

“ PPP ”

People for Proper Policing in North Wales

WHAT DOES NORTH WALES POLICE COST US AND WHY

PRECIS OF THE RULES RELATING TO BONUS PAYMENTS TO SENIOR OFFICERS

Exceptional performance, within the context of considering a bonus should always be understood in the context of all Chief Officers in the UK. Only a relatively **small minority** of Chief Police Officers in any year will qualify for a bonus. It will provide for non-pensionable bonuses of up to **15% of pensionable pay for CCs; up to 12.5% for DCCs; and up to 10% for ACCs,**

☐ PDR Key Personal Objectives (KPOs). There will normally be between 4 and 6 KPOs and no more than 10. They must reflect national and local policing plan priorities and any national work of a significant nature. One of the KPOs must relate to crime reduction and another must relate to diversity. The KPOs must be defined in such a way that at the end of the year it will be obvious whether they have been Achieved, Exceeded or Not Achieved using PPAF data where appropriate.

The factors outlined above will be brought together in the Chief Officer's PDR when he / she will be awarded an A, B or C Grade. **Offices who achieve an A grade will be entitled to a bonus if their performance is deemed to be exceptional.**

☐ No KPOs must not be achieved

The guidance provided that the overall PDR assessment and any bonus payment must be kept confidential to those Members of the Police Authority involved, the officer concerned, the Clerk and the relevant HMI.

The Guidance recommends setting up a small Remuneration Panel.

3.2 North Wales Police Authority resolved to set up a Remuneration Panel comprising:

Chair of the Authority

Vice-Chair of the Authority

Chair of Performance Review Committee (Vice-Chair in their absence)

Chair of the Human Resource Committee (Vice-Chair in their absence)

Past Chair of the Authority (previous Vice-Chair in their absence)

Chair of the Audit Committee* (Vice-Chair in their absence)

(*included by resolution of the Authority on 28th September 2007)

It has been agreed between the Remuneration Panel, the Chief Constable and HMI that in anticipation of the Government's intention **the Chief Constable's PDR will be undertaken by the Chair of the Police Authority.**

The PDR for the remainder of the Chief Officers will be undertaken by the Chief Constable

The Chief Constable and Deputy Chief Constable are not obliged to be included within a bonus scheme, but have both opted to be included.

The Assistant Chief Constable is obliged to be included, but until he reaches the top of his pay scale **any bonus awards are reflected in annual increments.**

The PPP comments ... We would also opt for a nice little 10-15% bonus.

The ACC is obliged but this effectively hides any bonus that the ACC gets

North Wales Police -- Bonus Payments 2007/8

Rank	Number of payments made	Total amount paid	Minimum amount paid	Maximum amount paid
Constable	65	27,397.98	50	1,300
Sergeant	19	10,233	50	1,870
Inspector	32	53,292.29	60	5,000
Chief Inspector	8	11,473.61	500	3,278.25
Superintendent	8	14,000	1,000	3,000
Chief Superintendent	2	6,000	3,000	3,000
Deputy Chief Constable	1	9,796.43	9,796.43	9,796.43
Chief Constable	1	14,249.07	14,249.07	14,249.07
Police Staff	36	24,817.84	50	8,500.77
Total	172	171,260.22	50	14,249.07
Compared with 2006/7	190	105,292.4 a 63% increase		

THE PPP COMMENTS ... A VERY GOOD YEAR FOR THE SENIOR OFFICERS

Special Priority Payment Scheme

When selecting posts for SPP, the Force considers the qualifying criteria as set out in PNB Circular 16/03

- carry significant higher responsibilities,
- particularly difficult to recruit and retain,
- have specially demanding working conditions; and
- The importance of individual posts to national and local policing priorities;
- The relative importance of continuity in the post; and
- Whether the posts meet one or more of the national criteria specified above.

Special Priority Payment

2007 / 08

Rank	Number of payments made	Total amount paid £	Minimum amount paid £	Maximum amount paid £
Constable	559	673,870.45	76.61	1950
Sergeant	164	183,047.67	32.05	1950
Inspector	4	1,698.90	302.74	548.49
Chief Inspector				
Superintendent				
Chief Superintendent				
Police Staff				
Chief Officers				
Total	727 or 47%	858,617.02	32.05	1,950

HQ Posts	Type	DCC & ACC/ CO	PO	SO	6-5	4-1	PCSO	Total	Variance
Police Authority	Planned	1.38	3.00	0	2.00	0	0	6.38	-0.77
	FTE	1.00	3.00	0	1.61	0	0	5.61	
ACPO/Staff Office/Projects	Planned	1.00	10.03	8.50	6.73	4.08	0	30.34	-0.14
	FTE	2.22	8.81	8.50	7.00	3.68	0	30.20	
Finance	Planned	1.00	11.86	6.86	3.81	1.00	0	24.53	0.01
	FTE	1.00	11.86	6.86	3.81	1.00	0	24.54	
Commercial Services	Planned	1.00	18.31	11.50	20.27	19.53	0	70.61	0.80
	FTE	1.00	20.53	11.35	19.00	19.53	0	71.41	
Information Management	Planned	1.00	8.00	10.60	1.00	0	0	20.60	-2.00
	FTE	1.00	7.00	9.60	1.00	0	0	18.60	
Professional Standards	Planned	0	0	2.00	2.81	3.88	0	8.69	-0.00
	FTE	0	0	2.00	2.81	3.88	0	8.69	
Federation	Planned	0	0	0.81	1.50	0	0	2.31	0.00
	FTE	0	0	0.81	1.50	0	0	2.31	
People Services Group	Planned	0	10.50	19.00	4.86	10.00	0	44.36	-3.59
	FTE	0	9.21	19.25	3.68	8.64	0	40.77	
Operational Support Division	Planned	0	7.00	10.00	12.40	6.54	0	35.94	-2.99
	FTE	0	7.00	9.00	10.91	6.04	0	32.95	
Crime Services Division	Planned	0	12.00	40.02	34.97	15.45	0	102.44	-11.12
	FTE	0	12.00	41.00	30.06	8.26	0	91.32	
Administration of Justice	Planned	0	5.86	3.81	23.34	62.78	0	95.79	-9.05
	FTE	0	5.86	4.81	25.96	50.10	0	86.74	
Unison	Planned	0	1.00	0	1.00	0	0	2.00	0.00
	FTE	0	1.00	0	1.00	0	0	2.00	
Operational Comms Division	Planned	0	2.00	7.00	21.00	101.50	0	131.50	-4.86
	FTE	0	2.00	3.86	26.12	94.65	0	126.64	
Chief Information Officers Dept	Planned	0	5.50	8.86	11.43	7.00	0	32.79	-9.24
	FTE	0	4.00	6.86	8.68	4.00	0	23.55	
Welsh Language Service	Planned	0	1.00	3.00	1.00	1.00	0	6.00	0.00
	FTE	0	1.00	2.00	2.00	1.00	0	6.00	
HQ Total	Planned	5.38	96.06	131.96	148.12	232.76	0	614.28	-42.97
	FTE	6.22	93.27	125.92	145.14	200.76	0	571.31	

HQ Posts	Type	DCC & ACC/ CO	PO	SO	6-5	4-1	PCSO	Total	Variance
Western Division	Planned	0	3.00	7.50	18.55	29.50	51.00	109.55	-4.16
	FTE	0	4.00	8.31	18.51	24.85	49.72	105.39	
Central Division	Planned	0	3.33	14.67	35.56	33.41	41.00	127.97	-11.68
	FTE	0	2.00	14.32	33.70	25.89	40.38	116.29	
Eastern Division	Planned	0	2.68	10.33	38.22	44.83	65.00	161.06	1.12
	FTE	0	2.81	10.99	37.73	41.15	69.50	162.18	
Divisional Total	Planned	0	9.01	32.50	92.33	107.74	157.00	398.58	-14.72
	FTE	0	8.81	33.62	89.94	91.90	159.59	383.86	

	Type	DCC & ACC/ CO	PO	SO	6-5	4-1	PCSO	Total	Variance
Force Totals	Planned	5.38	105.07	164.46	240.45	340.50	157.00	1012.86	-57.69
	FTE	6.22	102.08	159.54	235.08	292.66	159.59	955.17	

We note the variance of 58 staff (why quote fractions of PEOPLE?, how unprofessional!) what do they have PLANNED for these people. It is even more difficult to determine what all these people do. Maybe our PA representative can tell us?

November 2008

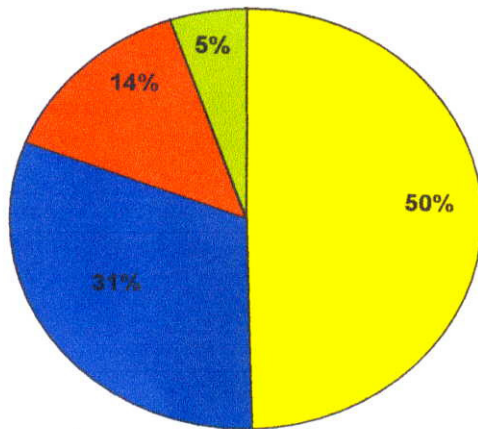
HQ Posts	Type	CC	DCC & ACC	ChSupt & Supt	ChInsp	Insp	Sgt	Const	Total	Variance
ACPO/Staff Office/Projects	Planned	1.00	2.00	2.00	3.00	6.00	5.00	0	19.00	0.00
	FTE	1.00	2.00	2.00	3.00	6.00	5.00	0	19.00	
Commercial Services	Planned	0	0	0	1.00	0	0	8.00	9.00	0.00
	FTE	0	0	0	1.00	0	0	8.00	9.00	
Information Management	Planned	0	0	0	0	0	1.00	0	1.00	0.00
	FTE	0	0	0	0	0	1.00	0	1.00	
Professional Standards	Planned	0	0	1.00	1.00	3.00	3.00	1.00	9.00	0.00
	FTE	0	0	1.00	1.00	3.00	3.00	1.00	9.00	
Federation	Planned	0	0	0	0	0	1.00	1.00	2.00	0.00
	FTE	0	0	0	0	0	1.00	1.00	2.00	
People Services Group	Planned	0	0	1.00	1.00	2.00	2.00	2.00	8.00	0.00
	FTE	0	0	1.00	1.00	2.00	3.00	1.00	8.00	
Operational Support Division	Planned	0	0	2.00	2.00	6.00	21.00	147.00	178.00	-4.95
	FTE	0	0	2.00	2.00	6.80	23.00	139.25	173.05	
Crime Services Division	Planned	0	0	4.00	2.00	6.00	23.00	116.15	151.15	-13.89
	FTE	0	0	4.00	2.00	4.83	19.80	106.63	137.26	
Administration of Justice	Planned	0	0	0	0	2.00	2.00	3.00	7.00	0.00
	FTE	0	0	0	0	2.00	3.00	2.00	7.00	
Operational Comms Division	Planned	0	0	1.00	1.00	8.00	9.00	69.00	88.00	-6.25
	FTE	0	0	1.00	1.00	8.00	10.00	61.75	81.75	
Chief Information Officers Dept	Planned	0	0	1.00	0	4.00	3.00	0	8.00	0.00
	FTE	0	0	1.00	0	3.00	3.00	1.00	8.00	
HQ Total	Planned	1.00	2.00	12.00	11.00	37.00	70.00	347.15	480.15	-25.09
	FTE	1.00	2.00	12.00	11.00	35.63	71.80	321.63	455.06	

HQ Posts	Type	CC	DCC & ACC	ChSupt & Supt	ChInsp	Insp	Sgt	Const	Total	Variance
Western Division	Planned	0	0	3.00	2.00	11.00	62.00	270.00	348.00	2.03
	FTE	0	0	3.00	2.00	12.00	63.00	270.03	350.03	
Central Division	Planned	0	0	3.00	2.00	14.00	59.00	259.00	337.00	3.05
	FTE	0	0	3.00	2.00	15.00	63.10	256.95	340.05	
Eastern Division	Planned	0	0	3.00	2.00	15.70	74.68	320.58	415.96	4.03
	FTE	0	0	3.00	3.00	17.45	74.63	321.91	419.99	
Divisional Total	Planned	0	0	9.00	6.00	40.70	195.68	849.58	1100.96	9.11
	FTE	0	0	9.00	7.00	44.45	200.72	848.90	1110.07	

	Type	CC	DCC & ACC	ChSupt & Supt	ChInsp	Insp	Sgt	Const	Total	Variance
Force Totals	Planned	1.00	2.00	21.00	17.00	77.70	265.68	1196.73	1581.11	-15.98
	FTE	1.00	2.00	21.00	18.00	80.08	272.53	1170.52	1565.13	

Where the Money Comes From:

This 'table' sets out where the Authority's resources come from



	£m	%
General Police Grant	76.309	50
Precepts from Local Authorities	48.493	31
Sub-total Government Grants and Taxation	124.802	81
Specific Grants	21.468	14
Income from Fees and Charges	7.973	5
Total Resources	154.243	100

The PPP comments Brunstrom and Wolfendale received about the maximum bonuses possible in 2008 despite numerous faux pas and major management failings such as the two fires in the HQ, the CCs climbing into the HQ and subsequent lies . The embarrassing and dangerous incident with firearms in Mold and so on. The PA Chair Ian Roberts is totally responsible and accountable for this. In addition 46% of the other ranks received additional payments amounting to about £0.85 million for working in beautiful North Wales the most crime free and safest place in Europe (according to the DCC).

Again we emphasise the total cost of North Wales Police is now over £154 million. Which for a population of 675,000 is £228 for every man, woman & child or £550/household & way above most people's any single insurance premium. They want another increase of 5% in our Police precept OR they will reduce frontline policing. If you look at the number of Officers (see table above for where they are based!) employed compared to the few hundred REAL frontline numbers. WE DO NOT GET VALUE FOR MONEY and we say again WHAT are all our Police Officers doing and WHERE are they??