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- 3.6 In 2017 the Police Remuneration Review Body (PRRB) and subsequently supported by the Home Secretary, recommended the introduction of appropriate targeted arrangements in 2017/2018 to allow local flexibility for Chief Officers to make additional payments to officers in hard to fill roles and in Superintendent rank. Appendix B details the eligible roles.
- 3.9 If an officer has been on a formal stage of the unsatisfactory performance or attendance procedures during the relevant period, then the relevant Business Partner (People) will consider whether the bonus payment is appropriate in all the circumstances. In the case of unsatisfactory attendance this will include taking account of any extenuating circumstances (e.g. Equality Act applies, maternity related absence, and injury on duty etc.).

4.0 Guidance, Procedures & Tactics

- 4.1 The appendices detail eligibility for payment and indicates which categories will be processed on receipt of individual applications and the categories that will be processed centrally (i.e. not requiring applications from individual officers).
- 4.2 Payments dependent on an individual being in a particular post will be paid pro rata for the period they are in the qualifying post.
- 4.3 Retrospective claims from previous years' schemes will be accepted only as far back as the previous financial year.
- 4.4 Application for payment is made by filling out an electronic form on the intranet. The link to the form can be found on the SSAMI home page under the "Information and Links" heading and on the [Staff portal](#). The electronic form must be fully completed by the applicant and their line manager. This procedure does not apply to categories which are processed centrally.
- 4.5 The Reward Team is responsible for the authorisation for payment of all bonus payment applications.

5.0 Challenges & Representations

- 5.1 Bonus payments are discretionary. However, decisions to reject an application may be made by the Business Partner (Reward) and will be reviewed on appeal by relevant member of the Chief Constable's Management Team (CCMT), whose decision will be final. Appeals must be submitted via the Business Partner (Reward).
- 5.2 Recommendations or suggestions for amendment to this policy should be sent to:

Business Partner (Reward)
People Directorate
Thames Valley Police
Oxford Spires Business Park
Kidlington
Oxfordshire
OX5 1NZ

Email: PoliceOfficerBonus@thamesvalley.pnn.police.uk

6.0 Communication

- 6.1 Links to Police National Legal Databases / Other.

This policy shall be linked to the Police Staff Bonus Payments Policy.

6.2 Implementation strategy

This policy shall be published on the Policy Management Unit intranet site and the Staff Portal. An entry shall also be made in the Managers' Brief to advise all staff of the new policy and direct them via web links to this guidance. The target audience comprises all police officers, the People Directorate and Corporate Finance staff.

7.0 Compliance and Certification

7.1 Human Rights Certification

(i) Legal Basis

The legal basis for this policy document is derived from:

- Police Reform Act
- Police Negotiating Board Agreement 9 May 2002
- Police Regulations 2002

(ii) Human Rights Articles Engaged

Not applicable.

(iii) Prohibition of Discrimination

Application of this policy could discriminate against police officers, either directly or indirectly. Article 14 states the enjoyments of the Rights and Freedoms set forth in the European Convention of Human Rights shall be secured without discrimination on any grounds, such as sex, race, colour, language, religion, political or other opinion, nation or social origin, association with a national minority, property, birth or other status.

Unless there is there is an infringement of another article, Article 14 will not apply as it is not freestanding. However, actions and decisions taken as a consequence of this policy could be judged to be discriminatory in employment law if they are not applied fairly and impartially, having due regard for natural justice and human rights.

7.2 Equality Impact Assessment

This policy has been assessed for its impact on protected characteristics.

7.3 Management of Police Information (MoPI)

This policy does not affect any of the key business areas as identified by Management of Police Information (MoPI).

7.4 Data Protection

Personal information processed in compliance with this policy shall be managed in accordance with the provisions of the Data Protection Act 2018.

7.5 Freedom of Information Act

There is no reason why this policy cannot be made available to the public. It can be published on the public TVP website under the Freedom of Information Publication Scheme.

7.6 Protective Markings

This policy shall be marked as Official.

7.7 Health & Safety at Work

There are no Health and Safety at Work implications of this policy.

8.0 Monitoring and Review

8.1 Review Process

This policy document shall be reviewed at least annually. Each review shall take account of the following criteria:

- Changes in legislation
- Court rulings – Domestic, European and Human Rights
- Examples of good practice from other Forces or other organisations
- Changes arising from in Home Office circulars
- Developments within the ACPO Policy Unit
- Representations made by individuals and relevant organisations
- Relevant diversity data

This policy shall next be reviewed by September 2021.

Bonus Payment Scheme for Police Officers 1 April 2021 – 31 March 2022

Category	Amount £	Notes
Occasional work of an outstandingly demanding, unpleasant or important nature (WODUIN)	£50-500	For guidance see 'Suggested Payment Categories' document on the staff portal page.
Family Liaison Officer – Major Crime	£50-£100	Up to a maximum of £100 per case; officers can claim up to 5 times per annum
Family Liaison Officer – Roads Policing	£50-£100	Up to a maximum of £100 per case; officers can claim up to 5 times per annum
Neighbourhood Supervisors – paid to Officers supervising PCSOs	£500	Centrally processed. No individual applications required. Paid in April 2022 retrospectively.
CBRN training	£75 £100	Centrally processed. No individual applications required. £75 for completion of initial three day CBRN training. £100 single annual payment for maintaining accreditation and portacanting of respirators.
PSU Annual training	£200	Centrally processed. No individual applications required. Single lump sum payable retrospectively on completion of all MAST Modules for maintaining accreditation
Mutual Aid deployments – Inspectors & Chief Inspectors only	£100 per day	Up to a maximum of £500 per mutual aid deployment. £100 per day for: <ul style="list-style-type: none"> • Public Order Level II • Out of force¹ • In excess of a 12 hour deployment • Cost Recovery Arrangements apply
Organisational posting – 20-30 miles	£500	Centrally processed. No individual applications required. Paid in April 2022 retrospectively.

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Organisational posting – 30+ miles	£1,000	Centrally processed. No individual applications required. Paid in 2 lump sums in October 2021 & April 2022 retrospectively.
Tutor – Police Constables	£150 per tutee	Payable to the assigned tutor responsible for signing off a tutee. Tutees have a 10-week tutor period. (not payable for a short period of cover) Officers can claim up to 3 times per annum
Tutor – Detective Constables	£150 per tutee	Payable to the assigned tutor responsible for signing off a tutee. Tutees will have 2-3 different tutors over a 2-year period. (not payable for a short period of cover)

¹ If the Inspector is in a Joint Operations Unit (JOU) collaborated post, “out of force” means out of TVP & Hampshire force areas.

Appendix B

Temporary Targeted Bonus Payments 1 April 2021 – 31 March 2022

Category	Amount £	Notes
Firearms Uplift Programme – Firearms Officers, Protection group & Dedicated Surveillance Team Officers (FISO)	£2,000	Centrally processed. No individual applications required. £500 paid quarterly in Aug-21, Nov-21, Feb-22 & May- 22 retrospectively.
Trainee & Accredited Detectives – posted to CID, PCT, DAIU and CAIU in the following locations: Berkshire Chiltern South Bucks High Wycombe	£750	Centrally processed. No individual applications required. Trainee detectives - all those who are through the DC application process and have been posted through the DC posting panel but have not completed their accreditation at PIP2. Accredited detectives- all those who have completed the PIP2 accreditation process. Paid annually in Apr-22 retrospectively (will be paid pro-rata based on time in post).
Accredited Detectives – posted to CID, PCT, DAIU and CAIU in the following locations: Berkshire Chiltern South Bucks High Wycombe	£500	Centrally processed. No individual applications required. Accredited detectives- all those who have completed the PIP2 accreditation process Paid annually in Oct-21 (one-off payment to accredited DCs in post on 1 Oct). Maximum payment achievable for an Accredited DC is £1,250 each year.
Motorcyclist Surveillance Officers	£2,000	Centrally processed. No individual applications required. £500 paid quarterly in Jul-21, Oct-21, Jan-22 & Apr-22 retrospectively.
Superintendent rank (collaborated posts only)	£2,500	Centrally processed. No individual applications required. £625 paid quarterly in Jul-21, Oct-21, Jan-22 & Apr-22 retrospectively.
Chief Superintendent rank (collaborated posts only)	£4,000	Centrally processed. No individual applications required. £1,000 paid quarterly in Jul-21, Oct-21, Jan-22 & Apr- 22 retrospectively.