

Date: 29 October 2010



SOUTH YORKSHIRE  
POLICE AUTHORITY

Mr Tom Winsor WS  
Independent Review of Police Officers' & Staff  
Remuneration & Conditions  
5<sup>th</sup> Floor, Globe House  
89 Ecclestone Square  
Victoria  
LONDON SW1V 1PN

This matter is being dealt with by: Stephanie Barker  
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Dear Mr Winsor,

**RE: INDEPENDENT REVIEW OF POLICE OFFICERS' & STAFF REMUNERATION & CONDITIONS**

South Yorkshire Police Authority welcomes the independent full review of remuneration and conditions of service for police officers and staff, in particular its intended breadth. Set out below are the Authority's comments in relation to the review's draft terms of reference, circulated earlier this month. The Authority has chosen not to respond to each of the questions, set out in Appendix B, as it feels these could potentially constrain the review.

The Authority would urge the review team to consider the broader picture and not assume that the current police officer rank structure is still fit for purpose and appropriate. If a fundamental review is being undertaken, it might be an opportune time to consider whether the structure of the uniformed ranks, in particular, is still the best structure for 21<sup>st</sup> Century policing. The team is recommended to design a new pay structure that clearly sets out the significant differences between ranks and roles, so that clear decisions can be made in terms of competence and promotion. In doing so consideration should be given to the payment of additional/special responsibility allowances for "enhanced/extended scope" roles, as has occurred in teaching and the health.

Another fundamental issue to be addressed for the future is the mix between specialist and generic police officers and the implications of this in terms of cost and effectiveness. Coupled to this is whether an assessment of physical fitness should be carried out for all operational roles. Sometimes medical issues have been present for some time but only come to the fore when officers are requested to cover other operational areas.

Members of the Authority also feel that the review team should give consideration to the length of the pay spine. At present this could be seen as indirectly discriminatory, as it is based on length of service alone. Progression should reflect skills and competency, not length of service.

Changes in legislation should be considered in terms of redundancy. There are no longer "jobs for life" and although any changes would not happen in time to assist with the current challenges police forces and authorities face, should this situation arise in future, it would be beneficial if redundancy of both support staff and police officers were options.

Workforce planning will be key to the future, but some fundamental issues require resolution now.

The Authority believes that some of the single questions, or sets of questions, on Appendix B are worthy of a review in their own right. It may be more useful to concentrate on a few key areas – some quick fixes – and make changes that will assist forces and authorities now, rather than getting bogged down with some of the detail.

Another example of an area warranting a quick review is that around medical retirements. If uniformed officers are moved into support staff roles, then there should be a process in place that allows forces to gradually move them into the “rate for the job”, rather than keeping them on large salaries for lower graded jobs. The current system is open to challenge on an equalities basis.

South Yorkshire Police Authority (SYPA) also has a concern that the review team will spend a great deal of valuable time reviewing the regulations surrounding Specials. Whilst it is expected there will continue to be some volunteers/specials to assist in the delivery of policing in the future, it is unlikely that we will see a massive increase, regardless of any changes in regulations/restrictions.

The final suggestion from SYPA would be that the APA/Home Office uses the forums already in existence, eg APA Regional People Policy Networks as consultative bodies in terms of these types of review.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'S Barker', written in a cursive style.

**Stephanie Barker**  
**Head of HR & Business Support**  
**South Yorkshire Joint Secretariat**