



Working for you...

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● Represent ● Influence ● Inform

Message From Chairman



Paul McKeever,
Chairman, The
Police Federation of
England & Wales

Welcome to the police service and congratulations on embarking upon one of the most rewarding and challenging careers there is. Yours is a job of great responsibility and one to be very proud of; protecting life and property and upholding the law. Your job will be interesting and far from routine but at times your career will be stressful and you will no doubt encounter many difficult situations.

The Federation is the official body that negotiates your pay, terms and conditions, allowances and pensions with the government, chief officers and the police authority. We also negotiate and lobby on professional issues such as uniform, training, promotion, discipline and health and safety.

The Federation was established in 1919 and has been successfully representing officers and influencing the policing agenda for 90 years since.

The Federation is run entirely by serving police officers, who all bring a wealth of professionalism and on the job experience combined with honed skills in specialist areas such as CID, roads policing and discipline. Each Federation representative is dedicated to fairness and supporting their colleagues.

Aside from our holistic role we also look after you as an individual. Policing is a complex, dangerous and often unpredictable business where at some point in your career you may face something you hadn't anticipated; an accident on duty, an allegation made by a member of the public or where you may feel you are being treated unfairly in the workplace. Your career and welfare matter to us. We are here to help and to speak on your behalf; individually, regionally and nationally.

Take care,

A handwritten signature in black ink that reads "Paul McKeever". The signature is written in a cursive, flowing style.

About the Federation

The Police Federation of England and Wales is a staff association for all police constables, sergeants, inspectors and chief inspectors. It was created by the Police Act 1919, passed a year after a crippling strike by the unrecognised National Union of Police and Prison Officers (NUPPO).

We are the body that represents 99% of the 140,000 police officers in England and Wales. We are the voice of the service. A voice heard regularly on TV, radio and referred to in the press. We campaign tirelessly on your behalf to ensure you and your fellow officers are given a fair deal financially, legally and professionally.

We are also a persuasive voice in the corridors of parliament both in Westminster and the Welsh Assembly. We hold regular parliamentary meetings, issue regular briefings and provide consultation on a raft of bills and issues of the day. We also lobby to ensure that our case is heard by the government, opposition parties and the House of Lords.

Federation structure

Each police force has a Federation Branch Board. This is made up of Constables, Sergeants and Inspecting ranks. Every member is entitled to vote for a local representative and each JBB has a minority gender seat – currently held by Women to ensure there is no unfair impact on the minority sex. Elections take place once every three years.

On matters which affect all three ranks the branch boards meet together as the Joint Branch Board and negotiate local conditions of service with the chief officer. The local or departmental representative negotiates with the appropriate local senior officer.

The central committee operate nationally on behalf of each rank. They come together to form the joint central committee (JCC). Members of the JCC are elected for three years at the central conferences.

The Police Negotiating Board reviews police pay according to an agreed formula. Terms and conditions are set out in police regulations which are approved by parliament. Non-negotiable

subjects are dealt with through the Police Advisory Board. The Federation represents the federated ranks on each board and holds the chair and secretary positions.

Why the Federation?

Membership is not compulsory. But you may want to read a few of the case studies further down to see the types of thing the Federation can do for you.

There are many restrictions on your private life but also on your work life. You are contracted to be available for duty 24/7, forbidden from taking part in any form of industrial action and are officers of the crown not the government. Therefore having representation legally and professionally is a shrewd insurance against malicious allegations, unfair treatment and unfounded criticism.

Your membership of the Police Federation is the best insurance policy you may ever take out.

What can we do for you?

Whilst a lot of our influencing is done through stakeholder, media and parliamentary relations most of the support, research and negotiation is done behind the scenes, by the local and central committees and supported by Federation staff.

The Federation negotiates on all aspects of pay, allowances, hours of duty, annual leave through the Police Negotiating Board which is made up of

Employers; the government, chief officers and the police authority and employees the Federation and Superintendents' Association. The Federation (through Staff Side) is consulted when police regulations are made or amended which deal with areas including training, promotion and discipline. The Federation take an active interest in a wide range of subjects and puts forward views on your behalf often after wide consultation through surveying, focus groups or one on ones.

By reflecting the true picture of operational policing and the practical implications of proposed legislation we endeavour to influence lawmakers particularly where there may be an impact on the lives or work of our members; recently the Equality Bill and Crime and Security Bill amendment. Federation representatives provide work place representation. This can range from moral support through to negotiations on flexible working arrangements, medical redeployments and reasonable adjustments to enable individuals who are terminally and critically ill to remain in work. To support us in this work we have access to expert solicitors who can advise on the legal requirements of the organisation and can also obtain medical reports to support our representations.

All members will have access through their local branch board to group insurance schemes which provides life insurance and critical illness



insurance. The group insurance schemes also cover wills, debt and bankruptcy advice.

How your money is spent and why

Over £12 million (approximately 75%) of the Police Federation budget is allocated to legal services. This includes representation to cover criminal injury compensation claims, civil matters, gross misconduct and performance matters, defamation, employment tribunals, regulation related disputes, inquests and judicial reviews. We also provide assistance for civil matters which include personal injury and negligence claims for members and their families and to support legal action on behalf of members in matters of general principle or importance to contributors generally.

We provide comprehensive training for all Federation representatives on matters covering misconduct and grievance procedures, health and safety, equality and diversity and dealing with the media.

About 12% of the budget is spent on staff and about 12% on the headquarters where highly skilled professionals in fields such as research, legal and media provide the Federation with the expertise, advice and management to ensure claims made by officers, legislative issues and or fracas and relationship building with government are presented professionally and successfully.

Federation funds also support the function and remit of working groups. These working groups reflect a mix of rank, region and gender and are commissioned to deal with topical issues of the day that may have an impact on the life and work of our members. Recent notable working groups include the 'Futures Group' set up to holistically scan the policing and political environment, analysing and identifying threats and opportunities for the Federation. Other recent working groups include the Workforce Modernisation Group and a few years ago the 'Amalgamations Working Group'. Many of the reports produced by these groups can be accessed via our website www.polfed.org.

As with any professional body having a fully functional, state of the art building is important to ensure work is carried out to the highest

standards. There are 44 staff who work for the Federation. Officers and reps use the building for training and to conduct Federation business in.

What do I get for my membership subscription?

- Provision of free legal advice, assistance and costs to members facing criminal proceedings brought against them for an offence committed in or founded upon something done in the performance or purported performance of police duties
- Negotiation nationally on police pay, terms and conditions
- Provision of welfare advice and help on personal issues
- Provision of advice and representation with regard to misconduct proceedings
- Provision of advice and representation with regard to employment tribunals
- Help with civil claims and criminal injury claims
- Consult, negotiate and facilitate the most up to date health and safety elements for the job
- Assist with grievance procedures
- Act as a consultative body on legislative and political matters
- Seek to influence the political agenda on policing
- Lobby government on changes likely to adversely affect policing
- Contribute to professional reviews on policing
- Offer advice to anyone suffering sexual, racial or other discriminatory harassment
- Host a number of events on policing matters from our Annual Conference to National Police Bravery Awards
- Speak for and on behalf of rank and file officers in the media and with opinion formers
- Represent your views at a number of seminars, meetings and round table discussions with stakeholders

Recent Federation work for members

Pay and Pensions

In 2007/08 the Police Federation were in direct dispute with the Home Office over pay. There was a failure to agree at the Police Negotiating Board (PNB) for the second year running on the proposed award of 2.325%. The matter was referred to conciliation, where both sides of the PNB again failed to reach agreement and the matter was then referred to arbitration. At the independent Police Arbitration Tribunal, the panel recommended a figure of 2.5% from September 1st. Arbitration is binding on both sides but this was the first occasion the Home Secretary failed to ratify a police pay arbitration award.

Police officers up and down the country were outraged and the campaign waged by the Federation included the successful lobbying of parliament, a Judicial Review, five parliamentary Early Day Motions tabled and we received cross party political support for our cause. We produced a raft of briefing materials, waged a comprehensive press and publicity campaign and then on the 23rd January 2008 25,000 off duty police officers took to the streets of London in protest ending up with a petition handed in to 10 Downing Street and a rally at Westminster Hall. The campaign was a success. A three year pay deal was signed that is regarded as one of the best in the public sector. The Home Secretary

also up rated police pension commutation tables meaning this was backdated to December 2006 so more officers benefited from the scheme.

Funding for Police Convalescent Homes

Another success for the Federation was the £2.5 million funding given by the Home Secretary to the police convalescent homes in the north and south of England. The Federation had lobbied for many years to secure funding for this worthy cause where injured officers are able to receive the rehabilitation and support necessary after an accident or illness.

Roads Policing

Not only has this specialist area now got its own annual conference; attended by the road safety ministers and key stakeholders but also a quarterly newsletter that communicates the raft of work being done. Some of the key successes include the lobbying for a national police vehicle procurement standard and to get ACPO to address the problem of poor equipment management and procurement in police vehicles. ACPO has now recognised this as an urgent matter and have appointed a national ACPO lead. The Federation has lobbied for three years to get a nationally approved and recognised training course for traffic officers. The national launch finally takes place this summer. The roads policing group has also been influential





around traffic legislation and representing officers' concerns about drink and drug driving. The Federation has produced numerous reports and given evidence in support of national consultation projects.

CID

This specialist area also has its own stand alone seminar and has received some really good media coverage and stakeholder support in the last year. The lack of fully trained detectives and the powers creep of civilian investigators are issues that have been raised by the National Detectives Forum and work continues to secure officer numbers and retention.

Discipline

During the discussions with the Home Office, ACPO, APA and IPCC on taking forward the 'Taylor' Recommendations with regard to Police Disciplinary Arrangements there was universal opposition to the continued use of lawyers for misconduct matters where an officers' job was at risk. The Police Federation stood alone in arguing for the retention of legal representation. After a great deal of negotiation the Federation managed to persuade all the other parties that the retention of lawyers ensured a fair and proportionate system for our members. This was an excellent result for members.

The irony of course is that if we had lost the

argument, lawyers would not be used and our legal costs would have decreased dramatically and we would not be having the discussion/ debate on subscription rises.

Substance Testing

Back in 2005 when substance misuse testing was first discussed ACPO again pushed forward for the use of 'hair-testing' on police officers, despite the expert evidence on the subject being divided. The Federation again successfully argued against its use and restricted testing to 'saliva and urine'. This was also thought to be a good result. This matter is now returning to the table in 2010 and further battles will ensue.

Legal Aid

With regard to the changes in the Legal Aid system, the Federation joined forces with the Law Society in resisting the proposals for Best Value Tendering (BVT) and managed to initially put back any national roll out from 2011 to 2013. Further lobbying subsequently quashed in December 2009 the pilots of BVT for GMP and Avon & Somerset that were planned for June 2010. This may return at a later date but is off the agenda at present.

Referral Fees

Internally another success was the agreement reached in 2009 with the solicitors Russell, Jones and Walker and Pattinson and Brewer for the payment of 'referral fees' in personal injury (PI) cases. This has been a long standing practise with law firms in PI cases but there has always been a reluctance from our solicitors to take this forward. However as of 1 October 2009 referral fees are now paid to the Federation.

Recent cases around the country

- A Metropolitan Sgt was accused of assault. He was acquitted at the Magistrates court and the legal bill of £28,274 was picked up by the Federation.
- Metropolitan officer, Alison Funnell had complaints made about her by two officers and the case went to an Employment Tribunal. She was exonerated on both counts. The Federation supported her throughout. The case cost £6,895 and the bill was picked up by the Federation.
- Susan Toomer's husband Inspector Ian Toomer was killed instantly when his car hit a pool of water on the A35 Dorchester by pass. The Federation helped Susan bring a claim against the Department of Environment. Whilst you never know what is around the next corner you can be assured the Federation will support your loved ones in your absence.
- A Probationer from Kent Police was supported through a disciplinary case after only four weeks training (before most people start to pay Federation subs). The Federation supported the officer throughout this ordeal financially and emotionally. Adam was exonerated and went on to have a successful career doing the job he loves.
- A recent Employment Tribunal on IVF changed the way forces dealt with fertility issues. A Chief Inspector was undergoing IVF but was not allowed special paid leave. The force would only allow her to take sickness or annual leave which would

have been to her detriment. The force was challenged and the case was part taken up by the Equal Opportunities Commission. The case was settled on the first day in favour of the member. Fertility treatment was granted and additional leave. The Federation also supported the officer pastorally throughout.

- An officer was on an emergency call with blues and twos. The member contravened a red traffic signal and the police vehicle collided with another vehicle. The member was summonsed to attend the magistrate's court where a special reasons argument was put forward by the instructed legal team resulting in the member being granted an absolute discharge. The total cost to the Police Federation of England and Wales to support this member £4,080.84.
- An officer was summonsed following an allegation of assault whilst booking someone into custody. Counsel was instructed to represent the member who was found guilty and ordered to pay £200 costs and received a 12 month conditional discharge. The total cost to the Police Federation to cover legal representation was £6,437.72.



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Communications Department

Photography: Alamy, Police Federation, Shutterstock Inc.