



Leicestershire Police

Pay, Pensions and Benefits Policy

Policy Owner:	Head of HR
Department Responsible:	Human Resources Department
Chief Officer Approval:	ACO People
Date of Next Review:	February 2029

This policy has been reviewed against all relevant procedures.

This document has been produced in conjunction with the Leicestershire Police Legislative Compliance Pack

Review log

Date	Minor / Major / No change	Section	Author
June 2017	Live		Carol Hever
June 2018	Minor		Carol Hever
July 2021	Minor		Alex Stacey-Midgley
February 2024	Minor		Louisa de Souza

Statement

At Leicestershire Police and the Office of the Policing and Crime Commissioner we know that our most valuable asset is our motivated people. To help us be an employer of choice, to attract and retain our skilled people, we seek to pay and reward our Police Officers and Police Staff employees through both financial and non-financial rewards and benefits.

This policy supports the Leicestershire Police Pledge and the Enabling Strategies 2024, particularly the Team Leicestershire People Strategy 2021-2025. In turn it is supported by a number of procedures and guidance notes, Police Regulations and Police Staff Pay and Conditions of Service and other initiatives on topics including annual leave, pension schemes, sick pay, career breaks, flexible working, hybrid working, health schemes, study programmes, honoraria / bonuses, mileage and expenses though this list is not exhaustive.

Aims

The key aims of the policy are:

- To attract candidates of high calibre from diverse backgrounds into the Police and the Office of the Police and Crime Commissioner;
- Once recruited, to engage, motivate, develop and retain those people within the organisation;
- To reward people for their knowledge, skills and contribution in the roles they are performing;
- To be clear about what people are paid for and why and to be consistent, systematic and transparent in applying rewards;
- To use a fair and analytical job evaluation scheme to evaluate all Police Staff posts within the organisation;
- To uphold the principles of equity and comply with all legal and fiscal requirements.

Scope

The policy:

- Applies to all police officers, police staff employees and volunteers of Leicestershire Police and the Police and Crime Commissioner
- Covers all corporately sanctioned financial and non-financial rewards and all benefits offered by Leicestershire Police including but not limited to commendation, awards and medals, an employee assistance provider, discounts through Blue Light Card, cycle to work scheme, child care vouchers, and membership of sports and leisure facilities.

Legal Basis

All prevailing employment legislation is taken into account when producing or reviewing the policy and associated procedures and guidance. Key aspects of legislation are the Employment Rights Act 1996, Employment Relations Act 1999, Working Time Regulations 1998, Part-time Workers (Prevention of Less Favourable Treatment) Regulations 2000, Fixed-term Employees (Prevention of Less Favourable Treatment) Regulations 2002, Agency Workers Regulation 2010 and Collective Redundancies, Transfer of Undertakings (Protection of Employment) (Amendment) Regulations 2014 and The Children and Families Act 2014.

This Policy takes into account the Equality Act 2010, including Public Sector Equality Duty, and Disability Equality Duty 2006 and exists to ensure equality, fairness, consistency and transparency.

Reference is also made to Police Regulations, Police Pensions Regulations and the Police Staff Pay and Conditions of Service, Local Government Pension Scheme as well as Police Advisory Board (PAB) and PSC circulars and Home Office Guidance.

Monitoring

It is the responsibility of the HR Department to

- Regularly review this policy and commission reviews of the constituent procedures for equality of access, relevance and application against legal and quality assurance standards.
- Monitor fair and consistent application of the policy and its procedures and to ensure aims are being achieved.