



OFFICE OF THE POLICE & CRIME COMMISSIONER FOR NORFOLK

Reply to: Claire Buckley

Our Ref: CB/FOI-018

Direct Dial: 01953 424454

12th July 2013

Dear Member of the Public

Freedom of Information Request – FOI/OPCCN/18

I am writing in connection with your further email relating to the above FOI request, dated 1st July 2013, in which you asked the PCC to provide the same level of detail as given by every other PCC/Force i.e. a clear breakdown of what each chief officer received in line with your request, the legal authority relied upon to make the payment and also to provide details of the market forces supplement as referred to in my previous letter.

Having taken on board the comments you raised within your email, I have revised our response as follows:

Bonus Payments, retention payments and honoraria

The statutory authority relied upon for making bonus payments to ACPO officers is covered within the Police Negotiating Board guidelines (see <http://www.lge.gov.uk/lge/aio/53709>.) The decisions to award bonus payments were taken by the previous Norfolk Police Authority's Senior Officers Appointments Executive Panel.

2008/09

Chief Constable Ian McPherson	£32,442
Deputy Chief Constable	£13,338

Total: £45,781

2009/10

Deputy Chief Constable	£11,433
Assistant Chief Constable	£10,321
Assistant Chief Constable	£2,943
Assistant Chief Constable	£2,952

Total: £27,650

2010/11

Assistant Chief Constable	£3,030
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Total £3,030

2012/13

Assistant Chief Constable	£10,283
<i>Total</i>	<i>£10,283</i>

Healthcare etc

In relation to healthcare etc, the following payments were made:

2008/09

Chief Constable Ian McPherson	£2,580.81
Deputy Chief Constable	£2,004.40
Assistant Chief Constable	£2,384.86
<i>Total</i>	<i>£6,970.07</i>

2009/10

Chief Constable Ian McPherson	£1,591.73
Deputy Chief Constable	£1,687.42
Assistant Chief Constable	£1,542.92
Assistant Chief Constable	£2,031.34
Assistant Chief Constable	£1,370.58
<i>Total</i>	<i>£8,223.99</i>

2010/11

Chief Constable Phil Gormley	£1,874.82
Deputy Chief Constable	£502.35
Assistant Chief Constable	£1,208.03
Assistant Chief Constable	£1,499.75
Assistant Chief Constable	£1,239.80
<i>Total</i>	<i>£6,324.75</i>

2011/12

Chief Constable Phil Gormley	£2,293.72
Deputy Chief Constable	£1,488.11
Assistant Chief Constable	£2,160.95
Assistant Chief Constable	£1,611.74
<i>Total</i>	<i>£7,554.52</i>

2012/13

Chief Constable Phil Gormley	£2,294.71
Deputy Chief Constable	£1,488.94
Assistant Chief Constable	£1,612.56
Assistant Chief Constable	£900.78
<i>Total</i>	£6,296.99

Market Forces Supplement

The Market Forces Supplement is a non-pensionable payment agreed by the previous Norfolk Police Authority as part of a package of measures to enhance pay and benefits to attract and retain the right calibre of individuals to the force. The payments made during the period you requested are as follows:

2008/09

Chief Constable Ian McPherson	£25,517.48
Deputy Chief Constable	£21,052.08
Assistant Chief Constable	£19,846.97
<i>Total</i>	£66,416.53

2009/10

Chief Constable Ian McPherson	£19,351.92
Chief Constable Phil Gormley	£1,017.57
Deputy Chief Constable	£22,619.65
Assistant Chief Constable	£17,159.70
Assistant Chief Constable	£20,365.56
Assistant Chief Constable	£16,086.23
<i>Total</i>	£96,600.63

2010/11

Chief Constable Phil Gormley	£26,855.26
Deputy Chief Constable	£7,435.57
Assistant Chief Constable*	£21,325.64
Assistant Chief Constable	£21,111.14
Assistant Chief Constable	£19,055.80

* Part of year as Deputy Chief Constable

<i>Total</i>	£95,783.41
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2011/12

Chief Constable Phil Gormley	£27,131.39
Deputy Chief Constable	£22,383.79
Assistant Chief Constable	£21,102.12
Assistant Chief Constable	£20,453.37
<i>Total</i>	<i>£91,070.67</i>

2012/13

Chief Constable Phil Gormley	£27,143.87
Deputy Chief Constable	£22,394.11
Assistant Chief Constable	£20,509.29
Assistant Chief Constable	£8,079.88
Assistant Chief Constable	£104,690.67

Yours sincerely

CBuckley

Claire Buckley
Freedom of Information Officer
Office of the Police and Crime Commissioner for Norfolk