



TARGETED VARIABLE PAYMENTS

Executive Summary

At West Midlands Police (WMP), we strive to implement the reward strategy of the National Police Chief's Council (NPCC) to ensure fair and appropriate financial recognition for Police Officers across the organisation, with the Chief Constable retaining discretion around the specifics of local implementation.

To achieve this, we recognise our responsibility to provide a consistent and structured approach for the application of the Police Regulations and supporting guidance.

We have set out this policy to:

- Ensure that we follow a fair and consistent approach to the application of targeted variable payments
- Reinforce our commitment to treat all staff fairly, consistently and equitably
- Set out the procedure to be followed in relation to responding to requests for awarding targeted variable payments

Provide advice, support, information and guidance regarding all aspects of the targeted variable payments policy

Authorised Professional Practice (APP):

This policy has been checked against APP and there is none in relation to the subject matter of this policy.

Policy Statements:

- This policy will apply to Officers of Federated Ranks and Superintending ranks, where they meet the provisions as outlined within the regulations and enacted through the appropriate process.
- The introduction and continued use of these regulatory provisions are at the discretion of the Force Executive Team.

ELIGIBILITY

Eligibility

- This policy applies to all WMP Police Officers of Federated and Superintending ranks, including those posted to Regional and National Departments including the Regional Organised Crime Unit and the Counter Terrorism Unit.
- This policy does not apply to:
 - Police Staff.
 - Special Constables
 - Volunteers
 - Contractors or Agency Staff
 - Police Officers employed by other forces, working as part of a collaboration



PRINCIPLES

Regulatory Framework

The Police Regulations allow targeted variable payments in accordance with the temporary determination of the Secretary of State 14th July 2021 under [regulation 34 \(Annex U\)](#) (**Appendix 1**), namely:

- (8) Bonus payment
- (15) Service critical payment
- (16) Recognition of workload payment

Bonus payment

A chief officer may award a payment of not less than £50 and not more than £2,000 to a member of their force where they are satisfied that the member concerned has performed work of an outstandingly demanding, unpleasant or important nature.

Service Critical payment

A chief officer may award a payment to an individual officer of a rank of chief superintendent or below of up to £5,000 per annum, to be known as the service critical skills payment, where the “service critical skills” criterion is met.

Recognition of workload payment

A chief officer may award a payment to an officer of superintending rank of up to £5,000 per annum, to be known as the recognition of workload payment, in circumstances where the chief officer determines that the demands placed on the officer exceed those usually placed on other officers of the same rank.

This regulation provides guidance on payments that may be awarded at the discretion of the awarding police force, and does not guarantee a definitive payment.

PAYMENTS AND PROCESS

Application

• All requests for the application to introduce either a regular targeted variable payment, or to award a one-off bonus payment; should be submitted by the HR Manager via the [Targeted variable payment application form](#), which will include:

- Details of the work that has been undertaken or remains ongoing including any commencement and cessation dates
- Names of individuals, or relevant posts/ department where the payment applies to a large group of Officers
- Forecasted cost of application of the payment
- Approval from Head of Department and Force Executive Team lead

- The Reward, Benefits and Engagement Advisor will benchmark the request against other forces using the National Workforce Data Tracker, and will review the request against the current legislation, before making a recommendation.
- All applications will be considered by the People Services Senior Leadership Team, who will escalate to the Force Executive Team where appropriate.

Outcome

The Reward, Benefits and Engagement Advisor will communicate the Force Executive Team decision. Where a payment is awarded, the Reward, Benefits and Engagement Advisor will notify the payroll department of a commencement and end date, and relevant historical dates where any backpay is due. All payments are pensionable and subject to tax and National Insurance

The Reward, Benefits and Engagement Advisor will submit the return to the National Reward Team for national benchmarking records.

Review

All targeted variable payments will be subjected to review either:

- After 12 months, unless specified otherwise
- Where the job role or department has been subject to change
- On the cessation or amendment of Regulation 34 (Annex U)
- At the request of the Force Executive Team where business requirements dictate

Definitions/Acronyms:

NPCC- National Police Chief's Council

WMP- West Midlands Police

Procedural Guidance Documents List:

Publication Instructions:

*(*delete as appropriate)*

- Suitable for publication to public

Policy Ref: POD/45

Version: 1.4

Initial Policy Implementation Date: 01/11/24

Version Date: 18/09/25

Review Date: 01/11/27

Policy Author: [REDACTED], Reward, Benefits and Engagement Advisor



Any enquiries in relation to this policy should be made directly with the policy author shown above.

Force Executive Approval:

DIRECTOR OF COMMERCIAL SERVICES 5th December 2024

Monitoring and Review

Version	Date Reviewed	No change / Minor Changes / Major Changes (<i>detail</i>)	Amended / Agreed by
1.3	21/11/24	Minor changes- titles updated in line with new People Services function and added in link to application form.	
1.4	18/09/25	Minor change to process: It did read: <i>All applications will be reviewed by the Workforce Strategy Board and additional information may be requested. All requests will be presented to the Force Executive Team for consideration.</i> This was amended to: <i>All applications will be considered by the People Services Senior Leadership Team, who will escalate to the Force Executive Team where appropriate.</i>	