

Nottinghamshire Police and Crime Commissioner
Notice of Decision



Author:	Claire Salter
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For Decision or Information	Decision
Date received*:	30/10/17
Ref*:	2017.052

*to be inserted by Office of PCC

TITLE: New Recruits Police Officer Pay

EXECUTIVE SUMMARY:

A Force Executive Board (FEB) paper was produced to recommend Nottinghamshire Police increases pay for student officers from pay point 0 to pay point 1 on commencement of appointment. This was supported by the FEB and recommended to be applied to all cohorts from January 2018.

Due to the number of student officers already appointed who may not have achieved point 1 it was recommended that pay point 0 was also increased to a nominal £1 under pay point 1 effective from January 18. This recommendation falls within regulations and does not affect increment points. FEB is supportive of increasing pay for a total of 41 current student officers.

It is anticipated that there will approval from a HR perspective if this recommendation is supported. Failure to do so could cause feelings of disadvantage amongst new recruits having commenced employment at an earlier start date than those appointed after the higher pay was adopted.

INFORMATION IN SUPPORT OF DECISION: (e.g report or business case)

Please see attached business case which formed the basis of this decision.


FINANCIAL INFORMATION (please include if is it capital or revenue or both. What the split is and the totals being requested. Is this a virement/ something already budgeted for or something that requires additional funding. Are there any savings that can be offered up/or achieved)

The financial impact for 2017-18 will be £200,000 and can be accommodated within existing budgets.

The decision to undertake the uplift as described above is a change to the force's recruitment policy, is above £100,000 and does have an on-going impact in future years budget so does require a sign-off decision to be recorded by the PCC.

There will be ongoing costs associated with the increase in pay but this will be accommodated through the normal annual budget process and adjusted as required in the MTFP.


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Signature: 	Date: 28 th November 2017
Chief Finance Officer	

Is any of the supporting information classified as non public or confidential information**?	Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/>
If yes, please state under which category number from the guidance**				


DECISION:
 Amend current policy to allow new recruits to be appointed on Scale 1. And make appropriate adjustment for recruits within the last 12 months affected by this decision.

OFFICER APPROVAL
 I have been consulted about the proposal and confirm that the appropriate advice has been taken into account in the preparation of this report. I am satisfied that this is an appropriate request to be submitted to the Police and Crime Commissioner.

Signature:  Date: 29/11/17
 Chief Executive

DECLARATION:
 I confirm that I do not have any disclosable pecuniary interests in this decision and I take the decision in compliance with the Code of Conduct for the Nottinghamshire Office of the Police and Crime Commissioner. Any interests are indicated below:

The above request has my approval.

Signature:  Date: 30/11/17
 Nottinghamshire Police and Crime Commissioner

** See guidance on non public information