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## MUTUAL AID

Version 4

### 1. Policy statement

Mutual aid deployments are on the increase as forces struggle to meet demands within available resources. The police service should have the capability at very short notice to mobilise and conduct mutual support across force boundaries, including the ability to easily deploy and receive reinforcements.

The PFEW will support any policing colleagues in times of need as long as proper safeguards and security are put in place for officers who volunteer for mutual aid duty. The remuneration for officers deployed on mutual aid must be based on the payments and allowances set out in Police Regulations and Determinations as a minimum.

### 2. Responsibility

The National Board is responsible for all policy formation.

### 3. Summary

PFEW believes that mutual aid duty is voluntary.

Chief Officers must prepare proper risk assessments before officers are deployed and liaise with Police Federation representatives.

Officers volunteering from the UK mainland for deployment to Northern Ireland will require additional training as this is beneficial to officer protection when deployed in Northern Ireland

The remuneration for officers deployed on mutual aid must be based on the payments and allowances set out in Police Regulations and Determinations as a minimum:

#### Constables and Sergeants

- Payment for all hours worked
- Where the hours worked extend beyond an officer's rostered duty time, they should be paid overtime at a rate of time and a third
- Any rest day working with less than 15 days' notice should be paid at time and a half
- All travel should be in duty time

## All Federated Ranks

- Where officers are held in reserve, an 'Away from Home Overnight Allowance' is payable of £50 per night.
- Where proper accommodation, consisting of a single occupancy room with use of en-suite bathroom facilities is not provided, officers should receive a payment of £30 per night
- Officers not in receipt of a fixed rate who are required to perform duty between the hours of 20:00 and 06:00 should receive the unsocial hours allowance paid at an hourly rate of 10% of the officer's hourly pay.
- Where officers volunteer to be on-call while not on duty they should receive an on-call allowance of £15 for each daily occasion of on-call

## Off duty

Officers on mutual aid are now only paid for the hours that they work, following the Winsor review. PFEW believes there is no power within Police Regulations to direct officers who are off duty to remain in a particular location or to be immediately ready to return to duty if required. Forces have the option of either keeping officers on duty and being able to exercise control over their activities or allowing officers to be off duty, in which case they are free to enjoy their time off as they see fit. The exception to this would be if an officer has volunteered to be on-call then restrictions on availability and location could apply. There is, in all cases, a requirement that when officers next present themselves for duty they are fit to carry out their duties and responsibilities.

## **4. Procedures/implementation**

PFEW will work closely with National Police chiefs Council (NPCC) and the National Police Coordination Centre (NPoCC).

PFEW and NPoCC have agreed a Memorandum of Understanding which sets out the roles, function and coordination arrangements between PFEW and NPoCC. PFEW representatives will provide the national coordination function for Federation issues arising across affected forces and the wider police service and will develop a national overview to inform NPoCC of critical issues.

PFEW will liaise with colleagues from the Police Federation of Northern Ireland and Scottish Police Federation.

PFEW will provide local Federation points of contact throughout mutual aid operations

PFEW will communicate details of remuneration package for officers who volunteer for mutual aid duty.

Responsibility is delegated to the National Secretary and/or appropriate sub-committee.

	Author	Date	Date to be reviewed	Change
Version 1	KP-EP	April 2015	April 2016	

Version 2	KP-EP	April 2016	April 2017	No change
Version 3	KP-EP	April 2016	April 2018	No change
Version 4	KP	January 2019	April 2020	Minor changes

**Signed by:**



National Chair



National Secretary