

## PFCC Decision Report

**Please ensure all sections below are completed**

**Report reference number:** 145-20

**Classification** (e.g. Not protectively marked/restricted): **Not Protectively Marked**

**Title of report:** Op Talla Recognition Payment

**Area of county / stakeholders affected:** Countywide

**Report by:** Darren Horsman, Strategic Head of Policy and Public Engagement

**Date of report:** 31<sup>st</sup> December 2020

**Enquiries to:** Darren Horsman, Strategic Head of Policy and Public Engagement

### 1. Purpose of the report

To seek agreement from the Commissioner to provide a one-off financial recognition payment to officers and staff for the important work undertaken during the COVID-19 pandemic (Op Talla).

### 2. Recommendations

- a. That the Commissioner supports the decision to provide a payment of £100 to all Essex Police staff and officers (other than the Chief Constable) employed/serving as at 17 December 2020 as a reward for diligence, special meritorious conduct and outstanding work for the public, subject to the criteria and caveats set out within this document.
- b. That the Commissioner agrees the costs set out within this decision sheet.

### 3. Benefits of the proposal

Since the start of the COVID-19 pandemic in March 2020 officers and staff across Essex Police have continued provide policing services throughout unprecedented times.

The work of those supporting the policing response has been critical to ensuring that the county is safe and has required individuals to undertake important work under exceptional circumstances. This has had a direct positive benefit on the safety of our county and the systemwide response to the COVID-19 pandemic.

The proposal recognises the outstanding contribution made by Essex Police staff and officers and will provide clear recognition for these efforts and the ongoing contribution they are making to Essex.

#### **4. Background and proposal**

The Chief Constable has recommended that a payment should be made to all officers and staff for their diligence during the pandemic.

The rationale for this recognition has been set out by the Chief Constable in the following terms.

*“Since the declaration on 19/3/2020 the whole workforce in Essex Police has been responding to a national emergency that has been unprecedented in scale, scope and duration outside of wartime.*

*“The role that Essex Police has played has been exemplary across a range of public services. The workforce as a whole has been outstanding in its response with every department inextricably engaged in maintaining public safety either directly or in an essential enabling role. The importance of Essex Police and every person within Essex Police in this cannot be underplayed.*

*“The operating environment has been outstandingly demanding due to the personal restrictions and risks to health. The commitment and professionalism of all those within Essex Police has been outstanding with improvements in performance and reductions in sickness as well as the trust and confidence of partners and the public being objective evidence of this.”*

If approved, the following criteria would be used when making payments to staff and officers:

Payment to all officers and staff (pro-rata for part time officers and staff) that were in service with Essex Police on 17.12.20 with the following criteria and exceptions for eligibility;

- Payment is a one off and non-contractual
- Payments will be taxable but non-pensionable for officers

Exceptions:

- Any individual who is in receipt of a misconduct/disciplinary written warning that is live during the qualifying period.
- Any individual who is in receipt of a misconduct/disciplinary final written warning that is live during the qualifying period.
- Any individual who is suspended from duty whilst a report, allegation, or complaint of a disciplinary or criminal offence is investigated, or who is

subject of a live disciplinary enquiry as the result of a report, allegation or complaint of a serious disciplinary offence [assessed as gross misconduct if proven], or criminal offence. Note; Review of payment of reward for affected officers or staff to be conducted at conclusion of the disciplinary process.

- Any individual who is in receipt of a formal capability or UPP performance (not attendance) sanction (written improvement notice or final written improvement notice) live during the qualifying period.

### Legal Basis for decision

The payment to staff and officers is being made on the following legal basis.

#### A. Police Officers - **Police Act 1996, 31 Rewards for diligence**

(1)The chief constable of a police force maintained under section 2 may grant to members of that police force rewards for exceptional diligence or other specially meritorious conduct.

#### B. Police Staff - **Police Reform and Social Responsibility Act 2011, Schedule 2**

6(1)A chief constable may pay remuneration, allowances **and gratuities** to the members of the police force's civilian staff.

### Costs

Based on the above exceptions and the agreement to pay the reward to all the total costs for this decision are set out below.

Honarium - Costings	£
Honarium (£)	100.00
NI (13.8%)	13.80
Apprenticeship Levy (0.5%)	0.50
Ers Pension - 18.9% (relevant for Staff & PCSOs only)	18.90
Total with pension (Staff & PCSOs)	133.20
Total without pension (Officers)	114.30
Staff - Total Cost	276,768
Officers - Total Cost	375,629
PCSOs - Total Cost	13,078
<b>Total Cost in 2020/21</b>	<b>665,475</b>

## 5. **Alternative options considered and rejected**

Several alternative payment options were considered. The option set out above was chosen as it provided the most appropriate basis for the outcome required and provided the most administratively simply process for delivering this.

## 6. **Police and Crime Plan**

The work undertaken during the pandemic has affected all aspects of the Police and Crime Plan from breaking the cycle of domestic violence to improving public confidence through increased local and visible policing.

## **7. Police operational implications**

This decision recognises the exemplary operational work of Essex Police during the pandemic but does not have any specific operational implications.

## **8. Financial implications**

The estimated cost of £655,475 will be funded from the under spend as reported to Performance and Resources Scrutiny Board on 29<sup>th</sup> December.

## **9. Legal implications**

The legal basis for the decision is set out above.

## **10. Staffing implications**

The staffing implications including the provision of £100 for every member of staff and officer who meets the criteria are set out above.

## **11. Equality and Diversity implications**

There are no direct equality and diversity implications applicable.

## **12. Risks**

There is the risk that staff members and officers who do not meet the criteria for this financial payment may challenge the process. To mitigate this risk several actions have been undertaken. These include a review process being put in place should individuals challenge the criteria for making payments. Considerable thought has also been put into the legal basis for the decision to ensure that the most appropriate basis has been used to achieve the desired outcome. Essex Police have also consulted with the Federation Reps and Unions.

## **13. Governance Boards**

The proposal was agreed in principle at the Strategic Board on 17 December 2020. In summary agreement was reached at the board for:


- All officers and staff in service (excluding the Chief Constable) on 17 December 2020 to be eligible for a reward of £100 (pro-rata for part-time staff).
- The payment would be subject to several exceptions as set out above.


## **14. Background papers**

N/A

**Report Approval**

The report will be signed off by the OPFCC Chief Executive and Treasurer prior to review and sign off by the PFCC / DPFCC.

Deputy M.O. Sign:   
Print: Darren Horsman  
Date: 4 January 2021

Chief Finance Officer / Treasurer Sign:   
Print: Elizabeth Helm  
Date: 4 January 2021

**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)

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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  NO  2. Of Appendix? YES  NO

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

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Date redaction carried out: .....

**Treasurer / Chief Executive Sign Off – for Redactions only**

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

**Sign:** .....

**Print:** .....

**Chief Executive/Treasurer**

**Decision and Final Sign Off**

I agree the recommendations to this report:

**Sign:** 

**Print:** Roger Hirst

**PFCC**

**Date signed:** 4 January 2021

I do not agree the recommendations to this report because:

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.....  
.....

**Sign:** .....

**Print:** .....

**PFCC/Deputy PFCC**