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Police Federation of England & Wales

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From the General Secretary's Office

JF/EP/sg

30 October 2007

JBB CIRCULAR NO: 80/2007

To: The Chairman and Secretary
All Branch Boards

Dear Colleagues

PROBATIONERS' PAY

As some of you may be aware ACPO has recently written to all forces asking when they currently pay the second pay increment, what this is linked to, ie, independent patrol and what discussions have taken place, if any, with the local Federation about this. This letter has arisen out of discussions currently taking place at the Police Negotiating Board (Federated Ranks Committee) around a claim submitted by the Staff Side.

On 20 July 2006 the Staff Side of the PNB entered a claim seeking an amendment to the pay determination in England and Wales to give effect to the first increment: "upon commencing independent patrol or after 31 weeks, whichever is the earlier."

Pay determinations currently stipulate that probationers will move on to the second point of the constables' pay scale "on completion of initial training". Under the Probationer Training Programme (PTP), this was after a period of 31 weeks in the majority of forces. However, it came to the attention of Staff Side that, since the introduction of the IPLDP across England & Wales, many if not most forces had changed their approach to when they award probationers their first pay increment and that there appeared to be little consistency across forces.

The pay determination for probationers' first increment "on completion of initial training" stems from historical PNB agreement, which in the majority of forces was after a period of 31 weeks. The main rationale behind that agreement was:

- that despite having attested on joining the Service, there was little expectation that powers would be called upon during the periods spent in residential training;

- but that, following that period, probationers would be exposed to the public and the dangers faced by all police officers, could be called upon to use the full powers conferred on them by their warrant card, and that these factors therefore deserved to be recognised in their pay;
- the commencement of rotating shift working by probationers was another factor taken into account.

Staff Side therefore believes there is an urgent need to regularise the current confused situation. The IPLDP contains learning modules that are divided into four phases, the fourth of which is "Independent Patrol". It is Staff Side's view that phase four – independent patrol – meets all the same conditions on which the first pay increment was based under the PTP.

The Official Side has expressed sympathy with the claim and has said they will come forward with some proposals; however, they have not, as yet, provided a formal response. It is hoped that, once they are in receipt of more information, they will be in a position to respond to Staff Side's claim.

Yours sincerely

A handwritten signature in black ink that reads "John Francis". The signature is written in a cursive style with a large, stylized initial 'J'.

JOHN FRANCIS
General Secretary