

RESTRICTED

**Report of the Review of Chief Police Officer Remuneration Terms**  
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**Report of the Review of Chief Police  
Officer Remuneration Terms**

**Documents**

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**NOT FOR PUBLICATION****NORTH YORKSHIRE POLICE AUTHORITY****LEADERSHIP BOARD**

The Private Section of the Minutes of the meeting of the Leadership Board held at the NYPA Offices, Melmerby on Thursday 05 April 2007.

These Minutes contain exempt information as defined in Paragraphs 1 and 3 of Part 1 of Schedule 12A to the Local Government Act 1972.

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**COPIES OF ALL DOCUMENTS CONSIDERED ARE IN THE MINUTE BOOK**

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**PS.24 SHORT LISTING FOR THE POST OF CHIEF CONSTABLE****CONSIDERED –**

The Board discussed in detail the eight candidates which have been considered by the Senior Appointments Panel at the Home Office. The Board assessed each candidate's application against the rating scale and took account of the reports from each candidate's Chief Constable and their Regional HMIC. Members had the benefit of advice from Her Majesty's Inspector of Constabulary (HMIC) for this area, who was present at the meeting.

**RESOLVED –**

That the following candidates be invited to attend the Chief Constable selection process on 17/18 April 2007:

[REDACTED]  
Grahame Maxwell - DCC, South Yorkshire  
[REDACTED]

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**PS.25 REVIEW OF CONDITIONS OF SERVICE****CONSIDERED –**

At the Leadership Board of 21 January 2005, Members reviewed the Terms and Conditions for Chief Officers. Appendix A of this report, is the letter sent to successful candidates, which contains general details of the Chief Officers' Pay and Conditions, on the basis of the PNB agreement on Chief Officers' Pay and Conditions.

The recommendation of the oral report given by the Director of Human Resources is that the letter be amended to contain further specific details of the Terms and Conditions, to allow the Authority to retain a stronger position when negotiating with the successful applicant.

**RESOLVED –**

- a) That the Director of Human Resources revise the draft letter to successful candidates to allow further detailing of the Terms and Conditions.
- b) That the draft letter be sent to the Leadership Board Member's for endorsement prior to the Chief Constable interview process.

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LBm – 05 April 07 private

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**NORTH YORKSHIRE POLICE AUTHORITY**

**LEADERSHIP BOARD**

The Public Minutes of the meeting of the Leadership Board held at the Parsonage Hotel, Escrick, York, on Thursday 18 April 2007.

**PRESENT:-**

In the Chair: County Councillor Jane Kenyon.

Other Members: Mr W Baugh, Mr J Fender JP, Mrs J Ryan JP and Councillor Mrs I Waudby.

Officers: Clerk to the Authority Jeremy Holderness.

Also in attendance: Mr K Williams, HMIC

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**COPIES OF ALL DOCUMENTS CONSIDERED ARE IN THE MINUTE BOOK**

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**67. PUBLIC MINUTES**

**RESOLVED -**

That the Public Section of the Minutes of the meeting of the Board held on 5 April 2007, having been printed and circulated, be taken as read and be confirmed and signed by the Chairman as a correct record.

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**The public were excluded from the meeting during consideration of the remaining items of business and have no right to inspect the relevant documents**

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**68. EXCLUSION OF THE PUBLIC**

**RESOLVED -**

That, pursuant to Section 100(A) (4) of the Local Government Act 1972, the public be excluded from the meeting during consideration of Items 3 and 4 on the Agenda on the grounds that they each involve the likely disclosure of exempt information as defined in paragraphs 1 and 3 and paragraph 1, respectively, of Part 1 of Schedule 12A to the said Act.

**69. PRIVATE MINUTES**

**RESOLVED -**

That the Private Section of the Minutes of the meeting of the Board held on 5 April 2007, having been printed and circulated, be taken as read and be confirmed and signed by the Chairman as a correct record.

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**70 APPOINTMENT OF CHIEF CONSTABLE**

**RESOLVED -**

That, subject to medical, Mr Grahame Maxwell of South Yorkshire Constabulary, be appointed Chief Constable of North Yorkshire Police for a fixed term of five years, with effect from a date to be agreed.

Our Ref:

Your Ref:

When telephoning please ask for: Jeremy Holderness

Jeremy Holderness  
Chief Executive  
North Yorkshire Police Authority  
P O Box 106  
Ripon  
HG4 5WA  
Tel: Ripon (STD 01765) 641839  
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E-Mail: [nypa@btconnect.com](mailto:nypa@btconnect.com)  
[www.nypa.org.uk](http://www.nypa.org.uk)

14 May 2007

Dear Grahame

Following the Police Authority's oral offer of appointment to the position of Chief Constable, I am delighted to be able to set out that offer formally.

The appointment with the Authority will commence on 16 May 2007. The Conditions of Service shall be those that are in force at the commencement of the appointment as prescribed in the Police Act 1996 (as amended) and the Police Regulations 2003 as amended or replaced before or during the period of the appointment and/or as set out in the latest PNB agreement on pay and conditions of service of Chief Police Officers.

Allowances to which the postholder is entitled during the period of employment will be payable in accordance with the Police Regulations 2003 (as amended) in addition to the salary.

In addition, the Police Authority has in place some additional local allowances for Chief Officers of Police. Currently, these are as follows **but I acknowledge that you wish to discuss with the Authority the possible replacement or amendment of these both in so far as your conditions of service are concerned but also in respect of other Chief Police Officers with whom the Authority has a contractual relationship.** This letter is without prejudice to those further discussions.

The cost of membership of the Association of Chief Police Officers and the Chief Police Officers Staff Association will be borne by the Police Authority (to include the cost of personal liability insurance cover provided through the Chief Police Officers Staff Association and the Superintendents Association in respect of previous service in the Superintendent ranks during the term of the appointment and, in the event of retirement from the police service immediately after the end of the appointment, for a period of six years thereafter).

**PRIVATE AND CONFIDENTIAL**

Mr G Maxwell



The postholder will be entitled to an allowance of up to £3000 per annum towards the cost of appropriate private medical insurance for either

- the postholder or
- the postholder and immediate family, at the discretion of the Chief Constable or Police Authority, as appropriate.

from any appropriate provider, subject to the production to the Police Authority, on request, of evidence that personal private medical cover is maintained.

The postholder will be provided with a Force vehicle and driver for carrying out the duties of Chief Constable and an allowance towards the purchase of a further vehicle in accordance with the terms and conditions prescribed from time to time on behalf of the Police Authority. So far as the latter vehicle is concerned, currently the appropriate vehicle and equivalent monetary value for allowance purposes for Chief Officers is

Chief Constable      - Volvo XC 90 D5 'S' Manual                      £32107

In accordance with Police Regulations, the postholder will be due reasonable removal expenses, including the actual cost of removals, in addition to legal fees, estate agents fees and a disturbance allowance, together with a lodging allowance. The Authority will pay the tax liability on relocation allowances up to a ceiling of £12,000 ie. on the first £4000 of personal liability and will consider applications from Chief Police Officers to reimburse tax liability above this limit on their merits.

However, to reiterate the point, I know that you are anxious to revisit these local allowances, and to introduce at least one new one concerning tunic uniforms, and so the above discretionary allowances are set out without prejudice to those further discussions.

I would be grateful if you could indicate your agreement in writing to the above conditions of service and I look forward to you joining us in North Yorkshire.

Yours sincerely

Jeremy Holderness  
Chief Executive



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NORTH YORKSHIRE POLICE AUTHORITY

LEADERSHIP BOARD

The Private Section of the Minutes of the meeting of the Leadership Board held at Police HQ on Thursday 17 May 2007.

These Minutes contain exempt information as defined in Paragraph 1 of Part 1 of Schedule 12A to the Local Government Act 1972.

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COPIES OF ALL DOCUMENTS CONSIDERED ARE IN THE MINUTE BOOK

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**PS.26 CHIEF OFFICER CONDITIONS OF SERVICE**

CONSIDERED –

The oral report of the Chief Executive.

RESOLVED –

That the changes suggested by the Chief Executive to the terms and conditions of service for the newly appointed Chief and Deputy Chief Constables be put into effect.

**PS.27 APPOINTMENT OF TREASURER**



**PS.28 NYPA SUPPORT UNIT – LATEST POSITION**



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Graeme Maxwell

- venian letter

- relocation of notices  
all in brown envelope  
on payroll file

Our Ref:

Your Ref:

When telephoning please ask for: Jeremy Holderness

Jeremy Holderness  
Chief Executive  
North Yorkshire Police Authority  
P O Box 106  
Ripon  
HG4 5WA  
Tel: Ripon (STD 01765) 841839  
Fax: 01765 841844  
E-Mail: [nypa@btconnect.com](mailto:nypa@btconnect.com)  
[www.nypa.org.uk](http://www.nypa.org.uk)

Dear Grahame

07 June 2007

Following my letter of 30 April offering you the post of Chief Constable of North Yorkshire Police, and to our subsequent discussions, I am pleased to outline below the terms and conditions to be applied during your term of appointment.

The appointment with the Authority will commence on 16 May 2007 and will be for an initial 5 year term ending on 15 May 2012. In accordance with the statutory framework governing Chief Police Officer appointments, it will be open to the Authority, at the end of that term, to consider up to a 3 year extension of that term of office.

Generally, the Conditions of Service shall be those that are in force at the commencement of the appointment as prescribed in the Police Act 1996 (as amended) and the Police Regulations 2003 as amended or replaced before or during the period of the appointment and/or as set out in the latest PNB agreement on pay and conditions of service of Chief Police Officers.

Subject to the provisions set out below, allowances to which the post holder is entitled during the period of employment will be payable in accordance with the Police Regulations 2003 (as amended) in addition to the salary.

The cost of the post holder's membership of the Association of Chief Police Officers, the Chief Police Officers Staff Association, the Institute of Directors and the Chartered Institute of Management will be borne by the Police Authority (to include the cost of personal liability insurance cover provided through the Chief Police Officers Staff Association and the Superintendents Association in respect of previous service in the Superintendent ranks during the term of the appointment and, in the event of retirement from the police service immediately after the end of the appointment, for a period of six years thereafter).

The post holder will be entitled to an annual non-pensionable allowance of £15,000, paid monthly as part of salary, to cover the cost of private medical insurance, personal development costs and private vehicle costs. Whilst intended to cover these issues, expenditure on these items is entirely at the discretion of the post holder.

**PRIVATE AND CONFIDENTIAL**

Mr G Maxwell



is secondary fuel - ? to fuel cost to be included. - MRly.

16.5.07 to 31.5.07 - 16 days £1250 per month

= £645.16

June £1250.00

The post holder will be provided with a Force vehicle and driver for carrying out the duties of Chief Constable and will be entitled to use this vehicle for private use. ↙

Subject to the following conditions, and in accordance with Police Regulations, the post holder will receive an allowance of up to £42,000 for the purchase of an apartment within the force area, to include the actual cost of legal fees and a disturbance allowance. The Authority will reimburse the post holder any personal tax liability arising from the receipt of this allowance. The conditions under which the above allowance is given are

- > That the post holder will not dispose of the apartment, or let it to a third party, without the express consent of the Authority during the term of the appointment.
- > That the property is purchase under the name, or the joint name, of the post holder.

The post holder will agree to wear a police tunic uniform appropriate to the rank on ceremonial occasions and particularly when receiving Royal visitors to the NYP area. The Authority agrees to meet the cost of providing such a uniform.

If they are acceptable to you, I would be grateful if you could indicate your agreement in writing to the above conditions of service.

Yours sincerely

Jeremy Holderness  
Chief Executive

will private usage be repaid?

# NYP A

## North Yorkshire Police Authority

Our Ref:

Your Ref:

When telephoning please ask for: Jeremy Holderness

Jeremy Holderness  
Chief Executive  
North Yorkshire Police Authority  
P O Box 106  
Ripon  
HG4 5WA  
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E-Mail: [nypa@btconnect.com](mailto:nypa@btconnect.com)  
[www.nypa.org.uk](http://www.nypa.org.uk)

26 June 2007

Dear Grahame

Further to my letter of 21 May setting out the terms and conditions of your appointment, and to subsequent discussions between us and with members of NYP A, it is hereby agreed that the provisions of letter of 21 May should be amended.

Rather than you being entitled to an allowance of £42,000 plus reimbursement of personal tax liability for the purchase of a second property, the Authority agrees to meet the cost (up to £1,500 per calendar month) of the lease of a suitable property within reasonable travelling distance from Police H Q for an initial period of 12 months. This arrangement will be reviewed, in discussion with you, in the light of your personal circumstances at an appropriate time within the above 12 month period.

In addition, the Authority will meet the cost of reasonable furnishing of the leased property and meet any personal tax liability incurred by you under this arrangement.

Should you, at the end of the 12 month period or before, subsequently decide that you wish permanently to relocate your family home, then you would become, under Police Regulations, entitled to relocation and removal allowances in the normal way. In these circumstances, the Authority would reimburse your personal tax liability for any allowances paid.

I hope that this revision meets your requirements. Please let me know in writing if you wish to accept the revised terms and conditions of service.

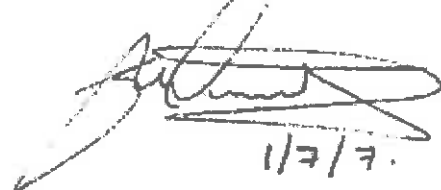
Yours sincerely

  
Jeremy Holderness  
Chief Executive

**PRIVATE AND CONFIDENTIAL**  
Mr G Maxwell



Terms and conditions accepted

  
1/7/7.

*Making a difference*

**NOT FOR PUBLICATION****NORTH YORKSHIRE POLICE AUTHORITY MANAGEMENT BOARD**

The Private Minutes of the special meeting of the Police Authority Management Board held at Police Headquarters, on 13 August 2009.

These Minutes contain exempt information as defined in Paragraph 1 of Part 1 of Schedule 12A to the Local Government Act 1972.

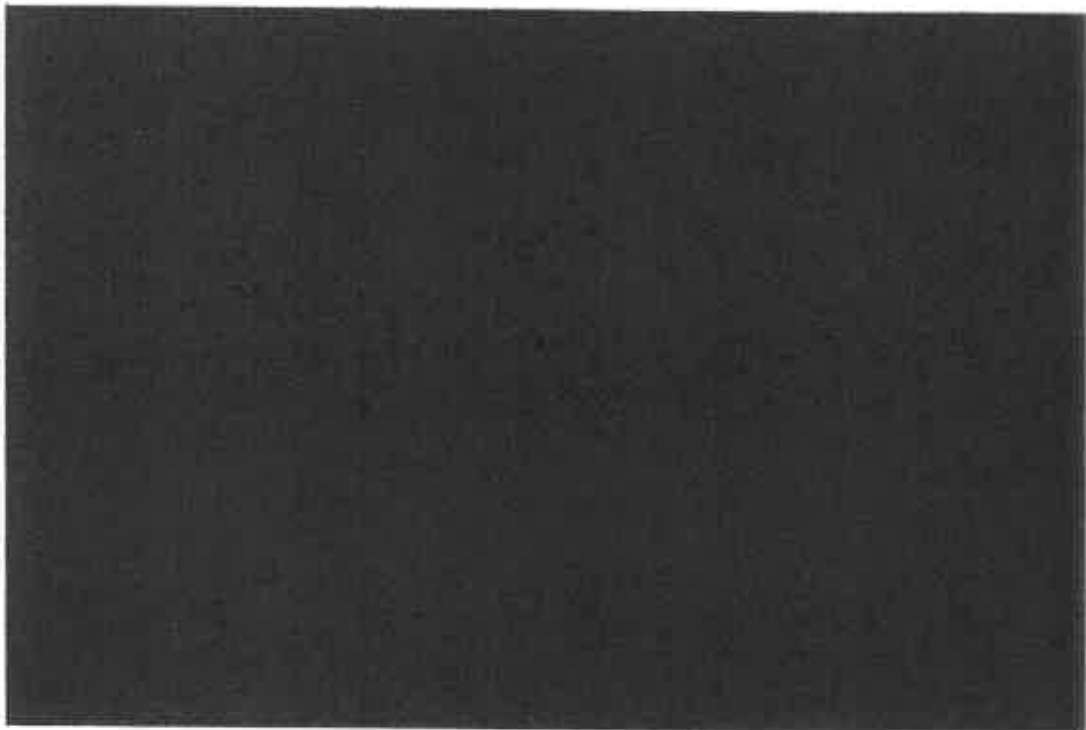
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**COPIES OF ALL DOCUMENTS CONSIDERED ARE IN THE MINUTE BOOK**

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**PS22. PRIVATE MINUTES****RESOLVED –**

That the private minutes of the meeting of the Board held on 15 June 2009 2009, copies of which having been circulated to members, be approved as a correct record.

**PS 23. FUTURE FINANCIAL SERVICES DELIVERY****PS.24 CHIEF OFFICER CONDITIONS OF SERVICE ISSUES****CONSIDERED –**

The report of the Chief Executive seeking the Boards consideration of a request from the Association of Police Authorities (APA) to review existing conditions of service of Chief Police Officers, and to also consider a request from the Chief Constable for an increase in the personal car allowances for Chief Constables.

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**RESOLVED -**

- (i) That the views of the Board be reflected at the APA's People Policy Group, attended by the NYPA Vice-Chairman, which is due to discuss and prepare guidance for police authorities on chief officers conditions of service;
- (ii) That the existing terms and conditions for Chief Officers of Police and of the Chief Finance Officer relating to the provision of a vehicle, or an allowance for a vehicle, be amended to provide for the provision of a motor vehicle of up to the following values

Chief Constable	£40,000
DCC	£35,000 (87.5% of the Chief Constable)
ACC & CFO	£30,000 (75% of the Chief Constable)

except that any element of the allowance not used to purchase a vehicle should not be available to supplement any other income or allowance.

- (iii) That further negotiations take place with any officer whose existing terms and conditions of employment or engagement suffer any detriment through the above revised arrangements.

**NOT FOR PUBLICATION****NORTH YORKSHIRE POLICE AUTHORITY MANAGEMENT BOARD**

The Private Minutes of the special meeting of the Police Authority Management Board held at NYPA Offices, Melmerby, Ripon on 4 November 2009.

These Minutes contain exempt information as defined in Paragraph 1 of Part 1 of Schedule 12A to the Local Government Act 1972.

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**COPIES OF ALL DOCUMENTS CONSIDERED ARE IN THE MINUTE BOOK**

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**PS.28. CHIEF POLICE OFFICER CONDITIONS OF SERVICE ISSUES****CONSIDERED**

The report of the Chief Executive seeking the Board's views on whether it wished to revisit the existing terms and conditions of the Chief Constable in the light of prevailing and personal circumstances.

In considering the issue, Members were mindful of the level of commitment having been demonstrated to NYP by the Chief Constable during his first 2 ½ years of office and to the need to provide some medium term stability to the leadership of the organisation which had had a recent history of turbulence.

Members were also reminded of the existing conditions of service of the Chief Constable which provided for an annual non-pensionable payment in addition to salary in lieu of a number of allowances agreed locally by NYPA for all Chief Police Officers. Furthermore, Members took account of the recent uplift in the personal car allowance element of this payment. The Board received the advice of the Chief Executive with regard to the potential lawfulness of adding to this element of the retention and remuneration framework.

Members were also mindful of the national Bonus Scheme for Chief Police Officers which provided for an annual performance related bonus payment which, for the current year, had been waived by the Chief and Deputy Chief Constables. The Board had previously expressed the Authority's dissatisfaction with the way in which this scheme operated in that bonus payments were related directly to the annual PDR process for Chief Officers in which the police authority has no direct role.

Finally, Members were alerted to the need to seek the Home Secretary's approval to extensions of Fixed Term Appointments of Chief Officers of over 1 year and that in doing so, the Authority needed to satisfy Ministers, on the basis of the information provided, that it is important for the efficiency and effectiveness of the force that the present Chief Constable should continue for a further period.

**RESOLVED**

1. That the Chairman and Vice-Chairman be authorised to advise the Chief Constable that
    - a) NYPA remains appreciative of the commitment of all members of the Strategic Leadership Team to the interests of both NYP and NYPA and in recognition of this
    - b) The Police Authority is minded, in March 2010 when the Chief Constable is approaching having served 3 years with NYP, to seek the approval of the Home
- 

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Secretary to extend the Chief Constable's current Fixed Term Appointment until 31 July 2013 and that the Authority will remain open-minded about a possible further extension.

- c) Subject to further discussions with Her Majesty's Inspector of Constabularies, NYPA would like to agree a local arrangement with the Chief Constable whereby
- the Chairman and Vice-Chairman of NYPA should be responsible for
    - o establishing, in discussion with the Chief Constable, his annual personal objectives and
    - o evaluating performance against those objectives on an annual and six monthly basis
  - the Chairman and Vice-Chairman should be consulted by the Chief Constable on the setting of personal objectives and annual evaluation of performance in connection with the PDRs of the DCC and ACCs.

with HMI being consulted by the Chairman and Vice-Chairman on operational effectiveness issues throughout the PDR process.

- d) In lieu of such a locally negotiated agreement and in recognition of the fact that the CC and DCCs did not take a bonus in the current year, NYPA would be prepared to pay the individuals concerned the following one-off amounts

Chief Constable	-	£15,000
Deputy Chief Constable	-	£12,000

- e) The Authority would also wish to recognise, through a one-off payment of £10,000 the continued unique contribution being made by the Chief Finance Officer both in respect of her role as a member of NYP's SLT but also as the Police Authority's Treasurer, in pursuing NYPA's interests locally and nationally in the fields of efficiency and productivity.
2. That in the light of the Chief Executive's decision earlier this year not to be considered for a bonus payment under his conditions of service, the Chairman and Vice-Chairman be authorised to use unspent budget provision for 2009/10 to authorise performance related ex-gratia payments for members of the NYPA Support Unit.

**NYPA**

**North Yorkshire Police Authority**

**Police Authority Management Board**

**4 November 2009**

**(This report contains exempt information as described in Paragraph 1 to Part 1 of Schedule 12A to the Local Government Act 1972)**

**Chief Officer Conditions of Service**

**1. PURPOSE**

- 1.1 To consider possible changes to the Chief Constable's conditions of service and any consequential impact on other Chief Officer conditions of service.

**2. RECOMMENDATION**

- 2.1 Members are requested to determine their views on the issues set out in this report.

**3. MATTERS FOR CONSIDERATION**

- 3.1 There has recently been a vacancy for the Chief Constable of Northumbria Police. Consideration of whether or not to apply for this post has prompted the Chief Constable of North Yorkshire to discuss his personal position with the Chairman of the Authority.
- 3.2 Mr Maxwell has decided not to apply for this particular position at this time but has made it known to the Chairman that he would like NYPA to consider a number of matters relating to his current terms and conditions of employment.
- 3.3 Firstly, Mr Maxwell is mindful that his current fixed term appointment with NYP comes to an end 14 months before he attains 30 years police service and hence his eligibility for a full pension. Mr Maxwell will attain 30 years service on 23 July 2013. Chief Officers in this position are protected to a degree through an agreement reached by PNB in 2004 whereby officers whose FTAs come to an end before they attain 30 years service, and whose FTAs are not extended, are partially financially compensated by the Police Authority. Understandably, Mr

**ITEM 6**  
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Maxwell has let it be known that attaining 30 years service and hence a full pension is very important to him and his family and that he is motivated to ask for an extension to his current FTA or seek another post which will take him up to his 30 years.

- 3.4 In addition, Mr Maxwell is mindful that, under the current national framework for Chief Officer salaries, both the Northumbria vacancy and another imminent vacancy at Merseyside enjoy salaries substantially above (an additional £23,000) that with which NYPA is allowed to remunerate the Chief Officer of North Yorkshire Police. He has also expressed frustration that the salaries of the Deputy Chief Constables of the larger forces are equitable to the salaries of the Chief Constables of the smaller forces which again is motivating him to consider his long term future.
- 3.5 In these circumstances, it is understood that Mr Maxwell would like NYPA to consider
- extending his current FTA and
  - boosting his overall remuneration package to render his remaining with NYP a more financially attractive prospect than it currently is.

I look at these in more detail below, in terms of giving Members advice on how to respond.

- 4.0 **Extending an FTA** - Mr Maxwell was appointed on a 5 year FTA on 16 May 2007. Under current legislation, Chief (and Deputy) Chief Constables are appointed for a fixed term of up to 5 years. Appointments can be extended beyond the originally agreed FTA by police authorities but, if the extension is for a period of over one year, or if it is the second extension, the Home Secretary's approval is required. Clearly, if members were minded to consider an extension to take Mr Maxwell to his 30 years, approval would need to be sought from the Home Secretary.
- 4.1 There is no formal guidance on how police authorities should go about determining an extension request from a Chief Constable, except that an Authority should focus its decision making on what is in the best interests of the efficiency and effectiveness of the Force. However, in determining a proper process, it is important to have regard to Nolan Principles and common law requirement to consider all that is relevant and to disregard all that is irrelevant. Of course, NYPA has considered an extension before and, should it wish to do so again, I would propose much the same process.
- 4.2 The process followed in 2006 was significantly influenced by advice from the Senior Appointments panel in connection with what

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Information the Home Secretary would expect to receive from an Authority requesting approval of an extension, vis

*The request should be structured around the specific issues of efficiency and effectiveness.*

*You should include some data on North Yorkshire's performance, not necessarily too detailed but enough to illustrate clearly the effectiveness of the force under the stewardship of the present Chief Constable and to provide support for any statement that it would be in the interests of the continued effectiveness of the force if he stayed for a further period. In terms of efficiency the letter should tease out those strategic aspects of the management and direction of the force which, under the leadership of the present Chief Constable, make it efficient. This should mention on-going work and highlight his crucial role in taking that forward.*

*As a general point, any reasons given for the need for the extension should always link back personally to the Chief Constable, so that Ministers will be able to satisfy themselves, on the basis of the information provided, why it is important for the efficiency and effectiveness of the force that the present Chief Constable should continue for a further period.*

- 4.3 In terms of timing, technically a police authority could consider such an extension at any time. However, in satisfying the above, a police authority should be able to demonstrate why it is important that the current Chief Constable should continue in office until the time stated for the extension, in this case at least until Autumn 2013 or 4 years hence.
- 5.0 **Retention through additional remuneration** – due to a number of factors, police authorities are coming under increased pressure to deploy mechanisms which allow them to remunerate their chief officers more than the prescriptive national salary arrangements allow either as a means of retaining existing chief officers or as a means of making themselves more attractive when recruiting.
- 5.1 Such is the preponderance of such activities that the APA has highlighted the risk of undermining the national framework. Members were alerted at the meeting on 13 August to a letter from the APA alerting NYPA to an 'agreement' reached at the Chairs Away Day in February *'that extraordinary incentive payments, allowances and benefits, paid by police authorities to Chief Officers, should be discontinued given that they were held not to be beneficial to the Police Service, unnecessarily increased the costs of Chief Officer remuneration packages, and created avoidable tensions between police authorities.'* The letter goes on to request Police Authorities *'to look again at the packages they provide to ensure that any additional*

ITEM 6  
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*incentives are genuine and not liable to distort the employment market thereby escalating their own and others costs now and in the future.'*

- 5.2 At that meeting, the Board discussed and empathised with the inequalities of the market for senior officers and the difficulties this presented for small authorities seeking to attract and retain the best leaders. Members will recall then agreeing to uplift the car allowance for Chief Officers which is already an integral part of the NYPA 'package' for Chief Officers.
- 5.3 I must advise the Board that to go considerably further than currently provided for in the 'package' would be both politically and legally risky. In my view, in legal terms, the discretions available to the Police Authority are very limited, as follows
- there is no scope at all in law to increase the annual pensionable salary
  - there is scope within the law to look at reimbursement of expenses which NYPA currently recognises in terms of medical insurance, relocation expenses and the payment of tax on relocation expenses.
  - Police Authorities have discretion to pay allowances but only where specifically prescribed by the Secretary of State. This is the route by which NYPA provides a car allowance. However, the Police Regulation on this matter (Reg 34 – Police Regulations 2003) specifically prevents a police authority from approving allowances which have not been prescribed by the Secretary of State, as follows

*'No allowances shall be paid to a member of a police force except as provided by or under these Regulations or approved by the Secretary of State, and the amounts and conditions of payment of such allowances shall be as so provided or approved.'*

leaving, in my view, very limited or no discretion for a police authority to go further.

- 5.4 The one area under the current framework where it is possible to consider, on an annual basis and in accordance with the national guidelines, additional remuneration is, of course, the Chief Officer Bonus Scheme which provides for an annual payment of up to 15% of pensionable salary for Chief Constables – in Mr Maxwell's case, this could amount to £19,463. In the current year, of course, both the eligible Chief Officers (the Chief and Deputy Chief Constables) chose to request that they should not be considered for a bonus payment, as indeed did the Chief Finance Officer under a different bonus scheme. If Members are minded to consider recognising Mr Maxwell's contribution

**ITEM 6**  
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during 2008/09 as a means of seeking to increase his non-pensionable income in that year, they could offer to reinstate the bonus for the current year and to indicate to Mr Maxwell that the Board would, in good faith, award bonus payments in future years for good performance.

- 5.5 However, if Members are minded to consider this option, I have a further thought for Members to consider. Should the reversal of the payment of bonuses reach the public domain, it would be convenient if the Authority had a reason for doing so, other than merely to provide an incentive for a Chief Officer to remain with NYP. I wonder whether the Board would see merit in offering to reconsider the payment of bonuses for 2008/09 in exchange for securing locally negotiated changes to the annual PDR exercise for Chief Officers to allow the police authority to have a direct involvement in it. Members have expressed concern over the current system whereby the PDR is carried out by HMI, with only an indirect involvement of the police authority as a consultee, and therefore limited linkage between PDR findings and the payment of performance bonuses.
- 5.6 Despite the intentions of Government to change the PDR system, no proposals for change have yet been agreed nationally and there is limited prospect of it in the short term. However, I am aware that HMI Baker is a supporter of police authorities having a direct role in annual performance review of Chief Officers and would be amenable, I understand, to any proposals for a locally negotiated alternative arrangement. I wonder, therefore, if an offer from NYPA to award a full bonus to the Chief Constable and Deputy Chief Constable for 2008/09 (which they are entitled to anyway under the current NYPA criteria) in return for an agreement on reversing the current roles of the HMI and police authority in PDRs of the Chief Officer team, might be an ideal way forward.
- 5.7 Members are requested to determine a position on each of these 2 issues and to authorise the Chairman and Vice-Chairman to engage in further discussions with Mr Maxwell on the matter.

JEREMY HOLDERNESS

Chief Executive of the Police Authority

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**NORTH YORKSHIRE POLICE AUTHORITY MANAGEMENT BOARD**

The Private Minutes of the meeting of the Police Authority Management Board held at NYPA Offices, Melmerby, Ripon on Friday 11 December 2009.

These Minutes contain exempt information as defined in Paragraph 1 of Part 1 of Schedule 12A to the Local Government Act 1972.

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**COPIES OF ALL DOCUMENTS CONSIDERED ARE IN THE MINUTE BOOK**

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**PS.29. PRIVATE MINUTES**

**RESOLVED -**

That the private section of the minutes of the Police Authority Management Board held on 18 September 2009 and 4 November 2009 (special meeting), having been printed and circulated, be taken as read and be confirmed and signed by the Chairman as true record.

**PS.30 CHIEF POLICE OFFICER CONDITIONS OF SERVICE ISSUES**

**CONSIDERED -**

The report of the Chief Executive inviting the Board to reconsider the offer made at the last meeting in connection with a review of the conditions of service for the Chief Constable, the Deputy Chief Constable and the Chief Finance Officer.

**RESOLVED -**

- a) That the revised scheme of conditions of service for the members of the Strategic Leadership Team, as set out in paragraph 4.5 of the Chief Executive's report be adopted for implementation from 1 January 2010.
- b) That this scheme shall
  - be regarded as the Authority's definitive position on all elements contained within it,
  - be adopted without negotiation for all future recruitment exercises for SLT officers and,
  - not, unless national circumstances dictate otherwise, be amended further for a period of 3 years.
- c) That the allowances referred to within the scheme be uplifted annually in line with the relevant annual pay award for the officer concerned.
- d) That, in acknowledging the request of the Chief Constable, the Deputy Chief Constable and the Chief Finance Officer earlier this year not to be considered for a Bonus Payment to which they were entitled under their relevant conditions of service for the 2008/09 performance year, the Authority nevertheless takes the view that those officers' contributions to the police service during that year should be recognised. Accordingly, approval be given to a bonus payment to be made to those officers of 50% of the maximum bonus for which those officers would have been eligible for the 2008/09 year.

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ITEM 23(B)  
NOT FOR PUBLICATION  
11 December 2009

North Yorkshire Police Authority

Private Minutes of the PAMB

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- e) That, in acknowledging the request of the Chief Executive of the Police Authority earlier this year not to be considered for a Bonus Payment to which he was entitled under his conditions of service for the 2008/09 performance year, the Authority nevertheless takes the view that his contribution to the police service during that year should be recognised. Accordingly, approval be given to a bonus payment to be made to the Chief Executive of £5,000.
- f) That the Chairman and Vice-Chairman be authorised to approve ex-gratia payments for members of the Chief Executive's Support Unit in recognition of their contribution towards the work of NYPA during 2009.

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23(b) 2

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**North Yorkshire Police Authority  
Police Authority Management Board**

**11 December 2009**

**Chief Officer Conditions of Service**

**(This report contains exempt information as defined in Paragraph 1 of Part 1 to Schedule 12A to the Local Government Act 1972)**

**1. PURPOSE**

- 1.1 To invite the Board to reconsider the offer made to the Chief Constable at the last meeting in connection with the conditions of service for the Chief Constable, the Deputy Chief Constable and the Chief Finance Officer.

**2. RECOMMENDATION**

- 2.1 The Board determines a position on the issues set out in this report.

**3. MATTERS FOR CONSIDERATION**

- 3.1 The Private Minutes of the last meeting set out the considered view of this Board to the request, made by the Chief Constable to the Chairman, that NYPA should reconsider the total conditions of service package for the Chief Constable and the implications for the DCC and CFO posts.
- 3.2 Upon the offer being put to the Chief Constable by the Chairman and Vice-Chairman, the Chief Constable
- Accepted the offer of NYPA to consider, in early 2010, a request to the Home Secretary for an extension to his current FTA to take him to 30 years service.
  - Raised concerns in connection with which he felt unable to accept the offer to make a one-off payment to the Chief and Deputy Chief Constables in consideration for a local agreement on the operation of the PDR system for Chief Police Officers.

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- Based on specific concerns, asked that the Authority should reconsider the spirit of the decision to make all elements of the offer conditional upon the others.

3.3 In response to the Chief Constable's response, the Chairman and Vice-Chairman have agreed to reconsider the whole matter (other than the FTA element, which has been accepted and will now progress at the appropriate time) including the question of the allowances framework for Chief Officers. In conducting the negotiations, it became clear that there is a genuine misunderstanding of the way in which the Chief Constable's current allowance levels were calculated and on the effect which the August decision of NYPA to uplift personal car allowance levels will have on him.

**4. RECONSIDERATION OF THE ISSUE**

4.1 I was detailed, by the Chairman and Vice-Chairman, to conduct further negotiations with the Chief Constable in an attempt to resolve the matter. In agreement with the Chief Officer, and given that there had been some confusion over the treatment of some of the elements of the standard NYPA conditions of service for Chief Police Officers, the review comprised a clarification of the existing elements of the standard conditions of service and the way in which they have been treated following individual negotiation with the Chief and Deputy Chief Constables on appointment. The following table describes the current position for all the Chief Police Officer posts and those of the Chief Finance Officer and (solely for the sake of completeness and comparison) the Chief Executive. The car allowance reflects the effect of the increase in allowance rates agreed in August.

	Chief Constable	DCC	ACC	CFO
Salary	£129,759	£107,052	£88,470 to £103,218	£113,499 (comprising £102,709 DoF plus £10,790 for Treasurer role)
Non-pensionable allowances				
Car	£13,333 plus a Force Car	£11,666 (taken as a car)	£10,000 (taken as a car)	£10,000
Medical	£3,000	£3,000	£3,000	£ 378
Development	£1,000	£7,000	Nil	Nil
Total annual cash value	£147,092 plus a Force Car	£117,052 plus a car	£91,470 - £106,218 plus a car	£123,877
Bonus	Up to 15% of	Up to	Up to 10% of	Up to 10% of

	salary	12.5% of salary	salary	salary
Leave	Not less than 42	Not less than 42	Not less than 42	36

- 4.2 In discussion with the Chief Constable, it was clear that there was a lack of clarity over this framework and it was agreed that there was considerable merit in establishing a framework, (to include the above interpretation of the effect of the Authority's policy for personal car allowances for Chief Police Officers) which was not only clear to all concerned but where all the elements could be justified in terms of need in relation to the post and in terms of authority to pay the allowance.
- 4.4 In addition, we were mindful that the CFO's conditions of service now fall within the remit of the Authority to determine and these need to be clearly established alongside other members of the SLT.
- 4.5 Following discussion (at which legal advice was available), the following alternative framework is offered for the Board's consideration. In brief, it is recommended that there be established 4 separate allowance areas, as follows
- **Personal car allowance**— as currently. In addition, the Chief Constable post has henceforth and for the avoidance of doubt the benefit of a Force car to the same value as his personal car allowance.
  - **Medical allowance** to be applied at the discretion of the recipient – as currently, £3000 for all Chief Police Officer positions. The differential between this and the Chief Finance Officer post (which has the benefit of a Police Staff Medical cover scheme) is clearly the operational nature of the Chief Police Officer position and the additional risk this presents.
  - **Development allowance** to be applied at the discretion of the recipient - for the Chief and Deputy Chief Constable positions. It is argued that the Authority has an obligation on behalf of the service to ensure that the Deputy Chief Officer has sufficient developmental opportunities to ensure that they are capable of assuming the Chief Officer rank – thereby continuing to supply a good pool of candidates for future vacancies. Furthermore, Police Authorities also have an obligation to ensure that Chief Police Officers have sufficient opportunity to prepare for a career outside of policing once they have reached retirement age. Finally, in recognising that the Chief and Deputy Chief Officer positions can potentially present highly stressful environments, it can be argued that a Police Authority has a duty of care obligation to ensure that stress counselling or other assistance

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is available to such officers should it be necessary. This allowance is given to cover all the above needs.

- **CC and DCC Business Allowance** – created for the Chief and Deputy Chief Constable positions. The posts entail a considerable amount of travelling and attendance at professional and civic events, locally, regionally, nationally and increasingly internationally. When attending such events, the CC and DCC are representing North Yorkshire Police and sometimes the area of North Yorkshire and York. These elements of the duties of the post normally entail a considerable amount of cumulative personal expenses which it is suggested should now be covered by an annual allowance – on the basis that both the Chief and Deputy Chief Constables do not from henceforth submit personal expense claims (except those to which they are otherwise entitled under Police Regulations) for any amount under £50.

The effect of these proposed changes, and the suggested amounts to be attributed to each, are as follows

	<b>Chief Constable</b>	<b>DCC</b>	<b>ACC</b>	<b>GFO</b>
Salary	£129,759	£107,052	£88,470 to £103,218	£113,499 (comprising £102,709 DoF plus £10,790 for Treasurer role)
<i>Non-pensionable allowances</i>				
Car	£13,333 plus a Force Car	£11,666 (taken as a car)	£10,000 (taken as a car)	£10,000 (taken as allowance)
Medical	£3,000	£3,000	£3,000	£ 378
Development	£5,000	£5,000	Nil	Nil
Business	£4,000	£2,000	Nil	Nil
<b>Total annual cash value</b>	<b>£155,092 plus a Force Car</b>	<b>£117,052 plus a car</b>	<b>£91,470 - £106,218 plus a car</b>	<b>£123,877</b>
Bonus	Up to 15% of salary	Up to 12.5% of salary	Up to 10% of salary	Up to 10% of salary
Leave	Not less than 42	Not less than 42	Not less than 42	36

Members will see that it is suggested that the Chief Constable benefits overall from the above changes, whereas all other officers remain stable overall.

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- 4.6 It is recommended that this framework be adopted as from 1 January 2010. Furthermore, it is recommended that the Medical, Development and Business allowances, be uplifted annually in line with the relevant annual pay award settlement for the officers concerned. Finally, I would strongly recommend that, should the Board decide to adopt this framework, then, in the absence of any national changes which might affect the framework, it should remain in place for at least the next 3 years and should represent the Authority's definitive position on the terms and conditions for all the NYP Chief Officer posts represented in the framework.
- 4.7 The Board will also recall that it originally considered a one-off payment in recognition of the work carried out by the Chief and Deputy Chief Constables and the Chief Finance Officer during 2008/09. Should Members be minded to consider this, there is some doubt over the powers available to the Authority to pay 'ex-gratia' payments to Chief Police Officers and the safest route by which to approve any such payment would be by way of the agreed bonus schemes in operation for each post. Notwithstanding the fact that each of the officers has asked the Authority not to invoke the bonus schemes for each post for the 2008/09 performance year, it is nevertheless open to the Authority, whilst mindful of the request, to still pay a bonus.

Should the Board wish to do this, a level of 50% of the maximum bonus payable for that year might be an acceptable level of payment. Whilst I don't have precise amounts available at the time of writing this report, such payments will be in the region of

Chief Constable – c. £9,000  
Deputy Chief Constable – c. £6500  
Chief Finance Officer – c. £5,500

(Members are reminded that these officers will, in the normal way, become entitled, in 2010, to consideration for a bonus in respect of the 2009/10 performance year).

- 4.8 The Board is requested to determine a view on all the above issues.

JEREMY HOLDERNESS

Chief Executive of the Police Authority

GRM/NYPA2710

Mr J Holderness  
Chief Executive  
North Yorkshire Police Authority  
PO Box 106  
Ripon  
HG4 5WA



2 July 2010

Dear Jeremy

Terms and Conditions of service – Business allowance

Thank you for your letter of 22 June 2010 (received 1<sup>st</sup> July 2010) and your suggestion regarding this allowance. My understanding of what I thought had been agreed was slightly different, I have spoken with Adam and Joanna about this and propose the following.

1. Police Regulations apply to claims for expenses
2. Corporate Credit Cards will be used for accommodation (when not pre-booked), meals as per police regulations (reasonable expenditure) this will reflect the standard of accommodation, rank etc. Corporate hospitality, travel (when not pre-booked), vehicle parking etc. and any other corporate uses
3. Covered by the allowance will be
  - Incidental minor cash expenses (under £10) e.g cash only car parks, taxi fares under £10, dry cleaning, light beverages etc
  - Expenses occurred outside HQ associated with social and ceremonial duties up to a maximum of £50
  - Any claims for lunches

This is how I have been operating since January. I trust you agree that this provides clarity, reduced bureaucracy, transparency and guidance for us all.

Yours sincerely

  
Grahame R Maxwell QPM  
Chief Constable

- 6 JUL 2010

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**NORTH YORKSHIRE POLICE AUTHORITY**

**TERMS AND CONDITIONS OF SERVICE FOR CHIEF POLICE OFFICERS**

**(amended March 2011)**

The Conditions of Service shall be those that are in force at the commencement of the appointment as prescribed in the Police Act 1996 (as amended) and the Police Regulations 2003 as amended or replaced before or during the period of the appointment and/or as set out in the relevant PNB agreements on pay and conditions of service of Chief Police Officers.

Allowances to which the postholder is entitled during the period of employment will be payable in accordance with the Police Regulations 2003 (as amended) in addition to the salary.

**Staff Associations** - The cost of membership of the Association of Chief Police Officers and the Chief Police Officers Staff Association will be borne by the Police Authority (to include the cost of personal liability insurance cover provided through the Chief Police Officers Staff Association and the Superintendents Association in respect of previous service in the Superintendent ranks during the term of the appointment and, in the event of retirement from the police service immediately after the end of the appointment, for a period of six years thereafter).

**Medical allowance** - The Authority will reimburse the postholder (upon receipt of proof of expenditure) up to a maximum of £3000 per annum for the cost of appropriate private medical insurance for either

- the postholder or
- the postholder and immediate family, at the discretion of the Chief Constable or Police Authority, as appropriate.

from any appropriate provider.

**Car allowance** - The Police Authority has approved a scheme for the provision of vehicles to Chief Officers. Deputy and Assistant Chief Constables will be provided with a Force vehicle or an allowance towards the purchase of such a vehicle in accordance with the terms and conditions prescribed from time to time on behalf of the Police Authority. The Chief Constable, at his/her discretion, will be provided with a Force vehicle and an allowance towards the purchase of such a vehicle. Currently, the equivalent maximum monetary value for car allowance purposes for Chief Officers is

<b>Chief Constable</b>	-	£40,000
<b>Deputy Chief Constable</b>	-	£35,000
<b>Assistant Chief Constable</b>	-	£30,000

**Development allowance** - The Authority considers itself to have an obligation on behalf of the service to ensure that the Deputy Chief Officer has sufficient developmental opportunities to ensure that they are capable of assuming the Chief Officer rank – thereby continuing to supply a good pool of candidates for future vacancies. Furthermore, NYPA considers itself to have an obligation to ensure that Chief Police Officers have sufficient opportunity to prepare for a career outside of policing once they have reached retirement age. Finally, in recognising that the Chief

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and Deputy Chief Officer positions can potentially present highly stressful environments, it can be argued that a Police Authority has a duty of care obligation to ensure that stress counselling or other assistance is available to such officers should it be necessary. For the Chief and Deputy Chief Constable positions only, the Authority will reimburse (upon receipt of proof of expenditure) the cost, up to a maximum of £5,000 per annum, of personal development services which the Chief Officer considers to be necessary in respect of all the above needs. The Officer concerned is recommended to discuss their needs, and the provision of any services to meet those needs, with either the Chief Constable or the Authority prior to contracting with any agency for the provision of services.

**Business Allowance** – created for the Chief and Deputy Chief Constable positions. The posts entail a considerable amount of travelling and attendance at professional and civic events, locally, regionally, nationally and increasingly internationally. When attending such events, the CC and DCC are representing North Yorkshire Police and sometimes the area of North Yorkshire and York. These elements of the duties of the post normally entail a considerable amount of cumulative personal expenses which is covered by an annual non-pensionable allowance, paid monthly as part of salary, of £4,000 for the Chief Constable and £2,000 for the Deputy Chief Constable. It is understood and agreed by the postholders that this allowance is provided strictly on the basis as set out as follows

### Claimable as individual claims (either by use of force charge card or claimed reimbursement)

1. Accommodation (where not prebooked by HQ)
2. Travel (where not prebooked by HQ)
3. Meals on the basis that the first £5 (breakfast and/or lunch) or £10 (dinner) will be paid by extension of the application of the 'reasonable expenditure' provisions applicable. These are the limits applicable to police staff. There are no limits set out for officers but it could be considered that the set out rate for staff sets an agreeable level.

### Not to be claimed (covered by the allowance)

1. Subject to (3) above, the cost of meals.
2. Any other individual instance of incidental expense below £50.

**Removal/relocation allowances** - In accordance with Police Regulations, the postholder will be due reasonable removal expenses, including the actual cost of removals, in addition to legal fees, estate agents fees and a disturbance allowance, together with a lodging allowance. The Authority will pay the tax liability on relocation allowances up to a ceiling of £12,000 ie. on the first £4000 of personal liability and will consider applications from Chief Police Officers to reimburse tax liability above this limit on their merits.

**Uniform** - The post holder will agree to wear a police tunic uniform appropriate to the rank on ceremonial occasions and particularly when receiving Royal visitors to the NYP area. The Authority agrees to meet the cost of providing such a uniform.

Levels of the Medical, Development and Business allowances will be reviewed as at December 2012.

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This scheme will remain in force until December 2012. The Police Authority will not be prepared to vary this scheme to accommodate individual circumstances.

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Change to Development Allowance

- not part of salary  
now need receipted expenditure

Our Ref:  
Your Ref:  
When telephoning please ask for: Jeremy Holderness

Jeremy Holderness  
Chief Executive  
North Yorkshire Police Authority  
P O Box 106  
Ripon  
HG4 5WA  
Tel: Ripon (STD 01765) 641839  
Fax: 01765 641844  
E-Mail:  
Jeremy.Holderness@nypa.gov.uk  
www.nypa.gov.uk

04 April 2011

Dear Grahame

Chief Officer Terms and Conditions of Service

As you know, and in response to a request from you, the Police Authority Management Board recently reviewed the terms and conditions of service for Chief Police Officers in the light of recent events.

As a result, the Board agreed with your suggestion that the ~~Private Medical Allowance~~ should from 1 May 2011 be made available to the officer concerned to pay for receipted expenditure for the purpose for which the allowance is intended. Instead a sum of up to £5,000 (5127.5) per annum be made available to the officer concerned to pay for receipted expenditure for the purpose for which the allowance is intended. Given that this is what you suggested, I assume that you will remain supportive of this change. I will advise the Payroll Section.

In respect of the ~~Private Medical Allowance~~, Members decided to change the scheme to treat these allowances in a similar way to the ~~Development Allowance~~ but that this change will take effect for any ~~current vacancies or new vacancies~~ occurring after the date of the meeting. I will advise Sue and Tim of this decision.

Yours sincerely

Jeremy Holderness  
Chief Executive

PRIVATE AND CONFIDENTIAL  
Grahame R Maxwell QPM  
Chief Constable  
North Yorkshire Police  
Police Headquarters  
Newby Wiske  
Northallerton

discontinued -  
End date 30/4/2011

Pay Sue,  
but check if  
Time is  
regarded as  
new vacancy

✓ applied to April 2011  
payroll in advance to  
the allowance being  
discontinued w/e 1/5/2011



Private & Confidential  
Miss Jane Kenyon  
Chairman North Yorkshire Police Authority  
Keld House  
Barker Business Park  
Melmerby  
Ripon  
HG4 5NB

16 February 2012

Dear *Jane*.

Thank you for your letter of 7<sup>th</sup> February 2012 and our subsequent meeting with the Vice Chairman on 13<sup>th</sup> February 2012 to discuss its contents.

As you know it is now my intention to retire from North Yorkshire Police at the end of my FTA. I believe this to be 15<sup>th</sup> May 2012. You will recall we discussed what I will be doing from now to then and as you know for a variety of reasons I will be fully operational until my retirement. As a result I will have limited if any opportunity to take any period of annual leave and gratefully accept your offer to remunerate me for the 25 days leave that I am unable to take before April. I wonder if you would also consider doing the same for the 7 days annual leave that I will have accrued from 2012/13 leave year by the time I retire.

Thank you also for the offer of £8000 towards my re-training. As we discussed I seek agreement to use this for:-

1. A CIPD advanced Coaching/Mentoring course starting mid April cost of £4399 plus VAT. I will use this course to assist for a limited time staff within NYP.
2. A commercial mediation course in September 2012 cost of £1795 plus VAT from UK Mediation.
3. A life coaching course through UK open learning (distance learning) cost £297.



Grahame Maxwell QPM | Chief Constable  
Police Headquarters | Newby Wiske Hall | Northallerton | North Yorkshire | DL7 9HA  
Telephone 01609 789000 | Fax 01609 789025  
[www.northyorkshire.police.uk](http://www.northyorkshire.police.uk)

4. A diploma in cognitive coaching and mentoring (distance learning) cost of £569 from the Institute of Counselling. (Depending on the level of training covered by the CIPD I may only require the Cognitive Behaviour element of this course which can be purchased separately).

As the Force and Authority do not pay VAT collectively these are within the budget set by the Authority. Again as we discussed we do not think that this should attract any personal taxation liability but if it does we agreed that this could be met from residuals from this budget and the annual development allowance that I have not used (circa £6000).

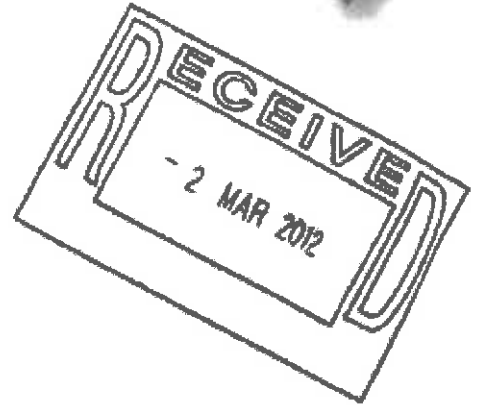
Finally in relation to the extra days I have worked, as we discussed, I will attempt to reduce these as much as possible and then at a later date if needed we can discuss this issue further.

I trust that this meets with your requirements and I can ask Annie to book the courses for me.

Regards

Grahame

Grahame Maxwell QPM  
Chief Constable



Private & Confidential

Miss Jane Kenyon  
Chairman, North Yorkshire Police Authority  
Keld House  
Barker Business Park  
Melmerby  
Ripon  
HG4 5NB

28 February 2012

Dear Jane

Thank you for your letter of 20<sup>th</sup> February 2012. I will address the issues you raised in the same order as used by you.

Firstly in relation to the training I thank you for confirmation that I can undertake the training identified. I will ensure that all invoices etc are forwarded to the Authority. Although I am sure it will not be an issue I have been advised by Miss Carter that if needed, again I emphasise that this is highly unlikely, then the NYPA can pay for any personal taxation in this particular regard. Perhaps we can revisit this in the unlikely event that a tax liability arises?

Turning to your second point I note what you say in relation to annual leave with disappointment. In your letter of 7 February 2012 you conceded that the Authority had power to make payment for untaken leave. I had not understood that to be conditional upon my departure taking effect on any particular date. It seems to me simply to be a matter of whether the Authority sees its way clear to exercise discretion to do so.

NOT PROTECTIVELY MARKED

Grahame Maxwell OPM | Chief Constable  
Police Headquarters | Newby Wiske Hall | Northallerton | North Yorkshire | DL7 9HA  
Telephone 01609 789000 | Fax 01609 789025  
[www.northyorkshire.police.uk](http://www.northyorkshire.police.uk)



NOT PROTECTIVELY MARKED

I know that you share my wish to see to it that NYP has stable and sure-footed leadership at all times – with that in mind I am very keen to maximise my attendance at work between now and 15 May 2012 to support the ongoing work of Chief Officer and Director colleagues and in particular to assist in managing the transition to the new chief officer arrangements. From both a personal and professional perspective I would like to be on hand to support Tim in his preparation for the role of Acting Chief Constable, too.

May I ask that you reconsider my request on that basis.

I am happy, as ever, to meet for a discussion if that would assist.

Yours sincerely

A handwritten signature in black ink, appearing to read 'G Maxwell', written over a horizontal line.

**Grahame Maxwell QPM**  
**Chief Constable**

NOT PROTECTIVELY MARKED

**RESTRICTED**

North Yorkshire Police Authority

Public Minutes of the Leadership Board

27 April 2007

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**NORTH YORKSHIRE POLICE AUTHORITY**

**LEADERSHIP BOARD**

The Public Minutes of the meeting of the Leadership Board held at the Police Authority Offices, Melmerby, on Friday 27 April 2007.

**PRESENT:-**

In the Chair: County Councilor Jane Kenyon.

Other Members: Mr W Baugh, Mr J Fender JP, Mrs Jane Ryan JP and Councillor Mrs I Waudby.

Also in attendance: Sir Dan Crompton, CBE, QPM (former HMIC), Jeremy Holderness, Clerk to the Authority

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**COPIES OF ALL DOCUMENTS CONSIDERED ARE IN THE MINUTE BOOK**

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**71. PUBLIC MINUTES**

**RESOLVED -**

That the Public Section of the Minutes of the meeting of the Board held on 18 April 2007, having been printed and circulated, be taken as read and be confirmed and signed by the Chairman as a correct record.

**72. EXCLUSION OF THE PUBLIC**

**RESOLVED -**

That, pursuant to Section 100(A)(4) of the Local Government Act 1972, the public be excluded from the meeting during consideration of Item 4 of the Agenda on the grounds that it involves the likely disclosure of exempt information as defined in paragraph 1 of Part 1 of Schedule 12A to the said Act.

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**The public were excluded from the meeting during consideration of the following item of business and have no right to inspect the relevant documents**

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**73. APPOINTMENT OF DEPUTY CHIEF CONSTABLE**

**RESOLVED -**

That subject to medical, Mr Adam Briggs of Cleveland Constabulary, be appointed Deputy Chief Constable of North Yorkshire Police for a fixed term of five years, with effect from 4<sup>th</sup> June 2007.

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**RESTRICTED**

LBm -27 April 07 public





Our Ref:

Your Ref:

When telephoning please ask for: Jeremy Holderness

Jeremy Holderness  
Chief Executive  
North Yorkshire Police Authority  
P O Box 106  
Ripon  
HG4 5WA  
Tel: Ripon (STD 01765) 841839  
Fax: 01765 841844  
E-Mail: [nypa@btconnect.com](mailto:nypa@btconnect.com)  
[www.nypa.org.uk](http://www.nypa.org.uk)

07 June 2007

Dear Adam

Following the Police Authority's oral offer of appointment to the position of Deputy Chief Constable, I am delighted to be able to set out that offer formally.

The appointment with the Authority will commence on ~~24 June 2007~~ and the Conditions of Service shall be those that are in force at the commencement of the appointment as prescribed in the Police Act 1996 (as amended) and the Police Regulations 2003 as amended or replaced before or during the period of the appointment and/or as set out in the latest PNB agreement on pay and conditions of service of Chief Police Officers.

Allowances to which the postholder is entitled during the period of employment will be payable in accordance with the Police Regulations 2003 (as amended) in addition to the salary.

In addition, the Police Authority has in place some additional local allowances for Chief Officers of Police. Currently, these are as follows but I acknowledge that you wish to discuss further with the Authority the possible replacement or amendment of these in so far as your conditions of service are concerned. You also need to be aware that the Chief Constable (Designate) had let it be known to the Authority that he wishes to discuss with members some additions to these conditions of service. This letter is without prejudice to those further discussions.

The cost of membership of the Association of Chief Police Officers and the Chief Police Officers Staff Association will be borne by the Police Authority (to include the cost of personal liability insurance cover provided through the Chief Police Officers Staff Association and the Superintendents Association in respect of previous service in the Superintendent ranks during the term of the appointment and, in the event of retirement from the police service immediately after the end of the appointment, for a period of six years thereafter).

**PRIVATE AND CONFIDENTIAL**

Mr A Briggs



The postholder will be entitled to an allowance of up to £3000 per annum towards the cost of appropriate private medical insurance for either

- > the postholder or
- > the postholder and immediate family, at the discretion of the Chief Constable or Police Authority, as appropriate.

from any appropriate provider, subject to the production to the Police Authority, on request, of evidence that personal private medical cover is maintained.

The postholder will be provided with a Force vehicle or an allowance towards the purchase of a vehicle in accordance with the terms and conditions prescribed from time to time on behalf of the Police Authority. Currently the appropriate vehicle and equivalent monetary value for allowance purposes for Chief Officers is

**Deputy Chief Constable - Volvo V70 D5 AWD 'SE'                      £29337**

In accordance with Police Regulations, the postholder will be due reasonable removal expenses, including the actual cost of removals, in addition to legal fees, estate agents fees and a disturbance allowance, together with a lodging allowance. The Authority will pay the tax liability on relocation allowances up to a ceiling of £12,000 ie. on the first £4000 of personal liability and will consider applications from Chief Police Officers to reimburse tax liability above this limit on their merits.

However, to reiterate the point, I know that you wish to have further discussions with us on these local allowances and so the above discretionary allowances are set out without prejudice to those further discussions, or indeed to the separate discussions which the Chief Constable (Designate) wishes to have with the Authority on these matters.

I would be grateful if you could indicate your agreement in writing to the above conditions of service and I look forward to you joining us in North Yorkshire.

Yours sincerely

Jeremy Holderness  
Chief Executive

Our Ref:

Your Ref:

When telephoning please ask for: Jeremy Holderness

Jeremy Holderness  
Chief Executive  
North Yorkshire Police Authority  
P O Box 106  
Ripon  
HG4 5WA  
Tel: Ripon (6TD 01765) 641839  
Fax: 01765 641844  
E-Mail: [nypa@btconnect.com](mailto:nypa@btconnect.com)  
[www.nypa.org.uk](http://www.nypa.org.uk)

04 July 2007

Dear Adam

Following my letter of 30 April offering you the post of Deputy Chief Constable of North Yorkshire Police, and to our subsequent discussions, I am pleased to outline below the terms and conditions to be applied during your term of appointment.

The appointment with the Authority will commence on 4 June 2007 and will be for an initial 5 year term ending on 3 June 2012. In accordance with the statutory framework governing Chief Police Officer appointments, it will be open to the Authority, at the end of that term, to consider up to a 3 year extension of that term of office.

Generally, the Conditions of Service shall be those that are in force at the commencement of the appointment as prescribed in the Police Act 1996 (as amended) and the Police Regulations 2003 as amended or replaced before or during the period of the appointment and/or as set out in the latest PNB agreement on pay and conditions of service of Chief Police Officers.

Subject to the provisions set out below, allowances to which the post holder is entitled during the period of employment will be payable in accordance with the Police Regulations 2003 (as amended) in addition to the salary.

✓ The cost of membership of the Association of Chief Police Officers and the Chief Police Officers Staff Association will be borne by the Police Authority (to include the cost of personal liability insurance cover provided through the Chief Police Officers Staff Association and the Superintendents Association in respect of previous service in the Superintendent ranks during the term of the appointment and, in the event of retirement from the police service immediately after the end of the appointment, for a period of six years thereafter).

✓ Additionally, the post holder will be entitled to an annual non-pensionable allowance of £10,000, paid monthly as part of salary, to cover the cost of private medical insurance and personal development costs. Whilst intended to cover these issues, expenditure on these items is entirely at the discretion of the post holder.

**PRIVATE AND CONFIDENTIAL**

Mr A Briggs



Q4  
833.33  
Applied Feb  
back dated  
to June 1  
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The postholder will be provided with a Force vehicle or an allowance towards the purchase of a vehicle in accordance with the terms and conditions prescribed from time to time on behalf of the Police Authority. Currently the appropriate vehicle and equivalent monetary value for allowance purposes for Chief Officers is

**Deputy Chief Constable - Volvo V70 D5 AWD 'SE'      £29337**

As you already reside in the Force area within reasonable travelling distance of Police Headquarters, you will not be eligible for any relocation or removal allowances. However, the Police Authority agrees to meet the cost of reasonable enhanced security at your current family home commensurate with any risk you personally assume in connection with this post.

The post holder will agree to wear a police tunic uniform appropriate to the rank on ceremonial occasions and particularly when receiving Royal visitors to the NYP area. The Authority agrees to meet the cost of providing such a uniform.

I would be grateful if you could indicate your agreement in writing to the above conditions of service.

Yours sincerely

Jeremy Holderness  
Chief Executive

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RESTRICTED

North Yorkshire Police Authority Public Minutes of the Police Authority Management Board 25 September 2009

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**NORTH YORKSHIRE POLICE AUTHORITY**

**POLICE AUTHORITY MANAGEMENT BORD**

The Public Minutes of the meeting held at The Parsonage Hotel, Escrick on 25 September 2009.

**PRESENT:-**

In the Chair: County Councillor Jane Kenyon.

Members: Mr Bill Baugh; Mr Tony Hargreaves JP; County Councillor Carl Les; Councillor Ruth Potter.

Officers: Chief Constable Grahame Maxwell; Chief Finance Officer and Authority Treasurer Joanna Carter; Authority Chief Executive Jeremy Holderness.

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**COPIES OF ALL DOCUMENTS CONSIDERED ARE IN THE MINUTE BOOK**

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**97. PUBLIC MINUTES**

**RESOLVED –**

That the public minutes of the Police Authority Management Board held on 18 September 2009, having been printed and circulated, be taken as read and be confirmed and signed by the Chairman as true record.

**98. EXCLUSION OF THE PUBLIC**

**RESOLVED –**

That the public be excluded from the meeting during consideration of items 3 and 4 on the agenda, on the grounds that the reports for those items involves the likely disclosure of exempt information as defined in the paragraph 1 of Part 1 of Schedule 12A to the Local Government Act 1972.

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**The public was excluded from the meeting during consideration of the following items of business and have no right to inspect the relevant documents**

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**99. PRIVATE MINUTES**

**RESOLVED –**

That the private minutes of the Police Authority Management Board held on 18 September 2009, having been printed and circulated, be taken as read and be confirmed and signed by the Chairman as true record.

**100. APPOINTMENT TO THE POST OF ASSISTANT CHIEF CONSTABLE**

The Board interviewed 3 candidates for the post of Assistant Chief Constable.

**RESOLVED**

RESTRICTED

PAMB 25 Sept 2009

**RESTRICTED**

North Yorkshire Police Authority    Public Minutes of the Police Authority Management Board    25 September 2009

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That, subject to satisfactory medical clearance being obtained, Acting Assistant Chief Constable Tim Madgwick be appointed as Assistant Chief Constable with North Yorkshire Police.

**RESTRICTED**

PAMB 25 Sept 2009

Our Ref:

Your Ref:

When telephoning please ask for: Jeremy Holderness

Jeremy Holderness  
Chief Executive  
North Yorkshire Police Authority  
P O Box 106  
Ripon  
HG4 5WA  
Tel: Ripon (STD 01765) 641839  
Fax: 01765 641844  
E-Mail: [nypa@btconnect.com](mailto:nypa@btconnect.com)  
[www.nypa.org.uk](http://www.nypa.org.uk)

01 October 2009

Dear Tim

Following the Police Authority's oral offer of appointment on Friday to the position of Assistant Chief Constable, I am delighted to be able to set out that offer formally. However, I understand that your medical examination will not take place until 20 October and so this offer of appointment is made **subject to the conclusion of that matter to the satisfaction of the Authority.**

The appointment with the Authority will commence on [redacted]. The Conditions of Service shall be those that are in force at the commencement of the appointment as prescribed in the Police Act 1996 (as amended) and the Police Regulations 2003 as amended or replaced before or during the period of the appointment and/or as set out in the latest PNB agreement on pay and conditions of service of Chief Police Officers. In accordance with that agreement, your starting salary will be at point 1 of the ACC Pay Scale [redacted].

You will be required to participate in the Chief Police Officer PDR and Bonus Scheme, in accordance with the PNB agreement of 2004. Please speak to either me or the Chief Constable if you require further details of how this operates. Incremental progression up the national ACC pay scale will be determined annually as a result of PDR and in accordance with the national agreement on Bonus Payments.

Allowances to which the postholder is entitled during the period of employment will be payable in accordance with the Police Regulations 2003 (as amended) in addition to the salary. However, as you already reside in the county, the Chief Constable does not require you to move your family residence and so you are not eligible for removal and ancillary expenses.

In addition, the Police Authority has in place some additional local allowances for Chief Officers of Police. These conditions of service are reviewed on a biennial basis - the next review will take place in May 2011 - but currently are as follows.

**PRIVATE AND CONFIDENTIAL**

Mr T Madgwick



21/10/09 photos ✓  
H Aulby 282 41 ✓  
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The cost of membership of the Association of Chief Police Officers and the Chief Police Officers Staff Association will be borne by the Police Authority (to include the cost of personal liability insurance cover provided through the Chief Police Officers Staff Association and the Superintendents Association in respect of previous service in the Superintendent ranks during the term of the appointment and, in the event of retirement from the police service immediately after the end of the appointment, for a period of six years thereafter).

The postholder will be entitled to an allowance of up to £2,000 per annum towards the cost of appropriate private medical insurance for either:

- > the postholder or
- > the postholder and immediate family, at the discretion of the Chief Constable or Police Authority, as appropriate.

from any appropriate provider, subject to the production to the Police Authority, on request, of evidence that personal private medical cover is maintained.

You will be provided with a Force vehicle or an allowance towards the purchase of a vehicle in accordance with the terms and conditions prescribed from time to time on behalf of the Police Authority. Currently the monetary value for allowance purposes for Chief Officer vehicles is

**Assistant Chief Constable: up to £20,000**

You will be required to wear a police tunic uniform appropriate to the rank on ceremonial occasions and particularly when receiving Royal visitors to the NYP area. The Authority agrees to meet the cost of providing such a uniform.

I would be grateful if you could indicate your agreement in writing to the above conditions of service. In anticipation of a successful medical, may I personally and on behalf of NYPA congratulate you on your appointment and we look forward to working further with you on the challenges ahead for NYP.

Yours sincerely

Jeremy Holderness  
Chief Executive



North Yorkshire Police Authority

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**NORTH YORKSHIRE POLICE AUTHORITY MANAGEMENT BOARD**

The Private Minutes of the special meeting of the Police Authority Management Board held at Police Headquarters on 29 July 2011.

These Minutes contain exempt information as defined in Paragraph 1 of Part 1 of Schedule 12A to the Local Government Act 1972.

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**COPIES OF ALL DOCUMENTS CONSIDERED ARE IN THE MINUTE BOOK**

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**PS. 48. CHIEF OFFICER ARRANGEMENTS AND RELATED ISSUES**

**CONSIDERED --**

The oral report of the Chief Constable seeking Members' views on a number of issues relating to Chief Officer arrangements. The Chief Constable began by informing Members of potential forthcoming officer vacancies which will require succession planning, due to several Superintendents who will achieve 30 years service over the next few years and a number who will be applying to PNAC this year, in addition to which an officer who has successfully achieved a 3 month placement at the FBI National Academy in America.

The Chief Constable went on to address the immediate and longer term options available to the Authority and the Force following the Deputy Chief Constable selection process on 21/22 July where no candidate was appointed. The Chief Constable recommended that the next selection process be arranged for December 2011 or January 2012, as this would allow time for NYP to stabilise and to generate and attract more candidates to NYP as well as allowing the two internal candidates who had applied previously time for feedback and further development. Members were in overall agreement, although expressed concern that January would be too late for the Selection Process. It was agreed that the post be advertised at the end of September 2011 and the selection process take place during the first two weeks of December 2011.

In regard to the interim arrangements, the Chief Constable recommended Tim Madgwick be Temporary Deputy Chief Constable (T/DCC) and Iain Spittal Acting Assistant Chief Constable (A/ACC), with Sue Cross retaining her current SLT portfolio as Assistant Chief Constable (Safer Neighbourhood Support). There is one other officer applicable for the post of A/ACC but they have been away from NYP for some time on secondment to HMIC.

Members sought confirmation that all SLT officers are satisfied and support the proposed interim arrangements, in particular ACC Cross. The Chief Constable assured Members that he had a recorded discussion with ACC Cross regarding the interim proposals and discussed her development needs. In order to provide further assurances the Chief Constable agreed to write to all SLT officers, outlining the interim proposals and allowing them the opportunity to respond and raise any concerns, prior to the arrangements being recommended to the Senior Appointments Panel (SAP).

In light of Ian Spittal being A/ACC, Members enquired who would take over as the Director of Futures and if there would be any other impact on the Directorates. The Chief Constable advised Members that some temporary organisational re-structuring would take place, which would be confirmed to NYP Directors and Superintendents and NYPA members in writing in due course.

The Chief Constable also sought agreement from Members in regard to a joint corporate approach by NYP and NYPA for future press releases and statements.

**RESOLVED --**

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RESTRICTED

- (i) That the Chief Constable corresponds with SLT officers regarding the proposed interim arrangements for T/DCC, A/ACC and portfolio responsibilities, requesting feedback by 15 August 2011;
- (ii) That subject to (i) the interim arrangements for T/DCC and A/ACC be recommended to SAP;
- (iii) That the selection process for DCC takes place in the first two weeks of December 2011.

North Yorkshire Police Authority

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**NORTH YORKSHIRE POLICE AUTHORITY MANAGEMENT BOARD**

The Private Minutes of the meeting of the Police Authority Management Board held at the York Marriott Hotel, York, on 8 December 2011.

These Minutes contain exempt information as defined in Paragraph 1 of Part 1 of Schedule 12A to the Local Government Act 1972.

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**COPIES OF ALL DOCUMENTS CONSIDERED ARE IN THE MINUTE BOOK**

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**PS.65 SELECTION AND APPOINTMENT OF DEPUTY CHIEF CONSTABLE**

**RESOLVED –**

That, following an interview and selection process involving 3 candidates, T/DCC Tim Madgwick be appointed substantively to the position of Deputy Chief Constable with immediate effect, on a 5 year fixed term contract.

RESTRICTED

Our Ref:

Your Ref:

When telephoning please ask for: Jeremy Holderness

Jeremy Holderness  
Chief Executive  
North Yorkshire Police Authority  
P O Box 106  
Ripon  
HG4 5WA  
Tel: Ripon (STD 01765) 641839  
Fax: 01765 641844  
E-Mail: [nypa@btconnect.com](mailto:nypa@btconnect.com)  
[www.nypa.org.uk](http://www.nypa.org.uk)

Dear Tim

Following the Police Authority's oral offer of appointment to the position of Deputy Chief Constable, I am delighted to be able to set out that offer formally.

The appointment with the Authority will be deemed to have commenced on 12 December 2011. The Conditions of Service shall be those that are in force at the commencement of the appointment as prescribed in the Police Act 1996 (as amended) and the Police Regulations 2003 as amended or replaced before or during the period of the appointment and/or as set out in the latest PNB agreement on pay and conditions of service of Chief Police Officers.

Allowances to which the postholder is entitled during the period of employment will be payable in accordance with the Police Regulations 2003 (as amended) in addition to the salary. In addition, the Police Authority has in place some additional local allowances for Chief Officers of Police, as set out in the attached Appendix.

The cost of membership of the Association of Chief Police Officers and the Chief Police Officers Staff Association will be borne by the Police Authority (to include the cost of personal liability insurance cover provided through the Chief Police Officers Staff Association and the Superintendents Association in respect of previous service in the Superintendent ranks during the term of the appointment and, in the event of retirement from the police service immediately after the end of the appointment, for a period of six years thereafter).

I would be grateful if you could indicate your agreement in writing to the above conditions of service.

Yours sincerely

Jeremy Holderness  
Chief Executive

**PRIVATE AND CONFIDENTIAL**

DCC Tim Madgwick  
North Yorkshire Police  
Police Headquarters  
Newby Wiske Hall

RESTRICTED

**RESTRICTED**

**Newby Wiske  
Northallerton**

**RESTRICTED**

RESTRICTED

Our Ref:

Your Ref:

When telephoning please ask for: Jeremy Holderness

Jeremy Holderness  
Chief Executive  
North Yorkshire Police Authority  
P O Box 106  
Ripon  
HG4 5WA  
Tel: Ripon (STD 01765) 641839  
Fax: 01765 641844  
E-Mail:  
Jeremy.Holderness@nypa.gov.uk  
www.nypa.gov.uk

Dear Tim

I write to set out formally the arrangements under which you will occupy the office of Chief Constable of North Yorkshire Police, in an acting capacity, following the retirement of Grahame Maxwell on 15 May.

As the only person holding the rank of Deputy Chief Constable of North Yorkshire Police, and upon the office of Chief Constable becoming vacant, you will, by force of s12 Police Act 1996 become Acting Chief Constable. That position will continue until either a substantive Chief Constable is appointed by the incoming Police and Crime Commissioner or the Police Authority determines otherwise.

The Authority will review the arrangement, in consultation with HMIC and yourself, after 4 months - ie. before the 15 September - and determine either that the arrangement should continue until such point as the Police and Crime Commissioner determines otherwise, or that some alternative arrangement should be put in place.

Additionally, the Authority has established arrangements whereby a senior Chief Officer colleague - Sir Norman Bettison at West Yorkshire - is available to you and from whom you can seek advice and guidance. The Authority encourages you to make use of this facility and indeed requires you to do so if, in either your or HMIC's judgment, the North Yorkshire Force is facing significant operational demand.

I also enclose the Authority's current conditions of service for the Chief Constable position. Given that this post is temporary, the Authority would not expect that the Chief Constable's car allowance would be available to you in this instance and that instead you would continue to benefit from the allowance for your substantive, Deputy Chief Constable, position. If this suggestion presents a difficulty for you, the Authority would be more than happy to discuss it further.

All the other allowances and conditions to which the Chief Constable would be entitled will be available to you for the period of your appointment.

**STRICTLY PRIVATE AND CONFIDENTIAL**

DCC T Madgwick  
North Yorkshire Police  
Police Headquarters  
Newby Wiske hall  
Newby Wiske

RESTRICTED

**RESTRICTED**

**Northallerton**

**I would be grateful if you could indicate, in writing, your acceptance of these terms and may I extend to you my congratulations on your appointment**

**Yours sincerely**

**Jeremy Holderness  
Chief Executive**

**RESTRICTED**

**NYPA**

**NORTH YORKSHIRE POLICE AUTHORITY**

**POLICE AUTHORITY MANAGEMENT BOARD**

**15 June 2012**

**Chief Officer Conditions of Service Issues**

**This report contains exempt information as described in Paragraph 1 of Part 1 of Schedule 12A to the Local Government Act 1972**

<p><b>1. <u>PURPOSE OF REPORT</u></b></p> <p>1.1 To invite members to consider a position on 2 conditions of service issues for Chief Officers</p> <p><b>2. <u>RECOMMENDATION</u></b></p> <p>2.1 Members' instructions are requested..</p>
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**3. ACTING CHIEF CONSTABLE REMUNERATION**

- 3.1 Members will be aware that recent changes to pensions rules are causing problems for officers whose salary increases due to temporary promotion to Chief Officer rank because they incur large increases in personal tax liability as a result of their pension 'pot' being increased, albeit temporarily.
- 3.2 This issue is currently facing AVCC Madgwick, upon which he has sought independent financial advice. However, the current Police Regulations appear to permit the Authority some discretion over how this Acting position should be remunerated which might avoid the problem.
- 3.3 Regulations provide for the following

***Acting Up/Temporary promotion***

***After 28 consecutive days of acting up for or temporary promotion to a higher rank, a chief officer will be paid at a rate equivalent to 90% of the higher rank's basic pay or receive an honorarium of an amount***



**NOT FOR PUBLICATION**

*determined by the police authority, in order to ensure that the chief officer is appropriately rewarded for the extra responsibility. (This arrangement does not apply to Superintendents or Chief Superintendents who act up or are temporary promoted to the rank of ACC/Commander).*

- 3.4 The issue here is that it would appear that if a chief officer in these circumstances was to be paid at 90% of the basic rank (90% of £133,000 = £119,700), this would be pensionable (and therefore attract the tax liability) but if that officer instead received an honorarium, it would not.
- 3.5 A/CC Madgwick has sought financial advice on his circumstances and this will be available to Members at the meeting, as will the advice of the Treasurer. It is suggested that if this advice indicates that this is a viable option to pursue, then
- Mr Madgwick's views should be sought on which of the remuneration options he wishes to pursue.
  - Members should determine what level of honorarium would be suitable, should that option be available and preferred.

**4. CPOSA SUBSCRIPTIONS**

- 4.1 Members will be aware from recent media coverage that NYPA's local conditions of service for Chief Police Officers provide for

*Staff Associations - The cost of membership of the Association of Chief Police Officers and the Chief Police Officers Staff Association will be borne by the Police Authority (to include the cost of personal liability insurance cover provided through the Chief Police Officers Staff Association and the Superintendents Association in respect of previous service in the Superintendent ranks during the term of the appointment and, in the event of retirement from the police service immediately after the end of the appointment, for a period of six years thereafter).*

- 4.2 It is also now clear that the annual CPOSA subscription costs per chief officer are

Membership - £275

Legal cover - £2,197 (increased last year from £1,130)

and that the legal insurance cover includes not only costs of defending actions and claims brought against the chief officer by 3<sup>rd</sup> parties in the course of their duties, and for representation at inquests, etc, but also for defending disciplinary and misconduct proceedings brought by their own police authority.

NOT FOR PUBLICATION

- 4.3 During that media coverage, it became apparent that this position – and particularly the extent of legal coverage - should not endure for much longer and must be addressed.
- 4.4 There appear to be some options which I would like the Board to consider.
- Removing the whole provision, either for existing recipients or for new appointments.
  - Restricting future payments to payment of CPOSA/ACPO membership only, leaving the provision of legal support for officers to be provided, on a case by case basis, to officers under other legal powers.
  - Continuing to provide Membership and legal cover but to make it clear to CPOSA that that legal cover should only support officers in 3<sup>rd</sup> party issues and is not for misconduct/disciplinary matters.

As this payment is a local condition of service, all the above options will require formal consultation with the individuals who benefit from it.

- 4.5 Members are requested to discuss the issue and to determine whether or not they wish to make a change and if so what approach to be adopted.

JEREMY HOLDERNESS  
Chief Executive

**NORTH YORKSHIRE POLICE AUTHORITY**  
**POLICE AUTHORITY MANAGEMENT BOARD**

The Private Minutes of the meeting of the Police Authority Management Board held in the NYPA Meeting Room, Police Headquarters, Newby Wiske on 15 June 2012.

These Minutes contain exempt information as defined in Paragraph 1 of Part 1 of Schedule 12A to the Local Government Act 1972.

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**COPIES OF ALL DOCUMENTS CONSIDERED ARE IN THE MINUTE BOOK**

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**PS.74. PRIVATE MINUTES**

**RESOLVED –**

That the private minutes of the meeting of the Police Authority Management Board held on 26 March 2012, having been printed and circulated, be taken as read and be confirmed and signed by the Chairman as a true record.

**PS.75 CHIEF OFFICER CONDITIONS OF SERVICE ISSUES**

**CONSIDERED –**

The report of the Chief Executive inviting Members to consider a position on 2 conditions of service issues for Chief Officers.

**RESOLVED –**

- a) That, subject to the payment of honoraria to Chief Officers not being pensionable, the Acting Chief Constable be paid an honorarium, during his term of office in that rank or until A/CC Madgwick requests otherwise, of the equivalent of the difference between the salary of his substantive rank of Deputy Chief Constable and 90% of the salary of Chief Constable of North Yorkshire Police.
- b) That, subject to the result of local and national discussions on the matter, the view of NYPA is that the Authority's local conditions of service should
  - i) cease to provide for the payment of CPOSA Membership subscriptions
  - ii) cease to provide for the payment of a subscription which provides legal cover to defend misconduct or other disciplinary proceedings brought against those officers by the police authority or police and crime commissioner.
  - iii) provide for the payment of a subscription which provides for legal defence expenses necessary to defend 3<sup>rd</sup> party actions brought against Chief Officers in the course of their duties, subject to the current contract let by CPOSA for legal cover for its members being re-negotiated to reflect a cessation of the practice outlined in ii) above.

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ITEM 4  
NOT FOR PUBLICATION



**North Yorkshire Police Authority**

**Police Authority Management Board**

**23 July 2012**

**Conditions of Service of Chief Officers**

**This report contains exempt information as described in Paragraph 1 of Part 1 of Schedule 12A to the Local Government Act 1972**

**1. PURPOSE**

- 1.1 To determine the remuneration method for the 2 Chief Officers who currently occupy temporary posts.

**2. RECOMMENDATION**

- 2.1 That Members agree to pay honoraria as a means of remunerating those officers for undertaking temporary positions at a higher rank.

**3. MATTERS FOR CONSIDERATION**

- 3.1 Police Regulations provide that

After 28 consecutive days of being required to perform the duties normally performed by a member of the force of a higher rank than his own, an officer of a substantive rank of or above Assistant Chief Constable will be paid at a rate equivalent to 90% of the higher rank's basic pay or receive an honorarium of an amount determined by the police authority.

- 3.2 Of course, there are 2 chief officers currently in this position.

- 3.3 T/CC Tim Madgwick

At the previous meeting of this Board, this matter was considered in the context of T/CC Madgwick and his particular circumstances regarding tax liability on the increase in pension value which his temporary position has brought about. Members agreed

RESTRICTED

*That, subject to the payment of honoraria to Chief Officers not being pensionable, the Temporary Chief Constable be paid an honorarium, during his term of office in that rank or until T/CC Madgwick requests otherwise, of the equivalent of the difference between the salary of his substantive rank of Deputy Chief Constable and 90% of the salary of Chief Constable of North Yorkshire Police.*

- 3.4 This equates to a payment of £119,761 as compared with the DCC salary of £109,782, of which £9,979 would be non pensionable and therefore not subject to either employer's or employees pension contributions.
- 3.5 The Authority has received advice from the Home Office that honoraria will not be viewed as pensionable but

*The Determination suggests that the officer can receive 90% of the higher rank's pay or the honorarium. It is strongly arguable that it does not authorise a police authority to make part of the payment as pay and part as honorarium.*

*So we think the police authority has two options based on the Determination and it is up to them which they go for. Unless they act unreasonably (i.e. do something that no reasonable authority in their position would do), there is no legal basis to challenge their decision. The view that the provision should not be used as a means of allowing an officer to avoid tax seems entirely reasonable.*

- 3.6 Subsequent advice from the Authority's Treasurer, in the light of this advice, is that the decision to pay Mr Madgwick an honorarium of the difference between his current salary and 90% of the CC's salary could be construed as a device designed purely to avoid paying tax – which would be unreasonable. Her suggestion is that if the Authority still wishes to pay a non-pensionable honorarium, then that figure should be other than that previously determined.
- 3.7 As the Authority is given the discretion to vary the payment from the standard 90% to suit local circumstances, it would be helpful to have a rationale to support the variation, e.g. to reflect exceptional demands created by the transition period. Members may also wish to take into account the position regarding the T/DCC in arriving at a decision as to what represents an appropriate uplift.
- 3.8 T/DCC Sue Cross

T/DCC Cross finds herself on a different situation. The salary for the DCC of North Yorkshire Police is £109,782. 90% of that figure – the amount she is entitled to receive under Regulations when acting in a Temporary position, is £98,803.80.

- 3.9 However, her substantive salary as ACC is £102,828, £4,024.20 more than the pensionable salary she is entitled to. The ACC salary – which is the same nationally - is an incremental range between £90,681 and £105,849. T/DCC Cross is on the next to highest point of that scale, which represents 93.7% of the DCC salary.
- 3.10 Clearly, an honorarium payment appears to be the most appropriate way of reconciling this position and the Treasurer has provided some options for Members' consideration, as follows

95% of the DCC scale	£104,293
97.5% of DCC scale	£107,037
100% of DCC scale	£109,782
Final point of ACC scale	£105,849 (representing an honorarium of 96.4% of DCC scale)

- 3.11 Members are requested to determine the method by which both officers should be remunerated during their term of Temporary office. Whilst not pertinent to this decision, Members are reminded that the remuneration of T/DCC Cross will become a matter for the Chief Constable from 22 November.

JEREMY HOLDERNESS

Chief Executive of the Police Authority

**NORTH YORKSHIRE POLICE AUTHORITY**  
**POLICE AUTHORITY MANAGEMENT BOARD**

The Private Minutes of the meeting of the Police Authority Management Board held in the NYPA Offices, Melmarby, Ripon, HG4 5WA on 23 July 2012.

**These Minutes contain exempt information as defined in Paragraph 1 of Part 1 of Schedule 12A to the Local Government Act 1972.**

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**COPIES OF ALL DOCUMENTS CONSIDERED ARE IN THE MINUTE BOOK**

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**PS76 CHIEF OFFICER CONDITIONS OF SERVICE ISSUES**

**CONSIDERED –**

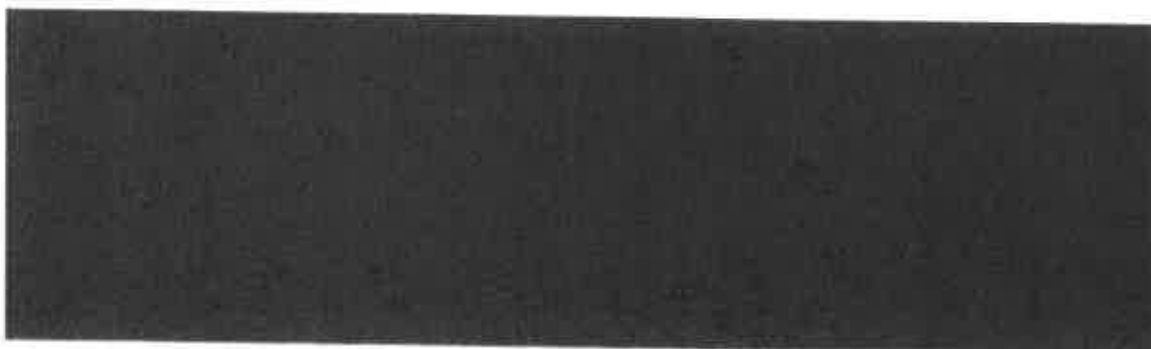
The report of the Chief Executive inviting Members to consider the remuneration method for the 2 Chief Officers who currently occupy temporary posts.

Members also considered T/CC Madgwick's request that the Authority bear the cost of independent financial advice sought relating to his salary tax liability issues.

**RESOLVED –**

- a) That, during his term of temporary office, T/CC Madgwick be offered two options for the method of remuneration and for him to confirm his preferred choice to the Police Authority:
  - An honorarium payment of £8,000 OR
  - The payment of a salary of £117,782 in which case T/CC Madgwick would bear any extra tax liability incurred
- b) That T/DCC Madgwick be reimbursed £375 of the cost of him seeking independent financial advice relating to his temporary position.
- c) That, during her term of temporary office, T/DCC Cross be granted a salary of £105,849 representing an honorarium of 96.4% of DCC scale and being the final point of ACC scale.

**PS77 ANY OTHER BUSINESS**

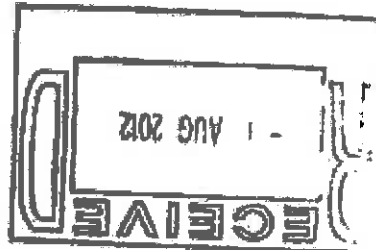


PROTECT STAFF

Our Ref: TMLS

Date: 27 July 2012

**Private and Confidential**  
Jeremy Holderness  
Chief Executive  
North Yorkshire Police Authority  
PO Box 106  
Ripon  
HG4 5WA



Dear Jeremy

Thank you for the letter dated 27 July 2012 in relation to my remuneration package in light of my current Temporary Chief Constable post. I would like to thank yourself and the Authority Members for the extended consideration you have given this matter and ask that [REDACTED]

In relation to the financial advice I sought to try and clarify my position, I recognize the offer of £376 to meet half of the costs of the advice provided to me personally, I would be grateful to understand how this would be reimbursed. At this time I had indicated to the financial advisor that the bill would be paid by yourself but it would now seem more appropriate that I pay the outstanding matter and for the Authority to arrange an outstanding cheque for £376 to be made payable to myself.

Finally, thank you for your comments in terms of my commitment to the Temporary Chief Constable position, as you know, it is challenging for both of us and I am sure we are committed to delivering the best solutions for the Force and the Authority prior to the appointment of the Police and Crime Commissioner.

Yours sincerely

Tim Madgwick  
T/Chief Constable

PROTECT STAFF



Tim Madgwick | Temporary Chief Constable  
Police Headquarters | Newby Wiske Hall | Northallerton  
North Yorkshire | DL7 9HA  
Fax 01609 789025

Non-emergency  
Number





Our Ref: jnh230908jnh2

Your Ref:

When telephoning please ask for: Jeremy Holderness

Jeremy Holderness  
Chief Executive  
North Yorkshire Police Authority  
P O Box 108  
Ripon  
HG4 5WA  
Tel: Ripon (STD 01765) 641839  
Fax: 01765 641844  
E-Mail:  
Jeremy.Holderness@nypa.org.uk  
www.nypa.org.uk

23 September 2008

Dear Sue

**Appointment as Acting Assistant Chief Constable**

I am delighted to confirm your appointment as Acting Assistant Chief Constable with North Yorkshire Police for a term starting on 4 September and ending on the date on which a new substantive ACC starts his/her service with NYP following our current recruitment process.

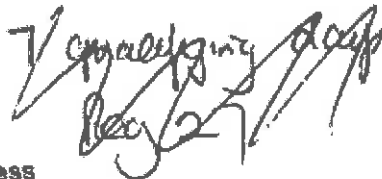
All conditions of service during the term of your appointment will be in accordance with Police Regulations and, in particular, your salary will be in accordance with Police Regulation 24 and with the Home Secretary's Determination Annex F (Part 8) (i)

You will be provided with a motor vehicle for official duties at the Chief Constable's discretion.

I have copied this letter to the Chief Constable and to Graham Hartley, for payroll purposes.

Should there be anything on which you need further information in connection with this appointment, please don't hesitate to ask.

Yours sincerely



Jeremy Holderness  
Chief Executive

*Pub 8/2009  
HO 01/09/36*

**PRIVATE AND CONFIDENTIAL**  
Acting Assistant Chief Constable Sue Cross  
North Yorkshire Police  
Newby Wiske Hall  
Newby Wiske  
Northallerton  
North Yorkshire  
DL7 9HA

**RESTRICTED**

**NOT FOR PUBLICATION**

**NORTH YORKSHIRE POLICE AUTHORITY MANAGEMENT BOARD**

The Private Minutes of the meeting of the Police Authority Management Board held at The Parsonage Hotel, New Earswick near York, on 31 October 2008.

**These Minutes contain exempt information as defined in Paragraph 1 of Part 1 of Schedule 12A to the Local Government Act 1972.**

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**COPIES OF ALL DOCUMENTS CONSIDERED ARE IN THE MINUTE BOOK**

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**PS14. PRIVATE MINUTES**

**RESOLVED -**

That the private minutes of the meetings of the Board held on 12 September 2008 and 10 October 2008, copies of which having been circulated to members, be approved as a correct record.

**PS15. APPOINTMENT OF ASSISTANT CHIEF CONSTABLE**

**RESOLVED -**

That subject to medical, Ms Sue Cross of North Yorkshire Police, be appointed Assistant Chief Constable of North Yorkshire Police with effect from 1 December 2008.

---

**RESTRICTED**

[REDACTED]

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**From:** [REDACTED]  
**Sent:** 13 April 2011 08:54  
**To:** [REDACTED]  
**Cc:** Carter, Joanna  
**Subject:** FW: CONFIDENTIAL - Chief Office Terms and Conditions of service.  
**Importance:** High  
**Sensitivity:** Confidential  
**Attachments:** GM revision of allowances - March 2011.doc

Morning [REDACTED] could you clarify one point for me please with regard to Sue Cross. Sue was appointed temporary DCC from 18/2/2011, under this temporary DCC appointment is there an entitlement to development and business under the agreement reached in the PAManagement Board on 11 December 2009. I have not as yet any of these allowances to Temp DCC Cross, just continued her Private medical allowance as this was at the same rate. This will hopefully clarify what I will need to apply to the payroll w.e.f 18/02/2011 and then from 1st May for this temporary appointment in relation to receipted Development reimbursement, and also it will hopefully clarify what I need to apply to Tim Madgewick when he takes up his appointment on 1st June 2011

Regards [REDACTED]

---

**From:** Jeremy Holderness [mailto:Jeremy.Holderness@nypa.gov.uk]  
**Sent:** 31 March 2011 15:45  
**To:** [REDACTED]  
**Cc:** Carter, Joanna  
**Subject:** CONFIDENTIAL - Chief Office Terms and Conditions of service.  
**Sensitivity:** Confidential

Please find letter sent to CC today. Hopefully, the changes will be self-explanatory but if not, give me a ring.

I have also advised Sue and Tim, even though they will have no practical change to their ts & cs.

**Jeremy Holderness**  
**Chief Executive**  
**01765 641839**

North Yorkshire Police Authority  
[www.nypa.gov.uk](http://www.nypa.gov.uk)

If you are requesting information under either the Freedom of Information Act, the Data Protection Act or the Environmental Information Regulations and do not receive an acknowledgement within two working days please forward your request by email to [info@nypa.gov.uk](mailto:info@nypa.gov.uk)

This email and any files transmitted with it are confidential and solely for the use of the intended recipient. If you receive this in error, please do not disclose any information, notify the sender at the above address and then destroy all copies.

Although we have endeavoured to ensure that this email and any attachments are free from any virus we would advise you to take any necessary steps to ensure that they are actually virus free.

\*\*\*\*\*

COPY



11<sup>th</sup> October 2011

Private & Confidential  
ACC Sue Cross  
North Yorkshire Police

Dear Sue

**NPIA SECONDMENT**

I am pleased to inform you that we would like to offer you the post Strategic Command Course Syndicate Director within the National Policing Improvement Agency (NPIA).

This post is offered as a secondment opportunity, in the rank of Assistant Chief Constable until 30<sup>th</sup> March 2012. ~~Your start date will be 9<sup>th</sup> January 2012 and end date of 30<sup>th</sup> March 2012.~~

Initially your usual place of duty will be NPIA, Bramshill, Hook, Hampshire but change could occur at some future date, dependent upon national requirements.

Your secondment may be terminated without notice if you have to be returned to your Force to face possible disciplinary proceedings with respect of any alleged misconduct (whether of deed or omission) occurring prior to the appointment or whilst engaged on the Central Service.

Otherwise it may be terminated as follows:

1. on one month's written notice from you or from the NPIA
2. on termination of your employment with your force

You have no right of appeal within the NPIA to terminate your secondment. The NPIA management decision is final and you shall return to your home force at the end of the notice period or earlier by agreement.

The following terms will apply:

Your appointment will be on Central Service under Section 57 and 97 of the Police Act 1996. You should note that during your period of Central Service you will not be subject to the provisions of Police Regulations (1995) and your conditions of service will be those prescribed from time to time by the National Policing Improvement Agency.

*Charles (14/3/12)  
4584  
23-3-12*

NPIA  
Bramshill, Hook  
Hampshire  
RG27 0JW

NPIA (headquarters)  
Fry Building  
2 Minster Street  
London  
SE1 1LH

## National Policing Improvement Agency

Your salary will continue to be calculated in accordance with Regulation 39 of, and Schedule 6 to, the Police Regulations 1995, and will be paid through your Police Authority (which will be reimbursed by NPIA). You will receive increments as appropriate in the normal way.

In addition to your salary, you will receive the Central Service Allowance, currently £2022 per annum. Your pension rights are fully preserved during the period of Central Service.

If your role requires you to travel by car to perform your duties and you are either deemed a casual or essential car user, your mileage rates and car allowance will be paid as per the Police Negotiating Board (PNB) rates. No other rates will apply. Your manager needs to confirm this prior to your secondment. You are responsible for putting in mileage claims directly to your home force and not via NPIA. This will require authorisation by your NPIA Line Manager. You will be paid your mileage claim by your home force and not NPIA therefore all queries pertaining to this must go to your home force human resources / finance team as appropriate

Weekend or other home to work travel – Officers seconded to Central Services who have not relocated are entitled to claim reimbursement of the costs of their return travel between CS unit and home at weekends. The public transport rate for home to work mileage for seconded officers is currently 23.8p per mile and can be claimed using the Expenses Claim Form (Home to Office travel) which can be located on the Intranet under 'Forms'.

Reimbursement will be made as follows:

- a) Rail travel – up to the cost of the standard return rail fare between the nearest British Rail stations. Officers of the rank of superintendent and above may travel first – class.
- b) Air Travel – up to the cost of the standard air fare between the nearest airports to the Central Services Unit and the home area.
- c) Officers using their own vehicles – at the civil service public transport rate of mileage allowance, irrespective of whether or not officers are designated as Essential Car Users or Casual Car Users for the purposes of official journeys.

Your pension rights are fully preserved during the period of Central Service. The effect of Section 97 (3) of the Act 1998 and consequential amendments which have been made to the Police Pensions Code is that an officer who goes on Central Service will be treated for pension purposes as if s/he were transferred to another force of which the Home Secretary is the Police Authority.

During your secondment, you will be required to perform your duties in uniform at all times.

To assist with the administration of annual leave records, please ensure that the following details are provided upon commencement:

1. an official record of your current annual leave entitlement
2. confirmation of the start and end dates of your annual leave year
3. confirmation of the number of outstanding annual leave days you have until the end of the current leave year

## National Policing Improvement Agency

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4. you must inform your line manager at the NPIA when you are absent. Failure to do so may result in a formal complaint to your home force as we are obliged to inform them of any absences. You must also inform your home force of any absences at all times to ensure the information is the same during your secondment.

Up to 3 days of your leave entitlement each leave year may be fixed corporately by us to allow the organisation or parts of it to be closed down. You will be notified at the start of each corporate leave year which dates if any are to be reserved.

Please be aware that there is currently no system in place to accrue or use Rest Days during your secondment. You are therefore requested to clear any outstanding Lieu or Rest Days with your Force before commencing your secondment.

Upon commencement please also bring with you a copy of your last appraisal report. For the period of your secondment you and your line manager will agree performance objectives in line with the NPIA Performance Development Review system.

You will be required to exercise care in the use of information which you acquire in the course of your official duties and you will also be subject to the Official Secrets Acts 1911-1989. I enclose a leaflet explaining the effect of these Acts and ask that once you have read the information provided you sign the enclosed form and return it to the Bramshill HR Department, for retention on your personal file. Please also return one signed copy of this letter.

Where appropriate, rent allowance is payable.

I also enclose copies of the Staff Network User Security Instructions and Internet and Email Acceptable Use Policy which detail the current policy covering usage of the NPIA computer network. Please read and sign part 3 of the Network & ERP Setup Form and return to me, to show that you agree with the terms therein.

Please also complete the enclosed Personal Details form and return it along with one signed copy of this letter.

This agreement is currently under review and may be subject to change. You will be forwarded a copy of the new corporate agreement for your signature when it is available. Should you have any queries please do not hesitate to get in touch with me on my direct telephone number: 01256 602878

Yours sincerely

  
HR Co-ordinator  
Human Resources

**National Policing Improvement Agency**

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**Enclosures:** Job Description  
Official Secrets Acts Leaflet and Form  
Personal Details Form  
Staff Network User Security Instructions  
Internet and Email Acceptable Use Policy  
Letter to Force

**Cc:** Human Resources Department, North Yorkshire Police  
NPJA Personal File

**Signature:** ..... **Date:** .....  
ACC Sue Cross

## National Policing Improvement Agency

### CENTRAL SERVICE UNDER SECTIONS 57 & 97 OF THE POLICE ACT 1996

Provisions for Central Services and seconded officers are contained in Sections 57 and 97 of the Police Act 1996. In effect, Central Service is defined as meaning temporary service under the Crown in connection with the provision by the Secretary of State of certain organisations and services on which a person is engaged with the consent of the appropriate authority.

Section 97(3) of the Act provides that officers on Central Service will not be treated as members of their parent forces during the period of Central Service, except to the extent provided in that Section. Section 97(6) of the Police Act 1996 also provides that officers on Central Service will continue to be constables and are to be treated as members of their parent forces for certain additional specified purposes. The position is summarised in the following paragraphs.

Section 97(3a) and Section 97(3b) provides that an officer is entitled to revert to his/her force in the rank in which he/she was serving immediately before being engaged in Central Service, and that Central Service counts towards length of service for pay purposes.

Section 97(5) allows a force to promote an officer who is on Central Service in absentia. In such cases, the officer has the right to revert to his/her force in the rank to which he/she has been promoted and his/her pay is reckoned as though he/she had served in that rank from the date of his/her promotion.

Section 97(6) provides that a member of a police force who has completed a period of Central Service may be dealt with under the Police (Discipline) Regulations for anything done or omitted while he/she was engaged on Central Service as if that service had been service in his/her own police force.

Section 97(8) provides for Central Service officers to be treated as members of their parent forces for the purposes of Sections 30, 59, 60, 64 and 90 of the Police Act 1996. The effect of this is that they retain their police powers, remain members of the Police Federation (or the appropriate police staff association) and are prohibited from being a member of a trade union and have the right to wear uniform. Section 97(8) also has the effect of applying Section 89 (which provides protection against assault) to Central Service officers.

Section 11(1(c)) of the Police Pensions Act 1978 provides that Central Service counts for pension purposes.

Please note the following:

#### **BUSINESS APPOINTMENT RULES (BAR)**

The Business Appointment Rules apply to all people working for the Home Office including police officers on secondment to NPIA. Under BAR, formal applications for approval have to be made by anyone seeking employment within the first 2 years of leaving the Service if they have had official dealings with their prospective employer during the previous 2 years of Crown Service. Applications for such approval should be made to the NPIA HR team. Full details of BAR are available.



Caroline

Sue Cross

ACC

ADCC

appointment  
information

When phoning please ask for: Jeremy Holderness

Jeremy Holderness  
Chief Executive  
North Yorkshire Police Authority  
P O Box 108  
Ripon  
HG4 5WA  
Tel: Ripon (STD 01765) 641839  
Fax: 01765 641844  
E-Mail:  
Jeremy.Holderness@nypa.gov.uk  
www.nypa.gov.uk

27 July 2012

Dear Sue

As I think you are aware, Members of the Authority's Management Board have considered your remuneration package in the light of your current Temporary Deputy Chief Constable post and your personal circumstances. As you know, the Authority, in determining this matter, needs to be guided by Police Regulations which state

*After 18 consecutive days of being required to perform the duties normally performed by a member of the force of a higher rank than his own, an officer of a substantive rank of or above Assistant Chief Constable will be paid at a rate equivalent to 90% of the higher rank's basic pay or receive an honorarium of an amount determined by the police authority.*

The Authority has established that the any honorarium paid in these circumstances would not be pensionable.

The Authority is prepared to offer you a choice of either

- being paid at the level of 90% of the applicable salary for the Deputy Chief Constable of North Yorkshire Police – which would equate to £98,803.80. The Authority fully recognizes why, given your current substantive salary, this might not be attractive to you.
- to receive a non-pensionable annual honorarium, in addition to your substantive salary as ACC, of £3021. This figure would take your remuneration to the equivalent of the final point of the ACC scale.

Please would you let me know at your convenience which of the above options you would prefer. In the meantime, Members asked me to pass on their thanks to you for continuing to act in this challenging position during this uncertain period.

Yours sincerely

Jeremy Holderness  
Chief Executive

By Hand

STRICTLY PRIVATE AND CONFIDENTIAL

T/DCC Sue Cross  
Police Headquarters  
Newby Wiske Hall

[REDACTED]  
June 2012 07:28  
[REDACTED]  
[REDACTED]

**Subject:** FW: FAO - Al Lama RE: North Yorkshire ACC [PROTECT STAFF]  
**Attachments:** 2012 06 12 TP Approval DCC\_NY.doc

**Classification:** PROTECT

[REDACTED] please see attached, we can now process acting up for Sue Cross, this acting capacity will not affect other allowances. Regards [REDACTED]

[REDACTED]

Head of Payroll & Pensions  
**Tel Internal:** 123 and ask for [REDACTED]  
**Tel External:** 101 and ask for [REDACTED]

2012 06 12 TP Approval DCC\_NY.doc  
PROTECT

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**From:** Jeremy Holderness [mailto:Jeremy.Holderness@nypa.gov.uk]  
**Sent:** 12 June 2012 15:39  
**To:** Cross, Sue  
**Cc:** [REDACTED]  
**Subject:** FW: FAO - Al Lama RE: North Yorkshire ACC

Sue

At last – confirmation from SAPI

So far as local conditions of service are concerned, I would envisage your substantive ones continuing and hence there is no need for a further appointment letter. The only possible difference would be access to the Business Allowance and if you specifically required such access, I could authorise separately.

Happy to discuss further at your discretion.

Jeremy Holderness

Chief Executive  
North Yorkshire Police Authority  
01765641839  
www.nypa.gov.uk

If you are requesting information under either the Freedom of Information Act, the Data Protection Act or the Environmental Information Regulations and do not receive an acknowledgement within two working

13/06/2012

RESTRICTED

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NORTH YORKSHIRE POLICE AUTHORITY

POLICE AUTHORITY MANAGEMENT BOARD

The Public Minutes of the meeting held at the Marriot Hotel, York on 16 April 2012.

**PRESENT:-**

In the Chair: County Councillor Jane Kenyon.

Members: Mr Bill Baugh; Mr Tony Hargreaves; County Councillor Carl Les and Councillor Keith Orrell.

Present: Deputy Chief Constable Tim Madgwick.

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**COPIES OF ALL DOCUMENTS CONSIDERED ARE IN THE MINUTE BOOK**

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209. **EXCLUSION OF THE PUBLIC**

**RESOLVED –**

That the public be excluded from the meeting during consideration of Item 2 on the agenda, on the grounds that it involves the likely disclosure of exempt information as defined in paragraph 1 of Part 1 of Schedule 12A to the Local Government Act 1972.

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**The public was excluded from the meeting during consideration of the remaining items of business and have no right to inspect the relevant documents**

---

210 **APPOINTMENT OF ASSISTANT CHIEF CONSTABLE**

The Board interviewed candidates for the post of Assistant Chief Constable.

**RESOLVED**

- a) That Temporary ACC Iain Spittal be appointed substantively to the post of Assistant Chief Constable.
- b) That ACC Sue Cross be designated in accordance with s12A (2) of the Police Act 1996.
- c) That, if necessary following consultation with the Senior Appointment Panel, the Chief Executive be authorised to seek approval for the temporary appointment on 16 May of ACC Cross as Temporary Deputy Chief Constable, following the appointment of DCC Madgwick as Acting Chief Constable, until such time
  - as DCC T Madgwick reverts to his substantive role upon the appointment of a substantive Chief Constable or
  - as a substantive DCC is appointed, or
  - such earlier time as the Police Authority, or, after 22 November 2012, the Acting Chief Constable shall determine.

RESTRICTED

MNR 2011

Our Ref:

Your Ref:

When telephoning please ask for: Jeremy Holderness

Jeremy Holderness  
Chief Executive  
North Yorkshire Police Authority  
P O Box 106  
Ripon  
HG4 5WA  
Tel: Ripon (STD 01765) 641839  
Fax: 01765 641844  
E-Mail:  
Jeremy.Holderness@nypa.gov.uk  
www.nypa.gov.uk

20 April 2012

Dear Iain

Following the Police Authority's oral offer of appointment yesterday to the position of Assistant Chief Constable, I am delighted to be able to set out that offer formally. I can confirm that a medical assessment will not be necessary on this occasion.

The appointment with the Authority will commence on 17 April 2012. The Conditions of Service shall be those that are in force at the commencement of the appointment as prescribed in the Police Act 1996 (as amended) and the Police Regulations 2003 as amended or replaced before or during the period of the appointment and/or as set out in the latest PNB agreement on pay and conditions of service of Chief Police Officers.

Allowances to which the postholder is entitled during the period of employment will be payable in accordance with the Police Regulations 2003 (as amended) in addition to the salary. However, as you already reside in the county, the Chief Constable does not require you to move your family residence and so you are not eligible for removal and ancillary expenses.

In addition, the Police Authority has in place some additional local allowances for Chief Officers of Police. These conditions of service are reviewed on a regular basis - the next review will take place in December 2012 - but currently are as set out in the attachment to this letter.

I would be grateful if you could indicate your agreement in writing to the above conditions of service. May I personally and on behalf of NYPA congratulate you on your appointment and we look forward to working further with you on the challenges ahead for NYP.

Yours sincerely



Jeremy Holderness  
Chief Executive

PRIVATE AND CONFIDENTIAL  
Mr I W Spittal  
North Yorkshire Police  
Police Headquarters  
Newby Wiske Hall

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**NORTH YORKSHIRE POLICE AUTHORITY****LEADERSHIP BOARD**

The Minutes of the meeting of the Constitution and Appointments Board held at Police Headquarters, Newby Wiske on 17 September 2004.

**PRESENT:-**

County Councillor Jane Kenyon, in the Chair.

Other Members: Mr W A Baugh, J Fender JP, Councillor G A Nimmo MBE JP and Mrs J H Ryan JP.

Officers: Chief Constable Debra Cannings, Deputy Clerk to the Authority Susan Colville and NYPA Personnel Adviser Andrew Ellis.

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**COPIES OF ALL DOCUMENTS CONSIDERED ARE IN THE MINUTE BOOK**

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**86. PUBLIC MINUTES****RESOLVED -**

That the Public Section of the Minutes of the meeting of the Leadership Board held on 31 August 2004, having been printed and circulated, be taken as read and be confirmed and signed by the Chairman as a correct record.

**87. EXCLUSION OF THE PUBLIC****RESOLVED -**

That pursuant to Section 100(A)(4) of the Local Government Act 1972 the public be excluded from the meeting during consideration of Items 3 and 4 on the agenda on the grounds that they each involve the likely disclosure of exempt information as defined in paragraph 1 of Part 1 of Schedule 12A to the said Act.

---

The public were excluded from the meeting during consideration of the remaining item of business and do not have the right to inspect the relevant documents

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**88. PRIVATE MINUTES****RESOLVED -**

That the private section of the Minutes of the meeting of the Leadership Board held on 31 August 2004, having been printed and circulated, be taken as read and be confirmed and signed by the Chairman as a correct record.

**89. APPOINTMENT OF ASSISTANT CHIEF CONSTABLE (TERRITORIAL POLICING)**

The Day One Assessment Panels having held subject area interviews with the four short listed candidates the previous day, the Board heard presentations from, and formally interviewed each candidate.

---

---

**RESOLVED -**

That David Collins be offered the post of Assistant Chief Constable (Territorial Policing) of North Yorkshire Police, with effect from a date to be negotiated.

Chairman:           *Joe N. King*          

5 November 2004

Spoke to Superintendents Ass

Said it was on responsibility for  
cover - ACC Collins is included in ball  
15/10/04  
Park fight paid  
19/1/04 - 17/9/04  
in April '04  
secondmak.

Our Ref:  
Your Ref:  
When telephoning please ask for: Jeremy Holderness

Jeremy Holderness  
Clerk to the Police Authority  
North Yorkshire Police Authority  
P O Box 108  
Ripon  
HG4 5WA  
Tel: Ripon (STD 01765) 641639  
Fax: 01765 641844  
E-Mail: [nypa@btconnect.com](mailto:nypa@btconnect.com)  
[www.nypa.org.uk](http://www.nypa.org.uk)

12 October 2004

Dear David

Appointment of Assistant Chief Constable (Territorial Policing)

Following the recent selection process, I am delighted to be able to offer you the above post with North Yorkshire Police. The post is to be offered on the basis of the recent PNB agreement on Chief Officers' Pay and Conditions, except that the starting salary will be £82,500 to reflect the circumstances of your previous temporary position.

1/9/03  
same rate  
should be  
£84,975  
1/9/03  
same rate

You will be aware that the intention of the Government is to abolish Fixed Term Appointments for Assistant Chief Constables, although the regulations bringing this into effect have not yet been made. It is nevertheless the intention of the Authority that this appointment should be regarded as a permanent one, in the spirit of the recent PNB agreement. The appointment is to take effect from 18 September 2004.

The Conditions of Service shall be those that are in force at the commencement of the appointment as prescribed in the Police Act 1996 (as amended), the Police Regulations 1995 (as amended) and Police Pension Regulations 1987 (as amended) and as further amended or replaced during the period of the appointment.

Allowances to which the postholder is entitled during the period of employment will be payable in accordance with the Police Regulations 1995 (as amended) in addition to the salary.

The cost of membership of the Association of Chief Police Officers and the Chief Police Officers Staff Association will be borne by the Police Authority (to include the cost of personal liability insurance cover provided through the Chief Police Officers Staff Association and the Superintendents Association in respect of previous service in the Superintendent ranks during the term of the appointment and, in the event of retirement from the police service immediately after the end of the appointment, for a period of six years thereafter).

**PRIVATE AND CONFIDENTIAL**

Assistant Chief Constable David Collins  
North Yorkshire Police  
Newby Wiske Hall  
Newby Wiske  
Northallerton  
N Yorks  
DL7 9HA

Telephone call to West Yorkshire  
17/8/05 - confirmed that Mr Collins  
was seconded to NYP from West  
Yorkshire in the rank of <sup>Temp</sup> ACC 19/1/04  
- 17/9/04 \*

→ ~~Wat~~ →

The postholder will be entitled to the equivalent monetary value of the cost of cover under the Police Federation Private Medical Scheme for a single member as a contribution towards the cost of medical insurance from any provider, subject to the production to the Police Authority on request of evidence that personal private medical cover is maintained.

On 14 February 2000 the Appointments Committee of the Police Authority exercising delegated powers resolved that Regulation B1(3)(a) of the Police Pension Regulations 1987 (as amended) shall apply with immediate effect to the appointments of Chief Police Officers by the Authority.

The postholder will be provided with a Force vehicle or an allowance towards the purchase of such a vehicle in accordance with the terms and conditions prescribed from time to time on behalf of the Police Authority.

In accordance with Police Regulations, the postholder will be due reasonable removal expenses, including the actual cost of removals, in addition to legal fees, estate agents fees and a disturbance allowance, together with a lodging allowance. The Authority will pay the tax liability on relocation allowances up to a ceiling of £12,000.

All the above discretionary allowances are currently being reviewed by the Authority in connection with all Chief Police Officer posts within North Yorkshire Police.

If you need any further information, or if you wish to discuss any of the above issues, please don't hesitate to contact me. In the meantime, please accept our warmest congratulations on your appointment.

Yours sincerely

Jeremy Holderness  
Clerk to the Police Authority



**NORTH YORKSHIRE POLICE AUTHORITY**

**APPOINTMENT OF PETER HOWARD BAGSHAW BA (Hons) AS  
ASSISTANT CHIEF CONSTABLE OF NORTH YORKSHIRE POLICE**

**TERMS AND CONDITIONS OF APPOINTMENT**

1. The Period of Appointment

1.1 The appointment shall be for a fixed term of five years ("the Period of Appointment") with the presumption of an extension to the Period of Appointment being offered by the Police Authority for a further fixed term of three years subject to satisfactory performance as determined by the Police Authority.

\* 1.2 ~~The appointment shall be for a fixed term of five years commencing on 5 March 2000 and the Period of Appointment will end on 5 March 2005. The Police Authority shall be deemed to have offered for a further fixed term by the Police Authority.~~

1.3 Termination of the appointment is subject to three calendar months notice in advance by the Assistant Chief Constable.

2. Conditions of Service

The Conditions of Service shall be those that are in force at the commencement of the Period of Appointment in the Police Act 1996 (as amended), the Police Regulations 1995 (as amended) and Police Pension Regulations 1987 (as amended) and as further amended or replaced during the Period of Appointment.

\* 3. Salary

3.1 The commencement salary shall be at the point of £82,000 within the salary scale prescribed for Assistant Chief Constables appointed for a fixed term under the Police Regulations 1995 (as amended) that is in force at the commencement of the Period of Appointment and thereafter at the equivalent point within the salary scale for the amount prescribed from time to time.

3.2 For any part of the Period of Appointment that the Assistant Chief Constable is designated by the Chief Constable in accordance with section 12(4) of the Police Act 1996 (as amended) the salary to be paid during that period shall be for the amount prescribed from time to time under the Police Regulations 1995 (as amended).

\* 4. Allowances payable under Police Regulations (Part A11 - details on separate letter.)  
Allowances to which the Assistant Chief Constable is entitled during the Period of Appointment will be payable in accordance with the Police Regulations 1995 (as amended) in addition to salary.

5. Membership Fees and Personal Liability Insurance

The cost of membership of the Association of Chief Police Officers and the Chief Police Officers Staff Association will be borne by the Police Authority (to include the cost of personal liability insurance cover provided through the Chief Police Officers Staff Association during the term of the appointment and, in the event of retirement from the police service immediately after the end of the appointment, for a period of six years thereafter).

6. Provision of Telephone Facilities

6.1 The Police Authority will reimburse the cost of the rental of a telephone line (and handset) at the officer's home address, together with a contribution of £50 per quarter towards official calls.

6.2 A mobile telephone will be supplied. All private calls made on the mobile telephone will be reimbursed to the Police Authority, together with a proportional contribution towards the airtime contract for such calls.

7. Provision of Vehicle

The Assistant Chief Constable will be provided with a vehicle up to the maximum value and in accordance with the terms and conditions prescribed from time to time on behalf of the Police Authority. A written agreement shall be completed on behalf of the Police Authority and by the Assistant Chief Constable for each vehicle provided during the Period of Appointment.

8. Premiums for Health Insurance

The Assistant Chief Constable will be entitled to the equivalent monetary value of the cost of cover under the Police Federation Private Medical Scheme for a single member as a contribution towards the cost of medical insurance from any provider, subject to the production to the Police Authority on request of evidence that personal private medical cover is maintained.

9. Entitlement to Pension Benefits

On 14 February 2000 the Appointments Committee of the Police Authority exercising delegated powers resolved that Regulation B1(3)(a) of the Police Pension Regulations 1987 (as amended) shall apply with immediate effect to the appointments of Chief Police Officers by the Police Authority.

10. Performance Appraisal

The Assistant Chief Constable will be subject to Performance Development Review and will be appraised by the Police Authority against agreed accountability and action plans.

I accept the appointment on the terms and conditions stated.

Signature

.....  
Peter Howard Bagshaw

Date

.....

Our Ref:

Your Ref:

When telephoning please ask for: Jeremy Holderness

Jeremy Holderness  
Clerk to the Police Authority  
North Yorkshire Police Authority  
P O Box 106  
Ripon  
HG4 5WA  
Tel: Ripon (STD 01765) 641839  
Fax: 01765 641844  
E-Mail: [nypa@btconnect.com](mailto:nypa@btconnect.com)  
[www.nypa.org.uk](http://www.nypa.org.uk)

28 November 2006

Dear Steve

**Appointment as Acting Assistant Chief Constable of North Yorkshire Police**

Following discussions between the Chief Constable and the Authority, and subsequent endorsement by the Senior Appointments Panel, I am delighted to be able to say that North Yorkshire Police Authority has agreed to appoint you as Acting ACC with North Yorkshire Police for a temporary period starting on 29 December 2006 and ending on the first day of appointment of a new Deputy Chief Constable.

Please accept my congratulations on this appointment.

I enclose copies of the Terms and Conditions of appointment which the Authority proposes to offer you. I hope these reflect the discussions you have had with the Chief Constable and others.

If you are happy with the terms and conditions offered, please will you sign all 4 copies and return 3 of them to me as soon as possible. The 4<sup>th</sup> copy is for your retention. Alternatively, if your wish to discuss the matter further, please don't hesitate to contact me.

Yours sincerely

Jeremy Holderness  
Clerk to the Police Authority

**PRIVATE AND CONFIDENTIAL**  
Detective Chief Supt. S Read



NORTH YORKSHIRE POLICE AUTHORITY

APPOINTMENT OF STEVEN READ AS ACTING ASSISTANT CHIEF CONSTABLE

TERMS AND CONDITIONS OF APPOINTMENT

1.0 Appointment

1.1 This appointment which is being made in compliance with the Police Negotiating Board Agreement on Pay and Conditions of Chief Police Officers 2004 and is subject to any regulations that result from that Agreement, will commence on 29 December 2006 and will end on the first day of appointment of a Deputy Chief Constable to replace the current DCC.

2.0 Conditions of Service

2.1 The Conditions of Service shall be those that are in force at the commencement of the appointment as prescribed in the Police Act 1996 (as amended), the Police Regulations 1995 (as amended) and Police Pension Regulations 1987 (as amended) and as further amended or replaced during the period of the appointment.

3.0 Salary

The salary for this post will be in accordance with the Police Negotiating Board Agreement on Pay and Conditions of Chief Police Officers. The starting salary will be £81,954.

4.0 Allowances payable under Police Regulations

Allowances to which the Acting Assistant Chief Constable is entitled during the period of employment will be payable in accordance with the Police Regulations 2003 in addition to the salary.

5.0 Membership Fees and Personal Liability Insurance

The cost of membership of the Association of Chief Police Officers and the Chief Police Officers Staff Association will be borne by the Police Authority (to include the cost of personal liability insurance cover provided through the Chief Police Officers Staff Association and the Superintendents Association in respect of previous service in the Superintendent ranks during the term of the appointment and, in the event of retirement from the police service immediately after the end of the appointment, for a period of six years thereafter).

Provision of Telephone Facilities

The Police Authority will reimburse the cost of the rental of a telephone line (and handset) at the officer's home address, together with a contribution of £50 per quarter towards official calls.

6.2 A mobile phone will be supplied. All private calls made on the mobile phone will be reimbursed to the Police Authority, together with a proportional contribution towards the airtime contract for such calls.

7.0 Entitlement to Pension Benefits

7.1 On 14 February 2000 the Appointments Committee of the Police Authority exercising delegated powers resolved that Regulation B1(3)(a) of the Police Pension Regulations 1987 (as amended) shall apply with immediate effect to the appointments of Chief Police Officers by the Authority.

8.0 Provision of Vehicle

8.1 For the period covered by the term of the appointment, the Acting Assistant Chief Constable will be provided with a Force vehicle or an allowance towards the purchase of such a vehicle in accordance with the terms and conditions prescribed from time to time on behalf of the Police Authority

I accept the appointment on the terms and conditions stated above.

Signature .....

Steven Read

Date .....

RESTRICTED

**SENIOR APPOINTMENTS PANEL SECRETARIAT**

Ground Floor, Ashley House, 2 Monck Street, London, SW1P 2BQ

Direct Line: 0207 035 2186\Fax: 0207 035 2176

Email: Frances.Bright@homeoffice.gsi.gov.uk

---

Jeremy Holderness  
Chief Executive  
North Yorkshire Police Authority  
PO Box 106  
Ripon  
North Yorkshire  
HG4 5WA

2 July 2009

*Dear Jeremy*

**EXTENSION OF ACTING APPOINTMENT IN NORTH YORKSHIRE**

Thank you for your e-mail of 24 June. I can confirm that approval has been granted for extension of the appointment of Chief Superintendent Steve Read as Acting Assistant Chief Constable of North Yorkshire until 31 October 2009 during the absence of ACC David Collins.

Yours sincerely



Senior Appointments Panel Secretariat

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## RESTRICTED

### CHIEF OFFICER PAY & ALLOWANCES

#### Provisions for police pay, allowances and expenses

The provisions for police pay, allowances and expenses are set out in the Police Regulations 2003 and determinations made by the Home Secretary under them.

The Regulations are clear that 'allowances' cannot be paid except as provided for in the Regulations, or approved by the Home Secretary.

Police and Crime Commissioners have a general power to do anything calculated to facilitate, or conducive to the exercise of, their functions. It may be that specific payments or benefits that are not allowances could be lawful under this power. However, this will depend on the specific circumstances and PCCs are advised to take legal advice before planning any such payments.

#### Media reports of chief officer allowances and discretionary payments

Payments to chief officers have been discussed in local and national media several times over the last few years, including retention payments, travel expenses, healthcare and bonuses.

- Retention payments have, in the past, formed part of some chief officers' performance bonuses. Up to 2012, bonuses could be awarded to chief officers at the discretion of police authorities (and, subsequently, Local Policing Bodies), based on performance at both national and local level. Chief constables could receive up to 15% of basic pay, deputy chiefs up to 12.5% and assistant chiefs 10% (in addition to the nationally mandated allowances set out in the Police Regulations 2003). The chief officer bonus scheme was abolished from April 2013.
- Travel expenses are paid up to limits set locally by the PCC, as set out in Annex V of the determinations. In addition, chief officers are often provided with a dedicated car at a cost decided by the PCC and this would fall under 'Motor Vehicle Allowances' in Annex U of the determinations. It is made explicit in terms and conditions that private journeys in dedicated cars are permissible (including use of the car by a partner), but that this would be taxable as a benefit in kind<sup>1</sup>.
- The only other allowance specified by regulations as being paid at the discretion of the PCC is for reimbursement of uniform costs.
- Healthcare packages (such as private medical screening, offered at the discretion of PCCs in recent recruitment campaigns) are not covered by Regulations which only specify reimbursement of medical charges for injuries incurred as a direct result of executing the duties of the office of constable.

#### Pay and allowances applicable to chief constables under the Police Regulations 2003

##### 1. Pay

###### 1. Basic salary

---

<sup>1</sup> Some chief officers have been provided with emergency vehicles (fitted with blue lights and siren). Unlike an ordinary dedicated car, this would not incur a taxable liability for chief officers for travel between home and work and for some private journeys – specifically, when they are used whilst 'on call' (meaning that the person must be liable, as part of normal duties, to be called on to use it to respond to emergencies, either when commuting to their work or using the car for private journeys). Any private usage whilst not on-call would be treated as a benefit in kind and taxed accordingly

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- A Police and Crime Commissioner may, on appointing a Chief Constable, set the Chief Constable's salary at a rate up to ten *per cent* above or below the rate for the post as set out in Annex F of the determinations.
- DCC salaries cannot be varied by the Police and Crime Commissioner.
- Determinations also set out annual leave allowances, sick pay etc.
- Following the Winsor Review, Home Office are legislating to give responsibility for recommending ACPO-rank leave and remuneration to the Senior Salaries Review Body

### ii. Performance-related bonuses

- Chief officer bonus scheme abolished from April 2013 (the scheme was as set out in Home Office circular 036 / 2004, Annex A).

## 2. Housing, location and travel payments and allowances

### i. Replacement allowance (Regulations Schedule 3)

- Replacement allowance is only available to officers who were already in the service on 31 August 1994. It was introduced in 2003 to replace rent and housing allowances, on their abolition.
- Those allowances supplemented the pay of police officers who did not occupy free housing provided by a Police Authority or police force. Their purpose was to put a police officer who provided his own accommodation in broadly the same position as one who was provided with free accommodation. They began at a time when police officers were required to live in houses provided by the Police Authority.
- Several other allowances depend on whether or not an officer receives replacement allowance.

### ii. London Weighting (Annex F of the determinations)

- Pensionable payment, currently £2,277 per annum for officers in the City of London or metropolitan police force.

### iii. London Allowance (Annex U)

- Non-pensionable allowance, currently £1,011 per annum for officers in the City of London or metropolitan police force.
- The rate is determined by the Commissioner of the relevant force with regard to location and retention needs up to a maximum of:
  - £4,338 a year if appointed on or after 1 September 1994 and not receiving a replacement allowance under Schedule 3;
  - £1,011 a year, in other cases (provided that, in respect of any particular member, the total of the London allowance and replacement allowance payable to the member shall not exceed the London allowance that would be payable if the member were not receiving a replacement allowance).

### iv. London Transitional Supplement (Annex U)

- An allowance not exceeding £1000 per annum, paid to members of the City of London or metropolitan police force who joined before 1 September 1994 and who receive a replacement allowance.
- The total of the London transitional supplement, London allowance and replacement allowance payable to the member shall not exceed the London allowance that would be payable if the member were not receiving a replacement allowance.

### v. South East England Allowance (Annex U)

- A member of the Essex, Hertfordshire, Kent, Surrey or Thames Valley constabulary appointed on or after 1 September 1994 and not receiving a replacement allowance under Schedule 3 shall be paid an allowance at a rate determined by the Chief

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Constable of the relevant force with regard to location and retention needs, following consultation with the joint branch board, and not exceeding £2,000 a year.

- A member of the Bedfordshire, Hampshire or Sussex constabulary appointed on or after 1 September 1994 and not receiving a replacement allowance under Schedule 3 shall be paid an allowance at a rate determined by the Chief Constable of the relevant force with regard to location and retention needs, following consultation with the joint branch board, and not exceeding £1,000 a year.

### vi. South East England Transitional Supplement (Annex U)

- Applies to Hertfordshire, Kent or Surrey officers who joined the police service before 1 September 1994 and receive a replacement allowance payable at a rate less than the rate of the South East England Allowance that they would receive if not in receipt of a replacement allowance.
- They receive a supplementary allowance at the rate of the difference between that South East England Allowance and the replacement allowance that the member is receiving.

### vii. Motor Vehicle Allowances (Annex U)

- For all officers, there is an option of paying a lump sum per annum plus mileage for duty travel, or a mileage rate for casual users (sums dependent on cylinder capacity of vehicle).
- There are often other 'benefit in kind' arrangements for chief officers in the form of a car pool or provision of a dedicated car (as below under '3. Expenses', paragraph vi)

## 3. Expenses (Annex V of the determinations)

### i. Reimbursement of medical charges

- Applies where the charges are incurred by reason of an injury received without his default in the execution of his duty as a constable.

### ii. Removal expenses

- Paid where the member moves his home on joining the force in the rank of assistant chief constable or a higher rank.
- To qualify for reimbursement, an item of removal expenditure must be necessary, reasonable and backed by a receipt.

### iii. Relocation expenses

- PCCs/Chief Officers are required to pay all reasonable costs arising from the sale and purchase of a chief officer's house, and should pay all tax liabilities arising from any relocation packages, so that, for the chief officer concerned, there is no personal financial disadvantage.
- This applies when the chief officer has been required to move home in the interests of the efficiency and effectiveness of the force.

### iv. Food expenses

- Reimbursed expenses when an officer:
  - o is necessarily prevented in the course of a tour of duty from obtaining a meal in his usual way (reimbursed the difference between the meal he then obtains and the meal he usually takes in the course of that tour of duty); or
  - o is retained on duty beyond his normal daily period of duty (reimbursed the cost of any meal he then necessarily obtains).
- Reimbursement for reasonable expenditure, backed by a receipt.

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### v. Accommodation expenses

- Reimbursed accommodation expenses necessarily incurred in connection with duty away from his usual place of duty, or necessary because he has been retained on duty beyond his normal daily period of duty.
- Reimbursement for reasonable expenditure, backed by a receipt.

### vi. Train travel expenses for certain ranks

- Superintending ranks and above who are required to travel by train in the execution of their duty are entitled to first-class travel.

### vii. Travel expenses

- Reimbursement (within limits set by the local policing body) applies where a member of a police force is:
  - required to perform his normal daily period of duty in more than one tour of duty, or
  - recalled to duty between two tours of duty,and travels to and from his home between tours, or, as the case may be, in consequence of his recall (in this paragraph referred to as "relevant travelling").

### viii. Uniform

- It is the decision of the local policing body whether or not a chief officer receives free uniform.

Home Office  
September 2013

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	Salary w.e.f Sept 2007 (PNB Circular 07/8 and HO Circular 35/2007)	Salary w.e.f Sept 2008 (PNB Circular 08/9 and HO Circular 24/2008)	Salary w.e.f Sept 2009 (PNB 09/9 and HO Circular 15/9)	Salary w.e.f Sept 2010 (PNB 10/12 and HO Circular 13/2010)
Chief Constable	123,207	126,471	129,759	133,068
Deputy Chief Constable	101,646	104,340	107,052	109,782
Assistant Chief Constable	84,003 – 98,004	86,229 - 100,602	88,470 - 103,218	90,726 – 105,849

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Home Office

# Increases to police pay and to London weighting

[Back to Circulars from 2007](#)

## Home Office circular 035 / 2007

### Increases to police pay and to London weighting.

- **Broad subject:** Police service
- **Issue date:** Wed Jan 02 00:00:00 GMT 2008
- **From:**  
Crime Reduction and Community Safety Group (CRCSG), Police Reform and Resources Polic
- **Linked circulars:**  
No linked circulars
- **Copies sent to:**  
Police Authority Chief Executives
- **Sub category:** Police pay and conditions
- **Implementation date:** Sat Dec 01 00:00:00 GMT 2007
- **For more info contact:**  
Tel: 020 7035 1876
- **Addressed to:**  
Chief Officers of Police England and Wales

## Introduction

This circular publicises the Secretary of State's decision to increase the pay of police officers in England and Wales and to increase London Weighting with effect from 1 October 2007.

## Pay

The pay of all officers, that is, the federated ranks, superintendents, chief officers and police cadets, in the police pay scales have been published in PNB Circulars 4, 5, 7 and 8 of 2007. The Secretary of State will issue

**POLICE NEGOTIATING BOARD**

**Independent Secretary:  
Bill Blase  
Office of Manpower Economics  
Kingsgate House  
66-74 Victoria Street  
LONDON SW1E 6SW**

**AGREEMENT REACHED IN THE POLICE NEGOTIATING BOARD**

1. There has been a Police Arbitration Tribunal (PAT) award on the 2007 chief officers' pay increase based on indexation. The PAT award has the effect of an agreement reached in PNB. Their award is that from 1 September 2007 there should be a 2.5% uplift in the pay of chief officers. Details are set out in the attached memorandum.
2. This PNB circular remains advisory until specific approval of the Secretary of State for the Home Department and the Secretary of State for Northern Ireland have been given and does not confer authority to implement the agreement. Once a decision on the award has been taken, it will be promulgated in Home Office and Northern Ireland Office circulars. In due course, the relevant Secretaries of State will make formal determinations. .
3. However, the PAT award has been agreed by the Scottish Ministers and a Scottish Government circular will follow shortly however, it has been agreed on this occasion that police authorities/forces in Scotland should act on this circular with immediate effect.
4. The attached agreement will require amendments to the relevant determinations made under the Police Regulations..
5. Any enquiries about this circular should be addressed to the Independent Secretariat at the Office of Manpower Economics ☎ 020 7215 8101, to the Official Side Secretary ☎ 020 7187 7341 or the Staff Side Secretary ☎ 020 7027 8982. Enquiries to the Independent Secretariat relating to the interpretation of this circular should be made in writing.

17 December 2007

\* PNB Circulars form a single numerical series. Those which in themselves provide authority to implement an agreement carry the serial number alone, while those which are advisory are designated as such after the serial number.

**MEMORANDUM**

**Pay Structure w.e.f. 1 September 2007**

<b>Force Weighting</b>	<b>Forces</b>	<b>C C Salary</b>	<b>D C C Salary</b>
10.0	MPS (4XACs) West Midlands Greater Manchester	£168,006	£128,808 (MPS 8xDACs)
9.5	Strathclyde	£165,207	£128,808
8.0	West Yorkshire	£156,807	£125,448
6.5	Thames Valley	£148,410	£122,436
6.0	Merseyside Northumbria	£145,608	£120,129
5.5	Hampshire	£142,806	£117,816
5.0	Kent Lancashire Devon & Cornwall	£140,007	£115,503
4.5	South Yorkshire Essex Avon & Somerset Sussex South Wales	£137,211	£113,196
3.5	Nottinghamshire Lothian & Borders	£131,607	£108,573
3.0	Hertfordshire West Mercia Cheshire Humberside Staffordshire Leicestershire Derbyshire	£128,808	£106,266
2.5	Surrey Norfolk	£126,006	£103,956
2.0	Cleveland Durham Cambridgeshire North Wales North Yorkshire Gwent Grampian Northamptonshire Suffolk Dorset Wiltshire Bedfordshire	£123,207	£101,646
1.5	Gloucestershire	£120,405	£100,806

	Lincolnshire Cumbria Warwickshire Dyfed-Powys Tayside		
1.0	Central Scotland	£117,603	£100,806
1.0	Dumfries & Galloway Fife Northern	£117,603	£100,806

### Metropolitan Police Service

Commissioner - £240,813  
Deputy Commissioner - £198,807

### Police Service of Northern Ireland

Chief Constable - £179,205  
Deputy Chief Constable - £145,605

### Assistant Chief Constables and Commanders

1. £84,003
2. £86,805
3. £89,607
4. £92,403
5. £95,208
6. £98,004

### City of London Commissioner and Assistant Commissioner

Commissioner - £148,977  
Assistant Commissioner - £122,880

### Chief Officers on protected pay rates

New salaries for those Chief Officers on protected salaries as listed in PNB Circular 04/05 are shown in Annex A.

### ANNEX A

The April 2003 PNB Agreement on the pay and conditions of Chief Police Officers outlined in PNB Circular 04/05 included protected salaries for certain Chief Officers.

The protection only applies while the Chief Officer is in post as shown below, with their successors being paid in accordance with the new pay structure shown in the main body of this circular.

Pay rates w.e.f. 1 September 2007



<b>Chief Constables</b>	
Hertfordshire	£131,655
West Mercia	£131,655
Staffordshire	£131,655
Surrey	£131,655
Gloucestershire	£123,207
Lincolnshire	£123,207
Cumbria	£123,207
Warwickshire	£123,207
Tayside	£123,207
Central Scotland	£123,207
Dumfries and Galloway	£123,207
Fife	£123,207
Northern	£123,207
Deputy Chief Constable	
Surrey	£105,327

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# A three multi-year pay settlement for police

[Back to Circulars from 2008](#)

## Home Office circular 024 / 2008

### A three multi-year pay settlement for police officers

- **Broad subject:** Police service
- **Issue date:** Thu Oct 23 00:00:00 BST 2008
- **From:**  
Crime Reduction and Community Safety Group (CRCSG), Police Reform and Resources
- **Linked circulars:**  
No linked circulars
- **Copies sent to:**  
Police Authority Chief Executive
- **Sub category:** Police pay and conditions
- **Implementation date:** Fri Oct 24 00:00:00 BST 2008
- **For more info contact:**

Lorna Kunaka-Morrison, Tel: 020 7035 1874

- **Addressed to:**  
Chief Officers of Police England and Wales

This circular publicises the Home Secretary's decision to accept in full a multi-year pay settlement re 08/5, 08/6, 08/8, ~~08/9~~, 08/10 and 08/11.

The effective dates are set out below. The Home Secretary's decision applies in respect of police offic

### Pay

The pay of all officers, that is, the federated ranks, superintendents, chief officers and police cadets is

- 2.65% with effect from 1 September 2008

**POLICE NEGOTIATING BOARD**

**Independent Secretary:  
Bill Blase  
Office of Manpower Economics  
Kingsgate House  
66-74 Victoria Street  
LONDON SW1E 6SW**

**AGREEMENT REACHED IN THE POLICE NEGOTIATING BOARD**

1. The Official and Staff Sides of PNB have reached an agreement out of Committee on the pay of chief police officers. Details are set out in the attached memorandum and annex.
2. This PNB agreement has been approved by the Secretary of State for the Home Department, Scottish Ministers and the Secretary of State for Northern Ireland. Forces and Authorities now have the authority\* to implement this agreement. The award will be promulgated in Home Office, Scottish Government and Northern Ireland Office circulars.
3. The attached agreement will require amendments to the relevant determinations made under the Police Regulations.
4. Any enquiries about this circular should be addressed to the Independent Secretariat at the Office of Manpower Economics ☎ 020 7215 8101, to the Official Side Secretary ☎ 020 7187 7341 or the Staff Side Secretary ☎ 020 7027 8982. Enquiries to the Independent Secretariat relating to the interpretation of this circular should be made in writing.

31 October 2008

\* PNB Circulars form a single numerical series. Those which in themselves provide authority to implement an agreement carry the serial number alone, while those which are advisory are designated as such after the serial number.

## MEMORANDUM

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The Official and Staff Sides of PNB have reached agreement on a multi year pay settlement for police officers as follows:

Police officer pay scales will increase by:

- 2.65% effective from 1 September 2008
- 2.6% effective from 1 September 2009
- 2.55% effective from 1 September 2010

The agreement includes the following re-opener clause:

The PNB three year pay settlement entered into by the Staff and Official Sides commencing on 1 September 2008 includes a mechanism to reopen negotiations. The mechanism is that if at 31 August 2009, or 31 August 2010, either Side of the PNB produces new evidence of a substantial and material change in wider economic and labour market conditions and a significant material change to police officer recruitment and retention over the previous twelve month period, then both sides will enter into discussions relating to the pay award due the 1 September immediately following.

The re-opening mechanism is as follows:

That if Staff Side consider that the reopening criteria have been met but have been unsuccessful in reopening negotiations with the Official Side, Staff Side can register a failure to agree and make application to the Police Arbitration Tribunal. Any finding by the PAT that the reopening criteria have been met will be binding on both the Official and Staff Sides.

**Pay Structure w.e.f. 1 September 2008**

<b>Force Weighting</b>	<b>Forces</b>	<b>C C Salary</b>	<b>D C C Salary</b>
10.0	MPS (4XACs) West Midlands Greater Manchester	£172,458	£132,222 (MPS 8xDACs)
9.5	Strathclyde	£169,584	£132,222
8.0	West Yorkshire	£160,962	£128,772
6.5	Thames Valley	£152,343	£125,682
6.0	Merseyside Northumbria	£149,466	£123,312
5.5	Hampshire	£146,589	£120,939
5.0	Kent Lancashire Devon & Cornwall	£143,718	£118,563
4.5	South Yorkshire Essex Avon & Somerset Sussex South Wales	£140,847	£116,196
3.5	Nottinghamshire Lothian & Borders	£135,096	£111,450
3.0	Hertfordshire West Mercia Cheshire Humberside Staffordshire Leicestershire Derbyshire	£132,222	£109,083
2.5	Surrey Norfolk	£129,345	£106,710
2.0	Cleveland Durham Cambridgeshire North Wales North Yorkshire Gwent Grampian Northamptonshire Suffolk Dorset Wiltshire Bedfordshire	£126,471	£104,340
1.5	Gloucestershire Lincolnshire Cumbria Warwickshire Dyfed-Powys	£123,597	£103,476

	<b>Tayside</b>		
1.0	Central Scotland Dumfries & Galloway	£120,720	£103,476
	Fife Northern	£120,720	£103,476

**Metropolitan Police Service**

Commissioner - £247,194

Deputy Commissioner - £204,075

**Police Service of Northern Ireland**

Chief Constable - £183,954

Deputy Chief Constable - £149,463

**Assistant Chief Constables and Commanders**

1. £86,229
2. £89,106
3. £91,983
4. £94,851
5. £97,731
6. £100,602

**City of London Commissioner and Assistant Commissioner**

Commissioner - £152,925

Assistant Commissioner - £126,135

**Pay Structure w.e.f. 1 September 2009**

<b>Force Weighting</b>	<b>Forces</b>	<b>C C Salary</b>	<b>D C C Salary</b>
10.0	MPS (4XACs) West Midlands Greater Manchester	£176,943	£135,660 (MPS 8xDACs)
9.5	Strathclyde	£173,994	£135,660
8.0	West Yorkshire	£165,147	£132,120
6.5	Thames Valley	£156,303	£128,949
6.0	Merseyside Northumbria	£153,351	£126,519
5.5	Hampshire	£150,399	£124,083
5.0	Kent Lancashire Devon & Cornwall	£147,456	£121,647
4.5	South Yorkshire Essex Avon & Somerset Sussex South Wales	£144,510	£119,217
3.5	Nottinghamshire Lothian & Borders	£138,609	£114,348
3.0	Hertfordshire West Mercia Cheshire Humberside Staffordshire Leicestershire Derbyshire	£135,660	£111,918
2.5	Surrey Norfolk	£132,708	£109,485
2.0	Cleveland Durham Cambridgeshire North Wales North Yorkshire Gwent Grampian Northamptonshire Suffolk Dorset Wiltshire Bedfordshire	£129,759	£107,052
1.5	Gloucestershire Lincolnshire Cumbria Warwickshire Dyfed-Powys	£126,810	£106,167

	<b>Tayside</b>		
1.0	Central Scotland Dumfries & Galloway	£123,858	£106,167
	Fife Northern	£123,858	£106,167

**Metropolitan Police Service**

Commissioner - £253,620  
Deputy Commissioner - £209,382

**Police Service of Northern Ireland**

Chief Constable - £188,736  
Deputy Chief Constable - £153,348

**Assistant Chief Constables and Commanders**

1. £88,470
2. £91,422
3. £94,374
4. £97,317
5. £100,272
6. £103,218

**City of London Commissioner and Assistant Commissioner**

Commissioner - £156,900  
Assistant Commissioner - £129,414



**Pay Structure w.e.f. 1 September 2010**

<b>Force Weighting</b>	<b>Forces</b>	<b>C C Salary</b>	<b>D C C Salary</b>
10.0	MPS (4XACs) West Midlands Greater Manchester	£181,455	£139,119 (MPS 8xDACs)
9.5	Strathclyde	£178,431	£139,119
8.0	West Yorkshire	£169,359	£135,489
6.5	Thames Valley	£160,290	£132,237
6.0	Merseyside Northumbria	£157,260	£129,744
5.5	Hampshire	£154,233	£127,248
5.0	Kent Lancashire Devon & Cornwall	£151,215	£124,749
4.5	South Yorkshire Essex Avon & Somerset Sussex South Wales	£148,194	£122,256
3.5	Nottinghamshire Lothian & Borders	£142,143	£117,264
3.0	Hertfordshire West Mercia Cheshire Humberside Staffordshire Leicestershire Derbyshire	£139,119	£114,771
2.5	Surrey Norfolk	£136,092	£112,278
2.0	Cleveland Durham Cambridgeshire North Wales North Yorkshire Gwent Grampian Northamptonshire Suffolk Dorset Wiltshire Bedfordshire	£133,068	£109,782
1.5	Gloucestershire Lincolnshire Cumbria Warwickshire Dyfed-Powys	£130,044	£108,873

	<b>Tayside</b>		
1.0	Central Scotland Dumfries & Galloway	£127,017	£108,873
	Fife Northern	£127,017	£108,873

**Metropolitan Police Service**

Commissioner - £260,088  
Deputy Commissioner - £214,722

**Police Service of Northern Ireland**

Chief Constable - £193,548  
Deputy Chief Constable - £157,257

**Assistant Chief Constables and Commanders**

1. £90,726
2. £93,753
3. £96,780
4. £99,798
5. £102,828
6. £105,849

**City of London Commissioner and Assistant Commissioner**

Commissioner - £160,902  
Assistant Commissioner - £132,714

**Chief Officers on protected pay rates**

New salaries for those Chief Officers on protected salaries as listed in PNB Circular 04/05 are shown in Annex A.

## ANNEX A

The April 2003 PNB Agreement on the pay and conditions of Chief Police Officers outlined in PNB Circular 04/05 included protected salaries for certain Chief Officers.

The protection only applies while the Chief Officer is in post as shown below, with their successors being paid in accordance with the new pay structure shown in the main body of this circular.

### Pay rates w.e.f. 1 September 2008, 2009 and 2010

Chief Constables	<u>2008</u>	<u>2009</u>	<u>2010</u>
Hertfordshire	£135,144	£138,657	£142,194
West Mercia	£135,144	£138,657	£142,194
Gloucestershire	£126,471	£129,759	£133,068
Lincolnshire	£126,471	£129,759	£133,068
Northern	£126,471	£129,759	£133,068

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## 2009 Police Officer Pay

[Back to Circulars from 2009](#)

### Home Office circular 015 / 2009

#### 2009 Police Officer Pay

- **Broad subject:** Police Service
- **Issue date:** Thu Sep 03 16:14:27 BST 2009
- **From:**  
Crime and Policing Group (CPG) - Crime Directorate, Police Reform and Resources
- **Linked circulars:**  
No Linked Circulars
  
- **Sub category:** Police pay and conditions
- **Implementation date:** Thu Sep 03 16:14:27 BST 2009
- **For more info contact:**

[Lorna Morrison](#) - 020 7035 1874

Olukemi Raji - 020 7035 1876

This circular confirms the Secretary of State's decision to increase the pay of police officers for 2009 Negotiating Board (PNB).

The effective dates are set out below. The Home Secretary's decision applies in respect of Police Offi

### Pay

The pay of all officers, that is, the federated ranks, superintendents, chief officers and police cadets is

The new payscales are set out in PNB Circulars 4/2009, 6/2009 7/2009 and 8/2009 and 09/2009.

**POLICE NEGOTIATING BOARD**

Independent Secretary:  
Bill Blase  
Office of Manpower Economics  
Kingsgate House  
66-74 Victoria Street  
LONDON SW1E 6SW

**AGREEMENT REACHED IN THE POLICE NEGOTIATING BOARD**

1. The Official and Staff Sides of PNB have reached an agreement out of Committee on the pay of chief police officers. Details are set out in the attached memorandum and annex.
2. This PNB agreement has been approved by the Secretary of State for the Home Department, Scottish Ministers and the Secretary of State for Northern Ireland. Forces and Authorities now have the authority\* to implement this agreement. The award will be promulgated in Home Office, Scottish Government and Northern Ireland Office circulars.
3. The attached agreement will require amendments to the relevant determinations made under the Police Regulations.
4. Any enquiries about this circular should be addressed to the Independent Secretariat at the Office of Manpower Economics ☎ 020 7215 8101, to the Official Side Secretary ☎ 020 7187 7341 or the Staff Side Secretary ☎ 020 7027 8982. Enquiries to the Independent Secretariat relating to the interpretation of this circular should be made in writing.

5 August 2009

\* PNB Circulars form a single numerical series. Those which in themselves provide authority to implement an agreement carry the serial number alone, while those which are advisory are designated as such after the serial number.

## MEMORANDUM

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The Official and Staff Sides of PNB have reached agreement on a multi year pay settlement for police officers as follows:

Police officer pay scales will increase by:

- 2.65% effective from 1 September 2008
- 2.6% effective from 1 September 2009
- 2.55% effective from 1 September 2010

The agreement includes the following re-opener clause:

The PNB three year pay settlement entered into by the Staff and Official Sides commencing on 1 September 2008 includes a mechanism to reopen negotiations. The mechanism is that if at 31 August 2009, or 31 August 2010, either Side of the PNB produces new evidence of a substantial and material change in wider economic and labour market conditions and a significant material change to police officer recruitment and retention over the previous twelve month period, then both sides will enter into discussions relating to the pay award due the 1 September immediately following.

The re-opening mechanism is as follows:

That if Staff Side consider that the reopening criteria have been met but have been unsuccessful in reopening negotiations with the Official Side, Staff Side can register a failure to agree and make application to the Police Arbitration Tribunal. Any finding by the PAT that the reopening criteria have been met will be binding on both the Official and Staff Sides.

**Pay Structure w.e.f. 1 September 2009**

<b>Force Weighting</b>	<b>Forces</b>	<b>C C Salary</b>	<b>D C C Salary</b>
10.0	MPS (4XACs) West Midlands Greater Manchester	£176,943	£135,660 (MPS 8 x DACs)
9.5	Strathclyde	£173,994	£135,660
8.0	West Yorkshire	£165,147	£132,120
6.5	Thames Valley	£156,303	£128,949
6.0	Merseyside Northumbria	£153,351	£126,519
5.5	Hampshire	£150,399	£124,083
5.0	Kent Lancashire Devon & Cornwall	£147,456	£121,647
4.5	South Yorkshire Essex Avon & Somerset Sussex South Wales	£144,510	£119,217
3.5	Nottinghamshire Lothian & Borders	£138,609	£114,348
3.0	Hertfordshire West Mercia Cheshire Humberside Staffordshire Leicestershire Derbyshire	£135,660	£111,918
2.5	Surrey Norfolk	£132,708	£109,485
2.0	Cleveland Durham Cambridgeshire North Wales North Yorkshire Gwent Grampian Northamptonshire Suffolk Dorset Wiltshire Bedfordshire	£129,759	£107,062
1.5	Gloucestershire Lincolnshire Cumbria Warwickshire Dyfed-Powys	£126,810	£106,167

	<b>Tayside</b>		
1.0	Central Scotland Dumfries & Galloway Fife Northern	£123,858	£106,167

**Metropolitan Police Service**

Commissioner - £253,620  
Deputy Commissioner - £209,382

**Police Service of Northern Ireland**

Chief Constable - £188,736  
Deputy Chief Constable - £153,348

**Assistant Chief Constables and Commanders**

1. £88,470
2. £91,422
3. £94,374
4. £97,317
5. £100,272
6. £103,218

**City of London Commissioner and Assistant Commissioner**

Commissioner - £156,900  
Assistant Commissioner - £129,414

**Chief Officers on protected pay rates**

New salaries for those Chief Officers on protected salaries as listed in PNB Circular 04/05 are shown in Annex A.

**Pay Structure w.e.f. 1 September 2010**



Force Weighting	Forces	C C Salary	D C C Salary
10.0	MPS (4XACs) West Midlands Greater Manchester	£181,455	£139,119 (MPS 8 x DACs)
9.5	Strathclyde	£178,431	£139,119
8.0	West Yorkshire	£169,359	£135,489
6.5	Thames Valley	£160,290	£132,237 -
6.0	Merseyside Northumbria	£157,260	£129,744
5.5	Hampshire	£154,233	£127,248
5.0	Kent Lancashire Devon & Cornwall	£151,215	£124,749
4.5	South Yorkshire Essex Avon & Somerset Sussex South Wales	£148,194	£122,256
3.5	Nottinghamshire Lothian & Borders	£142,143	£117,264
3.0	Hertfordshire West Mercia Cheshire Humberside Staffordshire Leicestershire Derbyshire	£139,119	£114,771
2.5	Surrey Norfolk	£136,092	£112,278
2.0	Cleveland Durham Cambridgeshire North Wales North Yorkshire Gwent Grampian Northamptonshire Suffolk Dorset Wiltshire Bedfordshire	£133,068	£109,782
1.5	Gloucestershire Lincolnshire Cumbria Warwickshire Dyfed-Powys Tayside	£130,044	£108,873

1.0	Central Scotland Dumfries & Galloway Fife Northern	£127,017	£108,873
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**Metropolitan Police Service**

Commissioner - £260,088

Deputy Commissioner - £214,722

**Police Service of Northern Ireland**

Chief Constable - £193,548

Deputy Chief Constable - £157,257

**Assistant Chief Constables and Commanders**

1. £90,726
2. £93,753
3. £96,780
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**City of London Commissioner and Assistant Commissioner**

Commissioner - £160,902

Assistant Commissioner - £132,714

**Chief Officers on protected pay rates**

New salaries for those Chief Officers on protected salaries as listed in PNB Circular 04/05 are shown in Annex A.

**ANNEX A**

The April 2003 PNB Agreement on the pay and conditions of Chief Police Officers

outlined in PNB Circular 04/05 included protected salaries for certain Chief Officers.

The protection only applies while the Chief Officer is in post as shown below, with their successors being paid in accordance with the new pay structure shown in the main body of this circular.

**Pay rates w.e.f. 1 September 2009 and 2010**

<b>Chief Constables</b>	<b><u>2009</u></b>	<b><u>20010</u></b>
Hertfordshire	£138,657	£142,194
West Mercia	£138,657	£142,194
Gloucestershire	£129,759	£133,068
Northern	£129,759	£133,068

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Home Office

## Police officer pay

[Back to Circulars from 2010](#)

### Home Office circular 013/2010

#### Police officer pay

- **Broad subject:** Police service
- **Issue date:** Wed Sep 01 13:47:43 BST 2010
- **From:**  
Police Productivity Unit
- **Linked circulars:**  
No linked circulars
- **Sub category:** Police pay
- **Implementation date:** Wed Sep 01 13:47:43 BST 2010
- **For more info contact:**  
Paul Parrish

This circular confirms the Secretary of State's decision to increase the pay of police officers for 2010 Negotiating Board (PNB) in 2008.

The effective dates for the increases are set out below. The Home Secretary's decision applies to poli

**Note:** All related PNB circulars can be found at the bottom of this webpage.

#### Pay

The pay of all officers, that is, the federated ranks, superintending ranks, chief officers and police cad

The new payscales are set out in PNB Circulars ~~10/7, 10/9, 10/11 and 10/12~~

## London weighting

London weighting is increased from £2,220 to £2,277 with effect from 1 July 2010. This has been pu

## Dog handlers' allowance

Dog handlers' allowance is increased from £2,079 to £2,133 with effect from 1 September 2010. Thi

## Competence-related threshold payment

The competence-related threshold payment is increased from £1,182 to £1,212 with effect from 1 Sep

**Note:** This decision will be set out in determinations on which the PNB will shortly be consulted in d implementing the increases.

## Attachments

- [Chief officers pay PNB \(Microsoft Word file - 98kb\)](#)

Police Negotiating Board Circular on Chief Officer pay.

- [Dog handlers' allowance PNB circular \(Microsoft Word file - 74kb\)](#)

The Police Negotiating Board has issued this circular on the dog handlers' allowance, compete transitional allowance.

- [Federated ranks pay \(Microsoft Word file - 121kb\)](#)

The Police Negotiating Board issued this circular on the pay of federated ranks police officers.

- [London weighting PNB circular \(Microsoft Word file - 71kb\)](#)

The Police Negotiating Board issued this circular on London weighting.

- [Police cadet pay PNB circular \(Microsoft Word file - 77kb\)](#)

The Police Negotiating Board has issued this circular on the pay of police cadets.

- [Superintendents and Chief Superintendents pay PNB circular \(Microsoft Word file - 93kb\)](#)

The Police Negotiating Board has issued this circular on the pay of Superintendents and Chief

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**POLICE NEGOTIATING BOARD**

**Independent Secretary:  
Bill Blase  
Office of Manpower Economics  
Kingsgate House  
66-74 Victoria Street  
LONDON SW1E 6SW**

**AGREEMENT REACHED IN THE POLICE NEGOTIATING BOARD**

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2. This PNB agreement has been approved by the Secretary of State for the Home Department, Scottish Ministers and the Secretary of State for Northern Ireland. Forces and Authorities now have the authority\* to implement this agreement. The award will be promulgated in Home Office, Scottish Government and Northern Ireland Government circulars.
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August 2010

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## MEMORANDUM

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The Official and Staff Sides of PNB have reached agreement on a multi year pay settlement for police officers as follows:

Police officer pay scales will increase by:

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- 2.55% effective from 1 September 2010

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Pay Structure w.e.f. 1 September 2010



Force Weighting	Forces	C C Salary	D C C Salary
10.0	MPS (4XACs) West Midlands Greater Manchester	£181,455	£139,119 (MPS 8 x DACs)
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8.0	West Yorkshire	£169,359	£135,489
6.5	Thames Valley	£160,290	£132,237
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5.5	Hampshire	£154,233	£127,248
5.0	Kent Lancashire Devon & Cornwall	£151,215	£124,749
4.5	South Yorkshire Essex Avon & Somerset Sussex South Wales	£148,194	£122,256
3.5	Nottinghamshire Lothian & Borders	£142,143	£117,264
3.0	Hertfordshire West Mercia Cheshire Humberside Staffordshire Leicestershire Derbyshire	£139,119	£114,771
2.5	Surrey Norfolk	£136,092	£112,278
2.0	Cleveland Durham Cambridgeshire North Wales <del>North Yorkshire</del> Gwent Grampian Northamptonshire Suffolk Dorset Wiltshire Bedfordshire	<del>£133,968</del>	<del>£109,782</del>
1.5	Gloucestershire Lincolnshire Cumbria Warwickshire Dyfed-Powys Tayside	£130,044	£108,873
1.0	Central Scotland	£127,017	£108,873

	Dumfries & Galloway Fife Northern		
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**Metropolitan Police Service**

Commissioner - £260,088  
Deputy Commissioner - £214,722

**Police Service of Northern Ireland**

Chief Constable - £193,548  
Deputy Chief Constable - £157,257

**Assistant Chief Constables and Commanders**

1. £90,726
2. £93,753
3. £96,780
4. £99,798
5. £102,828
6. £105,849

**City of London Commissioner and Assistant Commissioner**

Commissioner - £160,902  
Assistant Commissioner - £132,714

**Chief Officers on protected pay rates**

New salaries for those Chief Officers on protected salaries as listed in PNB Circular 04/05 are shown in Annex A.

**ANNEX A**

The April 2003 PNB Agreement on the pay and conditions of Chief Police Officers outlined in PNB Circular 04/05 included protected salaries for certain Chief Officers.

The protection only applies while the Chief Officer is in post as shown below, with their successors being paid in accordance with the new pay structure shown in the main body of this circular.

**Pay rates w.e.f. 1 September 2010**

<b>Chief Constables</b>	<b><u>2010</u></b>
Hertfordshire	£142,194
West Mercia	£142,194
Northern	£133,068

Print outs of salary showing each increment change at the dates.

Mr Grahame R Maxwell (021607)

Position History

Chief Constable

Eff. date	Changed item	New value	Old value
16/05/2012	END DATE		
16/05/2012	Grade/Payment details	<None>	Rate: 133068, Monthly (Chief Constable)
01/09/2010	Grade/Payment details	Rate: 133068, Monthly (Chief Constable)	Rate: 129759, Monthly (Chief Constable)
01/12/2009	Grade/Payment details	Rate: 129759, Monthly (Chief Constable)	Rate: 129759, Annually (General Spot)
01/09/2009	Grade/Payment details	Rate: 129759, Annually (General Spot)	Rate: 126471, Annually (General Spot)
01/09/2008	Grade/Payment details	Rate: 126471, Annually (General Spot)	Rate: 123207, Annually (General Spot)
01/12/2007	Grade/Payment details	Rate: 123207, Annually (General Spot)	Rate: 120201, Annually (General Spot)
16/05/2007	Grade/Payment details	Rate: 120201, Annually (General Spot)	
16/05/2007	START DATE		

Mr Adam E Briggs (024607)



Position History

Deputy Chief Constable

Eff. date	Changed from	New value	Old value
07/02/2011	<b>END DATE</b>		
07/02/2011	Grade/Payment details	<None>	Rate: 109782, Monthly (Deputy Chief Constabl...
01/09/2010	Grade/Payment details	Rate: 109782, Monthly (Deputy Chief Constabl...	Rate: 107052, Monthly (Deputy Chief Constabl...
01/11/2009	Grade/Payment details	Rate: 107052, Monthly (Deputy Chief Constabl...	Rate: 107052, Annually (General Spot)
01/09/2009	Grade/Payment details	Rate: 107052, Annually (General Spot)	Rate: 104340, Annually (General Spot)
01/09/2008	Grade/Payment details	Rate: 104340, Annually (General Spot)	Rate: 101646, Annually (General Spot)
01/11/2007	Grade/Payment details	Rate: 101646, Annually (General Spot)	Rate: 99168, Annually (General Spot)
04/06/2007	Grade/Payment details	Rate: 99168, Annually (General Spot)	
04/06/2007	<b>START DATE</b>		

Timothy P Madgwick (077281)

Personal History

Deputy Chief Constable

ET/Date	Changed from	New value
01/09/2013	Grade/Payment details	Rate: 110680, Monthly (Deputy Chief Constable)
01/08/2011	Grade/Payment details	Rate: 109762, Monthly (Deputy Chief Constable)
21/10/2010	Grade/Payment details	Rate: 96760, Annually (Assistant Chief Constable)
01/09/2010	Grade/Payment details	Rate: 90726, Annually (Assistant Chief Constable)
21/10/2009	Grade/Payment details	Rate: 88470, Annually (Assistant Chief Constable)
01/10/2006	Grade/Payment details	PL6 - Ch Supt - SP: 03, Table: Chief Superintendent, prot: , min: , bar: , max: , incr date: , addit pts: <None>
02/03/2004	Grade/Payment details	<None>
02/03/2004	START DATE	

Miss Susan M Cross (049805)

Position History

Assistant Chief Constable

Eff. date	Change Reason	New Year
01/09/2013	Grade/Payment details	Rate: 109857, Annually (Assistant Chief Constable)
03/08/2013	Grade/Payment details	Rate: 102828, Annually (Assistant Chief Constable)
02/06/2013	Grade/Payment details	Rate: 105849, Annually (Assistant Chief Constable)
13/06/2012	Grade/Payment details	Rate: 105849, Monthly (Deputy Chief Constable)
01/12/2011	Grade/Payment details	Rate: 102828, Annually (Assistant Chief Constable)
01/08/2011	Grade/Payment details	Rate: 99798, Annually (Assistant Chief Constable)
18/02/2011	Grade/Payment details	Rate: 109782, Monthly (Deputy Chief Constable)
01/12/2010	Grade/Payment details	Rate: 99798, Monthly (Assistant Chief Constable)
01/09/2010	Grade/Payment details	Rate: 86780, Monthly (Assistant Chief Constable)
01/12/2009	Grade/Payment details	Rate: 94374, Monthly (Assistant Chief Constable)
01/09/2009	Grade/Payment details	Rate: 88470, Annually (General Spot)
01/12/2008	Grade/Payment details	Rate: 86229, Annually (General Spot)
12/11/2007	Grade/Payment details	PL6 - Ch Supt - SP: 01, Table: Chief Superintendent, prot: , min: , bar: , max: , incr date: , addit pts:
01/10/2006	Grade/Payment details	PL5 - Supt - SP: 04, Table: Superintendent, prot: , min: , bar: , max: , incr date: , addit pts:
30/01/2006	Grade/Payment details	<None>
30/01/2006	START DATE	

Jan W. Smith (173891)

Positions History

Chief Constable

Eff date	Changed item	New value
24/06/2013	END DATE	
24/06/2013	Grade/Payment details	<None>
01/09/2011	Grade/Payment details	Rate: 90726, Annually (Assistant Chief Constable)
01/05/2006	Grade/Payment details	PL6 - Ch Supt - SP: 03, Table: Chief Superintendent, prot: , min: , bar: , max: , incr date: , addit pts:
01/05/2007	Grade/Payment details	PL6 - Ch Supt - SP: 02, Table: Chief Superintendent, prot: , min: , bar: , max: , incr date: , addit pts:
01/10/2006	Grade/Payment details	PL6 - Ch Supt - SP: 01, Table: Chief Superintendent, prot: , min: , bar: , max: , incr date: , addit pts:
01/05/2006	Grade/Payment details	<None>
01/05/2006	START DATE	



Mr David A Collins (000204)

Assistant Chief Constable

Eff. Date	Changed from	New value	Old value	User
19/07/2009	Grade/Payment details	<None>	Rate: 100802, Annually (General S...	
01/08/2008	Grade/Payment details	Rate: 100602, Annually (General S...	Rate: 98004, Annually (General Spot)	
01/12/2007	Grade/Payment details	Rate: 88004, Annually (General Spot)	Rate: 95613, Annually (General Spot)	
01/10/2006	Grade/Payment details	Rate: 95613, Annually (General Spot)	<None>	
19/01/2004	Grade/Payment details	<None>		
19/01/2004	START DATE			

Mr Peter H Bagshaw (002800)

Position History

Assistant Chief Constable

Eff. Date	Changed Item	New value	Old value
01/09/2008	Grade/Payment details	<None>	Rate: 100602, Annually (General S...
01/08/2008	Grade/Payment details	Rate: 100602, Annually (General S...	Rate: 98004, Annually (General Spot)
01/12/2007	Grade/Payment details	Rate: 88004, Annually (General Spot)	Rate: 95613, Annually (General Spot)
01/10/2006	Grade/Payment details	Rate: 95613, Annually (General Spot)	<None>
06/03/2000	Grade/Payment details	<None>	
06/03/2000	START DATE		

Mr Steven B Rasm (114003)

Position History

Chief Superintendent

Eff. date	Changed item	New value
03/17/2008	Grade/Payment details	<None>
01/10/2008	Grade/Payment details	PL6 - Ch Supt - SP: 03, Table: Chief Superintendent, prot: , min: , bar: , max: , incr date: , addl pts:
26/01/2004	Grade/Payment details	<None>
26/01/2004	START DATE	

## Part 6

## Allowances and Expenses

## 34 Allowances

(1) Subject to regulation 38, the Secretary of State shall determine the entitlement of members of a police force to any allowance, and in making such a determination the Secretary of State may confer on—

(a) the [local policing body];

(b) the chief officer,

such functions—

(i) in relation to the calculation of an allowance,

(ii) where the payment of an allowance is subject to such conditions as may be specified in the determination, in relation to those conditions,

as he thinks fit.

(2) No allowances shall be paid to a member of a police force except as provided by or under these Regulations or approved by the Secretary of State, and the amounts and conditions of payment of such allowances shall be as so provided or approved.

(3) Nothing in this regulation shall apply to the reimbursement of expenses incurred by a member of a police force in the execution of his duty, being expenses authorised either generally or specifically by the [local policing body] in respect of which no allowance is payable under these Regulations and no determination has been made under regulation 35.

## NOTES

## Initial Commencement

*Specified date*

Specified date: 1 April 2003: see reg 1(1).

## Extent

These Regulations do not extend to Scotland: see reg 1(2).

## Amendment

Para (1): in sub-para (a) words "local policing body" in square brackets substituted by SI 2011/3026, regs 2, 4(1), (2)(p).

Date in force (in relation to the Metropolitan police district): 16 January 2012: see SI 2011/3026, reg 1(1)(a).

Date in force (in relation to the other police areas in England and Wales): 22 November 2012: see SI 2011/3026, reg 1(1)(b).

Para (3): words "local policing body" in square brackets substituted by SI 2011/3026, regs 2, 4(1), (2)(p).

Date in force (in relation to the Metropolitan police district): 16 January 2012: see SI 2011/3026, reg 1(1)(a).

Date in force (in relation to the other police areas in England and Wales): 22 November 2012:

see SI 2011/3026, reg 1(1)(b).

UK Parliament SIs 2000-2009/2003/501-550/Police Regulations 2003 (SI 2003/527)/Part 6 Allowances and Expenses/35 Expenses

### 35 Expenses

(1) The Secretary of State shall determine the entitlement of members of a police force to reimbursement of any expenses incurred by such a member in or in connection with the execution of his duty.

(2) Where, in making a determination under paragraph (1), the Secretary of State specifies conditions subject to which expenses are to be reimbursed, he may in that determination confer on—

- (a) the [local policing body];
- (b) the chief officer,

such functions in relation to those conditions as he thinks fit.

[(3) The expenses that may be reimbursed under a determination made under paragraph (1) include tax paid by a chief officer in connection with removal or relocation expenses associated with his appointment.]

### NOTES

#### Initial Commencement

*Specified date*

Specified date: 1 April 2003: see reg 1(1).

#### Extent

These Regulations do not extend to Scotland: see reg 1(2).

#### Amendment

Para (2): in sub-para (a) words "local policing body" in square brackets substituted by SI 2011/3026, regs 2, 4(1), (2)(q).

Date in force (in relation to the Metropolitan police district): 16 January 2012: see SI 2011/3026, reg 1(1)(a).

Date in force (in relation to the other police areas in England and Wales): 22 November 2012: see SI 2011/3026, reg 1(1)(b).

Para (3): inserted by SI 2006/3449, reg 8.

Date in force: this amendment has retrospective effect as from 24 July 2003: see SI 2006/3449, reg 1(2)(b).

Expenses paid under LSO

G Maxwell (under 50)		NOT PROTECTIVELY MARKED								
	Date of Travel	Destination(s)	Cost of Air Fare	Cost of Other Transportation - Train, Taxis, Hire Car	Accommodation Costs	Cost of Meals & Incidentals	Other Costs such as Airport tax, Telephone, Car Parking & other costs	Recovered Costs	Total	
<b>2012-13</b>										
Chief Constable G Maxwell	15th - 17th April, 2012	London		£32.82		£12.09	£45.63		£90.74	
Chief Constable G Maxwell	1st May, 2012	London					£29.17		£29.17	
Chief Constable G Maxwell	25th May, 2012	London				£12.38			£12.38	
			0	32.82	0	£24.47	75	0	132.28	
<b>2011-12</b>										
Chief Constable G Maxwell	14th June, 2011	London					£15.00		£15.00	
Chief Constable G Maxwell	27th July, 2011						£18.33		£18.33	
Chief Constable G Maxwell	18th - 7th September, 2011	London					£25.37		£25.37	
Chief Constable G Maxwell	24th - 25th September, 2011	Glasgow					£5.92		£5.92	
Chief Constable G Maxwell	18th - 18th October, 2011	London					£45.00		£45.00	
Chief Constable G Maxwell	20th - 21st October, 2011	Harrogate				£30.00	£8.00		£38.00	
Chief Constable G Maxwell	28th October, 2011	London					£10.00		£10.00	
Chief Constable G Maxwell	14th November, 2011	Harrogate					£5.00		£5.00	
Chief Constable G Maxwell	16th November, 2011	London					£15.42		£15.42	
Chief Constable G Maxwell	15th December, 2011	London					£15.42		£15.42	
Chief Constable G Maxwell	16th January, 2012	London					£10.42		£10.42	
Chief Constable G Maxwell	18th January, 2012	Liverpool					£10.00		£10.00	
Chief Constable G Maxwell	24th - 26th January, 2012	London					10.42		£10.42	
Chief Constable G Maxwell	12th March, 2012	London					£30.75		£30.75	
Chief Constable G Maxwell	14th March, 2012	London					£20.00		£20.00	
Chief Constable G Maxwell	27th March, 2012	London					£15.42		£15.42	
Chief Constable G Maxwell	29th March, 2012	London					£18.75		£18.75	
			0	0	0	30	277.22	0	307.22	
<b>2010-11</b>										
Chief Constable G Maxwell	19th to 22nd April 2010	Edinburgh				£5.98	£8.51		£14.47	
Chief Constable G Maxwell	18th May, 2010	London		£24.42					£24.42	
Chief Constable G Maxwell	21st June, 2010					£12.30			£12.30	
Chief Constable G Maxwell	29th Jun to 2nd July 10	Manchester					£25.36		£25.36	
Chief Constable G Maxwell	26th September, 2010	Belfast					£24.00		£24.00	
Chief Constable G Maxwell	30th September, 2010						£10.00		£10.00	
Chief Constable G Maxwell	8th October, 2010	London					£8.00		£8.00	
Chief Constable G Maxwell	14th - 15th October, 2010	Sheffield					£21.70		£21.70	
Chief Constable G Maxwell	15th November, 2010	London		£24.42					£24.42	
Chief Constable G Maxwell	16th November, 2010	London					£27.23		£27.23	
Chief Constable G Maxwell	24th November, 2010	London					£26.66		£26.66	
Chief Constable G Maxwell	6th December, 2010	London					£16.72		£16.72	
Chief Constable G Maxwell	26th - 27th January, 2011	London					18.33		£18.33	
Chief Constable G Maxwell	7th to 10th March, 2011	London					£37.50	-£25.00	£12.50	
Chief Constable G Maxwell	17th March, 2011	London					£10.00		£10.00	
Chief Constable G Maxwell	31st March, 2011	London				£12.66			£12.66	
			0	48.84	0	30.92	237.01	-25	291.77	
<b>2009-10</b>										
Chief Constable G Maxwell	12th October, 2010	Coventry				£13.90			£13.90	
Chief Constable G Maxwell	13th October, 2010	Northampton							£0.00	
Chief Constable G Maxwell	7th February, 2010	Carlisle							£0.00	
Chief Constable G Maxwell	16th to 18th February, 2010	London				£23.74	£23.70		£47.44	
			0	0	0	37.64	23.7	0	61.34	
<b>2008-09</b>										
			£0.00	£91.66	£0.00	£123.63	£812.83	-£26.80	£792.62	

NOT PROTECTIVELY MARKED

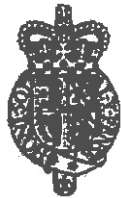
A Briggs (under 50)

NOT PROTECTIVELY MARKED

	Date of Travel	Destination(s)	Cost of Air Fare	Cost of Other Transportation - Train, Taxis, Hire Car	Accommodation Costs	Cost of Meals & Incidentals	Other Costs such as Airport tax, Telephone, Car Parking & other costs	Recovered Costs	Total
<b>2010-11</b>									
Deputy Chief Constable A Briggs	8th - 8th April, 2010	Birmingham					£11.06		£11.06
Deputy Chief Constable A Briggs	11th - 14th April, 2010	Brussels				£47.06		-£34.82	£12.26
Deputy Chief Constable A Briggs	20th April, 2010	Harrogate					£4.00		£4.00
Deputy Chief Constable A Briggs	10th - 14th May, 2010	Madrid (via Amsterdam)		£20.85					£20.85
Deputy Chief Constable A Briggs	18th June, 2010	London				£21.00	£9.40		£30.40
Deputy Chief Constable A Briggs	29th June, 2010	Manchester		£49.24					£49.24
Deputy Chief Constable A Briggs	30th June, 2010	York		£24.55					£24.55
Deputy Chief Constable A Briggs	12 - 13th July, 2010	Birmingham				£28.73	£13.00		£41.73
Deputy Chief Constable A Briggs	22nd July, 2010	Market Bosworth				£9.79	£2.98	-£2.98	£9.79
Deputy Chief Constable A Briggs	24th - 25th July, 2010	Sutton Coalfield				£27.66	£2.00	-£27.66	£2.00
Deputy Chief Constable A Briggs	10th September, 2010						£6.00		£6.00
Deputy Chief Constable A Briggs	13-14th September, 2010	London				£15.52			£15.52
Deputy Chief Constable A Briggs	22nd-23rd September, 2010	Manchester				£23.83	£1.00		£24.83
Deputy Chief Constable A Briggs	11 - 14th October, 2010	London					£6.00		£6.00
Deputy Chief Constable A Briggs	2nd - 4th November, 2010						£40.50		£40.50
Deputy Chief Constable A Briggs	30th November, 2011	London		£20.20					£20.20
Deputy Chief Constable A Briggs	2nd December, 2011	London					£7.53		£7.53
Deputy Chief Constable A Briggs	21st January, 2011				£22.70				£22.70
Deputy Chief Constable A Briggs	28th January, 2011						£14.00		£14.00
Deputy Chief Constable A Briggs	28th January, 2011						£19.00		£19.00
			0	114.84	22.7	173.81	136.77	-85.48	262.46
<b>2009-10</b>									
Deputy Chief Constable A Briggs	15th - 17th September, 2010	Nottingham				£46.84	£0.90		£47.84
Deputy Chief Constable A Briggs	14th January, 2010	Leeds				£43.32			£43.32
Deputy Chief Constable A Briggs	2nd February, 2010	London						-£10.72	£0.81
Deputy Chief Constable A Briggs	8th February, 2010	Ripon		£11.00		£11.53			£11.00
Deputy Chief Constable A Briggs	23rd & 24th February, 2010	London				£40.00			£40.00
Deputy Chief Constable A Briggs	10th March, 2010	Scotts Corner				£32.00			£32.00
Deputy Chief Constable A Briggs	24th to 26th March, 2010	Gwent				£0.90		-£27.65	-£26.75
			0	125.84	0	174.88	0.9	-38.37	148.22
<b>2008-09</b>									
			0	125.84	0	346.3	137.67	-103.83	536.68

NOT PROTECTIVELY MARKED





**HOME OFFICE**

**CENTRAL SERVICE**

**A Guide to Conditions of  
Service for  
Police Officers Seconded to  
Central Service**

## **2 General Advice**

- 2.1 Arrangements for the secondment of police officers to Central Service are made under section 97 of the Police Act 1996. The effects of section 97 are set out in Annex 1 which will normally be enclosed with letters of appointment.**

**Police officers seconded to Central Service cease to be members of a police force for the duration of their secondment for the purposes of the Police Regulations 2003 and the determinations thereunder and are no longer under the direction and control of the chief officer of their parent force. They are not on detached duty.**

- 2.2.1 The Police Regulations 2003 and the determinations thereunder do not apply to them and their conditions of service are such as may be determined by the Home Office in consultation, where necessary, with the Treasury. In practice, conditions of service will seek to adhere as closely as possible to the provisions of the Police Regulations 2003 and the determinations thereunder. However, seconded officers should bear in mind that their conditions of service are a matter for the Home Office, rather than the chief officer of the seconding force or the Police Negotiating Board, to determine.**
- 2.2.2 However section 97(3) of the Police Act 1996 does enable Central Service officers to be treated**

**as if they were members of their home police force for certain purposes.**

**In particular, it should be noted that a member of a police force who is on or has completed a period of Central Service may be dealt with under the Police (Conduct) Regulations 1999 or the Police (Conduct)(Senior Officers) Regulations 1999 for anything done or omitted while he was engaged on Central Service as if that service has been service in his own police force. Annex 2 sets out how the 'Police unsatisfactory performance, complaints and misconduct procedures: guidance' relates to seconded officers.**

- 2.4 Officers from Scottish forces, the Police Service of Northern Ireland or other forces, such as the British Transport Police, are not covered by section 97 and remain members of those forces. Nevertheless, whilst, their conditions of service are a matter for those forces to determine, in consultation with the CS unit, for practical purposes, the tax and NICs treatment of expenses and benefits paid to, or provided for, such officers will be similar to that of officers seconded from English or Welsh forces.**
- 2.5 Officers seconded to Central Service retain membership of the relevant police staff associations and the associations are entitled to represent the interests of seconded officers. Any representations made by the staff associations should be carefully considered.**

**2.6 For the purposes of the income tax and social security regulations only, secondments to Central Service are regarded as “permanent transfers” if their duration is expected to exceed 24 months. Accordingly, if the secondment is expected to exceed 24 months, all expenses involved in travelling to and from the seconded officer’s normal place of work to the Central Service location (whether reimbursed or paid on the seconded officer’s behalf) are regarded by the Inland Revenue as taxable income. PAYE and, where appropriate NICs, will be deducted from all such expenses reimbursed to seconded officers. Where the travel costs are paid direct by the CS unit, the seconding force will be notified of the costs in order that details may be reported to the Inland Revenue so that the seconded officer may be assessed to income tax and NICs.**

**2.7 In relation to the tax implications of the reimbursement of travel costs, the “normal” or “permanent place of work” cannot simply be nominated; it will depend on the facts of the matter which will be ascertained on the basis of the answers to the following questions:**

**a) where are the majority of duties (over 40% of activity) performed?**

**b) does the officer have a place of work at which he or she attends or to which he or she reports and is allocated tasks on a**

**16 Central Service Allowances**

- 16.1 Central Service allowances may be paid as compensation for working long hours, domestic disruption, or in recognition of particular skills to the holders of certain Central Service posts. These rates are set out in Tables D and E.**
- 16.2 Where it is felt that there is a case for increasing any particular allowance, the advice of PPU should be sought, so that the effects of the proposed increase on the other Central Service allowances can be determined.**
- 16.3 All such allowances are liable to income tax and NICs in the same way as salaries. The CS unit must notify the seconding force of any changes in the types or rates of allowances payable.**
- 16.4 The seconding CS unit must ensure that any such changes or payments of arrears of allowances are included in the seconded officer's gross pay for the purposes of operating PAYE and NICs.**

**Central Service Allowances****TABLE E**

<b>CENTREX (RANK)</b>	<b>£ per annum</b>
Constables	3066
Sergeants	3066
Inspectors	1860
Chief Inspectors	1860
Superintendents	1860
ACC	2022
Chief Constable	2744

# NYPA

## North Yorkshire Police Authority

### Police Authority Management Board

15 June 2009

#### Chief Police Officer Bonus Scheme

This report contains exempt information as described in Paragraph 1 of Part 1 to Schedule 12A to the Local Government Act 1972.

#### 1. PURPOSE OF REPORT

- 1.1 To seek the views on bonus payments, if any, to be paid to Chief Police Officers under the Chief Officer Bonus Scheme or otherwise.

#### 2. RECOMMENDATION

- 2.1 That members determine any bonuses to be paid in connection with the matters contained in this report.

#### 3. BACKGROUND

- 3.1 Members will be aware of the provisions of the national scheme for Chief Officer bonus payments and the NYPA criteria adopted in this regard. This is outlined at **Appendix 1** to this report.
- 3.2 Members are asked to consider applying this to officers who are eligible to be considered for a bonus payment for their 2008/09 performance.

#### 4. MATTERS FOR CONSIDERATION

- 4.1 Her Majesty's Inspector of Constabularies has informed the Authority that following his PDR of the Chief Constable, he has assessed him as having achieved and exceeded all his 2008/9 performance objectives and all the 12 key competencies and hence has been accorded an A grade which makes him eligible for consideration of an annual Bonus under the Chief Officer Bonus Scheme.
- 4.2 Similarly, I have been advised by the Chief Constable that, following his PDRs of the Deputy and Assistant Chief Constables, he has

RESTRICTED

determined that the DCC should be accorded an A grade ('all objectives and competencies achieved and a substantial number exceeded') for his performance in 2008/09.

- 4.3 He has determined that, due to the circumstances prevailing in each case, neither of the substantive Assistant Chief Constables should be graded as eligible for a bonus payment and the Acting ACC's are ineligible in any event. Furthermore, I understand that it is the Chief Constable's view that the performance of the Chief Finance Officer has also merited a bonus under the NYPA scheme in place for this post and that he has spoken to the Chairman and Vice-Chairman about this.
- 4.4 To provide additional context to this issue, the Chief Constable has provided the Chairman with a commentary of the achievements of the Strategic Leadership Team, and its individual members, over the last year.
- 4.5 However, I also understand that, in a letter to the Chairman, the Chief and Deputy Chief Constables and the Chief Finance Officer have requested the Authority, when considering this issue this year, to have regard to the prevailing economic conditions and to recognise the current public sensitivities of the payment of bonuses to senior officials and, as a consequence, to consider expressing the Authority's appreciation for the contributions of these officers in ways other than by the payment of annual bonuses.

JEREMY HOLDERNESS

Chief Executive of the Police Authority



**NORTH YORKSHIRE POLICE AUTHORITY**

**CHIEF OFFICER BONUS SCHEME**

**GUIDELINES AND RATIONALE FOR BONUS PAYMENTS**

In 2004, the Police Negotiating Board agreed a new set of conditions of service for Chief Officers of Police. Part of that agreement related to a new Bonus Scheme to be operated from 1 April 2006.

The scheme provides for the payment of a non-pensionable bonus of up to

- 15% of pensionable salary for Chief Constables
- 12 ½% for Deputy Chief Constables
- 10% for Assistant Chief Constables, who have reached the top of the salary scale.

Bonuses paid under the scheme, (and for ACCs who have not reached the top of the salary scale, progression up that scale) will be by virtue of an assessment of their performance in the previous year.

In accordance with the guidelines, the assessment of a Chief Officer's performance in connection with this scheme should take account of 2 elements

- Their overall PDR Assessment, which in itself will take account of
  - their performance against the 4 to 6 specific targets established for the year in question
  - their performance against each of the 12 areas in the national competency framework for Chief Police Officers.
- Overall PPAF assessments of force performance.

The system works as follows

- All Chief Officers are eligible to participate but those in post before 1 April 2004 may opt not to do so – for all others, the scheme is mandatory. The scheme was mandatory for the former DCC, who joined NYP in September 2005.
- As soon as practicable following the year in question, an overall PDR rating for a Chief Officer is determined, taking into account
  - The PDR personal objectives set for Chief Officers in accordance with Home Office guidance. There will be between 4 and 6 key personal objectives. The assessment of

## RESTRICTED

### APPENDIX 1

whether or not they have been achieved or not should use PPAF data where available.

- An assessment of how the chief officer has performed against the 12 personal competencies in the NCF.
- Assessments of Chief Police Officer performance will be made
  - In the case of a Chief Constable, by the Regional HMIC
  - For DCCs and ACCs, the Chief Constable.
- Overall assessments should be either
  - A - A significant number of key personal objectives must be assessed as exceeded and no objectives must be assessed as not achieved and a significant number of competencies must be rated as exceeded and no competencies must be assessed as not achieved. The Crime Reduction and Diversity objectives must be exceeded.
  - B - All key personal objectives must be assessed as at least achieved and a significant number of competencies must be assessed as at least achieved.
  - C - does not meet the requirements of A or B above.

The Authority's adopted procedure for the allocation of bonus payments was approved by the Leadership Board in November 2006.

The guidance makes it quite clear that, for those officers participating in the Bonus Scheme, the police authority must agree with the overall PDR rating for those officers and officers who are dissatisfied with their initial PDR assessment, may make representations to the police authority. The guidance recommends that both these functions are carried out by a 'Remuneration Panel' of the Authority, which the Authority has already decided should be the Leadership Board.

The Police Authority after consulting HMI, will then consider those officers, whose assessment is **A**, for a bonus payment. Such a payment is at the discretion of the Authority, within the overall ceiling, but should be not less than 5% of pensionable pay **if it is considered by the Authority that a Bonus Payment should be made**. The Authority should have a clear and recorded rationale for any such decisions.

The adopted rationale for the Authority in considering suitability of performance for a bonus payment is

#### ACC

5% - 50% of personal objectives and 6/7 competencies

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APPENDIX 1

- 6% - 50% of personal objectives and 8/9 competencies
- 7% - 70% of personal objectives and 6/9 competencies
- 8% - 70% of personal objectives and 10/12 competencies
- 9% - All personal objectives and 6/9 competencies
- 10% - All personal objectives and 10/12 competencies

DCC

- 5% - 50% of personal objectives and 6/7 competencies
- 7 % - 50% of personal objectives and 8/9 competencies
- 9% - 70% of personal objectives and 6/9 competencies
- 10% - 70% of personal objectives and 10/12 competencies
- 11% - All personal objectives and 6/9 competencies
- 12½% - All personal objectives and 10/12 competencies

CC

- 5% - 50% of personal objectives and 6/7 competencies
- 7 % - 50% of personal objectives and 8/9 competencies
- 9% - 70% of personal objectives and 6/9 competencies
- 10% - 70% of personal objectives and 10/12 competencies
- 12% - All personal objectives and 6/9 competencies
- 15% - All personal objectives and 10/12 competencies

**NOT FOR PUBLICATION****NORTH YORKSHIRE POLICE AUTHORITY MANAGEMENT BOARD**

The Private Minutes of the meeting of the Police Authority Management Board held at Police Headquarters, on 15 June 2009.

**These Minutes contain exempt information as defined in Paragraph 1 of Part 1 of Schedule 12A to the Local Government Act 1972.**

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**COPIES OF ALL DOCUMENTS CONSIDERED ARE IN THE MINUTE BOOK**

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**PS 20. CHIEF OFFICER BONUS SCHEME****CONSIDERED –**

The report of the Chief Executive seeking members views on the bonus payments to be paid to Chief Police Officers under the Chief Officer Bonus Scheme or otherwise.

Members were also asked to take into consideration private correspondence submitted by the Chief Constable, after discussion with the Deputy Chief Constable and Chief Finance Officer which stated that in the current economic climate, all 3 officers felt it would be inappropriate for them to receive bonus payments and requested that alternative recognition of their performance be made.

**RESOLVED –**

That the officers' requests be acceded to and the Chief Executive be requested to write to the officers concerned expressing the Board's thanks for their action.

**PS.21 CHIEF OFFICER ISSUES****CONSIDERED –**

The oral report of the Chief Executive alerting the Board to a number of issues concerning matters relating to Chief Officers.

**RESOLVED –**

That the position be noted.

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**RESTRICTED**

My audit procedures included some enquiries following the publication in February of the Independent Police Complaints Commission (IPCC) report following their investigation of financial claims made by a former Deputy Chief Constable who was in receipt of a training and development allowance.

The former Chief Constable also received a training and development allowance and my procedures were designed to provide me with assurance for both my opinion and value for money conclusion.

I am satisfied that the deficiencies reported by the IPCC are not sufficient to warrant a qualification of your overall arrangements for securing value for money – the Force and Authority have arrangements in place and the investigation concluded that correct procedures were not followed by a senior officer.

However, I have not seen sufficient evidence that the payments of training and development allowances to the former Chief Constable and Deputy Chief Constable in 2011/12, and since their appointment in May 2007, were lawful. I am told that the Police Authority sought to rely in the general power available to local authorities in s. 111 of the Local Government Act 1972 as vires for the allowances. Based on information I have seen to date, my view, after taking my own advice, is that the specific provision (Regulation 34) available under the Police Regulations 2003 means that the general power in the Local Government Act 1972 is not available.

Regulation 34 provides for members of a police force to receive an allowance if the Secretary of State confirms they are entitled to one. I am advised that the list of allowances determined by the Secretary of State does not include a training and development allowance. The Police Authority, therefore, cannot rely on a general power to provide such allowances.

I am satisfied that the value of the payments made for transport and development allowances in 2011/12 is not material in the context of the Authority's financial statements and that I am able to issue an unqualified opinion and value for money conclusion.

I understand the Police Authority is seeking its own legal advice on the matter and I aim to consider that advice before I carry out my own statutory duty to conclude whether I should take further action. My certificate cannot be issued while there scope for further audit action and the audit will not be closed until I reach my conclusion.

**Whole of Government Accounts**

Alongside my work on the financial statements, I have also reviewed and reported to the National Audit Office on your Whole of Government Accounts return. The extent of my review and the nature of my report were specified by the National Audit Office. I have no matters to report.

**Public rights**

**Audit Commission**

Annual governance report

PROTECT MANAGEMENT

	<p><b>CPOSA (Abbey Legal Protection Ltd) – 2012 Insurance Policy</b></p>	<p><b>CPOSA (Abbey Legal Protection Ltd) – 2013 Reactive Insurance Cover</b></p>	<p><b>PCC NYP Insurance Programme Remarks</b></p>	<p><b>Additional Notes</b></p>
<p><b>Cover Police Disciplinary Representation Cover</b></p>	<p>Legal Expenses in representation at 1. any Police (Conduct) Regulations 2008 process to which the member is subject 2. any local enquiry ordered by the DA or Government under s.49 of the Police Act 1996.  Also covers LE in negotiation of exit package if leaving rather than defending Conduct proceedings.</p>	<p>Legal Expenses in representation at 1. any Police (Conduct) Regulations 2008 process to which the member is subject 2. any local enquiry ordered by the DA or Government under s.49 of the Police Act 1996.  Also covers LE in negotiation of exit package if leaving rather than defending Conduct proceedings</p>	<p>n/a.</p>	
<p><b>Criminal Prosecution Cover</b></p>	<p>LE incurred in defending a prosecution in Criminal Jurisdiction (incl HSAWA) arising from employment as CO. (excl drink / drug driving)</p>	<p>LE incurred in defending a prosecution in Criminal Jurisdiction (incl HSAWA) arising from employment as CO. (excl drink / drug driving)</p>	<p>Legal Defence costs incurred with the insurers permission in the defence of criminal proceedings in respect of HSAWA covered Public Liability and Employers Liability covers HSAWA. Would</p>	

PROTECT MANAGEMENT

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<p><b>Inquest / Fatal Accident Enquiry Representation Cover</b></p>	<p>LE at Inquest / Fatal Accident Enquiry arising from employment as CO in representation where</p> <ol style="list-style-type: none"> <li>1. permitted</li> <li>2. advice up to provision of evidence.</li> <li>3. advising in relation to minimising or avoiding a claim under another section.</li> </ol>	<p>LE at Inquest / Fatal Accident Enquiry arising from employment as CO in representation where</p> <ol style="list-style-type: none"> <li>1. permitted</li> <li>2. advice up to provision of evidence.</li> <li>3. advising in relation to minimising or avoiding a claim under another section.</li> </ol>	<p>LE in defending civil action or proceedings arising from employment as CO re:</p> <ol style="list-style-type: none"> <li>1. DPA or Discrimination claims</li> <li>2. Libel or slander.</li> </ol> <p>Excl -- no indemnity for claim if the actions are brought by another employee</p>	<p>extend to CO's and Supt's. (excl deliberate acts or omissions)</p> <p>Payment of solicitors fees for the representation at any inquiry or legal proceedings in any court arising out of injury, disease or death which may be the subject of a claim under the EL and PL covers</p>
<p><b>Civil Defence Cover</b></p>	<p>LE in defending civil action or proceedings arising from employment as CO re:</p> <ol style="list-style-type: none"> <li>1. DPA or Discrimination claims</li> <li>2. Libel or slander.</li> </ol> <p>Excl -- no indemnity for claim if the actions are brought by another employee</p>	<p>LE in defending civil action or proceedings arising from employment as CO re:</p> <ol style="list-style-type: none"> <li>1. DPA or Discrimination claims</li> <li>2. Libel or slander.</li> </ol> <p>Excl -- no indemnity for claim if the actions are brought by another employee</p>	<p>PL cover for damages, claimant costs and expenses arising from any claims under Section 13 of DPA made against NYP. (excl deliberate acts or omissions)</p> <p>Libel &amp; Slander cover would respond unless made by any person acting outside the scope of their authority. Excl - a) liquidated damages or penalties which</p>	<p>PL cover for damages, claimant costs and expenses arising from any claims under Section 13 of DPA made against NYP. (excl deliberate acts or omissions)</p> <p>Libel &amp; Slander cover would respond unless made by any person acting outside the scope of their authority. Excl - a) liquidated damages or penalties which</p>

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<p><b>Discrimination Pursuit</b></p>	<p>LE in pursuing civil legal action from compensation alleging  a. Discrimination  b. detriment having made a protected disclosure under ERA 1996</p> <p>LE in negotiating exit package if leaving rather than pursuing legal proceedings for compensation for  a. Discrimination  b. detriment having made a protected disclosure under ERA 1996</p>		<p>attach because of a contract or agreement, b) fines  n/a</p>
<p><b>Appeal against refusal to allow medical retirement</b></p>	<p>LE of Crown Court appeal against refusal to allow Police Officer retirement on medical grounds or as result of occupational injury.  LE in negotiating exit package if leaving rather than pursuing Crown Court Appeal against refusal to</p>	<p>LE of Crown Court appeal against refusal to allow Police Officer retirement on medical grounds or as result of occupational injury.  LE in negotiating exit package if leaving rather than pursuing Crown Court Appeal against refusal to</p>	<p>n/a</p>

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<p><b>Section 88 Enforcement Cover</b></p>	<p>allow Police Officer retirement on medical grounds or as result of occupational injury. LE in enforcing a CC's responsibilities under s. 88 of Police Act 1996 or s. 29 of the Police Act (NI) 1998 or s.39 of the Police (Scotland) Act 1967 in respect of civil claim for damages brought against the Police Officer arising from employment as CPO.</p>	<p>allow Police Officer retirement on medical grounds or as result of occupational injury. LE in enforcing a CC's responsibilities under s. 88 of Police Act 1996 or s. 29 of the Police Act (NI) 1998 or s.39 of the Police (Scotland) Act 1967 in respect of civil claim for damages brought against the Police Officer arising from employment as CPO.</p>	<p>Normal Casualty covers would apply. In addition powers delegated to Force Solicitor allocate decision making on funding of claims / defence from Police fund.</p>
<p><b>Appeal against a S.11, 12 or 42 retirement or resignation</b></p>	<p>LE in representing CO against forced retirement or resignation, including negotiation of terms.</p>	<p>LE in representing CO against forced retirement or resignation, including negotiation of terms or termination of a fixed term contract.</p>	<p>n/a</p>
<p><b>Employment Pursuit</b></p>	<p>LE for civilian CO in pursuing proceedings for wrongful or unfair dismissal or detriment having made a protected disclosure under ERA 1996. LE for representation in</p>	<p>n/a</p>	<p>n/a</p>

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	<p>formal disciplinary processes where employment in jeopardy.</p> <p>LE for negotiation of exit package if civilian CO agrees to leave rather than pursue proceedings for wrongful or unfair dismissal or detriment having made a protected disclosure under ERA 1996.</p> <p>LE in pursuing proceedings for breach of contract re additional benefits to the over and above nationally agreed pay.</p>		
<p><b>Police Legal Advice</b></p>	<p>LE for advice directly related to employment as CO.</p>	<p>LE for advice directly related to employment as CO.</p>	<p>Available from L&amp;CS</p>
<p><b>Judicial Review</b></p>	<p>LE for pursuing JR of decisions directly impacting CO normal employment.</p>		<p>PCC / CC NYP Force Solicitor would represent and fund defence.</p>
<p><b>Personal Injury Pursuit</b></p>	<p>LE in pursuing any dispute or proceedings for compensation arising from death or injury arising from</p>		<p>Casualty covers would respond in defence of such claims against PCC or CC NYP.</p>

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	employment as CO.		ULR cover may apply where a third party is responsible for a RTA.	
<b>Notable Exclusions</b>				
	<p>Defence of CO in legal proceedings arising from</p> <ul style="list-style-type: none"> <li>a. death</li> <li>b. loss, destruction or damage of or to property</li> <li>c. alleged breach of professional duty</li> <li>d. any tortuous liability other than specified in Civil Defence Cover</li> </ul>	<p>Defence of CO in legal proceedings arising from</p> <ul style="list-style-type: none"> <li>a. death</li> <li>b. loss, destruction or damage of or to property</li> <li>c. alleged breach of professional duty</li> <li>d. any tortuous liability other than specified in Civil Defence Cover</li> </ul>	<p>For points a to c, cover available from the Public Liability, Employers Liability or Officials Indemnity covers.</p>	
	<p>Fines or penalties imposed by a court</p> <p>Claims from deliberate, conscious intentional or negligent disregard by CO to take all reasonable steps to avoid and prevent claims, disputes or legal proceedings.</p> <p>Claims arising from allegations of libel or slander except as allowed for in Civil Defence Cover</p>	<p>Fines or penalties imposed by a court or tribunal</p> <p>Claims from deliberate, conscious intentional or negligent disregard by CO to take all reasonable steps to avoid and prevent claims, disputes or legal proceedings.</p> <p>Claims arising from allegations of libel or slander except as allowed for in Civil Defence Cover.</p> <p>Appeals arising out legal</p>	<p>Insurance not available</p> <p>Cover will not be provided by the liability policy for any intentional act unless the act was necessary and not malicious in origin or execution.</p> <p>Libel &amp; Slander cover would respond.</p>	

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		proceedings to which insurers consent has not been granted.	
		LE which the CO should or would have had to incur irrespective of any dispute.	
<b>Costs</b>	Included at present in CPOSA membership. Currently 5 members in NYP paid from subscriptions. Current cost £2,472 per member, total £12,360.		Where applicable covers included within insurance programme. Paid from Premiums, Declarations and Fees Budget No additional one off costs. Possible expenditure on defence costs and payment of claims if within SIR or uninsured.

Note: In the event of a claim where there is a possibility of double insurance, insured's are only allowed the benefit of indemnity from one policy. We would be obliged to make both insurers aware of the circumstances of the claim in order that they can exercise their right of subrogation. They would then need to reach agreement as to which insurer is best placed to handle the claim depending on the circumstances. Due to the limit of indemnity available under the terms of the CPOSA policy there is more comprehensive cover available under the force insurance programme although subject to the policy excess.

The definition of an insured under the CPOSA policy is one person, i.e. one police officer or police staff. The limits applicable are £250k per claim subject to a £1m aggregate per insured for each period of insurance. Aggregate limit for all insured's for any one period of insurance is £2m.

If this is outstripped there may be no benefit available from the CPOSA policy.

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