

"I will always back you, I will always support you, I will always fight for you."

HOME SECRETARY, THERESA MAY, 2010

Keep your promise to police officers



of England and Wales

Annual Reports 2011

Independent Review of Police Officer and Staff Remuneration and Conditions
Part 1 Report

March 2011

On 8024

Independent Public Service Pensions Commission:
Final Report

10 March 2011

146/10

146/10



NUMBERS MATTER



CUTS ARE CRIMINAL

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

2011 Executive Summary



Paul McKeever
Chairman



Ian Rennie
General Secretary

This year proved to be one of the most challenging for the police service and the Police Federation since the Sheehy report in 1993, with the uncertainty of the Winsor Review of terms and conditions of service, planned changes to the police pension scheme and changes to the governance structure with the impending introduction of Police and Crime Commissioners.

Whilst the Police Federation was aware that Coalition government plans to tackle the fiscal deficit would make 2011 a year of difficult decisions, the realisation of the drastic 20 percent cut to the police budget at a time of rising inflation, proved challenging for police officers whose morale was understandably low in the face of possible changes to terms and conditions, which would result in officers being expected to do more for less.

The following is a snapshot of some of the issues the Police Federation has focused on during 2011. There is greater detail on specific issues within the sub-committee sections contained within this annual report.

A year in Parliament

This year saw the Coalition government begin to implement a programme of change to the police service that was a compromise of Liberal Democrat and Conservative policies. The Police Reform and Social Responsibility Bill introduced in the autumn of 2009 attracted much debate in the House of Commons and House of Lords as it spelt the end of Police Authorities and the introduction of Police and Crime Commissioners (PCCs). Despite pockets of resistance the legislation was passed in statute and the government announced the first elections for PCCs will be in November 2012.

The Police Federation of England and Wales remains concerned that the introduction of Police and Crime Commissioners may result in increased political interference in operational policing decisions.

On 13th July nearly 2,000 off-duty police officers travelled to London to attend a Federation Open Meeting at the Central Methodist Hall in Westminster; the venue of the very first meeting of the Federation in 1919.

The meeting was a focal point for the media to hear and broadcast the concerns of the police service about the cuts to policing. The overriding concern of all who attended was a genuine fear that the budget cuts will lead to a poorer service for the public and the meeting allowed the opportunity to call upon the government to urgently rethink the budget cut planned for the coming four years.

In addition to speeches by the Chairman and General Secretary, guest speakers at the meeting included Shadow Home Secretary, Yvette Cooper MP; Chair of the Home Affairs Select Committee, Keith Vaz MP; TUC General Secretary, Brendan Barber; ACPO President, Sir Hugh Orde; Superintendents' Association President, Derek Barnett; Monmouth MP and Special Constable, David TC Davies, Plaid Cymru MP, Elfyn Llwyd, and Andy Gilbert, Chair of West Midlands JBB.

Following the Open Meeting a mass lobby of MPs was held in a building in the heart of Westminster. Together with representatives from the Joint Central Committee, Joint Branch Board officials ensured that the views of members were heard by the large number of regional MPs that attended.

Fighting for Police Officers' terms and conditions, pay and pensions

In October last year the Home Secretary appointed Tom Winsor to undertake the review of police officer and police staff terms and conditions of service. In March this year Winsor published his interim report, which contained 62 recommendations. The proposed changes and abolition of allowances and incremental scales would see 40 percent of police officers worse off and some by up to £4,000.

2011 Executive Summary

The Home Secretary accepted the report in full and directed the Police Negotiating Board (PNB) to consider 27 of its recommendations. The PNB failed to agree on 18 of the 27 recommendations and the independent Chair of PNB referred the matter to the Police Arbitration Tribunal (PAT).

During the negotiations, the Staff Side of PNB offered savings that were similar to those proposed by Winsor. Staff Side were bitterly disappointed that these were rejected by the Official Side of PNB and it became very clear that the Home Secretary's acceptance of the Winsor Part One report was more to do with ideological change rather than considered reform which could still deliver the government fiscal savings.

The Police Federation conducted research into the alleged evidence contained in Winsor's Part One report and discovered that a number of individual officers Winsor said he engaged with did not exist. We highlighted this to the Home Secretary in an open letter and were disappointed with Mrs May's reply, which said she had confidence in Tom Winsor and inferred there would be no investigation with regards to our serious claims which we consider make his report fundamentally flawed.

In September, the Police Federation submitted evidence to Part Two of Winsor's Review of terms and conditions of service. It's important to note some of the changes recommended by Winsor could have a severe impact on police officers and damage the whole police service. The review explores the possibility of introducing role related pay, short-term commissions, direct entry, regional or localised pay over nationally negotiated pay and conditions of service and in-service fitness testing. Part Two is due to be published in January 2012 and we wait to see what consideration has been given to our submission, as the Police Federation has grave concerns about the irreparable damage to policing that many of Winsor's recommendations could cause.

The Police Federation has continued to call for binding arbitration and this has been prevalent at all the meetings held with MPs throughout the year. Whilst in Opposition the

Conservative Party said that should they ever decide to go against a decision of the PAT then they would take it to a vote in the House of Commons. The Police Federation has seized every opportunity to remind them and the media of this.

Changes to the police pension scheme have also understandably been at the forefront of police officers' minds. In March, just after Winsor released his Part One report, Lord Hutton published his long-awaited review of pensions. The review called for public sector workers, including the police, to pay more, work longer and for lower pensions. This prompted an angry backlash from public sector unions and set the scene for many months of industrial unrest and public sector strikes.

In April, the Police Federation, as part of Staff Side of PNB, launched a Judicial Review to challenge the government's decision to switch the uprating of police pensions from RPI to CPI. We considered this to be just one more unfair change to the conditions of service of police officers, particularly when the government use RPI when it suits their purpose; for example, for increases to fuel duty and rail price increases.

Regrettably, in early December the Judicial Review ruling was published and the challenge by the Police Federation and a number of public sector unions was rejected.

As the year ends we await further details about future planned changes to the police pension scheme as well as the decision of the PAT on the Winsor Part One recommendations.

Looking to 2012, the Police Federation remains committed to fighting for a fair deal for police officers. Being a police officer is an extremely demanding job and one that imposes restrictions on our private lives and those of our families. Police officers are independent Officers of the Crown; we are not employees and we do not enjoy the same industrial rights as other workers. The PNB structure and process has ensured 30 years of largely harmonious relations with government.

We have made it clear, and will continue to do so, that to change all of this risks undermining

2011 Executive Summary

the very basis and goodwill with which policing operates in this country and could, in turn, jeopardise the reputation we rightly have in this country as being a police service that is the envy of the world.

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

Cuts are Criminal

In April the Police Federation launched its 'Cuts are Criminal' campaign with advertisements in national and regional newspapers. Using a range of hard-hitting images the campaign aimed to demonstrate to the general public the possible consequences of the 20 percent cut to the police budget.

At the same time, through co-ordinated action with the Joint Branch Boards, the Police Federation targeted MPs and other stakeholders, encouraging police officers to make their voices heard in their MPs local surgeries.

Whilst the campaign initially attracted some criticism of scare-mongering, it had the desired effect of creating awareness that the cuts could have serious unintended consequences.

Membership Survey

At the beginning of the year the Police Federation conducted a survey of members with regards to the effects of the Coalition government's cut of 20 percent to the policing budget and their concerns about their future if the Winsor recommendations are implemented.

From the 42,000 police officers who responded to the survey, a staggering 86 percent believed that cutting police officer numbers would have a detrimental effect on crime levels and 91 percent believed it would result in a decline in the level of service the public receive.

The survey also revealed that 90 percent of police officers in England and Wales believed any changes to terms and conditions would have a detrimental effect and that some police officers would be compelled to leave the service owing to financial difficulties.

The survey results published on the eve of the annual Police Federation conference in May allowed the opportunity to publicly call upon the government to sit up and take notice of what is being said, and to urgently reconsider the 20 percent budget cut to policing before it's too late

JCC Legal Services

The JCC provides legal advice and representation to our members in respect of duty related criminal and misconduct matters, defamation and privacy, employment tribunal respondents, malicious prosecutions, regulations advice, inquests, judicial reviews, criminal appeals and police appeal tribunals.

Advancement in 2011

2011 saw the implementation of our new ebilling system (end-to-end electronic invoice processing) as reported in last year's annual report. This new system replaced an archaic paper-based process that was time consuming and inefficient. Ebilling is web-based and is used by our solicitors, the JCC finance department and all the separate rank committees. It is a much quicker and leaner method of receiving, checking, authorising and paying costs on our claims, which allows us to monitor and evaluate our legal spending effectively. Future growth of ebilling will allow us to generate reporting structures to analyse detailed fiscal data, cost comparisons across all our solicitors and regional trends.

We also saw the introduction of our new electronic combined C2/C3 claim form which can be completed online or downloaded from the intranet and/or website. This has reduced the bureaucracy with manual form filling and enabled Federation Representatives to have quick access to all the relevant Federation forms which can be forwarded electronically to the relevant committee for funding decisions, thereby providing our members rapid access to legal assistance as and when they require it.

2011 has also seen the revision of the Criminal & Misconduct Service Level Agreement (SLA) which came into force in early 2010, a review of the JBB Secretaries Legal Service Funding Criteria, Procedures and Membership Services Handbook (the Orange Handbook) and an electronic feedback questionnaire to members at the conclusion of their cases to gauge the

2011 Executive Summary

quality of the legal advice provided by our solicitors.

Future Plans 2012

In 2012 the JCC will be looking into the implementation of the EDI system whereby claims will be received and forwarded electronically, thereby reducing delays caused by the postal services and providing rapid access to legal assistance for our members.

JCC Claims

During 2011 we updated our claims management system and reorganised some of our internal administration processes to allow us to manage the overall costs on our claims more effectively. We have the facility to place a 'reserve' on all claims to allow us to monitor individual claim budgets particularly as the SLA encourages our retained and panel solicitors to provide regular fee estimates.

In 2011 the JCC received a total of 1773 applications for legal support from our members. This was a reduction on last year's claims by 147. There were a total of 91 applications where funding was refused under the voluntary fund (5%). The majority of the refusals were in connection with none performance of police duty and the funding criterion not being met.

Separate Rank Committee Legal Services

Each Rank General Secretary deals with funding of claims of discrimination.

Legal Action

In 2011 the Police Federation funded a total of 2033 legal actions. This is slightly fewer than in 2010 when 2131 cases were funded

Chart 1: The proportion and number of cases supported by the PFEW in 2011 (Total 1993)

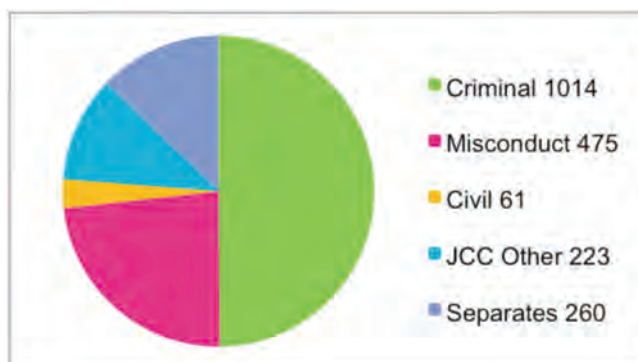


Chart 2: The breakdown of claims of discrimination funded by the Separate Rank Committees in 2011 (Total 260).

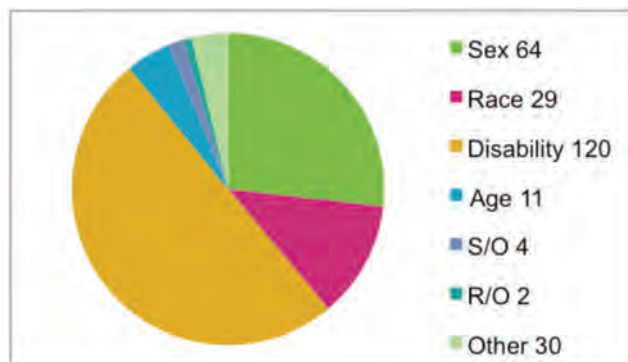
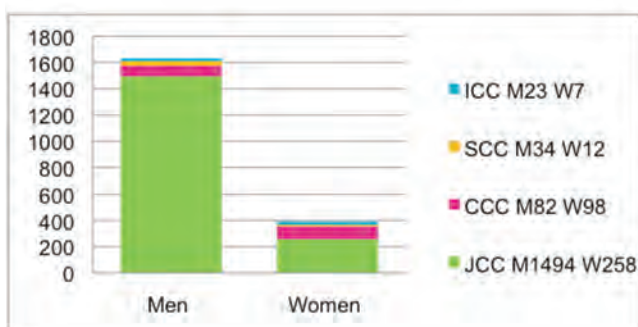


Chart 3: The Gender Breakdown of funded cases in 2011



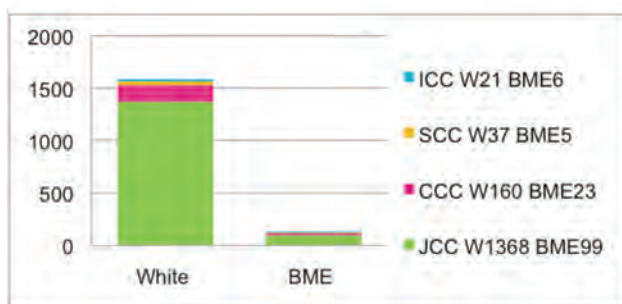
In 1% of cases the gender of the applicant was not recorded.

2011 Executive Summary

Women make up 26% of officers in the England and Wales (Home Office March 2011) and 18% of the cases funded in 2011.

Women make up 29% of Constables, yet the Constables Central Committee actually funded more cases from women (98) than from men (82). Regrettably this was attributable to a significant increase in allegations of unlawful sex discrimination by women Constables in their treatment because of their pregnancy (11) cases or as a result of applying for part time or flexible working (23 cases).

Chart 4: The Racial Breakdown of Funded Cases in 2011



In 19% of cases the ethnicity of the claimant was not recorded.

BME officers made up 4.8% of police officers in England and Wales (Home Office March 2011) and 8% of the claims funded where ethnicity was recorded.

Annual Conference

Conflicting opinion on the Winsor recommendations and differences of opinion about the ability of the police service to sustain a 20 percent budget cut and provide the same level of service to the public ensured a high level of media attention at this year's annual conference in Bournemouth in May.

The pinnacle of the conference was the keynote speech by the Chairman to the Home Secretary, Theresa May. The Home Secretary was left in no doubt as to the strength of feeling of police officers across England and Wales as Mrs May was told that expecting the police service to cut numbers or pay was not fair and the attack wreaked of revenge, not reform. The

Chairman's speech was received with a standing ovation in marked contrast to the silence at the end of the reply delivered by the Home Secretary.

In the main forum debates, conference discussed the proposals to pay by results being considered by government to tackle reoffending. There was also a session on personal officer safety as well as an update on police readiness for the 2012 Olympic Games. The Police Minister, Nick Herbert, then Shadow Police Minister, Vernon Coaker and Chief Inspector of Constabulary, Sir Denis O'Connor joined the Chairman, ACPO President Sir Hugh Orde and Superintendents' Association President, Derek Barnett, for a lively debate about the future of policing.

With Winsor's recommendations at the forefront of all the delegates' minds, a panel debate on pay, pensions and conditions of service generated many questions. The panel included the Police Federation General Secretary, Chief Constable Peter Fahy, GMP, Rob Garnham, then Chair of the Association of Police Authorities and Blair Gibbs, Head of Crime at the think tank Policy Exchange. Tom Winsor was invited but declined to attend.

Conference also heard from Shadow Home Secretary, Yvette Cooper MP and Elfyn Llwyd MP, Plaid Cymru, as well as the Chairmen of the Scottish Police Federation, Police Federation for Northern Ireland and the British Transport Police Federation.

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

Conference Motions

The following motions were agreed at conference:

TRUSTEES' REPORT

(Treasurers) JCC

"That this Conference receives and accepts the report of the Trustees' of the Police Federation (Joint) Fund."

CARRIED

FEDERATION FUNDS – TREASURER'S REPORT

(Treasurers) JCC

"That this Conference receives and accepts the

2011 Executive Summary

report of the Treasurer of the funds under the control of the Central Committee.” *CARRIED*

SPECIAL CONSTABULARY MEMBERSHIP

(Special Constabulary Working Group) JCC

“That this conference instructs the JCC to seek changes to police regulations and the police act so that all special constables become non subscribing members of the PFEW.”

REMITTED

ACTION: A Special Constabulary Working Group (SCWG) was established to examine issues relating to whether Special Constables could become members of the Police Federation of England and Wales. The Futures Group are now looking at the structure of the PFEW and the SCWG will feed in to this as there was no unanimous decision. The branch board that proposed the original motion have been contacted and are content with this course of action.

ANNUAL REPORT

(Executive) JCC

“That this Conference receives and accepts the Annual Report of the Central Committee for the year 2010”. *CARRIED*

Emergency Motion 1

“This Conference instructs the Joint Central Committee to seek an immediate change to Regulation 20 of Police Regulations and Determinations 2003 by deletion of the word ‘duty’ and replace it with the word ‘requirement’, and to delete the words “lawful order” and replace it with the words “reasonable instruction”. They should then seek to reword the rest of the regulation as follows:

“Requirement to carry out reasonable instruction”

“20. Every member of a Police Force shall carry out all reasonable instructions and shall at all times punctually and promptly perform all the requirements reasonably expected within the scope of the office of constable.”

In the event that there is a dispute over the test of “reasonableness” officers should be afforded the opportunity to make a claim to an independent employment tribunal” *CARRIED*

ACTION: The JCC has not adopted the

motion as policy at this time because by adopting the motion as policy an immediate change to the regulations would have to be sought, which could be detrimental during future negotiations post publication of Winsor Part 2. However, the JCC noted the decision of conference and agreed to reconsider seeking such a change to regulations should it be appropriate in the future. The Branch Board has been contacted and is aware, although no formal response has been received.

Emergency Motion 2

“This Conference instructs the Joint Central Committee of the Police Federation of England and Wales to write an open letter to the Association of Chief Police Officers stating the Police Federation of England & Wales have no confidence in ACPO acting in the best interests of British Policing.” *CARRIED*

ACTION: A letter was sent to the President of ACPO from the Chairman and General Secretary of the PFEW and it was published on the PFEW website.

MOTIONS ACCEPTED AS POLICY BEFORE CONFERENCE

NOVEMBER BUDGET Northamptonshire

“This Conference instructs the Joint Central Committee to produce a budget to the Joint Branch Board Chairs and Secretaries in November each year for the following financial year. That budget shall form part of the Treasurer’s report at Conference each year.”

ACTION: The Treasurers’ Office agreed this would happen in future years.

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. Issues discussed at the Eve of Conference meeting included fitness tests, the Olympics, body armour and uniform.

After a presentation on the potential discriminatory and equal pay impact on women officers resulting from the recommendations in the Winsor Part 1 Report, delegates welcomed Gwen Davis and

2011 Executive Summary

Vera Sime, the real 'Dagenham Ladies' whose struggle for equal pay at the Ford Motor Company in 1968 was portrayed in the film 'Made in Dagenham' released in 2010 on the same day that the Equality Act came into force. They took part in a panel discussion on equal pay facilitated by ITV's 'Loose Women' presenter Kaye Adams.

Party Political Conferences

The Police Federation had a good presence at each of the autumn political party conferences. Through use of large poster sites, mobile poster boards and newspaper adverts we ensured those delegates attending conference were in no doubt as to the strength of feeling against the police budget cut, the attack on police numbers and the unfair way in which police officers have been singled out with regards to pay, pensions and conditions of service.

For the second year running we hosted a fringe meeting with the Association of Chief Police Officers and the Police Superintendents' Association of England and Wales. Each of the fringe meetings achieved maximum capacity with standing room only and we were heartened to see so many key politicians and other police stakeholders attend.

The resounding message from the Police Federation, ACPO and Superintendents' Association was that the service would struggle in the face of the 20 percent budget cut. Politicians were left in no doubt that the unintended consequence could be that public safety is compromised and the resilience of the service to deal with unexpected and unprecedented demands could be weakened.

At each of the party conferences one-to-one meetings were held with a number of MPs and advisors to discuss concerns about the Winsor recommendations to changes to pay and conditions of service. This also allowed the opportunity to raise political awareness of the Staff Side of PNB alternative offer, which would deliver similar savings to those proposed by Winsor but have a less detrimental effect on police officers' conditions of service.

The Chairman also spoke from the platform at the Labour Party conference, during which he stated that the PFEW supported their decision to hold an independent review of policing, to

be chaired by past Metropolitan Police Commissioner, Lord Stevens.

This year the Police Federation reiterated the call for a Royal Commission on Policing. For over a decade now we have been demanding an independent, full review of policing – processes and structures. This should include proper consultation with the public about what they want and expect from their police service. A campaign spearheaded by the West Midlands JBB saw an online petition for a Royal Commission, several Early Day Motions registered in Parliament and growing cross-party political support.

Following the publication of Peter Neyroud's Review of Police Leadership and Training in April, the government consulted and then in December the Home Secretary announced plans to introduce a new police 'professional body' to support all police officers and police staff next year. The Police Federation has serious concerns about a professional body, which were included in our response to the Neyroud Review consultation document.

With the closure of the National Policing Improvement Agency (NPIA) planned for November 2012, the Police Federation has also demanded that a National Standards Agency be created to ensure that the vacuum left by the demise of the NPIA does not see 43 different standards of policing applied throughout England and Wales.

Labour Review of Policing

At the Labour Party conference in September the Shadow Home Secretary, Yvette Cooper, announced their intention to conduct a review of policing. To ensure independence the Labour Party appointed past Metropolitan Police Commissioner, Lord Stevens, to chair the review.

Having called for a Royal Commission on Policing for over a decade, the Police Federation welcomed the review. When it collates evidence in 2012 we will ensure that the views of rank and file officers are included in the Police Federation evidence to be submitted. With so much change happening to the structure and processes within the service there has never been a more urgent need for a holistic overview.

2011 Executive Summary

Summer of discontent

In August this year the police service faced an unprecedented level of public disorder as riots that started in London quickly spread to towns and cities across the UK.

In the immediate aftermath there was criticism with regards to the police actions and questions asked as to whether more could have been done sooner to quash the disorder. The Police Federation were the first to point out that in London it was the deployment of 16,000 police officers that restored order; ironically the same number of officers the service will lose in the next four years owing to the government budget cut.

In the autumn the Police Federation gathered evidence from Joint Branch Boards in order to put forward written evidence to the Home Affairs Select Committee (HASC) and Her Majesty's Inspectorate of Constabulary (HMIC) on separate inquiries examining the riots during August and public order policing tactics; also any issues faced on the frontline in order to quell the disorder. The evidence did not shy away from the issues faced by police officers on the ground including concerns regarding communication, deployment and appropriate training and equipment.

In December, in the space of two days, the HASC and the HMIC published their independent reports. Both reports expressed the need to ensure appropriate training and equipment as well as raising the issue of resilience. The Police Federation were quick to pick up on the latter issue and publicly voiced concern that should the same circumstances occur again in future years, then the service may struggle with diminishing resources and that could jeopardise public safety.

Further detail can be found in the Operational Policing Sub-Committee section of this annual report.

Police Federation National Detectives' Forum Conference

This year saw the Police Federation National Detectives Forum (PFNDF) go from strength to strength. The development of their website and forum which allows the specific concerns and issues of federated rank Detectives to be voiced, ensured that they remain at the

forefront of Police Federation business.

In December the PFNDF held its annual two-day conference in Chelsea. This year marked the first PFNDF Awards ceremony, supported by the Telegraph newspaper. A number of awards were presented but the inaugural Detective Investigation Award was presented to Metropolitan Police DCI Caroline Goode and the Operation Baidland investigation team for their tireless work to catch those involved in the honour killing of Banaz Mahmod.

The PFNDF also heard how detectives are increasingly turning to Federation representatives for counselling as occupational health units in forces are diminishing rapidly. This consequence of the budget cut to policing is of serious concern as police officers coping with stress need professional assistance. The Forum heard a very moving story from a detective who bravely and openly talked about living with post-traumatic stress.

The newly appointed head of the National Crime Agency, Chief Constable Keith Bristow, made clear his intention to learn the lessons of the Serious Organised Crime Agency (SOCA) and to find a route in order to allow transfers between police forces and the new Agency.

Roads Policing Conference

In January the Police Federation held its fourth joint annual roads policing conference with the Association of Chief Police Officers.

The theme of this year's conference was 'Working to Meet Tomorrow's Challenges' and the focus was very much on how the 20 percent cut to the police budget would impact on roads policing units across the country.

The conference delegates expressed concern that roads policing units may take a more disproportionate hit than some specialist units and reminded Chief Officers that they must not lose sight of the crucial responsibilities and the operationally demanding role roads policing officers undertake.

Delegates heard that some forces are already making substantial changes to their roads policing operations and resolved to make clear to stakeholders that the priority must be to retain operational resilience in order to

2011 Executive Summary

continue to meet road safety demands and reduce criminal activity on the roads network.

The roads policing conference is an excellent opportunity for roads policing colleagues to share good practice and raise any concerns. Plans are currently underway to hold the next roads policing conference in January 2012.

Health and Safety

In May, together with the Scottish Police Federation and Police Federation for Northern Ireland, the Police Federation of England and Wales expressed concern that a proposed amendment to the Police (Health and Safety) Act 1997, would make policing in the UK less accountable to the public and called for it to be withdrawn.

The amendment, put forward by Lord Blencathra, would effectively have removed the protection afforded by the Health and Safety at Work Act 1974, from police officers.

The Police Federation made clear publicly that the law as it stands serves both the public and the police effectively. It is certain interpretations of the law that have produced isolated anomalies. The Federation expressed concern that the unnecessary change would put further pressure on a police service already under strain and would threaten public confidence in policing.

Following an effective lobbying campaign, one month later Lord Blencathra withdrew his amendment.

Further detail can be found in the Health and Safety Sub-Committee section of this annual report.

Police Bravery Awards

This year's annual event was held at the Savoy Hotel and once again acted as a reminder of the incredible acts of bravery and heroism that police officers routinely undertake across the country serving the public.

The Police Bravery Awards, organised by the Police Federation and supported by the Sun newspaper and Police Mutual, were attended by the Prime Minister, David Cameron, Home Secretary, Theresa May and Shadow Home Secretary, Yvette Cooper.

Ahead of the evening awards ceremony the 59 nominees joined the Prime Minister, David Cameron, at a reception at 10 Downing Street.

At the awards ceremony in the evening the Brave Officer of the Year award was presented by the Home Secretary to the London region nominee, Metropolitan Police Constable Graham Hislop for single-handedly tackling a gang warfare situation in south London.

The other recipients of the regional bravery awards were;

- North West winner - DS Andrew Bolton, Merseyside - for courageously intervening in a violent fight despite being off-duty at the time.
- North East winners - PC Matthew Duffy and PC Mark Adams, South Yorkshire - for their heroic efforts in detaining a man armed with a knife.
- Midlands winner - PC John Demers, West Midlands - for single-handedly detaining a violent axe wielding man.
- Eastern winners - PC Jonathan Bolton, PC Rajinder Singh and PC Richard Smith, Northamptonshire - for pursuing and detaining a man despite being threatened with a gun.
- South East winners - PC David Upjohn and PS Daniel Pitcher, Sussex - for tackling a blazing fire to save the lives of others.
- Welsh winners - PC Gregg Parry and PS Kevin Brooks, South Wales - for courage in pursuing and subsequently arresting a dangerous driver.
- South West winners - PC Katie Harvey and PC Kelli Walker, Dorset - for confronting and arresting armed gang members in the midst of a violent burglary.

National Police Memorial Day

This year the eighth National Police Memorial Day service took place in Scotland; at the Royal Concert Hall in Glasgow. The service was attended by HRH The Prince of Wales; Home Secretary, Theresa May and the Police Minister, Nick Herbert who joined over 1,000

2011 Executive Summary

people including the families, friends and colleagues of fallen officers.

At this year's service the six officers who lost their lives in the line of duty in the preceding 12 months were remembered. They were Superintendent Neil McCover, Strathclyde Police; Police Constable David McPherson, Lothian and Borders Police; Detective Sergeant Terry Easterby, Kent Police; Constable Ronan Kerr, Police Service of Northern Ireland; Police Constable Ian

Swadling, Metropolitan Police and Police Constable Scott Eastwood-Smith, Metropolitan Police.

The Police Federation of England and Wales continues to support the National Police Memorial Day Trust, including Chairing the Memorial Day Organising Committee.

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



Joint Central Committee (left to right)

Will Riches, Rick Nelson, Steve White, Zac Mader, Geoff Stuttford, Ian Trueman, Alan Ogg, Paul McKeever, Paul Huitson, Kevin Powell, Ian Rennie, Steve Williams, Mal Taylor, Paul Barker, Martyn Mordecai, John Giblin, Julia Lawrence, Paul Davies, George Gallimore, Julie Nesbit, Steve Evans, Steve Smith, Adele Kirkwood, Andy Dumbiotis, Alan Jones, Wayne McManus.
Not pictured - Kevin Huish, Carolyn Davies, Simon Reed, John Coppen.

Equality



Chairman:
Kevin Powell



Secretary:
Wayne McManus

During 2011 there has been one change to the sub-committee.

We have said goodbye to Tony Harper from the Inspectors' Central Committee who has retired. Tony has been a member of the sub-committee for some time. His enthusiasm and commitment will be missed. We wish him a long a happy retirement.

The new member from the Inspectors' Central Committee is Alan Ogg. Alan has a keen interest in equality and diversity issues and will be an asset to the committee.

Members of the sub-committee are:

Kevin Powell (Chair) – 3 Region
Wayne McManus (Secretary) – 3 Region
Alan Ogg – 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.

Nyki Curtis from the sub-committee clerks' office has again throughout 2011 provided valuable administration support at the sub-committee meetings and in organising the ELO seminars.

Nyki's hard work greatly assists the day to day running of the busy sub-committee and her help is greatly appreciated.

The sub-committee continues to draw on the services of Russell Jones and Walker, Emma Hawksworth being a regular contributor to the meetings.

Vicenta Pallett, our in house lawyer, continues to be an asset to the team, providing advice and support.

The knowledge and experience provided by Jayne Monkhouse OBE has once again proved to be invaluable.

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.

There have been two ELO Seminars held at Leatherhead during 2011.

As in previous years the seminars were well attended with the delegates sharing best practice and views amongst themselves, as well as receiving updates on a wide variety of subjects.

The content of the seminars has been informative, covering such issues as Equality Impact Assessments, Disability, Public Sector Equality Duty, Pensions, Family Leave and Flexible Working, ET Questionnaires.

A number of Equality Foundation courses have been held during 2011 with more being planned for 2012. The content of the course is being reviewed by the sub-committee to ensure it is still fit for purpose.

Liaison and Consultation

The committee has submitted correspondence on various consultations

Equality

including Public Sector Equality Duty – Reducing Bureaucracy, Strengthening Women’s Voices in Government, Government Consultation on Modern Workplaces.

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

Federation Publications

The Family Leave and Flexible working handbook has been rewritten and published to take into account the changes in legislation and PNB.

The current information sheets have been complimented by two further leaflets on Flexible Working and Whistleblowing. The content of the leaflets continues to be monitored to ensure their accuracy and relevance.

Health and Safety



Chairman:
Tony Harper



Secretary:
Geoff Stuttaford

There have been quite a few changes to the sub-committee membership, as you may expect in a triennial election year. Paul Ginger and Paul Lewis both retired in May as Chairman and Secretary respectively. Tony Harper and Geoff Stuttaford were subsequently elected Chairman and Secretary, but we could not foresee Tony's departure later in the year on his retirement. My thanks go to them for their support whilst on the subcommittee. Our new Chairman is Paul McKeever with Alan Ogg as his Vice Chairman.

Löfstedt Review

This has been another busy year in the Health & Safety world as we have not escaped the Governments predilection for reviews and reforms of the police service. Following on from Lord Young's report to the Prime Minister in 2010 'Common Sense, Common Safety' and the Department for Work and Pensions report 'Good Health & Safety, Good for Everyone' the employment minister, Chris Grayling MP, is overseeing the reform of health & safety at work. He engaged Professor Ragnar Löfstedt to conduct an independent review of health & safety legislation and how to reduce the supposed burden on UK businesses. The sub-committee submitted its response to the review team highlighting the legislation that brought us under the protection umbrella of Health, Safety and Welfare. It also cited the many media misconceptions as to how Health & Safety allegedly hinders policing. The report concluded that because of the recommendations by Lord Young and the measures already taken by the Government in respect of the emergency services there should be no regulatory change at this time.

Striking the Balance

In June this year the HSE issued an

explanatory note to its 'Striking the Balance between operational and health and safety duties in the police service' guidance in respect of heroic acts. It states that police officers should not be at risk of investigation or prosecution under health and safety legislation when engaged in the course of their duties if they have to put themselves at risk as a result of committing a heroic act.

In the event of a serious incident or accident the HSE may still investigate forces for any failures in the management of health and safety but not the individual officer following a heroic act. For supervisors they go on to say that they will not judge properly informed decision making by competent supervisory officers during an operational policing activity with the benefit of hindsight.

The document details a number of scenarios to explain their rationale on the issues covered.

Health & Safety Leaders Seminars

The leaders are the conduit between the subcommittee and local Joint Branch Boards and I am endeavouring to improve the communication process between us. I sent out reviews and papers to all the leaders this year so they may take an active part in responding to those reviews. The Löfstedt review went through this process before we submitted our response.

This year we held two seminars with a wide variety of topics covered:

Bowel Cancer with Lynn Foulds Wood.

Airwave hearing protection with Steve Wheatley from Limitear Ltd.

Trauma Risk Management (TRiM) with Vickie Bond from Essex Constabulary.

National Uniform project with Stephanie Strong from the Home Office

Night working, long hours and cancer with Lynn Harris our advisor.

In addition items from around the country were discussed, these included accident reporting, Regulation A20, Leadership, post-riot members survey, vehicle bandit screens, minimum staffing levels, ligature cutters, asbestos in buildings, Olympics and spectator safety.

Health and Safety

Presentations from these seminars can be found on our intranet website.

Survey after the riots

The Metropolitan Police Federation ran a members survey after the August riots looking at the Health, Safety and Welfare of our members. They had a tremendous response of over 8,500 completed surveys. The report entitled 'Lessons from the front line' was presented to Management Board to influence future deployments especially with the Olympics on the horizon.

West Midlands also produced a report entitled 'Policing the West Midlands Riots' in response to the disorder experienced by their officers.

The subcommittee and leaders decided to ask the rest of the country who were involved in these riots to participate in a survey as some of those deployed were on mutual aid. Some 1,400 surveys went out and the results will be reported on in early 2012.

Custody inspections

During October, leaders around the country organised inspections of their custody suites. The results will be collated to see what lessons can be learned and share good practice. The report will be discussed in detail at the leaders' seminar in March 2012.

Airwave

The Airwave system had a very hard work out during the August riots across the country. Lessons were learned due to the different types of Tetra radios being used by mutual aid officers. Again there was the capacity issue but some of this is due to officers using the radios inappropriately. We continue to work with Airwave to resolve these issues through the Police User Group and Regional User Groups.

One issue identified by the subcommittee is the private purchase of earpieces for use with Airwave. We have serious concerns that some

of these are not of sufficient quality to prevent potential hearing difficulties.

Professor Ian Matthews, our advisor on health related aspects of using Tetra radio has produced another report highlighting the fact that there is very little ill health effect associated with Tetra radio.

Water safety

I have been in negotiations with ACPO for about 2 years on developing a national policy in respect of water safety. The inaugural meeting of the ACPO Lifesaving Advisory Group took place in November which will hopefully research and develop a Manual of Guidance for use by police officers attending water based incidents.

Stress and suicides

With an ever decreasing workforce, this has been a subject of increasing interest during the year. ACPO set up a group to look at the issue and how it is affecting staff and what measures could be taken to decrease its incidence. We have also been working with the Samaritans and an All Party Parliamentary suicide and self-harm prevention group to see what they can offer.

Training

We continue to run the IOSH accredited safety representatives course and I would like to thank those leaders who assisted this year as course directors, as well as our resident trainer Graham Richens. We also offer an accident investigation course and a strategic health & safety within the police service course. These can be booked through the training department at Leatherhead via your Joint Branch Boards.

I would like to thank Charlotte Clover-Lambert, our committee clerk, for her help when I took over as the secretary of the subcommittee, her memory is compendious. I would also like to thank our advisor Lyn Harris and our solicitor Richard Geraghty from Russell Jones and Walker solicitors.

Legislation



Chairman:
Kevin Huish



Secretary:
Mal Taylor

2011 has been another busy year for the Police Federation of England and Wales Legislation sub-committee. In line with the previous administration the coalition Government continues to table a plethora of new legislation with increasingly demanding periods of consultation.

Without doubt the legislation that will have the greatest impact on policing was the passing of the Police reform and social Responsibility Bill which contains the provisions for the setting up of the Police and Crime Commissioners with the first elections taking place in November 2012. This will fundamentally change the dynamics of policing with the Commissioners setting financial and policing plans as well as having

the power to hire and fire Chief Constables. It remains to be seen if the many concerns expressed that this will lead to a politicising of the police service are borne out but, whatever the outcome, the dynamics of policing will fundamentally change and the Legislation sub-committee will closely monitor the impact of this Bill on behalf of our members.

The other main impact of the passing of the Police Reform and social Responsibility Bill is an overhaul of the Licensing Act which gives 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.

The sub-committee has responded to many consultation documents including Government bills, green and white papers, Sentencing Guidelines Council consultations, Home Affairs Select Committee reports and evidence to Parliamentary Select Committee enquiries.



Legislation

The Police Federation Roads Policing Group under the guidance of Alan Jones and Steve White continues its work on behalf of road policing officers and responses have been made to all proposed new roads policing legislation. 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 at its annual seminar in 2011 held its inaugural Detective awards which were supported by the Daily Telegraph and achieved its aim in highlighting the excellent and committed work of detectives throughout England and Wales.

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 Zac Mader (CCC) John Giblin (SCC) and Steve Williams (ICC) for their assistance and support in this area throughout the last 12 months.

The current members of the Sub Committee are Andy Dumbiotis and Wayne McManus from the CCC, Kevin Huish and Mal Taylor from the SCC, and Paul Huitson and Kevin Powell from the ICC. I would also wish to thank our PFEW Parliamentary Advisor Emma Bingham and the sub-committee administrator Nyki Curtis for their support and dedication throughout the last 12 months.

A full list of the sub-committee's business areas can be found on the Police Federation website.

Operational Policing



Chairman:
Will Riches



Secretary:
Paul Davis

It never ceases to amaze that every year we write the operational policing annual report there is always plenty to report on.

I think 2011 will go down as the year of protest and disorder. Yet again police resources were put to the test throughout the year.

Due to the coalition government's austerity measures, 2011 carried on where we left 2010 with many individuals keen to express their feelings on issues that affect their lives. Our members once again put themselves on the line to protect the country and our thanks must go to all those who worked long hours without appropriate breaks in order that the UK remains a safe place to live and work.

Police tactics remain an area of our work which will continually be challenged by those who think they know best about policing in the UK.

The use of the AEP in public order or the use of water cannon will always be contentious, but its use along with other more traditional methods of policing demonstrations must remain the decision of the commanders on the ground.

Ask yourself why don't protesters like containment? Because it works. The use of it enables our members to protect themselves but also the wider public and businesses.

There was a lull in proceedings with the fabulous spectacle of the Royal Wedding on 29th April. This showed how flexible our members can be when asked to undertake

what would appear to be mundane high profile duties but this shows just why the Police in the UK are regarded as the finest in the world.

In August we saw unprecedented scenes of violence on the streets of the UK not seen since the riots of yesteryear. With anticipated cuts to police budgets amounting to the possible loss of 16,000 police officers it was reported that it took this many to bring order back to the streets. It's ironic that the current government sees itself as respecting law and order but it would appear hell bent on destroying the very group of people that go that extra mile when the country needs them to.

What followed was report after report from the Home Affairs Select Committee and HMIC decided to explore why and how we could police these events in a more effective way. PFEW carried out a review and our thanks must go to those branch boards who assisted in its formulation. What our report highlighted was that communications in the early days of the August disorder were found lacking as were the methods by which the mobilisation was set in place. That said, we are acutely aware there will always be lessons learnt in any event. That is why the PFEW continues to have a close working relationship with HMIC and the HASC in order that the views of our members are taken into account when any critical report is published and gives a balanced view in terms of what the police are capable of doing in high stress and difficult circumstances.

The long awaited report on Officer safety conducted by Dr Bill Lewinski arrived; at the time of writing, this report and its conclusions were still being considered but it is safe to say it will identify regular training in OST and can only support our members carrying out their duties on the street.

As we approach 2012 everyone's focus would appear to be on the Olympics, one of the greatest sporting events. Most of the ACPO working groups have been gearing

Operational Policing

up for the event and looking for support from forces in order that not only are they the safest games but people can really enjoy the atmosphere of the event. With ever decreasing police numbers it will be the police of the UK who will be working hard and at times away from home under a term known as interoperability showing once more how resilient we can be.

As we move towards 2012 confusion reigns as to what is to become of the operational working groups housed within the NPIA. Not only will the experience be lost with

those who will return to their own forces but also where will this work end up? Whatever happens, we will be working with ACPO and reminding them of their obligations to support operational policing and not outside bodies who really don't understand the role that police play in society .

Our thanks go to the committee section and in particular Jasmin Anderson and those members of the sub-committee who take a keen interest in the work of the group.

Professional Development



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 2011, in this important area of police officer learning, training, development and promotion, in what are financially difficult and challenging times. There has also been much discussion and work surrounding professionalising the police service and professional bodies in any future policing landscape.

There have been a few changes to the sub-committee in 2011, with Simon Reed, Paul Davis, Julie Nesbit, Paul Barker, Steve Evans and Steve Williams leaving and Steve White and Rick Nelson joining. We are very grateful for the clerical support provided by Jasmin Anderson.

Review of Police Leadership and Training Functions

The Home Secretary commissioned Peter Neyroud in August 2010, to undertake a fundamental review of all police leadership and training functions within England and Wales. The review was conducted over four months and was published in April 2011, followed by a three month consultation exercise run by the Home Office ending in June 2011. The review contained 14 recommendations. The key themes were:

- The establishment of a Chartered Professional Body for the police service
- Reviewing the current governance landscape
- Introduction of a nationally set universal entry qualification to the police and a clear, through career, professional development model
- Establishment of a subsidiary delivery

body

- This body to absorb the training and development functions currently overseen by the NPIA.

The Police Federation responded robustly to the consultation and rejected Neyroud's recommendation that a Professional Body would improve the professionalism of the police service and, instead, suggested an alternative model built around the maintenance of standards and strong governance.

We have since become aware that the Home Secretary is attracted to establishing a Police Professional Body as soon as possible, with effect from the end of 2012, at the latest, and has asked the Police Minister to chair a working group to take forward work in this area that is also inextricably linked to the Winsor 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 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 called the diploma in policing was made available to forces to use in 2010.

The qualification aims to lessen the impact upon forces in terms of time, cost and

Professional Development

bureaucracy. The key benefits of the new qualification are:

- The new qualification 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.

The new qualification is the first Justice Sector Qualification to be placed on the Qualifications and Credit Framework (QCF). The 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.

DCC Giles York, Sussex Police, has agreed to take the Chair of the Central Authority on a temporary basis, following the retirement of ACC Wendy Walker, Lancashire Constabulary. Despite the demise of the NPIA next year, we have been told

unofficially that there will still be a role for the Central Authority until 2013. We have raised some concerns regarding the lack of emphasis on roads policing in the programme and the ability of forces to maintain the stringent assessment and verification requirements at this time of budget cuts. As many forces are not currently recruiting many support units are being closed.

The SEARCH Assessment Centre for new recruits had increased the shelf life from 12 months to 24 months albeit temporarily, as a result of the lack of recruitment at the moment. The analysis showed that the average new recruits' age had now increased to 26.9 years.

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. In 2009 the Central Authority approved a project mandate to seek to develop one or more national models of pre-join schemes.

There is no doubt that these schemes have some benefits, the main one being that they could dramatically cut costs, but we have 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 into the service and, possibly, direct entry.

Pre-join schemes figure significantly in the Winsor Reviews of Police Remuneration and Conditions, and also the Neyroud Review of Police Leadership and Training.

There is a new NPIA document called "Professional Entry into the Police Service", which outlines a 'pick and mix' approach for forces to choose from eight options to recruit into the service. Four of the eight routes involve special constables, two PCSO's, one further education/higher education and one being the traditional entry route. Each force

Professional Development

has to decide whichever they want; making sure that the national standard is adhered to, i.e. in all but the traditional entry route applicants have to complete the minimum requirement of the “technical certificate”.

The strategy therefore gives guidance for the achievement of the technical certificate prior to joining the service as a regular constable. Please note that this is not the same as the diploma in policing. The diploma in policing is the only qualification required to become confirmed in rank as a regular constable. The NPJA Equality Impact Assessment on this strategy is yet to be completed, but the Central Authority have agreed pre-join in principle.

One thing that is clear, is that the basic requirement for the technical certificate can be objectively justified as a proportionate means of achieving the strategy’s legitimate aims. However, if things are added onto this by forces such as the requirement to complete a foundation degree or service as a special constable, then the potential for adverse impact on protected characteristic groups may increase and become difficult to objectively justify, if just utilising one pre-join route only.

National Police Promotion Framework (NPPF)

The National Police Promotion Framework (NPPF) has again been the focus of a considerable amount of attention during 2011. 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 Examinations

Board (PPEB) were informed of our concerns, and that we lacked confidence that the trial could deliver sustainable national standards.

In the March 2009 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 taking part. This was later endorsed by the Police Minister. The new trial commenced 1 April 2009 and continued to run until 31 March 2011. At the conclusion, an evaluation report was tabled at the May 2011 PPEB, and a recommendation was made to the Police Minister on the way forward.

That submission was sent to the Police Minister with the PPEB’s decision in June 2011. We are still awaiting an official response. The report is still under a ‘PPEB restricted’ embargo, which will be lifted once the Police Minister’s decision has been communicated to the Chair of the PPEB. The report and its annexes will then be made publically available via the National Police Improvement Agency (NPIA) website.

Forces have continued to work towards their interim and confirmed licences at a time when very few promotions are taking place. In addition, the Government intends phasing out the NPIA by the end of 2012. As the NPIA moves towards transition it is still not known where the various parts of the NPIA, who service the PPEB and its products, will be located.

Policing Professional Framework (PPF)

Many forces are implementing and using the framework since its launch at the beginning of 2011 as a successor to the Integrated Competency Framework (ICF). The PPF is an online competency management system designed to help police officers and staff manage and record competence in the workplace. It is estimated that by using the new PPF many hours of police time previously spent measuring competence will be saved. It contains:

- Rank, level profiles and professional skills

Professional Development

sets for police officers and staff based on National Occupational Standards (NOS)

- Policing personal qualities (replacing the current behavioural framework)
- An easy to use policing NOS search facility

Skills for Justice are currently working with forces to integrate the PPF.

Personal Development Review (PDR)

The review of the PDR reported at the beginning of 2011. The aim is to produce a simplified process whereby police officers and staff have an effective and proportionate PDR which highlights their performance against objectives, their achievements and their development needs.

Guidance has been produced which is intended to outline to the service the constituent parts of a PDR and how it could be adopted by forces to meet local policing requirements. Forces will find that many of the components are already within their process, so the aim should be to look at reducing bureaucracy within their PDR and including any components that may add value.

However, there is no requirement from the Home Office to mandate any particular element of the PDR, including the format and process in which it is undertaken at force level, or to measure aspects of inputs, outputs or outcomes.

Line manager training in respect of the PDR has been developed within the Core Leadership Programme and aims to support line managers in underpinning the key principles outlined.

At present most forces are in the process of planning to replace their PDR, although some have already made the change, but there is a wide variety on offer.

Core Leadership Programme (CLP)

An ACPO letter has been sent to all chief officers advertising the programme and recommending that chief officers adopt it, as it is the recommended training for sergeants

and inspectors. It also includes the recommendations of the HMIC review of front line supervision.

Desk top screen work has been carried out on the project regarding equality, and this is to be supplemented by an Equality Impact Assessment to see how the programme links in with promotion, particularly in light of the Neyroud review. We have asked to see the work in progress so far.

All sergeant modules are now available on the MLE on NCALT. The remaining modules aimed primarily at inspectors will be released in September. The NPJA have designed some hydra suite exercises to complement the critical incident module, and some 'train the trainer' events to use this are being run. Forces should look at the revised programme and see where it maps into their own sergeants and inspectors development programmes to see if the CLP standards have been met. The NPJA are doing a lot of work to see how the CLP and NOS will link into whatever form a professional body for policing will take.

The NPJA have been commissioned to design a training programme for special constable supervisors that closely mirrors the CLP; this is necessary to make sure that they are adequately trained for the role.

In addition, work is now on-going to map the CLP across to support staff roles, and workshops are being set up to analyse police staff needs. One module of this will be Continual Professional Development (CPD). Police staff will now be represented as full members on the CLP product reference group, with UNITE being included. There are very clear indicators therefore that the CLP will be re-visited in order to align it to role as per the Neyroud and Winsor recommendations, and as the ACPO letter says, "the CLP does, however, fit well within the context of professionalising the service. We have a good curriculum for learning which recognises the expected professional standards for our officers".

Professional Development

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).

High Potential Development Scheme (HPDS)

The 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 with some applicants seeing it as the only way to get promoted.

E-Learning

Shrinking police budgets inevitably leads to the examination of training costs and a search for ever more efficient and cheaper ways of delivering that training. We continue to lobby Government, national bodies and forces of the need to ensure that the training they provide is of a high quality and commensurate with the task.

NCALT, the body from the NPIA which develops computer based training for the police service in England and Wales will be

affected by the closure of the NPIA in 2012. The NCALT functions will transfer to an alternative organisation, but at the time of writing, detail is still being decided. There is no doubt however, that the use of computer resources and technology to deliver training will continue to grow. The packages being produced now are a far cry from those early days of labour intensive mouse clicking. Development continues and we are fully engaged providing advice and guidance to the team that writes the material and transforms it into a meaningful, educational and useful tool.

Development of a new MLE (Managed Learning Environment), the bit you see when you log on to start any training modules, is in the closing stages and should be released in early 2012, helping to make navigation and training easier to access. We would recommend anyone who has not recently done so, to log on to NCALT and see the myriad of training and qualifications which almost any officer can access to enhance their qualifications and professional development. NCALT is by no means perfect, but by using it, feeding back and making suggestions, it will get better. You can be sure that we will be striving to ensure that you get the training you need and deserve by the best delivery method available.

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 2011, with many high profile contributors, to focus on key issues in this area, which were well received. This group goes from strength to strength in representing the interests of our members locally and nationally. The Seminars are highly regarded within the Police Service and in 2011 speakers included Sir Hugh Orde, CC Nick Gargan, CC Peter Fahy and Mr Steve Corkerton (HMIC).

Professional Standards



Chairman:
George Gallimore



Secretary:
Steve Evans

As always this has been yet another busy year for the Professional Standards Sub-Committee with work being undertaken on the revising and amending of the Conduct and Performance Regulations and the Home Office Guidance (HOG) which sits alongside it. This work is being undertaken by the PABEW Sub-Committee for the Reform of Police Disciplinary Arrangements and is attended by Mr Smith and Mr Evans. The attention to detail in the submissions from PFEW, principally the work of Mr Smith and Scott Ingram from RJW, has been superb and though not yet complete; overall we are pleased with the way the work has progressed. The changes are expected to come into force by November 2012 and this in turn will require extensive work on the Conduct and Performance Manuals for the use of Conduct Reps.

There has been an extensive revision of the Training Programmes, with a new Conduct and Performance Course and an Advocacy Course replacing the old Intermediate and Advanced Courses in the second half of the year. The Conduct Course was developed by Mr Evans and Mrs Lawrence following extensive consultation with the DLOs and feedback from previous Conduct delegates. A small team then assisted in refining the course into what appears to be a successful product. The most satisfying aspect of this process was the collaborative approach, yielding a worthwhile product and my thanks go to all those involved. Mr Graham Richens our principal Trainer has been an invaluable member of this team. The advocacy course has been developed entirely

by RJW, with Mr Huish, the Training Manager assisting. This course has received excellent feedback so far and we are satisfied that we have greatly improved our Conduct and Performance Training.

Significant work has also been undertaken in two key fields of Drug and Alcohol testing and in the world of Vetting, particularly in relation to Re Vetting and Financial Vetting. The ACPO national vetting policy has recently undergone a “light touch review” including all its standards operating procedures, together with an accompanying Equality Impact Assessment. There are still issues however with biometric vetting of new entrants. Although the new regulations have been agreed there are still some technical difficulties to be overcome which has delayed the work. The Committee is indebted to the work of Mr Smith and Mrs Lawrence respectively.

As usual the work of the Sub Committee has received fantastic support and advice from Scott Ingram of RJW who has ensured we are up to date with recent legal developments and offered sound advice in all our proceedings.

The work of the DLO's continues unabated and they remain the engine room of the Federation, offering magnificent support and help to our members. They ensure the Sub-Committee remains focussed on relevant areas of work and concern and offer positive feedback and assistance. The two seminars held this year were well attended and the feedback positive, with the most recent one focussing on the Olympics, Financial Vetting and a review of the Pilkington Case. The Legal update by Scott Ingram was as is usual very well received.

The committee has now elected, following the triennial elections in May, a Vice Chair, Mr Dumbiotis and a Deputy Secretary in Mr Mader. The previous Chair, Mr

Professional Standards

Gallimore and Secretary Mr Evans were also re-elected in the same posts.

It is only right at this point to acknowledge the work of our committee Administrator, Charlotte Clover-Lambert, without whose contribution the committee would not run and who has the unenviable task of organising the logistics of the DLO Seminars which run so smoothly.

We have no doubt that the New Year will throw up more challenges to us, particularly given the austere regime we all operate in as well as it being an Olympic year, but equally we have no doubt that the Professional Standards Committee nationally and more importantly the DLOs locally will meet that challenge.

Police Advisory Board

Review of Police Officers' & Staff Remuneration & Conditions by Tom Winsor

The Home Secretary wrote to the Independent Chair in April 2011 directing the Police Advisory Board for England and Wales (PABEW) to reach agreement on four recommendations from part one of Tom Winsor's Review of Police Officers' & Staff Remuneration & Conditions by its meeting on 26 July 2011.

Recommendation 14 asked the PABEW to establish and publish improved guidance on the types of outside jobs and business interests which would be likely to lead to the rejection of applications. A PABEW working party, set up to discuss the recommendation, agreed to review the existing ACPO guidance on business interests in its entirety rather than restrict itself to Tom Winsor's specific recommendation. The guidance was approved by PABEW, including an annex specifying the types of outside interest likely to lead to rejection.

The working party could not agree to support Recommendation 15 from Winsor to remove the Home Secretary from the business interests appeals process. Uncertainty surrounding the introduction of Police and Crime Commissioners was a central concern. Instead, the PABEW recommended further work be undertaken on the possibility of removing the Home Secretary from the appeals process provided the remaining level of appeal was seen to be independent.

Recommendation 40 from Winsor concerned the type of accommodation provided to officers while on secondment, in particular limiting the cost of accommodation being provided to officers in central London. The PABEW agreed wording to be included in the secondment guidance specifying the standard of self-contained accommodation expected along with a permitted travelling time of 30 minutes to the secondment location.

Recommendation 54 from Winsor proposed two or more adverse determinations from UPP proceedings within a five year period should lead to subsequent proceedings commencing at stage three of the process. The matter was discussed by the PABEW sub-committee on the Reform of Police Disciplinary Arrangements and consequently rejected by PABEW. A review of the procedures had recently been undertaken and no force had requested this amendment.

The Home Secretary has announced she will consider the recommendations of the PABEW in the round once the decision of the Police Arbitration Tribunal on the recommendations referred by the Police Negotiating Board is announced.

National Recruitment Standards

The National Recruitment Standards sub-committee of the PABEW continued to review and monitor a range of criteria affecting officer recruitment during 2011.

A recommendation to allow chief officers to set pre-join requirements for those seeking appointment to their force was approved by a majority decision of the PABEW. PFEW did not endorse the proposal and wrote to the Minister outlining its concerns, in particular the potential for schemes to have an unjustified adverse impact on equality and diversity. The PFEW also believed the proposal to be premature in light of the review being undertaken by Tom Winsor. Given the exceptional financial circumstances a pass at the SEARCH assessment centre will remain valid for up to two years. The SEARCH exercise suite will not be changed until April 2013 due to the small number of candidates going through the process.

Members of the sub-committee provided input on a draft of NPJA guidance on the positive action provision of the Equality ACT. The provision is not considered relevant for bulk recruitment to the police service but may be applicable when filling single vacancies in specialist or senior roles.

Police Advisory Board

The National Recruitment Standards sub-committee will in future extend its responsibility to include oversight of recruitment standards for special constables.

Police Disciplinary Arrangements

The PABEW sub-committee on the Reform of Police Disciplinary Arrangements began a review of the regulations governing performance and conduct together with the accompanying statutory guidance. The primary reason for the review was the planned introduction of Police and Crime Commissioners (PCC) in 2012. The relevant amendments are expected to come into force in November 2012.

Interim regulations have also been proposed to enable the Metropolitan Police Service to transfer to a PCC model before the rest of England and Wales.

Review of Substance Misuse and Testing Regulations

The introduction of amendments to the substance misuse and testing regime for police officers was delayed during 2011 while the Police Minister considered an additional recommendation from the PABEW that the random routine testing regime should be extended to all officers. This recommendation was accepted by the Minister and amendment regulations and guidance will be laid before parliament shortly. The other key changes are:

- The list of substances to be tested for in a “with cause” test may be extended by one named group of drugs on the basis of intelligence.
- Three “with-cause” tests will be permitted over a period of three months where there is compelling evidence of longer term drug use.
- Regulations will be amended to make it explicitly clear that an officer cannot be recalled to duty for the purposes of taking a drugs test.
- Hair testing of police recruits prior to appointment will be permitted although hair testing of serving police officers remains prohibited.

National Police Promotions Framework

The PABEW continued to monitor progress of the National Police Promotions Framework (NPPF) during 2011 although responsibility for oversight of the Scheme lies with the Police Promotion and Examinations Board (PPEB). The PPEB recommended rollout of the Scheme despite objections from the PFEW that its equality impact is not fully understood and the official evaluation had not proven that it produced a higher quality of sergeants and inspectors than OSPRE.

A formal announcement is awaited from the Police Minister on whether or not the rollout will take place. The PFEW has asked that any decision be deferred until the results of the consultation on the review by Peter Neyroud and part two of Tom Winsor’s review are known.

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. The Minister initially 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. However, following representation from the PABEW and separately from the PFEW he is now reconsidering the decision pending further consultation with ACPO.

Biometric Vetting

The PABEW recommended, at its meeting in July 2007, that additional biometric vetting checks should be made on applicants’ suitability for joining the police service. Subsequently, Ministers accepted the Board’s recommendation. Progress in developing the necessary regulations was delayed over whether it was legal to take DNA samples

Police Advisory Board

from potential recruits and cross-match them with the police national computer if the samples are not collected under PACE. This matter was resolved following advice from the Information Commissioner. Draft regulations have now been approved. However, technical difficulties in searching the relevant databases are still being resolved by the NPIA.

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. The manual has not yet been promulgated as the elements affecting police staff are under consideration by the Police Staff Council.

Police Negotiating Board

Police Pay

The final year of the three-year pay deal was implemented in 2010. The pay scales for the federated ranks have not changed in 2011.

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

Pay Point

	OUTSIDE LONDON RATES	LONDON RATES
0	£46,788	£48,840
1	£48,108	£50,163
2	£49,428	£51,489
3	£50,751	£52,818

CHIEF INSPECTORS' PAY

Pay Point

	OUTSIDE LONDON RATES	LONDON RATES
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
£54,801

LONDON RATES
£56,853

Police Negotiating Board

Independent Review of Pay and Conditions of Service

The first report of the Winsor Review was published on 8 March 2011. On 6 April 2011 the Home Secretary wrote to the Independent Chair to give a Direction to the PNB to consider and reach agreement on the recommendations within the remit of PNB by 26 July 2011. The PNB established a joint working party to discuss the PNB-related recommendations in the Winsor part one report and the working party met on ten occasions ahead of the PNB meeting on 26 July 2011.

During the negotiations Staff Side repeatedly stated that they remained unconvinced by the evidence, analysis or arguments set out in the Winsor report. Staff Side made clear that they would be unable to agree Winsor's recommendations (the Official Side's proposals) as an entire package because of the considerable hardship the proposals would cause police officers. Throughout the negotiations Staff Side remained concerned that some of the proposals would seriously impact on officers' work/life balance and, as identified by Winsor as well, impact unfairly on female and black and ethnic minority officers. Staff Side offered alternative proposals and reforms that could deliver savings that matched the Official Side's proposals. These included the suspension of the superintendents' and chief officers' bonus payments for the two years, the suspension of the special priority payment scheme for three years and a reduction in the rate of casual overtime.

At the PNB meeting on 26 July agreement was reached in principle on the following:

- Recommendation 31 – Chief Officers should recognise whole teams, both officers and staff, with a team recognition award payment of £50 to £100 each for outstandingly demanding, unpleasant or important work, or outstanding work for the public
- Recommendation 46 – The link between

the Motor Vehicle Allowance for police officers and that for local authorities should be re-established from September 2011.

- Recommendation 48 – Officers' maternity entitlement should increase from 13 weeks at full pay to 18 weeks at full pay. With officers having the option, with the agreement of their chief officer, to spread the final five weeks of maternity pay over 10 weeks at a reduced rate.
- Recommendation 57 – The criteria for the use of the powers in Regulation A19 should be amended, with service-critical skills and performance being explicit considerations.
- Recommendation 58 – As quickly as possible, police forces should be provided with the ability to offer voluntary exit terms to police officers, substantially on the terms contained in the Civil Service Compensation Scheme 2010.

The Independent Chair recorded a failure to agree on eighteen other recommendations relevant to the federated ranks. Having declared a failure to agree the Independent Chair deemed that conciliation was appropriate and this was conducted on the day by a conciliator from ACAS. Conciliation was unable to bridge the gap between the Sides and the Independent Chair referred the following to the Police Arbitration Tribunal:

- Recommendation 2 – Police constables, sergeants, inspectors and chief inspectors should receive an additional 10% of their basic pay, on an hourly basis, for hours worked between 8:00pm and 6:00am (non-pensionable).
- Recommendation 5 – Determination Annex E, made under Regulation 22 of the Police Regulations 2003, should be amended to require the chief officer to consult, rather than agree, with the local joint branch board and individual officers in connection with the bringing into operation of a variable shift arrangement. That consultation should take place over a

Police Negotiating Board

period of at least 30 days. Before making his decision, the chief officer should be required to consult the affected officers and take full account of their individual circumstances, including the likely effects of the new arrangement on their personal circumstances. New shift arrangements should not be brought into effect earlier than 30 days after the communication of the decision of the chief officer.

- Recommendation 6 – Determination Annex G, made under Regulation 25 of the Police Regulations 2003, should be amended to replace time and a third premium pay for casual overtime with plain time. The minimum hours for being recalled between two rostered tours of duty should be abolished and instead paid at plain time for the hours worked, with travelling time.
- Recommendation 7 – Determination Annex H, made under Regulation 26 of the Police Regulations 2003, should be amended to remove double time premium pay and the notice period of five days for working on a rostered rest day. Time and a half premium pay should be payable for working on a rostered rest day with fewer than 15 days' notice.
- Recommendation 8 – Determination Annex H, made under Regulation 26 of the Police Regulations 2003, should be amended to allow the payment of overtime at double time for 25 December and seven other days chosen for the next financial year by the officer before 31 January. Cancellation with fewer than 15 days' notice should require the authority of an Assistant Chief Constable.
- Recommendation 11 – Police officers on mutual aid service should be paid for the hours they are required to work each day, plus travelling time to and from the place of duty. Where those hours coincide with the unsocial hours period, or the duty has been required at short notice and they are eligible for the new overtime rates, the officer should be paid at the applicable premium rates.
- Recommendation 12 – The definition of 'proper accommodation' should be revised to describe a single occupancy room with use of en suite bathroom facilities. Where such accommodation is not provided, the officer should receive a payment of £30 per night. The current definition of 'higher standard accommodation' should be removed and not replaced.
- Recommendation 13 – Officers held in reserve on a day and who have not been paid for any mutual aid tour of duty that day, should receive the on-call allowance of £15 for that day.
- Recommendation 20 – Police officers and all members of police staff below the top of their pay scale should be suspended at that increment for a two-year period commencing September 2011.
- Recommendation 25 – The chief officer bonus scheme should be suspended for a two-year period commencing September 2011.
- Recommendation 27 – The bonus scheme for superintendents and chief superintendents should be suspended for a two-year period commencing September 2011.
- Recommendation 29 – Competence Related Threshold Payments should be abolished from 31 August 2011 and all outstanding CRTTP payments up to that date should be paid on a pro-rated basis.
- Recommendation 33 – Special Priority Payments should be abolished from 31 August 2011 and all outstanding SPPs up to that date should be paid on a pro-rated basis.
- Recommendation 34 – An interim Expertise and Professional Accreditation Allowance of £1,200 per annum should be introduced from September 2011 for officers meeting the skills or length of service criteria in the four stated priority functions. It should be paid monthly and pro-rated where an officer works part-time. It should be removed when an officer leaves the qualifying role.
- Recommendation 43 – The replacement allowance for housing should remain. However, the amount an officer receives

Police Negotiating Board

should not increase from 31 August 2011 with changes in personal circumstances, such as promotion. The existing framework, by which the amount an officer receives reduces when he lives with another officer also receiving the allowance, should remain.

- Recommendation 44 – A national on-call allowance for the Federated ranks should be introduced from September 2011. The amount of the allowance should be £15 for each occasion of on-call after the officer in question has undertaken 12 on-call sessions in the year beginning on 1 September. An on-call occasion should be defined as the requirement to be on-call within any 24-hour period related to the start-of-the-police-day.
- Recommendation 45 – The national on-call allowance should be reviewed by the Police Negotiating Board three years after its introduction in the context of better management data.
- Recommendation 59 – Regulation 5(4) of the Police Regulations 2003 should be amended so that an officer giving written notice to return from part-time to full-time working, must be appointed by the Police Authority within two months if the force has a suitable vacancy, and within four months of the notice being received.

The Police Arbitration Tribunal hearing took place on 8 and 22 November 2011. The PAT award was received on 9 January 2012. In accordance with the PNB's constitution the decision of the PAT is regarded as a PNB agreement and therefore a recommendation to the Home Secretary. Staff Side has accepted the decision of the PAT and has asked the Home Secretary to honour the decision of the PAT award.

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:

PNB Agreement on Maternity Leave –

Reckoning of Service

The Sex Discrimination Act 1975 (Amendment) Regulations 2008 provided 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 10/14 and ratified by Home Office circular 2/2011. Draft amendment regulations were received from the Home Office and Staff Side provided comments on 27 June 2011, however, the amendment regulations have yet to be published.

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 and ratified by Home Office circular 1/2011. Staff Side provided comments on a draft determination on 27 June 2011, however, the determination has not yet been published.

PNB Agreement on Adoption Leave

PNB circular 06/5 and Home Office circular 1/2007 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 was not translated entirely into determinations. Staff Side provided comments on a draft revised

Police Negotiating Board

determination on 27 June 2011 but this has not yet been published.

Wade v North Yorkshire Police Authority

PFEW successfully supported an officer in a case that clarified the rules concerning the start date of Statutory Maternity Pay (SMP). The Upper Tribunal (Tax and Chancery Chamber) ruled that the SMP (General) Regulations permit a woman to choose a start date for her SMP that is later than the date on which she ceases work before the birth, provided that she has given her employer the required notice of the start date for the SMP. This means that a woman officer can start her police maternity leave early and claim her SMP from a later date so as to maximise the period of maternity leave during which she is paid police maternity pay and SMP.

Staff Side wrote to the Official Side on 23 March 2011 with a proposed form of wording for a PNB circular. At the PNB meeting in July 2011 the Official Side said that they were not minded to issue joint guidance to forces on this issue. They suggested that as part of joint discussions there was potential to consider whether maternity arrangements could be made clearer as part of a wider debate on maternity. The Sides agreed to remove this item from the agenda.

JBB circular 11/2011 was issued to Branch Boards informing them of the outcome of the case.

Additional Paternity Leave

The Additional Paternity Leave Regulations 2010 came into force on 6 April 2010 but only had effect in relation to children whose expected week of birth (or matching for adoption) begun on or after 3 April 2011. Under the regulations fathers or partners of mothers or adopters will be entitled up to six months additional paternity leave provided the mother or main adopter has returned to work thus giving parents the option of dividing a period of paid leave entitlement

between them. The PNB has agreed that police officers should also benefit from the facility to take additional paternity leave.

This agreement was detailed in PNB circular 11/4. This agreement requires ratification by Home Office circular and amendment to police regulations and determinations.

Data – average length of service by gender

The working party is in the process of collecting data on the average length of service of those officers who left the service, broken down by gender. It is hoped that this will help the Sides gain a deeper understanding of any gender differences that may exist.

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. The working party has begun to discuss part time and flexible working in the police service and agreed to set up a technical working group to make further progress. The technical working group is scheduled to meet on 1 and 7 February and 14 March 2012.

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 will be discussed within the technical working group.

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

Police Negotiating Board

that for a day of annual leave within a period of annual leave. This item will be discussed within the technical working group.

Inspectors and Above Who Work Part-Time

The Court Judgement in the test case of *Clark v MPA* and the Commissioner of Police of the Metropolis was received in May 2011. The Court found that Inspectors who worked part time are entitled to be paid at their normal hourly rate for all hours actually worked and not just their normal hours of duty, in accordance with Regulation 24, Annex F, Part 11. Staff Side wrote to the Official Side on 26 May 2011 to ask that the Official Side now accept this long standing Staff Side claim and issue a PNB circular. It is hoped that agreement will finally be reached on this matter at the PNB meeting in January 2012.

In the meantime, JBB circular 22/2011 was issued and JBBs were asked to advise Inspectors and Chief Inspectors who work part time to submit claims to their HR department to be paid for any hours worked up a maximum of 40 hours in a week for which they have not been recompensed.

Equal Pay Audit

A report on the preliminary findings of the equal pay audit was submitted to PNB in January 2010. Staff Side has offered to refresh the report once the PNB pay and earning census 2011 has been completed.

Other matters that have been progressed through PNB include:

Acting Up and Temporary Promotion

Agreement was reached on an amendment to PNB circular 08/4 in respect to the qualifying period for acting up allowance for officers who work part time. This agreement was detailed in PNB circular 11/3. This agreement requires ratification by Home Office circular. However, this has not yet been published. Once received it is hoped that the revised determinations will be published.

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

South East allowance

PNB circular 11/1 has been issued. This agreement gives forces currently paying the South East allowance flexibility to pay up to £3,000 and £2,000 respectively (an increase of £1,000) with effect from 1 April 2011. The criteria for payment should be based on local recruitment and retention considerations. However, the circular was agreed by the Official Side on a majority basis and the Home Office has yet to indicate whether or not it will ratify the decision.

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. In January 2011 the Official Side indicated that they did not see the need for national guidance and the Sides agreed to remove this item from the agenda.

Housing Allowance – reduction when shared between couples

PNB circular 11/2 has been issued. It details that where two officers (where one is a Federated ranks officer and the other is a superintendent or above) receive a reduced housing allowance by reason of co-habitation, then either:

- (a) Each officer receive half of the allowance

Police Negotiating Board

of the higher rank officer

or

- (b) Either party (with the consent of the other) can elect to receive their full allowance with the other party receiving no allowance, during the period that they remain co-habiting or elect with consent to return to provision (a).

However, the circular was agreed by the Official Side on a majority basis and the Home Office has yet to indicate whether or not it will ratify the decision.

Mutual Aid/Held in Reserve

The Sides agreed to put this matter on hold pending the Winsor Review. No agreement was reached in respect to Winsor's recommendations covering mutual aid/held in reserve and these were referred to the Police Arbitration Tribunal.

On-Call

The Winsor Review recommended a £15 on-call allowance for England and Wales payable after an officer had undertaken 12 on-call sessions in the year from 1 September. At the pay and conditions working party meeting on 14 July 2011 Staff Side made a number of proposals on a without prejudice basis. In respect of on-call, the Staff Side said that they were content that no payment should be introduced until the second Winsor report was produced as this issue should be considered as part of the contribution an officer makes. At the working party meeting on 19 July 2011, the Official Side rejected the Staff Side's counter proposals in their entirety and the matter was referred to the Police Arbitration Tribunal.

SPPs

The Winsor Review recommended that SPPs should be abolished from 31 August 2011 and all outstanding SPPs up to that date paid on a pro-rated basis. At the pay and conditions working party meeting on 14 July 2011 Staff Side made a number of proposals on a without prejudice basis. In respect of SPPs, Staff Side proposed the temporary suspension of the SPP scheme for a period of

three years. At the pay and conditions working party meeting on 19 July 2011, the Official Side rejected the Staff Side's proposals in their entirety and the matter was referred to the Police Arbitration Tribunal.

Motor Vehicle Allowance

The Winsor Review recommended that the link between the Motor Vehicle Allowance for police officers and that for local authorities should be re-established from September 2011. This was agreed in principle on 26 July 2011. However, it was noted that further work might be necessary to clarify the details. Following the PNB meeting on 26 July 2011 this recommendation was put to the Home Secretary for consideration along with the eventual award of the Police Arbitration Tribunal.

Pay on Promotion

Despite reaching agreement in 2008 on the introduction of a £450 per annum guaranteed minimum increase in salary on promotion we are still awaiting revised determinations to be published. Details were promulgated in PNB circular 08/3 and ratified by Home Office circular 18/2008. Staff Side also provided detailed comments on the draft determinations.

Housing Emoluments

Despite reaching agreement in 2008, that officers who rejoin the police service following medical retirements and obligatory reviews should retain their entitlement to housing allowance, revised Regulations have not yet been published. The agreement was detailed in PNB circular 08/7 and ratified by Home Office circular 22/2008. In January 2010 Staff Side provided comments on the draft Police (Amendment) Regulations 2009.

SOCA Reckonable Service

This matter has also been agreed for some time. PNB 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 Negotiating Board

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 technical working group agreed to proceed with the full Earnings Census to replace the sample survey approach of previous years. The Census went out to forces in September 2011 and it is

anticipated that tables will be available in early 2012.

Managing PNB business in transition to Police and Crime Commissioners

In October 2011 the PNB Independent Chair prepared a paper looking at the constitutional position and how PNB business might be handled during the period following the abolition of police authorities and the election of Police and Crime Commissioners in November 2012. The PNB is considering these issues.

Pensions

Independent Public Service Pensions Commission (“Hutton Review”)

The Independent Public Service Pensions Commission, chaired by Lord Hutton, recommended both short and long-term reform of public service pensions. In respect of police pensions:

i) Increase in member contribution rates

Following on from Lord Hutton’s interim report, the Government’s 2010 Comprehensive Spending review stated its intention to implement progressive changes to the level of member contributions, to be phased in from April 2012. On 29 July the Home Secretary wrote to Staff Side with proposals for increasing police pension contribution rates in April 2012, April 2013 and April 2014. Staff Side responded on 27 October outlining its concerns with the proposal. We now await a response from the Home Secretary.

ii) Longer-term reform

The Home Office awaits the recommendations arising from Part 2 of the Independent Review of Pay and Conditions of Service for Police Officers and Staff (the “Winsor Review”), in relation to issues such as normal pension age and career structure, before presenting PNB with proposals for the longer-term reform of police pensions. However, a technical working group meeting has been arranged for January 2012 for initial discussions on this matter.

Injury Awards

The Home Office continues to review its guidance on reviews of injury pensions contained within HOC 46/2004. Staff Side awaits sight of revised draft guidance.

Staff Side also awaits, for comment, revised draft regulations to introduce the PNB-agreed package of changes to police injury benefits.

Pensions Increase

In October Staff Side, together with colleagues from other representative organisations, challenged the Government’s

decision to uprate public service pensions by the Consumer Price Index (CPI) rather than the Retail Price Index (RPI), by means of judicial review. Disappointingly the challenge was unsuccessful. Staff Side will not appeal the decision.

Valuation of Police Pension Schemes

The valuation of both police pension schemes remains on hold as a result of the Hutton Review and the change to the discount rate used to set unfunded public service pension contributions.

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 remains on hold pending the outcomes of the Hutton and Winsor Reviews.

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 remains on hold, pending the outcomes of the Hutton and Winsor Reviews.

Pensions Forfeiture

The Home Office continues to review 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.

Adult Survivor Pensions and Cohabitation

The Home Office has drafted guidance on

Pensions

keeping a survivor's eligibility for a pension under review and will put the document to Ministers.

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 intends to draft regulations amending the 1987 Regulations once the new Police Injury Benefit Regulations have been drafted.

HM Treasury Consultation on the Discount Rate

Staff Side submitted its response to the consultation on 3 March. In the Budget on

23 March the Government announced a change to the discount rate from RPI plus 3.5% to a new rate of 3% above CPI for future valuations.

Restriction of Pensions Tax Relief

The Home Office issued information to pension administrators in April so that relevant information could be made available to those officers who could be affected by the changes to pensions' tax relief.

NEW ISSUES

Police Pension Scheme 1987 Commutation Factors

Commutation factors in the Police Pension Scheme 1987 were increased with effect from 20 April 2011.



Constables'
Central
Committee

Contents



Page 2	Foreword
Page 5	In Memoriam
Page 6	Central Committee Members
Page 10	Constables' Reserves
Page 11	Voluntary Funds: Trustees to the Constables' Fund; Bankers; Accountants & Auditors; Investment Advisers; Trustee to the Joint Funds; Trustees to Charities; CCC Meetings 2011; CBB Meetings 2011; CBB Circulars 2011
Page 12	Presentation Piece
Page 13	Central Office News
Page 14	Review of the Year 2011
Page 15	2011 Honours List
Page 16	Annual Conference 2011
Page 19	Central Office Bulletin



Paul Barker
General Secretary
Constables' Central Committee

Overview

Not a year passes by when we don't say "last year was a defining period for the service" or "last year was one of challenge and change." Unfortunately, history has now shown us that 2011 was no different from any of those previous years. To say that 2011 was busy for the Service would be an understatement from not only a political viewpoint but also from the point of view of the challenges both during and after August 2011 with the civil unrest that threatened to overwhelm the country. The period commencing with the start of the riots in August showed what we as a service can do in the face of adversity, a situation which was made more adversarial when you consider the unknown quantity of the results of the ongoing reviews that were taking place at that time. In the vanguard at this time, as usual, was the Constable, giving up their family time, their rest days, their annual leave at no notice to go into work to do what we do best as the frontline of policing – to protect life and property. Constables went to work at this time not knowing how long they would be away from home, whether they would be able to return home uninjured or even where they would be deployed to work. This uncertainty was also felt by the families of those Constables who were left at home, suffering the same uncertainties and insecurities.

We must not forget that many Constables worked excessively long shifts, some in excess of twenty hours, slept on the floor of a police station for an hour and then went back out on patrol. That is the type of dedication that the country receives from a Constable.

PNB/PAT/Winsor

It could be said that the early part of the year started badly with the looming sceptre of several ongoing reviews hanging over us, with

reviews and 'recommendations' from Tom Winsor into our pay and conditions of service, Peter Neyroud's Review of Leadership & Training and Lord Hutton's Independent Public Service Pensions Commission. Then just as we thought things could not get reviewed, reformed or analysed any more than they already were, we were presented with the Government's vision of a Professional Body for Policing and the replacement plans for the Police Authorities, the introduction of directly elected Police and Crime Commissioners.

By the time we got to December, we still had no definitive end in sight or result for Tom Winsor's Part 1 Report into our Terms and Conditions of Service, which as a result of a failure to agree being registered at PNB, was sent to the PAT for a ruling, no overarching clear plan for a Professional Body for Policing, no agreement with the Pension issues and a good deal of supposition and assumption over how the proposed Police and Crime Commissioners were to operate. Also, Tom Winsor's Part 2 report into our terms and conditions had still not been published, having been delayed with Home Office permission since August. Despite all this, Constables continued to provide frontline policing in our communities.

The Future

In the face of increasing demands upon the service in the coming year, we will have to cope with major events such as the Queen's Diamond Jubilee Celebrations, The Olympics and Para-Olympic games, annual events and carnivals, the football season and any other number of sporting events throughout the country, all of which will require policing by Constables. What will be different from events that took place in previous years? The short answer is fewer Police Constables. We are expected to provide the same service and even arguably do more with less. Recruitment has been all but frozen across the country and, in the interest of fiscal efficiency, during the course of the year many forces applied Regulation A19 of the Police Pension Regulations to compulsorily retire Police Officers at the point when they achieve pensionable retirement age. Consequently, as

Foreword



well as there being no recruitment, all the experience is leaving at the other end of the scale.

A point that must also be made is that the Government have declared that they wish to see 16,000 fewer Police Officers on the streets of this country by 2015 - coincidentally, that was the total of the extra number of Officers that were required to be called in from around the country to control the streets in London alone in mid-August. Where will those extra Officers come from if we face a similar situation in the future?

Lobbying

During the course of 2011 the CCC have been active on your behalf lobbying members of parliament and other associated decision makers with regards to ensuring that our case remains in the forefront of people's minds. To this end, at varying points throughout the year we have engaged the services of differing public relations companies to facilitate access to meetings with these individuals.

Accordingly, we have held events in the House of Commons and on more than one occasion in the House of Lords as well as meeting with MPs on a one-to-one basis. At one event the attendance was secured of the Home Secretary, the Police Minister and Baroness Harris of Richmond, (who will be working on the Independent Commission on the Future of Policing that will be taking place in 2012). Also attending were other MPs and members of the Home Affairs Select Committee. This lobbying is in addition to the lobbying that individual members of the CCC have been undertaking with their own constituency members of parliament in the same way as other members of the Federation nationally have also been meeting with theirs.

CCC Changes

There have also been changes within the CCC over the last twelve months, with the retirements of Paul Lewis from 7 Region and Neil Hickey from 8 Region. I personally am grateful for their advice and wise words over the years I worked with them and for their unerring and constant support for the role of

the Constable. Zac Mader and Rick Nelson have replaced Paul and Neil on the Committee, hitting the ground running.

Equality

The sub-committee continues to pursue the aims of the Federation on issues of equality, fairness and diversity in the police service by representing our members in many areas, including training and updating equality leaders and equality advisors.

There were two ELO seminars held in 2011 and these were well attended with the delegates sharing best practice and views amongst themselves, as well as receiving updates on a wide variety of subjects. The content of the seminars has been informative, covering such issues as Equality Impact Assessments, Disability, Public Sector Equality Duty, Pensions, Family Leave and Flexible Working, ET Questionnaires.

The sub-committee submitted correspondence on various consultations including Public Sector Equality Duty – Reducing Bureaucracy, Strengthening Women's Voices in Government, Government Consultation on Modern Workplaces. It 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.

Health & Safety

The HSE issued in June an explanatory note to its 'Striking the balance between operational and health and safety duties in the police service' guidance in respect of heroic acts. This states that police officers should not be at risk of investigation or prosecution under health and safety legislation when engaged in the course of their duties if they have to put themselves at risk as a result of committing a heroic act.

Following the August riots the Metropolitan Police Federation received 8,500 responses to their members' survey looking at the health, safety and welfare of members. The report entitled 'Lessons from the front line' was



presented to the management board to influence future deployments especially with the Olympics on the horizon. West Midlands Federation also produced a report in response to the disorder experienced by their officers. The sub-committee then asked the rest of the country who were involved in the riots to participate in a survey as some of those deployed were on mutual aid. Some 1,400 surveys went out and the results will be reported on in early 2012.

Lessons were learned during the riots due to the different types of Tetra radios being used by mutual aid officers. The sub-committee continues to work with Airwave to resolve these issues through the Police User Group and Regional User Groups.

The inaugural meeting of the ACPO Lifesaving Advisory Group took place in November which will research and develop a Manual of Guidance for use by police officers attending water based incidents.

Legislation

The Police Reform and Social Responsibility Bill, which contains the provisions for the setting up of the Police and Crime Commissioners with the first elections taking place in November 2012, was passed. This will fundamentally change the dynamics of policing with the Commissioners setting financial and policing plans as well as having the power to hire and fire chief constables. The sub-committee will closely monitor the impact of this Bill on behalf of our members.

The other main impact of the passing of the Police Reform and Social Responsibility Bill is an overhaul of the Licensing Act which gives 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.

The Police Federation Roads Policing Group continues its work on behalf of road policing officers and responses have been made to all

proposed new roads policing legislation. 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 continues to go from strength to strength and at its annual seminar in 2011 held its inaugural detective awards which were supported by the Daily Telegraph and achieved its aim in highlighting the excellent and committed work of detectives throughout England and Wales.

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.

Operational Policing

2011 proved another challenging year in the field of operational policing, not only for the PFEW but for the Police service as a whole. The threat of terrorism is still high within the UK and is a consideration in all aspects of policing but last summer we saw unprecedented levels of violence directed towards officers throughout England & Wales. This required the largest movement of officers on mutual aid in our history.

Operation Kirkin in the Metropolitan required assistance from almost every force in the United Kingdom to bring order back to the streets of our capital, showing again that the dedication, professionalism and personal sacrifice of the officers whom we represent is beyond comparison. The Federation played an important role in the co-ordination of the policing response and the welfare of the officers involved as well as assisting in the preparation of many pre-planned and spontaneous events. We have shown that engagement at an early stage can alleviate many difficulties that arise and support not only officers on the ground but those in more senior roles where difficult decisions have to be made to ensure the safety of all police officers and staff too.



Following the August riots, the PFEW was asked by Sir Denis O'Connor to assist the HMIC with a review of public order policing; the Operational Policing sub group called an extraordinary meeting and with the assistance of officers from JBBs around the country a report was compiled making many recommendations. This report has also been given to the Home Affairs Select Committee for their consideration.

The 2012 Olympics is still a large part of the business of operational policing, and the Olympics working group have been involved in all areas of the Policing Plan. The PFEW have developed a deployment plan for Federation representatives and a request has been made of all JBBs to assist at specific times throughout the Olympic period with Federation cover. We hope that 2012 will be remembered for a world class sporting event and that despite the massive cuts to Police numbers we can continue to deliver a world class Police service to all the people of England & Wales and not just at the Olympic venues.

Professional Development

Peter Neyroud's review of all police leadership and training functions within England and Wales was published in April 2011. This was followed by a consultation exercise run by the Home Office ending in June 2011. The Police Federation responded robustly to the consultation and rejected Neyroud's recommendation that a Professional Body would improve the professionalism of the police service and, instead, suggested an alternative model built around the maintenance of standards and strong governance. We have since become aware that the Home Secretary would like to establish a Police Professional Body with effect from the end of 2012 at the latest and has asked the Police Minister to chair a working group to

take forward work in this area.

The High Potential Development Scheme (HPDS) 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'. 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 with some applicants seeing it as the only way to get promoted.

Professional Standards

This has been yet another busy year for the sub-committee with work being undertaken on revising and amending the Conduct and Performance Regulations and the Home Office Guidance (HOG) which sits alongside it. The changes are expected to come into force by November 2012 and this in turn will require extensive work on the Conduct and Performance Manuals for the use of conduct reps.

There has been an extensive revision of the training programmes, with a new Conduct and Performance Course and an Advocacy Course replacing the old intermediate and advanced courses in the second half of the year. Significant work has also been undertaken in two key fields of drug and alcohol testing and in the world of vetting, particularly in relation to re-vetting and financial vetting.

The work of the DLOs continues unabated and they remain the engine room of the Federation, offering support and help to our members. They ensure the sub-committee remains focussed on relevant areas of work and concern and offer positive feedback and assistance. The two seminars held this year were well attended and the feedback positive.

In Memoriam

Constable Mark Goodlad of West Yorkshire Police
Constable Heather Cooper of Surrey Police

Central Committee



Julie Nesbit
Reserved Seat –
South Yorkshire
Chairman

Julie became the Constables' Central Committee Chairman on 2 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!



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

Paul became the Constables' Representative for No. 1 Region in May 2008 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 and currently sits as a member of the PNB and PAB. He is also a trustee of the Northern Police Charities and the Police Dependants' Trust, two organisations which seek to support both serving and retired officers in times of welfare needs where physical or financial needs require addressing.

Central Committee



Will Riches
No. 8 Region –
Metropolitan
Vice Chairman

Joining the Metropolitan Police in 1995 Will served on the London boroughs of Redbridge and

Hackney working in response, investigation, public order and neighbourhood policing.

Will became a Fed rep in 2001 and soon became the Constables' Branch Board representative for Hackney borough; in 2008 he was elected onto the Metropolitan Joint Executive Committee.

In 2009 he was elected Constables' Representative for No. 8 Region and in May 2011 was elected as Vice Chairman on the Constables' Central Committee.

He has IOSH and NEBOSH qualifications assisting with his role as a member of the Health and Safety sub-committee.

A passionate and vocal member of the JCC, Will also relishes his role as Chairman of the Operational Policing sub-committee which enables him to be actively involved in representing the views of police officers across England and Wales.



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 and the Olympics Working Group as well as a member of Equality and Professional Development. Paul represents the JCC on the PAB NRS working group and PAB working group on fitness testing.

Central Committee



Stephen 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 (Deputy Secretary) 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 is now Chairman of the Futures Group, Specials Working Group and Web & App Working Group and sits on the JCC Conference Arrangements group. He is also involved in representing the organisation in the media. Simon was appointed JCC Vice Chairman in May 2008.

Central Committee



Andy Dumbiotis

No. 6 Region –
Devon & Cornwall

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 and Legislation sub-committees of the JCC.

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



Zac Mader

No. 7 Region – South
Wales

Zac has been a serving police officer with South Wales Police since 1999 where he worked in Cardiff as a response

officer. He then tutored student officers and finally worked in the Investigation support unit as an interviewing officer.

He became a Federation work-placed representative in 2004 before being elected as a Federation rep in 2005 when he dealt with discipline matters, equality and



Rick Nelson

No. 8 Region –
Metropolitan

Rick joined the Met in April 1982 and was initially posted to Paddington Green, serving on different areas of

policing including Public Order & Vice. He joined the Territorial Support Group in 1986 where his duties included public order and surveillance.

In 1989 Rick joined the Dog Section unit where he worked in all disciplines of dog support including firearms support, explosive search & narcotic & firearm recovery. He became a Fed rep in 1999 and after a short time became the Constables' Branch Board rep for the Operational Support Command. He also served as trustee to the branch board and was a member of the JEC.

Rick was appointed No 8 Region Constables' Representative on the CCC in May 2011 and now sits on the JCC Legislation, Operational Policing & Professional Development sub-committees and represents the CCC on the Police Professional Body Project Board.

diversity issues, fairness at work and the welfare of colleagues. He was Secretary of South Wales Constables' Branch Board and JBB Vice Chairman before being elected as No 7 Region Constables' Representative in May 2011.

Zac currently attends the Professional Standards, Health & Safety, Operational Policing and Legislation sub-committees. As No 7 Region Constables' Representative Zac attends a number of meetings at the Welsh Assembly and acts as link between the four forces of Wales and the PFEW. He also assists a number of the police forces in Wales in regional collaboration work streams.

Constables' Reserves



No. 1 Region	1	Gary Davies	(GMP)
	2	Bernie McGeough	(Cumbria)
	3	Steve Fletcher	(Merseyside)
No. 2 Region	1	Darren Liddemore	(West Yorkshire)
	2	Steve Matthews	(Cleveland)
	3	Gene Healey	(Northumbria)
No. 3 Region	1	Bryan Higgins	(West Midlands)
	2	Jayne Willetts	(West Mercia)
	3	Marc Quinn	(Warwickshire)
No. 4 Region	1	Ian Godfrey	(Derbyshire)
	2	Mark Hills	(Cambridgeshire)
	3	Mick Taylor	(Nottinghamshire)
No. 5 Region	1	John Apter	(Hampshire)
	2	Karen Stephens	(Hertfordshire)
	3	Mark Smith	(Essex)
No. 6 Region	1	Alex Duncan	(Avon and Somerset)
	2	Dave James	(Devon and Cornwall)
	3	Nick Jones	(Dorset)
No. 7 Region	1	Jeff Mapps	(Gwent)
	2	Richard Eccles	(North Wales)
	3	Paul Havard	(Dyfed-Powys)
No. 8 Region	1	Kevin Walsh	(Metropolitan)
	2	Ken Marsh	(Metropolitan)
	3	Harry Player	(City of London)
Reserved Seat	1	Sue Lowley	(No. 3 Region)
	2	Fiona Douglas-Mullett	(No. 5 Region)
	3	Andrea Thompson Taylor	(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 2011 are published within the Police Federation of England and Wales Statement of Accounts for 2011.

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 2011 as follows:

22 February
12 April
19 July
22 November

The reserves to the Trustees are:

1st reserve	Paul Deeley (West Midlands)
2nd reserve	Paul Deller (Metropolitan)
3rd reserve	is vacant

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 reserves to the Trustee are:

1st reserve	Stuart Chadderton (West Midlands)
2nd reserve	Jonathan Nott (West Midlands)
3rd reserve	Paul Deller (Metropolitan)

Trustees to Charities Members from the rank of Constable are:

Northern Police Convalescent and Treatment Centre

Paul Barker	Greater Manchester
Nigel Day	North Yorkshire

Police Rehabilitation Centre, Goring

Tony Laud	Cambridgeshire
Will Riches	Metropolitan

Gurney Fund

John Apter	Hampshire
Graham Riley	Gloucestershire

CCC Meetings 2011

The Constables' Central Committee held a total of seven meetings during 2011. The dates and venues were:

25 January	Leatherhead
22 March	Leatherhead
20 May	Bournemouth
28 June	Leatherhead
6 September	Leatherhead
31 October	Leatherhead
29 November	Leatherhead

CBB Chairs & Secretaries' Meetings 2011

1/2 March	Swindon
13/14 September	Stoke-on-Trent

CBB Secretaries Meetings 2011

7 February	Leatherhead
29/30 November	Leatherhead

CBB Circulars

The following CBB Circulars were issued during 2011:

01/2011 – CBB Chairs & Secretaries meeting
02/2011 – CBB Secretaries meeting
03/2011 – Nick Herbert speech
04/2011 – Elections
05/2011 – Elections
06/2011 – HMIC Report
07/2011 – CBB Chairs & Secretaries meeting
08/2011 – CCC Press Statement
09/2011 – Constables' CAC Elections
10/2011 – Statement on CCC Finance
11/2011 – CBB Secretaries meeting
12/2011 – Request for Information
13/2011 – Independent Police Commission

Presentation Piece



Constables' Presentation Piece

The Constables' figurine was awarded to Neil Hickey and Paul Lewis in recognition of their services to the Constables' Central Committee.



Neil Hickey

Neil joined the CCC as No. 8 Region representative in March 2007 where he served until his retirement from the service in June 2011.

During his time on the CCC Neil had been a member of the Operational Policing sub-committee where he led for the organisation at the ACPO TAM group.

He was the Chairman of the Equality sub-committee and Chairman of the Health and Safety sub-committee. There can be no doubt that he was energetic and enthusiastic about both the chairmen's roles he performed, sharing his knowledge with JBB leaders in both fields of work which are complex areas in policing.

Neil also served as the Deputy General Secretary of the CCC for 12 months, where he ensured members' claims were efficiently progressed.

During CCC meetings Neil always ensured that the views and opinions of his members in London were shared with and considered by the Committee.



Paul Lewis

Paul had been the No. 7 Region Representative on the CCC since January 2003 and sat upon that Committee until his retirement from the service in May 2011.

Following his appointment to the CCC in 2004, Paul became the Secretary of the Health and Safety sub-committee. During this period he led for the organisation in the field of Health and Safety and was instrumental in the Lord Young Inquiry in 2010 where the legislation in relation to Health and Safety for police officers was preserved. There is no doubt that Paul was passionate in his desire to keep Health and Safety at the forefront of officers' terms and conditions.

Paul became Vice Chairman of the CCC in January 2007 and in February 2009 also served as the Chairman of the CCC until December 2010. During this period Paul led the CCC through some difficult times yet still maintained his passion and drive within the field of Health and Safety.



Constables' Figurine



Constables' Central Committee Staff

(left to right)

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

Members' Thanks

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

Sports injury (Greater Manchester Police)(1)

"Whilst playing netball in a police station gym and following a fall I suffered arm and shoulder injuries. My claim was dealt with efficiently and speedily and an agreement was reached for compensation. I would like to express my gratitude and thanks for the Federation's support and can only say how professional and caring everyone has been."

Pedal cycle injury (Northumbria) (2)

"I was knocked off my cycle on the way home from work and I would like to pass on my gratitude for the support received in relation to my claim. It is a relief to know we have the support of the Police Federation. This support removed the stress of any financial undertaking involved in progressing the case to its conclusion."

Injury during training (West Mercia) (3)

"I suffered a serious injury in my elbow during an officer safety training course which resulted in an operation and just over six months off work. I wanted to write and thank you for your help, support and guidance in bringing my claim to a successful conclusion."

Personal injury claim (Suffolk) (4)

"The circumstances in which I sustained the injury could and should have been avoided had the force taken a few sensible precautions. I was not the only member of the organisation to have suffered with this type of injury through the same exercise. I am therefore grateful for the financial support through to a successful conclusion and please pass on my thanks to all involved with the administration of funding."

Medical retirement claim (Avon & Somerset) (6)

"Would you please be so kind as to pass on my grateful thanks to the Constables' Central Committee for the financial support provided by the Federation in the pursual of my injuries claim that resulted in my medical retirement. The claim has now been concluded and the support obviously relieved additional financial stress I would otherwise have incurred."

RTA (Metropolitan) (8)

"I was in an RTA as a passenger whilst responding to an emergency call and received whiplash injuries after our car was hit from the side, almost overturning. I have made a full recovery and appreciate the help of the Police Federation, their advice and funding in helping me attain compensation for what happened. In the difficult times ahead for police constables through funding cuts and reforms, every penny helps."

Review of the Year 2011



Professor Bob Elliott

Constables' Central
Committee Advisor



Last year I warned that 2011 was going to be a bleak year on the economic front; it turned out to be much worse than I had predicted. The performance of the UK economy during 2011 can be summarised in three sets of statistics; those on growth, public finances and inflation. In November 2010 the Office for Budget Responsibility (OBR) forecast that the economy would grow by 2.1% in 2011, in March 2011 they revised the forecast down to 1.7% and in November 2011 down again to just 0.9%. The GDP statistics for the final quarter of 2011 are due to be published in late January and will confirm that the UK economy grew by less than 1% in 2011. At the end of 2011 UK national income will still be nearly 4% lower than it was four years ago.

Because the economy grew much more slowly than was expected, government income grew less than forecast and the improvement in public sector finances was less than expected. In November 2010 the OBR expected Public Sector Net Borrowing (PSNB) to fall from 11.1 per cent of GDP in 2009-10 to 1.0 per cent of GDP in 2015-16. In March 2011 it revised upwards the forecast for PSNB to 1.5 per cent of GDP (£29 billion) by 2015-16 and in November 2011 it revised it up again to 2.9 per cent of GDP (£53 billion) by 2015-16. Because government income over the next four years is now forecast to be lower than initially expected, in his 2011 autumn statement the Chancellor announced a further round of spending cuts. The squeeze on public spending is to continue beyond the period initially announced.

The economy faces some very serious challenges over the months ahead. The sovereign debt crises - the Eurozone crises - and the related problems of bank solvency

and low growth in the Eurozone area are affecting adversely our major export markets. However, our problems are largely self-inflicted. Weak domestic demand is the major reason our economy is growing so slowly. Weak demand is due to the government cutting public expenditure too far and too fast and the Bank of England failing to control inflation.

In November 2010 the OBR forecast that inflation on the RPI measure would be 3.4% by the fourth quarter of 2011. RPI inflation in October and November 2011 was running at an average of 5.3%. High inflation means falling real incomes and this is eroding consumers' ability and willingness to spend. Weak consumer demand also reduces businesses' willingness to invest which is a further contributor to weak domestic demand.

Against this backdrop it is unsurprising that the prospects for 2012 are very poor. The OBR forecast growth in 2012 of just 0.7%; less than growth this year. While 2010 saw a mild bounce-back from the longest and deepest recession since the war, in 2011 the recovery stuttered and in 2012 it is possible recovery will halt. Some very reputable economic forecasters, such as the National Institute for Social and Economic Research, are forecasting a mild recession, two periods of negative growth, in the first half of 2012.

The government's economic strategy was laid out in the October 2010 Comprehensive Spending Review (CSR) in which it detailed the planned cuts in government expenditure. This included a reduction in the central government contribution to police spending of 20% in real terms. The government intends that some of the cuts in spending on the police will be achieved by implementing the recommendations of the Winsor Review. 2011 saw publication of Part 1 of the Winsor Review into Police Pay and Conditions. Part 1 seeks to achieve 'short-term improvements to the service' while taking nearly half a billion out of police pay in the first three years following implementation. The savings

Review of the Year 2011



are to be achieved by abolishing incremental progression, scrapping SPPs and CRTPs and cutting overtime premia; let us examine each of these in turn.

If incremental pay progression is abolished just under half of all constables will lose out. The sums involved are substantial, for example two years loss of incremental progression for a constable on completion of training will mean a cumulative loss of pay of £4,695. Abolition of CRTPs will mean around 45% of all constables lose £1,212 of pensionable pay per annum while abolition of SPPs will mean that around 40% of constables are likely to lose an average of £1,203. Winsor also proposes to cut the premia for working casual overtime and working on a rostered rest-day. He proposes the former be reduced from time and third to plain time and the latter from double time to time and half. Over 80% of all constables are likely to be affected by the former and to lose an average of over £400 p.a. while the latter will likely affect 65% constables and result in

average losses of over £250 p.a. The vast majority of police women and men will be affected by several of the above which will result in substantial reductions in pay.

In addition to the reductions proposed by Winsor the government has frozen police salaries for two years. At a time of high inflation this means a substantial reduction in real pay. The 2011 CSR announced this will be followed by a 1% cap on average pay rises in each of the following two years. It is clear that as well as the reductions resulting from Winsor the real take-home pay of police officers will be further eroded by inflation over four years.

This then is the grim backdrop against which negotiations over implementing the recommendations of the Winsor Review are taking place. Negotiations have begun but have not yet reached conclusion. It is difficult to see how Federation negotiators can readily agree what Winsor proposes.

2011 Honours List

The following constables of England & Wales received honours:

New Year's Honours 2011

MBE

Nobby Jutla	Hertfordshire
Peter Knowles	Bedfordshire
Jayne-Marie Richards	Hertfordshire

QPM

Ivor MacGregor	Metropolitan
Christine Wilson-Law	Sussex

Queen's Birthday Honours 2011

MBE

Louis Hylton	West Mercia
--------------	-------------

QPM

Albert Storey	Greater Manchester
---------------	--------------------

Annual Conference 2011



Constables' Comments

Nicholas Owen facilitated the Constables' Comments session. Members of the panel were the Rt Hon Nick Herbert MP, Minister of State for Policing; Bernard Hogan-Howe, HMI, Her Majesty's Inspectorate of Constabulary; Prof Roger Seifert, Professor of Industrial Relations & HR Management, University of Wolverhampton Business School; and Julie Nesbit, Chairman of the CCC. Questions on topical policing issues were accepted from the floor.

Elections

Constables' Central Committee

The following Central Committee members were proposed, seconded and returned unopposed:

No. 1 Region	Paul Barker Greater Manchester
No. 2 Region	Stephen Smith Durham
No. 3 Region	Wayne McManus Staffordshire
No. 4 Region	Paul Davis Cambridgeshire
No. 5 Region	Simon Reed Bedfordshire
No. 6 Region	Andy Dumbiotis Devon & Cornwall
No. 7 Region	Zac Mader South Wales
No. 8 Region	Will Riches Metropolitan
No. 8 Region	Rick Nelson Metropolitan
Reserved Seat	Julie Nesbit South Yorkshire

Reserves to Regional Positions

The following elections were contested and these candidates were successful:

1st reserve to No. 5 Region – John Apter (Hampshire)
2nd reserve to No. 5 Region – Karen Stephens (Hertfordshire)
3rd reserve to No. 5 Region – Mark Smith (Essex)

Trustee to the Constables' Central Committee Fund

Mick Buyers (Northumbria) was elected.

Reserve Trustees to the Constables' Central Committee Fund

Paul Deeley (West Midlands) was elected 1st reserve.

Paul Deller (Metropolitan) was elected 2nd reserve.

The 3rd reserve position remains vacant.

Reserve Trustees to the Joint Central Committee Fund

Jonathan Nott (West Midlands) was elected 2nd reserve.

Paul Deller (Metropolitan) was elected as 3rd reserve.

Member of the Constables' CAC (Provincial Forces)

Stuart Chadderton (West Midlands) was elected.

Reserves to the Constables' Conference Arrangements Committee (Provincial Forces)

John Williams (West Midlands) was elected 1st reserve.

The 2nd and 3rd reserve positions remain vacant.

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 2010 together with verbal reports as may be necessary to ensure the delegates be informed of the up-to-date position." *Carried*

Annual Conference 2011



Motion 4 – Motion Debated at Conference

Metropolitan

“That this Conference directs the CCC that any motion or amended motion passed by the delegates at the Police Federation of England & Wales AGM at Conference is binding on the CCC and cannot be amended except by a further motion passed at a future AGM of the Police Federation of England & Wales Conference.”

Lost

Motion 5 – Motion Accepted Prior to Conference

Metropolitan

“That this Conference directs the CCC that any proposed motion or amended motion accepted by the CCC prior to the Police Federation of England & Wales AGM at Conference is binding on the CCC and cannot be amended except by a further motion passed at a future AGM of the Police Federation of England & Wales Conference.”

Lost

Motion 7 – CCC Honoraria West Midlands

“That this Conference instructs the Constables’ Central Committee to cease the payment of any enhanced salaries to principal officers of the CCC which are paid for from members’ subscriptions forthwith”.

Lost

Motions Withdrawn

Motion 6 – CCC Honoraria

This motion was withdrawn by the sponsoring board prior to Conference.

Motion 8 – CCC Honoraria

As motion 7 had been lost this motion was withdrawn by the sponsoring board.

The General Secretary’s Annual Report for 2010 and the Chairman’s Address to Conference have been circulated, along with the Conference minutes, to Branch Boards.



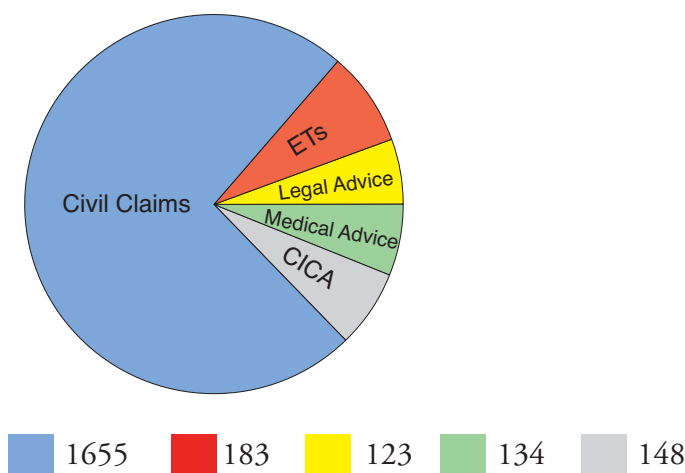
Constables’ Central Committee (left to right)

Will Riches, Simon Reed, Andy Dumbiotis, Paul Barker, Julie Nesbit, Steve Smith, Rick Nelson, Zac Mader, Wayne McManus, Paul Davis

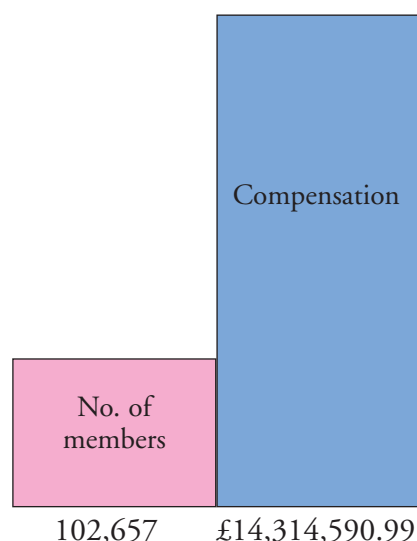




Our service to members



Number of claims opened by the CCC in 2011



During 2011 new proceedings were issued in 277 cases and 825 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 trend in relation to advice requests in respect of issues covered by employment tribunals has reversed from last year with numbers up by 32 on 2010 to a total of 183 cases for the year. However, this has not resulted in any increase in the costs for the year. In fact costs continue to reduce due to the introduction of the new e-billing system at the start of 2011 and the first full year of our in-house solicitor. This year has also seen a slight increase in the number of cases progressing to an employment 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 again 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 claims continued to rise for the year representing just over 51% of all advices in relation to employment tribunals. Almost half of the claims were in relation to issues of disability linked to members' injuries many of which were on duty. There were also a significant number of claims related to general discrimination. This is still an area that will continue to be monitored closely. Sex discrimination claims were slightly down on last year at 26% of all the claims. Race discrimination claims were slightly up on last year at 10% of all claims.

The number of civil claims has fallen dramatically for the second year running to 1660, down 144 on last year. This is of concern at a time when we hear on the news of a "claim culture" in the country. It would appear that many of our members' claims are being dealt with elsewhere either by claims farmers or via their own insurance



companies. This may well change in 2012 with the implementation of the Jackson reforms and the possible removal of referral fees and the change in the way success fees are calculated.

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 were updated in June 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

Contents



Page 2 – 6	Foreword
Page 7 – 9	Central Committee Members
Page 10	Committee Officers
Page 11 – 12	Police Federation Voluntary Funds
Page 12	2011 Honours List
Page 13	2011 Central Conference
Page 14 – 15	Central Committee Offices

Foreword



Adele Kirkwood
General Secretary
Sergeants' Central Committee

I take great pleasure in presenting the Annual Report 2011 on behalf of the Sergeants' Central Committee of the Police Federation of England and Wales.

Police Pay, Police Negotiating Board (PNB) and Pensions

Last year's Annual Report laid the foundations for much that has taken place this year in policing. It is regrettable that despite representations made to Government by the Sergeants' Central Committee through our input on the Staff Side of the PNB, the picture for police pay and conditions has not improved. The three-year pay deal ended in August 2011 and the emergency budget implemented as part of the Coalition agreement has seen the start of a two-year public sector pay freeze. With inflation currently running at over 5% many sergeants will find it increasingly difficult balancing their books.

The Coalition shows no signs of compromising on its planned reforms. Despite the Coalition name tag, all its policies are undeniably Conservative. Earlier this year we saw the Police Reform and Social Responsibility Bill passed into statute. Promises from the Liberal Democrats of an extra 3,000 officers and a 'pilot' scheme for Police and Crime Commissioners (PCC) appear to have mysteriously evaporated – with the first PCC elections now set for 15 November 2012. Since our Conference in May 2011, the Sergeants' Central Committee has voiced concerns about the introduction of PCCs. Our fear is that we will see greater direct and overt political interference in operational policing decisions.

The Hutton Review of public sector pensions has moved its way through the political process, and it is now clear that average salary pension schemes will be the future for public sector workers. It is also clear that police

officers will be expected to pay more towards their pensions on top of what were already the highest contributions of any public service worker. It is likely that sergeants will be paying over 14% of their pay packet into their pension pots without any increase in benefits. The Sergeants' Central Committee, as part of Staff Side of the PNB has taken every opportunity to robustly put forward our evidenced concerns. We currently await the outcome of the consultation process.

The Winsor Review recommendations on police pay, terms and conditions has caused consternation for the Sergeants' Central Committee, particularly the extremely tight negotiation timescales allowed for by the Home Secretary within the PNB process. The proposals have looked at every aspect of police terms and conditions, but not at all at their consequences. Despite the timescales we have highlighted the potential detrimental effects of the Winsor proposals and have fully participated in the PNB Working Group meetings.

At the time of writing this Annual Report we await the ruling of the Police Arbitration Tribunal on the Winsor Part 1 recommendations. This followed the failure to agree at the PNB meeting in July 2011. This failure came despite Staff Side having presented a strong fiscal argument that delivered savings from police pay equal to, if not greater than, those proposed by the Winsor Proposals, and giving a clear indication that we were willing to engage in further discussions to reform police pay and conditions of service. The failure to agree confirmed our concern that the Winsor Review Part 1 was not to alleviate the country's fiscal situation but about imposing a Conservative political ideology.

What we did learn from the Official side during 2011 is the lack of understanding and appreciation of the independent Office of Constable, the Oath we take and the qualities, attributes, determination and professionalism of police sergeants throughout England and Wales. We have found ourselves in the position of trying to preserve the traditions that make the British police service the envy of the world against an avalanche of proposed changes that may be suitable for private business, but not for providing a public



service. We believe the Government has forgotten its first duty; to protect its citizens from threats from without and within.

Performance pay, job evaluation and regional pay will be considered in Part 2 of the Winsor Review. We expect to be fully involved in PNB negotiating on these issues. We know that the police service is not ready for them in the short-term. Winsor said that he does not anticipate an appreciable increase in bureaucracy resulting from his recommendations. The Sergeants' Central Committee begs to differ. Winsor also does not believe that experienced officers will leave before their 30 years are over, even if they are demoralised - evidence thus far shows otherwise.

Despite the fact that HMIC identified that the Home Office could make a sustainable 12% cut to the central Government police budget, and maintain frontline delivery, the Government have pushed ahead with cuts of 20%. These cuts are frontloaded toward the first two years of the Parliament and combined with reductions in local government spending, the police service is now feeling the strain. Our fears for the future of the police service were confirmed in this year's HMIC report, *Adapting to Austerity*. The report showed that the cuts being implemented by the Coalition will turn the clock back at least a decade and we will see a reduction in police officers and staff numbers by over 34,000 by 2015. To put this in some kind of perspective, the proposed loss of 16,200 police officers is the equivalent of having no officers in Northumbria, Humberside, North, West and South Yorkshire. This will result in increased demands on sergeants already struggling to balance scarce resources against increasing demand.

The Report also acknowledges that protecting the front line will be difficult;

"Looking ahead, maintaining the planned level of protection to frontline operational numbers of the workforce will be challenging... especially over the next 18 months".

This was born out during the August 2011 riots where police resources were stretched to

the limit. Despite a very successful mutual aid operation the service was at breaking point and some tough questions now have to be asked on how the service expects to cope with future disorder once numbers have fallen.

All these questions will frame the Sergeants' Central Committee's on-going discussions with Government, other key stakeholders and within our own organisation over the coming year. In the meantime, the service continues to prepare for this country's biggest ever logistical challenge, The London Olympic Games.

HMIC Report 'Leading from the Frontline'

The 'Leading from the Frontline' Report identified the distinct contribution and added value that the rank of sergeant brings to the police service. It focused on the frontline delivery of operational policing and the key position that sergeants occupy in the structure of police service management. It addressed fundamental issues regarding the role of sergeant, stating that it is essential for the police service to clarify the role requirements; set a clear direction; implement measures to provide sergeants with the appropriate skills and training, and provide them with the necessary leadership skills which the rank both requires and desires. The Sergeant rank is the linchpin of the service.

The Sergeants' Central Committee felt this Report was so fundamental to our core values that continued support for the HMIC recommendations was essential. As you know, the Critical Incident Training programme had been rolled out, but it was not mandatory. Work on a national PDR system and the NPPF continue. However, it has to be said that despite every effort, progress has been fairly slow and even though the above work streams have made some progress, there have and continue to be, issues around what should be mandatory and how compliance can be achieved.

It is therefore extremely disappointing to report that three years since the publication of 'Leading from the Frontline' and despite the hard work of your Committee, it has proved very difficult to progress the remaining recommendations; in particular acting duties and training for new to role sergeants. The key stakeholders, NPIA, ACPO and the APA



have had neither the appetite nor financial support to implement these remaining recommendations. It is also true to say that HMIC has moved on following the publishing of Reports such as 'Adapting to Austerity' in July 2011; 'Age of Austerity' in July 2010; and in October 2010 'Police Governance in Austerity'. A clear message from HMIC that Forces should focus on austerity and budget cutting as opposed to supporting the sergeant rank as outlined in their Report.

The ACPO and the Sergeants' Central Committee representatives had both stated a desire for HMIC to create an overarching Steering Group to bring together the various work streams, and to ensure that the outstanding recommendations were progressed, but this has not come to fruition. Despite these setbacks the Sergeants Central Committee reported in the 2010 Annual Report that they had decided to adopt an alternative approach, and used the 'Leading from the Frontline' recommendations to feed into the Neyroud Review on Police Leadership and Training.

The Sergeants' Central Committee was assured that their submission would be considered. When the Neyroud Review consultation reported in April 2011 it stated; *'The most significant gap that the research has thrown up is the lack of emphasis on front line leadership'*. This point was taken directly from the 'Leading from the Frontline' Report. Neyroud went on to state that the studies he had considered suggested; *'that frontline leaders often need to provide clear direction, but within a supportive framework'*. This is again a direct reference to 'Leading from the Frontline'.

Clearly the Neyroud Review took on board some of the ethos of 'Leading from the Frontline', and PFEW subsequently stated in its submission to Neyroud that;

'It should not be forgotten that ACPO has already been tasked with addressing problems with leadership in the police service by HMIC in its 2008 thematic inspection "Leading from the Frontline". ACPO has had three years to act on the recommendations in the HMIC report and progress has been minimal.'

At the time of writing the Annual Report 2011, the goal posts have moved yet again. The responses to the Neyroud Review consultation, although submitted in June 2011, have to date not been published and therefore it does now appear that HMIC, ACPO, APA and NPJA have chosen to consign the most important and valuable piece of research work into the Sergeant rank to one of their many dusty shelves, a disgraceful act if ever there was one.

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

The National Police Promotion Framework (NPPF) has continued to be the focus of a considerable amount of attention during 2011. The purpose of the work-based assessment trials was to evaluate the use of work-based assessment in the promotion process, and to assess the validity, reliability and fairness of the process as a means of replacing OSPRE Part II. You may recall that following consultation in 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 Examinations Board (PPEB) were informed of our concerns, and that we lacked confidence that the trial could deliver sustainable national standards.

In the March 2009 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 taking part. This was later endorsed by the Police Minister. The new trial commenced 1 April 2009 and continued to run until 31 March 2011. At the conclusion, an evaluation report was tabled at the May 2011 PPEB, and a recommendation made to the Police Minister on the way forward.

That submission was sent to the Police Minister with the PPEB's decision in June 2011. We are still waiting on an official



response. The report is still under a 'PPEB restricted 'embargo', which will be lifted once the Police Minister's decision has been communicated to the Chair of the PPEB. The report and its annexes will then be made publically available via the National Police Improvement Agency (NPIA) website.

Forces have continued to work towards their interim and confirmed licences at a time when very few promotions are taking place. In addition, the Government intends phasing out the NPIA by the end of 2012. As the NPIA moves towards transition it is still not known where the various parts of the NPIA (who service the PPEB and its products), will be located.

Core Leadership Programme

The ACPO representatives within the Core Leadership Programme (CLP) have written to all Chief Officers advertising the programme and recommending that they adopt it as the training method for Sergeants and Inspectors. The programme includes the recommendations from the HMIC Report 'Leading from the frontline'.

A preliminary equality impact assessment has been carried out on the programme but it awaits a full assessment as to how the CLP links with promotion, particularly in light of the Neyroud Report. All the Sergeant modules are now available on the MLE on NCALT. The remaining modules (aimed primarily at Inspectors) were released in September 2011. The NPIA have also designed some hydra suite exercises to complement the critical incident module, together with some 'train the trainer' events. Forces are advised to look at the revised programme and see where it 'maps' into their own Sergeants and Inspectors development programmes, and whether the CLP standards have been met. NPIA are also conducting work into how CLP and NOS will link into whatever form the proposed Professional Body for policing takes.

As you are aware, in August 2010 the Home Secretary commissioned Peter Neyroud to undertake a fundamental review of all police leadership and training functions within England and Wales. The review was conducted over four months and was published in April 2011, followed by a three

month consultation exercise run by the Home Office ending in June 2011. The review contained 14 recommendations. The key themes were:

- The establishment of a Chartered Professional Body for the police service
- Reviewing the current governance landscape
- Introduction of a nationally set universal entry qualification to the police and a clear, 'through career', professional development model
- Establishment of a subsidiary delivery body
- This body to absorb the training and development functions currently overseen by the NPIA.

The Police Federation responded robustly to the consultation and rejected Neyroud's recommendation that a Professional Body would improve the professionalism of the police service and, instead, suggested an alternative model built around the maintenance of standards and strong governance.

We have since become aware that the Home Secretary is attracted to establishing a Police Professional Body as soon as possible, (with effect from the end of 2012 at the latest), and has asked the Police Minister to chair a working group to take forward this work which is inextricably linked to the Winsor Review.

Custody

In September 2011 the first National Custody Officers Seminar was held at Kegworth. The keynote speaker was Professor Zander, Emeritus Professor LSE. Other speakers included Moir Stewart, IPCC, Sgt Dale Darby of Cleveland Police and Sgt Eddie Entwistle, Chair of the National Custody Forum (NCF).

The feedback from the Seminar has been overwhelmingly positive, proving the Seminar to be a great success. There were also several suggestions for improvements and work-streams arising out of the Seminar and many of these will be taken forward and developed by the NCF, with any further recommendations going to the Sergeants' Central Committee for policy consideration.

Foreword



The Sergeants' Central Committee and NCF are therefore actively planning a similar Seminar for late 2012.

The NCF 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 are still the on-going attempts by Forces to civilianise via the backdoor, training, Mental Health, Risk Assessments, CPS Charging, the amendments to PACE codes and Custody Healthcare Commissioning. The Sergeants' Central Committee and the Forum continue 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 rank of sergeant. The Sergeants' Central Committee continues to be extremely grateful for the support and assistance provided by the Forum on these key issues.

ACPO have appointed a new Custody Lead, ACC Andy Adams from Kent Police. The new custody training programme has produced a good product which we hope Forces will wholeheartedly adopt, despite the current fiscal challenges. In doing so, Forces will greatly enhance the knowledge and expertise of their staff and improve the safety of their custody regimes to the benefit of all.

There is no doubt that we still face significant challenges in the future, most likely being driven by the private sector and extremely ill-informed elements within government. We need to be sure that we continue to be in a position to robustly represent our members and retain the role of the custody sergeant.

Police Federation National Detective Forum

The Sergeants Central Committee is committed to representing and preserving the rank and status of the Detective Sergeant and it fully contributes to the National Detective Forum, with active membership.

There is considerable evidence from around the country that in these challenging times the number of Detective Sergeant posts is reducing and this is placing increasing pressures and workloads upon those remaining. This was particularly highlighted

during the intensive investigations following the summer riots when Forces had to call in additional support to deal with the unprecedented level of crime investigations. At a time of rising crime and new challenges in the areas of terrorism, cyber-crime and major fraud, never has the knowledge and experience of the Detective Sergeant been more critical to the service.

The advent of the New National Crime Agency has the potential to further reduce the pool of experienced Detective Sergeants and this is a situation that the Sergeants' Central Committee will take a keen interest in and monitor via its membership of the Detective Forum.

The dedicated work and quality of investigations carried out on a daily basis by Detective Sergeants around the country have this year been recognised by the inaugural National Detective Awards ceremony which was organised by the Detective Forum. It is pleasing to see this vital area of police work honoured in this way. The future landscape of policing will no doubt bring further pressures for the Detective Sergeant. The Sergeants' Central Committee will continue to support sergeant members in this challenging area of policing.

These are unprecedented and unpredictable times; we have seen a substantial reduction in sergeant numbers; possible increases to pension contributions; Winsor Part 1, (with Winsor Part 2 reporting in January 2012); the impending abolition of the NPJA; the creation of a yet unknown 'professional body' for policing, and the election of Police & Crime Commissioners next year. All these proposed changes are piecemeal when they should be holistic. The Sergeants' Central Committee believe 2012 will be a monumental year for the police officers of England and Wales, but let us assure you, we will continue to fight for the very best terms and conditions for the police sergeants we are proud to represent.

ADELE KIRKWOOD
General Secretary
Sergeants' Central Committee
(As at 31 December 2011)

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
Futures Group
PDR 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
NPIA Professional Development Liaison Group
Police Promotion Examinations Board
Police Promotion Implementation Project Board
Skills for Justice Policing Forum
Skills for Justice Welsh Country Group
Skills for Justice Council HPDS Steering 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 Positive Action WG (Chairman)
JCC Website Working Group
JCC Specials Working Group
Course Director
Futures Group
HQ Relocation Project Board
Olympics Working Party
Workforce Modernisation Working Group
Parliamentary Representatives Group
HMIC Front-Line Supervision Thematic
Inspection
UNISON Liaison Committee
PNB Full Board
PNB Federated Ranks Committee
PNB Winsor Working Party
PNB GEWLB Working Group
PNB Pensions Working Group
PAB Full Board



Steve Evans
(No. 4 Region – Derbyshire)
**Vice Chairman, S.C.C. (as
of May 2011)**

SCC Executive
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
HMIC Frontline Supervision
IPCC Performance Framework
IPCC Staff Association Meeting
National Detention Forum
PABEW Sub-Committee on Police Disciplinary
Arrangements



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

SCC Executive
JCC Legislation
JCC Operational Policing
Course Director

Olympics Working Party (Chairman)
PNB Winsor Working Party

The Central Committee



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

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

PNB Federated Ranks Committee
PNB Held in Reserve/Mutual Aid' Working Party
PNB Joint Secretaries
PNB London and South East Allowance Working
Party
PNB 'On Call' Working Party
PNB Police Pay Working Party
PNB Police Medical Appeals Working Party
PNB Police Pensions Review Working Party
PNB Police Pensions Review Technical Working
Group
PNB Temporary Salary/Temporary Promotion
Working Party
Police Advisory Board
PFEW Workforce Modernisation Working Group
PNB Gender Equality & Work life Balance
Working Group
JCC Equality (Positive Action Provisions) Working
Group



Kevin Huish
(No. 5 Region – Thames
Valley)

JCC Health and Safety
JCC Legislation (Chairman)
JCC Training and Development
Manager
JCC Skills Audit
JCC Equality Positive Action
Working Group

Course Director
Mental Health Lead
Joint Custody Lead
National Advisory Group to Health & Criminal
Justice Board
All Party Parliamentary Group on Complex Needs
and Dual Diagnosis
Mental Health and Justice Project – Advisory Group
National Custody Officers Forum
IAP on Deaths in Custody Stakeholder Group
ACPO Custody Forum
Home Office & PPSMG Custody Design Group
Police Custodial Health Care Group
PACE Strategy Board
ACPO/NPIA Mental Health Forum
HMIC/HMIP Custody Stakeholders Group
Reducing Bureaucracy Practitioners Group



Mal Taylor
(No. 2 Region –
North Yorkshire)

JCC Legislation (Secretary)
JCC Professional Standards
Course Director
PFEW National Detectives
Forum (JCC Member)
Trustee Police Treatment

Centre Harrogate
RIPA Forum (Oxford University Dept. of
Criminology)
ACPO Criminal Justice Business Area
Youth Justice Forum
Justice Union Parliamentary Group

The Central Committee



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

JCC Executive
JCC Health and Safety
(Chairman)
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
International Council of Police Representative
Associations
Chartered Institute of Management (Fellow)
Institute of Directors (Member)
The Royal Institution (Fellow)
Royal Society of Arts (Fellow)



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

SCC IT Co-ordinator
JCC Executive
JCC Treasurers
Course Director

ACPO TAM (CBRN)
ACPO TAM (HR)
National Membership Database



Julia Lawrence
(Reserve Seat – Derbyshire)
Vice Chairman until May 2011

SCC Managing Officer –
Grievance Resolution Procedure
JCC Equality
JCC Professional Development
JCC Professional Standards
JCC Equality Positive Action

Working Group
JCC Specials Working Group
Course Director
National Reserve Seat Meetings
Olympics Working Party
ACPO “T” Business Strategy Group
ACPO LGB Business Strategy Group
ACPO Age Working Party
ACPO Traveller and Gypsy Group
Women in Policing Ministerial Working Group
Standards Training and Competence Group for CID
Police Promotion Examinations Board
Police Promotion Implementation Project Board

Committee Officers



At the Post Conference Meeting on 20 May 2011, it was noted that the following had been appointed to serve until Conference 2014:

Chairman	John F.M. Giblin
General Secretary	Adele Kirkwood
Treasurer	Adele Kirkwood
Vice Chairman	Steve Evans
Deputy General Secretary	John Coppen
Deputy Treasurer	John Coppen

Sergeants' Central Committee Meetings

The Sergeants' Central Committee held a total of six meetings during 2011. The dates and venues of these are listed as follows:

25 January 2011 (Statutory)	Leatherhead
22 March 2011 (Statutory)	Leatherhead
20 May 2011 (Post Conference)	Bournemouth
28 June 2011 (Statutory)	Leatherhead
6 September 2011 (Statutory)	Leatherhead
1 November 2011 (Statutory)	Leatherhead

Reserves to the Sergeants' Central Committee

No. 1 Region*

1st	David Bamber	Cheshire
2nd	Janet Beattie	Merseyside
3rd	Eddie Entwistle	Lancashire

No. 2 Region*

1st	Andrew Ward	Durham
2nd	Philip Kealey	South Yorkshire
3rd	Ian Butler	North Yorkshire

No. 3 Region*

1st	Nigel Mortimer	West Mercia
2nd	Susan Kumar	
	Merino	Staffordshire
3rd	Phil Stacey	West Midlands

No. 4 Region*

1st	Dave Cartwright	Norfolk
2nd	Phillip Matthews	Nottinghamshire
3rd	Oz Merrygold	Cambridgeshire

No. 5 Region*

1st	Andy Goodwin	Essex
2nd	Tracey Hammond	Hampshire
3rd	William Boyle	Thames Valley

No. 6 Region*

1st	Steve Gardner	Devon and Cornwall
2nd	Peter Land	Avon and Somerset
3rd	Douglas Campbell	Gloucestershire

No. 7 Region*

1st	Paul Herdman	Dyfed Powys
2nd	Geoff Roberts	South Wales
3rd	Callum Mcleod	South Wales

No. 8 Region*

1st	Andy Fittes	Metropolitan
2nd	Liz Barrett	Metropolitan
3rd	Neil Kemp	City of London

Reserve Seat*

1st	Samantha Roberts	No. 7 Region (North Wales)
2nd	Jane Hill	No. 3 Region (Staffordshire)
3rd	Deborah Hodson	No. 3 Region (West Midlands)

** 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 2011 are published within the Police Federation of England and Wales Statement of Accounts for 2011.

During the year there were 458 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 £250 and £500,000. Taking into account the total amounts received for all categories of personal injury, £2,925,937 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 2011 as Trustees to the Funds held by the Sergeants' Central Committee for a period of three years:

Mark Nurthen Metropolitan
Roy Scanes Essex
Del Hastings South Wales

During 2011, the elected Trustees met at Leatherhead on four occasions:

15 February
4 May
1 August
12 December

The meetings on 4 May and 12 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 were elected at Conference 2011 as Reserves to the Trustees to the Funds held by the Sergeants' Central Committee for a period of three years;

1st Reserve
John Capp Devon and Cornwall

2nd Reserve
John Tooms West Midlands

3rd Reserve Vacancy

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

The below-named was elected at Conference 2011 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 were elected at Conference 2011 as Reserve Trustees to the Police Federation (Joint) Funds (Sergeants' Representative) for a period of three years:

1st Reserve
Phil Read Nottinghamshire

2nd Reserve
Roy Scanes Essex

3rd Reserve
John Tooms West Midlands

Reserves (Sergeants' Representative) to the Conference Arrangements Committee (CAC) Provincial Forces

The below-named was elected at Conference 2011 as Reserve (Sergeants Representative) to the Conference Arrangements Committee (CAC) Provincial Forces for a period of three years:

1st Reserve
Peter Snape West Midlands

2nd Reserve Vacant

3rd Reserve Vacant

Police Federation (Sergeants') Funds



Reserves (Sergeants Representative) to the Conference Arrangements Committee (CAC) No 8 Region

The below-named will serve as Reserves (Sergeants Representative) to the Conference Arrangements Committee (CAC) No 8 Region for a period of three years:

1st Reserve

Berne Turner Metropolitan

2nd Reserve

Steve Redgwell Metropolitan

3rd Reserve

Paul Dowling Metropolitan

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

2011 Honours List



New Year Honours 2011

Bede McCabe MBE

Member of the Order of the British Empire
Sergeant, Northumbria Police

Howard Webb MBE

Member of the British Empire
Sergeant, South Yorkshire Police

Birthday Honours 2011

Richard Flynn OBE

Order of the British Empire
Retired Detective Sergeant Metropolitan Police

Gurcharan Singh Dhesi Singh MBE

Member of the British Empire
Sergeant, West Yorkshire Police

Pat Stayt QPM

Queens Police Medal
Retired Chief Supt, Wiltshire Police

Stephen Osbaldeston MBE

Member of the British Empire
Sergeant, Derbyshire

Terry Spence QPM

Queens Police Medal
PFNI (Chairman)

Graham Sanders QPM

Queens Police Medal
Sergeant, West Midlands Police

Central Conference 2011



The 89th Sergeants' Central Conference was held in the Tregonwell Hall, Bournemouth International Centre, on 17 May 2011 and was recorded for viewing on the website. The strapline was "Save our Sergeants, Save our Service".

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 stimulating debate and raising awareness of the threats and possible outcomes for the rank of Sergeant from the Winsor, Hutton and Neyroud Reviews. It acknowledged that this was a most difficult and challenging time in the 180 year history of the police service, within an era of workforce modernisation, political control, transformation and change and underlined the role and responsibilities of the Sergeant rank at such a critical period in our history.

A question time political debate, facilitated by television broadcaster, John Stapleton, followed the Chairman's Address and involved contributions from The Rt. Hon. Nick Herbert, MP, Minister of State for Policing and Criminal Justice and Vernon Coaker, Shadow Minister of State for Policing and Criminal Justice.

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 2010, 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

Motion and Amended Motion

Metropolitan

"That this Conference directs the SCC that any motion or amended motion, passed by the delegates at the Police Federation of England and Wales AGM at Conference is binding on the SCC and cannot be amended except by a further motion passed at a future AGM of the Police Federation of England and Wales Conference".

Carried

Motion and Amended Motion

Metropolitan

"That this Conference directs the SCC that any proposal, motion or amended motion, accepted by the SCC prior to the Police Federation of England and Wales AGM at Conference, is binding on the SCC, and cannot be amended except by a further motion passed at a future AGM or the Police Federation of England and Wales Conference."

Carried

Central Committee Offices



Clare Beeching and Patricia Purcell

We hope that members and Branch Boards are appreciative of the friendly, helpful professionalism they encounter when they have dealings with the Sergeants' Central Committee office. This is due to our two members of staff, Patricia Purcell and Clare Beeching. We are sure you would wish to join us in placing on record our thanks for the excellent service they have provided during the year.

National Sergeants' Branch Board Chairman and Secretaries' Meetings

During 2011 the two meetings of Sergeants' Branch Board Chairmen and Secretaries were held at the Queen Hotel, Chester, on 1/2 March and 18/19 October 2011.

At the first meeting of 2011 on 1 and 2 March 2011, the key note speaker was Vernon Coaker MP, Shadow Minister of State for Policing and Criminal Justice followed by a Question and Answer session. James Barker-McCardle Chief Constable of Essex Police spoke on the role of the Sergeant followed by a presentation on Operation Chevron.

On 2 March 2011, the meeting discussed the Peter Neyroud Review of Training, Learning and Development followed by SCC and JCC updates on PNB/Police Pay/Pensions, Misconduct/UPP Regulations, Custody Update and Olympic Update.

At the second meeting of 2011, on 18 and 19 October 2011, the first guest speaker, with a Questions and Answer session was Peter Spreadbury, Head of Police Pensions and Retirement Policy at the Home Office. He spoke on police pensions, in light of the high priority Government was placing on public sector pensions and the Report by the Independent Public Service Pensions Commissions (Hutton Review). This was followed by a presentation from Yvette Cooper, MP Shadow Home Secretary concluding again with a Question and Answer session.

A presentation and Panel discussion was held on the 19 October with Professor Bob Elliott, Professional Advisor, Economics, Ian Rennie, Staff Side Secretary, Professor Roger Seifret, Professional Advisor, Winsor 2 and Industrial Relations. John Giblin, SCC Chair, Neyroud Review and Adele Kirkwood, SCC General Secretary, Winsor and Pensions.

Arrangements for future meetings of SBB Chairmen and Secretaries have been made at the Queen Hotel, Chester, for 6 and 7 March 2012, 16 and 17 October 2012, 5 and 6 March 2013 and 15 and 16 October 2013.

Custody Officers' Seminar 2011

An inaugural Custody Officers' Seminar was held on 29 September 2011 in Kegworth attended by 80 delegates. The purpose of this one-day event was to consider and explore some of the main issues in Custody today. The keynote speaker was Michael Zander, Emeritus Professor LSE who spoke about Custody under Pace and current issues. This was followed by a Question and Answer session. Other invited guests were, Dale Darby, Custody Sergeant, Cleveland Police, Sgt Eddie Entwistle, Chair NCF, Moir Stewart, Head of Investigations IPPC, followed by a facilitated discussion. The Seminar was a resounding success and a similar event will be held in 2012.

Central Committee Offices



Publications 2011

SBB Circular 1/2011
SBB Chairmen and Secretaries Meeting - March
SBB Circular 2/2011
Custody Officers Seminar 2011
SBB Circular 3/2011
Sergeants' Central Conference 2011 - Triennial Elections
SBB Circular 4/2011
Sergeants' Central Conference 2011 - Triennial Elections (*Reminder*)
SBB Circular 5/2011
Sergeants' Central Conference 2011 - Revised Seating Plan
SBB Circular 6/2011
CAC 2011-2014 – Arrangements for Postal Ballot – Election of 2nd/3rd Reserves
(Provincial Forces) Sergeants Rank
SBB Circular 7/2011
SBB Chairmen and Secretaries Meeting - October



The Sergeants' Central Committee (left to right)

Paul McKeever, BA(Hons), Mal Taylor, Julia Lawrence, BA(Hons), Steve Evans (Vice Chairman), BA(Hons), John F.M. Giblin, MA, BA(Hons) (Chairman), Adele Kirkwood (General Secretary/Treasurer), John Coppen (Deputy General Secretary/Deputy Treasurer), Martyn Mordecai, BA(Hons), Ian Rennie, (*Not pictured: Kevin Huish*)



Inspectors' Central Committee

Pwyllgor Canolog
yr Arolygyddion

Contents



Page 2 – 5	Foreword
Page 6 – 7	Annual Conference 2011
Page 8 – 10	The Central Committee

Foreword



Steve Williams
Secretary/Treasurer
Inspectors' Central Committee

On behalf of the Inspector's Central Committee (ICC) of England and Wales it gives me enormous pleasure to be able to present to you the Annual Report covering the period 1st January to 31st December 2011.

Without doubt the year has, as expected, proven to be very challenging and difficult in many respects. Such challenges are unprecedented in modern policing history and will inevitably continue into 2012 and beyond, as the service deals with the enormous impact of a fiscal claw back. The significance of meeting a 20% budget cut, whilst trying to sustain a balanced and high quality response, and maintain morale is not without its risks. Predominant early casualties are of course the loss of personnel both Police and Support staff as the only real way to meet the savings.

We understand the issues, but simply slashing budgets does not future proof the Police service against increased demand. What you get with less is less, and we think in the overall scheme of things numbers do really matter. We need a proper route map of the future, and for that reason, we continue to call for an independent review that looks at the whole picture of Policing and the criminal justice sector. We welcome the appointment of Lord Stephens to head this review for HM Opposition, and we would hope to make a worthy contribution to its research and findings.

The announcement of Police and Crime Commissioners to be elected on the 15th November 2012 is something the ICC has

concerns about in relation to the future of Policing. This debate and its consequences will no doubt continue into 2012 but their introduction inevitably will see candid political interference in operational policing matters, which cuts deep into the very bedrock and stability of Policing, raising far more questions than there are answers at the time of going to press.

It is significant that Superintending and Inspecting rank numbers have declined appreciably over the last 12 months. This stretches at resourcing and capacity both at the local and regional level. Pressures some Inspecting rank members are facing, top down and bottom up, and the consequences of being tasked with and asked to do more to meet ever growing demands with fewer to share the burden is a concern. DI's and DCI's are particularly exposed to sometimes intolerable expectations, the consequences of which affect welfare and operational capacity.

Inspecting ranks will always do their best to ensure professional standards are upheld and policing is operationally capable of meeting tasking demands. We laugh at and should always enjoy aspects that are the humorous side of the job, but our role is also to raise morale, to counsel and develop good companionship when the going gets tough, where officers feel the pain of dealing with human tragedy and the risks through real life dangers. All of which take their toll on an ever diminishing thin blue line trying to meet ever increasing demands on Police time, which is why the ICC will do all we can to highlight the magnitude and incalculable risk of 20% cuts on operational Policing.

It's poignant that we should remember those officers who lost their life and who sustained life changing injuries doing their duty in 2011.

The promised survey into the working

Foreword



conditions of the Inspecting ranks was conducted during the week commencing 24th January this year. Over 9,000 officers were emailed the survey link and of those, nearly 4,600 completed it; a response rate of 52%, which any survey organisation would be very happy with. 1,400 officers responded with free text comments about their working life and the burdens placed upon them. The Deputy General Secretary, Geoff Stuttford, collated Freedom of Information Act responses from Police Forces around the country pertaining to working time and these were compared to the survey responses.

The ICC engaged two academics from the Cardiff Business School at Cardiff University, Professor Peter Turnbull and Doctor Victoria Wass to analyse the results and produce a report that could be used in our future negotiations with those we try to influence. Focus groups were held in various forces to delve deeper into the responses and include some officers that had not taken part in the survey. Some key themes have emerged and the report is due for publication in early 2012.

The riots across a number of our largest cities in August had a profound impact on Policing. Inspecting ranks rallied to the call and with their PSU colleagues, provided, at very short notice, mutual aid assistance. There were many examples of Inspecting rank colleagues working an inordinate amount of hours backfilling duty abstractions from the force to keep the job going during the call on Mutual aid. Yet, despite this huge undertaking, Chief Constables initiated their response based on goodwill, for we still have no agreement in place which properly and adequately compensates colleagues for extended and often excessive hours worked through what can be a dangerous and demanding role. This is so wrong and unjust. The ICC is determined to fight on for a national agreement on fair payment for all aspects of mutual aid provision.

There have been two IBB Secretaries seminars during 2011, one at Leatherhead and the other at Stratford. Both seminars discussed issues of national priority for the membership, and speakers included Sir Hugh Orde (ACPO President) and Ian Rennie our national General Secretary. IBB Secretaries also received the latest information in relation to pensions and the Hutton review.

Issues over pensions understandably continues to dominate members concerns, and at the time of going to press, I can report that although there has been useful consultation between all sides, no formal announcement has been made from the Government as to their options or intentions. The apparition of Public Sector Pensions under the guise of the Hutton Review still haunts many as we attempt to influence the outcome of the consultation process. However, the reality is more than likely to see an increase in contributions to around the 14% mark of basic pay without any improvement in returns. The current position as regards Public Sector Pensions are that they are simply in a state of flux and the Public unrest we have witnessed and policed in recent months may be repeated as tempers and feelings escalate around this very emotive subject before perhaps the ramifications of Hutton are brought to fruition.

It is of course disappointing that some forces are resorting to the use of the now infamous A19 Pension regulation to dispense with services on completion of 30 years pensionable service to make the cuts in personnel which meet budget targets. The ICC feels this is an unnecessary and expensive blunt instrument of choice that should be consigned to the appropriate place unless used for what it was originally intended. It is concerning that the service is losing some really good and talented colleagues who otherwise could continue making a very valuable contribution.

Foreword



There has been some tough and lengthy negotiations within the confines of PNB over the year as we have fought hard on behalf of the membership in what has amounted to an 'all to play for' arena. At the time of penning this report we eagerly await the outcome of the Police Arbitration Tribunal on the Winsor Part 1 Review. Only time will tell if our efforts within negotiations directly succeeded or otherwise but if the result were to be dependent on evidence and fairness there is no doubt it would be a one-sided conclusion.

If the Winsor 1 Review was to cause uncertainty and anxiety then the Winsor 2 Review certainly added fuel to the fire of apprehension as Performance Related Pay, Regionalized Pay and Job Evaluation were to feature high on his agenda as he looks to radically change the terms and conditions of all current police officers and those who will follow us. It is also clear that other key issues affecting the membership during 2011 also relate to the uncertainty about future recruitment, direct entry into the service and poor promotion opportunities as Police personnel contract. None of which of course are without long term consequences.

The ICC will continue to properly represent the Inspecting Ranks during the forthcoming negotiations at PNB and will endeavour to highlight your interests and concerns at each and every opportunity.

On a more positive note the important matter of part-time Inspectors and Chief Inspectors receiving pay for all additional hours worked up to and including 40 hours a week finally came to a sound conclusion in May, when a Metropolitan Inspector won her claim for equal pay at a court hearing. Although the judgment has been widely reported and will be back-dated 6 years from the date of the court ruling, the finer details for those eligible of how back pay and retired officers will be compensated will not be resolved until the New Year at PNB and a

circular containing the necessary details will be circulated thereafter.

On the 16th December 2011 the Home Secretary announced in Parliament the Government's intention to create a professional body for policing. The detail of which has yet to be determined, but it seems clear there will be some form of academic route and qualification underpinned by a professional qualification. The ICC are disappointed at the haste which this has been dealt with and the uncertainty surrounding the structure given the limited timescales, without a properly laid out business model. However, our policy is to strive for better support and organisational development enshrined within the promotion process for middle and senior managers, with relevant and continuing professional development relevant to rank and role. We hope that in some way we can make a positive contribution to this new body and shape its structure and accountability in a way that is acceptable to our membership.

The ICC signed up a memorandum of understanding with Police Money Matters in 2011. This is a properly registered company offering financial advice and professional guidance for officers about to retire from the service. We hope the advice and products offered will be useful and valuable to those Inspecting rank officers who decide to choose this company as their preferred advisor.

This year also saw the ICC update and expand its Communication Strategy in order to keep pace with developments in the world of digital media and social networking. Early in the year the Committee took the bold decision to commission a stand-alone website, www.policeinspectors.org, in order to complement the PFEW corporate site whilst allowing us to focus on rank specific issues. The website is now wholly managed within the Committee and we are able to

Foreword



change and update content immediately and frequently at no cost. It is modern, well designed and attractive, easily navigable and can keep all Inspectors and Chief Inspectors across England and Wales updated and informed. The site was used to great effect during the consultation phase of the Winsor 2 submission, with many of our rank responding direct to the committee of their views, which we were then able to represent to the JCC in its submission. In addition, since conference in May 2010, the ICC has been Tweeting through its own account (<http://twitter.com/policfedicc>). At the time of writing we have in excess of 800 followers who frequently re tweet to many thousands of people interested with what we have to say. We have also developed an ICC YouTube channel which links direct to the website. Through some innovative training and use of modern digital technology, the ICC can now produce, edit and publish its own video montages in very short time scales and at no cost. These are then uploaded to the YouTube channel to make our communication to our members interesting, informative and engaging. In the coming year we envisage much more of our

communication strategy to be through this medium whilst still maintaining existing channels via magazine publications, circulars and email. We would also welcome suggestions from members for improvements or changes that move the ICC forward.

Finally we announce a few alterations to the structure of the ICC in 2011. We mark the retirement from the service of Paul Ginger and Tony Harper, two past Chairmen of the ICC who made their own contribution over the period they served on the ICC. Paul and Tony have been replaced by Steve White (Avon and Somerset) and Alan Ogg (Norfolk) respectively. Both have already made a very constructive and positive impact to the ICC who as a team continues to work with vigour and determination over the issues concerning you. We also welcome to our staff Ann Thomalla who joined the ICC in March. Ann is a really sound asset to the ICC team and has settled very quickly in to her new role.



Ann Thomalla

Annual Conference 2011



Annual Conference 2010



No. 1 Region

Regional Representative
George Gallimore – Greater Manchester

1st reserve	Sully Sultan Greater Manchester
2nd reserve	Diane Prosser Merseyside
3rd reserve	Jane Goujon Cumbria

No. 2 Region

Regional Representative
Alan Jones – South Yorkshire

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

No. 3 Region

Regional Representative
Kevin Powell – West Mercia

1st reserve	Paul Ford West Midlands
2nd reserve	Julia Brealey West Mercia
3rd reserve	Kevan Miller West Midlands

No. 4 Region

Regional Representative
Alan Ogg – Norfolk

1st reserve	Jason Kwee Lincolnshire
2nd reserve	VACANT
3rd reserve	VACANT

No. 5 Region

Regional Representative
Ian Trueman – Hampshire

1st reserve	Paul Robertson Hampshire
2nd reserve	Mike Dodds Surrey
3rd reserve	Shane Lambert Sussex

No. 6 Region

Regional Representative
Stephen White – Avon & Somerset

1st reserve	Sarah Johnson Gloucestershire
2nd reserve	John Mallace Dorset
3rd reserve	Erik Sherwood Gloucestershire

No. 7 Region

Regional Representative
Steve Williams – North Wales

1st reserve	Steve Thomas Gwent
2nd reserve	Richie Jones South Wales
3rd reserve	Gareth Hawkins South Wales

No. 8 Region

Regional Representative
Geoff Stuttford – Metropolitan

Regional Representative
Paul Huitson – Metropolitan

1st reserve	John Partington Metropolitan
2nd reserve	Siobhan Sagar Metropolitan
3rd reserve	Ian Morrison Metropolitan

National Reserve Seat

Reserve Seat
Carolyn Davies – Metropolitan

1st reserve	Verity Lockhart Sussex
2nd reserve	Kirsty Jennings Merseyside
3rd reserve	Jane Broughton Humberside

The Central Committee



Alan Jones

No. 2 Region –
South Yorkshire
Chairman

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

*Pensions Working Group
*Pay and Conditions Working Group
Police Advisory Board
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



Steve Williams

No. 7 Region –
North Wales
General Secretary/Treasurer

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
Professional Development sub-committee



Kevin Powell

No. 3 Region – West Mercia
Vice-Chairman

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

PFEW Communication's Strategy Group
National Custody Forum
ACPO Hate Crime
ACPO Criminal Justice Working Group



Geoff Stuttaford

No. 8 Region – Metropolitan
Deputy General Secretary

Health and Safety Sub-
Committee (Secretary)
Olympics Working Group
JCC Futures Group
ACPO Health, Safety &

Welfare Strategic Group
Airwave Strategic Board
Airwave Police User Group
ACPO Information Management
Communications Group
Course Director

The Central Committee



Alan Ogg
No. 4 Region – Norfolk

Equality (Reserve)
Health & Safety



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
Reserve
ACPO Public Order Working Group
ACPO Emergency Planning Group
JCC Lead on Substance Misuse



Paul Huitson
No. 8 Region –
Metropolitan

Legislation Sub-
Committee Vice Chair
Operational Policing \Sub-
Committee Vice Chair



Carolyn Davies

National Reserve Seat –
Metropolitan

Equality Liaison Sub-
Committee
Equality Act Working
Group
PAB Working Group on
National Recruitment

Standards
Olympics Working Group
Deputy Training Manager
Health and safety Sub Committee Reserve
ACPO Stress Working Group



Ian Trueman
No. 5 Region –
Hampshire

Operational Policing Sub
committee
Professional Standards sub
committee
Futures working group

Professionalism working group
Course director



Stephen White

No. 6 Region –
Avon & Somerset

Professional development
sub committee
Professional Standards Sub
committee reserve
Professionalism working
Group

Secretary Roads Policing Group
Secretary Website/App working Group
ICC webmaster

The Central Committee



Inspectors' Central Committee

(Left to right)

Steve White, Alan Ogg, Paul Huitson, Ian Trueman, Alan Jones,
Kevin Powell, Geoff Stuttaford, George Gallimore, Steve Williams. (*Not pictured:* Carolyn Davies)