

DMPC Decision – PCD 527**Title: Officer Recognition Payment****Executive Summary:**

The MPS Commissioner has concluded that the conditions have been satisfied for a one-off, lump sum payment of £350 to the majority of police officers in recognition of the exceptional circumstances they have faced across 2017 and 2018. The cost can be funded from within the MPS approved 2018/19 budget.

Recommendation:

The Deputy Mayor for Policing and Crime is recommended to approve the Commissioner's proposal for a one-off, lump sum payment to recognise the exceptional circumstance officers have faced.

Deputy Mayor for Policing and Crime

I confirm I have considered whether or not I have any personal or prejudicial interest in this matter and take the proposed decision in compliance with the Code of Conduct. Any such interests are recorded below.

The above request has my approval.

Signature*Epine Henderson***Date***6/2/19*

PART I - NON-CONFIDENTIAL FACTS AND ADVICE TO THE DMPC

1. Introduction and background

- 1.1. The Commissioner of the Police has considered the exceptional circumstances under which officers across the organisation have been operating during 2017 and 2018, and has concluded that a one-off lump sum payment to all officers up to and including the rank of Chief Superintendent is appropriate.

2. Issues for consideration

- 2.1. The exceptional circumstances officers across the organisation have faced have resulted from a range of factors including but not limited to multiple terrorist attacks, the murder of a police officer and the enduring risk to officer safety, an increase in violent crime, additional public order events, extensive and unprecedented organisational change, and significant staff vacancies.
- 2.2. The Commissioner considers that the over-whelming majority of officers have been affected by one or more of the above, resulting in substantial disruption to family life, extended working hours, the psychological impact of events and supporting colleagues affected, a constantly high operational tempo, managing increased demand and additional stress during significant organisational change, and working within teams with sustained staff vacancies.

3. Financial Comments

- 3.1. The estimated cost of the payment is £10m. The payment is scheduled to be made before the end of March 2019. There is sufficient budget within the existing approved 2018/19 MPS budget to meet this cost.

4. Legal Comments

- 4.1. The MPS has provided assurance that the payment is in accordance with Police Regulations.
- 4.2. The MOPAC Scheme of Consent and Delegation at 4.8 states that DMPC approval is required for "Any expenditure proposal of an exceptional nature which is significant as defined in 1.4 above which might otherwise be delegated or consented by this Scheme"
- 4.3. Paragraph 1.4 states "In general, the DMPC will take decisions approving strategies and policies which establish the framework within which officers will take operational decisions. However, there will always be operational decisions which are significant either in terms of financial expenditure or public interest or which are in some other way novel or contentious. These have either been expressly reserved to the DMPC by this Scheme or, where the decision would otherwise be taken by staff/officers, will be referred to the DMPC for decision."

5. GDPR and Data Privacy

- 5.1. The proposal does not involve any change to the processing of personally identifiable data therefore there are no GDPR issues to be considered.

6. Equality Comments

- 6.1. The payment will be made to all officers who meet the criteria for eligibility set out in the attached MPS paper.

7. Background/supporting papers

- 7.1. MPS report

Public access to information

Information in this form (Part 1) is subject to the Freedom of Information Act 2000 (FOIA) and will be made available on the MOPAC website following approval.

If immediate publication risks compromising the implementation of the decision it can be deferred until a specific date. Deferral periods should be kept to the shortest length strictly necessary.

Part 1 Deferral:

Is the publication of Part 1 of this approval to be deferred? NO

If yes, for what reason:

Until what date:

Part 2 Confidentiality: Only the facts or advice considered as likely to be exempt from disclosure under the FOIA should be in the separate Part 2 form, together with the legal rationale for non-publication.

Is there a **Part 2** form –NO

ORIGINATING OFFICER DECLARATION

	Tick to confirm statement (✓)
Financial Advice: The Strategic Finance and Resource Management Team has been consulted on this proposal.	✓
Legal Advice: The MPS legal team has been consulted on the proposal.	✓
Equalities Advice: Equality and diversity issues are covered in the body of the report.	✓
Commercial Issues Commercial issues are not applicable	✓
GDPR/Data Privacy A DPIA is not required.	✓
Director/Head of Service: The Chief Finance Officer has reviewed the request and is satisfied it is correct and consistent with the MOPAC's plans and priorities.	✓

OFFICER APPROVAL**Chief Executive Officer**

I have been consulted about the proposal and confirm that financial, legal and equalities 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 Deputy Mayor for Policing and Crime.

Signature

R. Lawrence

Date

6/2/19



Decision Paper

Date: 1 February 2019

To: Deputy Mayor for Policing and Crime

Cc: Commissioner, Deputy Commissioner, Lynda McMullan, Clare Davies, Ian Percival

From: Robin Wilkinson, Chief of Corporate Services

Topic: RECOGNITION OF EXCEPTIONAL CIRCUMSTANCES
– USE OF RECOGNITION PAYMENT

Issue

The Commissioner has concluded that the conditions have been satisfied to award a recognition payment of £350 to the majority of Police Officers under Regulation 34 of Police Regulations. Whilst the decision on whether the criteria have been satisfied for such a payment is for the Commissioner, in accordance with the Scheme of Delegation (potential novel and contentious payments provision), we are referring to MOPAC for confirmation that the required funding can be secured from the existing 2018/19 Police Office pay budget.

The Commissioner has taken advice from DLS on the issue prior to reaching her conclusion.

Recommendation

The Deputy Mayor is invited to approve the use of funds already allocated in the 2018/19 approved budget for Police Officer Pay to fund these recognition payments, recognising the extraordinary period and the significant impact this has had on the overwhelming majority of Met officers.

Background: Rationale for a Recognition Payment

During 2017 and 2018, policing in London was subject to an exceptional range of circumstances which resulted in outstandingly demanding pressures on officers across the MPS. The ability of officers to respond effectively to these exceptional range of demands was of an outstandingly important nature for the MPS, London and the country more widely. These factors include:

- Multiple terrorist attacks;
- The murder of a police officer and the enduring risk to officer safety;
- Substantial increase in violent crime in London, requiring a robust policing response;
- A number of very significant public order events, requiring a pan-Met response;
- All at a time of extensive and unprecedented organisational change as the Met established a new operating model costing at 30,000 police officers rather than the former 32,000 model, responding to the impact of austerity;
- Significant staff vacancies, leading to workplace pressures to meet growing operational demand.

The cumulative impact of these operational and organisational events has been felt across the Met, and will have resulted in outstandingly challenging demands falling on the overwhelming majority of officers – disruption to family life in response to terrorist attacks and major public order events; the psychological impact of the murder of a colleague to terrorism and the enduring threat to officer safety; absorbing the impact of disruptive organisational change at a time of a very high operational tempo; and delivering performance at a time of officer vacancies. The Met's effective response (to which officers from right across the Met contributed) to the multiple terrorist attacks was of an outstandingly important nature to London and the wider country, and has been praised at the highest levels, as has been the impact of the pan-Met mobilisation to stem the rise in street violence.

The events giving rise to these exceptionally demanding circumstances have affected units across the Met, and the overwhelming majority of officers in those units. Again, this is an exceptional and unique set of factors.

The assessment of whether individuals have met the threshold for the payment of a bonus payment under Police Regulations would normally be made at an individual level. However, given the combination of factors impacting across the Met in 2017 and 2018, the Commissioner has concluded that the threshold for the payment of a bonus under Police Regulations ("outstandingly demanding, unpleasant or important work") will have been met for the overwhelming majority of officers due to one or more of the following impacts at an individual level (recognising this will not be an exhaustive list):

- Substantial (and not one-off) disruption to family life;
- Working extended hours, without the ability to recoup those hours within a reasonable time period
- Psychological impact of events on an individual – and the enduring impact of the threat to officer safety from acts of terrorism
- The impact of supporting colleagues who have suffered a psychological impact owing to the events
- Constantly high (and unforgiving) operational tempo
- Maintaining performance and managing increasing demand during a period of unprecedented organisational change
- Managing the stress caused by significant and often disruptive (albeit necessary) organisational change
- Working within a team with sustained staff vacancies

The Commissioner has also concluded that to undertake an individual assessment of each of the Met's 30,000 officers would be an onerous, time-consuming and disproportionate process.

The Commissioner is also aware that a number of other forces have for some time used the same provisions within Police Regulations to tackle macro issues, seemingly without individual assessments. For example, some forces use these provisions to make set payments to ALL detectives or firearms officers in their force. Such payments are made through a determination at chief officer level that the threshold for the payment under Regulations would be met by all given the full range of circumstances and factors, without the need for an assessment to be carried out at an individual level.

Terms of the Recognition Payment

In accordance with Police Regulations, the Commissioner has concluded that a flat rate one-off recognition payment of £350 should be made to all qualifying MPS police officers up to and including the rank of Chief Superintendent. Subject to MOPAC approval to the use of funds allocated in the 2018/19 budget for police officer pay, payment will be made in March salaries to those officers eligible for the payment.

Officers will qualify for this payment if they have one years' service or more as of 31 December 2018. Some officers will not be eligible for the full award, as they will not meet the threshold of the bonus Payment under Regulation 34 (bonus payments). For the period 1 January 2018 to 31 December 2018 this will include:-

- Officers that have been on maternity leave, adoption leave, shared parental leave and paternity leave will receive the payment. It will be reduced on a pro rata basis if they took a period of unpaid leave related to one of the above reasons.
- Officers that have been on paid sick leave during the period will still get the payment. If they have been on half pay or no pay during the period in relation to their sickness, the payment will be reduced on a pro rata basis unless it is related to a disability, maternity or as a consequence of an injury on duty.
- Officers who have taken special leave (off pay) or a career break will also have a reduced payment on a pro rata payment for the months they were at work. If they were away for the entire period then they will not receive the payment.
- Officers who have retired during the period will not automatically receive the payment due to the logistics of making a payment once off payroll. However if they request the payment then we will put arrangements in place. The payment will also be made on a pro rata basis depending on retirement date.
- Officers, who have been on the formal stages of UPP (performance and attendance) or subject to Regulation 12 or 13 during some, or all of the relevant period, will not receive any payment.

Financial Impact

Pay awards for officers have an effective date of 1 September. The 2018/19 budget assumed the consolidation of the 1% award from 2017, together with a further 2% consolidated award. The full year cost of the additional 1% award the Met had proposed in our PRRB evidence, which is built into the budget, from 1 September 2018 to 31 August 2019 is £14.6m – with £8.5m in the 2018/19 financial year and £6.1m in 19/20.

On 31 December there were 28,412 eligible officers in the rank of constable to Chief Superintendent with more than 1 years' service. The total cost of the award would at £350 per eligible officer would therefore be circa £10m.

We budgeted for a 3% pay award in 18/19. The 2% award created an underspend which was included in the overall position of £19m underspend at the end of Q2. As part of the budget submission we assumed that this £19m would be rolled forward to balance the 19/20 budget, which contained flexibility for such a payment.

Therefore it remains the case that the payment is affordable within the existing budget.

It should be noted that as the final budget is published with reference to the quarter 2 financial monitoring report in line with GLA instructions, the presentation is more complicated than the transaction would normally warrant.

ROBIN WILKINSON
Chief of Corporate Services