



Sergeants'
Central
Committee

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Foreword



Adele Kirkwood
General Secretary
Sergeants' Central Committee

I have great pleasure in presenting the Annual Report 2009 on behalf of the Sergeants' Central Committee of the Police Federation of England and Wales.

Police Pay and Police Negotiating Board (PNB)

In October 2008 Staff Side negotiated a three year pay settlement and therefore no negotiations on an annual pay rise have been required in the last twelve months. Police officers have now received two out of the three settlements; 2.65% and 2.6%, with the third and final settlement of 2.55% due on 1st September 2010. To date indications from the Home Secretary and Shadow Police Ministers are that the third and final element of the multi year pay deal will be honoured. However, in October 2009 the Shadow Chancellor of the Exchequer, George Osborne MP announced at the Conservative Party Conference that, if they were elected to Government, they would impose a public sector pay freeze from 2011. The 2010 police pay settlement will be one of the last multi year deals to be finally and fully implemented. Therefore not only is 2011 the beginning of a new round of pay negotiations for the public sector, it also gives an incoming Government time to assess the public finances on which to base any future pay negotiations. Following this the current Government has now made a similar announcement on public sector pay. If this proves to be the case and the police service is included in a pay freeze, then considerable work will need to be done to prepare for a pay mechanism from 2012 onwards.

Other negotiations have continued in the last year within the PNB and Police

Advisory Board (PAB). In the SCC Annual Report 2008 I reported that *'it was hoped that Staff Side and the Official Side could enter a period of true negotiation, rebuilding relationships of trust and confidence, and make a joint effort to achieve progress'*.

Unfortunately and disappointingly I have to report that although Staff Side have tried to fully engage with this process the Official Side have continually 'dragged their feet' over a number of issues. Although discussions have taken place in a number of Technical Working Groups such as On Call, Mutual Aid, VSA's and Equality Work Life Balance, the approach adopted by the Official Side has been to use delaying tactics, whether intentional or through inexperience born of a lack of operational policing knowledge and experience. The On Call and Mutual Aid Technical Working Groups are ideal examples of this. In July 2009 Staff Side was successful in our claim to the Police Arbitration Tribunal (PAT). Having achieved this success, Staff Side wished to move on in a timely fashion to finalise the details, in order for police officers, to be compensated for On Call duties. At the first meeting in October 2009 the Official Side adopted a delaying tactic, suggesting that further data from Forces needed gathering and analysing before any further progress could be made, they did not anticipate any progress for 'several months'. However, with the Independent Chair's intervention the Official Side were 'pinned down' to strict timescales to negotiate this claim and work has started to be progressed accordingly, with several meetings and force visits scheduled before the end of 2009. From Staff Side's and the Independent Chair's perspective this matter must be finalised before a General Election, when political purdah comes into operation and prevents any further negotiation and agreement from Government.

Despite requesting mutual aid be subject to negotiations in May 2009, the Official side is still to make any sensible suggestions as to how to take this issue forward. One discussion document was tabled, but it



quickly became apparent that its only purpose was to reduce costs by restricting the number of incidents that may be subject to existing mutual aid terms and conditions. It also clearly highlighted a complete lack of understanding by some members of the Official side as to what constituted mutual aid, secondment and overtime.

The creation of a Pay Review Body (PRB), as originally contained in the second part of Sir Clive Booth's Review is still an issue that must not be lost sight of. It is vital that all sides clearly demonstrate that PNB can and does work, for the benefit of police officers, the police service and the public at large. If not, we believe it will be to the detriment of all those concerned. You can be assured that the Sergeants Central Committee will continue to demonstrate its commitment to PNB, through true negotiation and will endeavour to ensure that it is maintained and allowed to work in the manner it should.

HMIC Report 'Leading from the Frontline'

The Sergeants' Central Committee has over the last twelve months worked tirelessly, with ACPO and the NPIA to ensure that the recommendations contained in the Report are delivered to our members. With so many recommendations there has had to be several work streams, all of which the Sergeants Central Committee are represented on. To ensure that all the areas are brought together we have requested, through ACPO that funding be provided by HMIC to formulate an overarching Steering Group that will enable these many areas of work to be assessed, monitored and measured against the recommendations within the Report.

Since the publication of the 2008 Annual Report the results of the snapshot reviews have been published. Unfortunately three forces did not submit a snapshot review as requested and it is disappointing to note that HMIC did not follow this failure up. In respect of the Forces that did, it was clear that the majority had examined themselves,

against the HMIC template through 'rose tinted spectacles'. This was not just our opinion but a view expressed by the HMIC representative at our Sergeants Central Conference in May 2009. Equally many of the snapshot reviews, despite repeated requests, were not shared by Forces with their Sergeants Branch Boards, again indicative that they may very well have been challenged on their assertions that 'all in the garden was rosy'.

In spring of 2009 three workshops were organised by the NPIA to evaluate the priority and progression of the recommendations in the Report. It was clear from the events that critical incident training and a lack of policy and procedures within Forces governing the use of acting duties were the main issues that needed addressing. A report was produced as a result of the workshops, which was then followed in May 2009 by the development of an NPIA sergeants training survey, which the Sergeants Central Committee also contributed to. Ten sergeants from each Force in England & Wales, promoted within the last three years were asked to complete the survey. There was an 88% response rate, which was fantastic and the information obtained, yet again identified a lack of training, support, and development for those under taking acting duties both at Sergeant and Inspector rank and a lack of 'new to role' training and development for our members.

The Sergeants Central Committee also continued to monitor progress and implementation of Chapter 7 of the Report relating to critical incidents. It is disappointing that to date the NPIA training package in relation to critical incidents, which the Committee contributed to, has not yet been delivered nationally throughout all forty three forces. One full days training is the minimum that a force should be delivering for ALL sergeants and we will continue to strive on your behalf to ensure that you are supported in training for our unique dual role as first-line manager and front-line supervisor.



In addition members of the Sergeants Central Committee have been consulted in the design of the new National Occupational Standards (NOS) for critical incidents, which will be assessed under the National Police Promotion Framework. Also underway is the design of NOS, for the management of investigations for front line supervisors and the design of a diploma under the Qualifications and Credit Framework (QCF).

In 2009 the Chief HMIC Mr Denis O'Connor announced a Workforce Inspection for 2010 and part of that Inspection will include the HMIC Report 'Leading from the Frontline'. Not all the recommendations can be inspected against and the Sergeants Central Committee have suggested that critical incident training and the policies and procedures relating to acting duties be the main issues they assess Forces on during the Inspection. To support this, ACPO has requested that HMIC re run their snapshot reviews and it is hoped, knowing that Forces will be inspected against their reviews, that this time more realistic submissions will be made.

The Sergeants' Central Committee will continue to highlight the themes in the Report and take full advantage of opportunities to influence NPIA, HMIC, ACPO and Government, especially in their preparation for the Workforce Inspection 2010. It is essential that we continue to support the sergeant rank and that the recommendations within the Report are given the recognition they rightly deserve.

Workforce Modernisation

The present economic climate has tempted Forces to adopt seemingly cheaper methods of working. The more circumspect Forces have first considered if these 'efficiency measures' are actually capable of producing the savings they promise, or whether they prove to be considerably more costly in the longer term as they impact on quality of service and operational resilience.

Our message to police forces has always been to be circumspect and not to rush into workforce modernisation (WFM). The message could hardly have been spelt out more clearly than in the NPIA Toolkit. Follow the recommended methodology, take your time to collect the data that is needed to chart your processes and then decide where and if you need to undertake some re-engineering.

It has been apparent that over the past year police forces have continued to introduce changes under the banner of WFM but as yet have not evidenced that they have carried out the necessary preparatory work. In those forces where the prescribed methodology has not been followed the WFM label is being used to legitimise a crude programme of civilianisation and cost cutting.

The handful of evaluations of WFM published to date, including Deloitte's Interim Reports on the national Workforce Modernisation Programme (WFMP), have failed to provide convincing evidence that it lives up to the claims made for it. Deloitte's Final Report is due in January 2010.

There is emerging evidence from the WFMP of confusion over roles and responsibilities and we have been paying particular attention to cases where this has involved our members and constables performing Team Leader roles. We have clearly stated our opposition at national level about the position in Surrey and Northamptonshire where Constable Team Leaders conduct Performance Development Reviews and other supervisory tasks. This is considered to be a step too far as it extends the role traditionally performed by experienced constables to support junior colleagues and encroaches on the managerial responsibilities of the sergeant rank.

Police Workforce Modernisation National Police Promotion Framework (NPPF) & Professional Development Matters affecting the Sergeant Rank

The police promotion trial incorporating work-based assessment (NPPF) was the



focus of a considerable amount of attention during 2009. The purpose of the trial was to assess and evaluate the use of work-based assessment in the promotion process, to prove the validity, reliability and fairness of the process as a means of replacing OSPRE Part II. Following consultation during 2008, the Police Minister agreed to a roll-out of the promotion trial in the autumn of 2009. However, there were five key areas that raised serious concerns for the Police Federation; compliance, governance, assessment structure, cost and the lack of an adequate Equality Impact Assessment.

As a result, in January 2009 the Police Minister and Chair of the Police Promotions Examination Board (PPEB) were informed that our concerns, coupled with a lack of confidence that the trial could deliver sustainable national standards caused the Police Federation to withdraw its support for the trial.

Subsequently in March 2009 at the PPEB meeting it was agreed that a new two year trial would commence, with the current seven trial forces and an additional three forces, West Midlands, Avon & Somerset and North Wales. The new trial, which would incorporate the best of OSPRE and the NPPF, would be set within the context of an holistic approach to promotion, backed by the new College of Police Leadership. This approach was later endorsed by the Police Minister.

The new trial commenced 1 April 2009 and will run until 31 March 2011, after which a report will be tabled at the PPEB, who will then make a recommendation to the Police Minister on the way forward.

In addition further work, which will affect all the Federated Ranks has been developed under the professional development banner. The new framework known as the Qualifications and Credit Framework (QCF), has been created, which should provide significantly greater flexibility for the development of qualifications. It is a simple

and effective structure that allows for the accumulation and transfer of credit and achievement over time. Each unit and qualification will have a credit value and a level between entry level and level 8. All units and qualifications within the QCF will be based on the National Occupational Standards as is the case with NVQ's; however, QCF units will be written in the form of learning outcomes. NVQ's will expire in 2010.

A new assessment strategy has also been designed to be utilised for all programmes of accreditation. It provides an opportunity to remove the need for a complex array of assessment strategies for different programmes which create confusion and bureaucracy. This strategy focuses on the need for good quality assurance by Forces and Awarding Bodies but does not include an absolute requirement for forces to qualify their A1 assessors, immediately removing the costs and bureaucracy associated.

Following the Flanagan Report recommendation "to review the ICF", the first phase of the review of the ICF was completed in June 2009. The aim of the first phase of the project was to primarily address and alleviate the bureaucracy experienced by front line officers in a range of PDR processes, particularly when completing PDR's. This has been achieved by summarising and rationalising activities within the role profiles. The review will continue into phase two, and look at role profiles, NOS, behavioural frameworks and review of IT access.

National Custody Forum (NCF)

The National Custody Officers Forum has continued to meet on a regular basis providing valuable information on a myriad of custody issues to the Sergeants' Central Committee. Some key areas of work are still ongoing; Attempts by Forces to civilianise the custody sergeants' role via the backdoor, custody and mental health training, risk assessments, CPS Charging, the PACE Review and Custody Healthcare Schemes.

Foreword



Good progress has been made on mental health issues, with training having come on line. There has been some broad agreement on returning decisions to the custody sergeant; the current stumbling block being the Attorney General and the Director of CPS. There is a difference in policy between the NCF and the Sergeants Central Committee on a sergeant to prisoner ratio policy, which may result in a motion being debated at the Sergeants Central Conference in May 2010.

Custody Officers

Following an extensive and robust campaign, culminating in the delivery of an evidenced based business case to the previous Police Minister Tony McNulty in February 2008, it was gratifying to learn that our submissions were listened to. The Rt Hon. Tony McNulty submitted a repeal of Section 120 & 121 of SOCAP into the Policing & Crime Bill before Parliament in July 2008 (ending any chance of civilianising the custody sergeant role). Unfortunately some ACPO members have been unwilling to accept the Governments' decision on this and have been seeking ways to circumvent legislation and introduce civilianisation via the back door. However, should they continue with this approach they will be challenged, as the Sections to allow for custody staff officers were repealed on 12 November 2009, when the Policing and Crime Act received Royal Assent. This achievement by the Sergeants Central

Committee, the National Custody Forum and Sergeants Branch Boards can not be underestimated. To change legislation is a huge accomplishment and one which all those involved should be extremely proud.

Custody Training

Following a lengthy fact finding period, sufficient evidence was gleaned from Sergeants Branch Boards to submit a damning report of the Safer Detention Learning Programme to ACPO and the NPIA. Both accepted the report in its entirety. Following a subsequent meeting a strategy was devised, followed by a review and a rewriting of the learning programme with the Sergeants Central Committee custody lead on both the Programme and Project Boards. The new, far more robust and comprehensive programme, as influenced by the input from the Sergeants Branch Board Chairmen and Secretaries at their meeting in October 2009, is due to be introduced in July 2010.

There are many future challenges for the sergeant rank, Police Federation and the police service. The Sergeants' Central Committee are prepared for these. The Committee look forward to working with you all in what will undoubtedly be a demanding and challenging next few years.

Adele Kirkwood
General Secretary

The Central Committee



John Giblin
(No. 7 Region - Gwent)
Chairman, S.C.C.

SCC Executive
JCC Executive
JCC Legislation
JCC Operational Policing
JCC Professional Development
(Secretary)

Course Director
Collaborations Working Group
Futures Group
PDR Working Group
Workforce Modernisation Working Group
Workforce Strategy Council
ACPO Administration of Firearms and Explosives
Licensing Committee
ACPO Learning and Development Working Group
Professional Development Leaders
UK Police Federation Professional Development
Liaison Group
NPJA Professional Development Liaison Group
Police Promotion Examinations Board
Police Promotion Implementation Project Board
Skills for Justice Review and Accountability Group
Skills for Justice Policing Forum
Skills for Justice Welsh Country Group
PNB Full Board
PNB Federated Ranks Committee



Adele Kirkwood
(No. 3 Region –
West Midlands)
**General Secretary/Treasurer,
S.C.C.**

SCC Executive
JCC Executive
JCC Treasurers
JCC Equality

JCC Equality Liaison
Care of the Victim Working Party
Collaborations Working Group (Secretary)
Futures Group
HQ Relocation Project Board
Olympics Working Party
Workforce Modernisation Working Group
Parliamentary Representatives Group
HMIC Front-Line Supervision Thematic
Inspection Steering Group
Police Dependants' Trust Fund Management
Committee
UNISON Liaison Committee
PNB Full Board
PNB Federated Ranks Committee
PNB Pay Working Group
PNB Pensions Appeals Working Group
PAB Full Board
PAB Biometric Technical Working Group



Julia Lawrence
(Reserve Seat - Derbyshire)
Vice Chairman, S.C.C.

SCC Executive
SCC Managing Officer –
Grievance Resolution Procedure
JCC Equality
ACPO Age Business Area
Women in Policing Ministerial

Steering Group
JCC Professional Development
Initial Police Learning and Development
Programme (IPLDP)
Core Leadership Development Programme (CLDP)
Police Promotion Examinations Board
Police Promotion Implementation Project Board
Standards Training and Competence Group
JCC Professional Standards
ACPO Vetting
Course Director
Eye of Conference Meeting
National Reserve Seat Meetings
HMIC Frontline Supervision



John Coppin
(No. 6 Region - Wiltshire)
**Deputy General Secretary /
Deputy Treasurer, S.C.C.**

JCC Health and Safety
JCC Legislation
JCC Operational Policing
Course Director
Olympics Working Party
(Chairman)

PNB Mutual Aid Working Party

The Central Committee



Ian Rennie
(No. 1 Region – Greater Manchester)
General Secretary, J.C.C

JCC Executive
JCC Resources Working Group
Police Negotiating Board Staff
Side Secretary
PNB Full Board

PNB Federated Ranks Committee
PNB 'Held in Reserve/Mutual Aid Working Party
PNB Joint Secretaries
PNB Gender Equality and Worklife Balance Working Group
PNB London and South East Allowance Working Party
PNB 'On Call' Working Party
PNB Police Pay Working Party
PNB Police Medical Appeals Working Party
PNB Police Pensions Review Working Party
PNB Police Pensions Review Technical Working Group
PNB Temporary Salary/Temporary Promotion Working Party
Police Advisory Board
PFEW Workforce Modernisation Working Group
Ministerial Ethnic Minority Steering Group
Ministerial Women in Policing Steering Group



Steve Evans
(No. 4 Region – Derbyshire)

JCC Equality
JCC Professional Development
JCC Professional Standards
(Secretary)
Course Director
SCC Deputy Managing Officer –
Grievance Resolution Procedure

National Custody Officers Forum
ACPO Complaints & Misconduct Working Group
ACPO Ethics Portfolio Group
IPCC Performance Framework
IPCC Staff Association Meeting
National Detention Forum
PABEW Sub-Committee on Police Disciplinary Arrangements



Mal Taylor
(No. 2 Region – North Yorkshire)

JCC Health and Safety
JCC Legislation (Secretary)
JCC Professional Standards
Course Director
ACPO Criminal Justice
Business Area

Youth Justice Forum
National Detective Forum (JCC Representative)
RIPA Forum (Oxford University)



Kevin Huish
(No. 5 Region – Thames Valley)

JCC Health and Safety
JCC Legislation
Course Director
JCC Assistant Training Manager
Mental Health Lead
Joint Custody Lead
National Advisory Group to the

Health and Criminal Justice Programme Board
Policing Healthcare Group
National Custody Officers Forum
JCC Skills Audit
ACPO National Custody Forum
Home Office & PPSMG Custody Design Group
Safer Detention Programme Board
PACE Review Board
ACPO (TAM) Project Board
ACPO National Mental Health Forum
Mental Health Programme Board
Mental Ill Health Learning and Development Project Board
Reducing Bureaucracy Practitioners Group
Independent Advisory Panel on Deaths in Custody
Practitioner Stakeholder Group

The Central Committee



Martyn Mordecai
(No. 8 Region –
Metropolitan)
Treasurer, J.C.C.

SCC IT Co-ordinator
JCC Executive
JCC Treasurers
JCC Operational Policing
Course Director

ACPO TAM (CBRN)
National Membership Database
National Driver Training



Paul McKeever
(No. 8 Region –
Metropolitan)
Chairman, J.C.C.

JCC Executive
National Policing Board
Reference Group
Standing Committee on
Conditions of Service

(Chairman)
Skills for Justice Board
Trustee to the Police Dependants' Trust
Trustee to the Police Federation Special
Endowment Scheme
PNB Full Board (Staff Side Chairman)
PNB Federated Ranks Committee (Staff Side
Chairman)
PNB Pensions Working Group
Police Advisory Board (Chairman)
PFEW/ACPO/NPIA Workforce Modernisation
Working Group
National Police Memorial Day (Chairman)
NPIA Board
Bramshill Leadership Board
MPFS Board
MPFS (Chairman) Finance & Audit Committee
Parliamentary Police Group
ACPO Firearms Licensing Committee

Committee Officers



On 1 April 2009 Mr. M. Downes, Sergeants' Representative for No. 2 Region, resigned from the Committee and returned to West Yorkshire Police to take up his position as Joint Branch Board Vice Chairman and subsequently Chairman. Mr. M. Downes was replaced as Sergeants' Representative for No. 2 Region by Mr. M. Taylor of North Yorkshire Police.

Committee Officers

At the Post Conference meeting it was noted that the following had been appointed to serve until Conference 2011:

Chairman	John F.M. Giblin
General Secretary	Adele Kirkwood
Treasurer	Adele Kirkwood
Vice Chairman	Julia Lawrence
Deputy General Secretary	John Coppen
Deputy Treasurer	John Coppen

Sergeants' Central Committee Meetings

The Sergeants' Central Committee held a total of seven meetings during 2009. The dates and venues of these are listed as follows:

27th January 2009 (Statutory)	Leatherhead
31st March 2009 (Statutory)	Leatherhead
15th May 2009 (Post Conference)	Bournemouth
23rd June 2009 (Statutory)	Leatherhead
25th June 2009 (Statutory)	Leatherhead
8th September 2009 (Statutory)	Leatherhead
3rd November 2009 (Statutory)	Leatherhead

Reserves to the Central Committee

No. 1 Region

1st	Phillip McAllister	Gtr Manchester
2nd	Jan Beattie	Merseyside
3rd	Mark Unsworth	Lancashire

No. 2 Region*

1st	Bruce Clifford	Northumbria
2nd	Andy Ward	Durham
3rd	Phillip Abbiss	West Yorkshire

No. 3 Region*

1st	Richard Hopkins	Staffordshire
2nd	Dean Cave	West Mercia
3rd	Vacant	

No. 4 Region

1st	Dave Cartwright	Norfolk
2nd	Phillip Matthews	Nottinghamshire
3rd	Peter Massey	Derbyshire

No. 5 Region

1st	Martyn Hale-Smith	Sussex
2nd	Andy Goodwin	Essex
3rd	William Boyle	Thames Valley

No. 6 Region*

1st	Doug Campbell	Gloucestershire
2nd	Steve Gardner	Devon and Cornwall
3rd	Nigel Rabbitts	Devon and Cornwall

No. 7 Region*

1st	Paul Herdman	Dyfed Powys
2nd	Melfyn Jones	North Wales
3rd	Geoff Roberts	South Wales

No. 8 Region

1st	Andy Fittes	Metropolitan
2nd	Debbie Gibbs	Metropolitan
3rd	Dave Wilkinson	City of London

Policewomen *

1st	Samantha Roberts	No. 7 Region (North Wales)
2nd	Sarah Drury	No. 8 Region (Metropolitan)
3rd	Jane Hill	No. 3 Region (Staffordshire)

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

Police Federation (Sergeants') Funds



The Balance Sheet and Statement of Accounts of the Police Federation (Sergeants') Funds for the year ending 31 December 2009 are published within the Police Federation of England and Wales Statement of Accounts for 2009.

During the year there were 439 new applications in the form of civil claims, employment tribunals, CICA claims and requests for legal and medical advice. In addition 225 claims were settled resulting in awards to members of between £200 and £400,000. Taking into account the total amounts received for all categories of personal injury, £2,308,118.23 was recovered for Sergeants and their immediate families

Trustees to the Funds held by the Sergeants' Central Committee

The below-named were elected at Conference 2008 as Trustees to the Funds held by the Sergeants' Central Committee for a period of three years:

Mark Nurthen	Metropolitan
Roy Scanes	Essex
Andrew Hookway	Devon and Cornwall

However, due to his imminent retirement from Devon and Cornwall Constabulary, Mr. A. Hookway stood down from his position of Trustee to the funds held by the Sergeants' Central Committee on 8 May 2009. Mr. P. Kinsella of Merseyside Police, who had been First Reserve, succeeded Mr. Hookway as Trustee.

During 2009 the elected Trustees met at Leatherhead on four occasions:

23rd February
27th April
3rd August
8th December

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

The below-named will serve as Reserves to the Trustees to the Funds held by the Sergeants' Central Committee until Conference 2011:

1st Reserve	
Del Hastings	South Wales
2nd Reserve	
John Capp	Devon and Cornwall
3rd Reserve	
Karen Carmichael	Greater Manchester

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

The below-named was elected at Conference 2008 as the Sergeants' Representative to serve as Trustee to the Police Federation (Joint) Funds for a period of three years:

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

The below-named will serve as Reserve Trustees to the Police Federation (Joint) Funds (Sergeants' Representative) until Conference 2011:

Phil Read	Nottinghamshire
Roy Scanes	Essex
Karen Carmichael	Greater Manchester

Charities

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

NORTHERN POLICE CHARITIES

M. Trueman	West Yorkshire
R. Galloway	Cheshire

GURNEY FUND

J. Apter	Hampshire
P. Land	Avon and Somerset

Central Conference 2009



The 87th Sergeants' Central Conference was held in the Tregonwell Hall, Bournemouth International Centre, on 12 May 2009. The strap line was "Sergeants are Guardians of Excellence" and Conference was recorded on DVD and broadcast live via the Internet. There were three Motions on the Agenda and once again voting pads were employed to electronically register delegates' views. Delegates also considered the report of the Conference Arrangements Committee and Mr. P. Herdman, Secretary of the National Custody Officers Forum, updated delegates in respect of work carried out by the Forum during the past year.

The second part of Conference commenced with a powerpoint presentation from a representative of Her Majesty's Inspector of Constabulary, Chief Superintendent Paul Rickett, who updated Conference on the HMIC Report, "Leading from the Frontline". The short presentation was followed by a question time session in respect of the rank of Sergeant within the developing Workforce Modernisation Programme, including pay and reward and the response from key stakeholders to the HMIC Report. The discussion was facilitated by television broadcaster, John Stapleton and questions from delegates were posed by the use of two roving mikes. The panel consisted of The Rt. Hon. Vernon Coaker, MP, Minister of State for Policing, Crime and Security, David Ruffley, MP, Shadow Minister for Police Reform, Chief Constable Simon Ash, ACPO Representative on the Official Side of the Police Negotiating Board and Lead for Rewards of Pay and Recognition and Tom Whitehead, Home Affairs Editor for the Daily Telegraph. Also participating in the debate from the floor of Conference were other key stakeholders including Phil Blundell, Chair of the Official Side of the Police Negotiating Board and Board Member of the Association of Police Authorities, Superintendent Duncan Graham, Head of the NPIA Core Leadership Development Programme, Chief Superintendent Paul Rickett and John Giblin, Chairman of the Sergeants' Central Committee. Refreshments at Conference were sponsored by Thompsons Solicitors, whilst SunGard sponsored the large screen and provided memory sticks as gifts for delegates.

Motions and Amendments

Annual Report **SCC**
"That this Conference receives and accepts the Annual Report of the Sergeants' Central Committee for the year 2008, 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



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.

Central Committee Offices



Secretaries' Meetings

During 2009 the first meeting of Sergeants' Branch Board Chairmen and Secretaries was held at the Holiday Inn, Stratford upon Avon, on 3 and 4 March 2009, where guest speakers were Alan Brown, Head of Police Powers and Procedures in the Policing Powers and Protection Unit of the Home Office, Superintendent Paddy Craig, HMIC lead on the inspection of custody suites, Detective Sergeant Hilary Carmichael, WFM Field Officer Mark Moore from the National Policing Improvement Agency, Richard Stratton and Superintendent Dawn Boulton from the Avail Resilience Project and Roy Scanes, Secretary of the Essex Joint Branch Board.

The second meeting of 2009 was held at the Queen Hotel, Chester, on 13 and 14 October 2009. The first guest speaker, Superintendent Duncan Graham, Head of the NPIA Core Leadership Development Programme, spoke on Critical Incident Training, supported by Detective Sergeant Sarah Gaylor and Detective Constable Deborah Davis from Cambridgeshire Police. This was followed by a presentation from Chief Inspector Kory Thorne and Sergeants Georgina Leavold and David Steele, informing delegates about good practice in

Hampshire Police where a group has been set up as a result of the HMIC Report "Leading from the Frontline". The final presentation on Custody Sergeants Training was given by Superintendent Andy Hunt of West Midlands Police and Sergeant Dave Lightfoot, an NPIA Training Designer.

Arrangements for future meetings of SBB Chairmen and Secretaries have been made at the Queen Hotel, Chester, on 2 and 3 March 2010, 19 and 20 October 2010, 1 and 2 March 2011 and 18 and 19 October 2011.

Publications 2009

SBB Circulars 2009

- 1 Information Request Regarding Custody Processes
- 2 Follow Up To JBB Circular 66/2008 - Searching Of Detainees
- 3 Workforce Modernisation
- 4 NPIA Training Questionnaire
- 5 Sergeants' Central Conference 2009 – Last Conference
- 6 Sergeants' Central Conference 2009
- 7 Sergeants' Branch Board Chairmen and Secretaries Meetings 2010
- 8 Sergeants' SPP Payments
- 9 Custody Staff Officers



The Sergeants' Central Committee

Back row (*left to right*)

Ian Rennie, Paul McKeever, BA(Hons) Mal Taylor, Steve Evans, BA(Hons)

Front row (*left to right*)

Kevin Huish, Julia Lawrence, BA(Hons) (Vice Chairman), John F.M. Giblin, MA, BA(Hons), (Chairman), Adele Kirkwood (General Secretary/Treasurer), John Coppen (Deputy General Secretary/Deputy Treasurer), Martyn Mordecai, BA(Hons),