

WINSOR REPORT

THE IMPACT

In his report Winsor lists 4 examples to illustrate the impact of his proposals on officers' pay. In essence who will be better or worse off and by how much. I have analysed his examples and here is the reality. This paper details what you gain but more importantly what you lose!

E.g. A:- A response constable with 7 years' service and public order level 2 accreditation, who regularly works a rotating 8 hour shift on a four team basis.

Winsor claims this officer will be £3,871 better off over the next two years under his proposals.

Pay: The officer currently receives £32,703 and will do for the next two years due to the incremental pay freeze. This officer loses **£1,050** in year one and **£3,093** in year two; pay should've progressed to £33,753 and £35,796 respectively. Total loss on pay: **£4,143**.

Pension: Winsor anticipates a 3% increase in contributions giving a reduction of **£599** over the two years (£136 in year one and £463 in year 2). NB: - Winsor's reductions straddle the financial year hence the full 12 month increase is not factored into each year.

Overtime: Winsor provides a figure of £2,751 but then only reduces that figure by £331 in each of the following two years. As the overtime rate will be reduced to flat rate, his figure must be reduced accordingly. This provides a loss of £688 per annum = **£1,376** over the two years.

Unsocial hours payment: This is a new payment and I have increased Winsor's figure to allow for our current shift patterns. In fairness I have probably overloaded it. This gives a gain of **£3,328** over the two years.

Expertise & Professional Accreditation Allowance (EPAA): Winsor introduces a new allowance of £1200 per annum for **the next 2 years** when it will be subject to review and replacement. However, this is a gain of **£2,400** over the two years. **NB** – This officer gets this for their public order accreditation not for their response duties.

Total gains over two years: 3,328 + 2,400 = **£5,728**

Total losses over two years: 4,143 + 599 + 1,376 = **£6,118**

Overall loss: £390
(£2,790 if not Level 2 PSU trained as no EPAA)

E.g. B:- A neighbourhood policing constable with 10 years' service who has been in the NHP team for more than three years.

Winsor claims this officer will be £1,167 better off over the next two years under his proposals.

Pay: This is unaffected by the increment freeze as the officer is now top of scale.

Pension: Winsor anticipates a 3% increase in contributions giving a reduction of **£669** over the two years (£152 in year one and £517 in year 2). NB: - Winsor's reductions straddle the financial year hence the full 12 month increase is not factored into each year.

Overtime: Winsor provides a figure of £2,751 but then only reduces that figure by £331 in each of the following two years. As the overtime rate will be reduced to flat rate, his figure must be reduced accordingly. This provides a loss of £688 per annum = **£1,376** over the two years.

Unsocial hours payment: Winsor does not include any payment for this officer.

Expertise & Professional Accreditation Allowance (EPAA): Winsor introduces a new allowance of £1200 per annum for **the next 2 years** when it will be subject to review and replacement. However, this is a gain of **£2,400** over the two years. However, in his calculation Winsor makes no mention of the officer's eligibility for the abolished CRTP; this gives a loss of **£2,424** over the same period.

Total gains over two years: £2,400

Total losses over two years: 669 + 1,376 + 2,424 = £4,469

Overall loss: £2,069

E.g. C:- DC with 25 years' service & PIP Level 2 accreditation, who regularly works late shifts and is expected to perform on-call duties 80 times per annum.

Winsor claims this officer will be **£1,891 better off** over the next two years under his proposals.

Pay: This is unaffected by the increment freeze as the officer is now top of scale.

Pension: Winsor anticipates a 3% increase in contributions giving a reduction of **£669** over the two years (£152 in year one and £517 in year 2). NB: - Winsor's reductions straddle the financial year hence the full 12 month increase is not factored into each year.

Overtime: Winsor provides a figure of £2,751 but then only reduces that figure by £331 in each of the following two years. As the overtime rate will be reduced to flat rate, his figure must be reduced accordingly. This provides a loss of £688 per annum = **£1,376** over the two years.

Unsocial hours payment: Winsor lists an unsocial hours payment of £420 per annum giving a gain of **£840** over the two years. Due to the myriad of shift patterns in Kent crime groups I have not adjusted this figure.

On call allowance: Winsor details 80 instances of on call (first 12 being unrewarded) so $68 \times £15 = £1,020$ per annum. Under the current Kent agreement the officer would get $80 \times £12.22 = £977$ per annum. The net gain under Winsor is **£86** over two years.

SPP: These are abolished by Winsor. In 2010 accredited detectives received £1,650 as an SPP resulting in a loss of **£3,300** over two years.

Expertise & Professional Accreditation Allowance (EPAA): Winsor introduces a new allowance of £1200 per annum for **the next 2 years** when it will be subject to review and replacement. However, this is a gain of **£2,400** over the two years. However CRTP is abolished; this gives a loss of **£2,424** over the same period.

Total gains over the two years: $840 + 86 + 2,400 = \mathbf{£3,326}$

Total losses over the two years: $669 + 1,376 + 3,300 + 2,424 = \mathbf{£7,769}$

Overall loss: **£4,443**

E.g. D:- 25 years' service constable in a middle or back office function who previously received £1,500 SPP and a CRTP. He does not work unsocial hours, or overtime, is never on-call and does not use critical skills for the EPAA.

Pay: This is unaffected by the increment freeze as the officer is now top of scale.

Pension: Winsor anticipates a 3% increase in contributions giving a reduction of **£669** over the two years (£152 in year one and £517 in year 2). NB: - Winsor's reductions straddle the financial year hence the full 12 month increase is not factored into each year.

SPP: These are abolished by Winsor. In Kent I am unaware of such a role attracting an SPP, the "geographic payment" already having gone. I have therefore disregarded this in my comparator.

CRTP: This is abolished by Winsor so the officer loses **£2,424** (£1212 pa).

Total gains: NIL

Total losses: 669 + 2,424 = **£3,093**

Overall loss: **£3,093**