



WHAT the DICKENS?

As Christmas 2009 approaches and the Labour Government proposes slashing operational police overtime by £70million over the next six months, and plans to cut police support staff to the tune of £75million, you might find yourself asking "What the dickens is Alan Johnson playing at?"

LABOUR PLAN TO CUT POLICE OVERTIME BY 20% AND SLASH BACK OFFICE SUPPORT

The Home Secretary, Alan Johnson will slash resources for police work at a time when the public are demanding officers spend more time on the streets. A long-awaited white paper "Protecting the public - supporting the police to succeed" was meant to dramatically reform the police service and slash red tape, instead outlines moves to dramatically cut police overtime putting the Government on a crash course with front line police officers. The draft is available for download by [clicking here](#).

Chris Grayling, the shadow Home Secretary, said: *"This is quite clearly a real damp squib of a White Paper. There is a lack of any new real ideas and we get a clear sense that we have now is a Labour Government which has run out of steam and has no idea how to reform policing in the UK."*

Only sergeants and constables are paid overtime, officers working at the front line of our society. Front end policing is where the financial support should be focused and overtime is a vital part of delivering the policing the public wants and needs. Senior Officers should have the freedom and discretion to allocate overtime according to policing priorities.

["Supporting The Police to Succeed"](#) hardly seems appropriate when accompanied by proposals that might just push police morale over the edge.

WHAT the DICKENS?

Stronger expressions leap to mind when senior police pay scales are revealed, showing who gets paid what. It is then that the real scandal emerges and more obvious and suitable targets for reduction jump off the page. In these desperate times for the private sector, hard-pressed taxpayers can only gasp at the lavish secret perks paid to senior police officers.

At a time when public sector pay excesses are under close scrutiny, it is shocking to discover that senior police officers are being paid astonishing and disproportionately excessive salaries, bonuses and expenses that would make the recent MP expenses scandal seem trivial by comparison.

On the pages that follow, we have compiled reports that show the officer strength and wage bills of the 43 police forces of England & Wales. The reports show the enormity of the problem which surely must command immediate attention by the authorities.

First though, here are some examples of senior officer gravy trains that have been revealed over recent months.

WHAT the DICKENS?



Senior police officers, in addition to enormous salaries, have been paid a variety of expensive inducements in secret.

For example, the Chief Constable of Cleveland, Sean Price who is paid £126,471, had his salary topped up last year to an impressive £200,000 with perks including school fees for his children, private health and no less than £32,000 a year car allowance.

Last year he received an additional “honorarium” of £24,000 after crime in the force area fell by 17.3 per cent. That brought his salary to £200,000 – more than that of the chiefs of much bigger city forces, such as Merseyside and the West Midlands.

Not only are these sums handed out outlandish - especially for such a small police force like Cleveland - but the element of deceit and concealment of the truth is disgraceful.

What possible justification can there be for expecting the public to pay their stamp duty and school fees or buy cars for their spouses, on top of six-figure salaries and pensions beyond most of our dreams?

There was a time when the distinction of high rank in public service, together with the job security and the prospect of a gong, was thought compensation enough for a chief constable's modest pay. But now that is not enough for them.

Alas, the same is true everywhere in the upper echelons of the state sector, where the spirit of public service has been supplanted by naked greed.

There is no excuse given for paying these sums.

WHAT the DICKENS?

Norfolk Police Chief Constable, Ian McPherson was handed a £70,000 package for moving from Yorkshire force.

Stephen Bett, chairman of Norfolk Police Authority, said the £70,000 of incentives paid to chief constable Ian McPherson to run his small force was essential to lure him from his previous position in North Yorkshire.

There was a time when there was hardly any difference between a chief constable's salary and that of a council chief executive.

Today the chief executive can earn up to 60 per cent more than the chief constable and there might be four or five councils in one police force area.

A recruitment crisis at the highest levels of policing is creating a “transfer market” culture in the service, with authorities deploying Premier League-style tactics to poach and persuade the best candidates. Here are some media pieces highlighting the Senior Officer “Gravy Train”.

Ian McPherson

NORFOLK's chief constable, right, was handed a £70,000 package to lure him to the force from his previous position in North Yorkshire.

This sum included removal, relocation, allowances and also the cost of stamp duty on a property purchased following his move in early 2007.

Mr McPherson, who was initially employed on a £126,000 salary, now earns £129,000, the force said.

Stephen Bett, chairman of Norfolk Police Authority, said: 'We are looking for people who can think outside the box, do what we want to be done, be accountable and provide the people of Norfolk with the best possible police force.'

'We've got that with Ian McPherson.'

The force said the payment was a one-off. But Mr Bett revealed there was an option of awarding an annual performance-related bonus of up to 15 per cent of his salary.



Sir Norman Bettison

WEST Yorkshire's top officer, right, was lured out of retirement, meaning he was not entitled to any pension contribution on top of his £156,807 salary.

Instead it was agreed to top up his pay with a package worth £55,000 a year.

His authority argued there was no additional public cost because it was the same amount as would have been paid into his pension.



Roger Baker

ESSEX Police Authority paid a bonus of tens of thousands of pounds to Mr Baker, right. But the strategy to retain his services can safely be judged a failure as the chief constable announced his retirement earlier this year before standing down this week.

Mr Baker had served over 30 years and was eligible for retirement on a full police pension.



Sean Price

THE chief constable of Cleveland Police, pictured right, received a £50,000 retention package and another £24,000 for cutting crime by 17 per cent in the last financial year.

His total pay of £200,000 at the head of the small, 1,700-strong force exceeded the reward packages of chief constables of far larger forces.



WHAT the DICKENS?

In later reports, we will show how the crime reductions that form the basis of such payments to Chief Officers are dishonest and , having been engineered by the upper echelons of policing with Government supervision and encouragement. Police forces are using a series of tricks to manipulate crime figures to give a false picture of their performance, a former senior detective has revealed in the press within the last week (December 2009).

The techniques - referred to as "gaming" - are used to create the illusion that fewer crimes are being committed and that a bigger proportion are being solved. Rodger Patrick, a retired Detective Chief Inspector, claims that the methods are tacitly approved of by senior officers, police watchdogs and the Home Office. The claims will further fuel the debate about the validity of crime statistics after recent figures "suggested" that crime fell four per cent in the second quarter of this year, and following the admission by a police watchdog that some forces are failing to record violent crime properly.

Simon Reed, vice-chairman of the Police Federation, which represents front line officers, said: "This research demonstrates that senior officers are directing and controlling widespread manipulation of crime figures. The public are misled, politicians can claim crime is falling and chief officers are rewarded with performance-related bonuses."

Last month Denis O'Connor, the Chief Inspector of Constabulary, published an official report into the way police record violent crime and admitted the figures may be skewed by "perverse incentives" around government performance targets.

Her Majesties Inspector of Constabulary have failed to tackle the problem. There are no examples of chief police officers being publicly criticised by inspectors for this type of crime figure manipulation. HMIC tend privately to refer examples of widespread gaming to the Home Secretary or the police authority rather than "hold the chief constable to account" because of the risk of political embarrassment. The Government have gone too far along the road of public deception to admit that they have played an active part in fudging the figures and worse... massively incentivising senior ranking police conspirators to perpetuate the deceit.

Is anyone surprised that we find ourselves incredulous at these goings on and uttering the expression that we have repeated here

WHAT the DICKENS?

The individual cases mentioned are undoubtedly the tip of the iceberg. On the pages that follow, we will present the statistical and financial reports to show the strength of each police force, the senior management numbers and the wage bills of those forces. We look closely at the percentage of wage bills that are paid to senior management within the forces.

We will look at alternatives to Alan Johnsons overtime and back office cuts that are more to the benefit of the tax paying public and front line police officers.

There are many anomalies that will jump from the page they will be so glaringly obvious. Indeed, you will, no doubt as we did, wonder why no one else has taken issue with these matters long before now. We can only repeat our previously held suspicions, that the subject of senior police pay is closely and intrinsically linked to a "a pernicious conspiracy to deceive" with the Government being ultimately responsible for a sham two tier crime measurement system.

Accurate and trusted crime recording and statistics are essential, not only to underpin the legitimacy of policing, but also to enable the effective allocation of resources. Unnecessary bureaucracy is caused when systems for recording crime become inefficient or worse, manipulated for personal or political reasons. The recording of crime should not receive more attention than the subsequent investigation. Trusted and accurate crime statistics are a key component of building confidence in policing and the Criminal Justice System.

In a previous report ["Home Office Crime Statistics - Decreasing Crime By Fair Means Or Foul"](#), we dealt with the disparity that exists in the incident numbers between the British Crime Survey and police recorded crime. In that report, we commented that crime statistics could not be considered accurate or trusted. The Government, in creating a performance target driven Criminal Justice System, a tangled web of bureaucratic systems have been implemented within the police service, disguising the true picture of crime and defeating the ends of justice the system is meant to serve.

Nice 1 Limited The Scandal of Senior Officer Pay & Crime Statistics

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Police Strength 2008/09									
TOTAL POLICE OFFICERS BY RANK									
FORCE	TOTAL ACPO		TOTAL Supt	TOTAL Chief Insp		TOTAL Sgt	TOTAL PC	TOTAL INC ACPO	% OF ENGLAND & WALES TOTAL
	Rank	TOTAL Chief Supt		TOTAL Chief Insp	TOTAL Insp				
Avon & Somerset	6	12	22	51	175	502	2,589	3,357	2.33%
Bedfordshire	4	5	12	18	60	175	970	1,244	0.87%
Cambridgeshire	3	6	13	28	88	247	1,065	1,450	1.01%
Cheshire	4	7	16	24	125	360	1,644	2,180	1.52%
City Of London	3	4	12	18	58	134	585	814	0.57%
Cleveland	4	4	10	22	76	249	1,391	1,756	1.22%
Cumbria	3	7	8	20	63	177	1,009	1,287	0.90%
Derbyshire	4	7	15	29	104	322	1,656	2,137	1.49%
Devon & Cornw all	6	10	32	29	184	587	2,708	3,556	2.47%
Dorset	4	6	13	27	88	236	1,138	1,512	1.05%
Durham	3	6	10	16	86	231	1,237	1,589	1.11%
Dyfed-Pow ys	3	5	9	18	66	189	908	1,198	0.83%
Essex	5	12	22	39	146	504	2,757	3,485	2.42%
Gloucestershire	4	7	10	21	75	198	1,058	1,373	0.95%
Greater Manchester	6	19	54	99	359	1,160	6,536	8,233	5.73%
Gwent	3	5	12	21	76	228	1,093	1,438	1.00%
Hampshire	5	13	27	58	202	646	2,860	3,811	2.65%
Hertfordshire	6	8	17	33	126	320	1,662	2,172	1.51%
Humberside	4	9	17	35	112	327	1,607	2,111	1.47%
Kent	5	13	27	62	194	523	2,975	3,799	2.64%
Lancashire	5	11	21	51	195	614	2,857	3,754	2.61%
Leicestershire	4	11	14	32	115	355	1,833	2,364	1.64%
Lincolnshire	3	6	9	11	67	165	968	1,229	0.85%
Merseyside	6	14	33	51	234	677	3,479	4,494	3.13%
Metropolitan	36	85	213	434	1,772	5,855	24,215	32,610	22.68%
Norfolk	4	8	17	22	84	264	1,270	1,669	1.16%
North Wales	3	8	15	19	83	274	1,184	1,586	1.10%
North Yorkshire	4	6	10	16	83	269	1,072	1,460	1.02%
Northamptonshire	4	3	12	26	68	212	1,002	1,327	0.92%
Northumbria	5	14	32	54	182	608	3,216	4,111	2.86%
Nottinghamshire	4	11	18	32	124	420	1,798	2,407	1.67%
South Wales	5	13	22	51	162	496	2,396	3,145	2.19%
South Yorkshire	5	10	25	33	152	453	2,375	3,053	2.12%
Staffordshire	4	6	16	32	112	372	1,669	2,211	1.54%
Suffolk	3	6	11	26	72	215	957	1,290	0.90%
Surrey	4	8	17	36	108	303	1,397	1,873	1.30%
Sussex	5	12	19	51	184	516	2,409	3,196	2.22%
Thames Valley	4	11	31	61	207	656	3,348	4,318	3.00%
Warw ickshire	4	3	11	17	52	134	773	994	0.69%
West Mercia	5	13	17	36	132	400	1,869	2,472	1.72%
West Midlands	7	30	45	63	382	1,108	7,002	8,637	6.01%
West Yorkshire	5	22	41	75	293	796	4,621	5,853	4.07%
Wiltshire	4	5	11	21	77	188	923	1,229	0.85%
Total England & Wales	218	481	1,018	1,918	7,403	22,665	110,081	143,784	100.00%
	0.15%	0.33%	0.71%	1.33%	5.15%	15.76%	76.56%	100.00%	

POLICE FORCE STRENGTH

The report on the previous page sets out the strength of each of the 43 police forces in England & Wales in 2008/09.

Some highlights from the report and the supportive datasets that it was drawn from :-

- Total police force strength 143,784
- ACPO ranks - Chief Officers, Deputies and Assistant Chief Officers account for 218 - 0.15% of the national total
- Senior Management - Chief Officers to Chief Inspector level account for 3,635 officers - 3% of the national total
- Front line ranks, Inspector, Sergeant & PC make up 140,149 officers 97% of the national total
- Male officers account for 107,653 : 74.07% of the national total, female officers 36,131 : 25.13%

SMT - Rank & File Analysis	CC - CI	Insp - Constable	Totals
Strength	3,635	140,149	143,784
Wage Bill	223,669,724	4,171,880,406	4,395,550,130
% of Strength	3%	97%	100%
% of Wage Bill	5%	95%	100%

FORCE WAGE BILL		TOTAL POLICE OFFICERS BY RANK							
FORCE	TOTAL ACPO	TOTAL		TOTAL	TOTAL		TOTAL INC		% OF ENGLAND
	Rank	TOTAL Chief Supt	Supt	Chief Insp	TOTAL Insp	TOTAL Sgt	TOTAL PC	ACPO	& WALES TOTAL
Avon & Somerset	£629,415	895,284	1,391,610	2,627,316	8,434,650	19,106,622	69,351,543	102,436,440	2.33%
Bedfordshire	£419,655	373,035	759,060	927,288	2,891,880	6,660,675	25,983,390	38,014,983	0.86%
Cambridgeshire	£328,233	447,642	822,315	1,442,448	4,241,424	9,401,067	28,528,155	45,211,284	1.03%
Cheshire	£430,422	522,249	1,012,080	1,236,384	6,024,750	13,701,960	44,037,828	66,965,673	1.52%
City Of London	£377,736	298,428	759,060	963,414	2,912,064	5,100,174	15,670,395	26,081,271	0.59%
Cleveland	£419,655	298,428	632,550	1,133,352	3,663,048	9,477,189	37,260,717	52,884,939	1.20%
Cumbria	£324,399	522,249	506,040	1,030,320	3,036,474	6,736,797	27,028,083	39,184,362	0.89%
Derbyshire	£430,422	522,249	948,825	1,493,964	5,012,592	12,255,642	44,359,272	65,022,966	1.48%
Devon & Cornwall	£634,791	746,070	2,024,160	1,493,964	8,868,432	22,341,807	72,539,196	108,648,420	2.47%
Dorset	£419,655	447,642	822,315	1,390,932	4,241,424	8,982,396	30,483,606	46,787,970	1.06%
Durham	£328,233	447,642	632,550	824,256	4,145,028	8,792,091	33,135,519	48,305,319	1.10%
Dyfed-Powys	£324,399	373,035	569,295	927,288	3,181,068	7,193,529	24,322,596	36,891,210	0.84%
Essex	£537,993	895,284	1,391,610	2,009,124	7,036,908	19,182,744	73,851,759	104,905,422	2.39%
Gloucestershire	£418,770	522,249	632,550	1,081,836	3,614,850	7,536,078	28,340,646	42,146,979	0.96%
Greater Manchester	£678,291	1,417,533	3,415,770	5,100,084	17,303,082	44,150,760	175,079,832	247,145,352	5.62%
Wiltshire	£328,233	373,035	759,060	1,081,836	3,663,048	8,677,908	29,278,191	44,161,311	1.00%
Hampshire	£511,077	969,891	1,707,885	2,987,928	9,735,996	24,587,406	76,610,820	117,111,003	2.66%
Hertfordshire	£616,263	596,856	1,075,335	1,700,028	6,072,948	12,179,520	44,519,994	66,760,944	1.52%
Humberside	£430,422	671,463	1,075,335	1,803,060	5,398,176	12,445,947	43,046,709	64,871,112	1.48%
Kent	£543,369	969,891	1,707,885	3,193,992	9,350,412	19,905,903	79,691,325	115,362,777	2.62%
Lancashire	£543,369	820,677	1,328,355	2,627,316	9,398,610	23,369,454	76,530,459	114,618,240	2.61%
Leicestershire	£430,422	820,677	885,570	1,648,512	5,542,770	13,511,655	49,100,571	71,940,177	1.64%
Lincolnshire	£327,348	447,642	569,295	566,676	3,229,266	6,280,065	25,929,816	37,350,108	0.85%
Merseyside	£645,558	1,044,498	2,087,415	2,627,316	11,278,332	25,767,297	93,191,973	136,642,389	3.11%
Metropolitan	£4,047,338	6,341,595	13,473,315	23,228,982	88,968,576	222,847,155	648,647,205	1,007,554,166	22.92%
Norfolk	£425,037	596,856	1,075,335	1,133,352	4,048,632	10,048,104	34,019,490	51,346,806	1.17%
North Wales	£328,233	596,856	948,825	978,804	4,000,434	10,428,714	31,715,808	48,997,674	1.11%
North Yorkshire	£419,655	447,642	632,550	824,256	4,000,434	10,238,409	28,715,664	45,278,610	1.03%
Northamptonshire	£419,655	223,821	759,060	1,339,416	3,277,464	8,068,932	26,840,574	40,928,922	0.93%
Northumbria	£554,136	1,044,498	2,024,160	2,781,864	8,772,036	23,141,088	86,146,992	124,464,774	2.83%
Nottinghamshire	£435,801	820,677	1,138,590	1,648,512	5,976,552	15,985,620	48,163,026	74,168,778	1.69%
South Wales	£537,993	969,891	1,391,610	2,627,316	7,808,076	18,878,256	64,181,652	96,394,794	2.19%
South Yorkshire	£537,993	746,070	1,581,375	1,700,028	7,326,096	17,241,633	63,619,125	92,752,320	2.11%
Staffordshire	£430,422	447,642	1,012,080	1,648,512	5,398,176	14,158,692	44,707,503	67,803,027	1.54%
Suffolk	£328,233	447,642	695,805	1,339,416	3,470,256	8,183,115	25,635,159	40,099,626	0.91%
Surrey	£425,037	596,856	1,075,335	1,854,576	5,205,384	11,532,483	37,421,439	58,111,110	1.32%
Sussex	£537,993	895,284	1,201,845	2,627,316	8,868,432	19,639,476	64,529,883	98,300,229	2.24%
Thames Valley	£468,096	820,677	1,960,905	3,142,476	9,976,986	24,968,016	89,682,876	131,020,032	2.98%
Warwickshire	£415,821	223,821	695,805	875,772	2,506,296	5,100,174	20,706,351	30,524,040	0.69%
West Mercia	£524,841	969,891	1,075,335	1,854,576	6,362,136	15,224,400	50,064,903	76,076,082	1.73%
West Midlands	£769,713	2,238,210	2,846,475	3,245,508	18,411,636	42,171,588	187,562,574	257,245,704	5.85%
West Yorkshire	£571,533	1,641,354	2,593,455	3,863,700	14,122,014	30,296,556	123,782,727	176,871,339	4.02%
Wiltshire	£419,655	373,035	695,805	1,081,836	3,711,246	7,155,468	24,724,401	38,161,446	0.87%
Total England & Wales	23,675,315	35,885,967	64,393,590	99,714,852	360,488,094	862,652,565	2,948,739,747	4,395,550,130	100.00%
	0.54%	0.82%	1.46%	2.27%	8.20%	19.63%	67.08%	100.00%	

POLICE FORCE WAGE BILL

The report on the previous page sets out the police wage bill for each of the 43 police forces in England & Wales in 2008/09.

The figures quoted are the net wages, excluding crime reduction bonuses, relocation & “golden handcuff” payments, ancillary perks (senior officers) and operational overtime (Constable to Inspector). The total wage bill reported for 2008/09 was £10,901,841,000 which will also include civilian staff, PCSO’s traffic wardens and other non police operational personnel. The breakdown of these items was not available as at December 2009.

It should also be noted that these figures are not the official recorded wages paid, but are calculated on a “minimum basis” assuming two years service within the respective ranks, whereas a considerable number of officers will have much longer service than two years in a rank. The wage bill for each individual force will therefore be significantly higher than those displayed.

Highlights :-

- Operational police wage bill £4,395,550,130
- Officers 143,784 - average £30,571 per officer
- ACPO ranks 218 - 0.15% of national strength YET...basic wage bill £23,675,315 - 0.54% of total wage bill*
- SMT ranks CC - CI 3,635 - wage bill £223,669,724 - 3% of strength 5% of wage bill
- Frontline ranks Insp - PC - 140,149 - wage bill £4,171,880,406 - 97% of strength 95% of wage bill

Rank & Wage Bill Analysis	TOTAL POLICE OFFICERS BY RANK							
	TOTAL ACPO		TOTAL Supt	TOTAL Chief Insp		TOTAL Sgt	TOTAL PC	
	Rank	TOTAL Chief Supt		TOTAL Insp	TOTAL Insp		PC	
Rank % of Total Wage Bill	0.54%	0.82%	1.46%	2.27%	8.20%	19.63%	67.08%	100.00%
Rank % of Total Police Strength	0.15%	0.33%	0.71%	1.33%	5.15%	15.76%	76.56%	100.00%
Total Strength England & Wales	218	481	1,018	1,918	7,403	22,665	110,081	143,784
Total Wage Bill England & Wales	23,675,315	35,885,967	64,393,590	99,714,852	360,488,094	862,652,565	2,948,739,747	4,395,550,130

*NOT FORGETTING THESE ARE MINIMUM FIGURES WITHOUT THE PERKS DISCLOSED EARLIER

ACPO RANKS	Commissioner	Deputy Commissioner	CC	DCC	ACC	ACPO Costs	TOTAL ACPO Rank
Avon & Somerset			£144,510	£119,217	£365,688	£629,415	6
Bedfordshire			£129,759	£107,052	£182,844	£419,655	4
Cambridgeshire			£129,759	£107,052	£91,422	£328,233	3
Cheshire			£135,660	£111,918	£182,844	£430,422	4
City Of London	£156,900	£129,414			£91,422	£377,736	3
Cleveland			£129,759	£107,052	£182,844	£419,655	4
Cumbria			£126,810	£106,167	£91,422	£324,399	3
Derbyshire			£135,660	£111,918	£182,844	£430,422	4
Devon & Cornwall			£147,456	£121,647	£365,688	£634,791	6
Dorset			£129,759	£107,052	£182,844	£419,655	4
Durham			£129,759	£107,052	£91,422	£328,233	3
Dyfed-Powys			£126,810	£106,167	£91,422	£324,399	3
Essex			£144,510	£119,217	£274,266	£537,993	5
Gloucestershire			£129,759	£106,167	£182,844	£418,770	4
Greater Manchester			£176,943	£135,660	£365,688	£678,291	6
Gwent			£129,759	£107,052	£91,422	£328,233	3
Hampshire			£129,759	£107,052	£274,266	£511,077	5
Hertfordshire			£138,657	£111,918	£365,688	£616,263	6
Humberside			£135,660	£111,918	£182,844	£430,422	4
Kent			£147,456	£121,647	£274,266	£543,369	5
Lancashire			£147,456	£121,647	£274,266	£543,369	5
Leicestershire			£135,660	£111,918	£182,844	£430,422	4
Lincolnshire			£129,759	£106,167	£91,422	£327,348	3
Merseyside			£153,351	£126,519	£365,688	£645,558	6
Metropolitan	£253,620	£209,382	£707,772	£1,085,280	£1,791,284	£4,047,338	36
Norfolk			£132,708	£109,485	£182,844	£425,037	4
North Wales			£129,759	£107,052	£91,422	£328,233	3
North Yorkshire			£129,759	£107,052	£182,844	£419,655	4
Northamptonshire			£129,759	£107,052	£182,844	£419,655	4
Northumbria			£153,351	£126,519	£274,266	£554,136	5
Nottinghamshire			£138,609	£114,348	£182,844	£435,801	4
South Wales			£144,510	£119,217	£274,266	£537,993	5
South Yorkshire			£144,510	£119,217	£274,266	£537,993	5
Staffordshire			£135,660	£111,918	£182,844	£430,422	4
Suffolk			£129,759	£107,052	£91,422	£328,233	3
Surrey			£132,708	£109,485	£182,844	£425,037	4
Sussex			£144,510	£119,217	£274,266	£537,993	5
Thames Valley			£156,303	£128,949	£182,844	£468,096	4
Warwickshire			£126,810	£106,167	£182,844	£415,821	4
West Mercia			£138,657	£111,918	£274,266	£524,841	5
West Midlands			£176,943	£135,660	£457,110	£769,713	7
West Yorkshire			£165,147	£132,120	£274,266	£571,533	5
Wiltshire			£129,759	£107,052	£182,844	£419,655	4
Total England & Wales	£410,520	£338,796	£6,411,423	£5,763,936	£10,750,640	£23,675,315	218

This report details the ACPO strength, respective individual, force and national wage liabilities for 2008/09.

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2009 Revised Payscale (Assuming 5% Crime Reduction Bonus)

	Commissioner	Dep Comm	CC	DCC	ACC	ACPO TOTAL	TOTAL ACPO Rank	% of Total
Avon & Somerset			£151,736	£125,178	£383,972	£660,886	6	2.66%
Bedfordshire			£136,247	£112,405	£191,986	£440,638	4	1.78%
Cambridgeshire			£136,247	£112,405	£95,993	£344,645	3	1.39%
Cheshire			£142,443	£117,514	£191,986	£451,943	4	1.82%
City Of London	£164,745	£135,885			£95,993	£396,623	3	1.60%
Cleveland			£136,247	£112,405	£191,986	£440,638	4	1.78%
Cumbria			£133,151	£111,475	£95,993	£340,619	3	1.37%
Derbyshire			£142,443	£117,514	£191,986	£451,943	4	1.82%
Devon & Cornw all			£154,829	£127,729	£383,972	£666,531	6	2.69%
Dorset			£136,247	£112,405	£191,986	£440,638	4	1.78%
Durham			£136,247	£112,405	£95,993	£344,645	3	1.39%
Dyfed-Pow ys			£133,151	£111,475	£95,993	£340,619	3	1.37%
Essex			£151,736	£125,178	£287,979	£564,893	5	2.28%
Gloucestershire			£136,247	£111,475	£191,986	£439,709	4	1.77%
Metropolitan	£266,301	£219,851	£743,161	£1,139,544	£1,880,848	£4,249,705	36	17.13%
Greater Manchester			£185,790	£142,443	£383,972	£712,206	6	2.87%
Gwent			£129,759	£107,052	£91,422	£328,233	3	1.32%
Hampshire			£136,247	£112,405	£287,979	£536,631	5	2.16%
Hertfordshire			£145,590	£117,514	£383,972	£647,076	6	2.61%
Humberside			£142,443	£117,514	£191,986	£451,943	4	1.82%
Kent			£154,829	£127,729	£287,979	£570,537	5	2.30%
Lancashire			£154,829	£127,729	£287,979	£570,537	5	2.30%
Leicestershire			£142,443	£117,514	£191,986	£451,943	4	1.82%
Lincolnshire			£136,247	£111,475	£95,993	£343,715	3	1.39%
Merseyside			£161,019	£132,845	£383,972	£677,836	6	2.73%
Norfolk			£139,343	£114,959	£191,986	£446,289	4	1.80%
North Wales			£129,759	£107,052	£91,422	£328,233	3	1.32%
North Yorkshire			£129,759	£107,052	£182,844	£419,655	4	1.69%
Northamptonshire			£136,247	£112,405	£191,986	£440,638	4	1.78%
Northumbria			£161,019	£132,845	£287,979	£581,843	5	2.35%
Nottinghamshire			£145,539	£120,065	£191,986	£457,591	4	1.84%
South Wales			£151,736	£125,178	£287,979	£564,893	5	2.28%
South Yorkshire			£151,736	£125,178	£287,979	£564,893	5	2.28%
Staffordshire			£142,443	£117,514	£191,986	£451,943	4	1.82%
Suffolk			£136,247	£112,405	£95,993	£344,645	3	1.39%
Surrey			£139,343	£114,959	£191,986	£446,289	4	1.80%
Sussex			£151,736	£125,178	£287,979	£564,893	5	2.28%
Thames Valley			£164,118	£135,396	£191,986	£491,501	4	1.98%
Warw ickshire			£133,151	£111,475	£191,986	£436,612	4	1.76%
West Mercia			£145,590	£117,514	£287,979	£551,083	5	2.22%
West Midlands			£185,790	£142,443	£479,966	£808,199	7	3.26%
West Yorkshire			£173,404	£138,726	£287,979	£600,110	5	2.42%
Wiltshire			£136,247	£112,405	£191,986	£440,638	4	1.78%
Total England & Wales	£431,046	£355,736	£6,712,530	£6,036,075	£11,269,888	£24,805,275	218	100.00%
Forces where increase in crime experienced therefore no bonus applied.								

40 of the 43 England & Wales police forces reported a reduction in crime 2007/08 to 08/09.

Chief Officer bonus' are paid by their respective local authority in accordance with guidelines set out by ACPO, who have determined the 12 core competencies that Chief Officers should satisfy.

Crime reduction forms part of Chief Officers bonus payments, ranging from 5 - 15% of their basic salary when reduction in crime is experienced.

For the purposes of this report, we have applied the minimum bonus of 5% to the pay scales of the forces that reported a decrease in 2009.

This increases the ACPO wage bill by £1,129,960.

This report does not include other bonus payments, removal & housing expenses, handcuff payments etc.

WHAT the DICKENS?

The secrecy surrounding these payments serves only to feed suspicion of a boys' club stitch-up. Chief constables need to be open on pay and perks if trust is to be restored, not only with the public, but also with the front line officers who also feel cheated.

There should be no mystery surrounding the pay of top public officials. In October 2008, [Heather Brooke of the Guardian](#) made freedom of information requests to every police force in the country seeking the full extent of chief constables' perks and pay. Rumours were rife that senior police officers weren't just getting top salaries but all sorts of other benefits, from grace and favour homes to chauffeur-driven SUVs and private health insurance.

These perks may be perfectly acceptable - after all, it's a tough job. What is not acceptable is the vault-like secrecy in which they are awarded. Several forces revealed that their chiefs refused bonuses out of principle. But of all those who accepted them only one force, North Wales, fully disclosed the amount.

Why the secrecy? The official reason is that disclosure would be an invasion of chiefs' privacy. Here's the response given by City of London police: "We do not believe that disclosing the exact value of the commissioner's bonus will add significantly to the public interest. By contrast, given that the commissioner has refused consent to disclose and has a reasonable expectation that the exact value of his performance-related payment will remain confidential, we believe that disclosure would be prejudicial to the commissioner's rights and freedoms or legitimate interests."

What about the rights and freedoms of taxpayers to know how their money is being spent? What about knowing the criteria on which these bonuses are awarded? Are chiefs paid for achieving political goals? For decreasing crime statistics? For increasing the number of ethnic minority officers? We just don't know.

We saw what lay behind MPs' cries of invasion of privacy. What might we find hidden behind police chiefs' resistance? Recently, the Belfast Telegraph published the results of a freedom of information request made by a former Police Federation chairman and member of the Northern Ireland policing board, Jimmy Spratt.

Spratt sought the compensation package of Northern Ireland's outgoing chief constable Sir Hugh Orde, who is now, coincidentally, president of the Association of Chief Police Officers. He managed to unearth a compensation package that included rent-free living in a £600,000 luxury home (purchased at taxpayer expense) along with the payment of all utility bills, including phone bills, electricity, rates, heating and property maintenance. This is in addition to a salary of £183,954 plus an annual bonus of up to 15% of salary. Other extras included £360 a year for broadband, £600 for private healthcare, and membership fees for ACPO and the Chief Police Officers' Staff Association, estimated to be £1,000 annually. Another £8,294 was claimed for oil and £13,413 for rates, while £33,904 was spent to repair "defective combined drainage system" and to replace the kitchen.

Now you might think that a member of the police board (the Northern Irish equivalent of a police authority) would know exactly what comprises a top cop's compensation package, as the board approves it. Not so. Spratt advises that when you have a £1.2bn budget "you can't really keep track".

"What you're presented with are accounts that are, well I wouldn't exactly call them basic, but they're not going into any great detail, and it's only when you start probing into the detail that you find these things out. I wanted to know what I was signing my name to." If only more police authority members did the same. As a former chief negotiator on police pay, Spratt thought he had a good idea what was on offer, but was "completely surprised" at the extent.

Where are these packages set? Spratt is finding that difficult to pin down. He's been told they're set by the Association of Police Authorities but its acting executive, Tania Eagle, states that's not the case. "It's very unusual for one agency to be fully responsible for policy."

That's the problem. We need clear lines of accountability. We need to know who's in charge of setting and approving these packages and we need to get them out in the open. Even ACPO is starting to agree, undoubtedly fearing the consequences of a full public enquiry and an MP scandal type exposure. Spokesman Andrea Newman says: "ACPO is of the view that chief officers should be open and transparent about their remuneration and should be open to scrutiny - but disclosure is a matter for individual chief constables."

If these payouts are to be respected then chief constables must come clean about their pay. Secrecy feeds suspicion that these perks are based on politics and boys' club favouritism rather than effective policing.

WHAT the DICKENS?

An extract from our report shows that SMT ranking officers, from Chief Officers to Chief Inspectors, make up 3% of the national police strength with 3,635 staff. Yet, these 3% account for 5% of the wage bill even before bonuses and perks are added in.

SMT - Rank & File Analysis	CC - CI	Insp - Constable	Totals
Strength	3,635	140,149	143,784
Wage Bill	223,669,724	4,171,880,406	4,395,550,130
% of Strength	3%	97%	100%
% of Wage Bill	5%	95%	100%

Police Officers have been granted a rise on basic salary of 2.5% for the financial year 2009/2010. For the SMT ranks, this equates to a further £5,591,743, bringing the forecast minimum wage bill for these officers to £229,261,467.

A RADICAL PROPOSAL

Alan Johnson, the Labour Home Secretary is cutting front line officer overtime by £70million over the next six months. As we have commented, overtime is an essential factor to ensure adequate service levels can be provided where it matters.

Instead of cutting this essential resource, which will not only smash police morale, but place our society at unnecessary risk, surely it would be more sensible to make the saving on Senior Officer pay?

Strength to Wage Proportion	CC - CI	Insp - Constable	Totals
Strength	3,635	140,149	143,784
Wage Bill	131,866,504	4,263,683,626	4,395,550,130
% of Strength	3%	97%	100%
% of Wage Bill	3%	97%	100%
	91,803,220		

In the example to the right, we have taken the 2009 SMT bill and recalculated it so that the bill is reflective of the equivalent force strength. Instead of the SMT being paid 5% of the national budget, if they were paid a percentage that is proportionate to the strength they represent (3%), this would create a saving of £91,803,220. If the wage rise for SMT officers were to be frozen this would generate an additional saving of £5,591,743. If the minimum bonuses referred to earlier were also frozen, a further £1,129,960 would be saved. These measures alone would bring the total potential saving to **£98,524,923** -over £28million in excess of the sum Mr Johnson proposes slashing from overtime, without the consequent damage to front line morale and public confidence.

If it were assumed that the total bonus payments met the maximum 15% for each officer, this would show a saving of £3,551,297 instead of the £1,129,960, which would bring the potential saving to £100,946,260 - £30million in excess of Mr Johnsons proposal.

It is unlikely that a Labour Government, clearly responsible for this act of gross public deceit over crime statistics and the related police wage bill, would consider offending the senior officers by suggesting they accept a pay and bonuses freeze.

WHAT the DICKENS? M.P. -vs- Police Expenses

After the furor of the MP expenses, exposure of a Senior Police Officer expenses scandal would do irreparable damage to the Labour Government.

The total payments of £87,622,957 in 2006-07 were in addition to the £60,675 annual salary received by MPs. How much of the MP expense payments will ultimately be shown to be excessive remains to be seen. Until a transparent and full declaration is made of senior police expenses, we will not know the full extent of the police story. However, with minimum basic salaries of the ACPO boys club topping £24million and the SMT figure at £224million there is clearly scope for a detailed investigation.

<http://www.independent.co.uk/news/uk/politics/mps-claim-pound88m-expenses-on-top-of-the-pound60675-each-gets-in-salary-397962.html>

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KEY FORCE INDICATOR OVERVIEW	Population For Force Area	% OF ENGLAND & WALES TOTAL	TOTAL STRENGTH INC ACPO	% OF ENGLAND & WALES TOTAL	TOTAL WAGE BILL INC ACPO	% OF ENGLAND & WALES TOTAL	PCSO	% OF ENGLAND & WALES TOTAL	PCSO WAGE BILL	% OF ENGLAND & WALES TOTAL	FULL PC NUMBER vs PCSO	Increasing Force Strength By	Recorded Crime Incidents 2008/09	% OF ENGLAND & WALES TOTAL
Avon & Somerset	1,579,000	2.92%	3,357	2.33%	102,436,440	2.33%	381	2.31%	6,872,097	2.08%	257	8%	138,083	2.98%
Bedfordshire	596,000	1.10%	1,244	0.87%	38,014,983	0.86%	122	0.74%	2,379,000	0.72%	89	7%	45,578	0.98%
Cambridgeshire	761,000	1.41%	1,450	1.01%	45,211,284	1.03%	195	1.18%	3,422,250	1.03%	128	9%	64,790	1.40%
Cheshire	1,004,000	1.86%	2,180	1.52%	66,965,673	1.52%	234	1.42%	4,220,658	1.28%	158	7%	75,098	1.62%
City Of London	8,000	0.01%	814	0.57%	26,081,271	0.59%	48	0.29%	1,152,000	0.35%	43	5%	7,275	0.16%
Cleveland	560,000	1.04%	1,756	1.22%	52,884,939	1.20%	198	1.20%	3,474,900	1.05%	130	7%	55,094	1.19%
Cumbria	497,000	0.92%	1,287	0.90%	39,184,362	0.89%	107	0.65%	1,979,500	0.60%	74	6%	30,961	0.67%
Derbyshire	996,000	1.84%	2,137	1.49%	65,022,966	1.48%	205	1.24%	3,613,330	1.09%	135	6%	73,660	1.59%
Devon & Cornwall	1,667,000	3.08%	3,556	2.47%	108,648,420	2.47%	362	2.19%	7,228,416	2.18%	270	8%	102,737	2.22%
Dorset	708,000	1.31%	1,512	1.05%	46,787,970	1.06%	156	0.94%	3,115,008	0.94%	116	8%	50,648	1.09%
Durham	605,000	1.12%	1,589	1.11%	48,305,319	1.10%	171	1.04%	3,206,250	0.97%	120	8%	45,074	0.97%
Dyfed-Pow ys	507,000	0.94%	1,198	0.83%	36,891,210	0.84%	82	0.50%	1,537,500	0.46%	57	5%	24,114	0.52%
Essex	1,688,000	3.12%	3,485	2.42%	104,905,422	2.39%	446	2.70%	7,827,300	2.36%	292	8%	112,841	2.44%
Gloucestershire	583,000	1.08%	1,373	0.95%	42,146,979	0.96%	161	0.98%	2,641,044	0.80%	99	7%	44,136	0.95%
Greater Manchester	2,562,000	4.74%	8,233	5.73%	247,145,352	5.62%	782	4.74%	14,662,500	4.43%	547	7%	281,995	6.09%
Gwent	560,000	1.04%	1,438	1.00%	44,161,311	1.00%	139	0.84%	2,606,250	0.79%	97	7%	49,171	1.06%
Hampshire	1,845,000	3.41%	3,811	2.65%	117,111,003	2.66%	325	1.97%	6,093,750	1.84%	227	6%	159,403	3.44%
Hertfordshire	1,066,000	1.97%	2,172	1.51%	66,760,944	1.52%	256	1.55%	6,167,552	1.86%	230	11%	76,152	1.64%
Humberside	908,000	1.68%	2,111	1.47%	64,871,112	1.48%	321	1.94%	6,018,750	1.82%	225	11%	89,767	1.94%
Kent	1,647,000	3.05%	3,799	2.64%	115,362,777	2.62%	390	2.36%	7,312,500	2.21%	273	7%	120,917	2.61%
Lancashire	1,451,000	2.68%	3,754	2.61%	114,618,240	2.61%	437	2.65%	8,193,750	2.48%	306	8%	117,575	2.54%
Leicestershire	972,000	1.80%	2,364	1.64%	71,940,177	1.64%	228	1.38%	4,275,000	1.29%	160	7%	86,322	1.86%
Lincolnshire	693,000	1.28%	1,229	0.85%	37,350,108	0.85%	153	0.93%	2,868,750	0.87%	107	9%	49,547	1.07%
Merseyside	1,350,000	2.50%	4,494	3.13%	136,642,389	3.11%	442	2.68%	8,287,500	2.50%	309	7%	117,818	2.54%
Metropolitan	7,549,000	13.96%	32,610	22.68%	1,007,554,166	22.92%	4,594	27.83%	110,256,000	33.31%	4,116	13%	840,435	18.14%
Norfolk	841,000	1.56%	1,669	1.16%	51,346,806	1.17%	277	1.68%	5,193,750	1.57%	194	12%	49,171	1.06%
North Wales	679,000	1.26%	1,586	1.10%	48,997,674	1.11%	159	0.96%	2,981,250	0.90%	111	7%	46,134	1.00%
North Yorkshire	789,000	1.46%	1,460	1.02%	45,278,610	1.03%	173	1.05%	3,243,750	0.98%	121	8%	50,460	1.09%
Northamptonshire	678,000	1.25%	1,327	0.92%	40,928,922	0.93%	168	1.02%	3,150,000	0.95%	118	9%	59,904	1.29%
Northumbria	1,400,000	2.59%	4,111	2.86%	124,464,774	2.83%	259	1.57%	4,074,588	1.23%	152	4%	105,234	2.27%
Nottinghamshire	1,061,000	1.96%	2,407	1.67%	74,168,778	1.69%	243	1.47%	4,556,250	1.38%	170	7%	115,182	2.49%
South Wales	1,234,000	2.28%	3,145	2.19%	96,394,794	2.19%	325	1.97%	6,093,750	1.84%	227	7%	117,196	2.53%
South Yorkshire	1,299,000	2.40%	3,053	2.12%	92,752,320	2.11%	328	1.99%	6,150,000	1.86%	230	8%	130,172	2.81%
Staffordshire	1,065,000	1.97%	2,211	1.54%	67,803,027	1.54%	236	1.43%	4,425,000	1.34%	165	7%	85,237	1.84%
Suffolk	709,000	1.31%	1,290	0.90%	40,099,626	0.91%	160	0.97%	3,000,000	0.91%	112	9%	46,504	1.00%
Surrey	1,098,000	2.03%	1,873	1.30%	58,111,110	1.32%	206	1.25%	3,862,500	1.17%	144	8%	65,132	1.41%
Sussex	1,538,000	2.84%	3,196	2.22%	98,300,229	2.24%	399	2.42%	7,481,250	2.26%	279	9%	107,591	2.32%
Thames Valley	2,180,000	4.03%	4,318	3.00%	131,020,032	2.98%	517	3.13%	9,693,750	2.93%	362	8%	195,530	4.22%
Warwickshire	527,000	0.97%	994	0.69%	30,524,040	0.69%	143	0.87%	2,681,250	0.81%	100	10%	61,139	1.32%
West Mercia	1,186,000	2.19%	2,472	1.72%	76,076,082	1.73%	272	1.65%	5,100,000	1.54%	190	8%	53,772	1.16%
West Midlands	2,604,000	4.82%	8,637	6.01%	257,245,704	5.85%	812	4.92%	15,428,000	4.66%	576	7%	227,720	4.91%
West Yorkshire	2,181,000	4.03%	5,853	4.07%	176,871,339	4.02%	761	4.61%	11,972,052	3.62%	447	8%	217,223	4.69%
Wiltshire	642,000	1.19%	1,229	0.85%	38,161,446	0.87%	135	0.82%	2,531,250	0.76%	94	8%	41,468	0.89%
Total England & Wales	54,073,000	100.00%	143,784	100.00%	4,395,550,130	100.00%	16,508	100.00%	331,029,945	100.00%	12,358	9%	4,633,960	100.00%

KEY FORCE INDICATOR OVERVIEW

The report on the previous page brings together many of the key indicators surrounding policing, strength, recorded crime rates and police wages for the 43 police force areas, in a useful side by side comparison.

Highlights :-

• Total population for England & Wales 2008/09	- 54,073,000	
• Total police strength for England & Wales	- 143,784	(How many are operational on the front line?)
• Officers in Inspector - Constable category	- 140,149	(Assuming all were available for front line responsibility)
• Citizens each operational officer responsible for	- 386	
• Total police wage bill	- 4,396,560,130	(net of bonus,overtime,civilians etc)
• Total individual tax payers	- 25,960,000	(England & Wales taxpayers - www.hmrc.gov.uk/stats)
• Hansard response : police wage bill 08/09	- £10,901,841,000	(includes civilians, pcso etc - overtime?)
• Council tax payers England & Wales	- 23,200,000	http://www.voa.gov.uk/council_tax/cti_home.htm
• PCSO number employed 2008/09	- 16,508	PCSO will be subject of separate analysis
• PCSO wage bill	- 331,029,045	Forces pay varying rates between £15k & £24k p.a.
• Police Constable salary at 2 year service	- £26,787	
• PCSO numbers equivalent to full PC appointment	- 12,358	9% potential increase to frontline police resource
• Police recorded crime incidents 2008/09	- 4,633,960	
• Recorded crime per head of population	- 0.0857	8.56% crime frequency or 86 crimes per 1000

The report on pages 16 - 19 illustrates the agreed police scale increases of 2.55% for the financial year 2009/2010, for each of the police ranks.

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Pay						
The pay of all officers, that is, the federated ranks, superintendents, chief officers and police cadets is increased by:						
<ul style="list-style-type: none"> 2.65% with effect from 1st September 2008 2.6 % with effect from 1st September 2009 2.55% with effect from 1st September 2010 						
Constables' Pay						
	With effect from	With effect from	With effect from	With effect from	£ INCREASE 2010	
Pay point	1st September 2007	1st September 2008	1st September 2009	1st September 2010	VS 2009	% INCREASE
On commencing Service	£21,534	£22,104	£22,680	£23,259	£579	2.55%
1	£24,039	£24,675	£25,317	£25,962	£645	2.55%
2	£25,434(a)	£26,109 (a)	£26,787 (a)	£27,471 (a)	£684	2.55%
3	£26,988	£27,702	£28,422	£29,148	£726	2.55%
4	£27,837	£28,575	£29,319	£30,066	£747	2.55%
5	£28,731	£29,493	£30,261	£31,032	£771	2.55%
6	£29,550	£30,333	£31,122	£31,917	£795	2.55%
7	£30,282	£31,083	£31,890	£32,703	£813	2.55%
8	£31,251	£32,079	£32,913	£33,753	£840	2.55%
9	£33,141	£34,020	£34,905	£35,796	£891	2.55%
10	£33,810 (b)	£34,707 (b)	£35,610 (b)	£36,519 (b)	£909	2.55%
(a) All officers move to this salary point on completion of two years' service as a constable.						
(b) Officers who have been on this point for a year will have access to the competence related threshold payment						
Sergeants' Pay						
	With effect from	With effect from	With effect from	With effect from	£ INCREASE 2010	
Pay point	1st September 2007	1st September 2008	1st September 2009	1st September 2010	VS 2009	% INCREASE
0	£33,810 (a)	£34,707 (a)	£35,610 (a)	£36,519 (a)	£909	2.55%
1	£34,968 (b)	£35,895 (b)	£36,828 (b)	£37,767 (b)	£939	2.55%
2	£36,141	£37,098	£38,061	£39,033	£972	2.55%
3	£36,915	£37,893	£38,877	£39,867	£990	2.55%
4	£37,998 (c)	£39,006 (c)	£40,020 (c)	£41,040 (c)	£1,020	2.55%
(a) Entry point for officers promoted from constables' pay point 9 or less.						
(b) Entry point for officers promoted from constables' pay point 10.						
(c) Officers who have been on this point for a year will have access to the competence related threshold payment						
Inspectors' Pay						
(London salaries in brackets)						
	With effect from	With effect from	With effect from	With effect from	£ INCREASE 2010	
Pay point	1st September 2007	1st September 2008	1st September 2009	1st September 2010	VS 2009	% INCREASE
0	£43,320 (£45,222)	£44,469 (£46,419)	£45,624 (£47,625)	£46,788 (£48,840)	£1,164	2.55%
1	£44,544 (£46,446)	£45,723 (£47,676)	£46,911 (£48,915)	£48,108 (£50,163)	£1,197	2.55%
2	£45,765 (£47,673)	£46,977 (£48,936)	£48,198 (£50,208)	£49,428 (£51,489)	£1,230	2.55%
3	£46,989 (a) (£48,903) (a)	£48,234 (a) (£50,199) (a)	£49,488 (a) (£51,504) (a)	£50,751 (£52,818)	£1,263	2.55%

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Chief Inspectors' Pay						
(London salaries in brackets)						
Pay point	With effect from 1st September 2007	With effect from 1st September 2008	With effect from 1st September 2009	With effect from 1st September 2010	£ INCREASE 2010 VS 2009	% INCREASE
1	£47,949 (a) (£49,863) (a)	£49,221 (a) (£51,183) (a)	£50,502 (£52,515)	£51,789 (£53,853)	£1,287	2.55%
2	£48,915 (£50,820)	£50,211 (£52,167)	£51,516 (£53,523)	£52,830 (£54,888)	£1,314	2.55%
3	£49,923 (b) (£51,831) (b)	£51,246 (b) (£53,205) (b)	£52,578 (£54,588)	£53,919 (£55,980)	£1,341	2.55%
(a) Entry point for an officer appointed to the rank, unless the chief officer of police assigns the officer to the higher point.						
(b) Officers who have been on this point for a year will have access to the competence related threshold payment.						
Superintendent's Pay						
Pay point	With effect from 1st September 2007	With effect from 1st September 2008	With effect from 1st September 2009	With effect from 1st September 2010	£ INCREASE 2010 VS 2009	% INCREASE
1	£57,681	£59,211	£60,750	£62,298	£1,548	2.55%
2	£60,060	£61,653	£63,255	£64,869	£1,614	2.55%
3	£62,439	£64,095	£65,760	£67,437	£1,677	2.55%
4	£64,824	£66,543	£68,274	£70,014	£1,740	2.55%
5	£67,203	£68,985	£70,779	£72,585	£1,806	2.55%
Chief Superintendent's Pay						
Pay point	With effect from 1st September 2007	With effect from 1st September 2008	With effect from 1st September 2009	With effect from 1st September 2010	£ INCREASE 2010 VS 2009	% INCREASE
1	£68,880	£70,704	£72,543	£74,394	£1,851	2.55%
2	£70,839	£72,717	£74,607	£76,509	£1,902	2.55%
3	£72,807	£74,736	£76,680	£78,636	£1,956	2.55%

Chief Officer's Pay 2010						
Pay Structure from 1st September 2010						
Forces	With effect from		With effect from		CC £ INCREASE 2010 VS 2009	% INCREASE
	1st September 2009	1st September 2010	1st September 2009	1st September 2010		
	C C Salary	D C C Salary	C C Salary	D C C Salary		
MPS (4XACs)	£176,943	£135,660 (MPS 8xDACs)	£181,455	£139,119 (MPS 8xDACs)	£4,512	2.55%
West Midlands						
Greater Manchester						
Strathclyde	£173,994	£135,660	£178,431	£139,119	£4,437	2.49%
West Yorkshire	£165,147	£132,120	£169,359	£135,489	£4,212	2.49%
Thames Valley	£156,303	£128,949	£160,290	£132,237	£3,987	2.49%
Merseyside	£153,351	£126,519	£157,260	£129,744	£3,909	2.49%
Northumbria						
Hampshire	£150,399	£124,083	£154,233	£127,248	£3,834	2.49%
Kent Lancashire	£147,456	£121,647	£151,215	£124,749	£3,759	2.49%
Devon & Cornwall						
South Yorkshire	£144,510	£119,217	£148,194	£122,256	£3,684	2.49%
Essex						
Avon & Somerset						
Sussex						
South Wales						
Nottinghamshire	£138,609	£114,348	£142,143	£117,264	£3,534	2.49%
Hertfordshire	£135,660	£111,918	£139,119	£114,771	£3,459	2.49%
West Mercia						
Cheshire						
Humberside						
Staffordshire						
Leicestershire						
Derbyshire						
Surrey	£132,708	£109,485	£136,092	£112,278	£3,384	2.49%
Norfolk						

Chief Officer's Pay 2010**Pay Structure from 1st September 2010**

Forces	With effect from 1st September 2009		With effect from 1st September 2010		CC £ INCREASE 2010 VS 2009	% INCREASE
	C C Salary	D C C Salary	C C Salary	D C C Salary		
Cleveland	£129,759	£107,052	£133,068	£109,782	£3,309	2.49%
Durham						
Cambridgeshire						
North Wales						
North Yorkshire						
Gwent						
Grampian						
Northamptonshire						
Suffolk						
Dorset						
Wiltshire						
Bedfordshire						
Gloucestershire	£126,810	£106,167	£130,044	£108,873	£3,234	2.49%
Lincolnshire						
Cumbria						
Warwickshire						
Dyfed-Powys						
Metropolitan Police Service	Commissioner - £253,620		Commissioner - £260,088		£6,468	2.55%
	Deputy Commissioner - £209,382		Deputy Commissioner - £214,722		£5,340	2.55%
ACC and Commanders	1. £88,470		1. £90,726		£3,256	3.70%
	2. £91,422		2. £93,753		£2,331	2.55%
	3. £94,374		3. £96,780		£2,406	2.55%
	4. £97,317		4. £99,798		£2,481	2.55%
	5. £100,272		5. £102,828		£2,556	2.55%
	6. £103,218		6. £105,849		£2,631	2.55%
City of London Commissioner & Assistant Commissioner	Commissioner - £156,900		Commissioner - £160,902		£4,002	2.55%
	Assistant Commissioner - £129,414		Assistant Commissioner - £132,714		£3,300	2.55%

WHAT the DICKENS? - IN CONCLUSION

Further analysis of crime statistics and how the Government perpetuate the deceit that crime is decreasing can be seen in our reports : [Decreasing Crime By Fair Means Or Foul](#) and [“Force of Farce? - Police Recorded Crime 2009](#)

This report presents alarming evidence supporting a widespread belief that the manipulation of crime statistics forms part of a conspiracy to deceive the public into believing that crime is decreasing. The orchestrators of this deceit are the Government and Home Office, aided and abetted by senior police officers, who are obscenely rewarded for their part in the plot.

Front line police officers are unable to untangle this web of deceit, despite protestations by many with an informed and accurate perspective at the public facing coal face. Distortion of the figures has led to misallocation of financial and human resources, resulting in the public being deprived of the policing it deserves. The gravy train of police funds has been milked and the “con” disguised through years of bureaucracy, performance targeting and distraction techniques, making the task of basic policing more difficult to deliver.

There is plenty of evidence that there are senior officers who are paid grossly disproportionate salaries and bonuses for perpetuating the deceitful illusion of crime reduction. The honour and distinction of achieving a high rank in public service has been replaced with greed, with a convenient blindness to the immorality of their actions. A full, transparent 43 force public enquiry is needed to force the disclosure of these illicit payments and inducements. Among the most disturbing are the revelations of Heather Brooke in the Guardian about the [expenses of Sir Hugh Orde](#), the president of the Association of Chief Police Officers. The rot is clearly embedded within the “root and branch” culture of the highest ranking police officers, when the man who is charged with the responsibility of overseeing the Chief Officers in England & Wales sets such an example. ACPO, its finances and function will be analysed in detail in a later report.

Supporting our long held view that the recorded crime and British Crime Survey are at best woefully inadequate and at worst, part of a larger web of disgraceful and potentially criminal deception, there is no longer any doubt that the recording and detection of crime has lost any vote of public confidence. Glaring examples are too many to quote. The recent [“Gaming”](#) revelations of [Rodger Patrick](#), a retired Detective Chief Inspector with the second largest police force, are the final nail in the coffin.

If “cooking the books” of policing and crime statistics had no consequences, it would command no attention. The consequences however, are dire and plain for all to see. The victims in all of this are the tax payer, who is deprived of the police service his contributions are intended to provide, and the front line police officer who is forced into silent acceptance of a job that has become enmeshed with bureaucracy, risk averse policing and fiddled crime figures. Who could blame officers that have no faith or respect for senior officers and politicians who orchestrate a criminal deception of the highest magnitude for personal gain, and then expect the staff on the ground to do their dirty work with no resistance? Alan Johnsons’ proposal for cutting frontline police overtime is not in the best public interest. A more appropriate target for savings surely lies within the senior officer pay structure.

We support the proposal that crime statistics should be properly independent. This would remove responsibility for compiling and publishing crime figures from the Home Office, who clearly cannot be trusted to be truthful with the electorate and not to apply their political spin. The responsibility should be placed with the Office for National Statistics which is totally independent. The pre-release access that Ministers and political advisers get to crime statistics should be abolished - so the public would be the first to get an honest account of the facts.

Politicians and Senior Police Officers may talk about resuscitating public trust. The party and individuals that demonstrates the transparency and complete honesty of their future reform intentions and follow it up with decisive action that is genuinely in the public interest, will have the best chance of achieving it.

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