



**Constables'
Central
Committee**

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Paul Barker
General Secretary
Constables' Central Committee

Not only has it been a year of change within the CCC, with myself as General Secretary and Neil Hickey as my Deputy following the departures of both Ray Coster and Ernie Hanrahan but it has also been yet another year of current and potential changes within the Police Service. I do not believe we have seen the end of them as yet. We are approaching the third year of our pay deal, 2.55% for next year with much uncertainty at the moment with reference to what the future may hold. Are we looking at a Public Sector Pay Freeze, a Pay Review Body or some other scheme from government? At this stage we do not know. Much will depend on who is elected as the government of the day in the forthcoming general election.

Police Ministers

We have been holding meetings with the police minister for the Labour Party and the shadow police minister for the Conservatives and anticipate that both will attend our Conference in 2010 having accepted our invitation to come and sit on our TalkBack panel. It is our intention not only to maintain links with whoever is in post following the election but also to forge new links with as many of the backbench MPs as possible over the coming year to maintain the status of the constable nationally.

Campaigning

This year, with the onset of the election, we have taken a slightly different tack with regards to ensuring that we, the constables, remain in the forefront of the politician's mind. We have begun a campaign entitled "The Real Policing Pledge" and are actively encouraging MPs and prospective parliamentary candidates to sign up to

securing the future of the constable. These pledges are to:

- Uphold the office of constable as the bedrock of modern policing.
- Maintain the number of warranted police constables in England and Wales.
- Ensure that all constables are adequately trained to do their jobs.
- Commit to maintain an effective ratio of police constables to support staff on community policing teams.
- Honour the Police Negotiating Board.

Those who sign up will appear on a list of supporters. This is in addition to attending and organising meetings with politicians from all parties to ensure that we, the constables, are in the vanguard of any negotiations.

Health and Safety

Following calls in recent years from the Conservative party and some chief constables for changes in how health and safety law is applied to the police, HSE responded by publishing a policy statement *Striking the balance between operational and health and safety duties in the Police Service* in October 2009. The Federation was one of the consultees and the finished statement was welcomed by ACPO but in December David Cameron returned to the attack, proposing amendments to the law so that risk to the public is prioritised above risk to individual officers.

New projects coming from the sub-committee during the year included:

- A Health and Safety Olympics Toolkit for 2012, now on the Federation intranet;
- A new strategic health and safety training course for leaders, due to start in December 2009.
- A new Health and Safety plan 2010 – 2013. The Police Federation of England and Wales believes that proper observance of health, safety and welfare enhances the effectiveness of policing. In the hazardous police environment the legislation strives



to create work surroundings which are free, as far as is reasonably practicable, from risk so everyone is working in situations that are as healthy and safe as possible.

Planning is the key to ensuring that our health and safety efforts really work. Planning for health and safety involves setting objectives, identifying hazards, assessing risks, implementing standards of performance and developing a positive culture.

This plan lays the foundations for our continued improvement during the period 2010-2013 and will also assist in enhancing the reputation of Police Federation Health and Safety. It is important for the Federation to maintain its vision in Health and Safety, ensuring that our concerns are heard, understood and resolved.

It is our intention to continue working with Government over the coming months to ensure that we maintain the health and safety protection for our members.

Workforce Modernisation

This is an area in which much has been promised but not as much has been delivered. It has now become apparent that the plans for this ambitious revolution are not so much around efficiency as the saving of money. Some of the ideas that have been tried around the country, dependant on the relevant circumstances of any area, do not seem to be working.

WFM Toolkit

The website went live in August 2009, initially to selected CBB Chairs or Secretaries and subsequently to individuals in JBBs who are actively involved in WFM issues. The site's purpose is to glean information from forces about what is actually happening around the country, whether in a demonstration site or not. There is also up-to-date information on the site which is available to all users, together

with the facility to upload and download documents.

It is vitally important that information on what WFM actually looks like in practice is imparted to the CCC to enable them to deal with the challenges which are, in the future, likely to arise for the Constable rank. In the longer term it is envisaged that the website could be used for a range of issues and the CCC would encourage members to make use of it at every opportunity.

Training

The CCC believe it is important that training is delivered to its CBB representatives. To this end, training has been provided to Chairs and Secretaries to help them in their role.



Looking Forward to 2010

Another campaign which we will be developing through 2010 and is now being worked on by the SCC and ICC is 'Valuing the role of the Federation representative'. The issue of Federation representatives being allowed facilities time to properly represent their members was debated at the November CCC and the December 2009 CBB Secretaries meetings. The CCC was concerned that with reducing officer numbers it would become increasingly difficult for reps to be allowed duty time to carry out their role. They hoped to mirror work carried out by the TUC and DTI and



published in January 2007 which identified the benefits of workplace representatives to the workplace.

It doesn't seem that long ago that we were all worrying about millennium superbugs destroying computers on New Year's Eve 1999, yet here we are entering the second decade of the new millennium and still uncertain as to how the future for our rank will unfold after yet another time of change. That being said, rest assured that we, the CCC, will be doing our utmost in public, Parliament, at the Police Negotiating Board and behind closed doors to ensure that we

attain the best working conditions for the constables of England and Wales.

Following the "Sustaining Service Delivery for Constables" report from accountants BDO Stoy Hayward, the CCC in 2010 will be working together with the other central committees on an independent review of the subscription income and distribution of the PFEW to ensure a fair and equitable outcome for all concerned.

Paul Barker
General Secretary

In Memoriam

Constable George Small of the Metropolitan Police
Constable James Drew of Hampshire Constabulary
Constable Gary Toms of the Metropolitan Police
Constable Christopher Dent of the Metropolitan Police
Constable Philip Pratt of Kent Police
Constable Michael Johnson of Wiltshire Police
Constable Bill Barker of Cumbria Police

Central Committee



Paul Lewis
No. 7 Region – South Wales
Chairman

Executive sub committee
Futures Group
Health and Safety sub committee (Secretary)
Police Negotiating Board - Full Board and Federated Ranks
ACPO Health, Safety & Welfare Forum
ACPO Strategic Health, Safety & Welfare Strategy Group
Airwave Health Monitoring Group
Health & Safety Executive Liaison
Joint UK Police Federation Health & Safety Workforce Modernisation
Course Director



Paul Barker
No. 1 Region – GMP
General Secretary / Treasurer

Executive sub committee
Futures Group
Treasurers' sub committee
Police Negotiating Board - Full Board and Federated Ranks
Police Negotiating Board Secondments Working Group
Police Negotiating Board Mutual Aid Working Group
Police Advisory Board for England and Wales
Police Advisory Board Standing Committee on Special Constabulary
Police Dependents' Trust Management committee
National Police Fund Trustee
Olympics Working Group
Resources Working Group
Mutual Aid Working Party
Police Pensions Review Working Party



Neil Hickey
No. 8 Region – Metropolitan
Deputy General Secretary/Treasurer

Health & Safety sub committee
Operational Policing sub committee
ACPO Terrorism & Allied Matters
ACPO Practitioners Advisory Group on Personal Safety
Olympics Working Group
Course Director



Andy Dumbiotis
No. 6 Region – Devon and Cornwall
Vice Chairman

Health & Safety sub committee
Legislation sub committee
Professional Standards sub committee
Health & Safety DDA Working Party
Health & Safety UMSS (Trades Unions) Working Party
Health & Safety Stress, Work/Life Balance
RPUG - Legislation



Steve Smith
No. 2 Region – Durham
JCC Deputy General Secretary

Executive sub committee
Futures Group
Professional Standards sub committee
Police Negotiating Board – Full Board and Federated Ranks
Police Advisory Board sub committee on Police Disciplinary Arrangements
Resources Working Group
Olympics Working Group

Central Committee



Wayne McManus
No. 3 Region – Staffordshire

Equality sub committee
Legislation sub committee



Simon Reed
No. 5 Region – Bedfordshire
JCC Vice Chairman

Legislation sub committee (Chairman)
Futures Group
Professional Development sub committee
ACPO Stop and Account Project Board
ACPO Criminal Justice Business Area
National Crime Recording Standards Group (NCRSG)
Olympics Working Group
Reducing Bureaucracy Task Force



Paul Davis
No. 4 Region – Cambridgeshire

Equality sub committee
Operational Policing sub committee (Secretary)
Professional Development sub committee
ACPO Police Use of Firearms
Working group on Chapter 6/9 firearms manual
ACPO Body Armour sub committee
ACPO Self-Defence and Restraint sub committee
ACPO Conflict Management Working Group
National working group on recruitment standards
PAB working group on specialist fitness standards
Personal Safety Steering Group
Olympics Working Group (Secretary)
Course Director /Organiser of post incident procedures seminar



Will Riches
No. 8 Region –
Metropolitan

Operational Policing sub committee
Professional Standards sub committee



Julie Nesbit
Reserved Seat – South Yorkshire

Equality sub committee
Professional Development sub committee
UNISON Liaison committee
ACPO Body Armour sub committee
ACPO Uniform sub committee
Ministerial Working Group on Women in Police
Eve of Conference Meeting (Secretary)
Course Director

Constables' Reserves



No. 1 Region	1	Gareth Lawrence	(Cheshire)
	2	Gary Davies	(GMP)
	3	Bernie McGeough	(Cumbria)
No. 2 Region	1	Darren Liddemore	(West Yorkshire)
	2	Stephen Matthews	(Cleveland)
	3	Vacant	
No. 3 Region	1	Bryan Higgins	(West Midlands)
	2	J Harrison	(West Mercia)
	3	Vacant	
No. 4 Region	1	Ian Godfrey	(Derbyshire)
	2	Mark Hills	(Cambs)
	3	Mick Taylor	(Notts)
No. 5 Region	1	Mick West	(Essex)
	2	Ian Pointon	(Kent)
	3	Nick Dimmer	(Sussex)
No. 6 Region	1	Alex Duncan	(Avon and Somerset)
	2	Dave James	(Devon and Cornwall)
	3	Mike McCabe	(Dorset)
No. 7 Region	1	Phil Addicott	(Dyfed Powys)
	2	Jeff Mapps	(Gwent)
	3	Gavin Williams	(South Wales)
No. 8 Region	1	Martin Williams	(Metropolitan)
	2	Kenneth Marsh	(Metropolitan)
	3	Vacant	
Reserved Seat	1	Lorraine Daly	(No. 5 Region)
	2	Sarah Ross	(No. 6 Region)
	3	Vacant	

Committee Changes



New Members



Will Riches
(No. 8 Region)

Will became the Constables' Representative for No. 8 Region in May 2009.

He joined the Metropolitan Police in 1995 and during

his service has served on both inner and semi-inner London boroughs gaining experience in a number of different areas of police work including response, public order, neighbourhood policing and attachments to areas of the CID portfolio.

Will became a Fed rep in 2001 and after a short while became the Constables' Branch Board representative for Hackney borough. In 2008 he was elected onto the Metropolitan Joint Executive Committee.

He has attained qualifications within the health and safety arena and led for the Met CBB on the subject along with shift patterns and the Olympics. Will was also involved in the areas of operational policing and property services within his JEC responsibilities which included the Notting Hill Carnival and most recently G20.

Since joining the CCC Will currently sits on the following JCC sub-committees:
Operational Policing and Professional Standards.



Wayne McManus
(No. 3 Region)

Wayne became the Constables' Representative for No. 3 Region in June 2009.

He joined Staffordshire Police in 1982 and during this service worked as an incident response officer, CID, and traffic patrol officer. Whilst in this role he gained a City & Guilds qualification in motor vehicle examination.

Wayne joined Staffordshire Joint Branch Board in 1992 as Constables' Representative for Burton on Trent region and then following transfer to traffic patrol he became the Constables' Representative for the traffic department in 1996. In April 1997 Wayne became the JBB Treasurer for Staffordshire as well as the ELO. Additionally he is a Director for the Police Credit Union Limited.

Wayne now sits on the JCC Legislation and Equality sub-committees.

2009 Honours List

The following constables of England & Wales received honours:

New Year's Honours 2009

MBE

Lee Holmes West Yorkshire

QPM

Anita Ashcroft Merseyside
Stewart Forrester Metropolitan
Susan Handford West Midlands

Queen's Birthday Honours 2009

MBE

Nigel Brown Nottinghamshire
Alan Milliner Devon & Cornwall

QPM

Mohammed Aziz West Yorkshire
Laura Burford West Midlands
Anthony Hall-Turner Metropolitan
Christopher Wiltshire Kent

Voluntary Funds



The Treasurer's report and the audited accounts of the Police Federation Constables' Fund for the year ending 31 December 2009 are published within the Police Federation of England and Wales Statement of Accounts for 2009.

Trustees to the Constables' Fund

The Trustees to the Police Federation Constables' Fund are: Eric Clegg (Greater Manchester), Martin Sutcliffe (Lincolnshire) and Barry Thorn (West Yorkshire) The Trustees held a total of four meetings during 2009 as follows: 24 February, 21 April, 4 August, 24 November

The reserves to the Trustees are:
1st reserve Michael Buyers (Northumbria)
2nd reserve Peter Smyth (Metropolitan)
3rd reserve Ian Edwards (West Midlands)

Bankers

National Westminster Bank plc
10 Victoria Road, Surbiton
Surrey KT6 7JY

Accountants & Auditors

George Hay & Co
83 Cambridge Street
London SW1V 4PS

Investment Advisers

Axis Financial Planning Ltd
Hargam House
40 Sandhurst Road
Wokingham
Berks RG40 3JD

Trustee to the Joint Funds

The Trustee to the Joint Funds is Martin Sutcliffe (Lincolnshire)

The reserves are:
1st reserve Michael Buyers (Northumbria)
2nd and 3rd reserves are vacant

Trustees to Charities

Members from the rank of Constable are:

Northern Police Convalescent and Treatment Centre

Paul Barker	Greater Manchester
Nigel Day	North Yorkshire
Jackie Smithies	Greater Manchester

Police Rehabilitation Centre, Goring

Tony Laud	Cambridgeshire
Stuart Telfer	Metropolitan
Andy White	West Mercia

Gurney Fund

Dino Imbimbo	Thames Valley
Robert Taylor	Thames Valley

CCC Meetings 2009

The Constables' Central Committee held a total of eight meetings during 2009. The dates and venues were:

27 January	Leatherhead
31 March	Leatherhead
15 May	Bournemouth
23 June	Leatherhead
24 June	Leatherhead
8 September	Leatherhead
3 November	Leatherhead
23 November	Leatherhead

CBB Chairs & Secretaries' Meetings 2009

5/6 March	Leatherhead
17/18 September	Stratford-upon-Avon

CBB Secretaries' Meeting 2009

3 December	Leatherhead
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CBB Circulars

The following CBB Circulars were issued during 2009:

- 01 – CBB Chairs & Secretaries meeting
- 02 – Elections
- 03 – CBB Chairs & Secretaries meeting
- 04 – Remuneration
- 05 – CCC Elections
- 06 – CCC Minutes
- 07 – Conference 2009 – Hand-held voting devices
- 08 – CCC Appeals Policy
- 09 – CBB Chairs & Secretaries meeting
- 10 – Training for CBB Secretaries
- 11 – Finance
- 12 – CBB Secretaries meeting
- 13 – Finance
- 14 – CBB Secretaries meeting
- 15 – Reserves to the Constables' CAC
- 16 – The Real Policing Pledge

Presentation Piece



Constables' Presentation Piece

The Constables' figurine was awarded to Ernie Hanrahan, Jan Berry and John Francis in recognition of their services to the Constables' Central Committee.



Ernie Hanrahan

Ernie joined the West Midlands Police in February 1979. He was a uniformed patrol officer in Birmingham for eighteen years before becoming a full-time Federation representative.

In January 1995 Ernie was elected as Deputy Secretary to the West Midlands CBB, and as Deputy Secretary to the West Midlands JBB in May 1997. He was elected JBB Secretary in January 1999 and became No.3 Region Constables' representative in June 2001.

Ernie served on the Legislation, Professional Standards and Federation Training sub-committees, the Futures Group and was a course director.

Ernie became Deputy General Secretary of the CCC in January 2003 and was elected Deputy General Secretary of the JCC in May 2003. He was responsible for the day-to-day running of the Surbiton HQ and provision of IT services. He was involved in PNB Side Secretaries' meetings and sat on numerous PNB and PAB working parties and groups. He returned to the post of Deputy General Secretary of the CCC in May 2008.



Jan Berry and John Francis

Jan and John both had very long and distinguished federation CVs and if the truth be known there were few on the Committee who could recall the full details of their vast input or the number of projects they had individually led on with regard to important issues for the membership over the years.

Advance warning of their retirement was well publicised but neither allowed themselves to wind down. They both continued to give 100% to the end and organising such a huge and successful event as the protest march in January 2008 was evidence of that.

Both Jan and John always listened to our concerns and issues when raised on behalf of the Constable rank. Those who attended Conference in 2008 would have witnessed the respect and affection displayed by all towards them.



Constables' Figurine



Constables' Central Committee Staff

(left to right, back to front)

Sue Clifton, Kelly Stanley, Brian Pallant
Sinead Healy, Liz Cain, Anita Spink

Members' Thanks

Every year the CCC receives scores of thank you letters for successfully pursuing members' claims.

Accident at work (West Yorkshire) (2)

"This is the first time in twenty-three years service that I have had any cause to contact the Federation over any issue and your service has been first rate. I am only one year from retirement and would hope not to need your services again. It is a comfort to know that, should the unexpected happen, the Federation will be there to turn to for advice or action."

Occupational stress (Cheshire) (1)

"I would like to express my gratitude for the support you have given me over these long three years, both financially and morally, without which I could never have succeeded. I hope that this case will help future cases of negligence in the treatment of police officers suffering from PTSD and other illnesses."

Motorcycle accident on duty (West Midlands) (3)

"May I thank the CCC for the financial support given during my claim for personal injury which has now been finalised. Without the support given I'm sure the offer would not have reached this satisfactory end. I will again champion the sterling work done by the Federation in support of officers injured on duty."

Bitten by police dog (Cambridgeshire) (4)

"What should have been a simple, uncontested claim (they acknowledged liability for the bite within weeks) turned into a prolonged exercise where the legal team acting on behalf of the constabulary forced us to issue court proceedings. My claim has now been finalised and settled and I would like to thank the CCC for their financial support."

Accident during firearms training (Surrey) (5)

"I write to thank the CCC for the financial support I received in respect of my civil claim following a broken leg I suffered whilst on a firearms course. The matter has now been finalised to my satisfaction and the cause and circumstances surrounding the injury have been addressed. I have nothing but the greatest respect for the Federation and the endless amount of good work that is done for officers."

RTA (Dorset) (6)

"The driver of the other vehicle was not traced and my claim was passed to the Motor Insurers Bureau. It has now been settled with a payment and I am very grateful to the CCC for their financial support."

Accident at tennis club (South Wales) (7)

"Further to my successful settlement of compensation for an accident that occurred to me in June this year, I am writing to thank you and your team for your financial support."

Pedal cycle accident (Metropolitan) (8)

"Whilst cycling to work I was knocked off my bike resulting in a broken elbow which required an operation and permanent pinning. I received an out of court settlement and would like to thank the CCC for their financial support of my claim."

Review of the Year 2009



Professor Bob Elliott

Constables' Central
Committee Advisor



2009 was a year in which the length and depth of the recession and the impact of this on government revenues and expenditures became increasingly evident. It was a year in which we saw just how badly the UK economy had been hit by the recession.

Last year I wrote that it was evident we were in recession and - though we only had data for the first few months of the recession - that the fall in output appeared steeper than any experienced in the last 50 years. This was indeed the case.

We now know that the recession started in Quarter 2 of 2008, earlier than was originally understood, and the figures for Quarter 3 2009 GDP (which are the most recent available as I write) show that it continues. This recession is the longest and deepest in the UK since the 1930s.

The recession in the UK has been worse than in the US and France and though it was not as deep as in Italy, Germany and Japan (output fell more in these countries) all of these countries are now out of recession.

In Quarter 1 of 2009 GDP fell by an unprecedented 2.5%; that's an annual rate of decline of 10%. At the end of Quarter 3 in 2009 output had fallen by over 6%. It means that collectively we, the UK population, are over 6% poorer than we were at the start of 2008.

Of course the distribution of this fall in income has not been evenly spread. Some, those in work receiving salary increases are better off, while those who have lost their jobs or who have had to work fewer hours or switch to part-time jobs have seen their incomes fall. Police officers have been largely protected.

Police officers have been protected by the best pay deal in the public sector. In the year since the first stage was implemented - the year from September 2008 to August 2009 - the

pay rise was 2.65% while the average rate of inflation was 0.5%. In the second year from September 2009 inflation will likely average just over 1% and the pay rise was 2.6%. Inflation which was negative (on the Retail Price Index - RPI) for much of 2009 will certainly increase sharply at the start of 2010, but it will drop back again and remain at a low level for most of the rest of 2010.

The RPI is the 'headline' measure of inflation. It has fallen sharply because among other things borrowing costs have fallen sharply, and with them mortgage costs. Many police officers have mortgages and have benefited from the fall in the cost of borrowing.

However, the recession will have an impact on police officers. The fall in GDP has meant a fall in tax revenues and a rise in government expenditures. As a result government borrowing has leapt and the costs of servicing the debt - paying the interest on that debt - will place a large claim on government revenue in future years.

The present government has stated it will begin to cut public expenditure from 2011 onwards. If the Conservatives are returned at the next general election the cuts may come sooner. Some areas of the public service may be protected from the cuts but even those sectors will be under intense pressure to produce efficiency savings. Working in the public sector, in whatever area, is going to get a lot more demanding over the next few years.

And in 2010 or early 2011 negotiations will begin on police pay to succeed the present three-year deal. These negotiations are not going to be easy. Any increase that is negotiated will be hard won and is unlikely to be very large.

We are entering a period of great uncertainty. The Treasury and Bank of England forecast the economy will recover quickly through 2011. We must hope it does. If it does, government revenues will recover and there may be scope for a modest pay settlement for the police. If it doesn't, well..... let's address that next year!



TalkBack

Dermot Murnaghan again facilitated the TalkBack session. Members of the panel were Jon Gaunt, journalist & broadcaster; Stephen Kershaw, Director of Police Reform & Resources, Home Office; Ch Supt Derek Mann, Workforce Modernisation Programme Director at the NPIA; and Paul Lewis, Chairman of the CCC. Questions on topical policing issues were accepted from the floor.

Motions

Motion 1 - Trustees' Report CCC
"That this Conference receives and accepts the report of the Trustees of the Police Federation (Constables') Fund." *Carried*

Motion 2 - Treasurer's Report CCC
"That this Conference receives and accepts the report from the Treasurer of the Funds under the control of the Constables' Central Committee." *Carried*

Motion 3 - Annual Report CCC
"That this Conference receives and accepts the Annual Report of the Constables' Central Committee for the year 2008 together with verbal reports as may be necessary to ensure the delegates be informed of the up-to-date position." *Carried*

Motion 4 - Honoraria for CCC members 2008-09 & 2009-10
CCC & CCC Remuneration Working Party
"That this Conference agrees that the following honoraria should be paid to CCC members for (a) the year beginning 1 May 2008 and (b) the year beginning 1 May 2009:
• The Chair shall receive £10,000 each year.
• The Vice Chair shall receive £7,000 each year.
• The Deputy General Secretary shall receive £8,500 each year.
• Other members of the CCC (with the exception of the General Secretary of the CCC and any CCC member holding a JCC office as principal officer or deputy)

shall receive £4,500 each year.

Such payments shall:

- be paid gross with any tax and national insurance being paid by the recipient, with no further liability to the CCC funds; and
- be paid on a pro-rata basis in the event that a member holds a relevant office or a position on the CCC for only part of a year." *Lost*

Motion 5 - Honoraria for CCC executive officers 2007/08
CCC & CCC Remuneration Working Party

"That this Conference agrees that the following honoraria should be paid to the holders of the relevant CCC Executive offices for the year from 1 May 2007:
• The Chair shall receive £5,225.
• The Deputy General Secretary shall receive £5,225.
• The Vice Chair shall receive £5,225.

Such payments shall:

- be paid gross with any tax and national insurance being paid by the recipient, with no further liability to the CCC funds; and
- be paid on a pro-rata basis in the event that a member holds a relevant office or a position on the CCC for only part of a year." *Lost*

Motion 6 - Honoraria for CCC members 2007-08 CCC

"That this Conference agrees that honoraria of £4,500 should be paid to CCC members who were not CCC Executive officers nor holders of a JCC office as principal officer or deputy for the year from 1 May 2007. Such payments shall be paid gross with any tax and national insurance being paid by the recipient, with no further liability to the CCC funds." *Lost*

The General Secretary's Annual Report for 2008 and the Chairman's Address to Conference have been circulated, along with the Conference minutes, to Branch Boards.

Annual Conference 2009



Elections

Trustee to the Constables' Central Committee Fund

Martin Sutcliffe (Lincolnshire) was elected.

Reserve Trustees to the Joint Central Committee Fund

Michael Buyers (Northumbria) was elected 1st reserve.

The 2nd and 3rd reserve positions remain vacant.

Reserves (Provincial Forces) to the Constables' Conference Arrangements Committee

Charles Thornton (Lincolnshire) was elected 1st reserve.

The 2nd and 3rd reserve positions remain vacant.



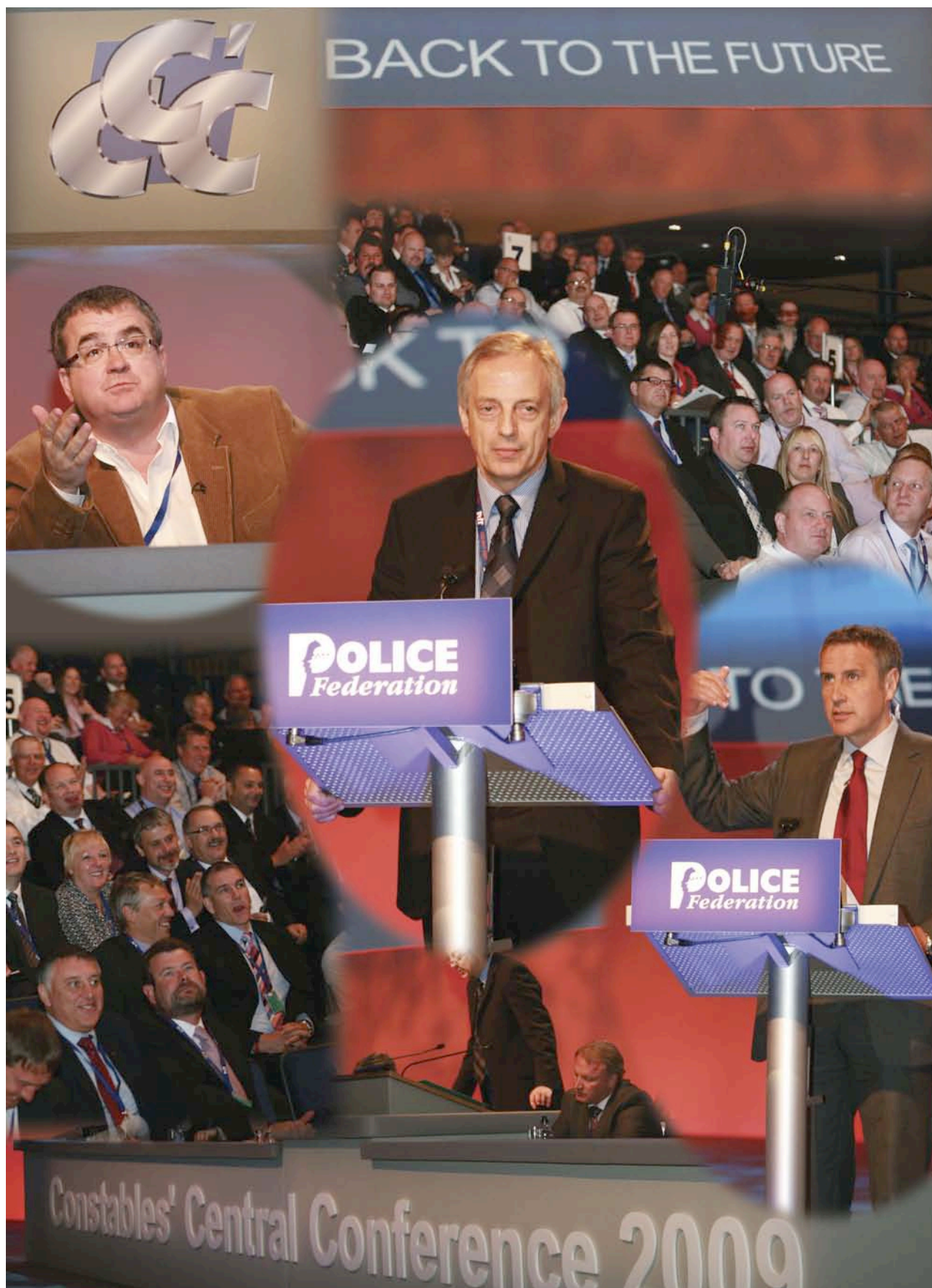
Constables' Central Committee (left to right)

Back row: Simon Reed, Will Riches, Neil Hickey, Steve Smith, Andy Dumbiotis

Front row: Paul Davis, Paul Lewis, Paul Barker, Wayne McManus.

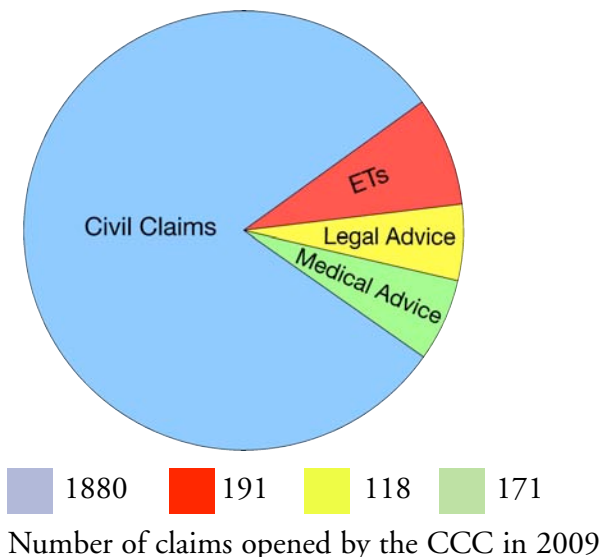
Not pictured: Julie Nesbit

Annual Conference 2009





Our service to members

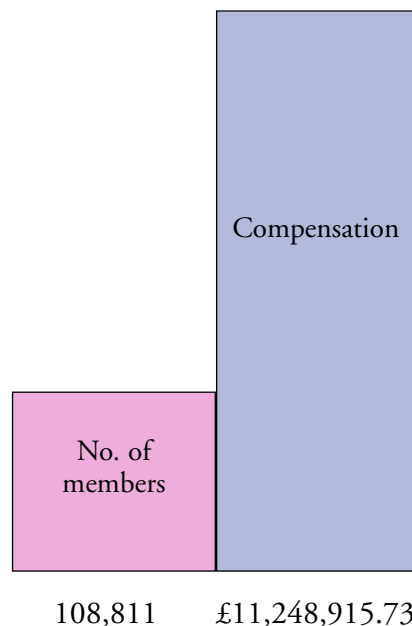


During 2009 new proceedings were issued in 214 cases and 975 claims were closed with the consent of the members concerned.

The procedure is that a claim will only be regarded as settled when both the compensation and the legal costs have been agreed. Therefore, many claims involving substantial compensation for members but where costs have yet to be agreed have not been included in this year's figures.

The recent trend in relation to advice requests in respect of issues covered by employment tribunals has plateaued with numbers slightly up on 2008, however there has also been a further rise on the number of applications going to a final Tribunal Hearing. This year has also seen an increase in the number of cases ending up at an Employment Appeal Tribunal.

Although recourse to legal action is always available, usually the best course of action for our members is mediation and conciliation in an effort to reach a resolution and settlement prior to a full hearing. Many cases are now being settled in force by way of the internal grievance procedures to our members' satisfaction. There has also been a substantial increase in the number of judicial mediation hearings with good settlements for our members without the need to go to a tribunal hearing. In some of these cases a contribution towards our costs have also been negotiated. Overall this has a significant saving on our costs.



It is interesting to note that the number of Disability Discrimination Act claims continued to rise for the year representing just over 45% of all advices in relation to employment tribunals. There are no particular trends or patterns in this area; however it is still an area that will continue to be monitored closely. Sex Discrimination claims were slightly down on last year at 27% of all the claims.

The number of civil claims has fallen slightly to 1880 this year. The majority of the claims are received by the member contacting PF Claimline. This provides for a quick and efficient service in registering the claim in the first instance and also in ensuring decisions are made at the earliest possible opportunity. In October 2009 all the revamped claims forms became available on line on the National Federation web site, together with the Resolution Information Sheets, Hearing Loss Questionnaires, new form for completion in Medical Advice cases and a new Health & Safety form for civil claims involving accidents at work. All these forms can now be completed on line and then downloaded and forwarded to Branch Board Offices for countersignature by the Branch Board Secretary.

Our members continue to receive a good level of service from the appointed solicitors and we thank them for that support and assistance.

Neil Hickey
Deputy General Secretary