

### Time that counts...

#### What lasting legacy will Downing Street's new Premier seek to leave?

If you add a new leader with a chancellor's gravitas for numbers and a limited time frame, what better way to make his time count than ensuring public safety and home security finally add up?

A recent survey by MORI shows public safety and policing are the key issues for voters (see figure 1). So with manifestoes being drafted it will come as no surprise that the Federation will be urging all parties to mirror the wishes of the public and officers to place policing as a key party priority as election day looms.

Mr Brown, depending on the date of the next election, may only have one year to make an impact. He must pay heed to voters' priorities and make law and order a hallmark of his time in office.

Mr Cameron paved the way on his policing policy during his



attendance at the Police Federation annual conference where he was quick to pick up the issues facing officers. He said:

"You make the changes which will improve police performance. And I will stop the centralisation, bureaucracy and political interference that gets in your way. I will ensure that you have the strategic direction, the support and - above all - the freedom to deliver effective policing in the 21st century."

The signs are good. He must however ensure that his rhetoric is not just the fledgling promises made of a party in the shadows.

### How do we propose to help Mr Brown?

- We have written letters to the new Prime Minister, Home Secretary and Justice Minister
- We are seeking an early meeting with the new Home Secretary, Jacqui Smith and have a first meeting with Gordon Brown scheduled for 12th July 2007
- We hope to bear influence on the way Mr Brown and Ms Smith shape policy on law and order
- We will highlight our policing priorities and present these at the first available opportunity
- We will be providing Joint Branch Boards with material to lobby MPs locally
- We will contribute to the policing reviews taking place to ensure policing views are heard from ground level upward

### What can we expect from the Brownite era?

What of Gordon Brown? Will he be friend or foe to the police service; or will it be more of the same? Reform, reform, reform.

Brown's recent announcement that honesty and public service would be put at the core of his premiership would suggest a move away from New Labour's reliance on spin as he bids to restore public confidence in politics and public service.

So what else can we expect from Mr Brown? The whole of Westminster knows where he

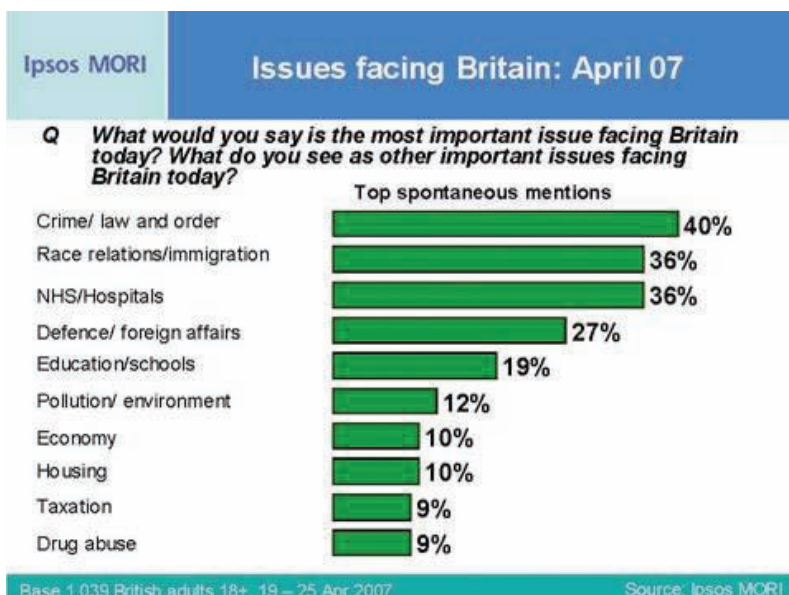


Figure 1



stands on interest rates and inflation, but when it comes to police reform and our pay Gordon remains the very definition of an unknown quantity. He has been known to give with one hand and take back with the other. In recent years Brown has insisted that public spending has sky-rocketed and that return on investment has not been met. Well, where has this spending gone? – certainly not on training, resources or police pay.

His first foray into the world of home affairs was to air his support for tougher anti-terrorist powers, but even this repeated and overlapped much of what the outgoing Home Secretary has already had to say.

His first task was to sweep the decks and bring in a number of new people to his clan including the little known, Jacqui Smith, to the post of Home Secretary, arguably a tough job. We have made arrangements for an early meeting with her and the police minister in a bid to bear influence and forge the way forward on policing.

Aside from terrorism, on the legislative front there is now a new Criminal Justice Bill, on top of the Serious Crime and UK Borders bills already traversing their way through parliament.

## Policing reviews

An early indicator that the current disparity between government targets, policing resilience and public safety is at least being considered, are the attempts by the current and shadow government to review policing (more details below). But are these measures enough, do they tackle the key issues and will steps be taken that close any gaps identified by these reviews?

After the Police Federation annual conference and in the absence of any direction from chief officers and government we are scoping the possibility of our own independent review of policing. We have set up a working party to research the feasibility and costs and to see whether our contribution to both the Tory and Flanagan review will be more cost effective to ensure our views are heard and considered. We will keep members informed on what course of action is deemed best and most cost effective.

## Review of policing - Sir Ronnie Flanagan

### Four key issues:

- Reduce bureaucracy and promote better business processes
- Neighbourhood policing
- Ensure the public are driving local policing priorities
- Improved resource management

### Timing:

- Interim report by the end of August 2007, to include early recommendations
- The final report is to be produced for around the end of the year

### The Federation view

The Police Federation is keen to contribute to this review but is disappointed that the offer of consultation should come with such a limited time scale and doesn't look at policing as a whole.

We have written to Sir Ronnie highlighting that we will be responding but more time is needed and have expressed our concern about the piecemeal approach being taken.

This is an opportunity, however, to share our views for the future of policing and we would be failing our membership if we failed to contribute and engage on this.

## Policing for the People - Conservative Party

### Proposes four key reforms:

- Streamlining the structure and improving co-operation between forces to enable them to fight serious crime while enhancing

**For news and updates on this year's pay negotiations and for Federation responses to the Flanagan and Tory reviews visit:**  
[www.polfed.org](http://www.polfed.org)



and sustaining community policing

- Setting up a Sandhurst-style senior staff college to prepare the police leaders of tomorrow, while developing a more professional, flexible, highly motivated workforce
- Scrapping unnecessary form filling and modernising computer systems, replacing central direction and targets with locally accountable leadership and priority setting, hiring more civilian staff to take over office jobs from trained police officers, and setting up a new cadre of reservists
- Making the police properly accountable, by introducing directly elected police commissioners to replace police authorities, and giving communities access to regular beat meetings with local police officers

#### The Federation view

The Police Federation is pleased that the work on 24/7 response policing has been used in the conservatives interim report and that Mr Cameron appears to have

listened to views and concerns from the frontline (Annual Conference, visit to Dyfed Powys, both May 2007). For more details please visit [www.webcameron.org.uk](http://www.webcameron.org.uk)

We are currently formulating our official response which we will circulate when completed.

### Way ahead

The Federation will contribute to both reviews to ensure frontline officers and staff are fairly represented. We will identify any gaps in these reviews and will ensure they are filled with considered research and recommendations.

Any review at such a critical time in policing must be thorough and must not only consult but listen to the public, officers and staff on the ground. Without their views a review is a waste of everybody's time.

We support any attempts to improve the safety of the public and that of officers but are keen that any review ensures the unique nature of policing is properly recognised.

At the ACPO conference recently chief officers agreed a need for a review of policing followed shortly by the Superintendents' Association. We must work together to get the right configuration of policing to meet the mounting challenges facing us in the twenty first century.

## Uniqueness of the office of constable as identified by the Federation

The Police Federation identified the following factors as either unique to the police or shared with few others namely the armed forces and fire service:

- Officers routinely face unexpected danger in the course of their duties;
- In certain circumstances are expected to put themselves at risk to protect members of the public and property;
- Can be required to present themselves for duty when ordered so to do;
- Have restrictions placed on their private lives and business interests (must abstain from activities likely to interfere with the impartial discharge of their duties; shall not take an active part in politics; and shall not reside at premises which have not been approved by the chief officer – notification and approval requirements apply to the business interests of police officers, and their spouses and immediate family);
- Are prevented by law from being members of a trade union or taking part in any form of industrial action;



- Exercise a substantial number of statutory and common law powers including the power of forcible arrest on suspicion;
- Have discretion in the exercise of those powers;
- Are officers of the crown, not employees of the police authority, who have solemnly affirmed that, whilst upholding fundamental human rights, they will cause the peace to be kept and preserved and will prevent all offences against people and property. This is a 24/7 obligation which applies even when a police officer is not on duty, throughout his or her length of service.

## Pay update

Another year, another rise in crime and another backlash from government on police pay.

As with our successful pay campaign last year the Federation this year is not seeking for officers to be over compensated, but merely to have their annual pay uprating fairly reflect the dangerous jobs they do and limited employment rights afforded them.

At the April Police Negotiating Board (PNB) the Staff Side (employees) criticised Sir Clive Booth's recommendations for being neither fair nor transparent. A Joint Working Party (JWP) has been set up to look at alternative options for pay uprating in 2007, with meetings scheduled up to and including July.

The Official Side (employers) submitted a discussion paper at the April PNB meeting. At the second JWP meeting Staff Side presented its without prejudice paper in which the Official Side's pot of money approach to an index (whereby the index produces a pot of money that can be applied differentially) was rejected. Such an approach would be unworkable and divisive and does not take into

account the lack of a right to strike, which is the purpose of having an index in the first place.

### Staff Side views:

- Current private sector index delivers fair pay increases
- Selected index needs to be fair and transparent
- We oppose the concept of a pot of money for differential payments
- A level playing field should be established before any new public sector facing index is applied
- Must take account of the fact officers are accountable on and off duty
- Lack of the right to strike must be transparently compensated
- The four civil service settlements included in the Booth/Official Side proposals for a new index should be removed
- Other public sector groups in an agreed index must be more closely matched to the police
- Like for like balance with comparator groups' settlements must be achieved
- Non public sector settlements or indices should be incorporated into the basket of settlements
- Any agreed settlement should not be staged but paid in full from 1 September

The negotiations are about a fair mechanism to uprate police pay. It is not usual for figures to be discussed until July. Members will be kept informed at each stage of the pay process for this year.

Staff Side position remains that, in the absence of an agreed alternative, the current arrangements should be applied this year.

## Airwave research

Part of the Police Federation policy on Airwave is that we support any testing of the equipment used by officers. There

are currently three strands of testing taking place (Kings College, London and Imperial College, London are already underway). The most recent is taking place at the University of Essex and will be looking at Tetra base stations and any effects to the health of users.

The researchers are keen to have participation of police officers, so if you are interested in taking part in testing or would like more information please email [ehstudy@essex.ac.uk](mailto:ehstudy@essex.ac.uk)

## Claims Direct

Officers who mistakenly call the Claims Direct number and clarify they are police will be referred to the Police Federation Claimline for 24-hour advice on injuries on and off duty.

As Claims Direct is being re-launched under a number of companies, the Claimline service will not be affected.

The service is offered free to members of the Federation and provides a team of solicitors on hand to discuss claims relating to issues such as traffic accidents, injuries from detective equipment, dog bites and training injuries.

The Claimline number is: 0800 9171 999

## It's a dog life!



Police dogs in South Yorkshire are being issued with their own body armour. The force currently has eight sets of stab vests for their firearms support dogs.

**If you have any comments or queries about any information contained in this edition please email [rbarnet@jcc.polfed.org](mailto:rbarnet@jcc.polfed.org)**