

# POLICE

## Police Magazine Update

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### Police pay negotiations hit a standstill despite offers to save public purse pennies

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Police negotiations over pay and conditions have hit a brick wall despite alternative proposals from the Staff Side of the Police Negotiating Board for up to £422 million in savings.

Those representing the interests of police officers up to the rank of chief officers have reacted with anger as they believe those on the Official Side, representing the employers and including the government, have dragged their feet in order to push through reforms to pay and conditions and a failure to agree was registered at PNB.

Paul McKeever, chair of PNB Staff Side and the Police Federation says: "It is extremely frustrating and disappointing that we have been unable to reach agreement today. Staff Side fully engaged in the negotiations from the outset despite the extremely challenging timescales. We worked hard to find alternative reforms that make similar financial savings within the police service but unfortunately these alternatives were rejected by the Official Side. Today, they have made clear that despite government rhetoric; this is about dogma and not a solution to the fiscal situation the country faces."

The decision will now be referred to an independent Police Arbitration Tribunal and Ian Rennie, general secretary of the Police Federation and lead negotiator, said forces will miss out on savings of £65 million as Staff Side's proposals were not agreed.

Recommendations contained the Winsor report Part 1 suggest sweeping reforms to pay – taking away incremental pay rises for officers, special priority payments, competency related threshold payments, reductions in overtime payments among an array of proposals. His suggestions amount to savings of £387 million, where the Staff Side suggestions would amount to similar or more savings.

Mr McKeever added: "Staff Side made clear from the beginning that we would be unable to agree Winsor's recommendations as an entire package because of the considerable financial hardship its proposals would cause for police officers. We remain concerned that some of Winsor's recommendations would seriously inhibit, and in many cases, damage officers' work/life balance. Also, as identified by Winsor, they impact unfairly on female and black and minority ethnic officers."

