

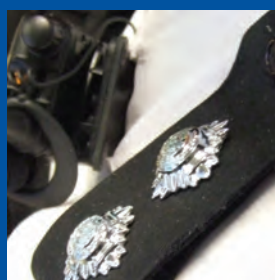
# Annual Reports

## 2010

**Joint Central Committee**  
**Constables' Central Committee**  
**Sergeants' Central Committee**  
**Inspectors' Central Committee**



of England and Wales



# 2010 Executive Summary

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**Paul McKeever**  
**Chairman**



**Ian Rennie**  
**General Secretary**

The year proved to be another challenging and unsettling one for the police service, dealing with the inevitable political electioneering pre-May and then the uncertainty post-General Election as to what change the new Coalition government would seek to introduce in policing.

Whilst 2009 sowed the seeds for financial restraint and cutbacks, 2010 saw a new government make clear that its priority would be dealing with the country's huge financial deficit and that all workers would have to share the pain. To that end, the Federation knew that difficult months lay ahead.

## **A year in Parliament**

As we entered 2010 the only political certainty was that there would be a General Election before the end of June.

At the start of the year the three main political parties published their manifestos. Whilst Labour promised to maintain police numbers and the Liberal Democrats pledged to put an extra 3,000 police officers on the beat, the Conservatives were silent on funding issues relating to law and order.

With no party winning outright it was one week after the General Election on 6th May that the coalition government was formed. Just days before the Police Federation annual conference in May, it was announced that the new Home Secretary was Theresa May with Nick Herbert as the Police Minister. Whilst Mrs May was less familiar to the Police Federation, Mr Herbert was very well known, having previously been the Shadow Minister for Police Reform and having attended past Federation conferences. Whilst he was Shadow Minister, Mr Herbert had been the architect of the Conservative blueprint for police reform

entitled 'Policing for the People', so we were aware that in his new role he was likely to advocate considerable change to the service.

The Police Federation had a good presence at each of the autumn political party conferences. With a new government in place this was an important time to ensure that the voice of the rank and file was heard. For the first time we co-hosted a fringe meeting with the Association of Chief Police Officers and the Police Superintendents' Association of England and Wales. This maximised attendance by politicians and other stakeholders and ensured that the lively debate was not just restricted to comments from the floor but also some disagreement on police reform by the panel themselves. Entitled 'The Policing Fringe', the meetings allowed the Federation to put on the political agenda key issues and concerns about terms and conditions, police pensions and the threat of a reduction in police officer numbers.

With devolution of policing on the political agenda, the Police Federation also had a presence at each of the Welsh Spring Party conferences where delegates were prompted to think about which aspects of policing they were prepared to sacrifice in a climate of funding cuts. Our national Chairman addressed the Plaid Cymru conference in autumn and a delegation from the national and regional Federation also met with the First Minister for Wales, Carwyn Jones, to discuss the impact of cuts in Wales.

Ahead of the publication of the government's Comprehensive Spending Review we held a media conference in which we made clear that financial cuts to policing and a reduction in police officer numbers would result in 'Christmas for criminals', a catch-phrase that captured press attention and caused some discomfort for the government.

On 20th October the Chancellor of the Exchequer, George Osborne, published the Comprehensive Spending Review which outlined planned spending for the coming four years. Whilst we knew tough decisions would be taken by government we were shocked and extremely disappointed that policing would see a drastic reduction of 20 percent funding over the coming four years; heavily weighted in years one and two. This, after the HMIC had warned that any financial

# 2010 Executive Review

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cut in excess of 12 percent would result in a detrimental public service. We made clear to government that this would jeopardise public safety and called upon them to urgently reconsider.

In December the government published the Police Reform and Social Responsibility Bill which contained proposals for the introduction of directly elected Police and Crime Commissioners. In a submission to the Home Office, the Federation made clear that there was still insufficient detail as to how this system would operate and our concern that operational policing must not be compromised and must remain politically independent. Whilst it is right that the police service is held to account, it is not a matter for the Federation to comment on how this should be achieved; that is a matter for government.

## **Fighting for the best terms, conditions, pay and pensions for police**

This year saw significant steps taken by the new Coalition government which threaten the pay, pension and terms and conditions for police officers.

In view of the country's fiscal problem, in the June emergency budget the government announced a two-year pay freeze for all workers in the public sector. The Federation immediately sought assurances, and received confirmation, that the third year of the three-year police pay settlement would be honoured in September 2010.

In October the Independent Public Service Pensions Commission led by Lord Hutton published its interim report. The report made clear that should the government wish to make short-term savings then raising contribution rates would be the most effective way. The initial recommendations were not specific; therefore it is difficult to know if there will be implications for police pensions in the future.

Lord Hutton will produce a final report in time for the Budget in 2011, which will look at longer-term structural reform of public sector pensions. This may include whether or not it is appropriate for schemes to move from a final salary basis to that of a career average. It will also look at whether there needs to be changes to retirement ages within each scheme. As part of the Staff Side of the Police

Negotiating Board, the Federation were involved in the formulation and submission of written evidence to the Independent Public Service Pensions Commission in December.

In October the government appointed ex-rail regulator, Tom Winsor, to undertake the independent review of police officer and police staff terms and conditions of service. He is supported by former West Midlands Chief Constable Sir Edward Crew and economist Professor Richard Disney. The Federation met with Tom Winsor within days of his appointment and, working to an exceptionally tight consultation period, sent a thorough and well-evidenced written submission. In December all submissions were published which allowed the Federation to submit a supplementary paper specifically addressing issues raised in the original submissions by ACPO and the APA. Both submissions were published on the Police Federation website.

The end of 2010 also saw several police forces institute Regulation A19 of the police pension regulations, which allows chief officers to forcibly retire police officers on the grounds of efficiency of the force. The issue was discussed at the July meeting of the Joint Central Committee and, whilst accepting that regulations allow it to be used in specific circumstances, the Federation agreed that it would support any member who is made subject to the improper or perverse application of A19.

Further detail on all the issues relating to police pay, pensions and terms and conditions can be found in the PAB/PNB section of this annual report.

## **Facing danger**

The year saw several high profile events that attracted considerable media attention and put the dangers and stresses of policing directly under the spotlight.

In June, in Cumbria, Derek Bird shot and killed 12 people before killing himself. Then in July, PC David Rathband was shot in the face and blinded by Raoul Moat. The year ended with demonstrations in London against the government's plans for tuition fees and resulted in public disorder and a fire extinguisher being thrown from the roof of a building at police officers.



# 2010 Executive Review

This is the reality of policing. We have made clear to government that, whatever changes they may consider for the service in 2011, they must never forget the dedication, bravery and commitment of police officers across the country.

## Deployment to Northern Ireland

Towards the end of the year we were forced to go public regarding the idea being considered by ACPO that police officers from England and Wales could be deployed to assist colleagues in the Police Service of Northern Ireland (PSNI). We expressed deep concern that this was under consideration despite officers from England and Wales having inappropriate and insufficient equipment for this duty, nor the necessary training needed to police in such a different environment.

The idea, from ACPO's Committee on Public Order, came as a consequence of the cuts in police officer numbers in PSNI over several years; the concern being how the PSNI could cope with a prolonged public order incident.

In addition to concerns about Police Federation of England and Wales members being required to police in an entirely different, and often hostile environment, we raised the issue that a reduction in the number of police officers here would further limit the ability to provide support, without having a detrimental impact on public service delivery.

The year ended with insufficient detail for the Police Federation to be content to endorse any plans to send officers from England and Wales. This was echoed in a joint statement issued together with the Police Federation for Northern Ireland and the Scottish Police Federation. The matter is now with ACPO and we wait to see what steps they will take in 2011.

## Equality Act

The Equality Act finally got onto the statute book as one of the last acts of the Labour government. Although it was supported through parliament by all parties, the opposition parties indicated that, if elected, they would not implement all the provisions in the Act. The main provisions of the Equality Act became law on 1st October 2010, repealing much of the previous equality legislation, including the Sex Discrimination

Act, the Disability Discrimination Act and the Race Relations Act. The Coalition government is still considering whether to implement a number of the provisions.

The overarching principle of the Act is to make the law simpler and consistent across all the protected characteristics. There are now nine protected characteristics: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

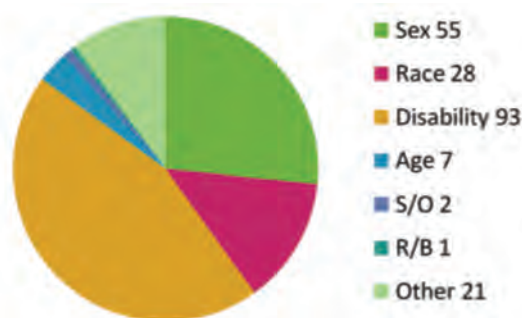
There have been major changes to the way the law operates in respect of direct discrimination, harassment and liability. Of particular interest to the Police Federation of England and Wales is the way the law has changed in respect of positive action. The Sex Discrimination Act allowed us to reserve a seat on our elected bodies for a representative of the under represented sex. This provision was not included in any other piece of equality legislation; however, the Equality Act has made positive action consistent across all the protected characteristics.

The JCC decided to set up a Positive Action Provisions Working Group to consider the specific issues for the PFEW raised by this change. The Equality Sub Committee is to consider the implications of all other matters and will ensure that all PFEW advice and documentation is up to date.

## Legal Action – Equality Issues

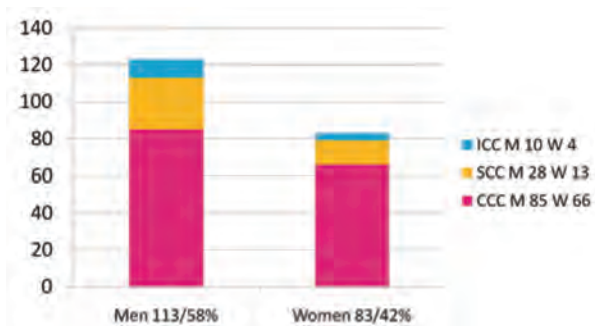
The three separate Rank Committees deal with funding of claimants in respect of claims of discrimination. A total of 207 officers were supported during 2010.

**Chart 1:** The breakdown of claims of discrimination funded by the Separate Rank Committees in 2010 (Total 207).



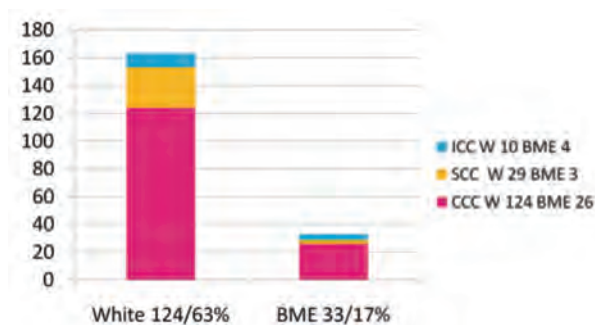
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**Chart 2:** The Gender Breakdown of cases funded by the Separate Rank Committees in 2010



In 13 (less than 1%) cases the sex of the officer was not stated (percentages have been rounded so may not add up to 100%) Women make up 25% of officers in England and Wales (Home Office March 2010)

**Chart 3:** The Racial breakdown of cases funded by the Separate Rank Committees in 2010



In 44 (21%) cases the race of the officer was not stated (percentages have been rounded, so may not add up to 100%) BME officers made up 4.6% of police officers in England and Wales (Home Office March 2010)

## JCC Legal Services

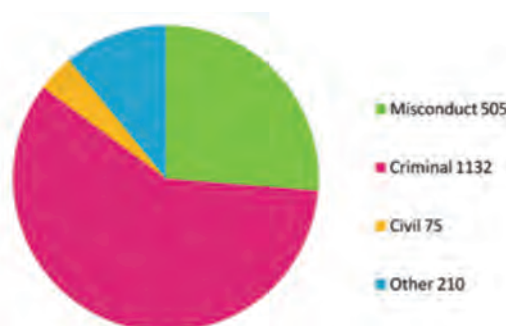
In 2010 the JCC processed a total of 1922 legal applications to support our members. Primarily we provide legal assistance in relation to criminal and misconduct matters that encompass road traffic incidents, assaults, corruption, perverting the course of justice, gross misconduct and police appeals

tribunals. We also provided legal assistance to members who had been named as properly interested persons by Coroners connected with police contact deaths and proceedings in relation to defamation and privacy claims.

2010 saw an overhaul of our claims management database to enable us to extract much more detailed and useful information. Our system now allows us to look at the 'bigger picture', to observe and identify trends nationally and to analyse and compare volume and types of cases regionally. In particular, analysis of misconduct cases pre and post 'Taylor' will be invaluable at looking at how the new misconduct regulations have settled in. Reports have also been generated for the Roads Policing User Group Chairman that provided detailed analysis of members being prosecuted under specific sections of the Road Traffic Act.

Much more of this information is being shared with the Branch Boards and 2010 saw the introduction of our case closure letter. This is dispatched to the Branch Board Secretary when a case is finalised and details the exact cost of the claim from the Joint Voluntary Fund. The e-billing project which moved into its final development stage at the end of 2010 for implementation in January 2011, is another area that will enable the JCC to monitor and manage the claim costs more effectively. Our retained solicitors and a few selected 'panel solicitors' have embraced the e-billing system and have actively taken part with the transition as well as the Separate Rank Committees.

**Chart 4:** The breakdown of claims by type funded by the JCC in 2010



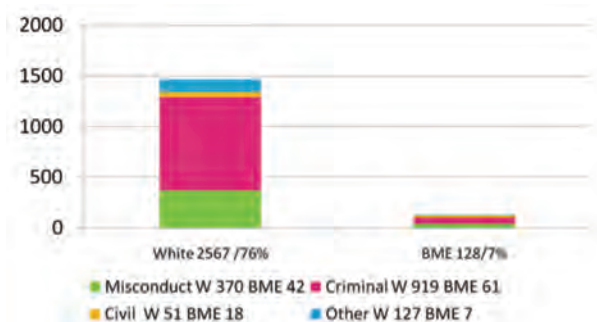
# 2010 Executive Review

**Chart 5:** The Gender Breakdown of cases funded by the JCC by type in 2010



In 12 cases (less than 1%) the gender of the officer was not recorded. (percentages have been rounded so may not add up to 100%)

**Chart 6:** The Racial Breakdown of cases funded by the JCC by type on 2010



In 329 cases (17%) the race of the officer was not recorded. (percentages have been rounded so may not add up to 100%)

## Staff Employment

The Police Federation of England and Wales is fortunate to have a group of experienced and committed staff and together we have faced a number of interesting challenges during 2010.

Much emphasis has been placed on ensuring that we deliver the commitments in our Diversity Equality Policy to follow best practice in all employment matters and many HR procedures have been updated and introduced accordingly, to ensure that we remain a professional and efficient employer. All new and revised policies have been diversity impact assessed.

Our simplistic appraisal process has evolved since its introduction in 2009 and performance is now managed more consistently with recognition payments for good work and attendance. Through tighter management and

supportive arrangements provided by an Employee Assistance provider we have been able to reduce the sickness absence figures for JCC staff over several years and in 2010 achieved our lowest rate yet of 5.1 days per person. This figure includes long-term sickness; nearly a third of staff had no sickness absence at all.

We achieved the “Two Ticks” award from Job Centre Plus in recognition of our positive approach to employing disabled people. The symbol is now used on our job advertisements, recruitment literature, PFEW stationery and other relevant publications.

In September 2010 the existing JCC staff had an average length of service of 7.5 years, with nearly a quarter of staff having more than 10 years' service. This is attributed, at least in part, to the generous terms and conditions of employment. However whilst the PFEW seeks to provide competitive remuneration to its own employees it is important that these provisions are commercially viable for the organisation. The final salary pension scheme no longer met this criteria and so, after much deliberation, was closed and replaced by a defined contribution workplace stakeholder pension scheme.

The PFEW also seeks to ensure that any recruitment is justified before it goes ahead. During 2010, six people left the PFEW, but only two of these roles were replaced. The post of In-House Employment and Discrimination Lawyer was created to provide professional legal advice at an early stage more cost effectively.

In September 2010 the hotel and catering function, originally provided by an external company, was in-sourced to the PFEW in order to improve the cost effectiveness of our Leatherhead functions. All staff transferred to us and have joined us enthusiastically in taking this opportunity to improve the services within the hotel and catering areas.

Grievance handling training has been provided for all line managers and all staff have continued to receive equality training, with specific inputs about the Equality Act and the PFEW's own Diversity and Equality scheme.

We currently employ 80 staff and our employment profile is as follows;

- Women 65%, Men 35%
- Staff who have declared that they have a



# 2010 Executive Review

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- disability = 7%
- Staff from an ethnic minority background = 12%

Although we monitor all relevant protected characteristics, including sexual orientation and religion and belief, the decision has been taken not to publish this information as the data comprises very small numbers and could potentially cause individuals to be identified.

## Annual Conference

Our annual conference in May again captured the media attention as it was the new Home Secretary's first public speech since her appointment.

The media focus was assisted through the publication on the eve of conference of exclusive Police Federation research which revealed the devastating effect of workforce changes made over the past decade; a trend that could result in forces having more police staff than police officers. The research showed that in the last 10 years police staff numbers had doubled and this could threaten the long-term resilience of the service.

When Theresa May, the Home Secretary, addressed delegates she delivered welcome news by confirming that the new government would honour the remainder of the three-year pay settlement. Mrs May also promised to cut bureaucracy, starting with the abolition of the policing pledge and stop and account form.

In the main forum debates, conference discussed how forces deal with trauma and whether enough is being done. There was also a debate about the future of policing with key policing leaders including ACPO President Sir Hugh Orde and Derek Barnett, President of the Superintendents' Association. They were joined by Shami Chakrabati from human rights group, Liberty, who agreed with the Federation that operational policing must remain independent of politics.

Conference also debated how police performance is assessed and whether there are more effective methods of doing so. We were pleased that the Chief Executive of the Taxpayers' Alliance was able to join us for this discussion.

In light of the criticism police faced in 2009 in the aftermath of G20 a session looked at the role of policing public order events and current

tactics used. As part of the on-going work by the Federation's Olympics working group to ensure that Federation members are not disadvantaged during the period of the games in 2012, conference also looked at whether UK forces were ready for the Olympics and the issues that still need to be addressed to ensure resilience whilst not compromising officers' work-life balance.

The JCC is grateful to the committee members, CAC and JBBs for their continued support to ensure conference is a success.

## Women's Reserve Seat Representatives

In addition to the Eve of Conference meeting at annual conference, the reserve seat representatives held two national meetings; one in June and the other in December.

Concerns discussed at the Eve of Conference meeting included equal pay, uniform and body armour and fitness tests. The panel discussion focussed on the ACPO review of 'Tackling perpetrators of violence against women and girls', during which speakers from ACPO and the IPCC took part.

## Police Bravery Awards

This year's annual event was held at the Dorchester Hotel and still served as a poignant reminder of the incredibly brave acts that take place by police officers around the country every day.

The Police Bravery Awards, organised by the Police Federation and the Sun newspaper, were attended by Prime Minister, David Cameron, Home Secretary, Theresa May and the then Shadow Home Secretary, Alan Johnson.

Before the evening award ceremony each of the 58 nominees joined the Prime Minister at Downing Street for a reception.

At the ceremony in the evening the Brave Officer of the Year award was presented by the Home Secretary to the London Region nominees, Metropolitan Officers; PCs James Berry, Dion Bird, Stuart Higgs, Jonathan Lowe and Adrian Pine.

The other recipients of the regional bravery awards were;

- South West winner –  
PC Tom Kinderman, Wiltshire
- Eastern winner –  
PC Paula Rutherford, Northamptonshire

# 2010 Executive Review

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- North West winner – PC Bill Barker (posthumous), Cumbria
- South East winner – PC Jenny Liddell and PC Gary Walker, Bedfordshire
- North East winner – PC Sarah Lacy, North Yorkshire
- Welsh winner – PC Elizabeth Window, South Wales
- Midlands winner – PC Linda Tooth and PC Hayley Court, West Midlands

We would like to thank the Sun newspaper and our new sponsor, Police Mutual, for their support to ensure this is a memorable event for all the brave police officers nominated throughout England and Wales. Thanks also to the Federation Joint Branch Boards for selecting and compiling the nomination papers for their respective forces.

## **National Police Memorial Day**

The Police Federation of England and Wales continues to actively support the National Police Memorial Day Trust and the Federation Chairman chairs the Memorial Day Organising Committee.

This year the seventh National Police Memorial Day service took place for the second time in Northern Ireland, at the Waterfront Hall in Belfast. The service was attended by the Home Secretary, Theresa May and Police Minister, Nick Herbert who joined a 1200 strong congregation which included the family, friends and colleagues of fallen officers.

This year seven officers lost their lives in the line of duty including PC Bill Barker who was swept to his death in the Cumbrian floods and Wiltshire PC Daniel Cooper whose patrol car crashed into a tree whilst responding to a call for assistance from other officers. The other five officers were Metropolitan officers; PC Sean McColgan, PC Daniel Gibb and DS Iain McLay and PSNI officers Constable Gary Grieves and Constable Gareth Gallagher.

## **National Detectives' Forum Conference**

The Police Federation National Detectives' Forum continues to grow from strength to strength, ensuring that the specific concerns and issues of detective federated ranks are at the forefront of Police Federation business.

In September the Forum held its annual two-day conference in Twickenham at which a report was published showing the vital

importance of retaining experienced, warranted police detectives throughout England and Wales. The Forum warned the government of the danger of making cuts to the policing budget and the effect it would have on the resilience and effectiveness of detectives to be able to properly and thoroughly investigate crime. The worry that some chief officers will seek to reduce costs by further civilianising roles currently undertaken by detectives was expressed. The Forum made clear that this would be a false economy, and the research published clearly showed the detrimental results where some chiefs have already taken this approach - poorer detection rates and a poorer service to the public.

The National Detectives' Forum conference also examined the rise in the number of detectives facing disciplinary procedure for failing to investigate crime. Lack of training and supervision were highlighted as reasons and a natural instinct if things go wrong for the detectives to become the scapegoat because there is an assumption that detectives have all received a high degree of training.

At the conference the Forum also launched their new website [www.pfndf.org](http://www.pfndf.org)

Our thanks to the National Detectives' Forum Chair, Steve Williams, and Secretary, Dennis Weeks, for their commitment and hard work which ensured this was a highly successful conference.

## **Roads Policing Conference**

In January the Police Federation held a joint annual roads policing conference with the Association of Chief Police Officers, entitled, '2010 and beyond'. Attended by approximately 250 delegates, the focus was on future considerations in a number of key areas within the roads policing portfolio, such as driving standards in relation to medical fitness, uninsured driving, drug testing, dealing with trauma and roadside field impairment testing.

Delegates heard from Lisa Dorn, an academic from Cranfield University, whose research has shown that young drivers are more likely to be involved in road traffic incidents because the part of the human brain that reacts to risk does not fully develop until people are in their twenties. This was further compounded by AA President, Edmund King, who produced statistics showing the high level of vehicle



# 2010 Executive Review

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collisions involving young drivers. At the other end of the spectrum, there was also a discussion about concerns regarding a growing percentage of elderly drivers who are not fit to drive.

The roads policing conference is an opportunity for roads policing officers to share good practice and express any shared concerns. The conference was a success largely thanks to the Federation's roads policing lead, Alan Jones. Plans are underway to hold a further conference in January 2011.

## Health and Safety Conference

Health and safety is an extremely important issue for the Police Federation of England and Wales. Upon forming an administration, the new coalition government asked Lord Young to review health and safety laws as they misguidedly believed it places restrictions on what those working in the emergency services can do whilst in the execution of duty. A delegation from the Federation met with Lord Young and made clear that health and safety laws do not hamper policing and they are there to protect everyone – the police and the public.

In December the Police Federation hosted a

one-day health and safety conference entitled 'Playing it safe; health and safety for the 2010 games'.

The conference was well attended and focussed on a number of key issues relating to health and safety during the approaching 2012 Olympic Games, including a discussion about the transport infrastructure, accommodation for officers away from home policing the event and capability of the Airwave police radio network. Conscious that policing the Olympic Games will be in partnership with other agencies, delegates also heard from representatives from the fire service, the ambulance service and the emergency planning council.

The success of this conference was in large part due to the efforts of the health and safety sub-committee; particularly its secretary, Paul Lewis.

Finally, we wish to thank the Joint Central Committee, Joint Branch Boards and all Police Federation staff for their continued support and hard work on behalf of the membership.

**Paul McKeever**  
Chairman

**Ian Rennie**  
General Secretary



## Joint Central Committee (left to right)

1st row (Back): Paul Barker, Steve Williams, John Giblin, Paul Ginger, Paul Huitson, Andy Dumbiotis

2nd row: Will Riches, Kevin Huish, Julia Lawrence, David Pellatt, Paul Lewis, Paul Davis, Alan Jones

3rd row: John Coppen, Steve Evans, Wayne McManus, Mal Taylor, Adele Kirkwood, Geoff Stuttaford, Tony Harper

4th row (Front): Neil Hickey, Steve Smith, Simon Reed, Paul McKeever, Ian Rennie, Martyn Mordecai, George Gallimore

# Equality

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**Chairman:**  
**Kevin Powell**



**Secretary:**  
**Wayne McManus**

During 2010 there have been two changes to the membership of the sub committee.

On the retirement of Mick Pearson and Trudy Vercholak from the sub committee, two members from the Inspectors' Central Committee, Kevin Powell and Carolyn Davies, were welcomed as their replacements.

As their retirements left the Chair and Secretary positions vacant, they were replaced by Kevin Powell and Wayne McManus respectively.

During their time in office Trudy and Mick have worked diligently on behalf of the sub committee. The committee would like to express their thanks to them both and wish them well in their retirement.

Membership of the sub committee is as follows;

Kevin Powell (Chair) – 3 Region  
Wayne McManus (Secretary) – 3 Region  
Tony Harper (Vice Chair) – 4 Region  
Julia Lawrence (Deputy Secretary) – Sergeants' Reserve  
Julie Nesbit – Constables' Reserve  
Paul Davis – 4 Region  
Adele Kirkwood – 3 Region  
Steve Evans – 4 Region  
Carolyn Davies – Inspectors' Reserve

The sub committee continues to pursue the aims of the Federation on issues of equality, fairness and diversity in the police service. We do this by representing our members in many areas, including training and updating Equality Leaders and Equality Advisors.

During the year Nyki Curtis, from the sub committee clerks' office, continues to provide administration support at our meetings and in organising the ELO seminars, as well as other tasks and we would like to offer our thanks for all her hard work.

The sub committee continues to draw on the experience of Edward Cooper and his team at Russell Jones and Walker as well as Jayne Monkhouse OBE, whom we would like to congratulate on receiving her Honour this year.

We welcome Vicenta Pallett to the Police Federation as the in house solicitor and she has already proved to be a great asset to the Equalities Sub Committee.

## **Equality Liaison Officers**

The Equality Leaders are our main point of contact with JBB's and we would like to thank them for the continued hard work on behalf of our members. There have been a number of newly appointed Leaders as a result of retirement and other moves. We wish all of our new Leaders success in their new role.

In 2010 two Leaders seminars were held at Leatherhead to assist them in their roles. During the seminars the attendees were given updates on a wide variety of subjects and good practice and views were shared. Legal updates were given by Russell Jones and Walker and our in house solicitor. Some of the topics included were the Disability and Discrimination Act, Medical Retirements, Equality Impact Assessments, the new Maternity Guidance and the Equality Act 2010. A number of equality foundation training courses were delivered during 2010 and more are planned for 2011.

## **Liaison and Consultation**

Parts of the Equality Act came into force in 2010. The Police Federation has set up an Equality Act working group, of which Adele Kirkwood is the Chair and Julie Nesbit the Secretary. Whilst they are looking at certain aspects of the Act, the sub committee

# Equality

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continue to be consulted and monitor the implementation of the remainder of the Act. We have contributed to the consultation on the Equality Act Public Sector Duty. Additionally we continue to contribute to various consultations and events.

The sub committee continues to represent the Police Federation on the ACPO Equality Diversity and Human Rights Portfolio as well as many of the business area working groups within that Portfolio. We are consulted regularly on projects that are being developed within those working groups.

## **Federation Publications**

Due to the implementation of the Equality Act 2010 and other changes in legislation

some of our equality related publications have had to be amended. The Equality handbook has undergone a major update to take into account changes brought about by the Equality Act 2010 and other changes in statute. The Family and Flexible Leave Working Manual will also be updated in early 2011 to take into account any changes in conditions that have been finalised through the PNB. It is anticipated that this will be completed by the time you read this.

The change has also meant that our equality leaflets have been reviewed and the latest versions published. They will continue to be monitored for their accuracy and as the year progresses and if there are any changes that come into effect then they will be updated.



# Health and Safety

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**Chairman:**  
**Paul Ginger**



**Secretary:**  
**Paul Lewis**

In 2010 the Health and Safety Sub-Committee had the pleasure to welcome Paul Ginger as the new Chairman. Since Paul has taken over the role we have seen Health and Safety progress further and faster than before.

## **Lord Young's Review of Health and Safety**

The new Coalition Government came into being this year; contained within the manifesto of the Conservative party was an attack on health and safety in industry, in particular policing.

They used the expression in relation to law and order with a pledge to “amend the health and safety laws that stand in the way of common sense policing”. This reflects a previous Conservative commitment to repeal the extension of the Health and Safety at Work Act to cover the police.

Lord Young was appointed to carry out the review and come forward with recommendations. The sub-committee instigated a campaign and held a number of meetings which included making written and verbal submissions to Lord Young. The consequence of the work was to unite all key stakeholders in policing for the first time to maintain policing under the umbrella of the Health and Safety legislation. This is something that has not always been apparent but the drive and the misleading comments in the press gelled the service on this issue. The outcome for the conservative party was a huge big u turn in their approach towards health and safety in policing. Their report ‘Common sense – Common Safety’ acknowledges that fact and makes reference to misleading press reports which distort the facts.

## **Health and Safety training**

This year has seen the roll out of the ‘Strategic Health and Safety within the Police

Service’ course which is accredited through IOSH. To date, we have run two courses and the feedback has been very good, this is down to the fact we went to a professional company to write the course and deliver it, as a result the quality of the product is very high. We still have the IOSH accredited Safety Representative Course, Accident Investigation and Working Time Courses available. As this year is the start of a new triennial period, it is very important that representatives who want to become safety representatives get their JBB's to book them onto the various courses.

## **Health & Safety Leaders**

The Health and Safety Leaders are the conduit between the JCC sub-committee and the local JBB's. This system was started up in 2002 and has grown in that information gathering and the sharing of information is constantly improving.

This year we have held two meetings where the leaders received presentations from Police Sergeant Carl Mason, Nick Cornwall-Smith APHSA Chairman, Mark Botham North Yorkshire Police Federation, Dale Brunt Surrey Police Federation, Richard Geraghty RJW solicitors, HSE Principle Inspector Sue Parkyn, Phil Reed, Notts Police Federation, Mark Clayton GMP Federation along with input from JCC representatives. The sharing of information helps with the learning and development of the leaders and in turn the safety representatives who they work with on a day to day basis.

The presentations from the conference which are not marked confidential are on our internal website PFNET.

## **Airwave**

The Federation has been promoting the health surveillance programme which is being run in conjunction with Imperial College, London and the NPIA, we have had concerns that the funding for the project may have been cut, but we have assurance from the NPIA that there will be funding to complete the project up until 2018.

Professor Ian Matthews, our advisor on any health related aspects of using TETRA, has compiled another of his well informed

# Health and Safety

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reports (the report in full is contained on the Pfnets). His findings after his yearly peer review is, with the knowledge available to us at the present time, there are very little ill-health affects associated with using TETRA.

## **H&S conference**

On the 24th November 2010 the Health and Safety sub-committee ran a very successful Health and Safety – Planning for the 2012 games – Playing it safe conference at the Cotswold Waterpark Hotel.

The aim of this conference was to raise awareness for all the emergency services and key stakeholders, to the safety, health and welfare for staff, athletes, media, press and our communities, when dealing with large volumes of people during major events.

The speakers included Superintendent Brian Pearce Metropolitan Olympics planning manager, John Mills Deputy Chief Fire Officer Hertfordshire, David Williams London Ambulance Emergency Planning Advisor, Mike Lees Emergency Planning society, Penny Fuller Wiltshire Police Welfare Manager, Andrew Reynolds Managing Director Revitalise, Professor John Brewer Bedfordshire University, Neil Wheeler PFEW general manager, Josh Berle Client Manager Airwave Solutions, Jim Bilsland, User Assurance Co-Ordinator NPIA, Dave Dent,

Deputy Co-Ordinator, Dorset Police, Nigel Furlong, Group Resilience Advisor Transport for London, Nigel Furlong, Group Resilience Advisor Highways agency, Tom Watson, Resilience and Crisis Planning Highways agency and Geoff Galilee, Director, Health, Safety & Licensing, London Borough of Brent and Chair of Wembley Stadium Safety Advisor Group.

The whole event was successfully facilitated by Ms Katie Ledger and the Keynote speaker was Paul McKeever PFEW chairman. From the feedback we have had the conference was an overwhelmingly successful, with delegates asking for another Health and Safety conference. The non-confidential presentations from this event are now on the Polfed Website.

## **Health & Safety for the future**

With the Comprehensive Spending Review taking affect it is very important to remember that health and safety is the golden thread through everything that we do, it goes unnoticed most of the time because of the work that is done behind the scenes to make sure that the way we police is more often than not prepared for. In the present climate, it is not the right time to undermine the Health, Safety and Welfare of our colleagues.

# Legislation

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**Chairman:**  
**Simon Reed**



**Secretary:**  
**Mal Taylor**

In preparing the annual report on behalf of the legislation sub-committee, there is always one eye on what the future year will bring, whilst also examining what the sub-committee has consulted on, responded to and achieved in the last 12 months. This year has been no different and the Queen's Speech following the General Election in May 2010, gave details of legislation that will impact on policing in the next 12 months. The new Government announced its intention to bring forward a variety of bills, including the Police Reform and Social Responsibility Bill, the Identity Documents Bill and the Freedom (Great Repeal) Bill.

The Police Reform and Social Responsibility Bill includes the following provisions:-

Making the police service more accountable to local people by replacing police authorities with directly elected police and crime commissioners to be introduced from May 2012.

Overhauling the Licensing Act to give more powers to local authorities and police to tackle any premises that are causing problems, doubling the maximum fine for persistent underage sales and permitting local authorities to charge more for late night licences to contribute towards the cost of policing the late-night economy.

Introducing a system of temporary bans for new psychoactive substances, so called 'legal highs', whilst the health issues are considered by independent experts, to ensure our legislative process can respond quickly to emerging harmful substances.

Restoring the right to non-violent protest around parliament whilst ensuring that Parliament Square remains accessible to all by repealing sections 132-138 of the Serious Organised Crime and Police Act (SOCPA) 2005 and prohibiting encampments and other disruptive activity on Parliament Square.

Amending the process for issuing private arrest warrants for universal jurisdiction offences to ensure that they are only issued where there is a reasonable prospect of a successful prosecution.

The main purpose of the Identity Documents Bill is to abolish identity cards and the National Identity Register and repeals the Identity Cards Act 2006. The Freedom (Great Repeal) Act covers the reform of libel laws to protect freedom of speech, the repeal of unnecessary criminal offences, adopting the Scottish model for the DNA database, re-statement of rights to non-violent protest, safeguards against the misuse of anti-terrorism legislation, further regulation of CCTV and the ending of storage of internet and e-mail records without good reason.

During the last 12 months the Government produced a plethora of consultation documents. Including; Law Society Consultation, Access to Justice Review Interim Report; Highways Agency, M1 Junctions 25-28 Controlled Motorway Consultation; Sentencing Council, Assault Guideline and Law Society Consultation, Access to Justice, shape the reform.

The sub-committee submitted responses to these as well as responses to Government bills, green and white papers, Sentencing Guidelines Council consultations, Home Affairs Select Committee reports and evidence to Parliamentary Select Committee enquiries.

The Police Federation Roads Policing Group continues to flourish under the guidance of Alan Jones and is continuing to work hard to



# Legislation

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highlight the importance of police officers continuing to lead on roads policing issues in the face of the many other policing challenges and priorities. The Roads Policing User Group again held a successful conference which was supported by road policing officers from across England and Wales.

The Police Federation National Detective Forum which comes under the auspices of the Legislation sub-committee continues to go from strength to strength and operates to represent the interests of Detectives throughout England and Wales. This year a very successful seminar was held to promote and represent Detective colleagues' interests and work place challenges. The keynote presentation was provided by the investigation team into the death of baby P and the challenges that the investigation

brought leading to a successful prosecution at court.

Our No 7 Region colleagues continue to attend the legislation sub-committee meetings as co-opted members in order to advise, represent and strengthen our involvement with the Welsh Assembly and I thank Paul Lewis (CCC) John Giblin (SCC) and Steve Williams (ICC) for their assistance and support in this area throughout the last 12 months.

I thank all members of the legislation sub-committee, and the Sub-Committee Administrator, Nyki Curtis for their support and dedication over the last 12 months and a full list of members and their business areas can be found on the Police Federation website.



# Operational Policing

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**Chairman:**  
**Geoff Stuttford**



**Secretary:**  
**Paul Davis**

We saw the field of operational policing tested to the limit during 2010, not least at the beginning of the year we faced a new Government and the first 'hung' parliament since February 1974.

What makes this interesting for the UK is that we are one of four other Commonwealth countries all with similar issues those including Canada, Australia and New Zealand all with hung parliaments.

What you might ask does that have to do with operational policing. With each year brings fresh challenges and where we can draw comparisons with any coalition Government is how we work together to bring about a peaceful resolution to a given set of circumstances. By working together with a common goal of protecting life and property the Police Service of the UK remains the envy of the world.

In June 2010 Derek Bird went on what can only be described as a killing spree, taking the lives of 12 innocent people and injuring 11 others. What these events show is it does not matter how much preparation goes into any police training for such events, we are tested to the limits. With support from Air Sea Rescue and the Yorkshire Air Ambulance including our colleagues from the Civil Nuclear Police we were eventually able to draw the matter to a conclusion.

One month later across the other side of the country Northumbria Police faced one of its biggest challenges that of Raoul Moat, a feral individual with a grudge against anyone who stood in his way and who went about in a systematic way to change the lives of 3

families forever including that of one of our colleagues Constable David Rathband who, by a cowardly act by Moat, was shot and seriously injured as he sat in his patrol car protecting all those he served.

For 7 days the public were put in fear of their own safety and wellbeing and it was the resources of a number of Forces, including PSNI and the RAF that eventually brought these events to a close with Moat taking his own life.

With two clear incidents at the heart of policing during 2010 it is hard to imagine anything else happening but one thing is clear to the operational policing sub-committee in that we continue to drive forward any issue about resourcing, training and equipment on behalf of our members.

Following each event there will always be an investigation, but what we must also do in a planned orchestrated way is review any events in the cold light of day and consider whether things should change for the better. Let us not throw away tried and tested methods for ones that look good on paper but will never work in practice.

In both cases identified the process of review has begun and we will monitor and evaluate any changes in the future as to how this may have any direct impact on those who are deployed to such events. Under the banner of interoperability the forces throughout the UK are working to ensure that there is resilience in terms of the amount of officers available. The Government will not do that for us. The Police Service can only deliver this to the public, what we must do is to continue to work tirelessly with ACPO and other interested parties to make sure the voice of reason and that of the practitioners is heard and understood; only then will we be in a position to say we have succeeded.

Within public order we have had what can only be described as another year of exploration of how we deliver this critical part of frontline policing. In the middle of

# Operational Policing

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the year we saw the World Cup in South Africa, not on home soil and not likely to be, but it tested some forces levels of preparedness for a number of weeks. The rise of certain groups wishing to engage in peaceful protest began to test the mettle of many a commander or chief officer. Even the Home Secretary had to make a decision or two on whether to ban a march!

Then following the Comprehensive Spending Review a lull in anticipation as to what was going to be next.

What is clear is that towards the end of 2010 the new Government, having set its goals out for its future, has to take responsibility for the actions of others. The civil disorder that broke out during November and December with the levels of violence meted out to many of the members is of great concern and we must be clear that we will not tolerate this in our society. ACPO have the policies and procedures that allow things to happen and we must play our part in ensuring that any piece of equipment that is fit for purpose must be considered to support those on the front line. What is clear is that public order policing remains hands on and does appear from the onlookers as a messy game but let us not forget who we are facing and for those of you with long memories you may remember the printers who have now become editors, and some miners who are now politicians. So what will the students of today and tomorrow become in the future?

It would be remiss of the sub-committee not to mention the death of Mr Peter Boatman a person who following his retirement from the Police Service was instrumental in introducing Taser into the UK. Taser remains at the heart of officer safety and an alternative to the use of lethal force when dealing with a violent subject. Our thoughts are with his family and his wider business colleagues and at the time of writing this report we are reliably informed a new supplier has been found and working with the Home Office to make sure officers at the sharp end continue to have access to the equipment.

PFEW have continued to be represented on ACPO TAM (CBRN). Resilience has still remained high on the agenda especially following on from the Comprehensive Spending Review announcements and proposed cuts within the Policing Budget. It is evident that some Forces will struggle to meet their responsibilities under the National Mobilisation Plan and likewise some do not place CBRN high on their own agenda. The recent 'chemical suicides' have further drawn attention to the need for properly trained and equipped Officers to attend these incidents. The CBRN move to Ryton has gone well, with the centre now providing full support and advice on CBRN matters 24/7.

Much of the detailed planning for policing events at the 2012 London Olympics is in place and work now is focusing on training projects to ensure that sufficient specialist officers are available to support the plans.

The Federation will be focusing on what additional support may be required at local level to ensure our members are treated fairly and that all welfare and health and safety issues are addressed.

The Federation are disappointed that ACPO were not prepared to explore using officers who volunteer to police the Olympic events as was the case in Vancouver, as we believe that this would greatly reduce the potential welfare difficulties that some officers may face. Instead ACPO are pinning their hopes on the Winsor Review to produce more favourable terms and conditions under which they can compel officers to police the Olympics.

Our continued thanks to those members who pass local Olympics information to the National Working group.

2010 has been an unusually busy year for the Firearms & Explosives Licensing Working Group because of the dreadful tragedy in Cumbria in particular. The group's Chairman was asked to lead a peer review of arrangements, and he was most ably assisted by group members. The resultant reports



# Operational Policing

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were submitted by ACPO to the Minister for Crime Prevention, before two FELWG witnesses appeared before the Home Affairs Select Committee. In turn that committee has just reported, and has effectively endorsed every one of the FELWG recommendations upon which it has offered comment. FELWG will now be closely engaged with government to assist in any changes that are to be made.

Changes in this area will undoubtedly assist in operational policing, not least because FELWG and the HASC are both arguing very strongly for simpler legislation to cut through the current almost unworkable complexity.

The group has continued to develop and deliver cross UK training for Firearms Enquiry and Explosives Liaison Officers – two very specialised roles that all forces utilise.

Changes in explosives regulation, and very pressing issues surrounding the disposal of time expired marine pyrotechnics have also occupied a busy working schedule. The group has also worked with Armed Policing in respect of certain tactical capabilities that have been developed, where specialist advice was sought.

Finally the group has also taken forward a number of technical functions, assisting officers and staff with classification and identification of items, assisting in border control enforcement and the work with the Criminal use of Firearms Group in respect of readily convertible imitation firearms that resulted in a “hand in” operation nationally.

Our thanks go to members of the sub-committee for their work and Jasmin Anderson in the Committee Department.

# Professional Development

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**Chairman:**  
**Alan Jones**



**Secretary:**  
**John Giblin**

The sub-committee continued to pursue the Federation's aims and objectives on all professional development related matters affecting the Police Service during 2010, against a backdrop of shrinking budgets both locally and nationally in this important area of Police Officer learning, training and development in what have been and continues to be financially difficult and challenging times. As a consequence, there has been the temptation for forces to look elsewhere to other service providers such as Higher and Further Education in the interests of cost savings. There has also been much discussion and work surrounding professionalising the Police Service, accreditation, qualifications, frameworks, promotion and development programmes.

There have been no changes to the sub-committee in 2010, and we are very grateful for the clerical support provided by Jasmin Anderson.

## **Review of Police Leadership and Training Functions**

On 31st August 2010, the Home Secretary commissioned Peter Neyroud, Chief Executive Officer of the NPIA to undertake a far reaching and fundamental 'cradle to the grave' Review, which will, if implemented, create a new landscape and environment in relation to Police Officer leadership, training and professional status. It is also inextricably linked to the Winsor Review of Police Pay and Conditions. A major principle relates to the formation of a Chartered body for policing, which will have governance and authority to set and deliver professional standards for the Police Service. Mr Neyroud is aiming to produce a final report with a

number of recommendations supported by detailed appendices and a cost implementation plan. We await the outcome of the review.

## **Initial Police Learning and Development Programme (IPLDP)**

This is the national training programme Student Police Officers complete during their two year probationary period. Delivery and assessment of the curriculum is the responsibility of individual Police Forces. It is designed to be tailored to accommodate local needs. Overall responsibility for the programme rests with the Central Authority. As a key stakeholder we are represented on the Central Authority. The NPIA provides the executive services for the Central Authority and is responsible for curriculum design, implementation, quality assurance, evaluation and maintenance of the programme. The programme is made up of four phases.

As part of the 'Stock Take' of the programme which was undertaken by the NPIA on behalf of the Central Authority, and with the assistance of Skills for Justice, a new national minimum qualification in policing has been developed to support it. The new qualification was made available for forces to use in January 2010.

Responding to feedback from forces and the Flanagan Report the new qualification aims to lessen the impact upon forces in terms of time, cost and bureaucracy. The key benefits of the new qualification are:

- The new qualification consists of 10 National Occupational Standards (NOS) a reduction from the previous 21 NOS. It requires achievement of 10 assessment units built from the curriculum for a Diploma in Policing at Level 3. The programme curriculum still requires the current 21 NOS as a learning requirement
- The amount of workplace assessment is greatly reduced
- Opportunity to carry out increased assessment of knowledge in the classroom
- Qualified A1 assessors are no longer required to assess the qualification.

# Professional Development

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The new qualification is the first Justice Sector Qualification to be placed on the new Qualifications and Credit Framework (QCF). The new framework provides greater flexibility for the development of qualifications. A key feature is that units can be considered qualifications in their own right and the student can add the credit from additional units to the credits they may have already achieved.

Whilst there is support for the fundamental principles of the programme, the sub-committee feels that there is still room for improvement. At present it appears that force training structures, support and organisation for student officers is becoming unnecessarily complicated and disjointed in striving for a common standard. There are now 43 variations on a theme. There are some good examples, but others are not as good. There must not be any dilution of nationally acceptable standards.

The sub-committee are also concerned over the levels of engagement with Higher and Further Education; also, models for pre-entry into policing which will enable potential candidates to achieve part of the programme prior to joining the service.

## **Pre-join schemes**

Pre-join schemes are a form of accredited prior learning (APL). APL is the means by which accreditation can be achieved based on claims of prior learning, either because of training undertaken, qualifications gained or experience within the workplace or through an associated activity. Last year the IPLDP Central Authority approved a project mandate to seek to develop one or more national models of pre-join schemes.

This included the higher education Foundation degree scheme in Lancashire, where students are sworn in as Special Constables in order to meet the requirements of the IPDLP, and the further education route in Surrey, which gives a Policing, Law and Community Certificate. In addition to these two routes there is also the PCSO

qualification route. Under this scheme PCSO's who have achieved the new PCSO certificate and who go on to become Student Police Officers can achieve APL certified learning for 4 of the 10 units required for the Student Officer diploma in policing provided that their certificate is current.

There is a danger that as a consequence of this pre-join scheme review this could become the only entry route to the Police Service in the future. We have been made aware of the Metropolitan Police Special Constabulary pre-join scheme, and this will be added to the NPJA pre-join guidance.

There is no doubt that these schemes have some benefits the main one being that they could dramatically cut costs, but we have some concerns regarding quality assurance and national oversight. In addition, once pre-join schemes have been established it opens the flood gates for all other forms of APL in the service and, possibly, direct entry.

Pre-join schemes figure significantly in the Winsor Review of our Terms and Conditions and also the Neyroud Review of Leadership and Training.

## **National Police Promotion Framework (NPPF)**

The police promotion trial incorporating work-based assessment was again the focus of a considerable amount of attention for the sub-committee. The trial involving seven forces officially commenced on 1st March 2005, in order to assess the reliability, validity and fairness of the process.

The Minister made an announcement on the future of the NPPF in September 2008. The Minister identified four areas that needed addressing. These were equality and diversity, PDR, national standards and minimising bureaucracy.

The Minister agreed to roll-out the trial in the autumn of 2009.

However, the sub-committee's concerns

# Professional Development

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remained and could be summed up in five areas:

1. The Police Promotion Examination Board (PPEB) and NPIA were unable to guarantee compliance with the NPPF
2. There was no effective governance process to ensure forces comply with the NPPF
3. There was no effective underpinning performance and development review and assessment structure process
4. There was uncertainty and a clear lack of clarity in respect of the actual cost for the implementation and operation of the NPPF
5. There had been a failure to comply with the statutory duty to promote diversity under the race, disability and gender duties to promote equality, and an adequate Equality Impact Assessment (EIA) has not been undertaken.

In January 2009, following representations from the sub-committee, the Joint Central Committee withdrew its support for the NPPF because of a lack of confidence that it could deliver sustainable national standards. A letter was then written to the Minister and Chair of the PPEB in February, highlighting the sub-committee's concerns.

In March 2009 at the PPEB meeting it was agreed that a new two year trial would commence, with the then current seven trial forces and an additional three forces, (West Midlands, Avon & Somerset and North Wales) taking part. The new trial, which would incorporate the best of OSPRE and the NPPF, would be set within the context of a 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 continues to run until 31 March 2011. At the conclusion, a report will be tabled at the PPEB, who will then make a recommendation to the Police Minister on the way forward.

Forces have continued to work towards their interim or confirmed licences. However,

West Midlands are currently on hold, North Wales are not promoting and Leicestershire have notified their intention to withdraw. In addition the Government intends phasing out the NPIA by April 2012. As the NPIA moves towards transition it is not known where the various parts of the NPIA, who service the PPEB and its products will be located, nor when any transition will take place.

Meanwhile, the PPEB has commissioned reviews of the licensing system and the NPPF itself. Quite separately, the Home Secretary has commissioned Peter Neyroud to undertake a Review of all police Leadership and Training functions within England and Wales. He will be reporting before the end of the trial of the NPPF and it is likely that his Review will have implications for the promotion system.

## **Policing Professional Framework (PPF)**

It is envisaged that this will replace the Integrated Competency Framework (ICF) with a simplified and significantly reduced set of national rank and role profiles. These will be supported by National Occupational Standards (NOS) and a set of more relevant behavioural standards accessed through a web based portal.

The development of the new PPF is split into three work streams:

- Development of national rank, level and role profiles based on National Occupational Standards for both Police Officers and Staff.
- Development of the policing personal qualities (behavioural framework).
- Development of the IT prototype.

We await the findings.

## **Personal Development Review (PDR)**

The sub-committee considers the effective, efficient and robust use of PDR is central to professional development. However, it is far too complex, over engineered, bureaucratic and undervalued to hold any real intrinsic value at this time.



# Professional Development

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The sub-committee believes there needs to be an improvement in the take up and understanding of PDR nationally. All forces should be implementing their PDR systems in line with Home Office Circular HOC 14/2003. Also, it is imperative that there is more standardisation and simplicity that is meaningful and beneficial, not burdensome to officers. To that end a 'root and branch' review is needed.

There is far too much misunderstanding and lack of confidence by front line officers in the PDR process, which is seen as having little credibility and nothing more than an annual process with very little value.

The sub-committee fought hard and were successful in PDR now being seen as an integral part of the new NPPF, and for the service to call for a meeting in December 2008 of all stakeholders to look at a way forward for PDR's across the service.

The national review of PDR was formerly commissioned through the Green Paper. The sub-committee accepts that this is to some extent dependent on the simplification of the PPF work that is on-going and due to report in December 2010, at around the same time as the PDR Steering Group.

The work so far provides the national standard for a PDR and has been produced in consultation with all stakeholders. The PDR has been greatly simplified, is more meaningful, proportionate and effective in terms of its component parts, which consist of objectives, development plan, assessment evidence and performance measuring. The new process is based on an 'assumption of competence', focusing at management intervention at an appropriate level, based on the needs of the individual. It can be adapted to meet local requirements. However, the downside is that it is for guidance only and non-mandatory for forces.

## **Core Leadership Programme (CLP)**

NPIA Learning Programmes were commissioned to create a nationally designed

newly promoted Sergeants and Inspectors course called a "Generic Leadership Programme", which is linked to the Core Leadership Programme (CLP) modules and the National Police Promotion Framework (NPPF) National Occupational Standards (NOS).

The proposed curriculum is based on learning outcomes from Skills for Justice, NPPF and is aligned to NOS, in order to support candidates undertaking promotion through the NPPF (Sergeants and Inspectors).

It is being mapped to the NOS and qualifications offered at Level 4 for Sergeant and Level 5 for Inspectors. The CLP has been deliberately tied into meet the needs of the NPPF and prevent duplication of effort for students undertaking both programmes. It should count towards the accreditation of the competence of the NOS for the NPPF. Six modules of the CLP would be sufficient for a full award, but this would not be as thorough as the full curriculum being proposed in this generic leadership programme.

There is an expectation that the programme will provide the learning towards a nationally recognised external qualification.

The big issue is whether our members will need to be accredited in the future and what part the new CLP will play in the professionalising of the service debate. This as we know is being addressed in the Neyroud Review. However, the financial climate will mean that many police forces will not be able to afford accreditation and that individuals will have to fund their own if they wish to.

We have fully supported the CLP product review. What remains to be seen now is what impact the budgetary cuts and the Neyroud Review recommendations will have on the programme in the future.

# Professional Development

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## **Foundation for Senior Leaders Programme (FSL)**

This programme is aimed at Chief Inspectors and their Police Staff equivalents, providing them with the knowledge, understanding and insights they require to cope with the demands of 21st Century Policing. Three, one week long modules delivered over a period of twelve months are linked to the core leadership areas set out in the Leadership Strategy for the Police Service; professional, executive and business policing skills. The modules are aligned in content, design and process with the Senior Leadership Programme (SLP). The programme aims to provide Level 6 accreditation with the Chartered Management Institute (CMI). We have fully supported the programme.

## **Workforce Strategy Council**

In July 2009 the Workforce Strategy Council was formed to support the work of the Workforce Strategy Board, which directly informs the National Policing Board, in developing, overseeing and monitoring the people strategy for the Police Service. In particular, the Council takes an advisory role to the Board and robustly challenges it, as and when. The sub-committee have a place on the Council and made strong representations earlier in the year against much of the content contained within the provocative 'Insight' document.

## **High Potential Development Scheme (HPDS)**

The new HPDS scheme is a three stage process aimed at constables and sergeants, which has been designed to be 'tough to get on and tough to stay on'. It is a programme delivered with an academic partner, resulting in a nationally recognised Masters qualification. It uses a range of innovative approaches to challenge and equip future leaders. Participants have to demonstrate their desire, commitment and potential to reach the senior officer levels and progress to ACPO. Members of the sub-committee were involved in the initial design and implementation of the programme, and are still involved with its quality assurance. It does appear at this time to be a success.

## **Police Federation Professional Development Leaders**

As a consequence of the professional development focus group initiative held in September 2007, the sub-committee gleaned substantial information that resulted in the Joint Central Committee agreeing to the setting up of a Professional Development Leaders Group. The sub-committee held two meetings of the group in 2010 with many high profile contributors to focus on key issues in this area, and was well received. This group goes from strength to strength in representing the interests of our members locally and nationally.

# Professional Standards

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**Chairman:**  
**George Gallimore**



**Secretary:**  
**Steve Evans**

It would be nice to be able to report that two years on from the implementation of the 2008 Conduct and Performance Regulations that they were now fully imbedded and working well. Whilst it is fair to say that in large parts of the country that is true; in some areas little or no progress has been made. Mostly where progress has been made it is in Conduct rather than Performance which seems to have been pushed largely to one side, even being described by ACPO as “overly bureaucratic”. This is a great shame as it means the Police Service is missing out on an opportunity to develop its workforce in a constructive way whilst removing people who clearly cannot fulfil the role

Sad to report, however, is that we have found many instances where the Regulations are simply being used in a similar way to the old. This was never the intention of the authors and PFEW is certainly trying to bring this to the attention of all interested parties. We believe this is a genuine chance to make misconduct work and want to support the new Regulations, but we cannot do it alone. We are grateful for the support of DCC John Feayour and The Superintendents Association in pursuing our joint goals.

Mr Vic Marshall, the new ‘Head of Misconduct & Complaints Policy’ at the Home Office continues to enjoy our support in trying to drive through the ethos of the Regulations

We regard it as essential that the Taylor Reforms are made to work and will strive to achieve that aim, working both locally and nationally with PSD’s and the PABEW Police Disciplinary Arrangements Sub-

Committee which continues to have oversight of the new procedures.

We continue to receive valuable insight and support from Scott Ingram, RJW Solicitors, who is an integral contributor to the Sub-Committee and DLO Seminars.

## **Discipline Liaison Officers**

As always, the work of the DLO’s is crucial. They are providing critical evidence and facts to enable us to develop our arguments. It is the DLO’s who work on the front line of misconduct and it is their knowledge, experience and wisdom that we rely on in order to progress the wider aims of the PFEW Professional Standards Sub-Committee.

We continue to hold two DLO Seminars per year at Federation House. These are well attended and supported by the DLOs. We have always been keen to make the subject matter topical, relevant and useful and are always open and receptive to new ideas. We believe these seminars to be crucial to the work of both the DLOs and of the Sub-Committee.

As referred to below we are re writing the Conduct course and the knowledge and experience of the DLO’s has once again proved invaluable in giving a practical steer for the way forward. I am also extremely grateful for the offers of help with the new course I have received

Last year, I referred to the DLOs as the conscience and heart of the organisation with regard to misconduct. The work and dedication of these officers throughout the previous year has only reinforced that statement.

## **Misconduct Training**

We have continued to train many reps throughout the year with 264 trained on the Intermediate course and 74 reps trained on the Advanced Misconduct course. My gratitude extends to those who have volunteered their services to assist with that delivery.

# Professional Standards

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Over the past year, with the help of Graham Richens, Julia Lawrence and Dave Pellatt we have looked in depth at the current course and have concluded that whilst the ethos of the course is sound, the time is now right to give it an extensive overhaul and this will take place in the early part of 2011 with a view to the new course being launched after Conference.

Furthermore an 'Advice Card' in relation to Regulations 15, 16, 21, and 22 of the Police (Conduct) Regulations 2008 has been produced to give advice to members on what to do when served with notices and with regard to any responses that they may wish to make.

## Substance Misuse Review Working Party

In January 2010 the PABEW at the request of ACPO launched a review of the Substance Misuse Regulations that had been in place since November 2005. As part of the review a survey was conducted of forces as to how many tests had been carried out since 2005 and more importantly how many had proved positive.

A total of 21 forces responded and this showed the following results;

Type of Test	Number Tests	Positive Tests	Percentage Positive
Random	6495	3	0.046%
With Cause	99	26	26%

The figures showed that the perceived level of drug misuse in the service believed by ACPO was wholly unfounded. Whilst we do not condone any form of drug misuse, the level of random testing although a deterrent is totally disproportionate to the positive results achieved. It is clear that the need is for a more focussed, robust intelligence based and rigorously targeted approach.

The Working Party met five times, with eight main and eight additional recommendations

being agreed by PABEW in October 2010. The main thrust of the recommendations are with regard to 'with cause' testing and they also confirm that there is no power to 'recall an officer to duty' for the purposes of a test and no authority to take 'hair samples' from serving officers.

The PFEW support the recommendations made and now await the Home Office to make the suggested changes to the regulations. As yet there is no implementation date for the changes to come into effect.

## IPCC

We continue to have meaningful dialogue with the IPCC. They have a standing invite to the DLO Seminars and always attend even though it can be, on occasions, a daunting challenge. We have regular meetings with their executive officers to discuss items of national interest and whilst we do not always agree, the dialogue is always useful and essential to the work of the Sub-Committee.

It would be wrong not to mention the outgoing Chair Nick Hardwick who has been with the organisation since its inception, through good times and bad. He has at times been a stringent critic of the Police but I would add, he has never been our enemy and we wish him well in his new role. We welcome Moir Stewart, former Commander and Head of Professional Standards at the Metropolitan Police as the new Director of Investigations at the IPCC and acknowledge the positive impact he has had in a short space of time

The field of misconduct, due to the nature of policing, will always be a busy one. We are indebted to the work of Discipline Representatives all over the country who provide a fantastic service, often in their own time. We recognise their commitment and skill and we hope that the Sub-Committee will continue to support the work they do on behalf of our members.



# Police Advisory Board

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Since December 2009 progress has continued in the following areas:

## **Review of Substance Misuse and Testing Regulations**

In January 2010 ACPO submitted a paper to the PABEW asking that a review be conducted of the regulations concerning substance misuse. A working party was set up with the primary concern of updating the list of substances to be tested for and the list of safety critical posts. At its meeting in October 2010 PABEW agreed to recommend widening the list of safety critical posts to include all officers with access to firearms, explosives, Taser (or their supervisors) and to police officer members of air and marine units. The list of substances to be tested for in a “with cause” test will also be extended by one named group of drugs on the basis of intelligence. Three “with-cause” tests will be allowed to be carried out over a period of 3 months where there is compelling evidence of longer term drug use. It was also agreed that regulations should be amended to make it absolutely clear that an officer may not be recalled to duty for the purposes of taking a drugs test. Hair testing of police recruits prior to appointment as officers will also be permitted although hair testing will not be permitted for in-service testing of police officers. Amended Regulations are currently being drafted.

## **Membership of PABEW**

In April 2010 the PABEW agreed to advise the Police Minister to amend the PABEW Constitution to reflect that the Police Advisory Board now includes representatives from the Police Staff Council Trade Union Side and the Trade Union Side of the Metropolitan Police Whitley Council.

## **Terms & Conditions for Seconded Officers**

In October 2008 the PABEW Secondment Working Party produced a draft guidance manual for all parties involved in officer secondments in England and Wales or overseas. It was agreed that the Police Act

should be amended to clarify that direction and control of an officer on secondment could pass to the Chief Constable of the receiving force. The guidance reflects an amendment to the Civil Service Commissioners’ Recruitment Principles which means that the length of a secondment to some government departments would be limited to 2 years. Secondments between police forces will be unaffected. The sections of the guidance relating to police staff remained under consideration by the Police Staff Council during 2010. Any amendments will need to be approved by the PABEW before the guidance is promulgated.

## **National Recruitment Standards**

The National Recruitment Standards sub-committee of the PABEW continues to review and monitor a range of criteria affecting officer recruitment. During 2010 the sub-committee was concerned that forces would not be able to take on all those passing the SEARCH assessment process in the current financial climate. The sub-committee therefore recommended that the shelf life of the search assessment pass be extended from 12 to 24 months. It was noted that the current pass rate for the oral communication element of SEARCH stands at 100%. Changes to the assessment scoring model are consequently under discussion as the pass rate seems disproportionately high. Pre-join schemes were also raised on the sub-committee’s agenda during 2010. The NPJA has already developed some guidance on pre-join programmes. However, the consensus view is that the introduction of pre-join schemes at the discretion of the Chief Officer would require an amendment to Regulation 10 of the Police Regulations and Determinations 2003. The PFEW will not enter into discussions on this issue until the outcomes of the reviews by Tom Winsor and Peter Neyroud are fully understood.

## **Reform of Police Disciplinary Arrangements**

The Police (Conduct) Regulations 2008 and the Police (Performance) Regulations 2008,

# Police Advisory Board

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together with accompanying guidance, were agreed by the Police Advisory Board and the new regulations came into force on 1 December 2008. The sub-committee continues to undertake some oversight of the procedures. During 2010 the sub-committee observed that a number of forces were issuing Regulation 15 notices that did not comply with the new requirements. The matter was rectified with the assistance of the ACPO professional standards department. Occasions arose in 2010 where Professional Standards Departments attempted to have police 'friends' disclose conversations with members they are accompanying to hearings. There was unanimous agreement at the sub-committee that these discussions should remain confidential. A review of the Conduct and Performance Regulations will be taking place which will reflect the introduction of Policing and Crime Commissioners. A three month consultation will begin in the latter part of 2011 with amendment regulations expected to come into force from April 2012.

## **National Police Promotions Framework**

In April 2006, the then Police Minister, Hazel Blears, approved the extended trial of the Work-Based Assessment for promotion within seven forces. She emphasised the requirement to have greater standardisation and clarity across the process for the work based assessment approach to promotion. However, the trials were beset with problems and the PFEW eventually withdrew its support for the scheme in January 2009. The Police Superintendents' Association of England and Wales also withdrew its support and the original trial was subsequently closed and a new two year trial, including three additional forces, began in April 2009. While the new trial was taking place it was agreed that the NPFA College of Police Leadership should undertake a review to find a holistic approach for the Police Service in the areas of leadership, qualifications, accreditation and promotion. However, since this was agreed a review of police leadership and training has been conducted by Peter

Neyroud and we understand the NPIAs review of leadership has been abandoned. Peter Neyroud's report was submitted to the Home Secretary in December 2010. We have requested that the Home Secretary consults fully with all stakeholders before adopting any of its recommendations.

## **Delegation of Functions**

At the February 2008 Police Advisory Board meeting the Home Office put forward a proposal to amend legislation to make functions specifically requiring Chief Officer decision delegable to less senior officers and police staff equivalents. The existing legislation enables most decisions to be delegated but there are no restrictions on the lowest rank or grade to which decisions can be delegated. In April 2008 the PABEW approved the working party's proposal to allow delegation to a minimum of Chief Inspector level or police staff equivalent. Certain decisions which materially affect the lives of officers were retained at ACPO/police staff equivalent level or Chief Officer level. The working party was then asked to produce guidance on the definition of police staff equivalents. This guidance was approved at the October 2008 PABEW meeting. Draft Regulations were produced by the Home Office in October 2010 and PFEW comments were provided in November.

## **Workforce Modernisation**

A pilot programme, initially involving eleven "demonstration" sites was launched by the NPFA in July 2007. The sites were making changes to their workforce mix by civilianising tasks that were deemed not to need the powers of a warranted officer. The Home Office commissioned the consultant Deloitte to evaluate the projects. Due to withdrawals and delays only seven sites were eventually evaluated. In December 2009 the Police Federation of England and Wales published its own report "How it measures up. What can we expect from the national evaluation of the Workforce Modernisation Programme?" expressing concerns on the

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quality of the national evaluation. Our aim was to highlight the potential weaknesses of the national evaluation and to positively influence its eventual quality. The final evaluation report was published in March 2010. For reasons that were largely outside its control, the Deloitte evaluation failed to provide a rigorous evaluation of the WFM demonstration sites. Most of the discussed improvements were not found to be statistically significant. The few that were could not be reliably attributed to WFM alone and there was no financial data on what they cost to achieve. The opportunity was unfortunately lost to ascertain whether the changes introduced under the banner of Workforce Modernisations can deliver value for money for the public.

## **Collaboration**

In January 2009 the Home Office asked the PABEW to advise on the production of guidance on Police Collaboration commissioned by the NPIA from the consultancy firm AVAIL. Specifically, the PABEW was to provide advice on the section of the guidance relating to HR issues on collaboration projects. A web-based “Toolkit” offering more detailed examples of good practice to forces was developed to accompany the guidance. The guidance was published on 12 March 2010 and appears to have been well received to date although PFEW has reserved the right to revisit the matter at PABEW should Joint Branch Boards encounter any implementation problems.

## **Fitness Working Group**

In 2008 the consultancy firm Lilleshall was commissioned to research the physical requirements for officers in all specialist roles. Their final report was presented to the PABEW in October 2010. It made a number of recommendations for changes to fitness tests for specialist posts. The PABEW agreed

that the new proposals should be recommended to the Police Minister and should ideally be promulgated via Home Office Circular. The Minister has since declined to make the new fitness levels mandatory on the basis that the Home Office believes decisions affecting the management of individual forces should be made at a local level. All members of the PABEW are concerned that this could lead to a wide variation of testing requirements being introduced by forces and potentially it could lead to discrimination against Federation members. The PABEW has tried in vain to persuade the Minister to reconsider the decision. Further details of his decision have been requested in order to ascertain whether or not due regard was paid to the Government’s duty to eliminate unlawful discrimination on the grounds of sex and to promote equality of opportunity between men and women.

## **Biometric Vetting**

The Police Advisory Board for England and Wales recommended, at its meeting in July 2007, that additional vetting checks should be made on applicants’ suitability for joining the police service. Subsequently, Ministers accepted the Board’s recommendation. At the October 2008 PABEW meeting a technical working group was set up to support the drafting of relevant guidance. The PFEW supports the necessary changes in legislation provided any changes in procedure apply to police staff as well as officers. The progress of the technical working group has continued to be delayed during 2010 over whether it is legal to take DNA samples from potential recruits and cross-match them with the police national computer if the samples are not collected under PACE. Advice has been sought from the Information Commissioner and it looks likely a compromise can be reached. The working party is now in the process of being reconvened to finalise the matter.

# Police Negotiating Board

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## Police Pay

The third year of the three-year pay deal has now been implemented and pay has been increased by 2.55% from 1 September 2010. The increases also apply to London Weighting, Dog Handler's Allowance and CRTP. Details were set out in PNB circular 10/07 which was ratified by Home Office Circular 13/2010.

The 2010/11 pay scales for the federated ranks, effective from 1 September 2010 are set out below:

## CONSTABLES' PAY

### *Pay point*

On commencing service	£23,259
On completion of initial training	£25,962
2	£27,471
3	£29,148
4	£30,066
5	£31,032
6	£31,917
7	£32,703
8	£33,753
9	£35,796
10	£36,519

## SERGEANTS' PAY

### *Pay point*

0	£36,519
1	£37,767
2	£39,036
3	£39,867
4	£41,040

## INSPECTORS' PAY

	OUTSIDE LONDON RATES	LONDON RATES
<i>Pay Point</i>		
0	£46,788	£48,840
1	£48,108	£50,163
2	£49,428	£51,489
3	£50,751	£52,818

## CHIEF INSPECTORS' PAY

	OUTSIDE LONDON RATES	LONDON RATES
<i>Pay Point</i>		
1	£51,789	£53,853
2	£52,830	£54,888
3	£53,919	£55,980

## CHIEF INSPECTORS IN POST AT 31 AUGUST 1994

OUTSIDE LONDON RATES	LONDON RATES
£54,801	£56,853



# Police Negotiating Board

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## **Independent Review of Pay and Conditions of Service**

On 1 October 2010 the government announced an independent review of police pay and conditions to be led by Tom Winsor, supported by professional advice from former Chief Constable Sir Edward Crew and a labour market economist Professor Richard Disney. Tom Winsor has a wide remit to consider all aspects of police pay and conditions.

In 2010 the PNB Staff Side Chairman and Secretary (in their capacities as PFEW Chairman and General Secretary) met with Tom Winsor for bilateral discussion on three occasions. In addition, the PFEW General Secretary attended three seminars arranged by the Review Secretariat looking at deployment, exit routes and performance and post-related pay.

At the beginning of November the PFEW submitted its evidence to the Review. In mid-December the PFEW submitted a critique of the submissions from other organisations, including ACPO, the APA and the Local Government Group.

The review will report to the Home Secretary in two parts. The first will recommend changes to conditions of service which can be made in the short-term. This is scheduled for completion by February 2011. The second report will make recommendations on longer-term reform of the bargaining machinery and is scheduled for delivery to the Home Secretary in June 2011.

## **Gender Equality and Work Life Balance**

The PNB Gender Equality and Work Life Balance working group first met in August 2008. The following matters are being progressed:

### **Maternity Guidance**

The working party has agreed guidance on managing maternity and related issues as they relate to police officers. This was issued to forces as PNB Circular 10/5.

## **Professional Dependency Care**

This claim has been addressed within the PNB maternity guidance document, which details that forces should take into account officers' caring responsibilities, any difficulties that may arise when they return to work on non-duty days and that they should not require officers to attend work without due consideration of the disruption to the officer's care arrangements and the additional costs that might be incurred. Forces should also give consideration to formulating local arrangements to compensate officers for the additional costs incurred.

Staff Side agreed to withdraw the claim once the maternity guidance was published and will review the matter again in two years' time.

## **Fertility Treatment**

This issue was addressed within the PNB maternity guidance, which states that time off for police officers undergoing fertility treatment should be dealt with fairly and reasonably by Forces who are encouraged to make supportive time off arrangements for police officers undergoing fertility treatment and to provide them with reasonable time off outside of the Force sickness absence policy.

Staff Side agreed to withdraw the claim once the maternity guidance was published and will review the matter again in two years' time.

## **PNB Agreement on Maternity Leave – Reckoning of Service**

The Sex Discrimination Act 1975 (Amendment) Regulations 2008 provides that all employees whose babies were expected on or after 5 October 2008 should receive the same benefits during additional maternity leave as they do during ordinary maternity leave. The PNB has agreed that a period of up to 52 weeks will be reckonable for pay and leave purposes for all officers on maternity leave.

This agreement was detailed in PNB Circular

# Police Negotiating Board

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10/14. This agreement requires ratification by Home Office circular and amendment to police regulations and determinations.

## **PNB Agreement on Keeping in Touch Days**

The Work and Families Act 2006 introduced Keeping in Touch days, which enable employees on maternity or adoption leave to return to work on a voluntary basis for up to 10 days during their maternity or adoption leave, without losing their entitlement to statutory maternity pay or statutory adoption pay. The PNB has agreed that police officers and forces should also benefit from Keeping in Touch days.

This agreement was detailed in PNB Circular 10/13. This agreement requires ratification by Home Office circular and amendment to police regulations and determinations.

## **Maternity Pay**

Staff Side submitted a claim in 2007 seeking an increase in police occupational maternity claim from 13 to 26 weeks. At the PNB meeting on 22 January this year the Staff Side decided to withdraw their claim to extend occupational maternity pay. Informal discussions on a package of measures had not met Staff Side's expectations and in the light of the current economic climate it was doubtful that any progress would be made. Discussions on this claim were also hindering progress on the maternity guidance. Therefore, Staff Side decided to withdraw the claim at this time but to reserve the right to bringing it back to the table in the future so that progress on other maternity issues including the guidance could be made.

## **PNB Agreement on Adoption Leave**

PNB Circular 06/5 detailed the introduction of a new adoption leave policy for police officers including the provision of adoption leave on full pay for 13 weeks to mirror the occupational provisions for maternity leave. However, PNB Circular 06/5 has still not been translated entirely into determinations. The Home Office has been asked to start work on updating regulations and determinations now that the Sides have a

copy of the Maternity Guidance they are both content with.

## **Variable Shift Arrangements**

The PNB has agreed guidance to forces on designing variable shift arrangements. This was detailed in PNB Circular 10/1 and the Home Secretary's approval of the guidance was published in Home Office Circular 16/2010.

## **Part-Time Working**

Staff Side has carried out an audit of regulations and determinations in respect of officers who work part-time and pay for additional hours worked. As a result in September 2009 the Staff Side wrote to the Official Side with a proposed PNB agreement and updated determinations. Following the completion of the maternity guidance the working party has begun discussing part time and flexible working in the police service.

## **Part-Time Workers (Constables and Sergeants) – Free Days to be treated as Rest Days**

A claim was submitted by Staff Side on 24 April 2008 for duty performed by officers who work part time on a free day to be compensated in all instances in the same manner as if that day were a rest day. This item is currently under discussion within the working party.

## **Compensation for a Requirement to Work on Rest Day or Free Day within a period of Annual Leave**

A claim was submitted by Staff Side on 24 April 2008 seeking the same level of compensation for a rest day or a free day as that for a day of annual leave within a period of annual leave. This item is currently under discussion within the working party.

## **Inspectors and Above Who Work Part-Time**

Staff Side has raised the issue of payment for hours worked over and above determined hours for inspectors and above who work part time. This has now been removed from

# Police Negotiating Board

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the agenda of the Gender Equality Work Life Balance working party and is being progressed through the courts.

## **Equal Pay Audit**

A report on the preliminary findings of the equal pay audit was submitted to PNB in January 2010. This item was also referred to the PNB Gender Equality/Work Life Balance working party who decided to set up a small technical working group to examine the data further and to agree a way forward. The technical working group has met on four occasions during 2010.

Other matters that have been progressed through PNB include:

## **London and SE Regional Allowances**

Location allowances have been paid to officers appointed on or after 1 September 1994 since July 2000 in London and 1 April 2001 in other South East forces. Staff Side submitted an original claim for an increase to the allowances in 2002. Staff Side submitted a revised claim in 2004 and the matter then progressed to conciliation.

The PNB has reached agreement on an Official Side offer to uprate South East allowance by giving forces currently paying the South East allowance flexibility to pay up to £3,000 and £2,000 respectively. The criteria for payment would be based on local recruitment and retention considerations.

## **Acting Up and Temporary Promotion**

This agreement was detailed in PNB circular 08/4 and was ratified by Home Office circular 18/2008. Staff Side provided detailed comments on draft determinations prepared by the Home Office. The Home Office formally responded to our comments. However, Staff Side wrote again to the Home Office on 15 December 2009 setting out concerns regarding the qualifying period in relation to officers who work part time. A draft PNB Circular is under discussion which it is hoped will resolve the situation.

PNB continues to discuss the outstanding

issue of reckoning of service when on temporary promotion. A possible five year limit for periods of temporary promotion is being discussed, whereby, any permanent or temporary promotion occurring on or after 1 September 2010 will take account of all previous periods of temporary promotion, where a period of temporary promotion has been worked within the previous five year period, and these periods will count towards service in the higher rank.

## **Expenses Claims – Timely Settlement**

Staff Side made a claim for the introduction of a financial penalty to assist in the timely settlement of expenses claims. However, it was subsequently agreed by Staff Side that it might be more appropriate for the Side Secretaries to issue guidance to forces to remind them of the need to settle expenses claims in a timely manner. Draft guidance is currently under discussion.

## **Housing Allowance – Reduction when shared between couples**

Staff Side sought to address the anomaly whereby a shared housing allowance between a couple of different ranks was less than if the higher rank officer lived alone or the spouse retired and rejoined. It was agreed to address this, in principle, on a majority basis at the PNB meeting in July 2010 and a draft PNB Circular is under discussion.

## **Mutual Aid/Held in Reserve**

The PNB joint working party on Mutual Aid/Held in Reserve continued to meet in 2010. At the PNB meeting on 28 July 2010 Staff Side agreed to seek to agree alternative arrangements for the Olympic period. It was agreed that this would be a one-off agreement that does not extend further than the Olympic period and that the Hertfordshire agreement remains the default position until an alternative is negotiated and agreed. The outcome of the Winsor review is also awaited and may impact on these discussions.

## **On-Call**

Since the Police Arbitration Tribunal (PAT) award in favour of a national on-call

# Police Negotiating Board

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allowance in August 2009, there have been six meetings of the Working Party to look at the nature, frequency and costs of on-call and the principles for the operation of on-call. There have also been four meetings of a Technical Working Group (TWG) to agree the questions for, and data collected from, joint visits to forces to examine their use of on-call.

In 2010 discussions have continued and the Official Side made its first and only offer to Staff Side of £10 for each occasion of on-call. At a special meeting of the PNB Federated Ranks on 9 February 2010, the Official Side failed to improve upon this offer. At that stage the matter was referred back to the PAT to determine the appropriate level of remuneration.

Despite the reference back to the PAT, both Sides continued discussions in an attempt to agree an understanding of the likely costs of any allowance and the principles for the operation of on-call. A further meeting of the Working Party took place on 9 August 2010. At this meeting, Staff Side proposed that, given the review of the terms and conditions of service of police officers, the On-call Working Party should be suspended until the review had been completed. This approach was agreed by the Official Side.

## **Probationers' Pay & the Initial Police Learning and Development Programme (IPLDP)**

On 10 August 2010 agreement was reached on the payment of the first pay increment on the Constables' pay scale as well as a definition of "on completion of initial training". Details were published in PNB Circular 10/6.

## **SPPs**

In 2010 the Official Side have not pursued their proposal to allow the maximum SPP payable to be increased to £8,000 per annum for workforce modernisation sites but it remains on the table.

Following concern regarding some Forces

possibly closing their SPP schemes as a cost cutting measure Staff Side wrote to the Official Side on 12 July 2010 asking that they write to all Chief Constables to remind them that the SPP scheme is a national agreement negotiated at the PNB and that any subsequent changes to terms and conditions of service should be negotiated at the PNB. The Official Side responded by saying that Forces are aware of the status of the scheme and will no doubt be taking this into account as part of the process of identifying significant budgetary savings over the coming financial year.

## **Motor Vehicle Allowance**

Despite being uprated by PNB Circular 10/2 (amended) on 26 May 2010 the Home Office reported at the July PNB meeting that it could not endorse the uprating of motor vehicle allowances and that the Home Secretary was not prepared to amend the Determination to detail the new rates. Legal advice was sought but unfortunately Staff Side was unable to challenge this decision. Staff Side recorded their disappointment and noted that the agreement for the Side Secretaries to authorise the uprating of motor vehicle allowances had been in place since 1980.

## **PNB Statutory Leave Guidance**

In January 2009 the Side Secretaries agreed to deal with this matter through guidance rather than amending regulations and determinations. In April a draft guidance document was provided by the Official Side for Staff Side to consider to address the increase in statutory leave to 5.6 weeks (ie, 28 days for a full-timer working a 5 day week), this includes public holidays.

Discussions on this document are on-going.

## **Pay on Promotion**

In 2008 the PNB agreed the introduction of a £450 per annum guaranteed minimum increase in salary on promotion. This is applicable to those officers in receipt of a competence related threshold payment when promoted from the ranks of constable and inspector to sergeant and chief inspector respectively. This increase is paid until the



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officer receives his or her first increment in the new rank. Details were promulgated in PNB circular 08/3 and ratified by Home Office circular 18/2008. Staff Side provided detailed comments on draft determinations prepared by the Home Office, however, the determinations have not yet been published.

## **Housing Emoluments**

The PNB has agreed that officers who rejoin the police service following medical retirements and obligatory reviews should retain their entitlement to housing allowance. This has been backdated to 1 April 2003 and details were promulgated in PNB circular 08/7. In January 2010 Staff Side provided comments on draft Police (Amendment) Regulations 2009, however, they have not yet been published.

## **SOCA Reckonable Service**

The PNB has reached agreement on the issue of reckonable service for those police officers who transferred to SOCA on the 1 April 2006 and who subsequently rejoin another police force. Details were promulgated in PNB circular 09/2. In January 2010 Staff Side provided comments on draft Police (Amendment) Regulations 2009, however, they have not yet been published.

## **Data Requirements**

The PNB set up a Technical Working Group to look at the PNB's data requirements. In March 2010 the TWG agreed to proceed with the full Earnings Census to replace the sample survey approach of previous years. At the October PNB meeting discussions began on future funding of the survey.

# Pensions

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## **Changes to the Police Pensions Regulations 1987 and Consolidation**

A set of UK-wide consolidated regulations for the Police Pension Scheme (PPS) 1987 will be established to provide a single UK-wide pension scheme for PPS 1987 members. The Home Office will draft regulations amending the 1987 Regulations once the new Police Injury Benefit Regulations have been drafted (see below).

## **Part-Time Officers and Pensionable Pay**

This matter was remitted to the Gender Equality/Work Life Balance Working Party. See entry under Part-Time Working, above.

## **Temporary Salary and Pensionable Pay**

See entry under Acting Up and Temporary Promotion, above.

## **Unpaid Adoption/Adoption Support Leave and Unpaid Maternity Support Leave**

The Home Office was considering applying a limit to the amount of unpaid leave (apart from maternity leave) that officers could buy back at employee contribution rates. However, this issue is currently on hold pending the outcomes of the Independent Public Service Pensions Commission review into public service pensions and the independent review of pay and conditions of service for police officers and staff.

## **Injury Awards**

In March the Home Office advised police authorities to defer all reviews of injury pensions until after the Court of Appeal had given its decision in the case of Laws. The only exception was where there has been deterioration in the pensioner's condition. The Laws decision has now been handed down and the Home Office is reviewing the guidance on reviews of injury pensions contained within HOC 46/2004.

In April the PNB provisionally agreed a package of changes to police injury benefits. This was subsequently approved by the Policing Minister. We now await the draft regulations for comment. The changes will apply to all new claims for an injury award which are made once the regulations have come into force, but they will not apply retrospectively (i.e. to officers who have

already retired when the changes come into force).

## **Adult Survivor Pensions and Cohabitation**

The Home Office has drafted guidance on keeping a survivor's eligibility for a pension under review and will put the document to Ministers.

## **Ill Health Retirement**

PNB Circular 10/4 contains revised joint guidance for police authorities and senior force managers on the key areas of managing ill-health, taking into account the new procedures of the New Police Pension Scheme (NPPS) 2006.

## **British Transport Police (BTP)**

The Home Office had been in discussion with BTP over options to enable officers to transfer to and from BTP without losing their existing rights to a 30-year pension. Unfortunately, this item has now been removed from the PNB Pensions Review Working Party agenda due to a lack of progress.

HOC 8/2010 detailed a new bilateral pensions agreement between the Home Office and BTP. The agreement relates to transfers from the PPS 1987/NPPS 2006 in England & Wales to the BTP Forces Superannuation Fund (BTPFSF) and from the BTPFSF to the NPPS 2006 in England & Wales. The agreement enables officers to receive "broadly equivalent service credits (adjusted for benefit design differences) in the new scheme irrespective of any change in salary between leaving one scheme and joining the other." This replaces the previous bilateral agreement which came to a natural close when the PPS 1987 was closed to new entrants in April 2006.

## **Valuation of Police Pension Schemes**

The valuation of the police pension schemes is currently on hold pending the Independent Public Service Pensions Commission review into public service pensions and the Government's consultation into the discount rate used to set unfunded public service pension contributions.

## **Review of 30+ Scheme**

The 30+ Scheme closed to new entrants on

# Pensions

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31 March. It was replaced on 1 April by the 30+ Plus scheme. HOC 2/2010 refers.

## **Pensions Forfeiture**

The Home Office is currently reviewing its guidance on pensions forfeiture. Staff Side has reserved its right to legally challenge any forfeiture decisions under the European Convention of Human Rights if appropriate.

## **Added Pension and the Closure of the Added Years Scheme**

The proposal by the previous Government to replace the added years' provision with an added pension facility is currently on hold, pending the outcomes of the Independent Public Service Pensions Commission review into public service pensions and the independent review of pay and conditions of service for police officers and staff.

## **Closure of the Additional Voluntary Contribution (AVC) Scheme**

The police AVC scheme closed to new, increased and transferred-in business on 1 October. Officers in the PPS 1987 had until the end of September to join the AVC Scheme. The NPPS 2006 does not have a linked AVC Scheme. HOC 15/2010 refers.

## **NEW ISSUES**

### **Police Pensions (Amendment) Regulations 2010**

These Regulations, which came into force on 1 April, made various amendments to the Police Pensions Regulations 1987 (the governing regulations of the PPS 1987) to make the wording of those Regulations more consistent with that of the Police Pensions Regulations 2006 (the governing regulations for the NPPS 2006).

## **Pensions Increase**

In the Budget on 22 June the Government announced its intention to "adopt the Consumer Price Index (CPI) for the indexation of...public service pensions from April 2011". Currently public service pensions (including the police pension schemes) are increased with reference to the Retail Price Index (RPI). Staff Side is considering its position on this issue.

## **Independent Public Service Pension Commission**

In June the Government announced that Lord Hutton would chair the Independent Public Service Pensions Commission (IPSPC). The commission was tasked to "undertake a fundamental, structural review of public service pension provision by Budget 2011 and consider the case for short-term savings in the Spending Review period, by September 2010."

On 30 July Staff Side submitted its evidence to the first stage of the IPSPC review. The Staff Side submission can be found at: [http://www.polfed.org/PNB\\_Staff\\_Side\\_Submission\\_to\\_the\\_Hutton\\_Review\\_on\\_Pensions\\_300710.pdf](http://www.polfed.org/PNB_Staff_Side_Submission_to_the_Hutton_Review_on_Pensions_300710.pdf)

On 7 October the IPSPC published its interim report. The main theme of the report was that "if the Government wishes to make short-term savings, then raising contribution rates would be the most effective way", as opposed to reducing the level of benefits. The Commission also recommended that Government "should have regard to protecting the low paid and should not introduce contribution rates for the Armed Forces at this time."

In the Comprehensive Spending Review of 20 October the Chancellor set out the Government's response to Lord Hutton's interim report. The main points were that the Government would:

- Commit to continue with a form of defined benefit provision;
- Await Lord Hutton's final recommendation before determining the nature of that benefit and the precise level of progressive contribution required;
- Implement progressive changes to the level of employee contributions that lead to an additional saving of £1.8bn a year by 2014-15, equivalent to three percentage points on average, to be phased in from April 2012.

We now await Lord Hutton's final report.

## **Restriction of Pensions Tax Relief**

In July the Government issued a discussion document on the restriction of pensions tax relief. On 26 August Staff Side submitted its

# Pensions

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response, which can be found at:  
[http://www.polfed.org/Staff\\_Side\\_HMRC\\_Restriction\\_Pensions\\_Tax\\_Relief\\_270810.PDF](http://www.polfed.org/Staff_Side_HMRC_Restriction_Pensions_Tax_Relief_270810.PDF)

On 14 October the Treasury announced its decision. The main points are that from April 2011 it is proposed that:

- The Annual Allowance (AA) for tax privileged savings will be reduced from £255,000 to £50,000;
- The “flat factor” for determining the value of defined benefit contributions will increase from x10 to x16;
- There will be no blanket exemption from the AA in the year benefits are taken; and

- There will be a three-year carry forward rule so that you can carry forward unused AA from the last three years if you have made pension savings in those years.

Staff Side is working closely with its advisers to determine the impact this will have on members.

## **HM Treasury Consultation on the Discount Rate**

In December the Government issued a consultation on the discount rate used to set unfunded public service pension contributions. Staff Side is currently working on its response. The deadline for submissions is 3 March 2011.





Constables'  
Central  
Committee

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**Paul Barker**  
General Secretary  
Constables' Central Committee

As I reported to you all last year, I didn't believe that we had seen the end of the current and potential changes that we were going to undergo during 2010. Since Conference in May 2010 we have now had confirmation of a two-year public sector pay freeze; the announcement of the Hutton Inquiry into our pensions; the announcement of the Neyroud Review of police leadership and training and the Winsor Review into the pay and conditions and remuneration of police officers which is due to produce its final report in June 2011. Added to this was the biggest financial overhaul of police forces we have ever seen in the Government's Comprehensive Spending Review in October.

These factors must be viewed along with a complete freeze on the recruitment of student officers nationally with many forces also looking at the potential implementation of mandatory retirement for police officers under Regulation A19 of the pension regulations. In consequence, we have seen a dramatic fall in policing numbers nationally. At the time of writing, we still have no definitive information as to whether we will retain the Police Negotiating Board or have to undergo the rigours of a pay review body.

Not only have we seen changes within Government, we have also had changes within the CCC. Neil Hickey stood down as Deputy General Secretary at Conference and was replaced by Paul Davis and also latterly, Julie Nesbit was re-elected as the Chair of the CCC.

Since our last Conference the CCC has been working hard behind the scenes, arguing our case and cause and has had several innovative meetings with both politicians and newspaper reporters. We have held two events with MPs of all parties within Westminster and also two meetings with journalists from the Crime

Correspondents Association, again near Westminster. These meetings were a great success and forged many new links which we feel will benefit us in the future. In a similar vein, we have also had personal meetings with Nick Herbert, the Policing Minister and Vernon Coaker, the Shadow Policing Minister. In fact, in October 2010 the Policing Minister accepted our invitation to come and sit on our panel and we look forward to seeing him at Conference in May 2011.

## **Campaigning**

Following on from The Real Policing Pledge which we launched at Conference 2010, for 2011 we are launching the theme "Communities REALLY Need Constables" with a view to further strengthening our position within all aspects of the Big Society that is regularly discussed in the media. It is our intention to supply all of you with mugs and stickers to advertise that in fact communities cannot continue to exist without Constables as we are the bedrock and frontline deliverers of the Police Service of England and Wales. We would also politely request that you stick your stickers responsibly.

## **Valuing the role of the Federation Representative**

In December 2009 the Constables' Central Committee decided to conduct the feasibility of commissioning a piece of work to explore the value that Constable Federation representatives bring to the Police Service. Wayne McManus and Julie Nesbit were appointed to lead on the project. We are aware of work carried out by the TUC in which they value in monetary terms the benefits and savings their representatives bring to their associated organisations. Following discussions with the other Central Committees it was decided to widen the remit of the project and include the Sergeant and Inspecting ranks.

Initially the project will look at the Regional and Reserve seat representatives to the Central Committees with a view to widening the research to local Branch Boards in the future. This approach will be of benefit as the widening of the project will be a much more complex piece of work.



Buckinghamshire New University have been engaged to carry out the project. It is not anticipated that a monetary value can be put on the roles and responsibilities of the committee members or local representatives but by collecting data and examples which will be analysed by the University and prepared for the JCC with the assistance of our own research department, benefits to the efficiency of the police and welfare of our members as a whole will come to the fore.

The survey will be questionnaire-based also asking for one example of a case history in which the anonymity of the officer will be preserved. This will seek engagement from the Central Committees and JBB Secretaries. The initial survey will be completed by 17th May 2011 and presented to the Joint Central Committee at the statutory meeting.

## Equality

It has been a busy year for the Equality sub committee as it continues to pursue the aims of the Federation in the field of equality, fairness and diversity in the police service. The committee have continued to represent our membership in many areas, providing training and updating equality leaders at our six monthly seminars as well as representing and advising officers throughout the year.

2010 saw parts of the Equality Act come into force. This has necessitated in the updating of our equality leaflets and the re-write of parts of the representatives' Equality & Diversity handbook. The Police Federation has formed an Equality Act working group on which Julie Nesbit sits as Secretary. The group is looking at the positive action provisions within the Act and how they will affect the Police Federation.

The sub committee are monitoring the implementation of the remainder of the Act and continue to be consulted and contribute when necessary. The committee have submitted contributions to the consultation of the Equality Act Public Sector Duty which it is anticipated will have been enacted in April 2011. In addition, the sub committee continues to be represented on the ACPO Equality Diversity and Human Rights

portfolio as well as the business areas contained therein.

## Health & Safety

During 2010 the CCC saw its members come under the greatest threat to their safety and health since prior to the 1990s. The present government set about removing the police service from the protection of the appropriate legislation which would clearly have had a greater impact on the Constables than on any of the other ranks. Due to excellent work carried out by the Health & Safety sub-committee, led by one of your regional representatives, Paul Lewis, they managed to maintain policing in its entirety within the Health & Safety legislation which will result in the continuing wellbeing and protection of our members in the future. This was a result which was the opposite from that which the Government had tried to apply.

## Legislation

The Legislation sub-committee continues to monitor and influence proposed new, or changes to, existing legislation. Members are actively involved in lobbying decision-makers and opinion-formers and attend groups such as the ACPO Criminal Justice Business Group, the National Crime Recording Steering Group and the Home Office Reducing Bureaucracy Practitioner Group.

Members of the committee also prepare and submit consultation documents, recent examples being the Law Society's Access to Justice Review, specifically around their proposals for publicly funded criminal representation, detailed submission on the forthcoming Reform and Social Responsibility Bill and ongoing work on a review of the Regulation of Investigatory Powers Act 2000.

The Committee is currently researching a medical condition known as Excited Delirium, which has been the reported cause of many custody deaths in the USA.

## Operational Policing and Olympics

2010 proved that the field of operational policing is a core function not only for the Police Federation but for the whole of the





police service. Our resilience was tested on more than one occasion from the events in Cumbria with Derek Bird's killings and the serious injury caused to PC David Rathband in Northumbria by Raoul Moat. We saw the student and English Defence League protests which would test many a commander's strength in leadership.

These events show the professionalism of Constables of England and Wales and supervisors alike. It is our responsibility to make sure all officers receive the best training, equipment and support in the event that they face an incident which could change not only their life but that of many others. It is the CCC and JCC's responsibility to work with all the relevant agencies in an effort to shape not only their thinking but seek to change policies where appropriate to protect the rights of police officers on the frontline.

The Olympics Working Group is at present in a state of readiness waiting for the plans to develop to enable us to give an informed view on how our members can and will be deployed once the operational plan comes together. This too will test all areas of our capacity to deal with most aspects of operational policing.

## Professional Development

One area that is often underestimated within the police service is that of the learning, training and development of police officers. We currently await any recommendations following a review of training by Peter Neyroud. His findings may impact on not only the type of learning but how it is to be administered. The Professional Development sub-committee on the JCC is keeping a watching brief of any new areas of business and the members of the CCC on the sub-committee will consider any findings that may affect the Constable rank.

## Professional Standards

It has been a challenging year for professional standards and is fair to say there are still a number of issues to be addressed following the implementation of Taylor. Severity assessments and the vast disparity that exists across the country in their application is a continuing problem which is proving a challenge to resolve.

Substance misuse testing has progressed somewhat with almost all roles now subject to testing, yet despite the number of tests being carried out only a tiny number have shown positive results. Hopefully the powers that be will realise how wrong the assumption that vast numbers of Police officers engage in substance abuse is and scale back this expensive and time-consuming initiative.

We are striving to achieve uniformity across the country in the way matters are progressed. The ethos of Taylor was to move away from the blame culture; it's regrettable that there are still some who act as the last bastions of the 'hang'em high' brigade favouring high end outcomes as opposed to dealing with matters in a proportionate manner. That said, things are changing and we are optimistic that the situation will continue to improve.

Too many officers continue to face discipline proceedings for matters which would be more suitably addressed by performance regulations and officers continue to face gross misconduct hearings for matters which ought to be dealt with at lower levels; we need to see improvement in these areas. Forces must do more to differentiate between 'conduct' and 'performance' and we must keep sharing experiences, linking in with key stakeholders and feeding instances of good and bad practice into the DLOs so things continue to improve for our members.

## In Memoriam

Constable Daniel Cooper of Wiltshire Constabulary

# Central Committee



## **Julie Nesbit**

Reserved Seat – South Yorkshire  
**Chairman**

Julie became the Constables' Central Committee Chairman on 2nd December 2010. She was elected onto South Yorkshire JBB in 1998 where she actively supported officers in relation to equality and misconduct matters. She chaired her local CBB, was deputy secretary of the JBB and chaired the No. 2 Region women's conference prior to being elected onto the Joint Central Committee in 2003.

Over the past seven years Julie has held the position of vice chair and chair of the CCC. She has represented constables at the Police Negotiating Board during deliberations which led to the 3-year pay deal. Julie sits on the Futures and Olympics working groups, and the Equality and Professional Development sub committees to represent constables' views.

Julie is the secretary of the Equality Act working group and the reserve seat, where she promotes issues on behalf of female constables. Julie is a member of the ACPO uniform group.

Away from work Julie has two children, so is no stranger to the difficulties faced by many colleagues in achieving a proper work/life balance. Julie enjoys classical music, watching ballet and formula one racing!



## **Andy Dumbiotis**

No. 6 Region – Devon and Cornwall  
**Vice Chairman**

Andy became the Constables' Representative for No. 6 Region, covering the forces of Gloucestershire, Wiltshire, Dorset, Avon and Somerset and

Devon and Cornwall, in 2007.

He joined Devon and Cornwall Constabulary in 1984 and spent all of his service in uniform patrol, at different times as a response officer, community officer and traffic officer. He was elected as BCU Constables' representative in 1998 and subsequently became the CBB Chairman. He also held JBB positions as Treasurer and Discipline Liaison Officer.

Andy's interests and experience lie in misconduct and health & safety. He is a Fellow of the Institute of Legal Executives. He is a member of the Professional Standards, Health & Safety and Legislation sub-committees of the JCC.

He lives near Plymouth and in his spare time is a keen guitarist and singer.



## **Paul Barker**

No. 1 Region – GMP  
**General Secretary / Treasurer**

Paul became the Constables' Representative for No. 1 Region in May 2008 upon the retirement of Brian Fenlon and was elected General Secretary of the Constables' Central Committee in May 2009.

He joined Greater Manchester Police in 1983 and during his service has gained experience in a number of different areas of police work including response, neighbourhood policing, CID and latterly was employed on a Public Service Team.

Paul joined the GMP Federation Constables' Branch Board as a representative in 2001 where he became Treasurer of his board and Deputy Treasurer of the GMP JBB. He is currently Treasurer of No. 1 CopperPot Credit Union. During a secondment as a schools liaison officer he obtained a certificate in education through independent study.

Since joining the CCC Paul has sat on the Operational Policing, legislation and Professional Development Sub committees.



## **Paul Davis**

No. 4 Region – Cambridgeshire  
**Deputy General Secretary**

Paul joined Cambridgeshire Constabulary in 1984 serving in Cambridge city and then later Cambridge rural, mainly in a uniform function and then later as a community beat officer for 9 years in Cambridge rural. He joined the Federation in the mid 1990s and became actively involved in all aspects of Federation work and in particular matters relating to probationary constables.

Between 1997 and 2001 he was elected Chairman and later Secretary of his local Constables' Branch Board before taking up the position on the CCC in February 2001. In May 2010 Paul became the Deputy General Secretary of the CCC.

Paul sits on a number of JCC sub-committees and is currently the Secretary of the Operational Policing sub-committee, the Olympics Working Group and a member of Equality and Professional Development. Paul represents the JCC on the PAB NRS working group and PAB working group on fitness testing.



## **Steve Smith**

No. 2 Region – Durham  
**JCC Deputy General Secretary**

Steve joined Durham Constabulary in 1979, performing core patrol, response, beat and tutoring duties. He was also PSU

trained and was involved in the policing of both the Toxteth riots of 1981 and the national miners' strike of 1984/1985. In 1994, Steve became a child and family protection unit investigator and in 2000 became the domestic violence co-ordinator for the division. He was also a trained family liaison officer.

Elected to the Durham Constables Branch Board in 1993, Steve became CBB Secretary in 1996 and became Durham's JBB Chairman in 2002. As Chairman, Steve was instrumental in the introduction of the 'Workforce Agreement' and new 'Variable Shift Arrangement' within Durham Constabulary.

In 2005 Steve was elected to the Joint Central Committee and became Deputy General Secretary of the Constables' Central Committee in 2007. He has been involved in various sub-committees, including Legislation, Equality and Professional Standards (Discipline). He was involved as the national Federation lead in all negotiations leading to the introduction of the Police (Conduct) and Police (Performance) Regulations in December 2008 and has worked closely with the Home Office, ACPO, APA, HMIC, NPJA, the Superintendents' Association and the IPCC within the Police Advisory Board Sub-Committee.

In May 2008, Steve became Deputy General Secretary of the JCC where he oversees all legal services. He has been instrumental in reviewing and updating the 'funding criteria' for the funding of legal services, implementing a funding appeals procedure and arranging Service Level Agreements with all the Federation solicitors. His priorities remain the provision of the most cost effective advice and representation service to members, together with striving to maintain the best conditions of service possible for all Federation members as a representative on the Police Negotiating Board.



## **Wayne McManus**

No. 3 Region – Staffordshire

Wayne became the Constables' representative for No. 3 Region in June 2009. He joined Staffordshire Police in 1982 and was posted to Burton on Trent where he served as a foot patrol officer

and an incident response officer, also gaining experience working in the CID. He transferred to the Traffic Department where he served as a patrol officer and vehicle examiner, obtaining City & Guilds qualification in this field.

Wayne joined Staffordshire Joint Branch Board in 1992 as Constables' representative for Burton on Trent region and then following transfer to traffic patrol he became the Constables' representative for that department in 1996. In April 1997 Wayne became the JBB Treasurer for Staffordshire as well as the Force ELO.

Wayne now sits on the JCC Legislation and Equality committees. In 2010 he was elected Secretary of the Equality committee and now sits on the following business areas: ACPO Hate Crime Group; ACPO LGB Business Strategy; ACPO Transgender Strategy Group; ACPO Equality, Diversity & Human Rights Business Area; ACPO Equality, Diversity & Human Rights Stakeholders Advisory Group; ACPO Race & Race Issues; Ministerial Police Equality Delivery Group.



## **Simon Reed**

No. 5 Region – Bedfordshire  
**JCC Vice Chairman**

Simon has had a varied police career starting with usual patrol work, beat manager, CID. He became a federation rep in 1993 and joined the CCC in June

2000. He has served on a number of sub-committees and has been Chairman of the Legislation sub-committee since 2005. Throughout this time he has been a PFEW rep on changes to stop & search and stop & encounter. Simon was appointed JCC Vice Chairman in May 2008.

# Central Committee



**Paul Lewis**

No. 7 Region – South Wales

Paul served as Chairman of the Constables' Central Committee from April 2009 until December 2010 having been Vice Chairman since January 2007. He has been the Committee's No. 7

Region representative since January 2003.

Paul joined South Wales Police in 1978 working mainly on front-line policing and scenes of crime department. He became a Federation representative for his division in 1995 and Secretary of the South Wales Constables' Branch Board in 1999.

As Secretary Paul gained experience in a vast array of subjects that the Federation covers but his main area of interest is in discipline and health & safety. He has lead for the organisation on Health & Safety since 2004.

Paul enjoys most sporting activities but in particular football, squash and body-boarding.



**Will Riches**

No. 8 Region – Metropolitan

Will was elected Constables' Representative for No. 8 Region in May 2009. He joined the Metropolitan Police in 1995 and during his service has served on

both inner and semi-inner London Boroughs gaining experience in a number of different areas of police work including response, public order, neighbourhood policing and attachments to areas of the CID portfolio.

Will became a Fed rep in 2001 and after a short while became the Constables Branch Board representative for Hackney borough. In 2008 he was elected onto the Metropolitan Joint Executive Committee.

He has IOSH and NEBOSH qualifications in health and safety and was the Met CBB lead for a number of topics including shift patterns and the Olympics.

Will was also involved in the areas of operational policing and property services within his JEC responsibilities which included Notting Hill Carnival and most recently G20.



**Neil Hickey**

No. 8 Region – Metropolitan

Neil became the Constables' Representative for No. 8 Region in April 2007 upon the retirement of Bob Elder. He joined the Metropolitan Police Service in 1979 and during his service has gained

experience in a number of different areas of police work including response policing teams, neighbourhood estates policing teams, drugs squads, CID work including robbery and murder investigation teams and more recently working in public order and surveillance.

Neil joined the Metropolitan Police Federation CBB as a representative in 1998 and became a member the MPF JEC in 2004 where he was a member of the Operational Policing, Health & Safety and Legislation Sub-Committees. He holds a NEBOSH general certificate in Health & Safety and a diploma in System Practice obtained through private study with the Open University.

Since joining the CCC he has been Chairman of the JCC Equality Sub-Committee and Health & Safety Sub-Committee and was Deputy General Secretary of the CCC until standing down in May 2010. He represents the CCC on the JCC Operational Policing and Health & Safety Sub-Committees.



# Constables' Reserves

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<b>No. 1 Region</b>	1	Gareth Lawrence	(Cheshire)
	2	Gary Davies	(GMP)
	3	Bernie McGeough	(Cumbria)
<b>No. 2 Region</b>	1	Darren Liddemore	(West Yorkshire)
	2	Stephen Matthews	(Cleveland)
	3	Gene Healey	(Northumbria)
<b>No. 3 Region</b>	1	Bryan Higgins	(West Midlands)
	2	J Harrison	(West Mercia)
	3	Marc Quinn	(Warwickshire)
<b>No. 4 Region</b>	1	Ian Godfrey	(Derbyshire)
	2	Mark Hills	(Cambs)
	3	Mick Taylor	(Notts)
<b>No. 5 Region</b>	1	Mick West	(Essex)
	2	Ian Pointon	(Kent)
	3	Nick Dimmer	(Sussex)
<b>No. 6 Region</b>	1	Alex Duncan	(Avon and Somerset)
	2	Dave James	(Devon and Cornwall)
	3	Mike McCabe	(Dorset)
<b>No. 7 Region</b>	1	Phil Addicott	(Dyfed Powys)
	2	Jeff Mapps	(Gwent)
	3	Gavin Williams	(South Wales)
<b>No. 8 Region</b>	1	Rick Nelson	(Metropolitan)
	2	Jonathan Gilbert	(City of London)
	3	Kenneth Marsh	(Metropolitan)
<b>Reserved Seat</b>	1	Sarah Ross	(No. 6 Region)
	2	Louisa Stallworthy	(No. 6 Region)
	3	Susan Lowley	(No. 3 Region)

# Voluntary Funds



The Treasurer's report and the audited accounts of the Police Federation Constables' Fund for the year ending 31 December 2010 are published within the Police Federation of England and Wales Statement of Accounts for 2010.

## Trustees to the Constables' Fund

The Trustees to the Police Federation Constables' Fund are: Eric Clegg (Greater Manchester), Martin Sutcliffe (Lincolnshire) and Michael Buyers (Northumbria)

The Trustees held a total of four meetings during 2010 as follows:

23 February  
20 April  
3 August  
30 November

The reserves to the Trustees are:

1st reserve Peter Smyth (Metropolitan)  
2nd reserve Ian Edwards (West Midlands)  
3rd reserve Stuart Chadderton  
(West Midlands)

## Bankers

National Westminster Bank plc  
10 Victoria Road, Surbiton  
Surrey KT6 7JY

## Accountants & Auditors

George Hay & Co  
83 Cambridge Street  
London SW1V 4PS

## Investment Advisers

Axis Financial Planning Ltd  
Hargam House  
40 Sandhurst Road  
Wokingham  
Berks RG40 3JD

## Trustee to the Joint Funds

The Trustee to the Joint Funds is Martin Sutcliffe (Lincolnshire)

The 1st reserve is Stuart Chadderton (West Midlands)

2nd and 3rd reserves are vacant

## Trustees to Charities

Members from the rank of Constable are:

## Northern Police Convalescent and Treatment Centre

Paul Barker	Greater Manchester
Nigel Day	North Yorkshire
Jackie Smithies	Greater Manchester

## Police Rehabilitation Centre, Goring

Tony Laud	Cambridgeshire
Stuart Telfer	Metropolitan
Andy White	West Mercia

## Gurney Fund

Dino Imbimbo	Thames Valley
Robert Taylor	Thames Valley

## CCC Meetings 2010

The Constables' Central Committee held a total of eight meetings during 2010. The dates and venues were:

26 January	Leatherhead
23 March	Leatherhead
21 May	Bournemouth
29 June	Leatherhead
7 September	Leatherhead
1/2 November	Leatherhead
2 December	Leatherhead

## CBB Chairs & Secretaries' Meetings 2010

4/5 March	Cobham
16/17 September	Cobham

## CBB Circulars

The following CBB Circulars were issued during 2010:

01/2010 – CBB Chairs & Secretaries meeting  
02/2010 – Elections  
03/2010 – BDO Report  
04/2010 – Real Policing Pledge  
05/2010 – Election of 3rd Reserve Trustee to Constables' Fund  
06/2010 – WFM Deloitte Final Report  
07/2010 – CCC Election  
08/2010 – Dates of CBB Meetings 2011  
09/2010 – CBB Chairs & Secretaries meeting  
10/2010 – CBB Secretaries meeting  
11/2010 – CBB Secretaries meeting – agenda  
12/2010 – CCC Chairman  
13/2010 – Outline of Schedule 6 process  
14/2010 – Christmas & New Year office hours  
15/2010 – Re-convened CBB Secretaries meeting

# Presentation Piece



## Constables' Presentation Piece

The Constables' figurine was awarded to Ray Coster in recognition of his services to the Constables' Central Committee.



### Ray Coster

Ray joined the Metropolitan Police Service in 1983, having been a secondary school teacher for three years. He spent the majority of his service on operational uniform duties before

being elected as a Federation representative in 1990. Ray served on various committees within the Metropolitan Police Federation and was the recruits' Federation representative at Hendon Training School.

In September 2002 Ray became No. 8 Region Constables' representative and served on the Professional Standards, Equality, Professional Development, Federation Training sub-committees and the Futures Group. He was involved in the delivery of both advanced discipline and representative Federation training courses.

Ray was elected CCC Deputy General Secretary in April 2005 and elected as CCC General Secretary in April 2007. He played an active part at both the PNB and PAB and

served on various working groups. Ray was instrumental in organising the on-line workforce modernisation survey into the changing role of constable.



Constables' Figurine

## 2010 Honours List

The following constables of England & Wales received honours:

### New Year's Honours 2010

#### MBE

Sarinder Kaur Dev  
Belinda Harding  
Kenneth Marsh  
Ahmed Sasso  
Gerald Wilmot

South Yorkshire  
City of London  
Metropolitan  
Hampshire  
Metropolitan

#### QPM

Christopher Adams

Avon & Somerset

### Queen's Birthday Honours 2010

#### MBE

Kathleen Bromilow  
Peter Hartshorne  
Janet Roe

Lancashire  
South Yorkshire  
Lancashire

#### QPM

Lesley Ingram  
Robert Pritchard

Hertfordshire  
Merseyside



## **Constables' Central Committee Staff**

(left to right)

Kelly Stanley, Liz Cain, Brian Pallant, Sue Clifton, Sinead Healy, Anita Spink

## **Members' Thanks**

Every year the CCC receives scores of thank you letters for successfully pursuing members' claims.

## **Injury Pension Claim (South Wales) (7)**

"I've recently won my appeal against South Wales police authority for dropping my injury pension from a Band 2 to a Band 1. My Band 2 has now been reinstated and backdated and I thank you for authorising funding for legal advice and for your help in obtaining a most professional medical report. Let's hope that the various police authorities will get wise to the hell that they're putting us 'old duffers' through. We won't go away, not just yet anyway."

## **Family Claim (Metropolitan) (8)**

"My son was admitted to hospital with a chest infection and suffered anaphylactic shock after being given peanuts in a pudding even though staff were aware of his allergy. We were treated terribly by the hospital and only sought legal advice as we did not want this to happen to another child. The NHS settled our case and my son was awarded compensation. I would like to thank the CCC for funding our case."

## **RTA (Northants)(4)**

"My recent claim for compensation following a collision I had whilst on duty

was successful. Without the funding provided by the Federation I would not have pursued such a claim and am deeply grateful. It shows to myself and all officers that the subs we pay each month are worth every penny."

## **Injuries following assault (Northumbria) (2)**

"As a serving frontline officer for over 16 years I have been assaulted several times. However, this was the first occasion where I felt justified in submitting a claim for Criminal Injuries compensation. To initially have this claim rejected was disappointing and frustrating, however the support and advice I received reassured me while assisting me to resolve the situation and restore my feeling of worth."

## **Injury on duty (Kent) (5)**

"I would like to thank the Police Federation for the support it has provided in relation to a settlement for my claim resulting from an injury on duty incident. There is no doubt that without such an infrastructure many issues would not be resolved in a similar fashion and my experience is an indication that the Federation is a support mechanism that needs to be maintained and continually supported at all levels."

## **Accident at work (West Midlands) (3)**

"Thank you for funding the claim against my employer relating to an avoidable works accident. The matter has now been successfully concluded and I have received a compensation cheque from which I will be making donations to 'COPS' and 'Help for Heroes'. I wish all involved with the Constables' Central Committee the very best for the future."

## **RTA (Lancashire) (1)**

"I have recently been awarded a settlement for a road traffic collision and would like to take this opportunity to thank the Constables' Central Committee for all of their support during this process."



# Review of the Year 2010



## **Professor Bob Elliott**

Constables' Central  
Committee Advisor



2010 was the 'Year of the Reviews'; the Winsor Review into Police Pay and Conditions, the Hutton Review into Public Sector Pensions and the Comprehensive Spending Review (CSR) aimed to cut UK public expenditure dramatically over the next four years.

As I write, in late December 2010, the impact of the CSR is only now beginning to be fully understood. The final report of the Hutton Review is to be produced for the 2011 Budget while the first set of recommendations from the Winsor Review are to be revealed in February 2010, 'when short-term improvements to the service' will be identified. But already it is clear that taken together they will amount to the most substantial changes in police funding and in the pay and conditions of police officers that any of us have seen in our lifetimes. We have no experience of changes of this order of magnitude and it is understandable that they are greeted with great apprehension.

2010 was year which saw recovery from the longest and deepest recession since the war and the election of a new government. The recession resulted in a substantial gap between government revenues and expenditures and the new government has pledged to close this gap. In June the new Chancellor of the Exchequer announced plans to reduce spending and increase taxes to close the gap by £40 billion on top of the £73 billion planned by the outgoing Labour administration. The resulting planned total reduction is therefore an enormous £113 billion; in the CSR on 20th October 2010 we were given detail of just what this meant.

For the police it means a reduction in the central government contribution to police spending of 20% in real terms: a 12.4% reduction in the cash provided by central government which after inflation translates into a reduction in real terms of 20%. Between 2010/11 and 2014/15 the government share of police financing falls from 75.2% to 70.3%. Local government is meant to increase its contribution so that the reduction in spending on police amounts to only 14% in real terms.

However, given the squeeze on local government finances which was also embedded in the CSR, it must be doubted whether local authorities are really in a position to contribute any more than at present.

The CSR also confirmed that the government will freeze public sector salaries, where these are over £21,000 per annum, for the next two years. 2010 saw the last stage of the three year pay deal for the police – the best deal in the public sector. The government has argued it is necessary to freeze public sector pay because this is what happened throughout the private sector during the recession. Indeed some employees did experience a pay freeze, but not the majority and there is evidence that some who had their pay frozen are now having this made up by earlier pay settlements than would otherwise have occurred. The data show that public sector pay did grow more rapidly than private sector pay in the depths of the recession but this is usual. Public sector pay responds slowly to changing economic conditions and that means it grows faster than pay in the private sector in the recession and more slowly than the private sector in boom times. There are well established cycles in public-private pay relativities which this government chooses to ignore.

The Retail Price Index (RPI) is the 'headline' measure of inflation. It fell sharply in 2009 because among other things borrowing costs, and with them mortgage costs, fell sharply. However inflation is now running at well over 4% per annum on the RPI and seems set to stay high over the next two years. The Bank of England is less concerned about inflation than economic recovery and is doing nothing to restrain inflation. With inflation at these levels for the next two years police officers are looking at cuts in real pay of up to 8% over the period.

The Interim Report of the Hutton Review set out the likely direction of change for police pensions. There are three essential features of the proposed new arrangements: career average salary pensions for new starters; increased pension contributions; and pensions in payment indexed to the Consumer Price Index (CPI).

The CPI increases at between 0.5 and 0.8 of a percentage point less than the RPI so that



pensions will increase significantly less than RPI in future. It is unclear whether, given recent reviews of police pension arrangements, police officers will be required to increase their pension contributions by the average of 3% which is proposed for other parts of the public sector. Any increase in contributions will further reduce police officers' disposable pay.

Looking forward to 2011 it is clear this is going to be a very challenging year. Negotiations will begin on the recommendations of the Winsor Review in a context of sharply reduced spending on the police and falling police

numbers. Many experienced officers will leave and new recruits will be few. Federation negotiators will be faced with a trade-off between protecting police numbers and protecting pay. It is unclear how front-line policing can be protected in such an environment or how police morale and effectiveness can be sustained. Federation negotiators will need to use great skill and they will require considerable tolerance and understanding on the part of the membership if anything approaching a satisfactory conclusion to this process is to be achieved.

## Annual Conference 2010

### TalkBack

Dermot Murnaghan again facilitated the TalkBack session. Members of the panel were Jon Gaunt, journalist & broadcaster; Rt Hon Nick Herbert MP, Minister of State for Policing & Criminal Justice; Nick Gargan, Deputy Chief Executive, NPIA; Mark Rowley, Chief Constable Surrey Police; and Paul Lewis, Chairman of the CCC. Questions on topical policing issues were accepted from the floor.

### Motions

**Motion 1** - Trustees' Report CCC  
"That this Conference receives and accepts the report of the Trustees of the Police Federation (Constables') Fund." *Carried*

**Motion 2** - Treasurer's Report CCC  
"That this Conference receives and accepts the report from the Treasurer of the Funds under the control of the Constables' Central Committee." *Carried*

**Motion 3** - Annual Report CCC  
"That this Conference receives and accepts the Annual Report of the Constables' Central Committee for the year 2009 together with verbal reports as may be necessary to ensure the delegates be informed of the up-to-date position." *Carried*

**Motion 6** – Circulation of Unratified Minutes Metropolitan  
"Conference instructs the Constables' Central Committee to circulate unratified minutes of statutory meetings to all Branch Board Secretaries within 14 working days of the conclusion of the meeting." *Lost*

**Motion 7** – Oppose the Role of 'Lead Constable'  
"The Police Federation of England and Wales should oppose any introduction of a 'Lead Constable' role." *Carried*

The General Secretary's Annual Report for 2008 and the Chairman's Address to Conference have been circulated, along with the Conference minutes, to Branch Boards.

### Motions Withdrawn

**Motion 4** was removed from the agenda following the challenge under item 6 Conference Arrangements Committee.

**Motion 5** – Remuneration for CCC Members Metropolitan  
This motion was withdrawn by the sponsoring board on 22nd March 2010.

The General Secretary's Annual Report for 2009 and the Chairman's Address to Conference have been circulated, along with the Conference minutes, to Branch Boards.

# Annual Conference 2010



## Elections

### **Trustee to the Constables' Central Committee Fund**

Eric Clegg (GMP) was elected.

### **3 Reserve Trustees to the Constables' Central Committee Fund**

Stuart Chadderton (West Midlands) was elected 1st reserve.

The 2nd and 3rd reserve positions remain vacant.

### **Trustee to the Joint Central Committee Fund**

Martin Sutcliffe (Lincolnshire) was elected.

### **3rd Reserve Trustees to the Joint Central Committee Fund**

Stuart Chadderton (West Midlands) was elected 1st reserve.

The 2nd and 3rd reserve positions remain vacant.

### **2nd & 3rd Reserve to the Reserved Seat Louise Stallworthy (Avon & Somerset) was elected 2nd Reserve.**

Susan Lowley (West Mercia) was elected 3rd Reserve.

### **2nd & 3rd Reserves (Provincial Forces) to the Constables' Conference Arrangements Committee**

Keith Coomber (Surrey) was elected 2nd Reserve.

The 3rd Reserve position remains vacant.

### **3rd Reserve to No. 2 Region**

Gene Healey (Northumbria) was elected 3rd Reserve.



### **Constables' Central Committee** (left to right)

Simon Reed, Julie Nesbit, Paul Davis, Neil Hickey, Paul Lewis, Steve Smith, Paul Barker, Will Riches, Andy Dumbiotis, Wayne McManus.



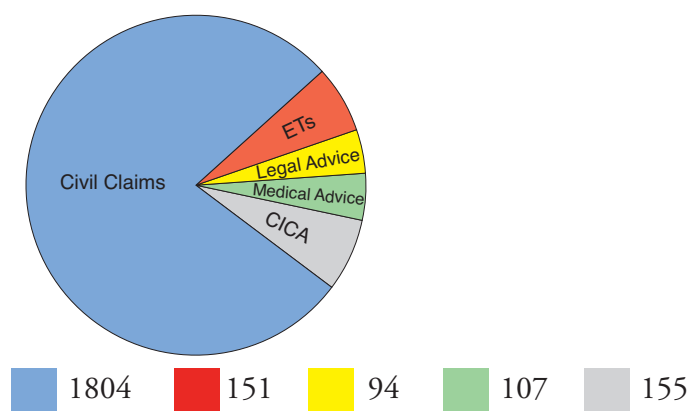
# Annual Conference 2010



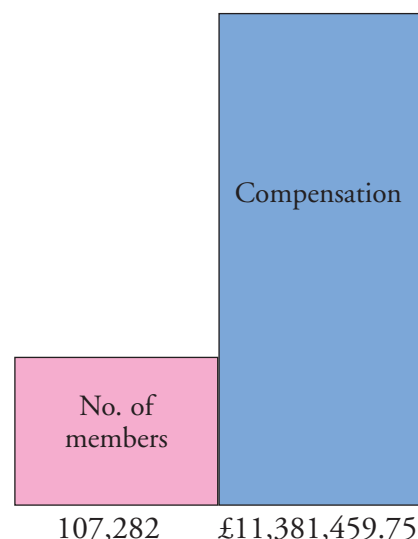




## Our service to members



Number of claims opened by the CCC in 2010



During 2010 new proceedings were issued in 278 cases and 897 claims were closed with the consent of the members concerned.

The procedure is that a claim will only be regarded as settled when both the compensation and the legal costs have been agreed. Therefore, many claims involving substantial compensation for members but where costs have yet to be agreed have not been included in this year's figures.

The recent trend in relation to advice requests in respect of issues covered by employment tribunals has reversed with numbers down by 40 on 2009. This has also reflected in a reduction in the costs for the year. This year has also seen a slight increase in the number of cases ending up at an Employment Appeal Tribunal.

Although recourse to legal action is always available, usually the best course of action for our members is mediation and conciliation in an effort to reach a resolution and settlement prior to a full hearing. Many more cases are now being settled in force by way of the internal grievance procedures to our members' satisfaction. There has also been a significant increase in the number of judicial mediation hearings with good settlements for our members without the need to go to a tribunal hearing. In some of these cases a contribution towards our costs have also been negotiated. Overall this has a significant saving on our costs.

It is interesting to note that the number of Disability Discrimination Act claims continued to rise for the year representing

just over 45% of all advices in relation to employment tribunals. There are no particular trends or patterns in this area; however it is still an area that will continue to be monitored closely. Sex Discrimination claims were slightly down on last year at 27% of all the claims. Race Discrimination claims were well down on last year at just 8% of all claims.

The number of civil claims has fallen slightly for the second year running to 1804. The majority of the claims are received by the member contacting PF Claimline. This provides for a quick and efficient service in registering the claim in the first instance and also in ensuring decisions are made at the earliest possible opportunity. We have noticed throughout the year an increase in the use by members of the new claim forms available online on the National Federation website, together with the Resolution Information Sheets, Hearing Loss Questionnaires, new form for completion in Medical Advice cases and a new Health & Safety form for civil claims involving accidents at work. All these forms can now be completed online and then downloaded and forwarded to Branch Board Offices for countersignature by the Branch Board Secretary. They are due for review by the Resources Working Group early in 2011.

Our members continue to receive a good level of service from the appointed solicitors and we thank them for that support and assistance.

**Paul Davis**  
Deputy General Secretary



Sergeants'  
Central  
Committee

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# Foreword



**Adele Kirkwood**  
General Secretary  
Sergeants' Central Committee

I take great pleasure in presenting the Annual Report 2010 on behalf of the Sergeants' Central Committee of the Police Federation of England and Wales.

## **Police Pay and Police Negotiating Board (PNB) and Pensions**

In October 2008 Staff Side negotiated a three year pay settlement and therefore there have been no further negotiations on an annual pay rise conducted over the last twelve months. Police officers have received the final element of the three year settlement of 2.55%, which was paid on 1 September 2010. The honouring of the third and final settlement of the multi year pay deal has been the only glimmer of light in a sea of economic gloom in terms of pay, conditions and pensions for police officers. Shortly after coming to power, the Chancellor of the Exchequer introduced an emergency budget on 21 June 2010 which included a two year public sector pay freeze. If, (as we anticipate he will), the Chancellor holds to this policy, the earliest point that police officers could receive an annual pay award would be 1 September 2013.

It is fair to say that the last twelve months have been a particularly turbulent time for the country, having faced both financial and political uncertainty. This has impacted on policing and has unfortunately highlighted rifts between the views of PFEW and the Superintendents' Association on one hand and the vociferous minority of ACPO on the other. May 2010 witnessed an historic general election, which resulted in an era of what has been termed "new politics" in the form of a Conservative-Liberal Democrat coalition government. In the run up to the general election the Labour party vowed to secure funding which would maintain police officer numbers; the Liberal Democrats pledged to increase police officer numbers by

3,000, whilst the Conservatives promised a 'radical programme' of police reform and kept quiet on the numbers issue. Whilst not actually winning the general election with an outright majority, it rapidly became clear that it was the Conservatives who were driving forward the police 'reform' agenda with the Liberal Democrat voice confined to the back benches.

No time has been wasted. In June 2010 the Government announced an inquiry into police pensions and appointed Lord Hutton to lead it. Whilst it is still unclear what impact this inquiry could have on the police pension schemes, in October 2010 Lord Hutton published his interim report. This indicated that final salary pension schemes in the public sector were no longer affordable and suggested that his full report, due in March 2011, could recommend a pension scheme based on an average of an employee's earnings over the length of their careers. There is also an expectation that employee contributions to public sector schemes will increase, which was further endorsed in the Comprehensive Spending Review where it was indicated that public sector workers could anticipate a staged average 3 percent increase beginning in April 2012. We have highlighted the fact that police officers already pay a significantly higher proportion in salary contributions to the police pension schemes than other workers. On 1 November 2010 Lord Hutton announced a further call for evidence to be submitted by 17 December 2010 to clarify views prior to the completion of his final report. PFEW responded robustly to that offer, again highlighting the gap in contributions between us and other public sector employees.

Running in tandem with Lord Hutton's review, the Home Secretary also implemented the promise she made in May 2010 at the Joint Police Federation Conference that there would be a review into the terms and conditions of police officers and police staff. After some delay and deliberation, it was announced in October 2010 that Tom Winsor, a lawyer and ex-rail regulator, would head the Review. Mr Winsor's remit was wide-ranging with a green light to review every aspect of a police



# Foreword



officer's terms, conditions and remuneration. The Review has caused much uncertainty and discontent within the service. This was further compounded by the ridiculously short timescale that the Police Federation and other stakeholders were given to respond to the consultation – the Review details were published on 1 October 2010 and first submissions were sought by 29 October 2010. The Sergeants Central Committee contributed to the Police Federation submission on behalf of our membership, after consultation with our Regions and the Sergeants Branch Board Chairmen and Secretaries. The first part of the Review is due to report in February 2011 and the second part, (which amongst other areas is likely to focus on the police pay machinery), is due in June 2011.

To add even more uncertainty to policing, the Government announced that the police service would not be protected from the unprecedented cuts in public spending. When the Comprehensive Spending Review was announced on 20 October 2010 we learnt that a staggering one fifth of the police budget would be gone within five years. Whilst this was not quite as severe as the 25 percent figure that had been floated by Government just months earlier, the impact was still disastrous for policing. Within weeks we became aware of a number of chief officers announcing cuts to police officer and police staff numbers; long serving and experienced police officers were due to receive Regulation A19 notices for compulsory retirement and many Forces announced a freeze on recruitment. In addition a number of chief officers were also looking to downsize or even close some specialist units. Her Majesty's Chief Inspector of Constabulary, Sir Denis O'Connor, had previously stated that a radically reformed police service could just about cope with a 12 percent cut, without frontline service being affected.

To countenance 20 percent (or potentially more given the impact of local authority spending decisions) meant that the time had come for a wake-up call for the public. The police service they had come to know in recent years could not continue and, looking forward, something is going to have to give.

We made clear to Government that they have chosen not to protect the policing budget and it is for them, not us, to decide what the public can expect from an under-funded and under-resourced police service.

The economic and political situation, coupled with the on-going Reviews being conducted into the police service, has clearly affected negotiations within the PNB and Police Advisory Board (PAB). PNB matters, including claims such as 'On Call', have either stalled or been suspended pending the outcome of the Winsor Review, whilst the Pensions Working Group, other than agreeing on future Injury Awards, has also slowed pending the Lord Hutton Review. Furthermore a type of political purdah lasted past the General Election as the Conservative and Liberal Democrat parties tried to come to terms with governing together. Some agreements were reached within the PNB Technical Working Group on Gender Equality Worklife Balance such as maternity guidance, KIT days and reckonable service, whilst PAB work around drugs misuse, disciplinary arrangements and fitness testing also continued to progress.

The only other area of PNB where negotiations are taking place is mutual aid. On 9 August 2010 the Official side tabled a discussion paper which formally proposed the demise of the Hertfordshire Agreement. Their dislike of 'Hertfordshire' is predicated on their mantra of only paying police officers for time actually worked. In view of the Government's announcement of a formal review of all police pay and conditions, Staff Side suggested that further discussions be suspended until the details of the review were announced. The Official Side agreed that no formal agreement could be reached separately for mutual aid until the review is concluded, but wanted to explore a possible mutual aid agreement solely for the period of the London 2012 Olympics. Staff Side agreed to continue talking on that basis. To date no agreement has been reached.

Finally 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, especially as the Winsor Review will consider future pay machinery for policing.

# Foreword



That is why it is still of paramount importance 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.

## **HMIC Report 'Leading from the Frontline'**

The Sergeants' Central Committee has over the last twelve months continued to work tirelessly with ACPO and the NPJA to try to bring to fruition as many of the recommendations contained in the Report as possible. As you know, Critical Incident Training and work around the PDR and promotion processes have all been on going. However, the areas of particular importance to our rank, (acting duties and training for new to role sergeants), have not received the necessary attention, despite our continued assertions that they must.

As previously reported to you, the Chief HMIC, Sir Denis O'Connor, announced Workforce Inspections for 2010 and that as part of these Inspections the HMIC Report 'Leading from the Frontline' would be included in the assessment framework. However, at a national ACPO and APA workshop the representatives rejected this on the basis that no specific rank should be concentrated on in the Inspections. To that end the Productivity Framework, which was produced for Forces to use to prepare themselves for the forthcoming Inspections, did not overtly contain the 'Leading from the Frontline' recommendations. As a result of this we and the ACPO representative, ACC Dee Collins, wrote to the Chief HMIC highlighting this omission and requesting that the outstanding recommendations should be included within the Productivity Framework. We again highlighted the promise given in May 2009 by HMIC at the Sergeants' Central Conference that a second snapshot Review should take place to assess what Forces had actually done to implement the 'Leading from the Frontline' recommendations.

Furthermore, both ACPO and the Sergeants' Central Committee continued to request that HMIC create an overarching Steering Group to not only bring together the various work streams, but to also ensure that the outstanding recommendations were still to

be progressed and the momentum maintained. Although we were pleased that our request was initially granted, events already outlined above have somewhat overtaken this position.

In July 2010 HMIC published a Report entitled 'Age of Austerity'. This effectively announced the demise of the Productive Framework and the Workforce Inspections as initially conceived. The Inspections would now combine not only workforce planning but also examine a Force's ability to cope financially in the new and more austere economic climate, taking into account the Comprehensive Spending Review budget cuts announced in October 2010. The Sergeants' Central Committee's opinion is that HMIC had already 'lost interest' in their own Report, particularly since ACPO and APA had rejected its inclusion in the Productivity Framework. The lack of impetus, despite our protestations, has resulted in this work being put on a 'dusty shelf', which is hugely disappointing. This sentiment has been expressed to HMIC. However, on the basis that the Sergeants' Central Committee were not prepared to give up on this extremely important piece of work for our rank, we have pursued another avenue to progress the recommendations. The Home Secretary announced in September 2010 that Peter Neyroud, Chief Executive NPJA, would assess and produce a 'cradle to grave' Report on Learning and Training within the Police Service. We have therefore used this opportunity to push forward the 'Leading from the Frontline' Report and have been assured at the time of writing this Annual Report that the recommendations contained in 'Leading from the Frontline' will be considered.

The Learning and Training Review is due to report to the Home Secretary in December 2010. The Sergeants' Central Committee will continue to highlight the themes in the 'Leading from the Frontline' Report and take full advantage of any opportunity to influence HMIC, ACPO and Government. It is essential that, despite some key stakeholders' lack of interest in this work, we continue to support the sergeant rank and the recommendations within the Report are given the recognition they rightly deserve.

# Foreword



## **National Police Promotion Framework (NPPF) & Professional Development Matters affecting the Sergeant Rank**

The National Police Promotion Framework (NPPF) has again been the focus of a considerable amount of attention during 2010. The purpose of the work-based assessment trials was to 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. You may recall that, 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.

In January 2009 the Police Minister and Chair of the Police Promotions Examination Board (PPEB) were informed of our concerns, and that we lacked confidence that the trial could deliver sustainable national standards. Subsequently, the Police Federation is to withdraw its support for the trial.

In March 2009 at the PPEB meeting it was agreed that a new two year trial would commence, with the then current seven trial forces and an additional three forces (West Midlands, Avon & Somerset and North Wales) taking part. The new trial, which would incorporate the best of OSPRE and the NPPF, would be set within the context of a 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 continues to run until 31 March 2011. At the conclusion, a report will be tabled at the PPEB, who will then make a recommendation to the Police Minister on the way forward.

Forces have continued to work towards their interim or confirmed licences. However, West Midlands are currently on hold, North Wales are not promoting and Leicestershire have notified their intention to withdraw. In addition the Government intends phasing out the NPFA by April 2012. As the NPFA

moves towards transition it is not known where the various parts of the NPFA, who service the PPEB and its products will be located, nor when any transition will take place.

Meanwhile, the PPEB has commissioned reviews of the licensing system and the NPPF itself. Quite separately, the Home Secretary has commissioned Peter Neyroud to undertake a Review of all police leadership and training functions within England and Wales. He will be reporting before the end of the trial of the NPPF and it is likely that his Review will have implications for the promotion system.

This is a far reaching and fundamental 'cradle to the grave' Review, which will, if implemented, create a new landscape and environment in relation to police leadership, training and the professional status of Police Officers. It is also inextricably linked to the Winsor Review. A major principle relates to the formation of a Chartered Body for Policing, which will have governance and authority to set and deliver professional standards for the Police Service. Mr Neyroud is aiming to produce a final report, supported by detailed appendices and a costed implementation plan, by December 2010.

## **Custody**

The PFEW 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. Despite the passage of time, key areas of work for the Forum over the past year remain resisting ongoing attempts by Forces to civilianise via the backdoor, training, Mental Health, Risk Assessments, CPS Charging, proposed amendments to PACE codes and Custody Healthcare Commissioning. The Sergeants' Central Committee is extremely grateful for the support and assistance provided by the Forum.

The Sergeants' Central Committee and Forum have continued to promote the Custody Sergeant as a key role within the service, one that must stay the remit of a fully warranted police officer of at least the

# Foreword



rank of sergeant. Recently the Forum Chairman spoke at the 'Capita' Conference and one of our SCC Joint Custody Leads spoke at an 'Inside Government' conference espousing this view.

Good progress has been made on Mental Health with the NCALT online training launched in May 2010; although it is not ideal, it is one of the better online training programmes. We have recently seen the rollout of the charging pilot to some trial Forces, but before any evaluation has been conducted, the government has decided to accelerate the return of some charging decisions to police, purely for financial reasons.

The rollout of the new custody training programme suffered lengthy delays from the original July 2010 launch date. This was caused in part by changes of personnel at the NPIA, and also works around the development of the specialist mental health and TACT modules. The programme is, however, a great improvement on its predecessor, but takeup of the new programme may be adversely affected by the future fiscal situation.

There is no doubt that there will be significant challenges ahead most likely being driven by the private sector and Forces' desires to make financial savings. We need to be sure that we are in a position to robustly represent our members and retain the role of the custody sergeant. To that end we are holding our first ever PFEW National Custody Seminar in September 2011.

## **Police Federation National Detective Forum**

In the ever evolving Policing world of 'more for less' the Detective Sergeant Rank has not escaped a culling of the numbers under the so called guise of efficiency savings, but what

are the real costs of such a drastic move? The Detective role has never been so crucial in our fight against serious and organised crime and the endeavours to provide a quality service to the public. It is more than ever vital that the Detectives are provided with sound efficient and effective supervision from properly trained Detective Sergeants and not a civilian operative with limited knowledge and policing experience. The move to replace such reliable supervision is short-sighted to say the least. There are now many examples nationally of major crime matters failing at the last hurdle in court owing to poor quality supervision during the investigation process. This undermines the criminal justice system and renders useless months of painstaking effort by already over-worked detective officers.

The Sergeants' Central Committee is committed to preserving the rank and status of the Detective Sergeant and fully contributes to and supports the Detective Forum, which strives to achieve this goal.

At the time of writing this Annual Report we are all facing unprecedented times; officer numbers, pensions, pay, terms, conditions, leadership and training are all under scrutiny and everything is up for challenge and change. In the words of the Home Secretary when announcing the Winsor Review "we need radical solutions to improve policing – nothing will be off-limits". Our collective unity, our ability to articulate our arguments and our policing knowledge and experience will be pivotal, if we are to preserve the British police service we honour and value, and which the public deserve and expect.

**Adele Kirkwood**  
General Secretary  
Sergeants' Central Committee  
(As at 31 December 2010)



# 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  
ICF Steering Group  
PDR Steering Group  
Review of Leadership and Training Steering 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  
Police Promotion Examinations Board  
Police Promotion Implementation Project Board  
Skills for Justice Council  
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  
Equality Act (Positive Action Provisions) Working  
Group (Chairman)  
Futures Group  
Olympics Working Party  
Pay and Conditions Working Group  
Specials Working Group  
Workforce Modernisation Working Group  
Parliamentary Representatives Group  
HMIC Front-Line Supervision Thematic  
Inspection Steering Group  
PNB Full Board  
PNB Federated Ranks Committee  
PNB Pay Working Group  
PNB Technical 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  
JCC Professional Development  
JCC Professional Standards

Eve of Conference Meeting  
National Reserve Seat Meetings  
ACPO Vetting  
ACPO Age Business Area  
Equality Bill (Positive Action Provisions) Working  
Group  
Ministerial Equality Seminar  
Initial Police Learning and Development  
Programme (IPLDP)  
Core Leadership Development Programme (CLDP)  
Police Promotion Examinations Board  
Police Promotion Implementation Project Board  
HMIC Frontline Supervision



**John Coppen**  
(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 Equality Act (Positive  
Action Provisions) Working  
Group  
JCC Resources Working Group

JCC Review of Pay and Conditions 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  
Police Advisory Board  
PFEW Workforce Modernisation Working Group  
Ministerial External Equality Advisory Group  
Ministerial Police Equality Delivery Group



**Steve Evans**  
(No. 4 Region – Derbyshire)

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

National Custody Officers Forum  
ACPO Complaints & Misconduct Working Group  
ACPO Ethics Portfolio Group  
HMIC Practitioner Stakeholder Group  
IPCC Learning the Lessons  
IPCC Staff Association Meeting  
National Detention Forum  
PABEW Sub-Committee on Police Disciplinary  
Arrangements



**Mal Taylor**  
(No. 2 Region –  
North Yorkshire)

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

Youth Justice Forum  
National Detective Forum (JCC Representative)  
RIPA Forum (Oxford University)  
Trustee, Police Treatment Centre, Harrogate



**Kevin Huish**  
(No. 5 Region – Thames  
Valley)

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

Health and Criminal Justice Programme Board  
Transfer of Health Services in Custody Programme  
Board  
National Custody Officers Forum  
JCC Skills Audit  
ACPO National Custody Forum  
Home Office & PPSMG Custody Design Group  
Safer Detention Programme Board  
Safer Detention Learning Programme Project Board  
PACE Strategy 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

# The Central Committee



**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 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 Finance & Audit Committee (Chairman)  
Parliamentary Police Group  
ACPO Firearms Licensing 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

# Committee Officers



## 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 2010. The dates and venues of these are listed as follows:

26 January 2010 (Statutory)	Leatherhead
23 March 2010 (Statutory)	Leatherhead
28 April 2010 (Extraordinary)	Leatherhead
21 May 2010 (Post Conference)	Bournemouth
29 June 2010 (Statutory)	Leatherhead
7 September 2010 (Statutory)	Leatherhead
1 & 2 November 2010 (Statutory)	Leatherhead

## Reserves to the Sergeants' 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	Gordon Armstrong	Northumbria

### No. 3 Region\*

1st	Richard Hopkins	Staffordshire
2nd	Dean Cave	West Mercia
3rd	Phil Stacey	West Midlands

### 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 & Cornwall
3rd	Nigel Rabbitts	Devon & 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 2010 are published within the Police Federation of England and Wales Statement of Accounts for 2010.

During the year there were 469 new applications in the form of civil claims, employment tribunals, CICA claims and requests for legal and medical advice. In addition 236 claims were settled resulting in awards to members of between £300 and £170,000. Taking into account the total amounts received for all categories of personal injury, £1,802,621 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
Paul Kinsella	Merseyside

However, due to his retirement from Merseyside Police on 30 September 2010, Mr. P. Kinsella stood down from his position of Trustee to the funds held by the Sergeants' Central Committee and was succeeded as Trustee by Mr. D. Hastings of South Wales Police, who had been First Reserve.

During 2010 the elected Trustees met at Leatherhead on four occasions:

15 February  
4 May  
6 September  
8 December

The meetings on 4 May and 8 December were also attended by Mr. A. Jones, Investment Advisor from Axis Financial Planning Ltd. (St. James's Place).

## **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**

John Capp                      Devon and Cornwall

### **2nd Reserve**

Karen Carmichael              Greater Manchester

### **3rd Reserve**

Vacancy

## **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

## **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:

### **1st Reserve**

Phil Read                          Nottinghamshire

### **2nd Reserve**

Roy Scanes                          Essex

### **3rd Reserve**

Karen Carmichael              Greater Manchester

## **Charities**

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

## **NORTHERN POLICE CHARITIES**

M. Botham	North Yorkshire
M. Taylor	North Yorkshire

## **GURNEY FUND**

J. Apter	Hampshire
P. Land	Avon and Somerset

# 2010 Honours List



## New Year Honours 2010

**Geoffrey William Owen, QPM**

*Queen's Police Medal*

Sergeant, Metropolitan Police Service

**Robert Lindsay Ellison, QPM**

*Queen's Police Medal*

Sergeant, Northern Ireland Police Service

**David Robert Adams McFall, QPM**

*Queen's Police Medal*

Sergeant, Northern Ireland Police Service

## Birthday Honours 2010

**Sir Denis O'Connor, CBE, QPM**

*Knighthood*

Her Majesty's Chief Inspector of  
Constabulary

**John McLuskie McFadzean, QPM**

*Queen's Police Medal*

Sergeant, West Yorkshire Police

# Central Conference 2010



The 88th Sergeants' Central Conference was held in the Tregonwell Hall, Bournemouth International Centre, on 18 May 2010 and was recorded on DVD. The strapline was "Sergeants: Key to the Future".

Delegates considered the report of the Conference Arrangements Committee and Mr. A. Goodwin, Chairman of the National Custody Officers Forum, updated delegates in respect of work carried out by the forum during the past year.

The Chairman's Address to Conference, which opened the second session of Conference, was aimed at engendering debate and raising awareness of the threats and possible outcomes for the rank of Sergeant from the recently published Home Office, HMIC, NPIA and ACPO Reports. A question time debate, facilitated by television broadcaster, John Stapleton, followed the Chairman's presentation and involved contributions from The Rt. Hon. Nick Herbert, MP, Minister of State for

Crime and Policing, Sir Hugh Orde, President of the Association of Chief Police Officers, Councillor Rob Garnham, Chairman of the Association of Police Authorities and Sir Denis O'Connor, Her Majesty's Chief Inspector of Constabulary. It had been our intention to hold a debate focussing on Role and Rank. However, it became apparent following the publication of "Working for the Public: Productivity Framework", "Police Value for Money" and "Workforce Strategy Board – The Insight Programme" that actually Role and Rank was a very small part of the issues that would be facing the Police Service in the future and therefore we concentrated on far wider issues associated with the above documents. The debate, which had been influenced by the forthcoming HMIC Inspections 'Working for the Public' and 'Value for Money', emphasising the need for forces to be economic, effective and efficient through organisational and structural change, was very well received by delegates.

# Central Conference 2010



## Motions and Amendments

There were four Motions and one Amendment on the Agenda.

### Annual Report SCC

“That this Conference receives and accepts the Annual Report of the Central Committee for the year 2009, 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*

### Custody Sergeant to Detainees Ratios Policy Sussex SBB

“That the Sergeants' Central Committee adopt as policy the Custody Sergeant to Detainees Ratios Policy developed by the Police Federation of England and Wales Sergeants' Central Committee's National Custody Practitioner Forum which introduces a ratio of up to a maximum of 8 to 10 Safer Detention observation level I or 2 detainees per Custody Sergeant and directs all of the SCC to work proactively towards ACPO adopting the recommended ratio as policy.”

*Lost*

### Amendment Essex SBB

“That the Sergeants' Central Committee adopt as policy the Custody Sergeant to Detainees Ratios Policy developed by the National Custody Practitioner's Forum which introduces a ratio of up to a maximum of 10 detainees per Custody Sergeant and directs all of the SCC to work proactively towards ACPO adopting the recommended ratio as policy.”

*Lost*

# Central Committee Offices



Clare Beeching and Helen Ridley

## Secretaries' Meetings

During 2010 the two meetings of Sergeants' Branch Board Chairmen and Secretaries were held at the Queen Hotel, Chester, on 2/3 March and 19/20 October 2010.

The March meeting commenced with a

chaired discussion “Your Issues, Your Meeting”, which focussed on local and regional issues and involved participation by all delegates. Next was a presentation from Chief Constable Peter Fahy, Head of ACPO Workforce Development Business Area, who gave his views on where he saw the future of the Sergeant Rank and Police Service in the next few years, taking into account the professionalising the Police Service agenda, economic climate and workforce development agenda. This was followed by questions from Sergeant Representatives of the forty-three forces of England and Wales. The last session included a presentation on Olympics 2010 by Mr. J. Coppen, SCC Deputy General Secretary and Mr. D. Judd, Deputy General Secretary of the Metropolitan Sergeants' Branch Board.

# Central Committee Offices



The second meeting of 2010 was held at the Queen Hotel, Chester, on 19 and 20 October 2010. The first guest speaker, Peter Spreadbury, Head of Police Pensions and Retirement Policy at the Home Office, spoke on police pensions in light of the high priority Government was placing on public sector pensions and the evidence being gathered by the Independent Public Service Pensions Commission in order to report to Government. John Sturzaker, Partner in Russell, Jones & Walker, answered questions posed by SBB Chairmen and Secretaries relating to police pensions. This was followed by a presentation from Sir Denis O'Connor, CBE, QPM, Her Majesty's Chief Inspector of Constabulary, on the effect of Budget cuts announced by Government on frontline services provided by the Police Service, with particular reference to the HMIC Report "Valuing the Police – Policing in an age of austerity". Linked to this session was a presentation and question

and answer session in respect of a research project being run by Professor Roger Seifert from University of Wolverhampton Business School and Dr. Kim Mather from the University of the West of England. The final session of this meeting involved delegates being divided into Regional groups to give their views on remuneration and conditions of service of police officers and staff.

Arrangements for future meetings of SBB Chairmen and Secretaries have been made at the Queen Hotel, Chester, on 1 and 2 March 2011 and 18 and 19 October 2011 and also 6 and 7 March 2012 and 16 and 17 October 2012.

## **Publications 2010**

SBB Circular 1/2010 Job Descriptions – Custody Sergeants and Detention Officers  
SBB Circular 2/2010 Sergeants' Central Conference – Last Conference



**The Sergeants' Central Committee** (left to right)

Steve Evans, BA(Hons), Kevin Huish, John Coppen (Deputy General Secretary/Deputy Treasurer), Martyn Mordecai, BA(Hons), Adele Kirkwood (General Secretary/Treasurer), Paul McKeever, BA(Hons), John F.M. Giblin, MA, BA(Hons), (Chairman), Ian Rennie, Julia Lawrence, BA(Hons) (Vice Chairman), Mal Taylor



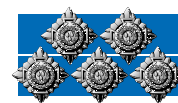


# Inspectors' Central Committee

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# Foreword



**Steve Williams**  
Secretary/Treasurer  
Inspectors' Central Committee

It gives me great pleasure to present to you the Annual Report for 2010 on behalf of the Inspectors' Central Committee of the Police Federation of England and Wales.

If you recall my predecessor commented last year that there would be much benefit to our membership from the PNB negotiated three year pay deal and that such a treaty under a Conservative Government was more than likely to be the last of its kind for the foreseeable future. How right he was as we now face a two year pay freeze for all public sector workers and possibly worse as the current economic climate bites hard.

It would be fair to say that we are currently experiencing unprecedented times in the history of policing of this country with the new government seizing on the opportunity to quickly drive a wide ranging radical review on several fronts. This began in June when Lord Hutton was appointed to fundamentally reassess public sector pensions including those of police officers and early indications of his interim report published in October suggests that final salary pensions schemes are no longer sustainable. In line with what police officers are good at, PFEW have provided comprehensive documented evidence to this review supporting the argument as to why police officers pensions are and should remain unique and it is hoped that Lord Hutton values and accepts the overwhelming supportive facts that we have presented to him and his team during his deliberations.

In October Tom Winsor was appointed by the government to implement a comprehensive review of the terms and conditions of police officers and support staff. There has been a short negotiation period afforded to influence the outcome of this significant piece of work but, again to

the credit of PFEW and following speedy national negotiation, two substantially evidenced based documents have been presented to the Winsor team. These not only include the holistic issues that affect police officers in general terms, but several important matters that pertain solely to the Inspecting ranks of England and Wales.

However, what was seriously disappointing were the responses of several of the other key stakeholders to this process, none more so than our leaders ACPO, APA, and the NPJA who provided no more than bizarre wish lists that are clearly seeking to attack our terms and conditions with no evidence or business case to support such outlandish proposals. It sadly showed a disparate approach and I hope that Mr. Winsor and his team realise those submissions for what they are. We await with interest the final verdict that will eventually be reported on in June next year.

The future of Policing is being shaped in different ways, but also at exceptional speed, which gives little time for consultation or engagement. With this in mind, during the last quarter of 2010 the ICC received briefings in relation to the future of leadership and training through a comprehensive review carried out by Peter Neyroud QPM who reported his conclusions and recommendations privately to the Home secretary, who commissioned this work, in December.

At the time of writing it is difficult to comment on the implications of this review, nor can we respond to the individual recommendations, or answer many questions already being asked, until we have seen the report in full. We do know that underpinning the future is the concept of a professional body for all officers, governed within the framework of a newly created Chartered Institute for policing.

We can of course support changes which enhance development opportunities and training for our prospective and current members, which set a national standard, recognising the professional role we carry out. There has been considerable disinvestment and neglect towards leadership training over the last 10 years, which has not

# Foreword



benefitted the service or our members. This has been one of our objectives to address in recent times, so we will look for opportunities to promote improvements and positive changes in terms of management development during 2011. Perhaps the Neyroud review might be a useful starting point from which we can set out and build substantial professional recognition for those we represent. The devil of this report will be in the detail, so, notwithstanding the potential for improvements, we will tread with care and caution when considering the ICC response. As time allows, we will commit to consulting through your regions before coming to a conclusion.

The Comprehensive Spending Review was also announced in October when the Government decided that they would drastically slash police funding and at a time when we needed a strong leadership to fight our corner many of our ACPO colleagues openly suggested that the Service could adequately cope with a 20% to 25% cut and that such cuts would not affect front line policing! We have of course since seen a freeze on police recruiting in many areas and the introduction of compulsory retirement of officers through the use of Regulation A19, many of them our members, with more drastic measures to follow.

We have often argued that the police 'to do list' is ever increasing and with reduced numbers to deal with public demands the question that the government has to answer is a simple one 'in view of diminished budgets and cuts in police officer numbers what do they no longer want us to deal with?' a matter they continue to refuse or fail to understand and address.

These Reviews have caused uncertainty in many areas none more so than during P.N.B. negotiations this year. On a positive note whilst some settlements have been achieved in Equality and Work Life Balance that have sought clarity round maternity guidance, keep in touch days (KIT days) and reckonable service, some key areas are currently resigned to the long grass, such as the now old chestnut of 'on call', as we await the outcomes of the Reviews as it would have been pointless to sign up to an

agreement that may well need to be changed following the conclusions of the Hutton and Winsor Reviews. This has been frustrating but weighing up all the issues probably the best outcome for now.

The issue of being held on reserve or more commonly known as the Hertfordshire Agreement continues to annoy the Official Side. They, seemingly, are desperate to see its removal from pay and conditions and negotiations have taken place with full support of the Staff Side, to include the Inspecting ranks in any financial compensation for the Olympic period of 2012 outside of the current arrangement. However, it is with regret that I have to advise that so far no agreement has been reached and one of the main stumbling blocks is the fact that Staff Side wishes for the Inspecting ranks to receive financial compensation for being held on reserve. We will continue in our endeavours to fight against, what many now deem to be an unfair practice.

It is evident that everything is up for grabs and nothing is sacrosanct even the Police Negotiating Board is under scrutiny with the real possibility of a Pay Review Body and in the not too distant future locally negotiated arrangements. This would arguably see the death of PFEW and the very rapid demise in terms and conditions for our membership as our strength lies in our numbers and don't the government know it!

'The more voices we have.....the louder we can shout!'

## Personnel



Paul Ginger



Tony Harper

This year we saw the successful appointment of our new Chair Tony Harper following the standing down of Paul Ginger

in early September, who had performed the role admirably for the last 4 years. He still plays a very active role within the ICC and Tony was his natural favoured successor after a more than competent period in his previous role as vice chair, demonstrating



# Foreword



that he has the necessary skills and abilities to successfully fulfil the role and pick up the good work from where Paul had left off.



Mick Pearson



Dave Pellatt



Trudy Vercholuk

We also saw the retirement of Region 3 ICC member Mick Pearson at Conference this year and at the year end will lose another two very valued members of the ICC namely David Pellatt and Trudy Vercholuk and we wish them all the very best in a well earned retirement and thank them for their efforts on behalf of the ICC.



Kevin Powell



Ian Trueman



Carolyn Davies

They say the 'show must go on' and Mick has been replaced by the very able Kevin Powell, who has since achieved the position of Vice Chair within the Committee and Dave is to be replaced by Ian Trueman from Hampshire and Trudy by Carolyn Davies of the Metropolitan Police and we warmly welcome them and look forward to working with them in due course.

We also said goodbye to Sally Challen this year after many years service to the ICC and Sue Arnold has been appointed in the interim whilst we seek to find a permanent replacement and her efforts have been much appreciated.

## Inspecting issues

We are still working towards seeking real clarity in relation to the so called 94' agreement as we are squeezed with the 'more for less' concept and members being imposed upon having to regularly work excessive hours and this has included lobbying with Ministers, ACPO, Senior Police Management and raising it at every

opportunity at P.N.B. along with other influential bodies. However, in order to succeed we need an 'all hands on deck' approach to achieve our aims. It is clear that there are wide ranging formal, not so formal agreements and no agreements whatsoever for the working conditions for the Inspecting Ranks across the country. It is hoped that the National Survey will go some way to obtaining the vital evidence that we need to effectively negotiate a definitive national understanding of the working conditions. This will in turn lead to the elimination of the abuse of our membership.

The proper recording by members of their working hours is crucial to the realisation and success to this important area of Federation business that has for many years eluded our piecemeal approach to it. This is without doubt a national issue and is something that if not tackled during the current 'Review processes' will get a lot worse as the Inspecting numbers reduce, work loads increase and work life balance quickly becomes a distant dream.

The seemingly huge increase and now regular everyday use of Telephone PACE Reviews by many of our members is another key area of business that the ICC are endeavouring to bring about some protection that is currently not being afforded to them. This is an ongoing piece of work that has so far involved debates with the Police Minister, Head of IPCC, senior legal advisors, national consultation and much more and it is hoped that in the not too distant future the matter will be resolved once and for all that may see a potential change in PACE.

## Revitalised 2010

Revitalised is the company that we employ to host a website, which

gives advice on all aspects of well being such as stress, fitness and healthy eating, which all of our members including their friends and family have access to.

In the current economic situation investing in the well being of our members becomes even more important. The revitalised system

**revitalised**  
your partner in employee wellness

# Foreword



appears to be a clear and tangible way of offering pro-active 'well being' support to our entire ICC community. The latest results show a positive impact on the well being of nearly 1500 ICC members plus 700 family and friends. We have renewed the contract for a further year which we negotiated from £7995 down to £4995.00!

We would encourage all of our members to use this facility. A link can be found on the Inspectors home page at [WWW.polfed.org](http://WWW.polfed.org).

## **IBB Secretaries meeting: Stratford Upon Avon 20th October 2010**

This meeting had a packed agenda. Following the usual updates from the Chair and Secretary, George Gallimore gave an update on the financial position of the PFEW in general. Trudy Vercholak and Kevin Powell gave a presentation on the possible impact of the Equality Act. This was followed by a very interesting look at the 1994 agreement and Chief Inspectors pay given by Professor Tom Keenoy. Alan Jones gave us a flavour of what may come from the Neyroud review of leadership and training. Geoff Stuttaford spoke about inspecting rank numbers and how we may resist cuts in the immediate future. Mark Crake gave a presentation on how the Metropolitan Inspecting ranks are being abused. Dave Pellatt generated much discussion around the Winsor pay and conditions review and finally John Sturzaker from Russell, Jones and Walker solicitors gave us his opinions on Regulation A19 and how we stand with telephone reviews of detention.

## **Conference.**

The theme for this year's conference was – '2020 Vision' Conference had a new look, with some familiar faces, Katie Ledger facilitating as usual. It was a busy programme of business.

The Chairman, Paul Ginger spoke with conviction on this year's conference theme of 2020 vision. He explained what it actually meant, we looked back in time, from 1994, and there was a change in the working conditions of the Inspecting ranks. This was a change that at that time meant that the Inspecting ranks could no longer claim payment for overtime. Nationally, there was plenty of anecdotal evidence that Inspecting

ranks were being abused and in response to this the ICC ran a number of surveys which confirmed that this was generally the case. They work long hours, don't take the rest days owed to them and don't take their full allocation of leave.

We heard about the long hours culture, we heard about the lack of training, we heard about the lack of support and recognition given by senior managers, and we heard about our members not feeling valued by senior management teams.

The ICC, in order to assist with these issues, pushed for full and proper training to be given, we highlighted the issues with our well being at work survey, we produced a toolkit that assists you in developing workplace agreements and we pushed for changes to regulations in terms of on call.

In spite of all of this, Inspectors and Chief Inspectors continue to be abused with huge additional workloads and little support when they need it.

We then had a look at what life might be like for our ranks in 10 years time.

Professor Roger Seifert gave us an illuminating presentation on our theme 2020 vision.

We then had a panel session on the future of policing. Guests included, Professor Roger Seifert, Chief Constable Peter Fahy, Chief Superintendent Derek Mann (NPIA) and Paul Ginger. This was facilitated by Katie Ledger.

Suitable presentations were made to all delegates attending their last Conference and as an additional memento: photographs of individual presentations were taken in readiness for distribution the following day.

The Inspectors Conference was again staged by event organisers the 'Live Group' coordinated by Nicola Hostler and Toby Lewis and we thank them for their professionalism and once more Katie Ledger was faultless on the day and provided invaluable assistance during the planning stage.



# Annual Conference 2010



# Annual Conference 2010



## No. 1 Region

Regional Representative  
George Gallimore Greater Manchester

1st reserve	Sully Sultan Greater Manchester
2nd reserve	Vacant
3rd reserve	Vacant

## No. 2 Region

Regional Representative  
Alan Jones South Yorkshire

1st reserve	Mark Trueman West Yorkshire
2nd reserve	Steve Garmston Humberside
3rd reserve	Neil Bowles South Yorkshire

## No. 3 Region

Regional Representative  
Kevin Powell West Mercia

1st reserve	Steve Grange West Midlands
2nd reserve	Paul Ford West Midlands
3rd reserve	Vacant

## No. 4 Region

Regional Representative  
Tony Harper Derbyshire

1st reserve	Alan Ogg Norfolk
2nd reserve	Ian Thomas Northamptonshire
3rd reserve	Lloyd Wells Leicestershire

## No. 5 Region

Regional Representative  
David Pellatt Bedfordshire

1st reserve	Ian Trueman Hampshire
2nd reserve	Paul Robertson Hampshire
3rd reserve	Vacant

## No. 6 Region

Regional Representative  
Paul Ginger Wiltshire

1st reserve	Stephen White Avon & Somerset
2nd reserve	Neil Winter Gloucestershire
3rd reserve	Sarah Johnson Gloucestershire

## No. 7 Region

Regional Representative  
Steve Williams North Wales

1st reserve	Steve Thomas Gwent
2nd reserve	Vacant
3rd reserve	Vacant

## No. 8 Region

Regional Representative  
Geoff Stuttford Metropolitan

Regional Representative	Paul Huitson Metropolitan
1st reserve	Mark Crake Metropolitan
2nd reserve	Paul Hudson Metropolitan
3rd reserve	Vacant

## National Reserve Seat

Reserve Seat  
Trudy Jacobs Dorset

1st reserve	Carolyn Davies Metropolitan
2nd reserve	Carol Pearce Avon & Somerset
3rd reserve	Tricia Kirk Northamptonshire



# The Central Committee



**Tony Harper**

No. 4 Region – Derbyshire  
**Chairman**

JCC Executive  
Police Negotiating Board  
\* Full Board  
\* Federated Ranks  
Committee

\* Pensions Working Group  
\* Pay and Conditions Working Group  
Police Advisory Board  
Health & Safety Sub Committee  
Equality Sub Committee (Vice Chair)  
ACPO IMBA  
ICC Webmaster  
Reps Disk  
Professional Development Sub Committee  
(IT)



**Steve Williams**

No. 7 Region –  
North Wales  
**General Secretary/Treasurer**

Professional Development  
Sub-Committee  
Professional Standards Sub-  
Committee

JCC Executive  
Equality Act Working Group  
Treasurers Sub-Committee  
Police Negotiating Board  
\* Full Board  
\* Federated Ranks Committee  
\* Pensions Working Group  
\* Pay and Conditions Working Group  
Police Advisory Board  
PFEW Resources Working Group  
PFNDF Chairman  
Welsh Regional Secretary  
PFEW lead for Welsh Policing/Political issues.  
National Investigative Steering Group  
Investigative and Supervision and Management  
Development Programme Focus Group  
Standards Training & Competency Group  
ICIDP Curriculum Review  
RIPA Review Group



**Kevin Powell**

No. 3 Region – West Mercia  
**Vice-Chairman**

Chair of Equality Sub  
Committee  
Legislation Sub Committee  
and Conference Planning  
Group

Course Director



**Geoff Stuttaford**

No. 8 Region – Metropolitan  
**Deputy General Secretary**

Operational Policing Sub-  
Committee (Chair)  
Health and Safety Sub-  
Committee  
Olympics Working Group

JCC Futures Group  
Course Director

# The Central Committee



**Alan Jones**

No. 2 Region –  
South Yorkshire

Professional Development  
Sub-Committee (Chair)  
Legislation Sub-Committee  
Roads Policing lead for  
PFEW

Chairman PFEW Roads Policing User Group  
ACPO Roads Policing  
ACPO Learning & Development Managers  
Group  
ACPO Collision Investigation  
ACPO/NPIA Vehicles and Technology  
PFEW/ACPO National Training Managers  
Leadership Services Board



**George Gallimore**

No. 1 Region –  
Great Manchester

JCC Deputy Treasurer  
JCC Executive  
Treasurers Sub-Committee  
- Chair  
Professional Standard Sub-

Committee - Chair  
Operational Policing Sub-Committee  
ACPO Public Order Working Group  
ACPO Emergency Planning Group  
JCC Lead on Substance Misuse



**Paul Huitson**

No. 8 Region –  
Metropolitan

Legislation Sub-  
Committee  
Operational Policing \Sub-  
Committee  
Deputy Training Manager  
PFEW



**Trudy Vercholak**

National Reserve Seat –  
Dorset

Equality Liaison Sub-  
Committee  
ACPO Race and Diversity  
Portfolio  
PAB Working Group on

National Recruitment Standards  
Olympics Working Group



**David Pellatt**

No. 5 Region –  
Bedfordshire

Professional Standards  
Sub-Committee  
Special Constabulary  
Steering Group  
Collaboration Working  
Party

Course Director  
Police Dependents Trust Fund Management  
Committee  
Trustee Police Rehabilitation Centre



**Paul Ginger**

No. 6 Region – Wiltshire

Health and Safety Sub-  
Committee Chair  
Professional Development  
Sub-Committee  
Police Advisory Board  
Course Director

ACPO Health, Safety and Welfare Strategic  
Group  
Airwave Police User Group  
Airwave Health Monitoring Group  
Airwave Ethics Committee  
Police Airwave Strategic Board  
Senior Leadership Development Board  
ICIDP Curriculum Review

# The Central Committee

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## **Inspectors' Central Committee**

(Left to right)

Paul Huitson, Kevin Powell, Paul Ginger, Tony Harper, Alan Jones, Steve Williams, Dave Pellatt, Geoff Stuttaford, Trudy Vercholuk, George Gallimore.