



Police Skills

Contract Rates Review 2017

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Introduction

This rate card has been completed for the benefit of Police constabularies and hirers of contract Investigations staff throughout the UK. It establishes a range of pay rates offered for each specific policing profession across multiple investigations, organisations, and regions. This is a very important subject for Employers and Contractors, as the hourly rate is critical to those who choose to be temporary workers. Temporary work is unpredictable and often volatile and therefore rates are the driving force that attracts an Agency Worker to a role and therefore the success of the Employer in achieving its objectives.

The findings have been reflected in a table allowing easy access to a substantial catalogue of hourly rates for each profession. - Fig 1.

BENEFITS FOR THE EMPLOYER

The ability of an employer to benchmark its competitiveness against national averages, allows investigations to be budgeted more effectively. Attracting the correct staff at the right time creates overall efficiencies, allowing project based investigations to be launched, run and concluded quicker. In understanding where their pay rates are not competitive, Forces are able to adjust their hiring requirements and resourcing plan to ensure they are still able to complete the required objectives.

BENEFITS FOR THE CONTRACTORS

This rate card will allow contractors to develop realistic expectations of what the market is offering for their skills and experience, and means they can make a more informed decision. For seasoned contractors such data enables them to ensure that they are being paid at an appropriate level for their skillset, whilst also ensuring they remain competitive compared to the rest of the market.

Summary of findings

In conducting this research, RSR found there was a marked difference in rates when comparing them against high profile independent investigations, police force investigations, regulatory investigations and local authority investigations. The following white paper helps to explain why this is the case and the possible impact of these findings to workers and employers alike.

Rate Card

Fig. 1 - Investigation Staff - Contractor Hourly Rates

Job Title	Description	PAYE 2016 / 2017 Average	Umbrella 2016 / 2017 Average
SIO	The role of a Senior Investigating Officer is to lead on all aspects of investigations. They are both the manager and investigator. They are also in charge of a team of specialist officers allocated to the investigations.	£31.25	£36.39
Deputy SIO	The DSIO provides advice, guidance and support to the SIO and to ensure that the aims and objectives are met by providing efficient and effective investigations. The DSIO, traditionally, had delegated responsibility, and acts as investigator and manager for all operational and administrative aspects of criminal investigations.	£25.89	£28.85
Investigating Officers	To support the investigation team by taking responsibility for functions concerned with the investigation of crime and subsequent prosecution files. Actively identify and exploit investigative opportunities in order to detect crime, highlighting those opportunities to staff and / or taking appropriate action.	£13.89	£17.10
Family Liaison Officer	Family Liaison Officers are experienced police officers who have been specially trained to enable them to act as such when necessary. The Family Liaison Officer is primarily an investigator whose will gather material from the family in a manner which contributes to the investigation. They will also Inform, and facilitate care and support for, the family, who are themselves victims, in a sensitive and compassionate manner in accordance with the needs of the investigation	£16.22	£18.96
HOLMES Indexers	To provide support to the SIO and Office Manager in the investigation of a Major Enquiry by the researching and recording of information and the processing of documentation efficiently and effectively using the HOLMES system	£14.38	£17.17

HOLMES Readers/ Receivers	Working within a Major Incident Rooms (MIR) . The Reader/ Receiver will provide supervision in all aspects of the MIR utilising the HOLMES computer systems. Providing HOLMES support to HMET in the administration of major enquiries.	£17.34	£20.21
Disclosure Officer	To provide dedicated disclosure support to the investigation and prosecution of offences. Be responsible for assessing, summarising and scheduling all material gathered on the enquiry. To liaise with the Crown Prosecution Service and other agencies engaged in the investigation process	£16.06	£20.40
Exhibits Officers	Responsible for the management of accurate evidential records of all exhibits arising from an Investigation. Ensuring both the continuity and integrity of all exhibits. Control all movements of exhibits and following liaison with the SIO, to prepare all forms for the submission of exhibits for further forensic testing	£16.06	£20.40
HOLMES Office Manager	Ensure effective running of the Major Incident Room (MIR) as supporting the Senior Investigating Officer (SIO). Supervision for all aspects of the HOLMES computer system and staff employed within the MIR. Also providing HOLMES support to forces in the administration of major investigations	£22.37	£26.52
Intelligence Analyst	To provide analytical support and guidance to management teams in all aspects of police, crime and incident investigation at tasking and coordinating meetings. To collect, evaluate and analyse data from various sources including crimes, incidents, intelligence, witness statements, forensic reports, communications data and financial records, with a view to identifying offenders	£16.35	£20.21
Intelligence Officer	Recording, assessment and allocation of crime and non-crime tasks and delivering customer satisfaction through processing internal and external enquiries. Management of information and intelligence, from internal and external sources, in accordance with all the relevant regulations and legislation in order to support intelligence led policing and a right first time approach.	14.96	£17.42
Intelligence Researcher	Carry out high quality and timely research from various internal and external sources in connection with the operational requirements of the department/force. Provide an effective research support to analytical staff involved in intelligence, crime and operational work. Compile reports and briefings to support intelligence development and operational work and when required presenting such material to other staff and management.	£12.86	£16.38
Statement Taker	To conduct initial and secondary enquiries on active crime investigations as directed by the Supervisor or as requested by colleagues. To include the taking of statements and securing evidence including CCTV.	£13.69	£17.25

Variables Affecting Talent Attraction

BUDGET RESTRICTIONS

No surprises here. However, we have seen that where an Employer has a firmly restricted budget, but a high demand for short-term or interim staff, the budget tends to be shared between the volume of the required resource, thus resulting in a significantly lower than average rate. This is common within Policing Units, where additional flexible resource is required and being paid for out of an operational or "business as usual" budget. This technique of designing the requirement first, then making an inflexible budget fit, creates the largest issues in attracting talent and many of those who take this approach never manage to recruit. This creates significant internal pressures which ultimately affects both permanent staff moral as well as failures to deliver core investigative services – a particular concern for Police forces.

Our advice would always be to create the requirement first and then demand the budget. Where that is not possible and where a firm budget restriction is applied before resource planning begins, our advice is to reduce the requirement to fit the budget and maintain the market rates. You may not end up with all the staff you need, but you will attract good talent that will ease the pressure. It is markedly better than having no short-term cover at all.

INDEPENDENT INVESTIGATIONS

Related somewhat to the budget comments. However, we have seen these investigations paying around 10% more than a traditional Police Constabulary, or many Police funded investigations. Most of these investigations are not funded by the Police, usually being allocated budget from a central Government unit - many are high profile. The reason for their competitive rates may be related to the way in which these investigations are budgeted and planned i.e., they may be designed for the response required and then budgeted accordingly rather than having to be aligned with an unsuitable budget.

Either way, we have seen these investigations attract a wealth of top talent not only due to their rates, but also because of their profile in the market and possible personal interest.

Taking this observation into account, it would be wise for Police forces, and particularly line managers to recognise that high-profile investigations may be able to attract some kind of alternative or additional funding in order to adjust the pay rates required to get the job done.

SECTORS

As more pressure and responsibility are put on private sector organisations to adhere to changing governance regulation, they have started to demand more internal investigation staff. It is not a huge demand, but is increasing. Likewise, the regulators are under pressure to ensure these Enterprises are maintaining their regulatory standards, so we have seen an increase in the demand for Investigations staff in these public sector organisations as well.

There is now a difference in the pay rates between these 3 sectors (Police, Regulatory and Private Sector) for similar skills and the competitiveness of each sectors rates is likely to determine much of the future demand and supply. Some key patterns are starting to emerge, for example a Disclosure Officer in a police force investigation will earn less money than someone with the same skills and experience who works for a regulatory investigations.

Notes for Contractors

From a contractor's perspective, the duration of the assignment can be almost, if not equally as important as the rates. Where complex investigations tend to demand longer-term contract staff, they present themselves as being attractive to workers. Police forces and Independent enquiries tend to have the edge here, tending to have substantially longer contract durations. Regulators and Private sector organisations tend to have less complex, short-term engagements.

That said, vetting timescales are becoming longer – a requirement for any Police force, or a public sector funded, Independent enquiry. Therefore, when looking at an opportunity, the speed at which a Private Sector organisation can move through the process is a factor to be taken into account.

With the changes in IR35 that have recently been implemented for Public Sector workers operating inside IR35, we have seen a marked fall in the use of personal services companies and actually, clarity on the agency worker status as a consequence. With the vast majority of workers in this space now PAYE or going through some kind of umbrella payment vehicle, the Employers benefits, required under the Agency Workers Regulations, will start to become more transparent for the workers. You can expect parity on holiday for example – any Public Sector organisation has the advantage here and Police forces can offer up to 28 days paid holiday per year for agency workers.

The ability to benchmark oneself against the market ensures that you can feel confident about being rewarded within a suitable range for the work you do. It seems that, for most of our candidate base, the rest of the decision to take a role is based on personal interest and the possibility to help catch the bad guys and improve our communities. Something that Red Snapper and the whole of the Public Protection community respects hugely.

About the Authors

RECRUITER

Joe Clifford is a Senior Account Manager, who, for the last five and a half years has been specifically recruiting Police skill sets for Law Enforcement organisations within the UK overseas territories for The Red Snapper Group. Over this period, Joe has assisted his clients in delivering both current and historical investigations and is viewed as one of the leaders in his field. As such, Joe often runs career advice seminars for serving Police staff and Graduates looking to develop their career in the Police. For more information, please contact Joe at joe.clifford@redsnappergroup.co.uk.

RED SNAPPER GROUP

The Red Snapper Group (RSG) is a market leading staffing services provider, media and events business and education services provider to the law enforcement, cyber security, offender supervision and regulatory services work communities.

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