

## PFCC Decision Report

**Report reference number:** 101-24

**Classification:** Not protectively marked

**Title of report:** Chief Constables' Pay Reform

**Area of county / stakeholders affected:** Chief Constable

**Report by:** Pippa Brent-Isherwood (Chief Executive and Monitoring Officer)

**Chief Officer:** Pippa Brent-Isherwood (Chief Executive and Monitoring Officer)

**Date of report:** 31 May 2024

**Enquiries to:** Pippa Brent-Isherwood (Chief Executive and Monitoring Officer)

### 1. Executive Summary

The purpose of this decision report is to set out the Home Secretary's latest determination on Chief Constables' pay and the impacts of this on the salary of the Chief Constable for Essex.

### 2. Recommendations

That, in line with the latest determination by the Home Secretary, the PFCC increases the Chief Constable of Essex's annual salary to the following amounts:

- With effect from 1 June 2024 - £204,701
- With effect from 1 June 2025 - £210,708

### 3. Background to the Proposal

Further to recommendations made by the Police Remuneration Review Body (PRRB) in July 2023, the Policing Minister announced earlier this year that the Home Office was working towards implementing a revised pay structure for Chief Constables and Deputy Chief Constables in England and Wales, which were expected to come into

effect on 1 June 2024, with transition to the new pay rates taking place over two years. As part of this, the Government accepted the PRRB's recommendation to reduce the number of pay groups for Chief Constables and Deputy Chief Constables from 12 to three.

The Home Office's evidence to the Senior Salaries Review Body 2024 – 2025 confirmed that the SSRB would consider the pay of chief police officers in England and Wales for the first time since 2017/18. This resulted from an independent review of all chief officer pay scales, which found that Chief Constables and Deputy Chief Constables were underpaid in whole market comparisons when compared with those occupying similar roles. The Home Secretary's remit letter asked the SSRB for recommendations on how to apply the pay award for chief officers in 2024/25.

#### **4. Proposal and Associated Benefits**

On 2 May 2024, the Home Secretary signed a determination under Regulation 24 of the Police Regulations 2003 which introduces pay reform for Chief Constables and Deputy Chief Constables. The new pay structure means that:

- Any Chief Constable or Deputy Chief Constable who receives a pay uplift will receive 50% of that uplift with effect from 1 June 2024 and the remaining 50% with effect from 1 June 2025.
- Any such uplift will be separate from the annual pay award.
- No Chief Constable will receive a reduction in pay.

Since 1 September 2003, Chief Constables and Deputy Chief Constables (and their Metropolitan Police Service equivalents) have received spot salaries. Prior to this most recent determination, there were 12 salary groups. For 41 police forces (excluding the Metropolitan Police Service and the City of London), there are now three pay groups for Chief Constables and three pay groups for Deputy Chief Constables, with one rate of pay for each group. The Chief Constable of Essex has been placed in Pay Group 2, meaning that the nationally determined pay for the Chief Constable of Essex is now as follows:

- With effect from 1 June 2024 - £186,092
- With effect from 1 September 2024 - £186,092
- With effect from 1 June 2025 - £191,553

The PFCC may, on appointing a Chief Constable, set their salary at a rate up to 10% above or below the nationally determined rate for the post. The Chief Constable of Essex is currently in receipt of a 10% uplift. Presuming that the PFCC wishes to continue to apply a discretionary uplift of 10% on the new nationally determined salary, the Chief Constable's pay will be uplifted to the following amounts:

- With effect from 1 June 2024 - £204,701
- With effect from 1 September 2024 - £204,701
- With effect from 1 June 2025 - £210,708

The new pay structure is expected to help increase the flow of talent into chief officer ranks and enable greater mobility by reducing the pay differentials between forces. It

will also reduce the pay differential between Assistant Chief Constables and Deputy Chief Constables in smaller forces.

The full determination is attached for information at Appendix 1.

## **5. Options Analysis**

The annual rates of pay for Chief Constables to be applied from 1 June 2024 and 1 June 2025 are set by the Home Secretary. As such, the PFCC has no discretion over this.

The PFCC could chose not to continue to apply the 10% discretionary uplift, however this would reduce the salary paid to the Chief Constable of Essex by £12,499 with effect from 1 June 2024. Reducing the Chief Constable's salary would be contrary to the drivers and rationale of the new, improved rates of pay for Chief Constables, and the ethos of the Home Secretary's determination that no Chief Constable should receive a reduction in pay. It would also close the differential in pay between the Chief Constable of Essex and the Deputy Chief Constable. This option is therefore not recommended.

## **6. Consultation and Engagement**

In formulating its recommendations, the Government asked the SSRB to have regard to the views of the PRRB in respect of officers in the federated and superintending ranks. The new pay structure for Chief Constables is based on the recommendations of the Police Remuneration Review Body (PRRB), further to proposals made by the Association of Police and Crime Commissioners (APCC).

The calculations set out in this report were provided by Essex Police's Corporate Finance department and verified by the PFCC's Chief Executive and Monitoring Officer.

## **7. Strategic Links**

The proposals contained within this report are consistent with the objective set out in the Police and Crime Plan that staff, volunteers and officers are supported and recognised for the contribution they make to preventing crime and keeping our county safe.

## **8. Police operational implications**

There are no operational impacts of this decision arising for Essex Police.

The Home Secretary's determination also introduces reform in respect of the Deputy Chief Constable's pay, which will be authorised by the Chief Constable.

## **9. Financial implications**

The Chief Constable of Essex's current salary (inclusive of the 10% discretionary uplift applied by the PFCC) is £198,591. This means that, with effect from 1 June 2024, his

annual salary will increase by £6,110, with a further £6,007 to be awarded with effect from 1 June 2025.

## **10. Legal implications**

Pay, allowances and conditions of service for police officers are set out in the Police Regulations 2003. As set out in section 4 above, the determination of the Home Secretary in relation to Chief Constables' pay is made under Regulation 24 of those regulations.

## **11. Staffing implications**

There are no staffing implications for the PFCC beyond those arising in respect of the Chief Constable's pay.

## **12. Equality, Diversity and Inclusion implications**

There are no equality, diversity or inclusion implications arising from this decision report.

## **13. Risks and Mitigations**

The PRRB has previously noted concern about the impact pay reform for Chief Constables and Deputy Chief Constables could have on the morale of officers in the lower ranks, especially when cost of living pressures remain challenging for many. To help mitigate this, the new pay structure is to be phased in over a period of two years.

## **14. Governance Boards**

This decision report was discussed at the PFCC's Corporate Management Team meeting on 3 June 2024.

## **15. Links to Future Plans**

In line with the determination of the Home Secretary, the pay of the Chief Constable with effect from 1 September 2024 and 1 June 2025 will be updated and adjusted as necessary following the application of any pay award which is to be made.

## **16. Background Papers and Appendices**

Appendix 1 – Annex F (Amendments) - Pay

**Report Approval**

The report will be signed off by the PFCC's Chief Executive and Chief Finance Officer prior to review and sign off by the PFCC / DPFCC.



Chief Executive / M.O.

Sign:

Print: P. Brent-Isherwood

Date: 31 May 2024

Chief Finance Officer

Sign:



Print: Janet Perry

Date: 07 June 2024

**Publication**

Is the report for publication?

YES

NO

If 'NO', please give reasons for non-publication (*Where relevant, cite the security classification of the document(s). State 'None' if applicable*)

None

If the report is not for publication, the Chief Executive will decide if and how the public can be informed of the decision.

**Redaction**

If the report is for publication, is redaction required:

1. Of Decision Sheet?

YES

2. Of Appendix?

YES

NO

NO

If 'YES', please provide details of required redaction:

N/A

Date redaction carried out: .....

**Chief Finance Officer / Chief Executive Sign Off – for Redactions only**

If redaction is required, the Chief Finance Officer or Chief Executive is to sign off that redaction has been completed.

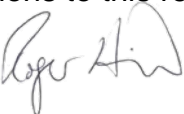
**Sign:** .....

**Print:** .....

**Chief Executive / Chief Finance Officer**

**Decision and Final Sign Off**

I agree the recommendations to this report:

**Sign:** 

**Print:** Roger Hirst

**PFCC**

**Date signed:** 25/06/2024

I do not agree the recommendations to this report because:

.....  
.....  
.....

**Sign:**

**Print:**

**PFCC/Deputy PFCC**

**Date signed:**