

Tory plans for police performance pay could affect quality of service

The Federation warned that Tory proposals of performance-related pay for officers could be detrimental to the quality of service they provide.

David Cameron, the new Tory leader, said in his first speech on crime and policing issues that the service should look at introducing performance-related pay.

Speaking at the Dalston Youth Project in Hackney last month, he said that reform of the service should start with pay and conditions.

Mr Cameron added: 'Today, officers tend to be paid according to length of service or seniority, not in relation to skills, compe-

tence and performance. So first, we need local flexibility for pay and conditions.'

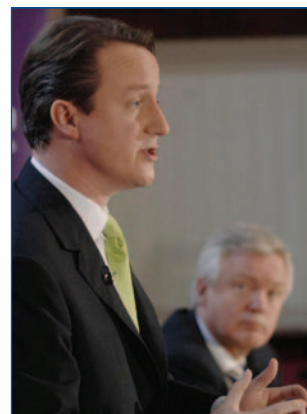
The Federation believes that while performance-related pay has worked within some private and public sector organisations, the business of policing is difficult to measure.

Jan Berry, chairman of the Federation, said: 'Pay that is based on performance places the emphasis on quantity, at the expense of the quality of policing provided, which may mean officers will start to focus purely on those aspects they are judged upon, such as their number of monthly arrests.'

Mr Cameron made reference to an article which has been featured in national newspapers highlighting the work of PC Diederick Coetzee, a South African-born officer, who carried out 309 arrests last year while patrolling on his mountain bike.

Mr Cameron said: 'This year, each police officer, on average, will make fewer than ten arrests. That's not even one a month.'

The Tory Party leader also said that chief officers find it almost impossible to sack underperforming officers – a situation the Federation describes as 'absurd' as the regulations and



David Cameron unveils plans

powers are already in place to dismiss officers who are incompetent.

At a glance:

David Cameron, the Conservative Party leader, said in his first speech on policing:

'It's time for a fundamental shake-up of policing in this country. You can't be tough on crime unless you're tough on police reform.'

The Federation view: It is essential that current reforms

being proposed by the Government are properly thought through and implemented before we embark on the next reform of the reforms.

Mr Cameron said: 'Police forces must be made more accountable to local communities.'

The Federation view: It is right

that there should be local accountability of policing but we would not wish to see the erosion of an independent operational police service with local politicians' micro managing and attempting to influence operational decisions.

Mr Cameron said: 'Police pay and conditions must be

modernised to ensure much better police performance. This means, amongst other things, making it easier to sack bad officers.'

The Federation view: Chief officers' choose not to use the powers and regulations already in place to dismiss officers who are grossly incompetent.

Death of Federation stalwart

Peter Cripps, who was known as an expert in the field of discipline and complaints, has died aged 70.

Mr Cripps was a member of the Norfolk Constabulary Joint Branch Board before becoming a member of the Federation's Joint Central Committee from 1976 to 1990 and secretary of the Constables' Central Committee from 1982 to 1990.

In retirement he also worked as national secretary of the Police Dependents' Trust.

He was awarded the British Empire Medal in 1986, the Police Long Service Medal and was made an honorary life member of the Royal Ulster Constabulary.

He is survived by his former wife Ann, son Robert, daughter Diana, and grandchildren Dominic and Marianne.

Tribute to family support as Federation chairman is awarded QPM

Federation chairman Jan Berry said that being awarded the Queen's Police Medal is a tribute to her family who have supported her through more than three decades as a police officer.

Mrs Berry only found out she had been nominated for the award just before Christmas when a plain brown envelope dropped through the post box.

She said: 'I am just pleased that my parents are around to experience it because those are the people who haven't seen me because of the job over the years. It's nice for them to see the hard work put in has been recognised.'

Mrs Berry, who is married with two children, has been a police officer for 34 years and eighteen of those have been spent as a federation representative.



Honour - Jan Berry QPM

Starting out as a constable in Kent, Mrs Berry found that many female officers were pushed into work within the realm of domestic violence and child protection.

'Every CID office had one woman, but that was it, that was all they would have, you were stepping into a dead man's shoes.

I used to have to beg the sergeant to go out on the streets to do police work.'

Mrs Berry says that she fell into Federation work after becoming the only female inspector in Kent Police and was told 'you have to go to meetings'.

'I realised the Federation network could be hugely influential. I found ways I could actually influence changes and improvements for officers, that was satisfying.'

She does add that her parents thought this would allow her to spend more time with the family, 'I told my dad it would be more nine to five.'

Mrs Berry adds: 'He still says this back to me when I'm on the journey home from a meeting somewhere, half way down M1 at 10.30pm.'

● See pages 12 and 13 for New Year Honours.