

Independent Review of the Police Federation of England and Wales

Terms of Reference

To conduct an independent review of the Police Federation of England and Wales (PFEW). The Review will consider whether changes are required to any aspect of the Police Federation's operation or structure in order to ensure that it continues to promote the public good as well as meeting its statutory obligation to represent the interests and welfare of its members and the efficiency of the police service.

The review will consider, in particular, the degree to which improvements are necessary to ensure the PFEW:

- 1) Acts as a credible voice for rank and file police officers
- 2) Genuinely serves the public good as well as its members' interests
- 3) Is able to influence public policy on crime and policing in a constructive manner
- 4) Is an example of organisational democracy and effective decision-making at its best allowing genuine ownership of the organisation by police officers and effective communication between members and the Federation at all levels
- 5) Is recognised as a world class leader in employee voice

The review will engage openly with all stakeholders and interested parties, providing opportunities to submit evidence and proposals and to set out views relevant to its remit. The Review will deliver its recommendations to the Chairman and General Secretary of the Police Federation of England and Wales, having regard for:

- 1) Value for money in respect of police officers' subscriptions to the PFEW
- 2) The unique position and responsibilities of the Office of Constable
- 3) The importance of enhancing public confidence in policing
- 4) The impact of its recommendations upon equality and diversity
- 5) Transparency of decision making and the subsequent action taken

The review will detail its findings and recommendations in a report by January 2014. Should the review conclude that changes are required to the operation or structure of the Federation, recommendations should be set out in such a way as to allow for a realistic phased introduction from May 2014.