

## **Message from CCC Chairman**

The Constables of England and Wales have now had the opportunity to consider the decision of the Police Arbitration Tribunal (PAT). We are quite clear that what this will deliver is hardship and difficulty to many Constables who are the frontline of the service. The very officers who are the future of the service, Constables who have joined over recent years, work unsocial hours and run towards whatever emergency they are told to attend now have to endure not only the public sector pay cut but the incremental pay freeze that has been handed down by the Police Arbitration Tribunal.

We should not be surprised that Constables' pay is now under attack. When the government said that the service had to be cut by 20% ACPO agreed. When 80% of the police budget goes on wages then it was inevitable that our pay would be attacked.

ACPO therefore should not be surprised to find that the morale of Constables is at an all-time low. If we are not valued by our leaders and the government how can we be motivated and respected.

While we are deeply unhappy with what the PAT has delivered, the Home Secretary was right to ratify the PAT decision. We have rightly criticised previous home secretaries for not being bound by the arbitration process. The Home Secretary praised our police service stating that 'Britain has the finest police officers in the world'. We are pleased that the Home Secretary has recognised this and would ask her to reflect on these comments when considering the future of the service and Winsor Two. If it's not broken don't fix it!