

## Winsor Part 2 Report at a glance – Police Staff

The aim of the Part 2 Report is to create a more skilled and effective workforce fit to face the challenges of the next 30 years.

The recommendations, if accepted, will encourage the harmonisation of officer and staff roles and reduce the pressure on chief constables to make staff redundant in order to cut costs.

The Part 2 Report has been presented to the Home Secretary. If she wishes to implement the recommendations, they will be negotiated through the Police Staff Council in the normal way.

### The key recommendations (if implemented) from Winsor Part 2 that will affect you:

- **Harmonisation**—officer and staff pay and conditions should be harmonised over time, with officer pay and conditions changing to become more like staff pay and conditions
- **Direct Entry (Inspector) Scheme** – a fast track scheme open to staff as in-service candidates. If selected, you will be able to reach the rank of inspector after just three years of intensive development and frontline experience.
- **New approach to restricted duties** – civilian staff sometimes work alongside police officers, doing the same job, but for significantly less pay. That is not fair. A more robust and equitable process for managing officers on restricted duties is needed. Those officers in roles that do not utilise the skills or powers of a police officer, or who cannot be redeployed into public facing roles, should lose 8% of their basic pay (up to a maximum of **£2,922**) after one year on restricted duties. After a second year, they should be removed from the force, and offered the opportunity to apply for a police staff job if one is available.
- **A power akin to compulsory severance for police officers** – some forces have made staff redundant in order to stay within budget. It is not fair that staff alone face redundancy. Chief constables should be given new powers akin to compulsory severance for police officers to enable them to manage their workforce effectively in times of financial pressure, and ensure the right mix of officers and staff in the workforce.
- **Unsocial hours** – unsocial hours payments for staff should be harmonised with those of officers. You should earn double time for any hours worked between 8pm and 6am.

- **Overtime** – staff overtime arrangements should be harmonised with those of officers, with Sundays paid at plain time whilst Christmas and seven other days that you nominate should be paid at double time.
- **Fitness tests** – if you undertake personal safety training as part of your job, you, along with all police officers, should be required to take an annual fitness test to ensure you are fit and healthy enough to protect yourself. If you fail it three times in a row, you should be subject to unsatisfactory performance measures.
- **Contribution-related pay** – both officers and staff should move to a system of pay progression on the basis of contribution, as assessed in your annual appraisal. If you work hard and make a full contribution to the police service, you will earn more.
- **Maintenance of local pay and conditions arrangements for staff** – no national pay grading for staff, to give forces the flexibility they need to react to local labour market conditions.
- **New funding for better research and data on police staff issues** – too often staff have been neglected within the police service. The Police Staff Council should receive funding to obtain better data to ensure that future decisions about your pay and conditions are made on the best evidence available.

The complete list of recommendations can be found in **Appendix 1 of the Part 2 Report**, which you can see here: [www.review.police.uk](http://www.review.police.uk)