

Snapshot of debate on modernisation

During the debate on workforce modernisation delegates gave their views on community support officers, civilian investigators, custody officers and Highways Agency traffic officers (HATOs): Jan Berry, chairman of the Federation, said: 'It is important that we have this debate because the future of our work and the people who have to follow us depends upon it.'

Community support officers

Ian Leyland, chairman of Merseyside Police Federation, asked delegates to 'open their eyes and take a pragmatic and realistic view' on CSOs, who had made a real difference alongside police officers in Merseyside. 'If we try to resist change then we will have 43 egos around the country who will all start to deploy them in different ways,' adding that the force would have more pilots than British Airways.'

Custody officers

A representative from Humberside said that the civilianisation of the role was the 'final nail in the coffin'. He said that the role had been likened to a 'hotel receptionist' by a supporter of civilianisation, which trivialised the job. He questioned how many receptionists deal with customers with weapons, drugs or a ligature round their neck.


Highways traffic officers

Paul Tonks, chairman of West Midlands Federation, said that HATOs had been introduced in his force and were an 'absolute con to the public'. He added they had similar uniforms to a police officer, similar liveried vehicles and that there was a 'hidden and cynical' agenda to replace police traffic officers.

What the Federation wants:

- Maintaining and funding 140,000 sworn police officers
- Entry to and grounding in the service for constables
- Non-sworn officers not involved in confrontational duties
- Robust national qualification and accreditation framework

Radical reform could see national police service with mix of police providers

 The police service of the future is likely to be a national service made up of a mixture of providers including officers and the wider police family as well as private security, predicts a futurologist.

Professor Tim Newburn, from the London School of Economics, told delegates at a debate on public sector reform that they can expect fairly radical changes.

Mr Newburn, one of the authors of the book *The Future of Policing*, said that in the future there is likely to be a reduction in the number of forces, potentially leading to one national force, a broadening in those who provide policing functions and both central and local control over targets.

Speaking at the debate on workforce modernisation at the Federation's annual conference, Mr Newburn said: 'It seems likely to me that in the relatively short-term we will see the creation of a

smaller number of new forces.'

He added: 'This, however, is all but a stepping stone toward the eventual creation of a national police service.'

Mr Newburn predicts that their will be a trend towards centralism, with the Government still involved in overseeing many police functions though the Home Office and organisations like the Police Standards Unit and the Audit Commission.

Yet, he also believes that more responsibility will be fed down to basic command units in relation to setting local priorities and local budgets.

Mr Newburn also pointed to a trend in local public purchasing of policing; alongside police officers there would be auxiliaries such as community support officers and wardens but also the private security industry.


Figures from the British Security Industry Association esti-



A national police service could be on the cards: Professor Tim Newburn

mate around half a million people are employed in the private security industry, with an estimated turnover of around £2 billion in 2003, 14 times greater than that in 1983.

Pay negotiator praised for being frank and determined

 Chief pay negotiator Clint Elliott - who secured the 30-year pension for police officers in the service and a favourable scheme for new recruits - has officially left his position at the Federation.

Mr Elliott, former general secretary, nick-named 'Frank' for his no-nonsense approach, joined the Federation's Joint Central Committee in 1993.

Jan Berry, chairman of the Federation, who joined at the same time as Mr Elliott, said: 'It has been our good fortune to have had Clint at the helm whilst we negotiate some very tricky waters.'

'If there is one area for which we should always be grateful to Clint, it has been his handling of the most difficult brief of them all - the fight to preserve the benefits of the police pensions scheme for current members, and the establishment of a fair scheme for new



Clint Elliott: The importance of being earnest

members of the service.'

Mr Elliot, 55, started his career as a police officer with Teesside Constabulary, which later became part of Cleveland Constabulary.

He was promoted to sergeant in 1980 and was elected as secretary for Cleveland Federation before being elected to the Federation's Sergeants' Central Committee to represent region number two.

Mr Elliott lost his place as general secretary after being voted out as representative for his region at this year's annual conference.

Charles Clarke, Home Secretary, also paid tribute to Mr Elliott's negotiation skills calling him 'very genuine' and 'committed'.

He told conference: 'He's always been challenging but also constructive in the dialogue that the Federation has had and I hope that we will have an equally open and productive relationship with Clint's successor. But I want to say to you Clint 'thank you' for the ability we've had to work together over these years.'

John Francis, general secretary and treasurer of the Inspectors' Central Committee, has been voted in as the new general secretary of the Federation.