



## CBB Circular No. 03/2012

11<sup>th</sup> January 2012

To: All CBB Chairs and Secretaries

Dear Colleague

### **PAT – Where we are now**

On Monday 9th January 2012 the PAT handed down its decision on a number of matters that relate to the pay and terms and conditions of service of police officers.

The PAT is made up of three members who are independent arbiters, appointed to make decisions when the negotiating machinery breaks down and agreement cannot be reached by any other means. Any decision made by the arbiters is binding on both sides. This means that, in employment other than the police service, once the arbiters have spoken that decision is final and becomes the new working terms and conditions for employees.

The police service is different in that once the PAT have reached a decision it then goes to the Home Secretary who can then either ratify it or replace it with something else. This has happened to us in recent years when the then Home Secretary Jacqui Smith failed to ratify a pay award agreed at the PAT. At that time the Police Federation quite rightly began to take action at the unfairness of the government overruling an arbitration decision.

Over the last six months the PFEW, along with you our members, have been working hard lobbying MPs and producing extensive evidence to support our case for fair pay for police officers.

It was therefore extremely frustrating to hear from the arbiters that they agree with much of the official side's arguments about how we should be paid moving into the future. It should not be lost on anyone that until the Home Secretary ratifies whatever she see fit the status quo will remain. We have no idea of timescales from the Home Office as to when this will be done.



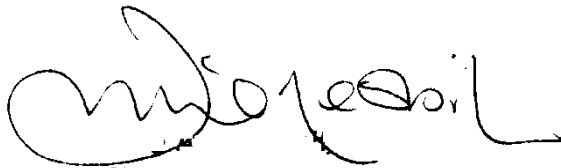
What is beyond belief with the decision of the arbiters is that the very people who Tom Winsor said should be rewarded and protected are the ones who stand to lose most if the PAT decision is ratified by the Home Secretary - the Constables delivering frontline policing.

The incremental pay freeze was NEVER included in the consultation but managed to find its way into the final report of Tom Winsor. The frontline of policing is made up predominantly of young in service Constables who will be caught in the incremental pay freeze trap should the Home Secretary ratify this. We would not like to speculate on the impact this, along with the reduction in officer numbers, will have on morale if it is implemented.

Should the planned changes to overtime also be ratified we will need to watch and monitor this very carefully. Again, it will have to be looked at in conjunction with the drop in numbers to evaluate the real impact. Managers must remember that Constables who are the front line need a proper work/life balance to perform the difficult and dangerous job that we do.

Constables on the Central Committee will be monitoring the situation carefully and working hard along with local Constable Federation reps to ensure that you are kept as up to date as possible with any developments and that those making decisions understand the implications for policing.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Julie Nesbit', with a large, stylized flourish at the beginning.

**Julie Nesbit**  
**Chairman CCC**