



Workforce Modernisation

We now have the results of our comprehensive membership survey which was completed by 6,502 police constables. The results of the survey, their implications, are currently being discussed with the branch board secretaries and their chairmen. The survey has also triggered further work on how a possible role of lead or advanced constable could be rewarded and provided a vehicle for debate with the NPIA. Overall the support for lead constable status has increased from 69% to 79% since 2004.

The survey has also highlighted a widespread lack of awareness of many of the modernisation initiatives that are already taking place. The CCC is therefore working with partners in devising a helpful toolkit of ideas and information to be available to branch board secretaries shortly.

Pay Award Details

On Wednesday 16th October the Staff Side of the Police Negotiating Board agreed to an historic three year deal after a week of crisis talks with the Official Side, Home Office and independent economic advisers.

The talks, which took place against an extremely volatile economic backdrop, became ever more urgent as independent advisers predicted inflation could drop as low as 1% over the next year and warned of the effects this would have on negotiated pay deals, particularly under a pay review body.

The three-year deal, backdated to September 1st 2008, will run through to August 31st 2011. The deal ensures that all UK police officers will receive annual rises of 2.65%, 2.6% and 2.55% respectively to see them through these fragile economic times.

Independent economists advised the Federation that a Pay Review Body would potentially bring substantially lower settlements than the multi-year deal offered by the Official Side and that if a three-year deal was still available it should be secured as soon as possible. Forecasters also predict that over the coming year inflation is likely to fall to around 1% and that if we fought for a pay deal based on inflationary averages (indexation) the percentage would be lower than the deal we found unacceptable last year of 1.9%.

New Police Minister

Vernon Coaker, MP has been appointed as the new Minister of State for Policing, replacing Tony McNulty who moved to Minister for Welfare Reform and London in the Cabinet reshuffle last October.

Mr Coaker had previously served in the Home Office as Parliamentary Under-Secretary of State where he took responsibility for the Government policy on tackling knife crime.

Ray Coster, General Secretary of the CCC said: "We welcome the appointment of Vernon Coaker as Policing Minister and look forward to working with him on the pressing issues facing police constables".

This month both the Chair and the General Secretary of the CCC are scheduled to meet with Mr Coaker where they'll be pressing him on the role of constables and passing on findings from Operation Branthwaite.



New Policing Minister: Vernon Coaker MP

MPs' report on Policing in the 21st Century

On Monday 10th November the Home Affairs Select Committee of the House of Commons published its long awaited report 'Policing in the 21st Century'. The report was intended to explore reasons why the police service is operating under increased pressure and seeks to clarify what the role for police officers should be in an increasingly changeable environment.

The report highlights the need to reduce the amount of police bureaucracy and pursues the idea of local accountability. However, it does not address the problem of CSO powers creep and the need to ensure that only warranted officers have the power to arrest.

The report, and the media, has focused particularly on the causes of anti-social behaviour, with particular reference to crime committed under the influence of alcohol. Acknowledging that

increased alcohol consumption is leading, in certain areas, to a significant drain on police resources, the Committee has recommended tighter controls on happy hours in pubs and bars and also on special offers in supermarkets.

The report was welcomed by the Police Federation as a whole who have responded positively to the recognition of the increased public expectations placed on the police as well as the impediments that 'binding red tape' presents officers. The Federation also made clear its opposition to CSO powers creep.

Constables' Central Committee General Secretary, Ray Coster, said: "the CCC is pleased that the Home Affairs Committee shares its view on the importance of reducing police red tape and we look forward to working with MPs in the run up to the Policing White Paper".

Update: Police White Paper

The Government is expected to publish its Policing White Paper in the New Year having consulted stakeholders on its proposals in the Green Paper. The Home Office is also likely to take into consideration the findings of the Home Affairs Select Committee which reported in November.

Tasers

The CCC is welcoming plans to extend the use of Taser but is keen, along with the Joint Central Committee, to make clear to the press that Tasers will be deployed only to officers who have received the adequate level of training. The CCC disagrees with the Metropolitan Police Authority's suggestion that the wider rollout of Taser will cause fear and damage public confidence in the police. There is absolutely no evidence whatsoever to show this has been the case during the past year in any of the 10 pilot sites.

Sick Pay

Chair of the Constables' Central Committee, Julie Nesbit, was recently compelled to write a letter to The Times setting the record straight on a series of articles and commentary pieces the paper had published regarding police sick leave.

The Chairman made clear that, at an average of 8 days, police officer sick days were considerably lower than NHS clerical workers and much lower than fire service workers. The content of the letter can be found on the back page of this newsletter.

The Nominees with the Home Secretary and PM at this year's Police Bravery Awards

CCC News

The Constables' Central Committee

- o Ray Coster, General Secretary (London)
- o Julie Nesbit, Chair (Reserve Seat)
- o Paul Barker (North West)
- o Steve Smith (North East)
- o Ernie Hanrahan (Midlands)
- o Paul Davis (Eastern)
- o Simon Reed (South East)
- o Andrew Dunbiotis (South West)
- o Paul Lewis (Wales)
- o Neil Hickey (London)

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Announcements

The CCC would like to wish all constables a very Happy Christmas.

Unlike most jobs the work of constables doesn't cease over the holiday season.

Serving the public is a full time occupation – warm wishes to all those working hard over Christmas to ensure that people enjoy a peaceful and safe holiday.

The CCC in the News

THE TIMES

Police Officers are Not Malingerers – 30 October 2008

Sir,

In response to Andy Hayman's commentary ("We must weed out shirkers to help the genuine cases", Oct 23) and Helen Nugent and Jack Sidders's report ("Surge in police sickness costs taxpayer £90m a year", Oct 23) it should be noted that police officers operate in an environment of increasing danger and that their average sick days are still considerably lower than those taken by other public sector workers.

Moreover, the vast majority of serving police officers feel only contempt for colleagues who take sick leave that they do not deserve. Any implication that, somehow, the police service condones or encourages the "shirking" of duties in favour of sick pay is completely unfounded.

Julie Nesbit

Chairman, Constables' Central Committee, Police Federation of England & Wales

Daily Mail

Rise in special constables as plastic police are sidelined – 21 August 2008

JACQUI Smith yesterday announced a dramatic rise in the number of Special Constables. At the same time, the Government's commitment to recruit 24,000 Community Support Officers has been dropped.

The move has been seen as a tacit admission that recruitment of CSOs - given the nickname 'plastic police' because they receive less training and have fewer powers than regular officers - has stalled...



The CONSTABLE



Message from the Chair – December 08



Dear Colleagues,

As ever there have been significant developments since our last (summer) newsletter, the most welcome being the final pay agreement on the 16th October, at a rate of over 8% over three years which was approved by the Police Federation. An important additional element of the deal was to enshrine the practice of collective bargaining with the Home Secretary agreeing to halt plans for a consultation on a pay review body. This means that, as your representatives, we can continue to fight for the best pay and conditions for our members – rather than having faceless bureaucrats in Whitehall decide behind closed doors.

The Committee has been busy up and down the country in the last 5 months representing your interests. Committee members were present at each of the major party conferences, meeting politicians and winning the argument for a full clarification of the role of CSOs and a new approach to cutting red tape which we believe would free up constables to police neighbourhoods and keep them free from terrifying knife crime. We were also able to meet delegates and members of the public interested in talking about the role of the police and eager to discuss how civil society can support the service as yet further demands are made of our time and resources. It's not easy to be a police constable in the face of increasing media reports of violent crime and appalling behaviour, however I believe still that the vast majority of the public and the political class firmly respect the job we do and accept the growing challenges we face.

As ever,

Stay Safe,

Julie Nesbit, Chair, Constables' Central Committee

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