

Inspectors' Central Committee

Pwyllgor Canolog
yr Arolygyddion

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Foreword



David Pellatt
Secretary/Treasurer
Inspectors' Central Committee

It gives me great pleasure to present to you the Annual Report for 2009 on behalf of the Inspectors' Central Committee of the Police Federation of England and Wales.

2009 has been both a busy and interesting year, set against a background of the worst recession since the 1930's. Whilst progress has been slow there is still some to report.

The benefits of a three year pay deal, likely to be the last of the multi year deals honoured, are now plain for all to see. In October 2009 George Osborne MP the Shadow Chancellor announced at the Conservative Party Conference that, if they were elected, they would impose a public sector pay freeze from 2011. The 2010 pay settlement of 2.55% will be the last multi year deal to be implemented. 2011 will see a new round of pay bargaining and the message is clear, especially for public sector workers.



George Osborne

On Call, whilst still taking an age to resolve, finally went to a Police Arbitration Tribunal where the staff side were successful in its claim for a National On -Call Allowance. The details of such an allowance still have to be negotiated and work has been on going throughout 2009. The Independent Chair on PNB, Mr John Randall, has made it clear that the final agreement must be in place before parliament is dissolved prior to a General Election. Additional data was collected in December 2009 to inform the

process and there will be an agreement early in 2010.

Other matters have been progressed at the PNB during 2009 through a smaller technical working group looking into equality and work life balance issues. Guidance on variable shift arrangements is all but complete and is likely to be issued in January of 2010.

The official side launched an attack on the compensation for "Held on Reserve" or the Hertfordshire agreement as it is sometimes better known. Discussions are ongoing in this area. This is an important issue for the Inspecting ranks who are often left short changed in this area. Issues surrounding maternity leave and pay have been examined but progress in this area has been slow.

Misconduct Proceedings - The Taylor Report

One of the largest changes in 2009 was the new misconduct procedures which came into effect in December 2008, with 2009 being the first year. This was an opportunity for the service to examine the way it uses misconduct and performance procedures and for much needed reforms to take place. For managers to be allowed to manage low level matters of performance and conduct themselves. At the end of its first year the jury is still out. The avalanche of additional work on the Inspecting ranks has, for many, simply not materialised. However, the picture from around the country is varied indicating a lack of a consistent approach.

Personnel

In March 2009 George Appleby (7 Region), the General Secretary of the ICC retired and we wish him the very best in a well earned retirement. George was replaced by Steve Williams (North Wales Police).



George Appleby

Foreword



In August 2009 Dave Moore (Metropolitan), the ICC's longest serving member and Treasurer to the Joint Central Committee, announced his retirement. Dave was replaced by Paul Huitson, again from the Metropolitan. George Gallimore (GMP) was appointed Deputy Treasurer in place of Sergeant Martyn Mordecai who moved to Treasurer from Deputy Treasurer.



Dave Moore

Those two retirements created movement within the ICC with myself, David Pellatt becoming General Secretary, Geoff Stuttaford (Metropolitan), Deputy General Secretary, and Tony Harper (4 Region) moving to Vice Chair in place of Alan Jones.

It was a busy year in the ICC office and I thank both Sally Challen and Nesrin Habib for their efforts throughout the year. Nesrin left the ICC at the end of November and we wish her all the best in her new career.



Sally Challen



Nesrin Habib

Other Achievements for 2009

A training programme aimed directly at the newly promoted Chief Inspector

The NPIA and members of the Inspectors Central Committee have contributed to the design and implementation of a new modular 12 month programme for the

newly promoted Chief Inspector. This is based on the CLDP, and aims to further develop the modules within CLDP.

Work is now ongoing to develop a similar package for Inspectors which will fill the gap between CLDP and the Chief Inspectors course. It is hoped that once this new course has been developed there will be an accredited system of training for Inspectors and Chief Inspectors that will see them progressing through the ranks, in a modular style, being fully prepared at each stage for each rank. We look forward to the Inspectors' programme being rolled out in 2010.

Well being at work.

A conference theme of 2008 has been progressed in a number of ways: IBB's have worked hard throughout the year to make real changes in the work place for the inspecting ranks. Members engaged their management team with the results of the well-being surveys and progress made in all 43 Forces, with many more forces signing up to some form of Inspectors working time agreement.

Revitalised New for 2009

In 2009 the ICC were keen to build on the work of the Well Being Project.

The survey highlighted that

the well-being and fitness of Inspectors and Chief Inspectors nationally could be improved.

revitalised
your partner in employee wellness

Working closely with the Superintendents Association, who had done similar work with their members we made contact with ReVitalised a company specialising in the fitness and well being of employees.

Andrew Reynolds, a director of the company was invited to give a presentation to the ICC

Foreword



at their January meeting. The committee were impressed with the professionalism of the company and engaged them on a two year contract to provide a website for ICC members, family and friends. The web site was launched at Conference and has proven to be popular with both officers and their families with over 1500 people registered to use the site. The service is free to all Inspecting ranks and their families.

IBB Secretary's Meetings: Stratford upon Avon 16 April 2009

This was a lively meeting which included presentations from Roger Flint, a Chief Superintendent who is working with Jan Berry QPM on the Bureaucracy Task Force and ACC Dee Collins ACC who presented on "ageism and age discrimination as it is set to affect the police service". There were also inputs from our own George Gallimore on Alcohol Licensing and Drugs and Andrew Reynolds from Revitalised, who introduced the product that would be launched later in the year at conference in Bournemouth.



Leatherhead October 22nd 2009



A first for the ICC in many years, a move away from Stratford upon Avon, and an opportunity to host this meeting at our H.Q. This meeting followed on from the April meeting with an update from Jan Berry QPM on the Bureaucracy work. The main part of the meeting was taken up by the finance update from the General Secretary to ensure that IBB Secretaries were in possession of the key facts known at the time.

David Pellatt
Secretary/Treasurer

The Central Committee



Paul Ginger
No. 6 Region – Wiltshire
Chairman

Health and Safety Sub-Committee
Professional Development Sub-Committee
JCC Executive

Police Negotiating Board
* Full Board
* Federated Ranks Committee
Police Advisory Board
PFEW/ACPO/NPIA Workforce Modernisation Group
Course Director
Airwave Police User Group
Airwave Health Monitoring Group
Airwave Ethics Committee
Senior Leadership Development Board
ICIDP Curriculum Review



David Pellatt
No. 5 Region - Bedfordshire
General Secretary/Treasurer

Professional Standards Sub-Committee
JCC Executive
Police Negotiating Board
* Full Board

* Federated Ranks Committee
* Pensions Working Group
Police Advisory Board
JCC Futures Group
Special Constabulary Steering Group
Collaboration Working Party
Course Director
PFEW/ACPO/NPIA Workforce Modernisation Group
PFEW Resources Group
Police Dependents Trust Fund Management Committee
Trustee Police Rehabilitation Centre



Tony Harper
No. 4 Region – Derbyshire
Vice Chairman

Health and Safety Sub-Committee
Equality Sub-Committee
ACPO IM Business Area
ICC Website administrator
Well Being Survey

administrator
Course Director
Airwave Police User Group
JCC Conference Planning



Geoff Stuttaford
No. 8 Region – Metropolitan
Deputy General Secretary

Operational Policing Sub-Committee (Chair)
Health & Safety Sub-Committee
Olympics Working Group
Course Director



Alan Jones
No. 2 Region – - South Yorkshire

Professional Development Sub-Committee (Chair)
Legislation Sub-Committee
Roads Policing lead for PFEW
Parliamentary Advisory Committee on Transport Safety
Chairman PFEW Roads Policing User Group
ACPO Roads Policing

ACPO Learning & Development Managers Group

The Central Committee



George Gallimore
No. 1 Region – Greater
Manchester
Deputy JCC Treasurer

JCC Executive
Treasurers Sub-Committee
Professional Standards
Sub-Committee (Chair)
Operational Policing Sub-

Committee
ACPO Public Order Working Group
ACPO Emergency Planning Group



Steve Williams
No. 7 Region – North Wales

Professional Development
Sub-Committee
Professional Standards Sub-
Committee
Operational Policing Sub-
Committee

Legislation Sub-Committee (7 Region Rep.)
National Detectives Forum
National Investigative Training Steering Group
Investigative Supervision and Management
Development Programme Focus Group
Positive Action Leadership Programme
Standards Training & Competency Group
ICIDP Curriculum Review
RIPA Review Forum
PFEW lead for Welsh Policing/Political issues.



Michael Pearson
No. 3 Region – West
Midlands

Equality Sub-Committee
Secretary
Legislation Sub-Committee
Course Director



Paul Huitson
No. 8 Region – Metropolitan

Legislation Sub-Committee
Operational Policing Sub-
Committee
Course Director



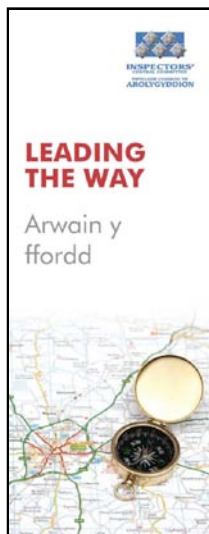
Trudy Jacobs
National Reserve Seat – Dorset

Equality Sub-Committee (Chair)
Equality Liaison Sub-Committee
ACPO Race and Diversity Portfolio
PAB Working Group on National Recruitment Standards
Olympics Working Group
PFEW Training Manager

Annual Conference 2009



Conference this year was a milestone event. In our 90th Year the theme was “Leading the Way”. Conference had a new look, with some familiar faces, Katy Ledger facilitating as usual. It was a packed programme and the first time in living memory the ICC had secured the Police Minister, Vernon Coaker, to address Conference and take questions. An impassioned Mr Coaker gave his view of Policing and took a variety of questions from the floor in what became a thoroughly absorbing hour which ended all too soon.



The Chairman, Paul Ginger spoke with conviction on the state of policing in England and Wales following on from last year and praised seven forces who had taken significant steps to improve the well being of their Inspecting ranks and named and shamed four who had done nothing. I am pleased to report that those four forces have now responded and engaged with their IBB's. The work on Well being continues. As Treasurer and General Secretary I updated conference on the ICC finances and on the PNB issues that most effected our ranks: Pay, On Call, and Held on Reserve

The ICC used Conference to launch their partnership approach to health and well being with Revitalised with a short presentation and the launch of the aforementioned website which has proved to be so popular. Tony Harper updated conference on the general progress of the 2008 Well-being project and Alan Jones updated us all on training matters for the Inspecting ranks.

The second guest to conference was Karen Lansing an interesting lady who gave a presentation on “Leadership of Heroic Proportions”. A visually stunning event, Karen's presentation was both entertaining and challenging and made useful connections between well being, stress, training, leadership and efficiency. Karen's presentation rounded off a full morning's proceedings.



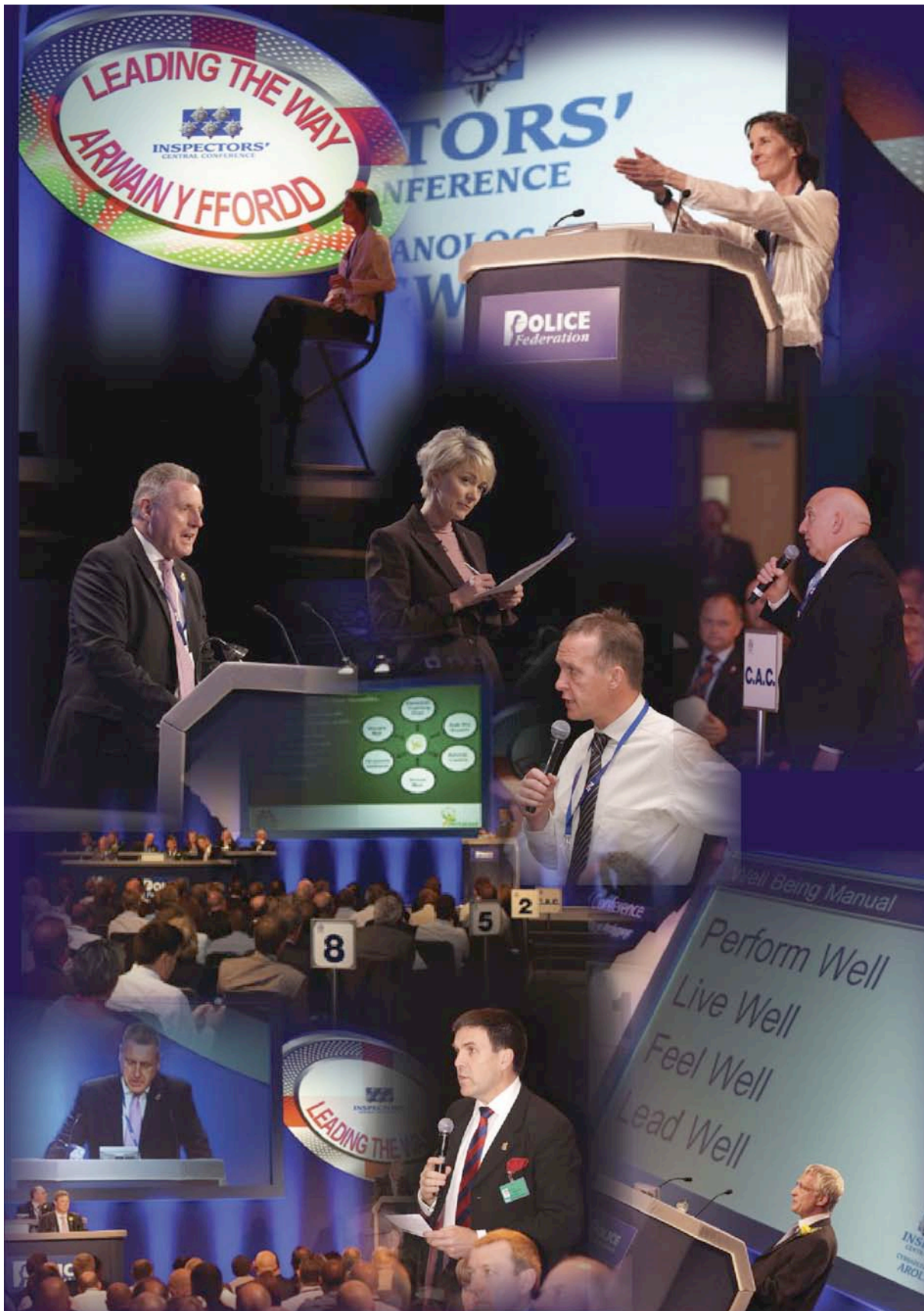
Karen Lansing

Suitable presentations were made to all delegates attending their last Conference and as an additional memento: photographs of individual presentations were taken in readiness for distribution the following day.

The Inspectors Conference was again staged by event organisers the ‘Live Group’ coordinated by Nicola Hostler and Toby Lewis and we thank them for their professionalism and once more Katy Ledger was faultless on the day and provided invaluable assistance during the planning stage.

David Pellatt
I.C.C. General Secretary

Annual Conference 2009



Annual Conference 2009



No. 1 Region

Regional Representative
George Gallimore Greater Manchester
1st reserve Sully Sultan Greater Manchester
2nd reserve Paul Frodsham Merseyside
3rd reserve Vacant

No. 2 Region

Regional Representative
Alan Jones South Yorkshire
1st reserve Gary West South Yorkshire
2nd reserve Mark Trueman West Yorkshire
3rd reserve Steve Garmston Humberside

No. 3 Region

Regional Representative
Michael Pearson West Midlands
1st reserve Kevin Powell West Mercia
2nd reserve Steve Grange West Midlands
3rd reserve Paul Ford West Midlands

No. 4 Region

Regional Representative
Tony Harper Derbyshire
1st reserve Alan Ogg Norfolk
2nd reserve Ian Thomas Northamptonshire
3rd reserve Lloyd Wells Leicestershire

No. 5 Region

Regional Representative
David Pellatt Bedfordshire
1st reserve Geoff Crowe Hampshire
2nd reserve Ian Trueman Hampshire
3rd reserve Paul Robertson Hampshire

No. 6 Region

Regional Representative
Paul Ginger Wiltshire
1st reserve Stephen White Avon & Somerset
2nd reserve Neil Winter Gloucestershire
3rd reserve Sarah Johnson Gloucestershire

No. 7 Region

Regional Representative
George Appleby Gwent
1st reserve Steve Thomas Gwent
2nd reserve Vacant
3rd reserve Vacant

No. 8 Region

Regional Representative
Geoff Stuttaford Metropolitan
Regional Representative
Paul Huitson Metropolitan
1st reserve Mark Crake Metropolitan
2nd reserve Paul Hudson Metropolitan
3rd reserve Vacant

National Reserve Seat

Reserve Seat
Trudy Jacobs Dorset
1st reserve Carolyn Davies Metropolitan
2nd reserve Carol Pearce Avon & Somerset
3rd reserve Tricia Kirk Northamptonshire

Committee Matters



ICC Circulars

During 2009 ICC circulars were issued on the the following matters.

PNB/PAB Updates
Vernon Coaker Correspondence

Temporary Superintendents
Trustee and Reserve Trustees

ICC Committee Changes
Overpayment of Subscriptions by Superintendents



Inspectors' Central Committee

(Left to right)

Tony Harper, Paul Ginger, Alan Jones, David Pellatt, Steve Williams, Geoff Stuttaford, Paul Huitson, George Gallimore.

Not pictured: Trudy Jacobs and Michael Pearson.