

Circular 008/2016

Arrangements for officers on temporary promotion to superintending ranks from 6 April 2016

This circular publicises the agreement by Ministers to a request from the Police Advisory Board to allow police forces to offer a non-pensionable payment in lieu of salary (this may also be called an “honoraria”) for officers on temporary promotion or in receipt of a temporary salary.

This flexibility already exists for officers at superintending ranks or above who receive a temporary salary for carrying out duties at chief officer ranks (see [Home Office Circular 19/2016](#)).

The Government has agreed to extend this flexibility to officers who are temporarily promoted to or within the superintending ranks and to those officers in receipt of a temporary salary (due to being required to perform the duties normally performed by a member of the rank of superintendent or above).

These arrangements are intended to help officers manage their individual pensions' tax liabilities in a situation where pensionable pay may be temporarily increased. They do not set a precedent for wider application and are applicable only to officers who have accrued pension in the 1987 police pension scheme.

We will reflect the following changes through amendments to determinations made under the Police Regulations 2003 in due course. They will apply from 6 April 2016:

- Officers on temporary promotion to the rank of superintendent or chief superintendent, and officers in receipt of a temporary salary (due to being required to perform the duties normally performed by a member of the rank of superintendent or above) may be paid either:
 - at a rate equal to the lowest rate of pay to which the member would be entitled on promotion to the higher rank, or;
 - otherwise receive a non-pensionable payment, the amount of which will initially be the difference between the officer's substantive salary and the lowest pay point to which the member would be entitled on promotion;in order to ensure that the officer is suitably rewarded for the extra responsibility.
- In each case, it will be up to the individual officer to make a request for a non-pensionable payment according to their personal circumstances. All such requests will be subject to approval by the chief officer.
- An officer will not be permitted to revoke the decision to receive a non-pensionable payment at a later date unless the circumstances of the temporary promotion (or time spent in receipt of temporary salary) were to change significantly after

agreement was reached. For example, if, after the start of a six month temporary promotion, it is extended to twelve months. If it is agreed by the chief officer that the option of a non-pensionable payment should be revoked, the revocation will not apply retrospectively.

The new flexibility applies from 6th April 2016. However, we recognise that there will be some officers to whom it applies who are now in the middle of a period of temporary promotion or time spent in receipt of temporary salary which began before this circular was published and who will not have been able to request a non-pensionable payment. These officers may decide, as an alternative, to receive a non-pensionable payment beginning from, or after, 6th April 2016.