2.5 The Committee had also previously approved the payment of the “Skills for the Information Age” market supplement to IT staff until 31 October. BTP reported that this had been budgeted until the end of the financial year and asked for approval to continue to pay this as required until 31 March 2018. The Committee approved this noting that the Authority expected to see proposals for the future IT model shortly to find a permanent solution to the problem.

People Strategy

- 2.6 Mr Downey presented on the proposed People Strategy and a draft compendium of police officer terms and conditions.

Police Staff Pension Scheme

- 2.7 The Committee received a proposal to progress the options for a new police staff pension scheme including the specific cost and risk analysis on the existing scheme to be included in the design presentation of options.
- 2.8 The proposal was approved and the detailed paper is attached as Annex A for information. This paper is not currently for further publication.

Financial Recruitment

- 2.9 The Committee received an update on the current recruitment processes for both the Authority CFO and BTP FD.
- 2.10 The final CFO interviews took place on 6 December and the preferred candidate is due to meet the Chair shortly. It is anticipated that a permanent CFO will be in post by mid-March.
- 2.11 BTP FD recruitment has been postponed whilst Deloitte conduct a review of the senior team to ensure that it is best placed to deliver the new operating model. An executive search agency had been identified to assist with the recruitment once it was ready to commence. BTP are anticipating having someone in post by the end of March.

3. Recommendations

- 3.1 Members to note this report.