

From:
Sent: 09 April 2024 13:16
To:
Cc:
Subject: FW: Martin Thornley's pay review
Importance: High

Hi

Please see below increase from 1st June and moving it back onto the appropriate Haye Panel increments £127,085 from June and then revert to staff payscale of £128,382 from September onwards.

– it will be £120K from 1st June – see attached email which outlines the full rationale for the increase being outside of the current Haye Panel increments set out below. We have agreed with you that as part of the restructure we will re Haye JD although not sure there is a need to also re Haye Panel as the increments set out below remain in the same ball park as had set out to Matthew in negotiations with . (see attached).

Please accept our apologies again for not involving you in the initial conversation about pay increase – we were under an extremely tight deadline due to Martin being head hunted by a recruitment consultant and Matthew needed to take swift action to secure the retention of Martin in his current role.

Please could I ask you to action to two payrises from 1st June i.e

- 1) Martin - £120k
- 2) Gillian - £127,085

We do intend and have agreed would remain within the TVP Staff policy for pay award in relation to the cost of living increases.

I hope that all makes sense and look forward to your confirmation that the above has been actioned.

Thanks for your help, support and candour in providing feedback to us.



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Police and Crime Commissioner
on 2 May 2024

From:
Sent: 08 April 2024 20:08
To:

Subject: pay review

That all sounds fine, thank you.

From:
Sent: Monday, April 8, 2024 1:51:02 PM
To:

Subject: pay review

Hi

and have spoken to this morning and has sent us over the below. salary increase is in line with the original Haye Panel outcome and would be on increment 3 this year, which is not far different to what you have agreed. To bring back into line with approved staff pay structure suggesting £127,085 from June and then revert to staff payscale of £128,382 from September onwards – **Does that work for you?**

Hay No	Job Title	Band	Job Size	Range Min (MM - 8%)	Start Point Increment 1 (MM - 3.0%)	Increment 2 (MM - 2.0%)	Increment 3 (MM - 1.0%)	Increment 4 (Market Median)
Z013	Chief of Staff (PCC)	SMG	1142	£119,305	£125,788	£127,085	£128,382	£129,679
Z014	Chief Financial Officer & Deputy Chief Executive (PCC)	SMG	994	£94,194	£99,313	£100,337	£101,360	£102,385

On – we have agreed with that his pay increase, to £120k, will be actioned from June 24 but that we will re-Hay Panel is role to take into account the changes in

the market for his role but also to better describe his Deputy Chief of Staff role. I will send over some additional information to you giving the justification for the increase.

Just want to check you are happy with my proposal above before I action it.

Cheers



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on 2 May 2024

From:

To:

Subject: pay review

Regards



From:

Sent: 08 April 2024 12:32

To:

Subject: pay review

Hi

Just by way of a follow up from Friday, just to confirm both your roles have been hayed and I attach below the TVP salary ranges FYI.

Of course I appreciate that the decision sits with the PCC but if he wishes to go outside of the TVP framework and consider other external factors, this will clearly have an impact on any annual pay reviews.

Thank you.

Regards



From:
Sent: 08 April 2024 12:17
To:
Subject: pay review

[Here you go](#)

Hay No	Job Title	Band	Job Size	Range Min (MM - 8%)	Start Point Increment 1 (MM - 3.0%)	Increment 2 (MM - 2.0%)	Increment 3 (MM - 1.0%)	Increment 4 (Market Median)
Z013	Chief of Staff (PCC)	SMG	1142	£119,305	£125,788	£127,085	£128,382	£129,679
Z014	Chief Financial Officer & Deputy Chief Executive (PCC)	SMG	994	£94,194	£99,313	£100,337	£101,360	£102,385

For data management purposes, please delete this email once you no longer require the information.

From:

Sent: 08 April 2024 12:02

To:

Subject: pay review

Thank you

So what would be the salary ranges for those roles. Thank you.

Regards



From:
Sent: 08 April 2024 11:41
To:
Subject: pay review

Morning

Hope you're well. Yes we do have job sizes:

Hay No	Job Title	Band	Job Size
Z013	Chief of Staff (PCC)	SMG	1142
Z014	Chief Financial Officer & Deputy Chief Executive (PCC)	SMG	994

From:
Cc:
Subject: pay review

Do we have job sizes for roles please and if not is there any reason? Thank you.

Regards

