

OFFICE OF POLICE AND CRIME COMMISSIONER FOR WEST YORKSHIRE

Record of decision made by/on behalf of the Police and Crime Commissioner

Title/Subject:

CHIEF OFFICER TEAM HONORARIA

Summary and recommendations:

On 20 June 2014, The Police and Crime Commissioner temporary appointed DCC D Collins to the role of Chief Constable which led to further temporary appointments on the Chief Officer Team for the Deputy Chief Constable and Assistant Chief Constable roles, for ACC J Robins and Chief Superintendent A Battle.

Recommendation:

It is understood that all officers who have been asked to perform additional responsibilities would prefer to be compensated by way of honorarium payments, and it is recommended that the PCC approve this method of payment on the basis of the following rationale:

- The choice of honorarium as a means of reward is laid out in Police Regulations.
- An honorarium to ensure reward to an equivalent of 90% of salary is in exact parity with the temporary salary provision in the regulations of 90%.
- As Police Regulations and all other guidance are silent as to whether an honorarium is pensionable, it is a matter for the pension authority (the Force/ PCC); the decision for it not to be pensionable is in the spirit of Police Regulations, wholly reasonable and in accordance with the Home Office advice.
- There is no use as a means of avoiding tax as the honorarium is still subject to PAYE and NI contributions.

Police and Crime Commissioner/Deputy decision*

Agreed

Signature:



Title: Police and Crime Commissioner for West Yorkshire

Date: 8.8.14.