



POLICE FEDERATION NEWS

2007
PAY
UPDATE

Issue 32, April 2007

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PF News – a regular update on Federation matters

POLICE PAY – negotiating fair pay for 2007

The fight for fair pay continues

Following the success at last year's Police Arbitration Tribunal hearing and the award of 3% to all UK police officers you may be aware that Tony McNulty, the Police Minister, announced a review of both police pay and the negotiating machinery.

The government tasked Sir Clive Booth to undertake this review (see www.policepayreview.org) and earlier this year Booth published his Part One report which makes recommendations for the annual

increase to police pay for 2007. It further lays the ground for Part Two of the review into the negotiating machinery.

Regrettably, the Home Secretary has accepted Sir Clive Booth's recommendations in full and has now directed the Police Negotiating Board to reach agreement on them by 19th July. Worse, he has done this without any discussion.

The effect of the Home Secretary's direction is to tie the hands of the negotiators. We wrote to the Home Secretary in the

strongest possible terms expressing our disgust at this treatment (see www.polfed.org)

Having also raised concerns about the legality of the direction with both the Home Secretary and the independent chairman of PNB, we have now received assurances from the Police Minister and independent chairman of PNB that negotiations will not be impeded by the direction. This means that Staff Side can enter meaningful negotiations for the 2007 pay award.



**What is the Booth review of police pay?**

Part 1: To consider the options for replacing the current arrangements for determining changes to police officer pay for 2007.

Part 2: To review the effectiveness of the negotiating machinery for police officers and staff. The review must consider the option of a pay review body for police pay. Both parts of the review must take account of the need for arrangements to reflect and support the following:

- The future requirements of the service for the effective and efficient delivery of policing services, motivation and morale

and recruitment and retention rates, and overall affordability

- Government policy on public sector pay and the broader economic and employment context, and consistency with the achievement of the inflation target of two percent
- The need to enable wider police workforce developments including proper reward and recognition arrangements
- Arrangements for pay determination in other parts of the public sector

Booth's Part One main recommendations:

- A form of indexation to uprate police pay should be retained for

2007 but moving away from our current index to a public sector facing index

- The index should produce a "pot" of money to be applied differentially according to the needs of the service, including modernisation
- The pay award for 2007 should not produce a uniform percentage increase for all ranks

What could this all mean?

- Police officer pay this year will be linked to public sector pay, not private sector, as has previously been the case
- Officers will receive different pay rises
- An increase to the pay bill of no more than 2% for 2007

What is our view?

- The language in the Booth report shows bias towards the government, hardly an independent report
- Despite the title of Sir Clive's report 'Fair Pay for Police Officers', it presents anything but a fair pay deal. It proposes an index that will erode police officer pay and fails to keep pace with inflation
- The report contains veiled threats in relation to the future of the police negotiating machinery if we fail to reach agreement
- The proposed uprating index undervalues the unique role of police officers who can't strike and are accountable for their actions and inactions 24/7
- Differential increases allow for the introduction of performance related pay through the back door
- Our annual increase will be used to fund pay and workforce

modernisation, whereas in other parts of the public sector significant additional monies have been made available to pay for this

- The government intends to stage this year's pay award, cutting its value still further

What are we doing about this?

- All police officer staff associations throughout the UK are working together and united in their opposition to these recommendations
- We have already conveyed to the government and Official Side of the Police Negotiating Board the weakness and inherent unfairness of Booth's recommendations
- We are now working up alternative proposals
- We are against the proposed

'pot' and any differential application

- We want annual pay increases based on a fair index
- We want clear compensation for the unique status of the Office of Constable
- We want new money for any workforce modernisation

What happens next?

- The best chance of success is through negotiation at the Police Negotiating Board
- We remain willing and ready to negotiate. The Official Side must demonstrate that it is also prepared to negotiate free of unwarranted interference
- We will continue to fight for fair pay for police officers
- We will keep members informed of developments
- We will listen to the views of our members

Fair pay for police officers