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Foreword

The Sergeants' Central Committee of the Police Federation of England and Wales has pleasure in presenting to you its Annual Report for 2005.

The two reports "Modernising the Police Service: A Thematic Inspection of Workforce Modernisation" a report by Her Majesty's Inspector of Constabulary and "Building Communities, Beating Crime" published by the Home Office have been instrumental in the continued momentum within the Police Reform and Modernisation programme during the previous 12 months.

The Sergeants' Central Committee welcomes the commitment within the reform and modernisation programme to improve the policing service by increasing public reassurance and providing effective community policing, but is concerned that the Government has indicated there will be no additional money for force restructures and the reform of police pay. These proposals clearly demonstrate there is little or no understanding with the reality of policing and of the resource demands on our members who have responsibility for assuring the quality of police service delivery.

The Sergeants' Central Committee has always advocated an evidenced-based approach to police reform but, unfortunately until now, this has been severely lacking with too many so called "pilot" schemes being rolled out across the service before being fully evaluated to establish if they improve service delivery; particularly functions being performed by members of the extended police family and support staff, where there appears to be a willingness to ignore the complexity of policing tasks and to simplify the level of skill, experience and knowledge required to perform them. An additional concern of the Sergeants' Central Committee is the fact that the management and supervision of policing and the roles and responsibilities of Sergeants are similarly misunderstood and under-valued. There are no better examples of this than;

The introduction of Sections 111 and 112 of the Serious Organised Crime and Police Bill, which allows chief officers to appoint and designate powers to "staff custody officers". Although it was introduced by the Government after we had campaigned strongly against it, we have yet to be made aware of any Chief Constable who has replaced sergeants in custody officer's positions, but we intend to monitor any such future introduction, and the clear intention within the Police Reform agenda to introduce an advanced or leading constable who will have responsibility for the leadership of investigative or mixed economy policing teams, a supervisory responsibility previously the role of the sergeant rank.

During 2005, the Sergeants' Central Committee published the Executive Summary of its research study into how the sergeant rank adds value to the police service. The research clearly identifies the difficulties experienced by sergeants who perform the unique role of firstline manager and frontline supervisor. The full report is expected to be completed during early 2006 and will support the Sergeants' Central Committee within the reform and modernisation debate by clearly identifying the importance of sergeants in providing effective operational supervision of police service delivery.

The previous 12 months have seen significant changes to the Sergeants' Central Committee with Mick Barker, Maureen Littlewood, Clint Elliott, Rod Dalley and Judy Redford being replaced by Colin Monks, Julia Roper-Smith, Michael Downes, John Coppen and Martyn Mordecai respectively.

These new members, together with the existing members of the Sergeants' Central Committee, look forward to representing you in what will undoubtedly be a challenging future for the Sergeant rank.



The Central Committee



Paul McKeever
 (No 8 Region – Metropolitan)
 Chairman, SCC
 JCC Executive
 JCC Discipline (Chairman)
 JCC Health and Safety (Chairman)
 Course Director

Richard Inquiry
 MPFS (Director)
 National Federation Custody Forum
 ACPO National Custody Committee
 National Detention Forum
 ACPO National Vetting Committee
 Police Modernisation and Restructuring
 UK Health and Safety (Chairman)
 Police Negotiating Board
 Full Board
 Federated Ranks Committee
 Police Advisory Board
 IPCC Advisory Board
 Home Office Standing Committee on Health and Safety
 ACPO Health and Safety Committee
 IMPACT Programme Lead



Ian Rennie
 (No 1 Region – Greater Manchester)
 General Secretary /
 Treasurer, SCC
 SCC Executive
 JCC Executive
 JCC Treasurers
 JCC Equality (Secretary)
 Equality Liaison

ACPO Race and Diversity Business Area
 ACPO Disability and Mental Health
 Portfolio
 Advisory Group on National Recruitment
 Standards
 Care of the Victim Working Party
 Police Reform Terms and Conditions
 Working Group
 HQ Relocation Project Board
 Course Director
 Police Dependants' Trust Fund Management
 Committee
 Police Negotiating Board
 Full Board
 Federated Ranks Committee
 Police Advisory Board
 Full Board
 Conference Working Party



John Giblin
 (No 7 Region – Gwent)
 Vice Chairman, SCC
 SCC Executive
 JCC Operational Policing
 JCC Promotion and Training (Secretary)
 Course Director
 ACPO Administration of Firearms and Explosives

Licensing Committee
 Centrex – Staff Council
 Centrex Police Federation Liaison Officer
 Co-ordinator
 Police Promotion Examinations Board
 Police Training and Development Executive
 Skills for Justice Council
 Skills for Justice Welsh Country Group
 Skills for Justice Standards and Qualifications
 Steering Group
 Bramshill PLP Steering Group
 Trustee, Police Rehabilitation Centre, Flint House



Adele Kirkwood
 (No 3 Region – West Midlands)
 Deputy General Secretary /
 Treasurer, SCC
 SCC Executive
 JCC Futures Group
 JCC Legislation (Secretary)
 JCC Promotion and Training Course Director

Care of the Victim Working Party
 Home Office Policing Bureaucracy
 Implementation Steering Group
 Home Office Stop and Search Delivery
 Membership Working Group (Deputy Secretary)
 National Amalgamation Working Group (Secretary)
 National Police Memorial Day Steering Group
 UNISON Liaison Committee



The Central Committee



Michael Downes (No 2
Region – West Yorkshire)
JCC Discipline
JCC Federation Training
JCC Legislation
Course Director
School Security Working
Group



Martyn Mordecai (No 8
Region – Metropolitan)
JCC Federation Training
(Secretary)
JCC Operational Policing
National Driver Training
IT Coordinator (SCC)



Alan Gordon (No 5
Region – Hampshire)
Vice Chairman, JCC
Futures Group (Chairman)
Airwaves Ethical
Governance Committee
European Working Time
Directive
Standing Committee on
the Special Constabulary

Police Magazine (Managing Editor)
Conference Working Party (Chairman)
Membership Working Group (Chairman)
Training Review Working Group
(Chairman)



Colin Monks (No. 4
Region – Leicestershire)
JCC Discipline
JCC Health and Safety
JCC Equality
Custody Officers Forum
National Detention Forum



John Coppen (No 6
Region – Wiltshire)
JCC Health and Safety
JCC Legislation
JCC Operational Policing
Custody Officers Forum
National Detention Forum
Health and Safety DDA
Lead



Julia Roper-Smith
(Reserve Seat –
Derbyshire)
JCC Equality (Chair)
JCC Promotion and
Training
Professional Investigative
Process (PIP)
Amalgamation Working
Party

Course Director
PDRLD Working Group



Committee Officers

At the post conference meeting it was noted that the following had been appointed to serve until the conclusion of the Statutory Meeting on Tuesday, 6th September 2005, when the Chairman and General Secretary/Treasurer would relinquish their roles as principal office-holders prior to their retirements from the Police Service:

| | |
|-----------------------|--------------------|
| Chairman | Michael D. Barker |
| General Secretary | Maureen Littlewood |
| Treasurer | Maureen Littlewood |
| Vice Chairman | Paul J. McKeever |
| Dep General Secretary | Ian Rennie |
| Dep Treasurer | Ian Rennie |

During the same meeting, the following members were elected to serve as the principal office-holders from 6th September 2005 until Conference 2008:

| | |
|-----------------------|------------------|
| Chairman | Paul J. McKeever |
| General Secretary | Ian Rennie |
| Treasurer | Ian Rennie |
| Vice Chairman | John Giblin |
| Dep General Secretary | Adele Kirkwood |
| Deputy Treasurer | Adele Kirkwood |

Sergeants' Central Committee Meetings

The Sergeants' Central Committee held a total of eight meetings during 2005. The dates and venues of these are listed as follows:

| | |
|---------------------------------------|--------------|
| 25th January 2005 (Statutory) | Surbiton |
| 4th April 2005 (Statutory) | Surbiton |
| 20th May 2005 (Post Conference) | Blackpool |
| 28th June 2005 (Statutory) | Surbiton |
| 6th September 2005 (Statutory) | Surbiton |
| 8th November 2005 (Statutory) | Surbiton |
| 10th November 2005 (Extraordinary) | Surbiton |
| 19th December 2005 (Extraordinary) | Salford Hall |



Committee Officers

Reserves to the Central Committee

The following delegates have been elected to serve as Reserves to the Central Committee until Conference 2008:

No. 1 Region*

| | | |
|-----|-----------------|----------------|
| 1st | Neil MacLachlan | Cumbria |
| 2nd | Barry Kenny | Merseyside |
| 3rd | Craig Trow | Gtr Manchester |

No. 2 Region*

| | | |
|-----|----------------|------------|
| 1st | John Armstrong | Durham |
| 2nd | Ian Springett | Humberside |
| 3rd | Andy Smith | Humberside |

No. 3 Region*

| | | |
|-----|----------------|---------------|
| 1st | Arthur Jackson | Staffordshire |
| 2nd | Andy White | West Mercia |
| 3rd | Ian Worden | Staffordshire |

No. 4 Region*

| | | |
|-----|---------------|------------------|
| 1st | Colin Monks | Leicestershire |
| 2nd | Kevin Walker | Nottinghamshire |
| 3rd | Mick Phillips | Northamptonshire |

No. 5 Region

| | | |
|-----|-------------------|--------|
| 1st | Roy Scanes | Essex |
| 2nd | Keith Sawyer | Surrey |
| 3rd | Martyn Hale-Smith | Sussex |

No. 6 Region*

| | | |
|-----|----------------|--------------------|
| 1st | Tony Jay | Gloucestershire |
| 2nd | David Ibbott | Wiltshire |
| 3rd | Richard Solman | Devon and Cornwall |

No. 7 Region

| | | |
|-----|-----------------|-------------|
| 1st | Peter Dickinson | Dyfed Powys |
| 2nd | Melfyn Jones | North Wales |
| 3rd | Simon Fuller | South Wales |

No. 8 Region*

| | | |
|-----|----------------|--------------|
| 1st | Malcolm Cooper | Metropolitan |
| 2nd | Bill Griffiths | Metropolitan |
| 3rd | Neil Humphries | Metropolitan |

Policewomen

| | | |
|-----|-------------------|-----------------------------------|
| 1st | Julia Roper-Smith | No. 5 Region Derbyshire |
| 2nd | Julie Frank | No 1 Region Greater Manchester |
| 3rd | Samantha Roberts | North Wales |

* Indicates Regions where there have been changes within the Reserve positions.

On the 2nd October 2005, due to retirements from the Sergeants' Central Committee, Mick Barker was replaced by Colin Monks (Leicestershire) as Representative for No. 4 Region and Maureen Littlewood was replaced in the Reserve Seat position by Julia Roper-Smith (Derbyshire). These two appointments to the Sergeants' Central Committee caused vacancies for Third Reserves, nominations for which will be considered by the Sergeants' Conference 2006.



Police Federation (Sergeants') Funds

The Balance Sheet and Statement of Accounts of the Police Federation (Sergeants') Funds for the year ending 31st December 2004, as approved by the Sergeants' Central Conference 2005 and the Balance Sheet and Statement of Accounts for the year ending 31st December 2005 are both included within the Police Federation of England and Wales Accounts document.

During the year there were 409 new applications in the form of civil claims, employment tribunals and requests for legal and medical advice. In addition, 188 claims were settled resulting in awards to members of between £500 and £2 million. Taking into account the total amounts received for all categories of personal injury, £3,551,658.44 was recovered for sergeants and their immediate families.

Trustees to the Police Federation (Joint Funds (Sergeants' Representative))

The below-named was elected at Conference 2005 as the Sergeants' Representative to serve as Trustee to the Police Federation (Joint) Funds for a period of three years:

Mark Nurthen Metropolitan

Reserve Trustees to the Police Federation (Joint Funds (Sergeants' Representative))

The below-named were elected at Conference 2005 to serve as Reserve Trustees to the Police Federation (Joint) Funds (Sergeants' Representative) until Conference 2008:

Phil Read Nottinghamshire
Roy Scanes Essex
Ian Springett Humberside

Trustees to the Funds held by the Sergeants' Central Committee

The below-named were elected at Conference 2005 to serve as Trustees to the Funds of the Sergeants' Central Committee until Conference 2008:

Mark Nurthen Metropolitan
Roy Scanes Essex
Ian Springett Humberside

During 2005 the elected Trustees met at Surbiton on four occasions:

17th/18th February
20th/21st April
30th August
13th/14th December

Reserve Trustees to the Funds held by the Sergeants' Central Committee

The below-named were elected at Conference 2005 as Reserves to the Trustees to the Funds held by the Sergeants' Central Committee for a period of three years:

1st Reserve

Phil Read Nottinghamshire

2nd Reserve

Andrew Hookway Devon and Cornwall

3rd Reserve

Paul Kinsella Merseyside

Charities

The following members from the rank of Sergeant are elected to the charities named below:

NORTHERN POLICE CHARITIES

T. McGhie West Yorkshire
R. Galloway Cheshire

GURNEY FUND

R. Matthews Hampshire
C. Sharp Avon and Somerset



2004 Honours List

New Year Honours

Douglas Birnie, MVO
Sergeant – Metropolitan Police Service
Member of the Royal Victorian Order

Benjamin Dady, MVO
Sergeant – Metropolitan Police Service
Member of the Royal Victorian Order

Paula Craig, MBE
Detective Sergeant – Metropolitan Police Service
Member of the Order of the British Empire

Mark Weir, QPM
Sergeant – Cumbria Constabulary
Queen's Police Medal

Queen's Birthday Honours

Janet Alison Brown, OBE
Sergeant – Greater Manchester Police
Order of the British Empire

Richard Aspinall Farmery, MBEx
Sergeant – Metropolitan Police Service
Member of the Order of the British Empire

Piers Dingemans, QPM
Detective Sergeant – Metropolitan Police Service
Member of the Order of the British Empire

Sergeants' Presentation Piece

During the year 2005 the S.C.C. presentation piece was awarded to:

Graham Robbins, Sergeants' Branch Board Secretary of Kent

Graham had been a member of the Sergeants' Branch Board since 1984 and had held the position of Assistant Secretary of the Joint Branch Board from 1990 until his retirement from Kent Constabulary on 4th November 2003.

Clint Elliott, Sergeants' Representative for No. 2 Region

Clint retired from the Police Service at Conference 2005 after twelve years on the Sergeants' and Joint Central Committees. During that time he had served as Vice Chairman, Chairman and General Secretary of the Sergeants' Central Committee and Deputy General Secretary and General Secretary of the Joint Central Committee.

Rod Dalley, Sergeants' Representative for No. 6 Region

Due to personal circumstances Rod returned to his force of Gloucestershire after Conference 2005, having served for four years on the Sergeants' Central Committee and as Joint Vice Chairman for three years.

Judy Redford, Sergeants' Representative for No. 8 Region

Judy retired from the Sergeants' Central Committee at Conference 2005 after serving for four years and from the Metropolitan Police Service in August 2005.

Mick Barker, Sergeants' Representative for No. 4 Region

Mick retired from the Sergeants' Central Committee after five years, where he had served as both Vice Chairman and Chairman. He retired from Derbyshire Constabulary on 31st October 2005.

Maureen Littlewood, Policewomen Sergeants' Representative

Maureen, who had served on the Sergeants' and Joint Central Committees for over nine years, retired as General Secretary of the Sergeants' Central Committee on 2nd October 2005. She retired from the Metropolitan Police Service on 31st October 2005.

Bob Drew, Metropolitan Sergeants' Branch Board Secretary

Bob Drew, who retired from the Metropolitan Police Service in January, was awarded the S.C.C. presentation piece in recognition of the tremendous support he gave to officers of the federated ranks and the enormous contribution he had made to the Metropolitan Sergeants' Branch Board as well as to the Sergeants' Central Committee.



Central Conference 2005

The 83rd Sergeants' Central Conference was held in the Opera House of the Blackpool Wintergardens on Tuesday, 17th May 2005.

There were three Motions on the Agenda and delegates also considered the report of the Conference Arrangements Committee.

Conference received a presentation on the role of the Custody Sergeant, in particular whether such a role could be carried out by non-attested staff. The presentation began with a short sketch by members of Forum Theatre Ltd and the discussion was opened by Julian Clapp (Sussex) and Ian Springett (Humberside) the Chairman and Secretary of the Sergeants Custody Forum. The guest speakers then expressed the views of their individual organisations and answered questions from the floor, these included Alan Brown, Head of Police Powers and Procedures at the Police Leadership and Powers Unit of the Home Office, Phil Aspey, National Secretary of the Superintendents' Association, Alex Marshall, Assistant Chief Constable of Thames Valley Police and the ACPO lead for custody issues, Derek French from the Law Society and Peter Kirkham, Director of Outsourcing for the Police Associates Register.

As in previous years, our Conference was recorded on video and broadcast live via the internet.

Motions and Amendments

Annual Report **SCC**

"That this Conference receives and accepts the Annual Report of the Sergeants' Central Committee for the year 2004, together with further verbal reports, as may be necessary, to enable all Delegates to be informed of the up-to-date position."
Carried

Trustees' Report **SCC**

"That this Conference receives and accepts the report of the Trustees of the Police Federation Sergeants' Central Committee's funds."
Carried

Treasurer's Report **SCC**

"That this Conference receives and accepts the report of the Treasurer of the funds under the control of the Sergeants' Central Committee."
Carried

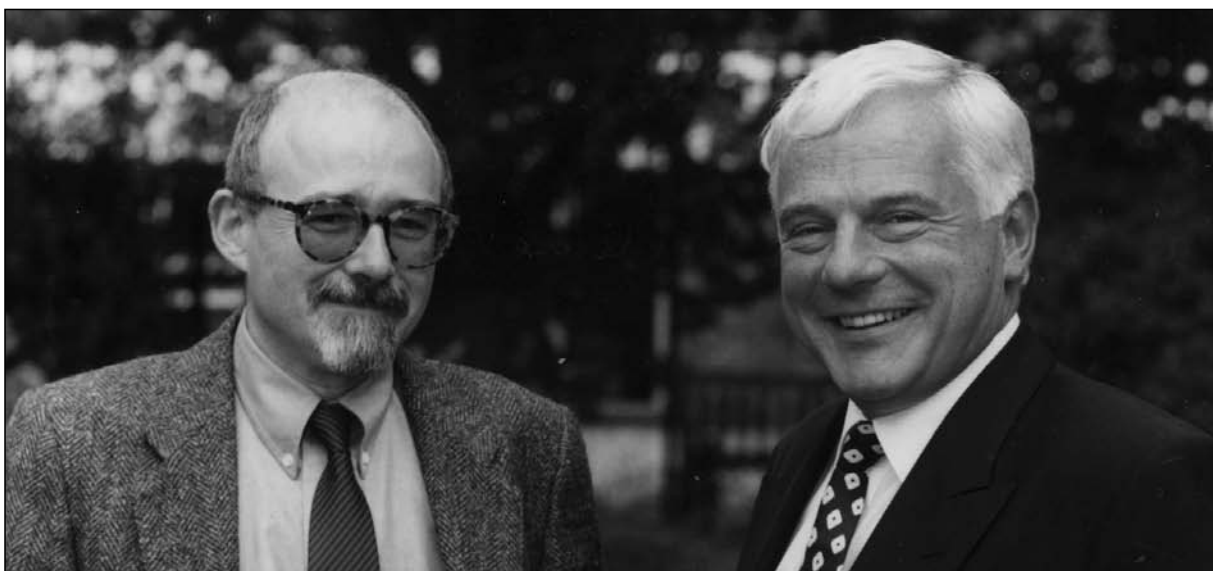


Central Committee Offices



From left to right: Clare Beeching and Helen Ridley

We hope that members and Branch Boards are appreciative of the friendly, helpful professionalism they encounter when they have dealings with the Sergeants' Central Committee office. This is due to our two members of staff, Helen Ridley and Clare Beeching, who have given long service and dedication to the Committee and whom we are fortunate to retain. We are sure you would wish to join us in placing on record our thanks for the excellent service they have provided during the year.



Dr Tom Keenoy

Dr Mike Chatterton

The Committee would also place on record our grateful thanks to our two professional advisors, Dr. Mike Chatterton and Dr. Tom Keenoy. The work undertaken by them during the year in respect of current research and future strategy is much appreciated and we thank them for their continued support and invaluable assistance.



Central Committee Offices

Custody Officers Forum

The Custody Officers Forum has continued to meet on a regular basis providing valuable information on custody issues to the Sergeants' Central Committee. We are grateful for the support and assistance provided by the group which enabled the Sergeants' Central Committee to engage in an informed lobbying campaign in both Parliament and the media regarding the introduction of staff custody officers.

Denis Greenall (GMP) retired from the Police Service in February this year and has been replaced by Ian Springett (Humberside) in the role of Secretary whilst Julian Clapp (Sussex) has continued in the role of Chairman.

John Coppen and Colin Monks also joined the group representing the Sergeants' Central Committee.

Publications 2005

SCC Circulars 2005

1 Conference 2005 – Reserves to the Sergeants' Central Committee

SBB Circulars 2005

- 1 Closing Date for Completion of S.C.C. Questionnaire
- 2 Civilianisation of Custody Officer
- 3 Building a Safe, Just and Tolerant Society
- 4 Sergeants' Central Conference 2005 – Last Conference
- 5 Sergeants' Central Conference 2005
- 6 Sergeants' Central Committee Research – Executive Summary
- 7 National Custody and Case Preparation System
- 8 Executive Summary
- 9 Crown Prosecution Service Charging

Secretaries' Meetings

During 2005 the first meeting of the Sergeants' Branch Board Secretaries was held at the Cheltenham Park Hotel, Cheltenham, on Wednesday, 9th/Thursday, 10th March 2005. The Secretaries within facilitated workshops provided their views on the future of the sergeant rank, how the rank should be reimbursed and what three key local issues they felt would affect the rank within the next two to three years, information which informed the Sergeants' Central Committee leading into the Pay Reform and Modernisation programme.

The second meeting was held at the Cheltenham Park Hotel on Monday, 31st October/Tuesday, 1st November 2005, when the Secretaries received three presentations from guests, Chief Inspector Ian Ford, Centrex, who spoke about the Core Leadership Development Programme, Chief Superintendent Peter Hall, Liaison Officer for the Crown Prosecution Service, who spoke about CPS Charging and Superintendent Rachael Kearton of the Police Training and Development Team at the Home Office, who spoke about the Police Promotion Review Board.

Provisional arrangements have been made at the Cheltenham Park Hotel for meetings in 2006 on Wednesday, 8th/Thursday, 9th March and Wednesday 29th/Thursday 30th November.



The Sergeants' Central Committee

(Left to right)

Alan Gordon, John Coppen, John Giblin, Julia Roper-Smith, Martyn Mordecai, Paul McKeever, Colin Monks, Ian Rennie, Michael Downes, Adele Kirkwood