

Gwent Police Special Priority Payment Scheme 2009 (for 1.1.09 to 29.3.09)

	2009
Total for payment	262,515
Gross payment per officer (see below for funding details)	419
Establishment Details	
Total Force Establishment including CFF	1504.9
40 % of Establishment	602
<u>Eligibility</u>	
<u>Constables</u>	
(who have completed 5 years service as at 1 st January 09 and work 24/7 shifts):	
All uniform foot/car/beat patrol officers on territorial divisions	215
Roads Policing Unit	38
Territorial Divisional DCs & TIs (Not including CMU /PPT /FIO & others outlined in Guidance Notes)	78
<u>Neighbourhood Officers</u>	113
<u>PCs –Support Group</u>	18
<u>DCs – Dedicated Source Unit</u>	12
<u>Sergeants</u>	
CJD Custody Sergeants working 24/7 shifts	28
<u>Inspectors</u>	
Detectives	26
FCR	6
<u>Chief Inspectors</u>	
Detective	9
<u>Other eligible posts (length of service requirement not applicable)</u>	
Armed Response Unit constables	42
Negotiators (Insp & C.Insp Ranks)	11
Firearms Tactical Advisors (not counted elsewhere)	9
Tactical Team (not counted elsewhere)	5
Operation Jasmine (PC & DC)	16
Total	626

626 of funded estab as at 29.3.09 (1504.9) = 41.6%

**Gwent Police Authority
SPP Budget 2009/10
Provisional Estimate**

	£
Police Officers Budget	56,996,997
Less Seconded Ranks	-610,477
Less Superintendent Ranks	-1,214,014
Less ACPO	-367,822
Revised Total	<u>54,804,684</u>
Pay Award	824,778
Total Police Officer Budget	<u>55,629,462</u>
2% of Basic Pay 2009/10	1,112,589
9/12 of 2% of 2009/10	834,442
3/12 of 2% of 2007/08	268,482
Total SPP including NI	<u>1,102,924</u>
Total SPP excluding NI	977,769

Notes

1. Police Officer Budget is inclusive of CRTP
2. All of the grant-funded and temporary posts listed below are included:-

CFF
 Safety Camera Enforcement Unit
 DSP
 PFI
 2008/09 C Division temporary posts
 Ryder Cup Implementation Team
 2011 Staying Ahead Review Team

Gwent Police Special Priority Payment Scheme 2009 (for 30.3.09 to 31.12.09)

	2009
Total for payment	840,409
Gross payment per officer	1410
(see below for funding details)	
Establishment Details	
Total Force Establishment including CFF	1504.9
40 % of Establishment	602
Eligibility	
Constables	
(who have completed 5 years service as at 1 st January 09 and work 24/7* shifts)	
Response	142
Support Group	18
Collision Investigators	5
Roads Policing	33
FIO	10
Dog Handlers	15
Additional posts (5 years service)	
Dedicated Neighbourhood - PC	103
SSVCT - DC	40
Neighbourhood Support - PC	69
Neighbourhood Support Teams - DC	23
Sergeants (5 years service)	
CJD Custody Sergeants Working 24/7 (not Bail or BDU)	27
Inspectors (5 years service)	
FCR	8
Chief Inspectors (5 years service)	
Silver	8
Other eligible posts (length of service requirement not applicable)	
Armed Response Unit constables	42
DSU	12
Firearms Tactical Advisors (not counted elsewhere)	9
Tactical Team (not counted elsewhere)	5
Operation Jasmine (PC & DC)	16
Negotiators (Insp & C.Insp Ranks)	11
Total	596

596 of funded estab as at 29.3.09 (1504.9) = 39.6%

**Gwent Police Authority
SPP Budget 2009/10
Provisional Estimate**

	£
Police Officers Budget	56,996,997
Less Seconded Ranks	-610,477
Less Superintendent Ranks	-1,214,014
Less ACPO	-367,822
Revised Total	<u>54,804,684</u>
Pay Award	824,778
Total Police Officer Budget	<u>55,629,462</u>
2% of Basic Pay 2008/09	1,112,589
9/12 of 2% of 2008/09	834,442
3/12 of 2% of 2007/08	268,482
Total SPP including NI	<u>1,102,924</u>
Total SPP excluding NI	977,769

Notes

3. Police Officer Budget is inclusive of CRTP
4. All of the grant-funded and temporary posts listed below are included:-
 - CFF
 - Safety Camera Enforcement Unit
 - DSP
 - PFI
 - 2008/09 C Division temporary posts
 - Ryder Cup Implementation Team
 - 2011 Staying Ahead Review Team

Explanation of financial calculation

Information supplied by Finance Department regarding SPP 2009 Apportionment

Financial modelling around the possible methods of apportioning the SPP between the two force structures that are in place for 2009 were carried out.

Depending on the viewpoint of certain key facts, differing outcomes could result and it was important to understand their implications, since the method employed could be open to challenge by affected officers.

The key items to consider were:-

- a) How the components of the fund have been derived
- b) The best method of treatment for these funds, i.e. time apportioned or straight-line
- c) The best method of treatment for the two headcounts i.e. time apportioned or straight-line

Appendix 4 has 4 options of apportionment.

Option 1 apportions the funding on the basis of how it was obtained, i.e 1 quarter 2008/09, 3 quarters 2009/10 and then allocates the funds on the headcount provided.

Option 2 assumes the funding is one total pot and is time-apportioned against the provided headcounts.

Option 3 assumes the funding is one total pot and is apportioned against a weighted average of the two headcounts.

Option 4 assumes the funding is one total pot and is apportioned on a straight average of the two headcounts.

The Finance Department's view is that Option 1 is the correct method to employ, since it is rewarding the two groups of officers with the funding that relates to the time period in which they are eligible. For example, an officer eligible from 1st January to 29th March will receive SPP from the monies set aside from the final quarter of 2008/09, whereas an officer eligible between 30th March and 1st December will receive SPP from the monies set aside from the first three quarters of 2009/10.

Option 2 slightly disadvantages officers eligible post the watershed date by utilising quarter 1 monies for quarters 2,3, and 4 use.

Option 3 is effectively the same as Option 1. To utilise this, however, calculations would need to be carried out to provide the pre and post figures for the officers to ensure the correct amount was applied.

Option 4 is incorrect since on time apportioning it would over-reward officers eligible pre 30th March and under-reward those after the watershed.