

## Officers back full employment rights

The vast majority of officers want the government to restore their right to strike.

In a poll of officers, a resounding 86% voted in favour of the Police Federation lobbying for full industrial rights.

The poll results conducted by the Federation with Ipsos MORI were announced at this year's Police Federation conference. In all, 60,500 rank and file officers responded to the poll, the first of its kind to be conducted among police officers.

93% of officers voted for the independent tribunal ruling on pay to be binding on all parties.

In the absence of binding arbitration, a further 86% then voted for the Police Federation to begin campaigning for industrial rights, including the right to strike.

Jan Berry, outgoing chairman of the Federation, insisted that the result was not a vote to strike.

"This to me says that police officers want binding independent arbitration. Strange, the Prime Minister and Education Secretary said recently independent arbitration should be honoured – maybe they have listened. But Police Officers will expect their MP's to support this – when the time is right."

She said that one of the first jobs for the new Joint Central Committee that took over immediately after conference in May would be to decide how to take the issue forward. Officers last went on strike in 1919.

The decision of the Judicial Review brought by the Federation regarding the legality of the Home Secretary's decision is due on 10th June.

## New top team announced

The Police Federation of England and Wales has elected a new Chairman.

Paul McKeever was voted into the position at this year's annual conference in Bournemouth. He replaces Jan Berry who retired in May.

Mr McKeever, a sergeant with the Metropolitan police, was formally the Chairman of the Sergeant's Central Committee. He also chaired the Professional Standards and Health and Safety Committees.

He said, "It is a great honour to be elected Chairman of the Police Federation of England and Wales and a great privilege to follow in the footsteps of such an influential predecessor as Jan Berry. I will help move the Federation positively forward through a time of great, and often tough, change.

"The police officers I represent throughout England and Wales are truly remarkable people and I am very proud to be able to lead them. This is a golden opportunity for us all to work together creating open dialogue with members, stakeholders and the public and making sure our voices are heard by those who need to listen."

The new Vice Chairman of the Federation is Simon Reed. Ian Rennie is the new General Secretary, taking over from John Francis. Mr Rennie was formerly General Secretary of the Sergeant's central Committee. His deputy is Steve Smith. The new Treasurer is David Moore with Martyn Mordecai assuming the role of Deputy Treasurer.

Poll position: officers vote for employment rights



Photography: Anderson Photography

Changing times: Paul McKeever (left) and Ian Rennie



Photography: Police Federation

## Detective role 'under threat'

Detective numbers across the police service are still under threat as insufficient remuneration for on-call hours, the rise of the 'investigator' and a lack of recognition from senior ranks combine to deter officers from joining or remaining in CID posts.

That was the message from the CID forum at this year's Police Federation conference, where officers were urged to make sure that the issues raised in last year's 'Losing the detectives' report were being tackled within their own forces.

Brian Stockham, Chair of the CID forum, told officers that the report – compiled by Professor Mike Chatterton and including an examination of the workforce modernisation programme being undertaken in Waverley, Surrey – highlighted the very real threats to the detective role.

"Mike Chatterton has gone through the Waverley Project with a fine toothcomb, and has proved that the modernisation steps that have been taken in Surrey are not a step forward, they are a step backward," said Mr Stockham.

"We already know that detective numbers are under threat; the word 'investigator' is coming in more and more, nobody talks about detectives any more." Then Federation General Secretary John Francis also encouraged delegates to make sure their force JBBs fed information into the data collection exercise, which will be used to inform the negotiations regarding on-call payments at the July PNB meeting.

The issue is not going to be about collecting data where on-call payments are already made, but to get a clearer picture of the amount of on-call that is ad-hoc.

Mr Francis added, "The July PNB meeting is the cut-off point for either getting a settlement or going to arbitration regarding on-call."

## Home Secretary betrayed officers over pay decision

Outgoing Federation Chairman Jan Berry accused the Home Secretary of betraying the police force over her decision not to honour the pay deal agreed by the Police Negotiating Board.

Delivering her sixth and final Chairman's speech to the Police Federation Conference, Mrs Berry also warned Jacqui Smith that, with the result of the Judicial Review into the pay decision yet to be announced, officers had voted overwhelmingly in favour of lobbying for the right to strike if they did not get independent binding arbitration.

Mrs Berry told the Home Secretary that she now had to rebuild trust "with the Federation and with the entire police service".

"Your decision not to honour the pay award was a breach of faith. "It was a monumental mistake, and I do not say this lightly when I say you betrayed the police service."

She also attacked the Government for spending £2.7 billion to finance new tax cuts and honouring the pay deal for teachers that had been recommended by an independent pay review panel, yet failing to find the £30 million needed to honour the police pay agreement.

"For 29 years we have had a system that provided fair and honest pay deals – based on trust. That system is now broken.

"And how do you offer to build bridges? By offering a multi-year pay deal based on an index of rigged and misleading pay rises.

"This Government – with a crunch in its own credit rating – has the cheek to ask us to sign up for a pay deal on the 'never never'. Appropriately Home Secretary, that is my response – never, never."

But Jacqui Smith said she stood by her decision not to honour the pay deal, and warned officers that strike action would be the wrong choice.

Modernisation plans a 'backward step' for CID

Home Secretary made 'monumental mistake'

Photography: Anderson Photography



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