


# Can't pay, won't pay?

 And so the game of police Jenga continues at a pace, with more pieces likely to be precariously pulled out in the near future. The introduction last month of a paper put to the Police Negotiating Board (PNB) by the Employers Side entitled 'Rewarding skills and performance' contains a raft of ideas which could again mean huge changes for the service in the coming years.

The overall title of the proposal paper is a little misleading as it suggests that pay will be solely linked to performance: something the Federation ardently opposes. Instead, much of the content of the paper encourages a framework of qualification and accreditation; professionalising the police service. As Federation chairman, Jan Berry, told officers at the Humberside Open meeting last month, there are clear advantages to officers having properly recognised skills that are transferable in and out of the service.

Perhaps the biggest change suggested is the introduction of the rank of 'advanced constable', or super cop as some tabloids have dubbed it. Access to this rank would not be dependent on years of service, but instead through gaining appropriate accredited qualifications.

So, if you have constables and advanced constables, the question on everyone's lips, is what will become of the sergeant role? Well, the Official Side of PNB has given a written assurance that they see the sergeant as key in delivering effective policing and for the first-line management of constables and policing teams. But if you look closely at the ideas put forward they appear to show a distinct lack of understanding and appreciation of the role of sergeants. The Staff Side, which includes representatives from the Police Federation of England and Wales, the Scottish Police Federation and Superintendents' Association, will have to make it




**Editorial by Metin Enver, Editor of Police magazine**

abundantly clear that the rank of sergeant is not up for negotiation.

But it's not all grim news. The Official Side, which include representatives from ACPO and the Home Office, has made it clear that their paper is full of ideas, not firm proposals. The Federation, in turn, has made it clear that it will ensure the welfare, terms and conditions of federated ranks are best represented and that what it does not wish to see is a repeat of

the 2002 pay debacle where the government only saw sense when thousands of officers descended on Westminster to voice their dissent.

So, what does the future hold? Most people are in agreement that the service needs to develop and move forward; no-one is suggesting it should stand still. But my grave concern is the speed and distinct lack of overall planning with which change after change is being proposed and then introduced. Ask yourself, how much more of the policing infrastructure can the government and modernisers pick off before the game of Jenga ends and the service finally topples? 

**What do you think?**  
We would like to hear your views on the issues discussed in this month's magazine.  
Write to the letters page at:  
**15 Langley Road, Surbiton, Surrey KT6 6LP.**  
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## In Focus



**An interview with US Professor Bill Lewinski and how he helped clear the names of firearms officers Ch Insp Neil Sharman and PC Kevin Fagan after more than six years under investigation. Bob Graham reports. Pages 20, 21 and 22.**



**Ray Powell, due to stand down as president of the National Black Police Association this month, writes in *Police* about his vision of how the police should be working with different communities. Pages 17 and 19.**



**As the Federation holds a Roads Policing conference this month, The Royal Society for the Prevention of Accidents (RoSPA) argues for greater education and high-profile enforcement. Pages 14 and 15.**