

# 2009 Executive Review

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**Paul McKeever**  
Chairman



**Ian Rennie**  
General Secretary

2009 has been another challenging year for the police service, not only through the intense media scrutiny of policing tactics but also the inevitable fallout from the start of pre-general election campaigning by the political parties.

In addition, the economic backdrop outside of the policing arena, a gloomy one of recession, wage restraint, pay freeze and redundancy. Within policing, the start of financial restraint, a freeze on recruitment, the expectation of more for less and a continuation of a haphazard approach to modernisation of the workforce which seems more about cutting costs than delivering a better service.

## **A year in parliament**

There was a certain familiarity about 2009. Another year, another Home Secretary (the third in three years), another Minister for Policing (the third in four years) and another government bill directly impacting on policing (the eleventh in eight years).

The latest Policing & Crime Bill, introduced into the Commons in December 2008, continued its journey through parliament. This sizeable Bill drew together a number of disparate policy areas ranging from airport security, alcohol sales and problem drinking through to control of 'lap dancing clubs' and changes to the laws relating to solicitation of prostitution - the latter measures placing

greater emphasis on the 'punter' by introducing a new offence of paying for sex with a prostitute who has been coerced or deceived.

Contained within the minutiae of the latter sections were measures which represented a significant victory for the Federation and our persistent campaign over recent years to preserve the role of the custody sergeant. These paragraphs essentially repeal the measures introduced in the 2002 Police Reform Act which introduced civilian custody sergeants.

The Bill received royal assent on 12th November 2009, a few days prior to the Queen's speech. A new parliamentary session saw the introduction of yet another policing white paper, this time in the form of the Crime & Security Bill which introduced less bureaucratic measures for stop and search procedures – something else the Federation has long campaigned for. However, with a general election looming there was doubt as to how far this Bill would progress in light of a restricted legislative programme.

In January the Federation held a very successful reception at the Welsh Assembly in Cardiff where national and regional representatives met with Assembly Members and were joined by councillors from across Wales, members of the judiciary, representatives from within the criminal justice system, community partnership managers and agency chief executives. Given the Welsh Assembly Government's commitment to devolving the criminal justice system in Wales – and extensive evidence being taken in this respect – the Federation are remaining watchful of any developments and the implications this would have for our members.

The Federation also had a presence at the autumn political party conferences.

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Conscious of a looming general election, the Federation had a platform on fringe meetings at all conferences and made good use of access to key politicians, media and delegates to debate membership concerns about the criminal justice system, police numbers, terms and conditions, resilience and bureaucracy.

## **Public order tactics under scrutiny**

Dominating the headlines in mid 2009 was debate surrounding the G20 protests and the alleged 'aggressive' policing tactics used. Whilst the policing of the event was regarded a success in the immediate aftermath, within days, a new wave of citizen journalism was set to change the policing of events for ever.

In April the G20 climate talks took place in London; a decision taken a mere few months earlier. After meticulous planning within such a tight timescale a successful policing operation resulted in minimal disruption to the business community and inhabitants of the City of London.

Within a week of the event passing, video footage was released to the media which showed a police officer pushing a man to the ground. Sadly, the protester died. Before any investigation could take place and before cause of death was determined, a media frenzy ensued.

Debate raged on everything from police behaviour to tactics such as containment from media and politicians alike. This was starkly contrasted with a wall of silence, deafening from our political and police leaders. The result, a severe dent in public confidence towards the police.

The Police Federation was however quick to point out that the police service had been let down badly by those who should stand up and explain why certain tactics are deployed. We gave evidence to the Home Affairs Select

Committee looking into the policing of G20 and to Chief HMI Denis O'Connor's review. We police by consent and need the support and confidence of the public. It is right that we use appropriate tactics that respect peoples' rights to protest lawfully but that also safeguard the welfare of officers and the public.

What all this demonstrates is the need for politicians to have the courage to undertake a wholesale independent review of policing and the criminal justice system; only this will ensure we deliver a police service the public want.

## **Justice for PC Yvonne Fletcher**

In October police officers across the UK were shocked and disgusted to hear news that the Libyan killer of PC Yvonne Fletcher will never be brought to justice in Britain, following an alleged deal struck by the Labour government in 2006.

PC Fletcher was gunned down in cold blood twenty-five years ago outside the Libyan Embassy and then it is believed her killer managed to flee to Libya. Newspaper allegations in 2009 showed that the government had rolled over three years previously, abandoning any attempt to bring the murderer to face justice in the UK courts.

The Federation took up the cause and, in addition to conducting a number of media interviews broadcast in the UK and Libya, the Chairman sent a letter on behalf of the 140,000 members to the Prime Minister. A reply from Mr Brown reiterated the stance the government took with the media, that they were doing all possible to ensure PC Fletcher's killer is brought to justice.

As 2009 came to a close the Federation was still in discussion with the government and opposition political parties about representations we can make to the Libyan government.

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## **The fight for an on-call allowance**

After four years of on-off negotiation for a national on-call allowance, 2009 saw the Official Side run out of excuses and the matter went to arbitration; they found in Staff Side's favour and a national on-call allowance for police officers was agreed in principle by the Home Secretary. During the two years of police pay disputes the on-call issue had been deferred so that all available time could be devoted to discussions about police pay.

The claim for a national on-call allowance has always been focused on reducing the requirement for officers to be on-call as it brings with it restrictions to officers' lives preventing them from spending quality time with their families when they are off duty. Whilst the Staff Side accept that there may be occasions for officers to be on-call due to an operational requirement, it is hoped that the financial implication of the allowance will disincentivise Chief Officers from any unnecessary use of on-call as well as compensating officers for the disruption to their family lives.

The Police Arbitration Tribunal was persuaded that an on-call allowance, determined at national level, should be introduced and that details as to the form of nationally determined recompense such as the level or levels, conditions, date of introduction, and any PNB framework of principles or guidance for the operation of on-call, should be subject to negotiation between the Sides. To this end a series of working groups starting in 2009 and in early 2010 are scheduled to address this.

## **National Detectives' Forum**

The role of the detective, the growing numbers of civilian investigators and targets have been among the issues debated and discussed by the Police Federation's National Detectives' Forum at a two-day seminar held in October.

The Forum, set up to share good practice and promote the role of the detective, held a seminar for CID representatives from around the country.

Officers raised concern about the increasing numbers of civilian investigators who are not trained to the same level as police officers and highlighted the need to properly define the role of a detective. Their views were taken on board by representatives from the National Policing Improvement Agency, who are directly involved in the Professionalising Investigation Programme and spoke at the event.

Concern was also expressed about the rapid pace of modernisation being driven through policing and its detrimental impact on the roles and responsibilities of detectives, with pilot projects not being properly assessed. Representatives from different forces said that the workforce modernisation programme was being run in an 'ad-hoc' manner and questioned whether it was simply a means to save money and make cutbacks.

Detective Federation representatives also highlighted the problem of recruiting police officers into CID roles and retaining them; a long-hours culture and a lack of reward, is proving less attractive to those in uniform roles whose hours are more predictable. The performance culture within CID departments means that officers are expected to hit targets but with less support and experienced staff.

## **The Women's Reserve Seat Representatives**

In addition to the Eve of Conference meeting at annual conference, the reserve seat representatives have held two national meetings under the chair and secretary, Julia Lawrence and Julie Nesbit.

One of the bigger concerns discussed during

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2009 related to the impact that changes to the workforce mix will have on force resilience. A lot of effort is being directed towards highlighting the effects that a growing and ageing female workforce will have on force resilience and flexibility. There is a need for Forces to understand and manage the issues around women's health such as the impact childbirth and the menopause have on fitness, career progression and operational policing.

## **Gender Equality and Work Life Balance**

Gender issues remained high, at least on the Police Federation agenda, as the PNB Gender Equality and Work Life Balance working group entered its second year. We welcome the increasing numbers of women who are entering the Service; however, it is clear that there needs to be some radical changes to Force practices if these new recruits are to enjoy a full career in the Service. We are arguing for a simpler and clearer regulatory framework to support increased flexible working opportunities, and for improvements to maternity leave and pay that will enable officers with children to have a better work life balance.

Although the Group has been developing guidance for Forces on Managing Maternity and Related Matters this has not been agreed, although guidance on VSAs should be issued in January 2010. The Group also undertook an Equal Pay Audit at the end of 2009 that is expected to be published early in 2010.

## **Policing the 2012 Olympics**

2012 will present a huge policing challenge to the UK as a whole. Whilst the focus will be in London it is a national event of immense proportions which will present a challenge to all police forces in England and Wales.

The Federation has established an Olympics

Working Group, under the Joint Central Committee's John Coppen as Chair and Paul Davis as Secretary. The group has Joint Branch Board representatives from around the country and is making good headway addressing issues of concern with ACPO and the government.

The Olympics was also discussed at the annual Joint Meeting of the Police Federations of England and Wales, Scotland and Northern Ireland in November, hosted by the Scottish Police Federation. We cannot underestimate what is done prior to, during and after an event of this scale. The event itself will take place over a sixty-four day period, in 30 plus venues, with 14,000 athletes, 24,000 media representatives and ticket sales are expected to reach £9 million.

There are a host of considerations in addition to the threat of terrorism - criminal activity, including serious and organised crime, public disorder, domestic extremism, non-malicious hazards and crowd management to name but a few. There are national assumptions that we will benefit from mutual aid regarding extra training, the use of military resources and assets. It is already clear that the £600 million is not enough and forces are already preparing business cases for a portion of the budget.

We need to manage expectations and deal with the reality of falling officer numbers and the impact on the strength of the service by 2012. As a service, the priorities are to protect venues, events and supporting infrastructure; prepare for and recover from any challenges that may disrupt the games; identify and disrupt threats to security; command, control, plan and resource; and to engage with partners and communities to ensure success. It cannot be ignored that there are a host of other national and regional events taking place in 2012, such as the Notting Hill Carnival, the Queen's

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Diamond Jubilee and major sporting leagues - all this in addition to what we already do every day. Our priority is to plan and prepare for all eventualities and make the Olympics 2012 memorable, for the right reasons.

The Police Federation will be fighting to ensure that appropriate terms, conditions and welfare arrangements are not just determined for those policing the Olympics but also suitable provision is made for those left doing the day to day policing. There cannot be a two-tier approach at this time.

## **Workforce Modernisation**

Amid continuing concern about the workforce modernisation programme and the validity of the pilot sites, the Police Federation commissioned its own research. The research, 'How it measures up – what can we expect from the national evaluation of the Workforce Modernisation Programme?' was published in December and highlighted an array of weaknesses, including a lack of a clear strategy and business plans to back-up the work and properly evaluate the pilots.

The research, conducted by the Federation's researcher Ruth Meade and advisors Jayne Monkhouse and Michael Chatterton, revealed that forces leading on the modernisation pilots, overseen by the NPIA, have also failed to conduct adequate assessments of how changes in forces will impact negatively on diversity and equality for all officers. For example, some of the new shifts mean those with childcare responsibilities cannot be considered for certain roles.

With the Federation research being published just weeks ahead of the final evaluation of the workforce modernisation pilots by Deloitte, we made it clear that if working practices are to change to provide a

better service to the public and reduce costs, then this needs to be assessed properly through robust evaluation and should not just be about providing a cheaper service.

## **Police Federation Conference**

Our annual conference in May again captured media attention, not least for being Jacqui Smith's swansong as Home Secretary at a time when politicians' expenses were being exposed on a daily basis in the national press.

We debated the growing scourge of knife crime and what can be done to protect the membership from the dangers faced. We also discussed roads policing and were joined by the then new ACPO roads policing lead Chief Constable Mick Giannasi. The National Detectives' Forum hosted a main forum on the future of CID; regrettably it appears there are still lessons to be learned from the dangers of a dwindling CID resilience as highlighted in the Federation's 'Losing the Detectives' report.

Conference also debated the hidden trauma associated with post traumatic stress and considered advances made in policing which better identify and treat symptoms at an early stage. This was followed by a lively discussion about the Conservative Party plans to introduce elected police commissioners should they form the next government. This was an interesting teaser to a full panel discussion held on the last day of conference when we were joined by politicians of all main political parties in England and Wales for a 'Question Time' session.

Conference also welcomed Michael Winner and we presented him with a Joint Central Committee Federation bowl to acknowledge his dedication and commitment to preserving the memory and recognising the selfless actions of our fallen colleagues.

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For many delegates though, one of the highlights of conference 2009 will no doubt be the plain talking presentation by outgoing Essex Chief Constable Roger Baker, who demonstrated that through efficiency savings police chiefs could be increasing numbers of sworn police officers rather than cutting back.

The JCC is grateful to the committee members and JBBs for their continued support to ensure conference is a success.

## **Police Bravery Awards 2009**

Amid the furore surrounding the tactics deployed by police during the G20 protests the 14th annual police bravery awards took place on the 16th July, 2009. The Awards organised by the Police Federation in partnership with The Sun newspaper provided a stark reminder that courage is an everyday requirement of operational policing and that police officers face incredible challenges in the execution of their duties. Each of this year's sixty nominations reminded us of police officers' incredible professionalism, sacrifice and dedication to duty. All the nominees joined the Prime Minister for an afternoon reception at 10 Downing Street before the award ceremony and dinner at the Dorchester Hotel in London. This year the overall winner award was presented by Mrs Sarah Brown, the Prime Minister's wife, to PS Stephen Hayter, PC Barry Leban, PC Richard Cousins and PC Michael Carroll from the Metropolitan Police (Region 8) for their brave actions and teamwork tackling an armed gang.

The other recipients of the bravery award were:

PS Martin Hopkinson, DC Andrew Charnock, DC Shaun Drake, DC Darren Elton, and DC Robert Stapleton (Region 1 - Greater Manchester)

PC Gareth Walker and PC Allan Cowley (Region 2 - Humberside)  
PS Richard Jacques and PS Jonathan Keates (Region 3 - West Midlands)  
PS Mark Southgate and PC Gary Wilsdon (Region 4 - Nottinghamshire)  
PC Arron Worbey (Region 5 - Hertfordshire)  
PC Neil Sampson, PC Michael Mansell and PC Ciarian Magee (Region 6 - Wiltshire)  
PS Mike Pheasant, PC Simon Thomas and PC Simon Rohman (Region 7 - Gwent)

## **National Police Memorial Day 2009**

The sixth National Police Memorial Day service took place at St David's Hall in Cardiff, with the Home Secretary Alan Johnson joining a 1,400 strong congregation.

This year eighteen police officers lost their lives whilst on duty. In a moving address at the service the Reverend Martin Spain, Moderator of the Free Church Council of Wales and a serving officer with Dyfed Powys Police said that police officers join the service because "they want to make a difference and to help people, to make things better". He emphasised the "need to stand firm and hold on to the values of our fallen colleagues".

Finally, we wish to thank the Joint Central Committee, Joint Branch Boards and all Police Federation staff for their continued support and hard work for the membership.

Paul McKeever,  
Chairman

Ian Rennie,  
General Secretary

# Joint Central Committee

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**Joint Central Committee** (left to right)

1st row (Back): Paul Barker, Steve Williams, John Giblin, Paul Ginger, Paul Huitson, Andy Dumbiotis

2nd row: Will Riches, Kevin Huish, Julia Lawrence, David Pellatt, Paul Lewis, Paul Davis, Alan Jones

3rd row: John Coppen, Steve Evans, Wayne McManus, Mal Taylor, Adele Kirkwood, Geoff Stuttaford, Tony Harper

4th row (Front): Neil Hickey, Steve Smith, Simon Reed, Paul McKeever, Ian Rennie, Martyn Mordecai, George Gallimore

# Joint Central Committee

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## Constables

Paul Barker  
General Secretary,  
Constables' Central Committee  
Region 1, Greater Manchester Police

Paul Davis  
Region 4, Cambridgeshire Constabulary

Andy Dumbiotis  
Vice Chairman, Constables' Central Committee  
Region 6, Avon and Somerset Constabulary

Neil Hickey  
Deputy General Secretary, Constables' Central  
Committee  
Region 8, Metropolitan Police

Paul Lewis  
Chairman, Constables' Central Committee  
Region 7, South Wales Police

Wayne McManus  
Region 3, Staffordshire Police

Julie Nesbit  
Reserve seat, South Yorkshire Police

Simon Reed  
Vice Chairman, Joint Central Committee  
Region 5, Bedfordshire Police

Will Riches  
Region 8, Metropolitan Police

Steve Smith  
Deputy Secretary, Joint Central Committee  
Region 2, Durham Constabulary

## Sergeants

John Coppen  
Region 6, Wiltshire Constabulary

Steve Evans  
Region 4, Derbyshire Constabulary

John Giblin  
Chairman, Sergeants' Central Committee  
Region 7, Gwent Police

Kevin Huish  
Region 5, Thames Valley Police

Adele Kirkwood  
General Secretary, Sergeants' Central Committee  
Region 3, West Midlands Police

Julia Lawrence  
Reserve seat, Derbyshire Constabulary

Paul McKeever  
Chairman, Joint Central Committee  
Region 8, Metropolitan Police

Martyn Mordecai  
Treasurer, Joint Central Committee  
Region 8, Metropolitan Police

Ian Rennie  
General Secretary, Joint Central Committee  
Region 1, Greater Manchester Police

Mal Taylor  
Region 2, North Yorkshire Police

## Inspectors

George Gallimore  
Region 1, Greater Manchester Police

Paul Ginger  
Chairman, Inspectors' Central Committee  
Region 6, Wiltshire Constabulary

Tony Harper  
Region 3, Derbyshire Constabulary

Paul Huitson  
Region 8, Metropolitan Police

Trudy Jacobs  
Reserve seat, Dorset Police

Alan Jones  
Region 2, South Yorkshire Police

David Pellatt  
General Secretary, Inspectors' Central Committee  
Region 5, Bedfordshire Police

Geoff Stuttaford  
Region 8, Metropolitan Police

Steve Williams  
Region 7, North Wales Police

Michael Pearson  
Region 3, West Midlands Police

# Equality

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**Chair:**  
**Trudy Jacobs**



**Secretary:**  
**Mick Pearson**

The Sub Committee has had a stable year during 2009, with only one change in membership. Wayne McManus from the Constables' Central Committee joined on the retirement of Ernie Hanrahan. We welcome Wayne to the JCC and the Sub Committee. Membership of the sub-committee is as follows:

Julie Nesbit – Constables' Reserve  
Wayne McManus – 3 region  
Paul Davis – 4 region  
Julia Lawrence (Deputy Secretary)  
– Sergeants' Reserve  
Adele Kirkwood – 3 region  
Steve Evans – 4 region  
Tony Harper (Vice Chair) – 4 region  
Trudy Jacobs (Chair) – Inspectors' Reserve  
Mick Pearson (Secretary) – 3 region

The sub-committee continues to pursue the aims of the Federation on issues of equality, fairness and diversity in the police service. We do this by representing our members in many areas, including training and updating Equality Leaders and Equality Advisors.

As a result of an internal transfer that took place in the Sub Committee Clerks office, Sheila Pink has moved on and responsibility for the Equality Sub Committee is now in the hands of Nyki Curtis. We would like to thank Sheila for her hard work assisting the sub-committee and welcome Nyki to the sub-committee. We continue to benefit from the experience of Edward Cooper and his team at Russell, Jones and Walker, and Omotayo Johnson our Equality researcher.

## **Equality Liaison Officers**

The Equality Leaders are our main point of contact with JBBs and we would like to thank them for their continued hard work on behalf of our members. There have been a number of newly-appointed Leaders as a result of retirement and other moves; we wish all of our new Leaders success in their new role.

During 2009 two seminars were held to assist the development of ELOs. There was a wide range of inputs and updates, good practice was shared and views sought. New legal developments were covered by RJW. Subjects covered included the Olympics, Third Party reporting, UPP, grievance handling, PALP, Employment Tribunal tips and claim handling. A number of Equality Foundation training courses were delivered during 2009 and more are planned in 2010. The Grievance Handling one-day programme has been piloted and revised and it is hoped to be re-launched soon.

## **Liaison and Consultation**

The Single Equality Bill has been introduced and is currently on the Parliamentary timetable. The Bill will replace the current raft of Equality legislation, some of which dates back to the mid-1970s. We have contributed to various consultations and events, and have tracked the progress of the Bill. It must pass through Parliament by 23rd April 2010 if it is going to make the statute books.

The Equality Standard for Policing is another area where the Police Federation has been consulted on. This is due to be launched in all forces early in 2010. We have been able to ensure that the Standard is as non-bureaucratic as possible and are pleased to say that the final version is a much simpler document than the first version. Trials were also held in a number of forces to ensure that it works in practice. When the Standard arrives in your force please ensure

# Equality

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you are consulted on implementation and as part of the process, this is vital if the Standard is to identify how to move Equality and Diversity forward in your force.

We have continued to represent the Federation on the ACPO Race and Diversity Portfolio, recently renamed as the ACPO Equality, Diversity and Human Rights Portfolio, as well as many of the business area working groups within that portfolio. We are consulted regularly on projects that are being developed within those working groups. We also represent on other groups such as the Home Office Advisory Group on National Recruitment Standards. ACPO have also launched a three year joint strategy, together with the Home Office and the Association of Police Authorities. We have been involved with development of the Strategy, which will complement the Equality Standard. We have recently been invited to be a representative member of the new Ministerial Equality Seminars, as well as the Ministerial Delivery Group.

## **Federation Publications**

A number of changes in legislation and working practices will mean that some of our Equality-related publications will need to change. The Family Leave and Flexible Working Manual is one example, this will be updated once any changes in conditions for officers have been finalised through PNB. The Equality Handbook is in the process of being updated, again, changes brought about by the Equality Bill will have to be considered during 2010. As a result of changes brought about by the repealing of the Dispute Resolution Regulations have led to changes being made in our own Fairness at Work procedure. We hope that these will be published by the time you read this. The change has also meant a review of some of our leaflets is being done and the latest versions will have been published. The leaflets are constantly reviewed to ensure you have the most up to date information for your members.

# Health & Safety

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**Chairman:**  
**Neil Hickey**



**Secretary:**  
**Paul Lewis**

2009 has seen a big change to the way health and safety within policing is to be delivered.

In October we saw the launch of the HSE guidance document 'Striking the balance'. This document came about as a result of the 'risk averse' approach some Chief Constables took, along with Sir Ronnie Flanagan's report on policing, which included 'risk aversion'.

The Police Federation of England and Wales was involved with drafting of this document, which from the first draft has been diluted slightly, but it does achieve what it set out to do, and that is lay out what a force's responsibilities are what staff can expect from their force and what is expected of the HSE.

All parties involved in delivering policing to our communities have willingly signed up to the guidance. The only exception being the CPS, which in the opinion of the Federation is perverse.

The opinion of the deliverers within the service can be summed up in the press release on 7th October 2009.

Judith Hackitt CBE, Chair, HSE said today: "HSE and senior police officers want to stamp out the myth that health and safety duties prevent the police from doing their duty. Police work is unique in that it involves decision making and risk taking in fast moving situations. This statement will assist senior police officers in balancing the risks involved in their duties to fight crime

and protect the public, while meeting their health and safety obligations to their own employees and the public."

ACPO lead for workforce development, Peter Fahy, Chief Constable of Greater Manchester Police said:

"Policing is a very specialised profession and good health and safety practices are vital to the welfare of our staff and the public. Our officers find themselves in situations every day that require them to make tough decisions in often volatile and fast moving situations. They often perform many acts of bravery and heroism. And that will not change. We cannot foresee every situation or ensure every officer is trained for everything. We are pleased therefore that HSE has recognised this unique aspect of the job and the complex nature of the challenges our officers face. Our officers need the best information, equipment, and training to ensure they make the best possible decisions to protect not just the public, but themselves."

It is still baffling to the main deliverers of policing to our communities that some politicians, including the conservative party, along with a small group of serving and retired chief constables, want to go back to the good old days where a police officer's only protection was a dustbin lid! It is a shame that these people are so blinkered.

## **Stress**

As a result of a motion to conference 2008 regarding 'psychiatric units', we have compiled a folder that is available on the polfed website to assist colleagues who wish to gather information on symptoms and treatment for Stress, PTSD etc. This folder has been created with the assistance Ms Elly Prior, Welfare Advisor and TRiM Lead Practitioner of Kent Constabulary.

## **Health and Safety training**

The training of health and safety for

# Health & Safety

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federation representatives goes from strength to strength, along with the IOSH Health and Safety for safety representatives course, which is now being delivered by staff from Leatherhead, along with a number of willing volunteers, namely Mark Clayton, GMP, Tracey Hammond, Hampshire, Phil Reed, Nottinghamshire and Barry Thorn, West Yorkshire. We would like to thank them for their assistance. We also deliver Accident Investigation and Working Time Regulation courses and we have seen the launch of the 'Strategic Health and Safety within the police service course. This is also licensed by IOSH. The WTR manual for JBBs has just been updated and is an essential tool for negotiating on behalf of the membership.

## **Health & Safety Leaders**

There is a cross section of skills and abilities amongst the health and safety leaders, and they remain a vital link between their JBBs and their forces. To assist them, two seminars are organised each year to help them in learning and developing their skills. On the whole they are well received. To

assist safety representatives, this year we have set out a Health and Safety plan which has been compiled through consultation with leaders and RJW who identified regularly occurring accidents. The plan is a living document which will be continually updated. It will also assist national representatives when they are negotiating at the strategic meetings.

## **Airwave**

We are well represented on Airwave by Paul Ginger and Tony Harper, who continue to represent the concerns of our colleagues and update regularly on what progress is being made.

We have received confirmation from the NPIA that they are committed to ensuring the Airwave health monitoring programme will deliver in 2018 and they have committed to funding above the annual £1M an extra £300k each year for the remainder of the contract which will be index linked. This is most welcome.

# Legislation

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**Chairman:**  
**Simon Reed**



**Secretary:**  
**John Coppen**

Despite being in its death throes the Government continues on a full course of Legislative measures. As this update is prepared a final onslaught in the form of the Queens Speech for the last session of Parliament before a General election, has landed in our collective laps.

The Sub-committee would like to thank the General Secretary of the PFEW for challenging both ACPO and the Home Office on the timeliness and relevance of many consultations. In particular, the Home Office were frequently breaking their own guidelines in both issuing and collating consultation documents, and the quality of many consultation documents were barely above year 7 education standards.

Below are listed some of the topics the Sub-committee have worked on in the last 12 months;

VOSA Consultation on VOSA Statutory Fees 2010/2011  
Transition to Adulthood 'Green Paper' A New Start: Young Adults in the Criminal Justice VOSA Local Transport Act 2008 - Proposal to enable the impounding of illegally operated public services vehicles  
DFT Road Safety Compliance Consultation  
SAP Principles of Sentencing for Youths  
DEFRA National Flood Emergency Framework - Proposals for Consultation  
Graduated fixed penalty deposits and immobilisation guidance for comments.  
Consultation on VOSA proposal to amend VOSA Voluntary Test Fees

DVLA Voluntary Display of National Flags and Identifiers on number plates in England, Scotland and Wales

DCSF Code of Practice for the Youth Conditional Caution (YCC)

SAP Consultation for Fraud offences

CPS Consultation on the code for Crown Prosecutors

DVLA Consultation re Private car parking companies using DVLA information

SAP Consultation on Sentencing for Drug Offences

DSA Consultation Driver Certificate of Professional Competence Scheme

HO Consultation - Protecting the public in a changing communications environment

HO Consultation - Regulation of

Investigatory Powers Act (2000) (RIPA)

Consolidating orders and codes of practice

HO Consultation - Keeping the right people on the DNA Database

ACPO/NPIA - Guidance on Investigation

Child abuse and safeguarding children

New Joint Committee on draft bribery bill

DCSF Safeguarding Children and Young

People who may be affected by Gang

Activity

Consultation - End Violence against Women

Engaging Communities in Criminal Justice -

Green Paper

SAP Consultation on Sentencing for

Burglary in a Dwelling

DSA Consultation - Real Weight

Requirements for Driving Test Vehicles

DFT Consultation - Making Britain's Roads

the Safest in the World

ACPO (PMBA) Assessing Police

Performance Giving the Public a voice - The

Rounded Assessment System

CPS Public Consultation Revisions to the

Code for Crown Prosecutors

Independent Commission on Youth Crime

and Antisocial Behaviour

The Sub-committee will be addressing issues in the Queens Speech.

# Legislation

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In addition members of the Sub-Committee continue to be engaged with long standing legislation issues such as the PACE review board and the Mobile data programme.

The Sub-committee Roads Policing Group continues to flourish and is working hard to highlight the importance of police officers

continuing to lead on roads policing issues in the face of the many other policing challenges and priorities.

A list of members and business areas of the Legislation sub-committee can now be found on the Police Federation website.

# Operational Policing

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**Chairman:**  
**Geoff Stuttaford**



**Secretary:**  
**Paul Davis**

Another year passes by and not without controversy in the area of operational policing. We saw further exploration as to how Britain's police service should be seen to act with the well publicised events of G20 and the investigations that followed. Our members were expected to work extended hours and at short notice due to the time limitations set by a Government department and our members did so professionally and in extreme circumstances using tactics and training agreed by all Forces throughout the country.

The challenge for the Police Federation in support of its members as to how we police such public events in the future will be to ensure that any changes being considered by HMIC and any Government body are done following a full and comprehensive consultation process.

We must not allow those tried and tested methods of disrupting an unruly element to be changed as that would have a detrimental effect on our members in how they deal with such events. We understand that changes are needed but so too are the planning and preparation for such events all done in the ever gazing eye of the media who in search of a story would appear to want to see the police fail so they are able to undermine a particular Government policy decision.

Using public order as a backdrop we must not take our eye off the ball with the terrorist threat to the country. Sub-

committee members Neil Hickey and Martyn Mordecai continue to be actively involved with representing our members on ACPO TAM (CBRN). The move of CBRN to Ryton has been completed and the group is chaired by AC Chris Allison. Resilience is still an area of concern with some officers having a 'dual' or in some cases 'triple' role within their Force.

The Olympics Working Group, although not a full responsibility for the Operational Policing Sub-Committee, is closely linked and has met on three occasions during 2009. The membership of the group now includes representatives from all eight PFEW regions, reserve seat members, and Federation representatives from the PSNI, Scotland, British Transport Police and the MOD.

Until recently the Group had focused on identifying issues that will impact on officers during the period of the Olympic Games, and identifying solutions to potential issues. This work has been greatly enhanced by the research carried out by the Metropolitan Police Federation looking at the work of the Australian Police Forces at the Sydney Olympic Games.

Since November 2009 the focus of the Group's efforts has been shifted to the practical work of preparing an area of the Federation Website where Olympic issues are addressed, and engaging with the ACPO Olympic business area in the planning for the demand and resource issues.

Much of this work is subject to confidential meetings, but the ACPO lead on all matters relating to the London Olympic Games has agreed to attend Conference in 2010 and take part in a forum debate on any issues raised.

The Personal Officer Safety Manual is making slow progress to a conclusion; our

# Operational Policing

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thanks must go to Commander Bob Broadhurst and his team of dedicated officers who are trying to come up with a product that takes the service forward in this field of work. We continue to monitor its progress and have been supporting the team whenever possible.

The ACPO Firearms and Explosives Licensing Working Group has considered a number of operational policy issues with regard to firearms and explosives licensing over the past year and members of its Technical Group have been consulted, and made recommendations on a number of interesting technical matters.

A significant development is that, following liaison between FELWG and the BMA, a process is being developed which will ensure GPs know if a patient has immediate access to firearms and/or explosives and, consequently, give them the opportunity to advise police of any concerns they may have. This will allow both the medical profession and police firearm licensing teams to manage any risk much more effectively and,

consequently, achieve our overriding objective of improved public safety.

The NFLMS is now subject to appropriate support and management by the NPIA and the national user arrangements are functioning well. The system continues to bring operational safety benefits to patrolling police officers and staff, who have ready access, via control rooms, to the data held.

FELWG has submitted responses to a number of consultation documents throughout the past year and is currently contributing to the Home Office revision of Firearms Law: Guidance to the Police as well as work around the safe disposal of time expired pyrotechnics and further explosives regulations.

Our thanks go to the Branch Boards that support our Post Incident Procedures Seminars which continue to provide support and guidance to those representatives who are likely to assist with any death involving police contact. It is our intention to hold them during 2010.

# Professional Development

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**Chairman:**  
**Alan Jones**



**Secretary:**  
**John Giblin**

The sub-committee continued to pursue the Federation's aims and objectives on all professional development related matters affecting the Police Service during 2009, against a backdrop of shrinking budgets both locally and nationally in this important area of police officer learning, training, development and promotion in what have been and continues to be financially difficult and challenging times. As a consequence, there has been the temptation for forces to look elsewhere to other service providers such as Higher and Further Education in the interests of cost savings. There has also been much discussion and work surrounding professionalising the police service, accreditation, qualifications, frameworks, development programmes and professional development for supervisors and managers to address people management issues.

Changes to the sub-committee have seen Paul Lewis, Paul Barker, Trudy Jacobs and Tony Harper move on, and we have been joined by Julie Nesbitt, Simon Reed, Paul Ginger and Steve Williams. We are very grateful for the clerical support provided by Jasmin Anderson.

## **Initial Police Learning and Development Programme (IPLDP)**

This is the national training programme student police officers complete during their two year probationary period. Delivery and assessment of the curriculum is the responsibility of individual police forces. It is designed to be tailored to accommodate local needs. Overall responsibility for the programme rests with the Central Authority. As a key stakeholder we are represented on the Central Authority. The NPIA provides

the executive services for the Central Authority and is responsible for curriculum design, implementation, quality assurance, evaluation and maintenance of the programme. The programme is made up of four phases.

As part of the 'Stock Take' of the programme which was undertaken by the NPIA on behalf of the Central Authority, and with the assistance of Skills for Justice, a new national minimum qualification in policing has been developed to support it. The new qualification will be available for forces to use in January 2010.

Responding to feedback from forces and the Flanagan report the new qualification aims to lessen the impact upon forces in terms of time, cost and bureaucracy. The key benefits of the new qualification are:

- The new qualification consists of 10 National Occupational Standards (NOS) a reduction from the previous 21 NOS. It requires achievement of 10 assessment units built from the curriculum for a Diploma in Policing at Level 3. The programme curriculum still requires the current 21 NOS as a learning requirement
- The amount of workplace assessment is greatly reduced
- Opportunity to carry out increased assessment of knowledge in the classroom
- Qualified A1 assessors are no longer required to assess the qualification.

The new qualification is the first Justice Sector Qualification to be placed on the new Qualifications and Credit Framework (QCF). The new framework provides greater flexibility for the development of qualifications. A key feature is that units can be considered qualifications in their own right and the student can add the credit from additional units to the credits they may have already achieved.

Whilst the sub-committee appreciates that much good work has been undertaken, it is still concerned over the abandonment of a

# Professional Development

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nationally recognised, resourced and funded system which was standardised, consistent and capable of change. No doubt some forces will be better equipped, resourced and financed to deliver the training required than others; however, only time will tell.

Whilst there is support for the fundamental principles of the programme, the sub-committee feels that there is still room for improvement. At present it appears that force training structures, support and organisation for student officers is becoming unnecessarily complicated and disjointed in striving for a common standard. There are now 43 variations on a theme. There are some good examples, but others are not as good. There must not be any dilution of nationally acceptable standards.

The sub-committee are also concerned over the levels of engagement with Higher and Further Education; also, models for pre-entry into policing which will enable potential candidates to achieve part of the programme prior to joining the service. There are also pay implication issues in relation to a student officer's second increment before being signed off for independent patrol, which are being followed closely in the interests of our members.

## **National Police Promotion Framework (NPPF)**

The police promotion trial incorporating work-based assessment was again the focus of a considerable amount of attention for the sub-committee. The trial involving seven forces officially commenced on 1st March 2005, in order to assess the reliability, validity and fairness of the process.

The Minister made an announcement on the future of the NPPF in September 2008. The Minister identified four areas that needed addressing. These were equality and diversity, PDR, national standards and minimising bureaucracy.

The Minister agreed to roll-out the trial in the autumn of 2009.

However, the sub-committee's concerns remained and could be summed up in five areas:

1. The PPEB and NPIA were unable to guarantee compliance with the NPPF
2. There was no effective governance process to ensure forces comply with the NPPF
3. There was no effective underpinning performance and development review and assessment structure process
4. There was uncertainty and a clear lack of clarity in respect of the actual cost for the implementation and operation of the NPPF
5. There had been a failure to comply with the statutory duty to promote diversity under the race, disability and gender duties to promote equality, and an adequate Equality Impact Assessment (EIA) has not been undertaken.

In January, following representations from the sub-committee, the Joint Central Committee withdrew its support for the NPPF because of a lack of confidence that it could deliver sustainable national standards. A letter was then written to the Minister and Chair of the PPEB in February, highlighting the sub-committee's concerns.

Following much discussion a PPEB meeting took place in March. At that meeting the Board agreed to trial a promotion framework in the current seven trial forces and an additional three forces over the next two years. The new trial, which would incorporate the best of OSPRE and the NPPF, would be set within the context of a holistic approach to promotion backed by the College of Police Leadership. This was backed by all stakeholders including sub-committee representatives.

The new trial is to last from 1st April 2009 to 31st March 2011, after which a report will be tabled to the PPEB, who will then make a recommendation to the Minister.

In August the Minister agreed to the three additional forces joining the new licensed

# Professional Development

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trial. The three new forces are West Midlands, Avon and Somerset, and North Wales.

## **Personal Development Review (PDR)**

The sub-committee considers the effective, efficient and robust use of PDR is central to professional development. However, it is far too complex, over engineered, bureaucratic and undervalued to hold any real intrinsic value at this time.

The sub-committee believes there needs to be an improvement in the take up and understanding of PDR nationally. All forces should be implementing their PDR systems in line with Home Office Circular HOC 14/2003. Also, it is imperative that there is more standardisation and simplicity that is meaningful and beneficial, not burdensome to officers. To that end a 'root and branch' review is needed.

There is far too much misunderstanding and lack of confidence by front line officers in the PDR process, which is seen as having little credibility and nothing more than an annual process with very little value.

The sub-committee fought hard and were successful in PDR now being seen as an integral part of the new NPPF, and for the service to call for a meeting in December 2008 of all stakeholders to look at a way forward for PDR's across the service.

The review of PDR was formerly commissioned through the Green Paper. The sub-committee accepts that this is to some extent dependent on the simplification of the ICF work that is on-going, and its timescale is affected by that project. The sub-committee appreciate that the NPIA is currently undertaking research and consultation to strengthen the underpinning work strands of the review and there will be key challenges. As a key stakeholder the sub-committee expect to be represented on any project board that is formed to govern the work in this area.

## **Core Leadership Development Programme (CLDP)**

The CLDP aims to develop the leadership and role skills of post-probationary constables, sergeants, inspectors and police staff. The emphasis is on the personal and professional development of leadership and management skills, whether managing oneself, a team, or a larger group of people. The goal is to improve individual performance and ability and provide a better service, both internally and within the communities being served.

It allows officers to develop skills and abilities based on their individual needs – not on rank or role in the organisation, and offers continuous professional development. For those seeking progression, it will help prepare for the new role.

The programme allows officers to learn in a way suited to their individual learning needs and the demands of the workplace. It offers blended learning through self-managed workbooks or new e-learning opportunities using multimedia learning tools, supported by workshops to help consolidate the learning. The programme is linked to a qualifications framework through the Chartered Management Institute (CMI). The programme is licensed to individual forces for in-force delivery, and supported by the NPIA.

The sub-committee feels there has been an improvement during the past 12 months with varying degrees of participation. However, the sub-committee appreciate that a complete review of the programme is underway which will involve a complete re-modelling and re-writing in order to improve it, which is welcomed. The critical incident training toolkit was delivered in April, which aims to equip existing and future sergeants to meet the challenges of identifying, preventing and managing critical incidents. This was an important piece of work and one which the sub-committee were fully involved in.

Sub-committee members believe there should be more financial and chief officer support within forces as well as the provision of

# Professional Development

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protected learning time and access to equipment for participants. The programme has the sub-committee's full support.

## **Professionalising the Investigation Process (PIP)**

The PIP process is designed to improve the professional competence of all police officers and staff who are tasked with conducting investigations. The process is aimed at police officers and staff whose role involves them conducting or managing investigations, conducting interviews with victims and witnesses, and interviewing suspects. The development and maintenance of investigative skills is at the heart of the programme.

PIP is a major business change programme that should deliver the capability to conduct professional investigations. It is not just about delivering training to those who are about to enter the service or start in a new investigative role. It will encompass investigators of all ranks so as to ensure that they remain competent to practice throughout their service. The full implementation of the programme should provide value to the quality of service provided to victims, witnesses and partners in the Criminal Justice System by providing definitive benchmarks of competent investigative and interviewing performance. The programme is now business as usual as of March 2009.

New NOS which cover the supervision and management of investigators and investigations are currently being developed, which are suitable and accurately reflect the knowledge, skills and understanding required. The sub-committee believe that there are still issues around assessing existing investigative staff against the NOS for their role, assessment bureaucracy and PDR.

## **Workforce Strategy Council**

In July the Workforce Strategy Council was formed to support the work of the Workforce Strategy Board, which directly informs the National Policing Board, in developing, overseeing and monitoring the people strategy for the Police Service. In particular, the Council takes an advisory role to the Board

and robustly challenges it, as and when. The sub-committee have secured a place on the board.

## **High Potential Development Scheme (HPDS)**

The new HPDS scheme is a three stage process aimed at constables and sergeants, which has been designed to be 'tough to get on and tough to stay on'. It is a programme delivered with an academic partner, resulting in a nationally recognised Masters qualification. It uses a range of innovative approaches to challenge and equip future leaders. Participants have to demonstrate their desire, commitment and potential to reach the senior officer levels and progress to ACPO. Members of the sub-committee were involved in the initial design and implementation of the programme, and are still involved with its quality assurance. It does appear at this time to be a success.

## **Roads Policing**

After 3 years negotiating with ACPO and the NPIA, the work to address national consistency and assessment of standards for all officers (not just specialist) required to fulfil a roads policing role has now been signed off and being introduced to a number of pilot forces. If successful this will set the standard for all forces to follow. This results entirely from a Federation initiative raised by the members.

## **Police Federation Professional Development Leaders**

As a consequence of the professional development focus group initiative held in September 2007, the sub-committee gleaned substantial information that resulted in the Joint Central Committee agreeing to the setting up of a Professional Development Leaders Group. The sub-committee held two meetings of the group in March and November to focus on key issues in this area, and was well received. This group goes from strength to strength in representing the interests of our members locally and nationally.

# Professional Standards

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**Chairman:**  
**George Gallimore**



**Secretary:**  
**Steve Evans**

2009 has been the first year in which the new 2008 Regulations have been fully implemented. We are still at the learning stage and we still have a residue of cases under the old Regulations. We believe the new Regulations represent a chance to bring police misconduct into the 21st century, rather than the Victorian attitude of name, blame and shame. We have found pockets of excellence around the country where the Federation PSD and Management have entered into meaningful dialogues and are running the new Regulations to the benefit of our members and of the service.

Sad to report, however, we have found many instances where the Regulations are simply being used in a similar way to the old. This was never the intention of the authors and PFEW is certainly trying to bring this to the attention of all interested parties. We believe this is a genuine chance to make misconduct work and want to support the new Regulations, but we cannot do it alone.

We regard it as essential that the Taylor Reforms are made to work and will strive to achieve that aim, working both locally and nationally with PSDs and the PABEW Oversight Committee.

The world of Vetting is gathering momentum and there is an active ACPO group covering this business area. There are likely to be some changes in the way forces apply Vetting and this could well affect our members, especially those going for promotion and specialist posts. It is an area

we need to keep a close eye on and the committee is lucky to have Julia Lawrence managing this complex business area.

## **Sub-Committee Changes**

This year the Sub-Committee had a new Chair – George Gallimore, with the previous Chairman, Michael Downes, returning to West Yorkshire to become Chairman of his JBB. Michael did a great deal of work for the Sub-Committee, notably in the field of training course design and updating the misconduct manual. He will be sorely missed.

Julie Nesbit and Geoff Stuttaford have now left the Sub-Committee and been replaced by Will Riches and Steve Williams. We thank both Julie and Geoff for their contributions.

We continue to receive valuable insight and support from Scott Ingram, RJW Solicitors, who is an integral contributor to the Sub-Committee and DLO Seminars.

## **Discipline Liaison Officers**

As always, the work of the DLO's is crucial. They are providing critical evidence and facts to enable us to develop our arguments. It is the DLO's who work on the front line of misconduct and it is their knowledge, experience and wisdom that we rely on in order to progress the wider aims of PFEW Professional Standards.

We continue to hold two DLO Seminars per year at Headquarters. These are well attended and supported by the DLOs. We have always been keen to make the subject matter topical, relevant and useful and are always open and receptive to new ideas. We believe these seminars to be crucial to the work of both the DLOs and of the Sub-Committee.

Last year, I referred to the DLOs as the

# Professional Standards

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conscience and heart of the organisation with regard to misconduct. The work and dedication of these officers throughout the previous year has only reinforced that statement.

## **Misconduct Training**

As always it has been a busy year for training and all training is now on the new 2008 Regulations. We have run 14 intermediate courses and 16 advanced courses and now have a full time trainer, Graham Richens, who is rapidly learning the courses. We have relied on ex-JCC members to deliver training, notably Dave Pearce and more recently, George Appleby. I would like to thank those members of the JCC who have given up their time to assist with the training and would urge any member of the JCC with an interest in misconduct to join in the fun!

## **IPCC**

We continue to have meaningful dialogue

with the IPCC. They have a standing invite to the DLO Seminars and always attend even though it can be, on occasions, a daunting challenge. We have regular meetings with the executive officers to discuss items of national interest and while we do not always agree, the dialogue is always useful and essential to the work of the Sub-Committee. We welcome the new Statutory Guidance and felt no need to comment adversely on it. We wait to see if the guidance is actually implemented as it is written.

The field of misconduct, due to the nature of policing, will always be a busy one. We are indebted to the work of Discipline Representatives all over the country who provide a fantastic service, often in their own time. We recognise their commitment and skill and we hope that the Sub-Committee will continue to support the work they do on behalf of the members.

# Police Negotiating Board

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## Police Pay

The second year of the three-year pay deal has now been implemented and pay has been increased by 2.6% from 1 September 2009. The increases also apply to London Weighting, Dog Handler's Allowance and CRTP. Details were set out in PNB Circular 09/6 which was ratified by Home Office Circular 15/2009.

The 2009/10 pay scales for the federated ranks, effective from 1 September 2009 are set out below:

## CONSTABLES' PAY

### *Pay point*

|                                   |         |
|-----------------------------------|---------|
| On commencing service             | £22,680 |
| On completion of initial training | £25,317 |
| 2                                 | £26,787 |
| 3                                 | £28,422 |
| 4                                 | £29,319 |
| 5                                 | £30,261 |
| 6                                 | £31,122 |
| 7                                 | £31,890 |
| 8                                 | £32,913 |
| 9                                 | £34,905 |
| 10                                | £35,610 |

## SERGEANTS' PAY

### *Pay point*

|   |         |
|---|---------|
| 0 | £35,610 |
| 1 | £36,828 |
| 2 | £38,064 |
| 3 | £38,877 |
| 4 | £40,020 |

## INSPECTORS' PAY

### *Pay Point*

|   | OUTSIDE LONDON RATES | LONDON RATES |
|---|----------------------|--------------|
| 0 | £45,624              | £47,624      |
| 1 | £46,911              | £48,915      |
| 2 | £48,198              | £50,208      |
| 3 | £49,488              | £51,504      |

## CHIEF INSPECTORS' PAY

### *Pay Point*

|   | OUTSIDE LONDON RATES | LONDON RATES |
|---|----------------------|--------------|
| 1 | £50,502              | £52,515      |
| 2 | £51,516              | £53,523      |
| 3 | £52,578              | £54,588      |

## CHIEF INSPECTORS IN POST AT 31 AUGUST 1994

|  | OUTSIDE LONDON RATES | LONDON RATES |
|--|----------------------|--------------|
|  | £53,439              | £55,440      |

# Police Negotiating Board

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## **Gender Equality and Work-Life Balance**

The PNB Gender Equality and Work-Life Balance working group first met in August 2008. The following matters are being progressed:

### **Maternity Pay**

Staff Side submitted a claim in 2007 seeking an increase in police occupational maternity claim from 13 to 26 weeks. We wrote to the Official Side in late 2008 suggesting an alternative payment structure for maternity pay and discussions are on-going.

### **Maternity Guidance**

The working party is in the process of formulating guidance on managing maternity and related issues. It is hoped that this will be finalised soon.

### **Maternity Leave – reckoning of service**

The Staff Side submitted a claim in February 2007 that all maternity leave taken up to 52 weeks would be reckonable for pay and leave purposes. The Official Side has written to Staff Side outlining their commitment to address the claim and we are awaiting their comments on a draft agreement.

### **PNB Agreement on Adoption Leave**

PNB Circular 06/5 detailed the introduction of a new adoption leave policy for police officers including the provision of adoption leave on full pay for 13 weeks to mirror the occupational provisions for maternity leave. However, PNB Circular 06/5 has still not been translated entirely into determinations. The Home Office have been asked to start work on updating regulations and determinations as soon as the Sides have a copy of the Maternity Guidance they are both content with.

### **Professional Dependant Care**

This claim is being addressed within the PNB maternity guidance document which details that forces should take into account officers' caring responsibilities, any difficulties that may arise when they return to work on non-duty days and that they should not require officers to attend work without due consideration of the disruption to the officer's care arrangements and the additional costs that may be incurred. Forces should also give consideration to formulating

local arrangements to compensate officers for the additional costs incurred.

We will withdraw our claim when the maternity guidance has been agreed and will review the matter again in two years' time.

### **Fertility Treatment**

This issue is being addressed within the PNB maternity guidance, which states that time off for police officers undergoing fertility treatment should be dealt with fairly and reasonably by Forces who are encouraged to make supportive time off arrangements for police officers undergoing fertility treatment and to provide them with reasonable time off outside of the Force sickness absence policy.

### **Part-Time Working**

Staff Side has carried out an audit of regulations and determinations in respect of officers who work part-time and pay for additional hours worked. As a result the Staff Side wrote to the Official Side with a proposed PNB agreement and updated determinations. This item is currently under discussion within the working party.

### **Inspectors and Above Who Work Part-Time**

Staff Side has raised the issue of payment for hours worked over and above determined hours for inspectors and above who work part-time. This has now been removed from the agenda of the Gender Equality Work-Life Balance working party and is being progressed through the courts.

### **Part-Time Workers (Constables and Sergeants) – Free Days to be treated as Rest Days**

A claim was submitted by Staff Side on 24 April 2008 for duty performed by part-time officers on a free day to be compensated in all instances in the same manner as if that day were a rest day. This item is currently under discussion within the working party.

### **Compensation for a Requirement to Work on Rest Day or Free Day within a period of Annual Leave**

A claim was submitted by Staff Side on 24 April 2008 seeking the same level of compensation for a rest day or a free day as that for a day of annual leave within a period

# Police Negotiating Board

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of annual leave. This item is currently under discussion within the working party.

## **Variable Shift Arrangements**

The working party is currently developing a guidance document on designing variable shift arrangements. It is hoped this will be finalised soon.

## **Equal Pay Audit**

This item has been referred to the PNB Gender Equality/Work-Life Balance working party but is also being progressed in the Data Requirements TWG.

Both the PNB Earnings and CRTP surveys for 2009 closed in late September and the contractor supplied final statistical tables for the October PNB. Staff Side has carried out an initial analysis of the data, which it shared with the Official Side. This analysis showed that a pay gap still persists, particularly among constables as a result of the length of the pay scale, but also across all federated ranks once the impact of overtime, CRTPS and SPP are considered.

Other matters that have been progressed through PNB include:

## **London and SE Regional Allowances**

Location allowances have been paid to officers appointed on or after 1 September 1994 since July 2000 in London and 1 April 2001 in other South East forces. Staff Side submitted an original claim for an increase to the allowances in 2002. Staff Side submitted a revised claim in 2004 and the matter then progressed to conciliation.

The Official Side has since written with some proposals for the South East allowance only and agreement has been reached in principle, however, the Sides are currently discussing the detail of the agreement. It is hoped that this will be finalised soon.

## **Acting Up and Temporary Promotion**

This agreement was detailed in PNB Circular 08/4 and was ratified by Home Office Circular 18/2008. Staff Side provided detailed comments on draft determinations prepared by the Home Office. The Home Office formally responded to our comments. However, Staff Side wrote again to the

Home Office on 15 December 2009 setting out concerns regarding the provisions in relation to officers who work part time.

PNB continues to discuss the outstanding issue of reckoning of service when on temporary promotion and we hope to reach agreement soon.

## **Expenses Claims – Timely Settlement**

Staff Side made a claim for the introduction of a financial penalty to assist in the timely settlement of expenses claims. However, it was subsequently agreed by Staff Side that it might be more appropriate for the Side Secretaries to issue guidance to forces to remind them of the need to settle expenses claims in a timely manner. Draft guidance is currently under discussion.

## **Housing Allowance – Reduction when shared between couples**

Staff Side is currently looking to resolve the anomaly whereby a shared housing allowance between a couple of different ranks is less than if the higher rank officer lived alone or the spouse retired and rejoined.

## **Mutual Aid/Held in Reserve**

A Staff Side working party was set up to look at revising the current provisions for Held in Reserve under a new banner of a requirement to sleep in a designated location. The working party produced a proposed set of principles that would govern situations where members were required on a policing operation and were unable to return home to sleep. These were submitted to the Official Side on 15 June 2009. In addition, the Official Side wrote to propose that a joint working party be set up to review mutual aid arrangements. Three meetings of the working party took place in 2009.

## **On-Call**

A hearing of the Police Arbitration Tribunal took place on 3 July 2009 and the decision of the PAT was received on 6 August 2009. The PAT ruled in favour of the Staff Side as follows:

“The Tribunal is persuaded that an on-call allowance, determined at national level, should be introduced. The details as to the

# Police Negotiating Board

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form of nationally determined recompense such as the level or levels, conditions, date of introduction, and any PNB framework of principles or guidance for the operation of on-call, are to be subject to negotiation between the Sides.”

The Home Secretary wrote to John Randall on 17 September 2009 confirming his decision to accept in principle the Tribunal’s findings. The level of a national allowance is currently under discussion in a joint working party.

## **Probationers’ Pay & the Initial Police Learning and Development Programme (IPLDP)**

Staff Side tabled a claim in relation to the award of the first pay increment to probationers in July 2006. A conciliation meeting took place on 18 June 2009 at which it was agreed that the Joint Secretaries would look at developing robust guidance to forces on the payment of the first increment to student officers. Staff Side has prepared draft guidance. However, both Sides agreed that before agreement could be reached on this guidance the Central Authority for IPLDP should be asked to provide clear guidance on the maximum time period under the new Qualifications Curriculum Framework that a student officer would need to be fit for independent patrol. It is hoped that agreement will be reached on this soon.

## **SPPs**

In February 2008 the Official Side tabled a paper from ACPO that sought agreement that the SPP scheme should be amended so that SPPs could be used more flexibly in the workforce modernisation demonstration sites for a limited time period.

A conciliation hearing took place where it was agreed to bring proposals to the January 2009 PNB meeting to provide for the payment of SPPs on a monthly basis in all forces not just WFM demonstration sites. Agreement was reached on this at PNB and PNB Circular 09/1 was issued and ratified by HOC 5/2009. A revised determination was published in November 2009.

The Official Side are not currently pursuing their second proposal to allow the maximum

SPP payable to be increased to £8,000 per annum for workforce modernisation sites but it remains on the table.

## **Joint Pay Reform Working Party**

There were no meetings of the JWP in 2009.

## **Motor Vehicle Allowance**

This has been updated for 2009. Details have been promulgated in PNB Circular 09/3.

## **Shift Allowance**

Staff Side submitted a claim at the PNB meeting in April 2008. Consideration of the claim was deferred while a shift working and pay survey was undertaken by Pilat. In April 2009 Staff Side decided that in light of the ACPO position outlined at the NPIA Conference in Leeds supporting the recognition of 24/7 policing, the Staff Side was content for the claim to form part of future discussions on police pay modernization and therefore it was taken off the PNB agenda.

## **PNB Statutory Leave Guidance**

In January 2009 the Side Secretaries agreed to deal with this matter through guidance rather than amending regulations and determinations. The Official Side are to provide a draft guidance document for Staff Side to consider to address the increase in statutory leave to 5.6 weeks (ie, 28 days for a full-timer working a 5 day week), this includes public holidays.

## **Pay on Promotion**

In 2008 the PNB agreed the introduction of a £450 per annum guaranteed minimum increase in salary on promotion. This is applicable to those officers in receipt of a competence related threshold payment when promoted from the ranks of constable and inspector to sergeant and chief inspector respectively. This increase is paid until the officer receives his/her first increment in the new rank. Details were promulgated in PNB Circular 08/3 and ratified by Home Office Circular 18/2008. Staff Side provided detailed comments on draft determinations prepared by the Home Office and it is anticipated that a revised determination will be published shortly.

# Police Negotiating Board

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## **Housing Emoluments**

The PNB has agreed that officers who rejoin the police service following medical retirements and obligatory reviews should retain their entitlement to housing allowance. This has been backdated to 1 April 2003 and details were promulgated in PNB Circular 08/7. In January 2010 Staff Side provided comments on draft Police (Amendment) Regulations 2009, which will implement this agreement.

## **SOCA Reckonable Service**

The PNB has reached agreement on the issue of reckonable service for those police officers who transferred to SOCA on the 1 April 2006 and who subsequently rejoin another police force. Details were promulgated in PNB Circular 09/2. In January 2010 Staff Side provided comments on draft Police (Amendment) Regulations 2009, which will implement this agreement.

## **Data Requirements**

The annual Earnings, CRPT and SPP surveys for 2009 were completed as usual. However, the Data Requirements TWG has been meeting throughout the year to devise a more robust and improved methodology for the collection of future earnings data.

In October 2009 it was recommended to PNB that a new comprehensive approach that covered all officers' earnings rather than a sample of officers, as in the past, should be pursued. The Working Party's recommendation was accepted at the October PNB and a contractor appointed to undertake a pilot of the new Earnings 'Census', as it will be called.

It is anticipated that the pilot will be completed by February 2010 and the main survey will run from April until September. The new Earnings Census will incorporate both the current CRTP and SPP surveys.

# Pensions

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## **Police Pension Scheme (PPS) 1987**

A set of UK-wide consolidated PPS 1987 regulations will be established to provide a single UK-wide pension scheme for PPS 1987 members. Unfortunately progress has been slow on this issue due to more urgent priorities, such as amending the Police Pension Regulations 1987.

## **Police Pensions (Amendment) Regulations 2009**

These amendment regulations extended the Police Pensions Regulations 1987 to employed constables in the National Policing Improvement Agency and came into force on 1 September 2009.

Staff Side are considering further draft amendments to the 1987 Regulations to bring them into line with the Police Pensions Regulations 2006 (the Regulations which established the New Police Pension Scheme, NPPS 2006).

## **Part-Time Officers and Pensionable Pay**

This matter was remitted to the Gender Equality/Work Life Balance Working Party. See entry under Part-time Working, above.

## **Temporary Salary and Pensionable Pay**

This matter now comes under Acting Up and Temporary Promotion, above.

## **Unpaid Adoption/Adoption Support Leave and Unpaid Maternity Support Leave**

The Home Office is considering applying a limit to the amount of unpaid leave (apart from maternity leave) that officers can buy back at employee contribution rates. Staff Side awaits further detail from the Home Office.

## **Injury Awards**

In 2008 the Home Office launched a public consultation into the Review of Police Injury Benefits. The PNB then considered the issues raised from the consultation. Staff Side has now written to the Home Office seeking clarification on a number of issues and outlining its final position on contentious proposals.

The former Home Secretary had said there would be no changes to the injury benefits

system until measures were in place to deal with the issue of officers driving home when tired. ACPO continues to work on this matter.

## **Adult Survivor Pensions and Cohabitation**

The Home Office continues to draft guidance on keeping a survivor's eligibility for a pension under review.

The Police Dependants' Trust is expecting to launch the Police Survivors Support Scheme on 8 February 2010. This scheme will provide discretionary payments to the spouse or civil partner of police officers killed in the line of duty, who are in financial need after losing their special or augmented pension/gratuity on remarriage/formation of a new civil partnership or cohabitation.

## **Ill-Health Retirement**

Agreement is close on a document to replace the PNB's joint guidance on Improving the Management of Ill Health (as contained in PNB Circular 03/19). The new guidance will cover ill health retirement in both the PPS 1987 and the NPPS 2006.

## **British Transport Police (BTP)**

The Home Office continues to discuss with BTP the options for arrangements to enable officers to transfer to and from BTP without losing their existing rights to a 30-year pension.

The Home Office and BTP are also in discussion over an agreement to replace the previous one on transfers between the PPS 1987 and the BTP pension scheme. This agreement came to a natural close in April 2006 when the PPS 1987 was closed to new members.

## **PPS Commutation Factors**

PFEW successfully Judicially Reviewed the previous Home Secretary's decision to backdate the PPS 1987's revised commutation factors to 1 October 2007. In March 2009 the High Court ruled that the new lump sum factors would be backdated to 1 December 2006 - the date the Government's Actuary's Department (GAD) prepared the tables.

This meant that anyone who retired with an

# Pensions

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immediate pension or whose pension came into payment between 1 December 2006 and 30 September 2007 was entitled to an additional commutation payment or to an increase in pension (as a smaller amount would need to be commuted for the lump sum already paid).

## **Valuation of Police Pension Schemes**

The Government Actuary's Department continues to work on the formal valuation of the police pension schemes. This review will form the basis for setting contribution rates from April 2011.

## **Review of 30+ Scheme**

In 2008 the NPIA conducted a review of the 30+ Scheme, recommending that it close in April 2010. This recommendation was accepted by Ministers and the Home Office has been developing a replacement scheme, to come into effect on 1 April 2010. We have been assured that officers on the current 30+ Scheme at 1 April 2010 can remain on that Scheme.

## **Pensions Forfeiture**

The 2005 Taylor Review of Police Officer Disciplinary Arrangements recommended a review of the police pensions forfeiture arrangements. A PNB Sub-Group was set up to consider the issue. Written comments were subsequently submitted to the Home Office and were included in its submission to the Police Minister. Staff Side's firm view was that the provisions are archaic and should be repealed.

The Minister has now decided that the pension forfeiture provision should remain, but that further Home Office guidance should be developed to assist police authorities to determine whether or not forfeiture is appropriate in individual cases.

## **Added Pension and the Closure of the Added Years Scheme**

The Home Office has proposed closing the current "added years" scheme which is available to officers who will not be able to reach maximum pension benefits by age 55 (or a later age for some members of the PPS 1987, depending on their rank and force).

Instead it would introduce a new system of "added pension" from 1 October 2010. This would allow an officer to buy a set amount of annual pension to increase their main pension. The provision would not be limited to those who could not accrue maximum pension benefits before their expected retirement.

## **Closure of the AVC Schemes**

The Home Office has proposed closing the PPS 1987 AVC schemes to new members from 1 October 2010 due to reasons including the low take-up rate and the proposed introduction of "added pension" (above). The Home Office does not intend closing the current AVC arrangements to further contributions under existing contracts. In addition, the current Stakeholder arrangements with Standard Life would be unaffected by these proposals.

# Police Advisory Board

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Since December 2008 progress has continued in the following areas:

## **Terms & Conditions for Seconded Officers**

In October 2008 the PABEW Secondment Working produced a draft guidance manual for all parties involved in officer secondments in England and Wales or overseas. As a consequence of legal issues identified during the drafting of the guidance it was agreed that the Police Act should be amended to clarify that direction and control of an officer on secondment could pass to the Chief Constable of the receiving force. In April 2009 the PABEW was asked to approve a further amendment to the guidance to reflect the Civil Service Commissioners' new Recruitment Principles which meant that the length of a secondment to some government departments would be limited to 2 years. Secondments between police forces will be unaffected. The sections of the guidance relating to police staff are currently being considered by the Police Staff Council before final sign-off by PABEW. It is hoped this will be in early 2010.

## **National Recruitment Standards**

In January 2006 a PABEW working party was formed to review recruitment standards and make recommendations on procedure and practice relating to the recruitment process. The working party is now a sub-committee of the PABEW and work continued during 2009 to review and monitor a range of criteria affecting officer recruitment. These included:

- New Eligibility Criteria for police recruits have been drafted and are being equality impact assessed.
- An NPIA stocktake of the Initial Police Learning and Development Programme recommended that the structure of the qualification be amended. The number of assessment modules has been reduced to 10 and an assessment strategy for each module is being developed. The proposals will continue to be discussed by the sub-committee.
- The sub-committee approved proposals from ACPO and the Cabinet Office clarifying which posts require counter terrorism checks.

## **Reform of Police Disciplinary Arrangements**

In July 2005 the PABEW agreed that work arising from the Taylor Report on police disciplinary arrangements should be taken forward by a working group. The working group was later reconstituted into a sub-committee. The Police (Conduct) Regulations 2008 and the Police (Performance) Regulations 2008, together with accompanying guidance, were agreed by the Police Advisory Board and new regulations came into force on 1 December 2008. The sub-committee continued to undertake some oversight of the procedures during 2009 to ensure they are meeting their objectives.

## **National Police Promotions Framework (Work Based Assessments)**

In April 2006, the Police Minister, Hazel Blears, approved the extended trial of the Work-Based Assessment for promotion within seven forces. She emphasised the requirement to have greater standardisation and clarity across the process for the work based assessment approach to promotion. However, the trials were beset with problems and the PFEW eventually withdrew its support for the scheme in January 2009. The Police Superintendents' Association of England and Wales also withdrew its support and the original trial was subsequently closed and a new 2 year trial, including 3 additional forces, began in April 2009. While the new trial is taking place the NPIA College of Police Leadership will be undertaking a review to find a holistic approach for the Police Service in the areas of leadership, qualifications, accreditation and promotion.

## **Delegation of Functions.**

At the February 2008 Police Advisory Board meeting the Home Office put forward a proposal to amend legislation to make functions specifically requiring Chief Officer decision delegable to less senior officers and police staff equivalents. The existing legislation enables most decisions to be delegated but there are no restrictions on the lowest rank or grade to which decisions can be delegated. In April 2008 the Police Advisory Board approved the working party's proposal to allow delegation to a minimum of Chief Inspector level or police staff

# Police Advisory Board

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equivalent. Certain decisions which materially affect the lives of officers were retained at ACPO/police staff equivalent level or Chief Officer level. The working party was then asked to produce guidance on the definition of police staff equivalents. This guidance was approved at the October 2008 PABEW meeting. Draft Regulations are still awaited from the Home Office.

## **Workforce Modernisation**

A pilot programme, initially involving 11 “demonstration” sites was launched by the NPIA in July 2007. The sites are making changes to their workforce mix by civilianising tasks that are deemed not to need the powers of a warranted officer. The Home Office commissioned the consultant Deloitte to evaluate the projects. Due to withdrawals and delays only 7 sites are being fully evaluated. In December 2009 the Police Federation of England and Wales published its own report “How it measures up. What can we expect from the national evaluation of the Workforce Modernisation Programme?” expressing concerns about the quality of the national evaluation. Our aim was to highlight the potential weaknesses of the national evaluation and to positively influence its eventual quality. The final evaluation report is expected in early 2010.

## **Collaboration**

The new Policing and Crime Bill contains provisions to make it easier for forces to enter into collaborative working arrangements. The Bill provides for the Home Secretary to issue guidance to Chief Officers and forces. The NPIA commissioned the consultant Avail to draft guidance on collaboration. The Home Office asked the PABEW in January 2009 to assist with the section of the guidance relating to HR issues on collaboration projects. The statutory guidance will be accompanied by a web-based “Toolkit”

offering more detailed examples of good practice to forces. The timetable for production of the guidance has been extremely rushed with the Home Office wanting the guidance ready by the end of 2009. This did not allow for full consultation among PABEW members and therefore the guidance has been delayed until 2010.

## **Fitness Working Group**

External consultants continued to research the physical requirements for officers in all specialist roles during 2009. A draft of the report has been reviewed by the Fitness Working Group but it was felt further work was required. An equality impact assessment is now being undertaken and the final report is expected to be ready by the time of the PABEW meeting in January 2010.

## **Biometric Vetting (DNA and fingerprint samples)**

The Police Advisory Board for England and Wales recommended, at its meeting in July 2007, that additional vetting checks should be made on applicants’ suitability for joining the police service. Subsequently, Ministers accepted the Board’s recommendation. At the October 2008 PABEW meeting a technical working group was set up to support the drafting of relevant guidance. The PFEW supports the necessary changes in legislation provided any changes in procedure apply to police staff as well as officers. The progress of the technical working group has been delayed over whether it is legal to take DNA samples from potential recruits and cross-match them with the police national computer if the samples are not collected under PACE. At the end of 2009 it appeared likely the Independent Chair of the PABEW would be asked to intervene to try to resolve the matter.