

Limited Duties – Police Officers

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Policy Statement

Summary

This policy procedure details the circumstances in which an officer may be placed on limited duties and, in certain circumstances, the possible adjustments to their pay.

The policy details the criteria for determining if an officer is to be classed as being on limited duties and it describes the procedure for assessing if an officer's pay should be reduced due to being placed on adjusted duties.

Scope

This policy applies to all police officers.

Management Restricted Duties

Principles

- Although management restricted duties fall within the definition of limited duties, the circumstances and application of this category are not covered in this policy.

Recuperative Duties

Principles

- Recuperative duties are a time-limited measure to enable an officer to return to normal working following a period of sick leave or injury.
- A recuperative duties period will usually run for up to three months, however it may be extended to a maximum of six months, in consultation between the officer's line manager, Employee Relations and Occupational Health (OH). In exceptional circumstances the recuperative duties period can be extended to a maximum of 12 months.
- Where OH medical advice does not support an extension and it is determined that all supportive approaches have failed to improve attendance to an acceptable level, it may be necessary to take formal action under the Police (Performance) Regulations (UPP).
- The recuperative duties undertaken must not exacerbate the officer's condition or create further episodes of absence.
- The recuperative duties period must provide sufficient time to consider the available options, including consideration and implementation of workplace adjustments, so that the officer's position is resolved.
- If an officer carries out a period of recuperative duties this may be part of an informal plan. The plan will specify the arrangements for the officer's recuperative duties period.

Reduced hours	<ul style="list-style-type: none"> • Reduced hours can form part of recuperative duties and will usually be limited to six weeks, though this can be extended, following medical advice, to a maximum of 12 weeks. In exceptional circumstances a longer period can be given. • Where reduced hours have been agreed, any plan will normally start with the individual working four or more hours a day. In exceptional circumstances, and only on medical advice, it may be agreed that a return to work on less than four hours is appropriate. The People Directorate must be notified of a return to work on recuperative duties and the individual's working hours in order that the HR system can be updated accordingly. • If it becomes apparent to the line manager that the reduced hours period during recuperative duties may exceed six weeks, they will consider arranging for the officer to attend OH for further advice and opinion on their condition. If the officer does not consent, a decision will be taken without the benefit of the referral to OH.
Pay and annual leave	<ul style="list-style-type: none"> • When working reduced hours within recuperative duties, the officer will receive the pay for working their normal hours. • If the officer takes a day's annual leave, a full day will be deducted from their entitlement and not the reduced hours the officer is working.
Recuperative duties resolutions	<p>Resolution at the end of recuperative duties includes:</p> <ul style="list-style-type: none"> • A return to full duties; • Where an officer is not medically capable of resuming their full hours, the officer may request (as an adjustment) part time or flexible working so that they are paid for the hours worked; • Ill-health retirement, if appropriate, if the officer requests or the organisation makes a referral to the Selected Medical Practitioner (SMP) for consideration of permanent disability and the Police Pensions Authority decides that eligibility criteria are met; • Redeployment in a substantive policing role that matches their core capabilities; • Action under the Police (Performance) Regulations (UPP) where officers fail to make adequate progress against an agreed recuperative support plan; or • Alternatively, it may be appropriate to place the officer on adjusted duties. <p>A Limitations Recording form must be completed by the line manager and emailed to the relevant district or department People Services mailbox for them to record details of the officer's limitations on the HR IT system. People Services will notify the Duties Team of the officer's deployment restrictions.</p>

Adjusted Duties

Principles

- If an officer is placed on adjusted duties this represents an intention to retain them in the organisation in a substantive policing role that matches their core capabilities, on the understanding that this may necessitate long term or permanent workplace adjustments.
 - If an officer may not be able to complete their duties due to a medical condition, it is their line manager that must give consideration to them being placed on adjusted duties.
 - The line manager's considerations will include if the officer:
 - Can demonstrate the core capabilities;
 - Is attending regularly for their rostered hours; and
 - Can undertake a substantive role.
 - Individual deployment and situational factors must be taken into account, and where suitable adjustments can reasonably be made. These must be put in place in order to avoid breaching the Equality Act.
 - The officer will be given the opportunity to be fully involved in this process and can suggest ways that barriers to working can be overcome.
 - An Adjusted Duties form must be completed in order for an officer to be considered for adjusted duties by the Panel.
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Core capabilities

An officer who is fully deployable will generally demonstrate all the following core capabilities:

- The ability to:
 - Sit for reasonable periods, to write, read, use the telephone and to use (or learn to use) IT;
 - Run, walk reasonable distances and stand for reasonable periods;
 - Make decisions and report situations to others;
 - Evaluate information and to record details;
 - Exercise reasonable physical force in restraint and retention in custody;
 - Understand, retain and explain facts and procedures; and
 - Work the full range of shifts.
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Medical advice – difference of opinion

- If there is a difference of opinion between the officer and the organisation over medical advice about whether or not they are “fully deployable”, Employee Relations will make a referral to OH. If the officer has not been seen by the Force Medical Officer before, they will assess the officer's case and may decide to ask the officer to attend an appointment with them.
- If the officer has identified a difference of opinion within 28 days of the officer submitting Part B of the adjusted duties form, arrangements will be made for the officer to be examined by a different registered medical practitioner, appointed or approved by the organisation.
- The second doctor will be asked to provide a report assessing whether the officer is “fully deployable” and, if not, which of the core capabilities the officer can demonstrate. This will include whether any adjustments are

required for the officer to demonstrate the capabilities. The appointed doctor's opinion will be final.

Local Adjusted Duties Panel

Principles

- The decision of whether the officer should be placed on adjusted duties will be made by a Local Adjusted Duties Panel.
 - The Panel consists of a:
 - District Commander or Head of Department (Chair); and
 - Senior Employee Relations Adviser.
 - Although not a member of the Panel, a Police Federation representative will also be invited to attend the meeting.
 - In the event that a Superintendent or Chief Superintendent is the subject of a Local Adjusted Duties Panel the panel membership will be revised, on a case-by-case basis and in consultation with the Superintendents' Association, to ensure it is appropriate for the rank of the officer being considered.
 - The decision of the Panel will be recorded on the adjusted duties form and the HR IT system and a copy of the completed form will be placed on the officer's personal file. The officer and their line manager will be given details of the Panel's decision.
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Panel Decision

- The Panel will make their decision based on information provided by Employee Relations, which includes:
 - The completed adjusted duties form;
 - The core capabilities required of each police officer role in the district or department; and
 - A comparison between the officer's capabilities and the requirements of roles in the district or department.
- The Panel will determine if the adjusted duties conditions are met within the officer's existing district or department. The conditions that must be met are:
 - Attendance and working hours – the officer must be:
 - Attending work on a regular basis; and
 - Working for their rostered number of hours (in either a full time or part time substantive role).

If these requirements are met, then the following conditions will be considered:

- *Full deployment* – The officer must not be fully deployable.
If the officer is unable to demonstrate one or more of the core capabilities, the Panel will usually determine that the officer is not fully deployable.
However, if the Panel decide that the officer would never, or very rarely, be required to demonstrate a particular capability, e.g. because of the duties undertaken in the officer's rank, they may still determine the

officer is fully deployable even if that core capability is not demonstrated.

- *Substantive role* – The officer must be able, after any necessary reasonable workplace adjustments have been made, to discharge a substantive police role.

Reasonable adjustments

- If the officer is placed on adjusted duties the Panel may decide that new or further reasonable adjustments should be put in place, including a move to a more appropriate substantive role where one is available in the district or department.
 - Adjustments must be monitored or altered as necessary, to meet the officer's and the organisation's needs, by their line manager in consultation with Employee Relations. Any changes made to the adjustments during the year must be recorded on a reasonable adjustments form.
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Suitable role and expectations

- In order to determine if a suitable substantive role is available, a comparison will be undertaken by an Employee Relations Advisor of the officer's core capabilities against the core capabilities of police officer roles. The findings will be made available to the Adjusted Duties Panel.
 - Districts and departments must retain the officer and they will be expected to post them into a suitable role, even if a role is filled by an officer who is:
 - Not on adjusted duties; or
 - On adjusted duties but able to carry out a wider range of duties.
 - If a suitable role is filled by an adjusted duties officer with similar or lesser core capabilities to the officer being considered by the Panel then it will be determined on a case-by-case basis whether the officer already in post is to be moved to another equally suitable role.
 - The officer's core capabilities must be compared to those required in their current role. If the current role is not suitable for the officer, or if it is decided to post the officer to different role for another reason, the officer's suitability for other roles must be considered by the Panel. This assessment must be made until a suitable post is identified which the officer can be posted into. If necessary, all police officer roles at the officer's rank in the district and department must be considered. Every effort must be made to identify a suitable role.
 - Each role the officer's suitability is assessed against must be recorded in writing on the Local Adjusted Duties Panel form. It must be recorded why the role was considered to be suitable or not for the officer and whether the officer could be posted into the role. Consideration must be given to all reasonable adjustments and whether the officer could carry out the role if these were applied.
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Officers Unable to Work the Full Hours for which they are Paid

Principles

- If, after eight months, an officer is unable to return to working the full hours for which they are paid in their current role due to a medical condition, they can be posted into another role which is considered to provide a greater likelihood of the officer returning to full hours. The decision to post an officer to another role in these circumstances will be made by the Local Adjusted Duties Panel.
 - The panel may move another officer out of a post to facilitate a vacancy for the officer who is unable to work their full hours, provided that:
 - No vacant posts are suitable for the officer who cannot work their full hours; and
 - The incumbent officer can be moved into a suitable role which does not require another officer to also be moved.
 - An officer who is posted to another role because they are not able to return to full hours in their current role will not be placed on adjusted duties and will not be covered by the provisions detailed in this policy regarding adjusted duties officers. It is intended that the posting will give the officer a greater opportunity to return to working their full hours.
 - An Unable to Work their Full Hours form must be completed by the officer's line manager and the form will then be passed to the officer for their comments prior to submission to the Local Adjusted Duties Panel for a decision to be made about their posting.
 - If, after a maximum of 12 months, an officer is still unable to work the full hours for which they are paid it is expected that consideration will have been given to whether ill health retirement or part time working would be appropriate. It is also expected that if these options were not considered to be suitable that thought would have been given to taking action under the Police Performance Regulations.
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Police Officers who Require a Posting Outside of their Current District or Department

Principles

- If the Local Adjusted Duties Panel cannot, after making every effort, identify a suitable substantive role in their district or department for an adjusted duties officer, then the officer's details must be sent by Employee Relations to the HR Postings and Promotions mailbox. A Police Officer Posting to Another District or Department form must be completed and submitted. The following details must be provided:
 - Name and rank of the officer;
 - Current work location and name of their district or department;
 - Details of their deployment limitations and the types of work they cannot undertake;

- Details of the type of work that would be potentially be suitable and the arrangements, such as working hours/location, that would be required; and
- Whether there are any suitable roles for the officer in their district or department and, if so, the Adjusted Duties Panel must provide a strong, evidenced rationale for why they consider that it is not appropriate for the officer to be posted into each of the local suitable roles.
- The Senior Employee Relations Advisor will arrange for the form to be considered by the Postings Panel or by the Deputy People Director, who will assess the Adjusted Duties Panel submission and will determine if the officer is to be placed on a list of officers who require a posting to another district or department for three months, referred to as the Posting Required List. A member of the relevant ER team may be required to attend a meeting to present details about the officer's case and/or to answer questions from the Postings Panel or Deputy People Director.
- If an officer is not accepted to be placed on the Posting Required List, they will be referred back to the Adjusted Duties Panel who will be required to identify a role for the officer from within their district or department.
- If the submission is approved, Employee Relations will place the officer on the Posting Required List, which can be viewed and updated by Employee Relations and Resourcing staff.
- Resourcing will be contacted to provide details of any immediately available vacancies that the adjusted duties officer could potentially be posted into.
- If the officer is placed on the Posting Required List, Employee Relations will update the Police Officer Posting to Another District or Department form and email details to the Resourcing mailbox and then the adjusted duties officer will be considered by Resourcing and by Recruiting Managers before other officers for any vacancies at their rank that arise in the next three months or which are presently unfilled which may potentially be suitable.
- The adjusted duties officer will also be given preferential consideration ahead of any applicants if a recruitment process is ongoing. Only if the vacant role has been offered to another officer will the adjusted duties officer not have preferential consideration.
- The Postings Panel or Deputy People Director may identify a role that requires additional officers and provisionally post the officer to that role. The recruiting manager or role manager will be contacted by Resourcing, and must consider the adjusted duties officer for their role.
- The officer will be given a trial in a vacant or identified role if it is considered to be potentially suitable, following consideration of the officer's core capabilities and skills including, where appropriate, any reasonable adjustments. Resourcing will then liaise with Employee Relations, who will liaise with the District Commander or Head of Department and, if appropriate, the officer's line manager to arrange the trial. Unless the officer or the receiving department has substantial, reasoned and justified objections to the posting, which are not linked to

the officer being on adjusted duties, and which are accepted by the Deputy People Director or delegate, the officer will be given a trial in the role.

- If more than one officer on the Posting Required List is potentially suitable for a role, Resourcing will notify Employee Relations who will make an assessment to determine the most suitable officer for the role. This will take account of the officer's core capabilities and the requirements of the new post.
- Once an officer has been identified as being potentially suitable, a meeting will be arranged, via Employee Relations and Resourcing, for the officer with the relevant line management for the new post to informally discuss the role.
- The officer will be posted into the role by Resourcing. They will have a one-month trial period in the new role to confirm their suitability.
- At the end of this period, the new line manager will complete an Adjusted Duties Trial Period Assessment form and, if the new line management consider that the officer is not suitable for the role, Resourcing will forward the form to the Deputy People Director or delegate who will review the posting and determine if the officer should be posted permanently into the role. Every reasonable effort must be made to accommodate the adjusted duties officer in the role. There must be a strong rationale, with reasoned evidence, for the officer not to be posted permanently into the role. If the core capabilities the officer can demonstrate match those of the potentially suitable role, there would have to be exceptional circumstances for the officer not to be posted in the position. Any trial period will not count towards the three-month posting required period.
- If the officer is permanently posted into the role, they will be removed from the Posting Required List and the Local Adjusted Duties Panel will be informed that a suitable role has been found for the officer. The Panel will complete the Adjusted Duties Panel form to show the officer's new role.
- During their period on the Posting Required List the officer will remain at their district or department, unless they are in a trial period, and the officer will remain on the Local Adjusted Duties Panel List. Consideration will continue to be given by the Local Adjusted Duties Panel about suitable roles for the officer in their existing area.
- If after three months on the Posting Required List no suitable role has been identified for the officer, they will be removed from the list.

Suitable Police Staff Vacancies

Principles

- If the Vacancy Control Panel have identified that a police staff role is suitable to be filled by a police officer on adjusted duties, consideration will be given in the following order:
 1. Any adjusted duties officers that require posting outside of their current district or department;

2. Any adjusted duties officers who have expressed an interest in carrying out a Monday to Friday day shift role who have said that they would consider a role that was previously carried out by a staff member; and
 3. Any adjusted duties officer proposed for the role by their District Commander or equivalent Head of Department following circulation of the vacancy.
- Any officer identified from categories 1 to 3 above would be considered for the staff vacancy in accordance with the process for police officers who require a posting outside of their current district or department.
 - If no potentially suitable officers are identified for the staff vacancy the role will be returned to the Vacancy Control Panel for them to determine how to proceed.
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Exceptional Circumstances Panel

Principles

- In exceptional circumstances, if the Local Adjusted Duties Panel cannot, after making every reasonable effort, identify a suitable substantive role in their district or department for an adjusted duties officer and no suitable role has been identified for the officer after three months on the Posting Required List, a submission must be made for consideration by the Exceptional Circumstances Panel, who will determine whether a suitable role can be identified across the organisation.
 - The Panel consists of a:
 - Senior Employee Relations professional;
 - Chief superintendent, independent to those areas being looked at; and
 - Police Federation Branch Board Executive Officer, if the adjusted duties officer is in a federated rank.
 - The Panel will review the case and make the final decision about whether the adjusted duties officer should be placed elsewhere. They will consider whether there is a suitable role by comparing the officer's core capabilities to those of roles across the whole organisation rather than focusing on the particular district or department where the officer is currently based.
 - This Panel has authority to post an officer into a specific suitable, substantive position, in accordance with the Recruitment and Selection policy and Police Regulations, even if there is no vacancy.
 - The officer will be posted to a role in their current district or department if the Panel consider that there is a suitable role in their existing area. Unlike consideration under the Posting Required List, the Exceptional Circumstances Panel can require that another officer is moved out of a post if a suitable role is currently filled.
 - Where there is more than one suitable post, the district or department will be asked to identify the post they wish the officer to fill.
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- Panel decision**
- The Exceptional Circumstances Panel form will be completed accordingly and sent to the People Directorate for them to record the decision and notify the affected districts and departments.
 - The Panel may identify a suitable post for the officer; or
 - The Panel may decide that there is no suitable substantive post and/or decide that retaining the officer would have an unreasonable detrimental impact on organisation performance. In this case, the officer will be informed of the outcome, they will remain in their current district or department and the adjusted duties process will cease. Consideration will be given to ill health retirement or formal action under the Police (Performance) Regulations.
 - The officer's medical condition and capabilities must be monitored and if their condition significantly deteriorates during the course of the year following the panel decision, it may be appropriate to consider ill health retirement.
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Fitness Testing and Public and Police Safety Training

- Introduction**
- Officers placed on adjusted duties must undertake the standard fitness test or, if appropriate, the alternative fitness test and, if passed, must then undertake Public and Police Safety Training.
 - Only officers who are managed in accordance with this policy and who have relevant medical conditions can be exempted from having to take the fitness test and, with it, Public and Police Safety Training. Details of the process for officers to be exempted from having to take the fitness test are provided in the Public and Personal Safety, Police Support Unit (PSU) Training and Job Related Fitness Testing policy.
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Formal Management Review of Adjusted Duties

- Principles**
- Police officers on adjusted duties will have their deployment and capability to exercise police powers assessed one year after being placed on adjusted duty, by the Formal Management Review Panel.
 - After nine months on adjusted duties the officer will be notified in writing that, should they remain on adjusted duties, a review will take place within the next three months. Following a 12-month formal management review, they may be subject to the loss of the deployment element of the X-factor payment.
 - The officer will be given an opportunity to comment on their medical position and their ability to demonstrate the core capabilities, in completing an Adjusted Duties Management Review form with their line manager.

- The Formal Management Review will take place when the officer reaches 12 months on adjusted duties. This Panel will have the same membership as the Local Adjusted Duties Panel.
 - The purpose of the review will be to assess whether:
 - There has been a change in the officer's medical circumstances;
 - Any changes need to be made to adjustments that are in place; and
 - Any such changes can reasonably be accommodated in that role.
 - The review may involve a referral to OH, which will be facilitated through Employee Relations.
 - The meeting may be adjourned for further information to be obtained.
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Panel decision

- The outcome of that management review could be that:
 - The officer remains in role with existing adjustments remaining in place;
 - The officer is considered for a return to full duties or ill-health retirement;
 - Some adjustments are changed or removed;
 - Arrangements are established for the officer to be more fully deployed;
 - Existing adjustments can no longer be accommodated as reasonable; or
 - Consideration will be given to posting the officer to a more appropriate role (in these circumstances consideration would be as an initial adjusted duties consideration).
 - The management review decision will be recorded on the adjusted duties Formal Management Review Form and must be forwarded to Employee Relations for recording on the HR IT system and storing on the officer's personal file.
 - An officer can only be removed from adjusted duties if it is determined by a Formal Management Review Panel that they are able to demonstrate all the core capabilities.
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X-Factor**Principles**

- Officers who are not fully deployable may sustain a reduction in pay, subject to the following procedures. The reduction in salary will be the level of the 'X-factor', which is the deployability component of the constable salary.
 - The level of reduction will be the same irrespective of the extent to which the officer is unable to carry out the full range of duties and the rank of the officer.
 - Officers on recuperative duties and those on management restricted duties will not have the X-factor element of pay removed.
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Consideration of X-factor removal

- If the Management Review Panel decide that the officer should remain on adjusted duties, they must consider whether retaining the officer impacts on the operational resilience of the organisation.

- If the Panel considers that retaining the officer **does not** impact on the operational resilience of the organisation, no further action will be taken and the officer will continue to retain the X factor.
 - If, however, the Panel considers that retaining the officer **does** impact on the operational resilience of the organisation, then they must recommend, in writing, to an ACC or ACO whether the X-factor deployment component should be retained by the officer.
 - The Panel must produce a full detailed report providing the clear rationale behind their decision that retaining the officer impacts on operational resilience. The report must include supplementary evidence to support this decision.
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Stage 1 – Immediately Satisfied Assessment

Principles

- The ACC/ACO will consider the comments made by the Formal Management Review Panel and their recommendation.
 - The ACC/ACO will decide whether retaining the officer will impact on operational resilience (typically if the number of officers on adjusted duties exceeds the number of suitable roles in the organisation there will be an impact on operational resilience).
 - If the ACC/ACO decides that they are immediately satisfied that the X-factor should remain then the Management Review Panel, the officer, and their line manager will be notified of the outcome that the X-factor is to be retained and no further action will be taken at that time.
 - If the ACC/ACO decides that they are not immediately satisfied that the officer should retain the X-factor, the ACC/ACO must produce a detailed report providing a clear rationale for their decision. The case will be referred back to the Management Review Panel who will arrange for the officer to be referred for consideration by the SMP of permanent disablement. A referral will then be made, unless a referral has already been made and it is considered there is no change in the officer's medical position.
 - If following referral to the SMP the officer is to be retained, the case will be forwarded to the ACC/ACO for consideration of X-factor removal.
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Stage 2 – Consideration of X-Factor Removal

Principles

- The officer must be informed that their case is to be forwarded for consideration to remove the X-factor.
- The ACC/ACO will make a decision. Neither the officer nor a representative will be asked to attend but they must be invited to make written representations to the relevant ACC or ACO.

- In making their decision, the ACC/ACO will consider the following circumstances and may decide that the officer retains the X-factor if one or more of the circumstances are met. These are whether:
 - The range of roles to which the organisation is able to deploy the officer is not significantly reduced;
 - There is manifest unfairness, e.g. where fully fit officers are performing the same range of duties within a role as an officer on adjusted duties;
 - The officer is on adjusted duties solely as the result of an injury sustained or contracted in the course of having put themselves in harm's way in the execution of their duties; and
 - There is some other exceptional reason.
 - In making their decision the ACC/ACO will exercise their discretion and will:
 - Comply with equalities legislation;
 - Give consideration to the operational requirements of the organisation at that time;
 - Consider each case individually and on its own merits; and
 - Take into account the relevant facts and circumstances.
 - The ACC/ACO must produce a full detailed report providing the clear rationale behind their decision.
 - The X-factor decision will be notified in writing to the officer, their line manager and the Formal Management Review Panel within 28 days of the case being received by the ACC/ACO.
 - The officer will have one month's notice if the X-factor is to be removed from their pay. Also they have the right of appeal to the Deputy Chief Constable in relation to the deduction of X-factor.
 - A Senior Employee Relations Advisor will act an advisor to the ACC/ACO when making their decisions at stage 1 and stage 2.
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Appeal

Principles

- An appeal must be submitted in writing by the officer to Employee Relations within 21 calendar days of the decision to deduct the X-factor being sent to them, and detail the grounds for the appeal.
 - Allowable grounds are either abuse of process or perverse decision.
 - The appeal will be considered and determined by the Deputy Chief Constable, who will be advised by a member of the People Directorate senior leadership team.
 - This is a paper based appeal. Neither the officer nor a representative will be asked to attend.
 - The outcome of the appeal will be notified in writing to the officer, their line manager and the Formal Management Review Panel within 28 days of the appeal being received. The outcome of the appeal will be final.
 - Should the officer's appeal be upheld, the officer's pay will be reinstated, including any applicable back pay.
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Further Review

Principles

- After the initial 12-month review, a Formal Management Review must take place on at least an annual basis, where the process is the same as the initial review.
 - An abridged version of the Formal Management Review form may be completed if the line manager, following consultation with the officer, considers that there has been no change in the officer's condition or in their suitability for roles in the district or department.
 - A further review may be initiated at any time, at the officer's or their line manager's request.
 - If the conclusion of any subsequent review is that deduction of X-factor is no longer appropriate, the X-factor will be reinstated with effect from the date of the conclusion of the review.
 - If following the first Formal Management Review an ACC/ACO has decided that payment of the X-factor should continue, further reviews will not include consideration by an ACC/ACO of whether the X-factor pay component should be removed, unless the Formal Management Review Panel considers that there has been a change in the officer's circumstances which has reduced the range of their deployment.
 - If the Formal Management Review Panel considers that there has been no change in the officer's circumstances which has reduced the range of their deployment, the officer will continue to receive the X-factor and no referral will be made to the ACC/ACO.
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Additional Information

Compliance

This policy complies with the following legislation and guidance:

- Police Regulations 2003 - Regulation 22 and 28A, Annex EE
 - Police Advisory Board Limited Duties Guidance
 - Police (Performance) Regulations
 - Data Protection Act 2018
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Supporting Information

The supporting information for this policy can be accessed online.
