



of England and Wales

"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



Upholding the Queen's Peace:
towards a new consensus on policing

Tom Brink
Sharon Chakrabarti
Mike Chatterton
Yvette Cooper
John Hargrave
Peter Hitchens
Kamaljit Jandu
Javed Khan
Paul McKerr
Theresa May
Nigel Morley
Sir Denis O'Connor
Sir Denis O'Neill
Sir Hugh Osler
Ian Rennie
Roger Sefton
Edited by Raj Arora



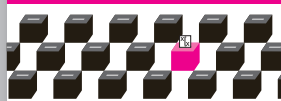
Independent Review of Police Officer and Staff Remuneration and Conditions
Final Report - Volume 2

2012

The Independent Review of Police Officer and Staff Remuneration and Conditions



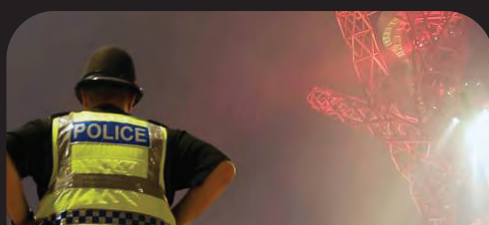
POLICE AND CRIME COMMISSIONER ELECTIONS



Thursday 15 November

The Electoral Commission

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



2020 POLICING THE FUTURE
VISION TOGETHER

2012 Executive Summary



Paul McKeever
Chairman



Ian Rennie
General Secretary

2012 proved to be another turbulent and unsettling year for policing as many of the post-election policies introduced by the Coalition Government started to impact on police officers' terms and conditions of service, what we do and how we do it.

The impact of the Government drive to tackle the fiscal deficit also started to affect frontline delivery as we began to witness a decline in police officer numbers. The expectation that police officers could and would do more for less further compounded the low morale within the service.

The following is a summary of the key issues for the Police Federation during 2012. There is greater detail on specific issues within the relevant sub-sections contained within this annual report.

A year in Parliament

This year, despite huge pressure and a stark warning from the Federation as to the unintended consequences of their actions, the Coalition government continued to drive ahead with its Treasury-led policy of cutting the police budget by at least 20 percent. Political support for no further budget cuts has grown during the year as the Federation continued to lobby backbench MPs and Assembly Members against any further reductions in the next Comprehensive Spending Review.

In 2011, the Labour Party had announced its intention to conduct an independent review of policing. This year, the Police Federation assisted Lord Stevens' Review by conducting a

survey of the membership on a number of areas. Whilst some information has been released, the full survey findings will be published with the Stevens Review in the New Year. The Chairman, Paul McKeever, also gave oral evidence to the Review.

The Police Federation has maintained political pressure on the Government on a number of key issues including police budgets, pensions, changes to conditions of service, officer safety, complaints, governance and accountability. This year there was also the added dynamic of the Olympic Games, where the professionalism of UK police officers was witnessed by a worldwide audience.

Throughout the year the Police Federation has taken every opportunity to raise with political stakeholders the danger to public confidence and safety of mass privatisation of policing.

The private security debacle during the Olympic Games gave another platform to the Police Federation to bring this issue to public attention. The British policing model is the envy of other nations and is replicated by many countries across the world. The Police Federation will continue to fight against any erosion or threat to the politically independent Office of Constable.

Fighting for police officers' terms and conditions, pay and pensions

The year saw police officers throughout England and Wales facing the burden of having to do more with less; fewer resources, cuts to budgets; cuts to departments and numbers; and the uncertainty of what was happening with their own pay and pensions.

In January, the Police Arbitration Tribunal (PAT) decision on the Winsor One proposals was published. The arbiters took the middle ground which left many police officers and the Government unsatisfied. Conscious that the Home Secretary could still veto the decision and impose the Winsor One recommendations, the Federation lobbied Government to ratify the PAT decision. On 30 January the Home Secretary announced her

2012 Executive Summary

intention to accept the PAT decision in full and ratify it into Determinations.

Unfortunately, a number of matters were changed before implementation. We have registered our concerns and continue to talk to the Official Side about further changes to Determinations.

In March, Tom Winsor published his second report on police officer and staff remuneration and conditions. On behalf of the membership, the Federation immediately attacked any further changes to police officers' terms and conditions. It made clear that policing already faced a 20 per cent budget cut, the loss of 16,000 police officers over four years, £300 million removed from police pay, a two-year pay freeze and a capped one per cent increase in years three and four.

On 21 March, having read the 1,000 page report, the Joint Central Committee (JCC) published its view that the report was deliberately offensive and detrimental to policing in England and Wales. The JCC called upon the Home Secretary to reject the report that was ill-conceived, ill-considered and made up of previously rejected ideas.

That same week the JCC voted unanimously to hold a ballot of its membership on the question of whether police officers want full industrial rights. They also agreed to hold an event in central London before the Police Federation's annual conference in May to highlight the unprecedented attack on policing by this government and the consequences that these cuts will have for public safety.

One week later the Home Secretary accepted all of Tom Winsor's part two recommendations and referred them to the Police Negotiating Board. The fact this decision came within days of the JCC call to reject the Winsor Two report demonstrated the contempt the Government has for police officers.

A series of PNB working groups were established to start the extremely difficult negotiations around the recommendations.

Regrettably, as was seen previously, the barrier to true negotiation appeared to be political interference.

In July, following a considerable number of meetings, Staff Side registered a failure to agree on the Winsor Two proposals and the independent Chair referred it to the Police Arbitration Tribunal. This was particularly disappointing as, during the negotiations, a credible and robust alternative including a significant reduction in the current and future police pay bill was proposed by Staff Side.

That same month, together with colleagues on Staff Side, we registered a failure to agree on the Winsor 2 proposals and awaited a date for the Police Arbitration Tribunal. This was extremely disappointing as it became clear that the Home Office was not prepared to negotiate or move on any of the proposals despite very credible alternatives being offered by Staff Side.

In September, as a result of the continued attack by Government on policing and police officers' terms and conditions, the JCC agreed to push ahead as soon as practicable with the planned ballot of the membership on whether they wish the Police Federation to pursue industrial rights for police officers.

The ballot will be conducted by the professional and independent polling company Electoral Reform Society (ERS) and will take place from 31 January to 28 February, 2013.

The year ended with a sense of déjà-vu and the same frustration and uncertainty with which it had started. In October, over two separate days, the arbiters met for the Police Arbitration Tribunal (PAT) on Winsor Two. Their decision was received on 6 December and ratified by the Home Secretary in January 2013.

Also in October, the Home Secretary announced a consultation on the introduction of a Police Pay Review Body, which would mean abolishing the Police Negotiating Board

2012 Executive Summary

(PNB). The Federation made clear in meetings with parliamentarians and the newly elected Police and Crime Commissioners (PCCs), just how effective PNB can be if left to make its own decisions without political interference. The existing negotiating machinery, together with independent arbitration, was established to protect police officers who hold a unique position in society. There is no need to change the police pay machinery.

In September, the Government had confirmed that from April 2015, the existing police pensions schemes would be replaced by career average pension schemes.

The Police Federation, as a constituent part of Staff Side, made the strongest possible representations to retain the current pension arrangements for serving police officers and engaged in the consultation of the Home Secretary's proposals for police pension reform in an attempt to secure as many improvements as possible.

General Secretary, Ian Rennie, reiterated the Police Federation's position when giving evidence to the Public Service Pension Committee in November. Following the consultation with government, the Police Federation secured concessions with regards to the changes to police pensions in respect of retirement age and transitional arrangements.

It is important to note that had we refused to engage with the Home Office, the likely outcome would have been the imposition of the Home Secretary's original proposals. We could only try to influence the outcome with open engagement in the process, and then accept improvements that were offered. The issue of pension structure and reform is a different situation in law to any other pay and conditions negotiations, and stands outside of this official negotiation framework.

In November, an online petition calling on the Government to halt its attack on police pensions reached over 100,000 signatories, triggering a debate on police pensions in Parliament. The number of signatures the

petition gained painted a stark picture of the strength of feeling and anger felt by police officers across the UK. During the debate a number of politicians, briefed by the Police Federation nationally and locally, spoke out against the changes to police pensions.

To safeguard the Office of Constable, policing must remain independent of politics and political interference. The terms and conditions of service for police officers must be fair and reflect the restrictions on police officers' professional and private lives. On your behalf, we will continue to ensure that these messages are delivered loud and clear during 2013.

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

Police march in May

On 10 May over 35,000 off-duty police officers made their way to London for the biggest march by police officers ever seen in the UK.

From dawn to dusk, the march attracted local and national media attention and the Government was left in no doubt of the clear message – a 20 percent cut to policing is criminal and there will be consequences.

The march started with a rally at which Chairman, Paul McKeever addressed the gathered crowd before the march began. The Shadow Home Secretary, Yvette Cooper and a number of MPs and celebrities joined the march to show their support.

Legal Services 2012

The JCC provides legal advice and representation to 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. Each Rank General Secretary deals with funding of claims of discrimination; cases of

2012 Executive Summary

discrimination that involve a conflict are considered for funded by the JCC.

In 2012 the Police Federation funded a total of 2217 legal actions, compared to 2033 in 2011.

Chart 1: The proportion and number of cases supported by the PFEW in 2012 (Total 2217)

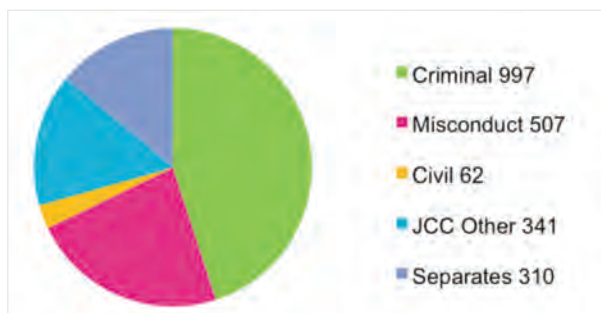


Chart 2: The breakdown of claims of discrimination funded by the Separate Rank Committees in 2012 (Total 310).

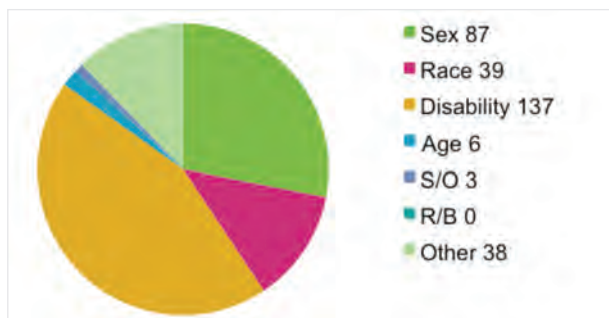
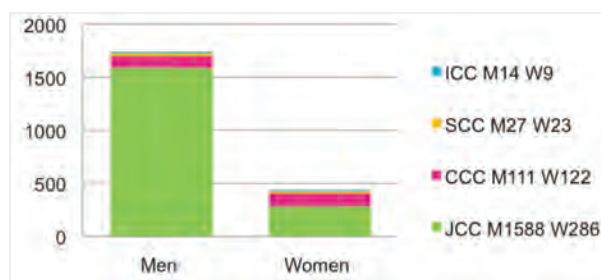


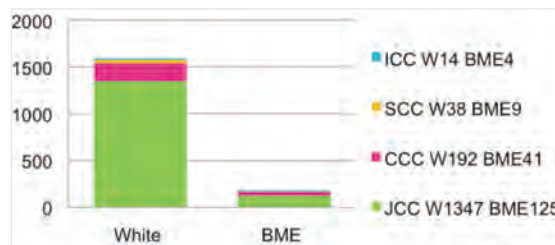
Chart 3: The Gender Breakdown of funded cases in 2012



Women made up 27% of officers in the England and Wales in 2012 (Home Office); and 22% of the cases funded by the Police Federation. The Separate Rank Committees

fund primary claims of discrimination; of these, women account for 50% of the total cases funded. 30% of Constables were women in 2012, yet for the second year in succession, the Constables Central Committee funded more cases from women (122) than from men (111).

Chart 4: The Racial Breakdown of Funded Cases in 2012



In 20% of cases the ethnicity of the claimant was not recorded.

BME officers made up 5% of police officers in England and Wales in 2012 (Home Office) and 10% of the total claims funded by the Police Federation (where ethnicity was stated). The Separate Rank Committees fund primary claims of discrimination; of these, BME officers accounted for 18% of the total cases funded.

2012 saw our current claims management database updated with the installation of an EDI (Electronic Data Interchange) system. We now have the ability to receive claims electronically from 38 JBB's thus reducing paper wastage, postal delays and providing our members quicker access to lawyers. We also opened up the ability to receive any claims via email for those Boards not on the EDI system. By moving forward into this new digital era, we will never be completely paperless, but the processes now in place have allowed us to enhance our already efficient service which is providing quicker access to legal services for our members and more streamlined processing.

Towards the end of 2012 all Committees have adopted agreed protocols in respect of the ebilling system, thus generating consistency in the management of the ebills and providing

2012 Executive Summary

clarity to all interested parties. At the time of this report, the protocols had embedded extremely well.

Annual Conference

The 20 percent cut to the police budget and changes to police officers' terms and conditions of service dominated discussion and debate at the Police Federation annual conference in Bournemouth.

This year, there was much anticipation surrounding the attendance of the Home Secretary on the Wednesday of conference week, the day the Police Federation Chairman delivers his keynote speech. The Home Secretary, Theresa May MP, was left in no doubt of the anger, frustration and disbelief felt by police officers throughout England and Wales about the unfair attack on policing. The Chairman received a long standing ovation in direct contrast to the response the Home Secretary received at the conclusion of her reply.

In the main forum debates, conference discussed the future of police pay and conditions. Delegates heard from Alistair Hatchet, Head of Pay and HR at IDS; Sue Hastings, independent advisor on job evaluation; Jayne Monkhouse OBE, equality advisor; and Ian Rennie, PFEW General Secretary.

There was a lively Question Time session with ACPO President Sir Hugh Orde; Police Superintendents' Association President, Derek Barnett, PFEW Chairman, Paul McKeever, together with the Police Minister, Nick Herbert; Shadow Police Minister, David Hanson; and Chief Executive of Victim Support, Javed Khan.

Following the summer of discontent in 2011, there was a session looking at the riots and lesson learned. There was also a session on stalking law reform and the implications for policing. There were two closed forums, one on international terrorism and a presentation by the Police Federation Futures Group.

A highlight of conference was the session on the Olympics and an inspirational talk from five times Olympic gold medal winner, Sir Steve Redgrave, who arrived on stage carrying an Olympic 2012 torch.

The Policewomen's Eve of Conference meeting heard presentations from Jayne Monkhouse, OBE, Equality Advisor, Emma Hawksworth from solicitors Russell Jones and Walker, and Professor Jennifer Brown – Director of the Manheim Centre for Criminology at the London School of Economics and Political Science.

Professor Brown spoke about her involvement in the Independent Police Commission Review of Policing. She revealed the outcomes from a survey of more than 3,400 officers from Federated ranks that showed that around 40 per cent of women in the Police Service have considered or are currently thinking about leaving.

A new Federation booklet for police women who are new or expectant mothers: What to Expect, was launched at the meeting.

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:

1. TRUSTEES REPORT

(Treasurers) JCC

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

CARRIED

2. FEDERATION FUNDS – TREASURER'S REPORT

(Treasurers) JCC

"That this Conference receives and accepts the report of the Treasurer of the funds under the control of the Central Committee."

CARRIED

2012 Executive Summary

4. REDRAFTING OF FUND RULES (Treasurers) JCC

“That this Conference approves the general purpose and intent of the redrafted Fund Rules marked ‘Police Federation Draft Fund Rules – Conference 2012’ and instructs the Joint Central Committee to submit the redrafted rules to the Secretary of State for approval”

AMENDMENT Hertfordshire

Remove the words “the general purpose and intent” from the motion so it reads;
“That this Conference approves the redrafted Fund Rules marked ‘Police Federation Draft Fund Rules — Conference 2012’ and instructs the Joint Central Committee to submit the redrafted rules to the Secretary of State for approval”

CARRIED

This work was undertaken by the Treasurers Dept and the regulatory changes were circulated under JBB Circular 4/2013.

5. MINIMUM RISE IN FEDERATION VOLUNTARY CONTRIBUTION SUBSCRIPTIONS EXECUTIVE Derbyshire

“That this conference approves a minimum rise in Federation voluntary contribution subscriptions.

Federation voluntary contribution subscription should always rise by the same percentage amount as that awarded in salary increase for Federated members as determined at the most recent uplift of pay prior to the Police Federation Annual National Conference.

Where Federated Ranks are not awarded a salary increase, then subscription contributions will be increased by 3p per member per week: this being the minimum amount that can be determined in line with Fund rule 4.1.

Where the National Treasurer has determined that a more substantial increase in subscriptions is required, then they should bring that matter before conference with a

rationale and business case and seek approval for this additional raise from the delegates.”

LOST

6. PROPOSED CHANGE TO CONFERENCE PROCEDURE STANDING ORDER 11 REGARDING ELECTIONS JCC

‘Nominations for all members of central committees shall close at 9.15am seven days prior to the commencement of the separate central conferences. All nominations must be on the prescribed form and signed by the proposer and seconder, certifying that the nominee is prepared to stand. All reference to separate conference within these regulations shall include a separate annual general meeting should the appropriate rank central committee deem it to be so.’

LOST

7. TAKING ON A WITHDRAWN MOTION FROM ANOTHER SPONSORING BOARD WITH A 14 DAY NOTIFICATION PERIOD EXECUTIVE Thames Valley

‘That Conference proposes a change to CAC standing orders to read;

This rule relates to any Joint Branch Board, Committee or such body that has the right to bring a motion to conference and shall apply where a board has opened correspondence on a proposed motion and then decides not to pursue the matter:-

- They shall inform all other Joint Branch Boards, Committees or such body that has the right to bring motions to conference of their decision.
- Any other Joint Branch Board, Committee or such body that has the right to bring a motion to conference may within 14 days of being notified take up sponsorship of the motion and be treated as if they had initiated the process.
- The board taking up sponsorship shall be granted extensions of 14 days to time limits. However no extensions can go past the eve of conference, Conference

2012 Executive Summary

Arrangements Committee meeting. This will not however preclude a board from taking up sponsorship immediately prior to the conference debate.’ **CARRIED**

This matter was addressed by amendments to the CAC Standing Orders.

3. ANNUAL REPORT (Executive) JCC

“That this Conference receives and accepts the Annual Report of the Central Committee for the year 2011”. **CARRIED**

MOTIONS ACCEPTED AS POLICY BY THE JCC BEFORE CONFERENCE SINCE THE CLOSING DATE FOR ACCEPTANCE BY THE CAC

Emergency Motion 1 Metropolitan

“This conference instructs the Joint Central Committee of the Police Federation of England & Wales to explore all of the consequences, including the legal position, with regards to police officers who are members of the Police Federation of England & Wales obtaining Industrial Rights. A report should be made available to all members before Police Federation Annual Conference 2013.”

The report is available on the website:
http://www.polfed.org/Ballot_on_Industrial_Rights_briefing_document_011112.pdf

Emergency Motion 2 Metropolitan

“This conference instructs the Joint Central Committee of the Police Federation of England & Wales to hold a ballot of the full membership on the question “Do you wish the PFEW to seek to obtain Industrial Rights”. This ballot should be held after the membership are provided with all relevant information with regards to the consequences of members of the Police Federation of England & Wales obtaining Industrial Rights, and should be held before Police Federation Annual Conference 2013.

Party Political Conferences

The Police Federation had a high profile presence at each of the autumn political party conferences.

For the third year running, we hosted a fringe even entitled ‘The Policing Fringe’, with the Association of Chief Police Officers and the Police Superintendents’ Association of England and Wales.

At the Liberal Democrat conference Michael Crick (Channel 4 News) chaired a panel which included one of the first public outings for Jeremy Browne MP in his role as Minister for Crime Prevention. At the Labour conference Alan Travis (Guardian) led the proceedings with David Hanson (Shadow Police Minister) and Yvette Cooper (Shadow Home Secretary) on the panel. Finally, at the Conservative Conference, Charles Moore (Telegraph) presided over a robust debate with Damian Green (Minister for Policing) giving an overview of the current government agenda:

At each of the meetings the Police Federation’s views were put forward robustly by the Chairman and other Federation representatives present. The Chairman also spoke on a number of other fringe meeting panels too and one-to-one meetings were held by a number of JCC members with MPs and other stakeholders.

Police and Crime Commissioners (PCCs)

2012 saw one Coalition government policy result in the greatest change in police governance for decades. The practical reality of the Police Reform and Social Responsibility Act resulted in the demise of Police Authorities and the inaugural election of Police and Crime Commissioners (PCCs).

In September the Federation published its PCC manifesto which made clear the desire to work with those newly elected to office. The manifesto was adapted locally too and sent to all prospective PCC candidates as well as MPs and Welsh Assembly Members.

On 15 November the first elections for PCCs

2012 Executive Summary

were held and resulted in a predictably poor turn-out of less than 20 percent nationally. The surprise was the number of Independent candidates who were elected. The Police Federation had warned against the danger of PCCs taking political control of operational policing. Interesting to note, that within weeks of the elections two Chief Officers decided it was time to move on.

Roads Policing Conference

In January another successful roads policing conference was hosted by the Police Federation together with the Association of Chief Police Officers. The event saw 250 attendees including the roads safety minister, Mike Penning MP.

Delegates heard from Alan Jones, the Federation's lead on roads policing, that the 20 percent cuts to police budgets were having a severe impact on roads policing units. Information obtained by Freedom of Information requests to forces showed that the numbers of roads policing officers had been reduced by 11.6 percent in the five years from 2007 to 2011.

Julie Townsend, Brake's deputy chief executive, took the opportunity whilst addressing delegates to call upon the Government to stop the cuts in life-saving roads policing. She said roads policing should be a national policing priority in order to safeguard the public and prevent needless casualties.

Other speakers included Stuart Donald, Assistant Chief Constable of Humberside Police who put the case forward for considering single crewing officers to get more out of fewer resources, and Marilyn Wignall from Devon and Cornwall police who addressed the subject of officers dealing with stress and trauma.

DS Ian Orton from West Midlands Police was the first recipient of the national award for excellence in roads, for achieving outstanding results during his five year tenure with the Central Motorway Policing Group (CMPG),

particularly in the areas of major crime and disorder.

Police Federation National Detectives Forum Conference

In October, the Police Federation National Detective Forum (PFNDF) held its annual conference. Following on from work undertaken by the Inspectors' Central Committee, Vicky Turnbull presented her findings about the long hour culture among detective ranks and the dangers it poses to officers' health and the quality of investigations.

There was also a presentation by the SIO in the Raoul Moat case, which rightly focused public attention on the dangers police officers face when PC David Rathband was shot and blinded. Chief Constable Keith Bristow, head of the National Crime Agency also addressed delegates and gave an update on the National Crime Agency.

During conference, the PFNDF Awards were also presented. DCI Julian Richardson and the Operation Munda team from Greater Manchester Police won the Detective Investigation Award for a year-long undercover operation that led to three terrorism convictions. The Services to Detectives Award went to DC Catherine Easton, from Northumbria Police, for her tireless work in investigations of rape and serious sexual abuse. The Student Detective Award was won by Marie Palak from Greater Manchester Police who scored 97 per cent in her detective exam, the highest in England and Wales. Finally, career detective Jon Murphy, chief constable of Merseyside Police, was nominated for the Special Recognition Award.

Bravery Awards 2012

This year's annual Police Bravery Awards were held at Plaisterers' Hall in the City of London. The event acted as a timely reminder of the dangers of policing and the heroism and bravery demonstrated by officers serving their communities.

The Police Bravery Awards were supported by

2012 Executive Summary

Police Mutual and we are grateful to them for their continued sponsorship. This year they were attended by the Home Secretary, Theresa May, Shadow Home Secretary, Yvette Cooper as well as a number of MPs and dignitaries representing different parts of the criminal justice system.

Ahead of the evening award ceremony the 53 nominees joined the Home Secretary, Theresa May, at a reception hosted at 10 Downing Street.

At the awards ceremony the Brave Officer of the Year award was presented to the South East region winner, PC Stypulkowski from Hampshire Police, for risking his own life to apprehend an armed suspect who social services were attempting to section under the Mental Health Act.

The other recipients of the regional bravery awards were;

- North West winner - Inspector Dennis Kelly, Cumbria - for bravely tackling an armed robber.
- North East winner – PC Aaron Horsfall, West Yorkshire - without thought for his own safety, rushed into a burning house to save three men.
- Midlands winners – PC Dave Williams, PS Andy Jackson, PS Darren Heyes and PS Stuart Wells, West Mercia – risking their lives to rescue a couple from a blazing inferno.
- Eastern winners – PS Ashley Waterhouse and PC Adam James Hovells, Norfolk – jumping into icy waters during the night to save a suicidal man.
- Welsh winner – DC Andrew O’Flanagan, South Wales - bravely intercepting an armed robbery whilst off duty.
- South West winner – PC Grant Goulden, Avon and Somerset - rescuing a man from a freezing dock.

- London winners – PC Alan O’Connor and DC Charmain Brenyah, Metropolitan – tackling a dangerous armed gang whilst unarmed themselves.

This year, the inaugural Victim Support award was presented to DCI Denise Morrissey of Essex Police for her work in supporting victims and witnesses.

National Police Memorial Day

This year the ninth National Police Memorial Day service took place in the cathedral at York Minster. The service was attended by the Home Secretary, Theresa May and the families, friends and colleagues of fallen officers.

The service was particularly poignant as it came just weeks after the deaths of Constable Nicola Hughes and Constable Fiona Bone from Greater Manchester Police, who were brutally killed when they responded to news of a burglary. At this year’s service Constable Hughes and Constable Bone were remembered together with other officers who had given lives in the exercise of their duty in the preceding 12 months.

They were Sergeant Ian David Jones, West Mercia Police; Constable Stephen George Cully, Lothian and Borders Police; Constable Ramin Tolouie, West Midlands Police; Constable Mark Goodlad, West Yorkshire Police; Constable Neil Jeffrys, Strathclyde Police; Detective Constable Andrew James Stokes, Greater Manchester Police; Detective Constable Karen Paterson; Cambridgeshire Constabulary; Inspector Preston Gurr, Metropolitan Police; Constable Ian Dibell; Essex Police.

Constable David John Rathband, Northumbria Police was also remembered.

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

2012 Executive Summary

Olympics

2012 proved to be an important year for policing for a number of reasons. The Olympics presented a huge challenge to the police service; maintaining adequate levels of police officers for day-to-day duties in all forces in England and Wales, whilst honouring a commitment to safeguard those participating in and attending the Olympic Games at a number of different venues.

The Police Federation was involved in planning from the start, particularly in respect of welfare and accommodation issues. During the Olympics and Paralympics, a team of Police Federation officials from the JCC, JBBs and staff maintained a central hub at Federation House for officer queries, as well as providing site visits throughout.

The fact there were no major welfare issues is testament to the hard work of all of those who assisted in the lead-up to, and throughout, the Olympic period.

‘Upholding the Queen’s Peace’ book of essays

In November, the Police Federation published a collection of essays in which contributors explored different aspects of how the policing landscape could and should look in the years to come. The book of essays, entitled ‘Upholding the Queen’s Peace: towards a new consensus on policing’ was launched at an event at which Chairman of the Home Affairs Committee, Keith Vaz MP and Police Minister, Damian Green MP, both spoke.

The police service is going through a period of rapid change. The creation of the National Crime Agency, the election of Police and Crime Commissioners and the establishment of a new College of Policing all individually herald fundamental change to the structure and governance of the current model of policing in England and Wales.

Against a backdrop of austerity and reductions to police force budgets, together with the Winsor Review and changes to pay, pensions

and other conditions of service, this combination of structural change to the police service could have far-reaching implications.

It is for these reasons that the General Secretary approached a number of key influencers from the world of policing, politics and the media to contribute to the book. The essays act as a platform for future discussions with stakeholders, with the Police Federation at the centre of the debate.

Chairman and Vice-Chairman announce their retirement

In July, Chairman of the PFEW, past Chair of the Sergeants’ Central Committee and London regional representative on the committee, Paul McKeever, announced his intention to retire in January 2013. At the September meeting of the Joint Central Committee an election was held and Steve Williams, Welsh representative on the Inspectors’ Central Committee, was elected as Chair-elect.

In November, Simon Reed, Vice-Chairman and South-East regional representative on the Constables’ Central Committee announced his intention to retire at the end of 2012. The Joint Central Committee elected Steve White, South West regional representative as Vice-Chairman-elect at an extraordinary meeting in November.

The Joint Central Committee wish to record thanks to Paul McKeever and Simon Reed for the tireless work in the Chairman’s Office on behalf of the membership during one of the most difficult periods for policing in recent history.

It is with deep regret that we record that Paul McKeever died on 17 January 2013, just before he was due to retire.

Finally, we wish to thank the Joint Central Committee, Joint Branch Boards and all the Police Federation staff for their support and work during 2012 on behalf of the membership.

Equality



Chairman:
Jayne Willetts



Secretary:
Ian Trueman

2012 has been a year of change for the sub-committee.

We have said goodbye to our Secretary, Wayne McManus from the Constables Central Committee and to our Chairman, Kevin Powell from the Inspectors Central Committee; both Wayne and Kevin have retired from the service and we will miss their enthusiasm and commitment to the committee's work. We wish them both a long and happy retirement.

There have been several new appointments to the committee during the course of the year and in December the current committee members were:

Jayne Willetts (Chair) – 3 Region
Ian Trueman (Secretary) – 5 Region
Carolyn Davis – Inspectors reserve
Julia Lawrence – Sergeants reserve
Julie Grocutt – Constables reserve
Paul Davis – 4 Region
Steve Evans – 4 Region
George Gallimore – 1 Region
Martyn Mordecai – 8 Region

The sub-committee continues to work on the Federation's aims of equality, fairness and diversity within the police service. We do this by representing our members' interests in various forums including numerous ACPO business streams within the equality area, the Police Advisory Board and the Home Office as well as training and updating the equality representatives and leaders.

During the course of the year our committee clerks have continued to provide valuable support and assistance to the committee

within meetings and seminars. We would like to thank Nyki Curtis for her help assisting with the running of the committee and welcome Louise Dunne who has taken over this role from Nyki.

The committee is only as good as the professional advice that it receives and once again we are grateful for the advice and service provided by Emma Hawksworth and Juliette Franklin from Russell Jones and Walker Solicitors, who both contribute regularly to our meetings and leaders seminars.

Our own in House legal team has grown with the arrival of Jibin Philip and Jonathan Keighley who since their arrival earlier this year have provided assistance in updating handbooks and leaflets, contributing to the updated equality practitioners' course and creating responses to Government consultations.

Lastly, the committee is very grateful for the advice, knowledge and experience of Jayne Monkhouse OBE who has provided valuable insights for the committee and was instrumental in the re-writing of the practitioners' course.

Seminars

The committee has completed three main seminars this year. In January we hosted a flexible working seminar at Sixways in Worcester for Federation representatives and Force HR teams. This was a successful event and a tribute to Wayne and Kevin.

The Equality Liaison Officers are our main communication channel with the JBB's, and we would like to thank them for their hard work and dedication on behalf of our members. As usual the leaders have had the opportunity to attend two seminars at Leatherhead during the year. The seminars have been well attended and provide an opportunity to discuss pressing issues and share best practice, as well as receiving updates on a variety of topics.

Equality

The content of the seminars during 2012 has included, Disability and Due regard under the equality act, Fitness testing, Mediation, Unconscious bias, Social Media, Surrogacy, Whistle blowing, as well as the opportunity to question the Home Office Equality advisor and discuss the ACPO equality strategy with CC Hitchcock (ACPO Lead).

In addition to this, the committee secretary and chair assisted with presentations to a regional HR and Federation seminar on the topics of unconscious bias and flexible working in April.

Equality Courses

The course structure has been re-designed with a basic introduction into equality in the initial representatives' course, this is followed by a 1 day grievance course delivered locally by the equality liaison officer which will allow those attending to assist their colleagues, and this one day course is a pre requisite to attending the new 4 day equality practitioner course. Beyond this is the equality liaison officers' role who should attend the biannual seminars to refresh and update their knowledge.

Liaison and Consultation

During the course of the year the committee has submitted correspondence on a variety of Consultations, these included the removal of

statutory questionnaires, the removal of the power of an ET to make wider recommendations, the removal of third party harassment from the Equality Act, and Sensitive material in civil proceedings.

The sub-committee continues to be involved with the ACPO Equality, Diversity and Human Rights portfolio and the various sub groups within that Business area and we are regularly consulted on projects being developed within this area. With the advent of the College of Policing we will endeavour to maintain these links.

The committee is grateful that the JCC backed its recommendation to support the Age Cymru 'rule out elder abuse' campaign and is finding its membership of 'Working Families', a charity with expertise in the field of flexible working beneficial. The charity has already provided speakers to two of the Federation seminars. The Committee will be continuing its work in the flexible and part time area during 2013, as this becomes a more prevalent issue.

The Handbooks on Family leave and Flexible working and Equality and Diversity continue to be updated to ensure their relevance and accuracy as well as the numerous leaflets that are available through the Police Federation website or the representatives' disc.

Health and Safety



Chairman:
Paul McKeever



Secretary:
Geoff Stuttaford

We were all shocked by the sad news of the death of our National Chairman Paul McKeever, who was also the Health & Safety subcommittee chairman. He was a true gentleman and a personal friend who will be sorely missed.

The subcommittee had another very busy year dealing with many of the Government led reviews of Health & Safety brought about by Professor Löfstedt which I mentioned in last year's report.

One major change to affect our members was to the Criminal Injuries Compensation Scheme where many potential applicants would no longer be eligible for an award and those that are face a substantially less award. The many replies to the consultation from Unions and the Federation obviously had no effect on the proposals.

The subcommittee reviewed all the work streams we are engaged in to ensure we were making good use of representatives' time. We have also vastly reduced the amount of papers being circulated with more emphasis on those reporting on their various portfolio responsibilities. This will hopefully make us more efficient.

Health & Safety Leaders Seminars

The leaders are the conduit between the subcommittee and local Joint Branch Boards and ultimately, front line policing. I have tried this year to involve them as much as possible in the reviews and papers that come through the subcommittee that may be relevant for them to get an up to date operational perspective on some of the recommendations and discussions.

This year we held two seminars with a wide variety of external speakers and I would like

to thank them for their attendance and input to the programme. Presentations from the seminars can be found on our intranet website.

Issues covered were:

Asbestos with Ansoor Environment; H&S Olympic Delivery Authority with Lawrence Waterman; Debt with Mike Bailey from the Money Advice Service; UK Stress Network with Ian Draper; HSE and the Olympics with Margaret Pretty and Adrian Tinson; Third Pillar of Health – Fatigue Management with Marcus De Guingand; Emergency Services Mobile Communications Programme with Superintendent Mark Mulcahy from the NPIA; Health effects of working shifts with Dr. Leslie Rushton from Imperial College; Workforce Fatigue Risk Management with Steve Goodwin.

We also had presentations from some of the leaders and again I would like to thank those who took the time and trouble to raise some important subjects. These included;

Metropolitan Riot Report from Steve Rands (Metropolitan); Who Cares for the Carers with Simon Payne (Sussex); Fitness Testing and Winsor with Simon Payne (Sussex) & Tracey Hammond (Hampshire); Health & Safety Consultation with Brian Buckland (Devon & Cornwall); Olympic Accommodation with Phil Read (Nottinghamshire); Body Armour Testing with Jason Kwee (Lincolnshire).

2011 Disorders - Survey of Members

As reported last year, a survey was conducted of those county colleagues involved in the August disturbances to see if any lessons could be learned from a Health & Safety perspective, the Metropolitan having already surveyed their members and produced their report.

Over 500 officers responded, of which 52% were response team based. Of particular note was that 70% had worked 7 days without a day off with 3 people actually working 21 continual days. 46% reported fatigue and worryingly, 92% did not report to their forces any of the issues they suffered.

Health and Safety

Free text comments highlighted a lack of water, food and sleep with long deployments and no replacement personal clothing being available.

Overall there were not many issues reported in respect of equipment. The one with the highest poor or very poor rating was the high visibility jacket, the next were gloves and the third issue was in relation to the flame retardant overalls.

Again the majority of respondents rated vehicles good or no opinion. The highest poor and very poor combined rating was comfort, followed by storage of equipment and suitability for task. The full report can be found on our intranet site.

Custody inspections

During October 2011 the national health and safety leaders agreed to complete a survey of their respective custody suites to highlight good and poor practices around the country. I collated all the information sent in and produced a report which again can be found on our intranet site. Feedback was provided to all the leaders at the March seminar.

Out of the 43 forces, 19 completed the survey and a further force replied with the findings of a SERCO led inspection. Of the 23 non-responders one force had recently conducted an independent survey of the working conditions of police custody officers led by Nottingham University. The key finding of this survey was the existence of associations between the demand-orientated aspects of custody officers' work and burnout, amongst other health outcomes.

Airwave – Tetra Radio Network

The current provider of Tetra radio is Airwave Solutions Ltd. Contracts between this company and forces around the country are due to expire between 2016 and 2020. The Emergency Services Mobile Communications Programme is the Home Office led replacement programme for that contract. The programme involves all three emergency services and we have been involved in the on-going consultation with a view to maintaining the service our members require.

The Imperial College 'Airwave' health screening programme continues to be rolled out across the country and is of significant benefit to our members as they are provided with an intensive health screening examination. Many unconnected health issues have already been identified which have been of benefit to those taking part.

Water safety

We continue to pursue with ACPO a National guidance or policy document for water safety. A draft document has been produced by Nottinghamshire constabulary for further discussion. It is hoped that a succinct document can be produced for all operational staff in the not too distant future.

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 a strategic health & safety within the police service course which can be booked through your Joint Branch Boards.

This year we revamped both the working time course and the accident and incident investigation course. I would like to thank Graham Richens and John Sturzaker from Russell Jones & Walker solicitors for their work on the working time course.

Graham was also instrumental in rewriting the accident and incident investigation course along with Lyn Harris, our retained Health & Safety advisor and I would again like to thank them both for their hard work. Both courses have met with positive feedback and we look forward to running more in 2013.

I would also like to take this opportunity of thanking Charlotte Clover-Lambert, our committee clerk, for her help in all aspects of the subcommittee as well as organising the leaders' seminars. Lastly, I would like to thank our solicitor, Richard Geraghty from Russell Jones and Walker solicitors, for his help and advice throughout the year.

Legislation



Chairman:
Kevin Huish



Secretary:
Steve White

Steve White was elected as the new Secretary of legislation in January 2012, succeeding Mal Taylor.

The Legislation Sub Committee of the JCC has had another busy and challenging year. With responsibility for responding and coordinating responses on behalf of the Police Federation on subjects which may affect Policing in general and our members. This vital work ensures that we, the practitioners of Policing, can bring our views, opinions and solutions to policy formers and decision makers. In addition to writing formal responses to consultations on new legislation, the members of the sub committee attend and influence a number of strategic national meetings. These include;

the Home Office Reducing Bureaucracy Programme Board and Strategy Board, both of which have resulted in better streamlined processes of working, including recently revised guidelines on dealing with missing persons, which are a huge draw on police resources; the PACE strategy board which consults and considers evolving changes to PACE; the ACPO National Mental Health Forum; ACPO Custody Forum; the Justice Unions Parliamentary Group; HMIC Custody Stakeholder Group; Independent Advisory Panel on Deaths in Custody; Policing Healthcare Board; All party Parliamentary Group on Complex Needs & Dual Diagnosis; Mental Health and Justice Advisory Board. Additionally work is undertaken within the third sector in areas of mental Health and learning disabilities: Bradley Group; Mencap; Mind; Centre for Mental Health.

Two major police disciplines of CID and Roads Policing come under the umbrella of the legislation sub committee, and both have had a productive year. The Police National Detective Forum organised and ran the second year of the National Detective



Legislation

awards, with the joint ACPO Roads Policing officer of the year awards being presented at the annual Roads Policing Conference in January 2012. Both events were a tremendous success and recognition should be given to Steve Williams, the Chair of PFNDF and Alan Jones, the Chair of the Roads Policing Group for their hard work and dedication to their respective fields of expertise. The single major issue being tackled by Roads Policing at present concerns the Bannister case of dangerous driving, the subject of the Roads Policing forum session at annual conference in 2012. We have brought pressure to bear on the DPP which has resulted in changed guidance to the CPS. There is still more to do in this area, to prevent the ridiculous situation whereby Police Officers doing their duty are wrongly prosecuted. This situation continues to raise concern and if unchecked, could dramatically change the way we Police in future.

Consultations we have responded to on behalf of the Police Federation in 2012 include:

Home Office Consultation on Police Powers

Prison Reform Trust, MOJ Consultation on Community Sentences

Ministry of Justice – Getting it right for Victims and Witnesses

Ministry of Justice – Deferred Prosecution Agreements

Dft – Consultation on changes to the treatment of penalties for careless driving and other motoring offences

Information Consultation on Driving Licence Exchange Arrangements

Anti-Social Behaviour White Paper

Ministry of Justice – Crown Court Means Testing

Home Office consultation – Alcohol Strategy

Ministry of Justice – Contempt of Court Consultation

Speed Limit Exemptions

Highways Agency consultation on M1 junctions 32-35a managed motorway scheme

Department of Transport – Consultation on changes to enforcement procedures for drink driving

Home Office – Consultation on Future regulatory regime for the private security industry

Justice Department – Judicial Review Consultation

Home office – consultation Schedule 7 Terrorism Act 2007

Home Office – Consultation on Dangerous dogs

Home Office – Review of PACE Codes C, G and H

NPIA – Review of Safer Detention and Treatment of Prisoners

The committee wishes to thank its committee clerk, Nyki Curtis who manages the day to day running of its various work streams and who no doubt will remain busy in the year ahead.

Operational Policing



Chairman:
Will Riches



Secretary:
Paul Davis

A difficult year in policing, not just with the on-going pay and conditions negotiations and threats to our working conditions; our members were tested to the full in their ability to be flexible in order that the country could showcase the finest sporting event in the world, the 2012 Olympics and in the same year as the Queens Diamond Jubilee celebrations.

The sheer movement of officers was a feat in itself. We were tested during the riots in 2011 but there was a difference between that and the Olympics as the planning for this major sporting event had taken seven years lead to a number of issues for officers working away from home, a testament to the professionalism of our members.

During the Olympics we visited many of the sites around England and Wales and were proud to see the incredible spirit, camaraderie and team work displayed by police officers in the execution of their duties. Policing such a big event and ensuring all visitors, participants and the public whose lives carried on as normal, had a safe and wonderful experience was an incredible feat and is a credit to the commitment officers in the UK give to keeping safety and order.

Our thanks must go to all those officers who put their lives on hold in order that the country celebrated the successful Games and Jubilee.

We announced at the PFEW conference that we wanted to see more frontline operational officers having the ability to carry Taser.

With less officers patrolling our streets there is also the risk our members will patrol alone. This has to be measured in the communities with which they serve but we must equip those officers with the best safety equipment available.

A police officer is attacked approximately every 20 minutes. To hear that the sentencing levels for police attackers are being reduced in some cases to mere fines is astonishing. If the intention is to give the green light to assault police officers, then these new guidelines will do just that. We all know that fines, even if they actually get paid, are not and never will be a deterrent to the kind of person who is willing to assault an officer of the law. If we cannot protect Police Officers what chance does the law abiding member of the public have.

We remain concerned that the sentencing of people who assault our members is not taken seriously by the judiciary and it is becoming a recurring theme to assault a servant of the crown.

At conference we asked and pursued the matter with a letter to the Prime Minister requesting that the Government take ownership and show that he personally supported frontline officers, a gesture that would go some way to help morale for our members. We further asked that they underwrite any Operational Cost in the policing of any large scale disorder from the August 2011 Riots.

The new Police Minister Damien Green agreed this had been done to support our forces' strained budgets and at the time of writing we were seeing more forces adopting our stance on training more of our members in the carrying of Taser.

Again we faced calls to support our PSNI colleagues in policing what can only be described as a unique environment. Along with our Chair Paul McKeever we gave a joint statement in conjunction with the chair of PFNI Terry Spence.

Operational Policing

“The planned deployment of police officers from England and Wales to Northern Ireland demonstrates the lack of resources available to police Northern Ireland effectively during the July Marching Season. Although the Police Federation of Northern Ireland would welcome aid from police officers from England and Wales, to put unarmed and untrained officers into a potentially volatile environment is impractical and puts them at real risk. We ask that this planned mutual aid is put on hold until there is a full consultation process about this proposed action.”

Apart from the obvious logistical matters, it more importantly raises the issue of the potential for serious injury to our members in a place where the demographic way of policing is very different to that of officers working throughout England and Wales. Put simply Officers who have never policed Northern Ireland are not ‘street wise’ for the environment concerned and no amount of training prior to deployment will correct that very real hazard.

Unless you have started your career in Northern Ireland and have lived with the special circumstances that working in that environment brings, you will never know in the short time frame given to train our members the whole picture as to what you may face.

The announcement that the next G8 conference is to be held in Northern Ireland in June 2013 brings fresh challenges to the police service at a time where forces face severe cuts in policing. We have been working with the ACPO lead on mutual aid, Chief Constable of Kent Ian Learmonth, to establish what contingencies are in place to protect our members.

Using powers under the Police Reform and Social Responsibility Act 2011, air support services for the 43 police forces in England and Wales was sanctioned by the then Police Minister Nick Herbert to provide a single collaborative agreement (the National Police Air Service- NPAS).

NPAS will provide centralised air support and became operational on 1st October 2012. It is being rolled out in stages starting with the South East (excluding London), then North West, North East, South West (excluding Wiltshire), Central, London and finishing in January 2015. By the end of this schedule the service will provide 25 helicopters, plus three reserve aircraft, operating from 23 bases, saving approximately £15 million per annum. The sub-committee will monitor its introduction with interest with fresh challenges around how a lead force model across the country will provide a national resource where variations in policy for officers are to be applied.

Closely Linked to the operational policing sub-committee is that of the 'post incident procedures seminar'. We welcomed for the first time during 2012 the Sussex Coroner Penelope Schofield and her input on the coroners role has proved valuable to those attending. The IPCC has sought a change in the law to compel officers to an interview, this although linked to the Hillsborough investigation will again test how we deal with matters post incident. At the time of writing we have been invited to a working group to look at the wider application of post incident management. This work will hopefully bring some continuity to any post incident investigation in any death involving police contact where there is any article 2 investigation.

In December 2012 the sub-committee saw Paul Davis step aside due to ever increasing commitments on the national stage in his role of deputy secretary of the CCC. Whilst our thanks of course go out to Paul who has been Secretary since the sub committee was formed in 2004, he remains an active member on ‘Operational Policing’ and looks forward to giving full support, along with the rest of the team to the new secretary Rick Nelson.

Professional Development



Chairman:
Alan Jones



Secretary:
John Giblin

The sub-committee continued to pursue the Police Federation of England and Wales (PFEW) aims and objectives on all professional development related matters affecting the police service during 2012, 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 2012, with our long standing Chairman Alan Jones announcing his retirement after many years excellent service to the sub-committee and service, and Steve Williams and Steve White also leaving with Alan Ogg and Paul Ford joining. Earlier in the year our long standing and highly committed and professional Committee Administrator Jasmin Anderson left on retirement and we were joined by Louise Dunne who now provides first class clerical support as our new Committee Administrator. After ten years as the sub-committee Secretary John Giblin decided to call it a day and stand down from that role.

College of Policing (CoP)

The College of Policing (CoP) replaced the National Police Improvement Agency (NPIA) in December 2012. The College is led by Chief Executive Officer Alex Marshall. This is about transformational change.

The College will safeguard the public and support the fight against crime by ensuring national standards and professionalism in the police. As a professional body it will:

- Set the standards, policy and guidance for practice
- Develop and give access to the evidence base of “what works” in policing
- Provide the framework for examinations and assessments by which police officers are promoted
- Set the professional development framework
- Accredite training providers to provide relevant training and provide some specialist training directly

The College will support officers and staff in their development and practice by giving access to the above.

Initial Learning, Policing Knowledge Certificate and Pre-Join

The pre-join Policing Knowledge Certificate (PKC) is now a live qualification on Ofqual’s national Qualification Credit Framework (QCF). At present the PKC is offered by City & Guilds and OCR, Edexcel and the new Sff Awarding Organisation have all indicated their intention to offer the PKC. The PFEW has given feedback on the Professional Entry to Policing Strategy and Equality Impact assessment (EIA), which highlights that there could be potential for discrimination if only one entry route is used by forces, therefore forces are encouraged to carry out their own EIA of their processes locally.

The National Police Improvement Agency (NPIA) are also working with the Skills Funding Agency to identify funding sources for the PKC, and there is a pilot programme in Wales looking at the use of apprenticeships for student officers to achieve the policing diploma.

The Central Authority now also oversees the initial Special Constables training programme. Work has been done to set standards for Specials to achieve independent patrol status, and work is now on-going to fill the gap between various programmes. Work has also been commissioned to ascertain why some Specials who achieve a qualification fail to pass the SEARCH assessment process to join the regulars. This

Professional Development

work has identified that the problem areas seem to be written communication and respect for race and diversity.

One of the key themes running through the year has been the need to improve functional skills in numeracy, literacy and information technology amongst student officers. Work is underway to see how this may be addressed in the pre-join police knowledge certificate and SEARCH assessment centres.

The Central Authority has also liaised with the Police Advisory Board of England and Wales (PABEW) to make sure that the PABEW is fully aware of the work that it does when discussing the implications of the Winsor proposals, in particular direct entry, which if they are accepted the College of Policing will be implementing.

The PFEW do have some concerns in this area regarding both specials and student officers training in that we feel some forces in an attempt to meet ever shrinking budgets are overly condensing training courses, thereby placing too much responsibility on tutor constables.

National Police Promotion Framework (NPPF)

The National Police Promotion Framework (NPPF) has again been the focus of much attention during 2012. 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.

In March 2005 the Police Minister approved the trial of work-based assessment for promotion within seven forces. The Police Promotion Examination Board (PPEB) opted in January 2008 for an extension of the trial followed by a phased roll-out of the scheme from April 2009. The PFEW later withdrew their support and the roll-out did not occur. The original trial was closed and a new two year trial began in April 2009. Following an evaluation of the second trial the PPEB recommended a roll-out of the NPPF to the Minister. The Minister has yet

to make a decision as to the roll-out and has referred the matter to the College of Policing.

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 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.

Professional Development

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)
Since last year much has been achieved in the Core Leadership Programme, and its work will continue in the College of Policing. A full suite of learning resources for managing volunteers applicable to those in supervisory roles is available on the NCALT MLE - Core Leadership Web Portal. The learning is recommended for all who have responsibility for the management of Special Constables and police support volunteers.

Further development work is also underway regarding police staff such as financial management and introduction to critical incidents, and more E-learning. Suitable topics for e-learning have been identified, and are being designed with a collaborative approach with forces. Early indications suggest that e-learning focus will be around managing people/performance and managing critical incidents.

Work has also begun to identify a suitable assessment strategy for the programme. An equality impact assessment has been carried out on the programme, but we still wait to see how the CLP will fit in with the promotion process once the area has moved into the College of Policing.

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 currently 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 NPJA which develops computer based training for the police services in England and Wales will be affected by the closure of the NPJA in 2012, and the introduction of the College of Policing. The NCALT functions will transfer, 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. 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.

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 2012, with many high profile contributors to focus on key issues in this area, and was well received. This group goes from strength to strength in representing the interests of our members locally and nationally.

Professional Standards



Chairman:
George Gallimore



Secretary:
Steve Evans

As is always the case it has been another busy year for the Professional Standards Subcommittee with changes to Regulations, policies and practices. The committee has had to rise to the many challenges it has faced and its members have worked hard to look after the interests of our members. It is only right to mention the dedicated work of the Deputy General Secretary Mr Smith who has worked tirelessly bringing his immense level of knowledge and sheer doggedness to several crucial areas, particularly the new Conduct Regulations and the Substance Misuse Testing

In the course of the year the work on Substance Misuse Testing was finalised with the introduction of the Police (Amendment No 2) Regulations 2012 and Home Office Circular 11/2012 on 1 April 2012. This ensured that 'hair testing' was not brought in for serving officers, although it can be utilised in the recruitment procedures for new joiners and further reinforced that police officers cannot be 'recalled to duty' for the purpose of a drug test.

The review of the 2008 Regulations was eventually finalised with the introduction of the new Police (Conduct) Regulations 2012, Police (Performance) Regulations 2012, Police Appeals Tribunals (PAT) Rules 2012 and updated Home Office Guidance. These were all introduced with effect from 22 November 2012.

In a significant development brought about by the McLean case in Hampshire, the

presumption that misconduct proceedings would be conducted without 'witnesses' was removed. Furthermore this case also brought about changes to the PAT Rules that enabled the PAT to remit a matter back for a re-hearing with a fresh misconduct panel if it determines that there is fresh evidence, or that there was a procedural default or unfairness.

The latter part of the year brought about some significant proposals from the Government with the announcement that the IPCC would be undertaking an independent investigation into the matters raised by the 'Hillsborough Independent Panel Report'. This further prompted the Home Secretary to publish 'fast-track' legislation in the form of the Police (Complaints & Conduct) Bill on 22 November 2012. This provided the IPCC with the power to 'compel police officers to attend an interview in relation to any investigation managed or undertaken by the IPCC in the capacity of a witness. The PFEW responded robustly to this proposal objecting to both the unnecessary legislation and the complete lack of consultation and transparency in the formation of the Bill. At the time of writing the outcome of the draft Bill was not known but DLOs will be kept updated as it progresses.

We have run two successful DLO seminars, the feedback from both being very positive indeed. It has been a pleasure to note that at each there has been presentations from within the DLO group and I would like to extend our thanks to Ken Davis from Cheshire and Ian Elliot from Derbyshire for their valuable contributions.

This has been the first year we have had the benefit of the vast knowledge and experience of Vic Marshall who has been superb in his support of the Committee, the Seminars and the DLOs. He has been a valuable addition

Professional Standards

to our team and we look forward to his continuing contribution.

Every year I praise the work of the DLOs and I make no apology for doing so again. Conduct representation is the very heart blood of the Federation and the DLOs are at the very centre of the process and their contribution is invaluable. They work long and difficult hours in trying circumstances, often under severe management pressure. Much of the hard work often goes unseen and it is important that the National Committee recognises their contribution.

Scott Ingram from RJW continues to offer excellent service to the committee offering wisdom expert advice and valuable support

as well as managing a serious caseload of high profile cases.

The Committee is grateful for the work of Charlotte Clover-Lambert who does the bulk of the hard work and makes the work of the Secretary much easier. I am particularly grateful for all the hard work she put in this summer when we had to move our Seminar from its usual Leatherhead habitat to Oxford. This greatly increased her work load but she took it in her stride and delivered a quality product.

It has been a pleasure to be the Secretary of such a positive and hard working committee and I submit this Annual Report for your information.

Police Advisory Board

Since December 2011 progress has continued in the following areas.

Final Report of the Winsor Review of Police Officer and Staff Remuneration and Conditions

In March 2012 the Home Secretary wrote to the Independent Chair of the Police Advisory Board for England and Wales (PABEW) directing the Board to consider a number of recommendations from the Final Report of the Winsor Review of Police Officer and Staff Remuneration and Conditions. Some had a deadline of July 2012 while some have a deadline of July 2013. Discussion on these recommendations at PABEW took place in parallel to the consideration of a number of other recommendations from the Winsor Final Report by the Police Negotiating Board. At the PABEW meeting on 24 July 2012 the Board reached unanimous agreement on the recommendations set out below.

Recommendation 3 asked the PABEW to consider requiring candidates for appointment to a police force to have either a Level 3 qualification, or a police qualification or service as a special constable or service as a PCSO. The Board agreed that Level 3 achievement is appropriate to the demands of modern policing. The Board recommended that chief officers should have discretion to accept candidates who do not hold a formal Level 3 certificate if there is evidence to show that the training and experience of the candidate is equivalent to Level 3.

Recommendation 5 was that the pass mark for the 2013 SEARCH assessment process should be raised to at least 70 percent. The Board recommended that this recommendation be rejected. SEARCH is a psychometric assessment and is not designed to monitor academic thresholds. Furthermore, insufficient consideration was given by Winsor to the consequences of the proposal, in particular the effect it would have on the pass rate, which would result in only 2.8 percent of candidates passing, together with significant increases in the costs.

Recommendations 10, 11, 12 and 21 concerned the accelerated promotion scheme. The Board was not asked by the Home Secretary to consider the design of the proposed accelerated promotion scheme, which was deemed to be a matter for the College of Policing. The Board was unable to reach a decision on these recommendations without details of the scheme design being available to it. It was agreed that these recommendations should be considered by PABEW once details of the scheme had been provided.

Recommendation 16 was that a provision be introduced to enable police officers to be seconded to organisations outside policing for a period not exceeding five years. The Board unanimously agreed this recommendation.

Recommendation 17 was that officers within five years of leaving the service should be allowed to return at the rank they last held, while Recommendation 18 was that returning officers should be subject to a probationary period of six months. The Board unanimously agreed both of these recommendations.

Recommendation 23 was that the eligible experience for a Chief Constable set out in Police Regulations be amended to include overseas service in a common law jurisdiction which practises policing by consent. The Board noted that the issue of principle involved was one for Parliament, but noted neither “common-law jurisdiction” nor “policing by consent” were precise terms. The Board recommended that, in the event that Parliament approved the principle of overseas experience rendering a candidate eligible for appointment, the countries in which such experience could be gained should be specifically named in the Determination made under Regulation 11.

However, Recommendation 26 of the Winsor Final Report suggested removing the requirement in respect of the minimum length or place of service required to become a Chief Constable for overseas candidates. The view of the Board was that it is difficult to see why the length of senior experience should be less for an overseas candidate than a UK candidate. The Board recommended that

Police Advisory Board

the two years' experience requirement remains for all candidates, and that this be at ACC/Commander level or above, or an equivalent level in an eligible overseas force, should Parliament approve the principle of overseas experience rendering a candidate eligible for appointment. The Board also noted that British citizenship is a minimum requirement for employment in most national security and secret intelligence roles. Consequently it further recommended that, should Parliament approve the principle of overseas experience rendering a candidate eligible for appointment as a Chief Constable, it would be appropriate for Parliament to determine whether a successful overseas candidate should be required to obtain British citizenship prior to taking up post, and to relinquish any non-British citizenship.

Recommendation 33 was that a fitness test should be introduced in September 2013 for all police officers and staff required to undertake personal safety training, with those who fail the test three times being subject to the appropriate disciplinary procedures. The Board accepted the recommendation for an annual fitness test at level 5:4 on the shuttle run. However, it recommended that failure should not lead to disciplinary action. In the first instance supportive action should be offered to remedy the matter and then, if it remains unresolved, Unsatisfactory Performance Procedures should be initiated. The Board does not support the use of disciplinary measures for those who fail.

Recommendations 34, 35 and 36 related to the introduction of an annual physical fitness test for all police officers in England and Wales, equivalent to the test used for recruits in the Police Service of Northern Ireland. These recommendations were referred to the PABEW with a deadline of July 2013, but have been referred back to the Home Secretary with a recommendation that this is not pursued until the introduction of the fitness test under recommendation 33 has been evaluated.

Winsor also suggested, in Recommendation 37, new national fitness tests for specialist police officer roles. Given that the PABEW

had recently recommended fitness standards for specialist posts in the police service which were endorsed and published by ACPO, the Board took the view that the current standards for specialist posts do adequately replicate the demands of the job. Consequently the Board did not accept recommendation 37 but proposed the impact of the existing standards should be reviewed after two years.

Biometric Vetting

The PABEW recommended, at its meeting on 19 July 2007, that additional vetting checks should be made on applicants' suitability for joining the police service. Subsequently, Ministers accepted the Board's recommendation. However, progress stalled over whether it was legal to take DNA samples from potential recruits and cross-match them with the police national computer if the samples are not collected under PACE. The Information Commissioner clarified this is acceptable provided the candidate is fully informed, preferably in writing and the DNA sample should not be taken before a conditional job offer is made. Technical difficulties cross-referencing the relevant databases caused further delay. The PABEW signed off updated amendment regulations in July 2012.

Business Interests

Following Winsor Part One, the PABEW was asked to consider recommendations 14 and 15 with respect to business interests. Recommendation 14 advised publishing guidance about the types of interests which would likely lead to the rejection of an application and Recommendation 15 suggested removing the Home Secretary from the appeals process. A Business Interests Working Party was convened which reviewed existing ACPO guidance, but could not come to a consensus about Recommendation 15. Following the publication of the HMIC report, "without fear or favour", in January 2012 the Home Secretary referred the ACPO guidance back to the PABEW and asked it to further consider Recommendation 15. PABEW agreed to remove the Home Secretary from the appeals process and further revised the ACPO guidance. The Police

Police Advisory Board

(Amendment No.3) Regulations 2012 implement the changes.

Fitness Working Group

New fitness standards for specialist posts were approved by the PABEW in April 2010. The then Police Minister chose not to mandate the standards as he felt it was an operational policing matter lying within the remit of ACPO. The fitness standards for specialist posts were promulgated by ACPO in 2012. The technical working group has recommended that the push/pull test on the Concept II Dyno machine be discontinued as an element of the fitness tests. The failure rate was extremely low, making it of little added value. The machine has also been discontinued, making replacement parts increasingly difficult to obtain.

National Police Promotions Framework

In 2011 the Police Promotion and Examinations Board (PPEB) recommended rollout of the National Police Promotions Framework (NPPF) despite objections from the PFEW that its equality impact was 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 still awaited from the Police Minister on whether or not the rollout will take place. However, it is understood that the PPEB will transfer to the College of Policing.

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 2012, including most of the recommendations referred to PABEW from the Winsor Final Report. In September 2012, the Sub-Committee also endorsed the roll-out of a new set of exercises for the SEARCH Assessment Centre.

Police Disciplinary Arrangements

During 2012, the PABEW sub-committee on the Reform of Police Disciplinary Arrangements agreed Home Office Guidance on Police Officer Misconduct, Unsatisfactory

Performance and Attendance Management Procedures. Following a request from the Sub-Committee, the Home Office produced a consolidated set of Police (Performance), Police (Conduct) Regulations and PAT Regulations. The Sub-Committee was also asked to consider further a Winsor Part One recommendation, Recommendation 54 on broadening the relevance of adverse determinations from concluded UPPs. In July 2011 the Sub-Committee recommended rejection of this recommendation. In January 2012 the Home Secretary asked the PABEW to consider this recommendation further. After further research, including a survey of forces, the Sub-Committee remained to be persuaded of the case for change.

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. 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.

The Regulations came into effect on 1 April 2012. Home Office Circular 11/2012 promulgates the Regulations, Determinations and Protocols.

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 2012.

CONSTABLES' PAY

<i>Pay point</i>	
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

<i>Pay point</i>	
0	£36,519
1	£37,767
2	£39,036
3	£39,867
4	£41,040

INSPECTORS' PAY

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

CHIEF INSPECTORS' PAY

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

CHIEF INSPECTORS IN POST AT 31 AUGUST 1994

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

Police Negotiating Board

Independent Review of Pay and Conditions of Service

Part One

As noted in last year's report the PNB registered a failure to agree on a number of recommendations from the first Winsor report. 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 accepted the decision of the PAT and asked the Home Secretary to honour the decision of the PAT. Both Sides reached agreement in principle for the introduction of a voluntary exit scheme for police officers and for changes to Regulation A19 (see 'Pensions').

The Home Secretary did ratify the findings of the PAT and her decision was published in Home Office circular 06/12. Draft regulations and determinations were subsequently provided to Staff Side and Staff Side provided comments on both on 1 March 2012. A meeting with the Home Office also took place on 14 March to discuss Staff Side's comments.

On 30 March the Home Office sent an email to the PNB Side Secretaries attaching the determinations with an effective date of 1 April 2012. These were subsequently published under cover of HOC 10/2012.

The determinations published under HOC 10/2012 cover the following recommendations:

- Recommendation 2 – introduction of an unsocial hours allowance (Annex U)
- Recommendation 5 – change to VSA (Annex E)
- Recommendation 6 (modified by PAT) – overtime (Annex G)
- Recommendation 7 – rest days (Annex H)
- Recommendations 11, 12 and 13 – held in reserve & away from home overnight

- allowance (Annex U)
- Recommendation 20 (modified by PAT) – pay progression (Annex F)
- Recommendation 29 (modified by PAT) – CRTF (Annex F)
- Recommendation 31 – team recognition award
- Recommendation 33 – SPPs (Annex U)
- Recommendation 46 – motor vehicle allowances (Annex U)
- Recommendation 48 – maternity pay (Annex L)

PFEW wrote to the Home Secretary on a number of occasions during 2012 to set out concerns that some of the determinations do not properly implement the decision of the Police Arbitration Tribunal (PAT). In addition, concerns were highlighted regarding those matters whereby the Determinations appeared to go beyond the PAT decision. PFEW asked the Home Secretary to withdraw and amend the documents to properly reflect the decision of the PAT as soon as possible.

A detailed response was received from the Home Office on 24 April 2012 and discussions continue on some items.

Home Office Circulars 22/2012 and 24/2012 have subsequently been published which detail revised regulations and determinations to put into effect the recommendations on part-time working, public holidays and replacement allowance.

Part Two

Part two of Tom Winsor's report was published on 15 March 2012. The report contained 121 recommendations. The Home Secretary issued a Direction to PNB on 27 March setting out those recommendations to be considered by July 2012 and those to be considered by July 2013.

At the PNB meeting on 12 April 2012 a schedule of working party meetings was agreed and the working party met on six

Police Negotiating Board

occasions ahead of the PNB meeting on 24 July 2012.

Ahead of the PNB meeting on 24 July 2012, the Staff Side submitted a formal offer in respect of each of the recommendations that the Home Secretary had asked the PNB to consider in 2012. These were rejected by the Official Side and a failure to agree was registered by the Independent Chairman and the following matters referred to the Police Arbitration Tribunal:

Compulsory severance (recommendations 46, 47 and 48)
Regional allowance (recommendation 74)
Constables' pay scale (recommendation 54)
CRTP (recommendation 83)
EPAA (recommendation 94)
On call (recommendation 112)

The PAT hearing took place on 18 and 30 October 2012. The PAT award was published in December 2012.

The Home Secretary ratified the PAT award on 15 January 2013.

At the PNB meeting in October 2012 the Independent Chairman provided papers suggesting how the outstanding matters from Winsor part two might be scheduled for consideration. The Sides agreed it was not realistic to schedule discussion until the PAT had made its award and the Home Secretary had reached a decision on that award. Therefore, the first PNB meeting in 2013 will consider this further.

Pay Review Body

In a Written Ministerial Statement on 24 October 2012 the Home Secretary announced that consultation on the implementation of a pay review body for police officers would commence. The original closing date for responses was 21 December 2012 and PFEW submitted a detailed response. The closing date was extended to 14 January 2013.

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 currently 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. Amendment regulations were published on 26 January 2012 and came into force on 23 February 2012, with effect from 5 October 2008.

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 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. Revised determinations were published under Home Office circular 5/2012.

Maternity pay and leave

Following the publication of the Winsor part one determinations Staff Side wrote to the Home Secretary on 6 June to express Staff Side's concerns about the financial detriment

Police Negotiating Board

a woman would suffer should she decide to take weeks 13 to 23 at half pay rather than 18 weeks at full pay. Staff Side have suggested a resolution to this which the Official Side is currently considering.

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. Revised determinations were published under Home Office circular 5/2012.

In addition, a further claim was submitted on 30 April 2012. Following the Winsor review maternity pay increased from 13 weeks to 18 weeks. Staff Side was of the view that the same should also apply to officers on adoption leave and submitted a claim to this effect. At the time of writing the Official Side has agreed the claim, in principle, and the detail is being discussed.

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 to 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 and was ratified by Home Office circular 3/2012. Revised determinations were published under HOC 13/2012.

Data – average length of service by gender

The working party has been looking at 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. This issue is also being considered in relation to the Pay and Earnings Census.

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 has met on five occasions throughout 2012 and continues to make good progress.

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

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

Police Negotiating Board

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.

PNB circular 12/2 was issued on 11 June detailing that with effect from 1 June 2012 Inspectors and Chief Inspectors working part time should be paid at plain time for all hours worked up to a maximum of 40 hours per week.

A Home Office circular has not yet been issued.

Equal Pay Audit

The Staff Side refreshed the EPA using the data from this year's pay and earnings census. A draft was sent to the Official Side Secretary on 20 July 2012 for comment.

Carryover of annual leave

Staff Side wrote to the Official Side on 11 April 2012 seeking an amendment to Regulation 33 to enable officers to carry over their statutory annual leave entitlement plus bank holidays into the next leave year where they have been unable to take that leave because of absence on maternity, parental or sick leave during the current leave year. A response from the Official Side is awaited.

Flexible Working Guidance

Discussions are on-going to provide a new version of the NPIA "Flexible Working in the Police Service" guidance document.

Maternity Pay and South East Allowance

An issue has come to light whereby a force in the South East has removed this allowance from female officers on maternity leave. This has been raised with the Official Side who are currently considering their position.

Other matters that have been progressed through PNB include:

Acting Up and Temporary Promotion

Revised determinations on temporary salary (new acting up allowance) and temporary promotion were published this year under Home Office circular 5/2012. This implemented much of PNB circular 08/4. However some remaining detail is anticipated to be published by the Home Office as guidance for the new provisions.

The overall approach adopted is as follows:

- An acting up allowance is introduced in a new determination (annex UU) made under regulation 34. This is based on the previous provisions of annex I (temporary salary) and modified to provide that with limited exceptions a 56 day limit on acting up will apply. The 56 days is made up of 10 "qualifying" days and 46 days of the allowance being paid. Acting up allowance is non-pensionable.
- Annex I (temporary salary) is changed to provide entitlement to temporary salary at the 56 day point in those exceptional circumstances in which the officer is not temporarily promoted. Temporary salary is pensionable.

Annex J (temporary promotion) is amended to provide that generally a member will be temporarily promoted at the 56 day point.

In 2011 agreement had been reached on an amendment to PNB 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 has now been put into determinations under cover of Home Office circular 5/2012 and subsequently amended by Home Office circular 24/2012.

PNB reached agreement on the issue of reckoning of service when on temporary promotion in January 2012. A five year limit for periods of temporary promotion has been agreed whereby any permanent or temporary promotion occurring on or after 1 September 2010 will take account of all previous periods

Police Negotiating Board

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.

The agreement was published in PNB circular 1/2012. However, it has not yet been ratified by the Home Office.

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 only and it appears that the Home Office will not be ratifying the decision.

Housing Allowance – reduction when shared between couples

PNB circular 11/2 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 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 only and it appears that the Home Office will not be ratifying 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.

The PAT award created a new "Away from Home Overnight Allowance". The allowance is paid to a member of the federated ranks in respect of every night on which the member is held in reserve.

However, when the revised determination was published under HOC 10/2012, it also stated that the allowance is not paid if the member is on a training course or carrying out routine enquiries. These qualifications were not part of the original PAT award and Staff Side continues to press the Home Office to revise this section of the determination.

A hardship allowance of £30 is also payable where a member is not provided with proper accommodation.

On-Call

This issue formed part of the second PAT award. The PAT award was that a national on-call allowance should be implemented. To be paid at a rate of £15 per session with no requirement for any 'qualifying sessions'. As previously noted the Home Secretary has not yet ratified this PAT award.

SPPs

The first PAT award detailed the abolition of SPPs. This was put into effect under HOC 10/2012 with effect from 31 March 2012.

Motor Vehicle Allowance

This issue was discussed as part of the discussions on the first Winsor report and agreement was reached in principle that the link between the Motor Vehicle Allowance for police officers and that for local authorities should be re-established from September 2011. Revised rates were published with effect from 1 April 2012 under Home Office circular 10/2012.

Pay on Promotion

Agreement was reached in 2008 for the

Police Negotiating Board

introduction of a £450 per annum guaranteed minimum increase in salary on promotion. Details were promulgated in PNB circular 08/3 and ratified by Home Office circular 18/2008. A revised determination was published under HOC 5/2012. However the provision takes effect from 1 February 2012 and Staff Side has written to the Home Office to ensure the provision is backdated to May 2008, the date of the original agreement.

Housing Emoluments

Amendment Regulations came into force on 23 February 2012 covering the PNB agreement on housing emoluments following a medical retirement and obligatory review – PNB 08/7.

SOCA Reckonable Service

Amendment Regulations came into force on 23 February 2012 covering the reckoning of service from SOCA – PNB 09/2.

Data Requirements

The PNB Earnings Census, which replaced the previous sample survey approach in 2010,

is now in its third year. The 2012 Census, covering the year April 2011 to March 2012, was approved by the Sides in July 2011, and sent out to forces in November. It is anticipated that tables will be available by the end of April 2013.

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. Some changes have been made to the PNB constitution in 2012 to accommodate the new PCCs.

Scotland Standing Committee

In 2012 a new PNB standing committee was created: the Scotland Standing Committee. The PNB constitution was again amended to create the committee which has 6 Official Side members and 6 Staff Side members.

Pensions

Independent Public Service Pensions Review (“Hutton Review”)

i) Short-term reform

Police Pension Scheme (PPS) and New Police Pension Scheme (NPPS) contribution rates were increased with effect from 1 April 2012. HOC 4/2012 refers. This increase was in line with the Hutton Review’s recommendation and the Government’s subsequent intention to increase contributions by an average of 3.2 percentage points over the three years up to 2015. We now await details of the proposed pension contribution rate increase with effect from 1 April 2013.

ii) Longer-term reform

Following a consultation exercise and discussion at PNB, on 4 September the Home Secretary announced her decision on the long-term reform of police pensions. The intention is to close the PPS and the NPPS and replace them with a Career Average Re-valued Earnings (CARE) scheme from April 2015. Officers closest to retirement will receive transitional protection. Further details can be found at:

<http://www.homeoffice.gov.uk/police/police-reform/pension-reform/>

PFEW has also placed useful information on its website at:

<http://www.polfed.org/mediacenter/pensions.asp>

Injury Awards

In March the Home Office issued HOC 7/2012 which cancelled: i) in HOC 46/2004, Annex C, the section entitled ‘Review of injury pensions once officers reach age 65’ and ii) in the Guidance on Medical Appeals, paragraph 20 of section 5, entitled ‘Degree of disablement after age 65’. These changes were a result of the High Court judgment in the case of Simpson which concluded that Home Office guidance on reviews of the injury awards of former officers who have reached age 65 was unlawful. The circular says that the Home Office is “considering the further implications of the court’s decision and will provide further information and advice as

appropriate in due course.” We await an update from the Home Office.

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

Valuation of Police Pension Schemes

The actuarial valuation of the PPS and NPPS (as at 31 March 2008) was suspended during the Hutton Review. The Government has now decided not to undertake historic actuarial valuations of the PPS, NPPS or the other unfunded public service pension schemes. Instead it will undertake a current valuation. We await further details.

Part-time Officers and Pensionable Pay

Following the issue of PNB Circular 12/2, which details an agreement on the pay and pension arrangements of part-time Inspectors and Chief Inspectors (see entry under Inspectors and Above Who Work Part-time, above), this matter has returned to the PNB Pensions Review Working Party to discuss whether it is necessary to make consequential amendments to the police pensions regulations.

Temporary Salary and Pensionable Pay

See entry under Acting Up and Temporary Promotion, above.

Unpaid Adoption Leave, Unpaid Adoption Support Leave, Unpaid Maternity Support Leave and Unpaid Additional Paternity Leave

Staff Side has written to the Home Office outlining its view that there should be a similar facility to buy-back unpaid adoption leave, unpaid adoption support leave, unpaid maternity support leave and unpaid additional paternity leave, as currently exists for unpaid maternity and unpaid parental leaves.

Pensions Forfeiture

On 11 March 2010 Staff Side wrote to the Home Office with comments on its draft forfeiture guidance, without prejudice to our

Pensions

view that forfeiture is inappropriate and potentially unlawful. This was followed by another letter from Staff Side in August 2011. Staff Side awaits a response from the Home Office.

Amendments to Police Pensions Regulations and Consolidation

A set of UK-wide consolidated regulations for the PPS will be established to provide a single UK-wide scheme for PPS members. The Home Office intends to do this before the introduction of the new pension scheme in April 2015.

Three sets of amendment regulations were laid this year. The Police Pensions (Amendment) Regulations 2012 increased the contribution rate for members of the PPS and NPPS. The Police Pensions (Amendment) (No. 2) Regulations 2012 amended Regulation A19 (and its equivalent in the Police Pension Regulations 2006) to include: i) the need to retain skills and knowledge; and ii) the performance of the individual officer, as relevant considerations. Lastly, the Police Pensions (Amendment) (No. 3) Regulations 2012 amended: i) the Police Pension Regulations 1987 to implement (in part) the Winsor recommendation on voluntary exit; and ii) the Police Pensions Regulations 2006 to ensure compliance with automatic enrolment regulations.

Voluntary exit

In his Part One Report Winsor recommended the introduction of a voluntary exit scheme for police officers. This recommendation was agreed in principle by both Sides of the PNB. The police pensions regulations have been amended with effect from 1 January 2013 to provide for the implementation (in part) of this Recommendation. Police Regulations 2003 have also been amended with effect from 1 January 2013 to give the Secretary of State power to determine the terms of a voluntary exit scheme for police officers. However, we still await the publication of the Home Secretary's determination detailing the scheme. ACPO has issued guidance on the voluntary exit scheme.

Regulation A19

In line with the recommendation from the Winsor Part One Report, Regulation A19 (and the equivalent provision in the Police Pensions Regulations 2006) has now been amended to include: i) the need to retain skills and knowledge; and ii) the performance of the individual officer, as relevant considerations. The amendment took effect from 3 December.

Compulsory Severance

See entry under Independent Review of Pay and Conditions of Service, above.



Constables'
Central
Committee

Contents



Page 2	Foreword
Page 3	In Memoriam
Page 4	Central Committee Members
Page 8	Constables' Reserves
Page 9	Voluntary Funds: Trustees to the Constables' Fund; Bankers; Accountants & Auditors; Investment Advisers; Trustee to the Joint Funds; Trustees to Charities; CCC Meetings 2012; CBB Meetings 2012; CBB Circulars 2012
Page 10	Presentation Piece
Page 12	Central Office News
Page 13	Review of the Year 2012
Page 14	2012 Honours List
Page 15	Annual Conference 2012
Page 18	Central Office Bulletin



Paul Barker
General Secretary
Constables' Central Committee

Yet again we have seen a busy year for the service and particularly so during the summer months, only this year for a far better reason than August 2011.

August 2012 saw the greatest show on earth come to this country in the form of the Olympics. Preparations for this from a security and policing point of view began many years before in 2008 although it seemed that it was all going to fall apart when G4S failed to deliver the promised staff numbers at many venues across the country. Which part of the service gave up even more of their precious time off, on top of the leave restrictions necessarily imposed to provide security at the many Games locations around the country? – yet again the Constable was in the vanguard, filling in for the reported failings of the private sector. Even Lord Coe, the London 2012 chairman, told the Home Affairs Select Committee it was difficult to blame anybody other than private security firms for staff shortfall. Fortunately, due to the detailed planning that had been previously undertaken, the Service managed to overcome the reported 35% shortfall of private security staff and were also assisted by emergency intervention from the Armed Forces. There, demonstrated yet again, was the ability of the Police Service to respond to a crisis not of its own doing and also to show how the public services work together.

PNB/PAT/Winsor Review

As in 2011 we have had the sceptre of the ongoing Winsor Reviews hanging over us, together with increasing pension contribution rates. In January we received the result of the deliberations of the Police Arbitration Tribunal on Winsor One following the failure to agree lodged at the Police Negotiating Board and this did not make good reading. There was the removal of the Special Priority Payment, amendments to

the Hertfordshire Agreement, alterations to the overtime rates, Chief Officers now only need to consult with JBBs rather than agree changes to VSAs.

With regards to part-time working, the PAT accepted Winsor's recommendation that an officer wishing to return from part-time to full-time working must be appointed within two months if the force has a suitable vacancy and within four months of the written notice being received. Housing Allowance was retained but without any increase and all incremental rises apart from those on the first three steps of the pay scale would be frozen. What was introduced however was the unsocial hours payment which would give each Constable the potential to receive £1,200 p.a. if they were to work regularly between 8 p.m. and 6 a.m.

The issues surrounding EPAA, CRTP and On-call were referred to the Winsor Two deliberations.

A fresh round of debate began in April with reference to the Winsor Two recommendations and yet again a failure to agree was registered and a further Police Arbitration Tribunal was called. This result was announced in December and the main points to report here are that CRTP was to be removed by means of a staged reduction of approximately 30% per year, the EPAA was rejected and On-call was set at £15 per session. The issues surrounding both compulsory severance and the Constables' pay scale amendments were to be discussed in 2013 with the Home Secretary wishing resolution by July 2013. The public sector pay freeze, from the Service's point of view, is due to be reviewed in September 2013 although there is no guarantee at this stage at what value this will be set.

Finally, as if we didn't have enough to contend with, we await the result of the Governmental consultation on the proposed changes from the Police Negotiating Board to a Police Pay Review Body. This was initially set to close on 21 December 2012 but was extended until 14 January 2013. An update will follow when the result of this consultation is known.



Party Political and other Conferences

During the course of 2012 the CCC were active and attended at each of the major party conferences, Conservative, Labour and Liberal Democrat, although on this occasion we recognised the value of austerity in these financially challenging times and, rather than sending many members to these events, were selective in identifying those with whom we wished to interact to further our cause. This seemed to be a more pragmatic approach and many MPs were more than willing to come out of the secure zones or island sites to speak with us on a one-to-one basis.

We also sent a representative to the Garda Siochana Conference in Eire in April and had representation at the Superintendents' Conference in September. We look forward to working with all these organisations in the coming year.

We have also held meetings with the two Police Ministers who held post in 2012, Nick Herbert and his replacement Damian Green, and many of the shadow ministers to ensure that our concerns were maintained at the forefront of debate.

The Future

The future at this time holds many uncertainties for our rank. There are regular events for which we will have to supply Constables with our ever-depleting numbers and our ever-increasing demands but one

which will focus the mind will be the proposed G8 summit in Northern Ireland in 2013. Rest assured we will be endeavouring to ensure that our staff will be dealt with in a safe and appropriate manner and will keep you updated as we go along.

The other issue we are currently looking at is the re-named Professional Body for Policing, now imaginatively entitled the College of Policing. This comes into operation in February 2013 and will replace the NPIA at that time. We are working hard behind the scenes to ensure both representation and input into the make-up of this body and to again ensure that our membership is not disadvantaged by membership or otherwise of this organisation. We have at the time of writing been assured that there will be no membership fees until at least 2015...

CCC Changes

There have yet again been changes within the CCC and we saw the enforced retirement in 2012 under A19 of Wayne McManus from No. 5 Region in March and that of Simon Reed from No. 5 Region at the end of December. They have been replaced by Jayne Willetts and Karen Stephens respectively. I wish both Wayne and Simon all the best for their retirement and also wish to place on record my personal thanks for their hard work and dedication to the CCC. Jayne and Karen have joined the Committee at one of the most tumultuous times in its history.

In Memoriam

Constable Andy Stokes of Greater Manchester Police
Constable David Rathband of Northumbria Police
Constable Ian Dibell of Essex Police
Constable Fiona Bone of Greater Manchester Police
Constable Nicola Hughes of Greater Manchester Police
Detective Constable Adele Cashman of Metropolitan Police

Central Committee



Julie Grocutt
Reserved Seat –
South Yorkshire
Chairman

Julie became the Constables' Central Committee Chairman on 2 December 2010 for a

second term. 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.

Julie has held the position of Vice Chairman and Chairman of the CCC. She represents Constables at the Police Negotiating Board. Julie sits on the Futures working group and was involved in the PFEW's Olympics working groups. She represents Constables' views on both the Equality sub-committee and Equality Act Positive Action working group and is responsible for the CCC communications strategy. Julie is a member of the ACPO uniform group.

In 2012, Julie was awarded the Presidential award by the British Association for Women in Policing (BAWP) for her work in the Federation including her work on behalf of women officers.

Away from work 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.

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 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. He is also a trustee to the National Police Fund.

Central Committee



Will Riches
No. 8 Region –
Metropolitan
**Vice Chairman/
Chairman elect**

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.

In 2001 he was asked by colleagues to become a Fed rep and soon after became the Constables' Branch Board representative for Hackney.

Having achieved a position on the Metropolitan Joint Executive Committee, in 2009 he was elected Constables' Representative for No. 8 Region.

Since May 2011 Will has been the Vice Chairman of the Constables' Central Committee and was made Chairman Elect in October 2012.

He is passionate about all areas of Policing, has IOSH and NEBOSH qualifications assisting in his role as member of the Health and Safety sub-committee and is the elected JCC representative on the board of Trustees at Flint House Police Rehabilitation Centre.

A passionate and vocal member of the Committee, Will also relishes his role as Chairman of the Operational Policing sub-committee enabling 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 including Operational Policing and the Olympics Working Group as well as being a member of Equality and Professional Development.



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 more recently with reviewing those regulations that resulted in the implementation of the new Police (Conduct) and Police (Performance) Regulations 2012 and associated Home Office Guidance on 22 November 2012.

He has worked closely with the Home Office, ACPO, APA, HMIC, NPIA, the Superintendents' Association and the IPCC within the Police Advisory Board (PAB) Disciplinary Arrangements sub-committee as well as various other PAB working groups on Business Interests, Collaboration, Fitness Testing and Restricted Duty.

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.



Jayne Willetts
No. 3 Region –
West Mercia

Jayne joined West Mercia Police in 1992 and has worked in Local Policing, Traffic and Response. In 2007 Jayne became a divisional Fed rep and then

became the CBB secretary in 2010.

Jayne has supported officers in a variety of cases, but especially around Equality and Disability and Student Officers.

Jayne joined the Joint Central Committee in March 2012 and is Secretary of the Specials Working Group, Chair of the Equalities and Diversity sub-committees and also sits on the Legislation sub-committee.



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 Chartered 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

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.



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 and narcotic and firearm recovery. He became a Federation 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 is now Secretary of the Operational Policing sub-committee and sits on the Legislation and Professional Development sub-committees. He represents the CCC on the Police Professional Body Project Board and is the CCC rep for the College of Policing.

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	Marc Quinn	(Warwickshire)
	2	Stephen Thornton	(Staffordshire)
	3	Pete Lowe	(West Mercia)
No. 4 Region	1	Ian Godfrey	(Derbyshire)
	2	Mark Hills	(Cambridgeshire)
	3	Mick Taylor	(Nottinghamshire)
No. 5 Region	1	Mark Smith	(Essex)
	2	Simon Steele	(Sussex)
	3	Steve Fisher	(Hampshire)
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	Vacant	
Reserved Seat	1	Fiona Douglas-Mullett	(No. 5 Region)
	2	Andrea Thompson Taylor	(No. 3 Region)
	3	Vacant	

Voluntary Funds



The Treasurer's report and the audited accounts of the Police Federation Constables' Fund for the year ending 31 December 2012 are published within the Police Federation of England and Wales Statement of Accounts for 2012.

Trustees to the Constables' Fund

The Trustees to the Police Federation Constables' Fund are: Paul Deeley (West Midlands), Paul Deller (Metropolitan) and Graham Haygreen (Suffolk).

The Trustees held a total of four meetings during 2012 as follows:

21 February	24 April
10 July	30 October

The reserves to the Trustees are:
1st reserve Pete Lowe (West Mercia)
2nd and 3rd reserves are 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 Jonathan Nott (West Midlands)

The reserves to the Trustee are:
1st reserve Paul Deller (Metropolitan)
2nd and 3rd reserves are vacant

Trustees to Charities

Members from the rank of Constable are:

Northern Police Convalescent and Treatment Centre

Paul Barker	Greater Manchester
Nigel Day	North Yorkshire

Police Rehabilitation Centre, Goring

Tony Laud	Cambridgeshire
Will Riches	Metropolitan
Paul Monk	Metropolitan

Gurney Fund

John Apter	Hampshire
Graham Riley	Gloucestershire

CCC Meetings 2012

The Constables' Central Committee held a total of six meetings during 2012. The dates and venues were:

24/25 January	Leatherhead
20 March	Leatherhead
18 May	Bournemouth
26 June	Leatherhead
4 September	Leatherhead
30 October	Leatherhead

CBB Chairs & Secretaries' Meetings 2012

6/7 March	Daventry
2/3 October	Leeds

CBB Secretaries Meetings 2012

30 January	Leatherhead
16 April	Kegworth
27 November	Leatherhead

CBB Circulars

The following CBB Circulars were issued during 2012:

01/2012 – CBB Chairs & Secretaries meeting
02/2012 – Decision of the PAT
03/2012 – PAT – Where we are now
04/2012 – Additional CBB Secretaries meeting
05/2012 – CBB Secretaries meeting
06/2012 – Campaign Posters
07/2012 – Elections
08/2012 – CCC Update
09/2012 – Winsor 2 Recommendations
10/2012 – CBB Secretaries meeting
11/2012 – Communication Update
12/2012 – CCC Research Project
13/2012 – Conference Evaluation form
14/2012 – Constables' mousemats and posters
15/2012 – CBB Chairs & Secretaries meeting
16/2012 – Julie Nesbit announces JCC candidacy
17/2012 – A message from the Chair
18/2012 – CBB Secretaries meeting
19/2012 – Time for Change?
20/2012 – Election of 2nd and 3rd Reserves to Constables' CAC
21/2012 – Win an iPad mini

Presentation Piece



Constables' Presentation Piece

The Constables' figurine was awarded to Wayne McManus, Kath Kane and Prof Bob Elliott in recognition of their services to the Constables' Central Committee.



Wayne McManus

Wayne joined the CCC in June 2009 representing No 3 region. During his time on the CCC, he played an active role on behalf of not only the Constables of his region but also from across

the whole of England and Wales. The Committee benefitted from his knowledge of treasury matters; he served as the Treasurer for Staffordshire JBB for a number of years. Wayne was responsible for the project started in the CCC which then became a joint piece of work looking at the value of the Federation Rep.

Wayne became Secretary of the Equality sub-committee 2010 at a particularly busy time for the service in relation to equality matters. He liaised with and visited many forces to resolve part time and flexible working issues that have plagued the service over the past two years. He also ensured that ELOs across the 43 forces understood the fundamental changes to Equality law with the introduction of the Equality Act in 2010.

Wayne was a keen traffic officer during his time in force and the Legislation sub-committee benefitted from his knowledge and expertise in this area.



Kath Kane OBE

Kath joined Merseyside Police Cadets in 1974 in the same year that Merseyside Police was created and was elected as the Federation representative for the

cadets in Merseyside, joining the regular force full-time in 1976.

In 1984 Kath was elected as the Constables' reserve seat member for Merseyside and in 1989 was elected chair of the No. 1 Region Women's Group. In 1994 she was elected Chair of the National Reserve seat, a position she held for 8 years. Kath was responsible for chairing the Eve of Conference meetings and it was due to the topical agendas that Kath promoted that the event became more inclusive of all Federation representatives. In 1996 she became Chair of Merseyside CBB and maintained all three of these posts until her election as Merseyside JBB Chair in 2002.

Kath was awarded an OBE in 2006 for her services to Policing and charitable work as a Trustee to the North West Benevolent Fund, the Police Federation Charitable Trust and The United Way.

Kath was always passionate about the rights and welfare of the Constables' rank and had wise words and extensive knowledge gleaned over her years as a Federation representative.



Professor Bob Elliott

Prof Bob has now been advising the CCC on matters relating to pay and conditions of service including pensions since 1989. He is renowned for his work in the field of economics across the UK, Europe, Australia and the USA. Bob also holds a number of other positions advising other organisations as well as working at Aberdeen University.

The Committee decided to properly recognise the work Bob has been doing for Constables over the years. Back in 1993 he was heavily involved in the CCC's work on Sheehy and since then he has advised on: shortening the Constables' pay scales; Constables' overtime; London payments; starting rates of pay for Constables; salary progression; additional increments; Project Branthwaite; pay assimilation; pay modernisation; CCC aspirations; BDO report; career pathways; 3-year pay deal; Winsor Review.

Bob has always been a good source of information about wider economic conditions and workforce rewards, providing realistic advice about the expectations for our own reward systems.



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.

Road Traffic Collision (Merseyside) (1)

"I received compensation through the MIB and was more than satisfied with the outcome. It's reassuring that through the Federation we get the best professional help. As a result of a recent local issue and this compensation claim I have great faith in you as an organisation."

Accident Claim (Durham) (2)

"Thank you for your financial support in relation to an accident claim that we have pursued. Russell Jones & Walker did a marvellous and very professional service resulting in me receiving compensation."

Injury on Duty (Staffordshire) (3)

"The matter has been resolved to my complete satisfaction and I have received compensation. I would like to thank the Constables' Central Committee as without your support I may not have received the best outcome. In these troubled economic

times it is perhaps inevitable that serving officers more than ever will need the services of the Federation and I wish your officers the best of luck in the future."

Occupational Stress (Northants)(4)

"I wish to thank the Constables' Central Committee for their financial support for my claim. The last few years have been difficult but have reached what I feel is a successful conclusion. I hope in bringing this action that lessons will be learnt which mean that other officers do not have to go through what I did."

Road Traffic Incident (Thames Valley) (5)

"I would like to thank you for your support in the insurance claim that I have been working through following a road traffic accident. It has been a really difficult time but with the support of the Federation the outcome has been very positive and I feel that I can put this behind me now."

Assault (Avon & Somerset) (6)

"I would like to thank you and the Federation for your financial support in assisting with my injury claim which has now been settled."

Motorcycle Collision (North Wales) (7)

"I am pleased to say that the matter has now been resolved in relation to the claim and I am happy with the outcome. I am sure that without your help I would not have been in this position which will assist me in my retirement from the force."

Injury on Duty (Metropolitan) (8)

"My injury required me to be on restricted duties and out of the public domain for the rest of my service. My claim was settled and I would like to thank yourselves for your financial support and the sensitive way in which all parties handled my personal situation."

Review of the Year 2012



Professor Bob Elliott
Constables' Central
Committee Advisor



Every year seems to bring more bad news on the economic front, 2012 was no exception. The economy is staggering along with little sign of either recovery or that we shall return to the rates of growth of GDP we experienced before the recession. 2012 also delivered more bad news for Constables with the publication of Winsor Part 2 and the decision of the Police Arbitration Tribunal.

As I write, the provisional estimates for growth in the fourth quarter of 2012 have just been published. If they are correct the economy shrank in the fourth quarter of last year and, taking the year as a whole, there was no growth in GDP during 2012. At the end of 2012 national income was still 3% below the peak that was attained before the recession. The recession began in 2008 and now, more than four years on, the economy still has not returned to the pre-recession level of output. To put this in perspective, the Great Depression of the 1930s lasted less than 4 years: output returned to pre-recession levels after 3 and $\frac{3}{4}$ years. We are now over 4 years from the start of the current recession and output is still substantially below the Q1 2008 level.

Less output usually means fewer jobs, but not this time. Despite the stagnant economy employment has been growing, and is at a near all time high. A major reason for this must be that inflation has been outstripping wage growth, with the result that real wages have been falling. On average what people now earn in the UK buys 10% less than before the start of the recession; people can afford much less. In economists-speak the real price of labour, the real price of employing people, has been falling in the UK so businesses can afford to employ more people than would otherwise be the case.

Inflation is not forecast to fall in the near future. Inflation has consistently overshoot the

Bank of England's target of 2%, indeed it has overshoot so consistently that the Bank of England target of 2% is losing credibility. Inflation has been above target because of the monetary policy of the Bank of England. The Bank of England policies of recent years have caused the pound to depreciate, pushing up import prices and have encouraged speculation in raw materials and commodities which has further pushed up their prices and thus further added to inflation.

There appears to be little relief on the way. It seems likely inflation will stay around 3% for most of 2013, while wage growth is likely to be only just over 2%. Moreover the 3% is the measure of inflation on the Consumer Price Index. On the more comprehensive but, as the Office of National Statistics told us in January 2013, flawed measure of inflation, the Retail Price Index, inflation in 2013 will be nearer 4%.

The failure of the economy to respond as the Chancellor hoped it would has led to further revisions of the Chancellor's expenditure targets. At the end of 2012 it emerged that the Chancellor is likely to seek a further £10 billion reduction in public expenditure. With spending for a number of departments 'ring-fenced' the predictions are there will be steep cuts in expenditure on the police and local government. We shall find out the detail of these cuts in the middle of 2013 when the Chancellor announces the results of the next Comprehensive Spending Review.

So yet again we find that because the economy grew much more slowly than was expected, government income has grown less than was forecast and the improvement in public sector finances was less than expected. Thus the squeeze on public spending is once again extended.

Looking ahead the outlook for the economy remains similar to that reported 12 months ago. The sovereign debt crises in the Eurozone area are unresolved, though there appears to be temporary relief due to the actions of the European Central Bank, while the scale of the related problem of bank



solvency has yet to fully emerge. The Eurozone economy is forecast to grow at a slower rate than even the UK economy; these are not encouraging developments in our main export market. That said, it remains the case that our problems are in large part self-inflicted. Weak domestic demand remains the major reason our economy is growing so slowly. The government is cutting public expenditure too far and too fast and the Bank of England is failing to control inflation. Until these policies are changed it is difficult to see much by way of substantial recovery.

This is the very gloomy economic backdrop to the current reductions in expenditure on the police. As a result of these reductions police numbers are falling sharply, though of much greater concern should be the recommendations of Winsor Part 2 and the subsequent decisions of the Police Arbitration Tribunal. These seriously threaten the pay and morale of Constables.

The PAT decided in favour of the Official Side's pay scale for Constables. These scales make much less sense than those proposed by the Staff Side. Nonetheless a shorter pay scale is to be welcomed, provided all Constables are able to attain the top point. A critical element of the forthcoming negotiations about how to

implement the decisions of the PAT will be the rules that determine progression up the Constables pay scale. If Constables are held at the penultimate point on the pay scale, at £31,032, this will result in a very substantial reduction in Constables' pay. When taken together with the withdrawal of CRTP this would result in a reduction in the pay of a new entrant to the rank of Constable of over £150,000 over a 30-year career. When calculated in present value terms, the loss would be even greater. It is very difficult to see how morale could be sustained in the face of such a massive cut in the lifetime earnings of Constables.

Staff Side has always argued to retain PNB and PAT, I wonder whether this argument is any longer sustainable. The PAT decision stated that *"In considering the recommendations put to it the Tribunal, as before, calculated its own schedule of costs and savings, based on the figures supplied by the Official Side. These calculations ... suggest that net savings are approximately £142m over the period 2013-14 to 2017-18. This represents a figure of approximately £47m in additional savings over the Official Side's calculations in relation to its proposals"*. It appears we now have PAT looking to achieve additional savings over and above those proposed by the Official Side. Is this a system we wish to perpetuate?

2012 Honours List

The following constables of England & Wales received honours:

New Year's Honours 2012

MBE

Susan Tither Metropolitan

QPM

Anthony Jones GMP
Geeta Rani Lota West Yorkshire

Queen's Birthday Honours 2012

OBE

Kim White Kent

MBE

Eileen Banton Derbyshire
Michael Diffin Wiltshire
Philip Dingle Devon & Cornwall
Mark Edwards Metropolitan

QPM

Kate Brookman Sussex
Nicholas Merrick Avon & Somerset
Stephen Rhodes Metropolitan

Annual Conference 2012



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 2011 together with verbal reports as may be necessary to ensure the delegates be informed of the up-to-date position." *Carried*

Motion 4 – CCC Honoraria Leicestershire

"That this Conference agrees the following payment of Honoraria for members of the Constables' Central Committee who are not in receipt of any other payments, as recognition for Federation duties. A payment of 10% of the top rate Police Constables' salary shall be paid to all eligible members of the CCC. In addition, a further 5% of the top rate Police Constables' salary shall be paid to those holding executive office with the exception of the General Secretary of the CCC whose remuneration was agreed by the Constables' Central Conference in May 1991. Payments are to be pro-rata for the time spent in role during each year and any tax or national insurance liabilities are to be met by the recipient. This payment is to be made annually in line with any negotiated national pay award."

Amendment

Remove the words "any tax or national insurance liabilities are to be met by the recipient" from the motion and insert "any tax or national insurance liabilities are to be paid in line with the relevant HMRC guidelines pertinent at that time" so it reads:

"That this Conference agrees the following payment of Honoraria for members of the Constables' Central Committee who are not in receipt of any other payments, as recognition for Federation duties. A payment of 10% of the top rate Police Constables' salary shall be paid to all eligible members of the CCC. In addition, a further 5% of the top rate Police Constables' salary shall be paid to those holding executive office with the exception of the General Secretary of the CCC whose remuneration was agreed by the Constables' Central Conference in May 1991. Payments are to be pro-rata for the time spent in role during each year and any tax or national insurance liabilities are to be paid in line with the relevant HMRC guidelines pertinent at that time. This payment is to be made annually in line with any negotiated national pay award."

Motion 4 as amended was Carried.

Elections

Trustee to the Constables' Central Committee Fund

Graham Haygreen (Suffolk) was elected.

Reserve Trustees to the Constables' Central Committee Fund

Pete Lowe (West Mercia) was elected 2nd Reserve.

The 3rd reserve position remains vacant.

Reserves to No. 3 Region

Stephen Thornton (Staffordshire) was elected 2nd Reserve.

Pete Lowe (West Mercia) was elected 3rd Reserve.

Reserve to No. 5 Region

Simon Steele was elected 3rd Reserve.

Reserves to the Constables' CAC (Provincial Forces)

Lance Thomas (GMP) was elected 2nd Reserve.

The 3rd Reserve position remains vacant.

Annual Conference 2012



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 and Criminal Justice; Ms Zoe Billingham, HMI (Eastern Region), HM Inspectorate of Constabulary; Sir Hugh Orde OBE, QPM, President, Association of Chief Police Officers; and Julie Grocutt, Chairman of the CCC. Questions were

asked by Police Constables via video and from the floor of Conference. Further details of the questions and speakers can be seen and heard on the DVD recording of Conference 2012.

The General Secretary's Annual Report for 2011 and the Chairman's Address to Conference have been circulated, along with the Conference minutes, to Branch Boards.



Constables' Central Committee (left to right)

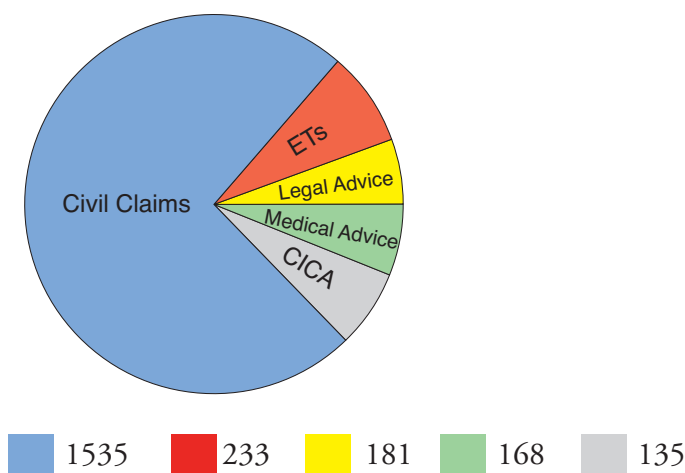
Simon Reed, Jayne Willetts, Andy Dumbiotis, Paul Davis, Julie Grocutt, Paul Barker, Will Riches, Zac Mader, Rick Nelson.
Steve Smith not present

Annual Conference 2012

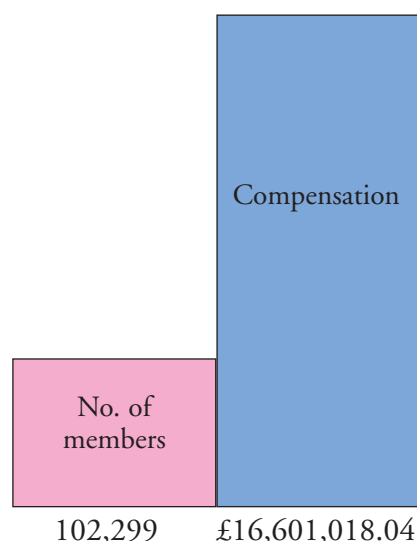




Our service to members



Number of claims opened by the CCC in 2012



During 2012 new proceedings were issued in 179 cases and 844 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.

Advice requests in respect of issues covered by employment tribunals has increased from last year with numbers up by 50 on 2011 to a total of 233 cases for the year and this has obviously resulted in an increase in 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 second year of our in-house solicitors.

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 and negotiations

by our solicitors, 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 was slightly down on last year representing 50.6% 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 unsatisfactory performance and attendance, where the force had not taken account of the member's disability. This is an area that will continue to be monitored closely. Sex discrimination claims were slightly down again on last year at 25.7% of all the claims. Race discrimination claims were again up slightly on last year at 13.3% of all claims. There has been an increase in whistle blowing/protected disclosure claims which are now 7.3% of all claims.

The number of civil claims has fallen dramatically for the second year running to 1,535, down 65 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 will change in 2013 with the implementation of the Jackson reforms and the removal of referral fees and success fees.

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 2012. It is hoped in 2013 to open up the online C1 claim forms so that they can be completed and submitted online direct to our CCC Claims Office. This should speed up the process and give the CCC better control of the member's claim from the outset.

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 – 7	Foreword
Page 8 – 10	Central Committee Members
Page 11	Committee Officers
Page 12 – 13	Police Federation Voluntary Funds
Page 13	2012 Honours List
Page 14	2012 Central Conference
Page 15 – 16	Central Committee Offices

Foreword



Adele Kirkwood
General Secretary
Sergeants' Central Committee

I take pleasure in presenting the Annual Report 2012 on behalf of the Sergeants' Central Committee (SCC) of the Police Federation of England and Wales.

Police Negotiating Board (PNB) and Pension Matters

For the 3rd consecutive year, it is my duty to deliver a report underpinned by uncertainty and doubt as to the future of police pay and pensions.

It began in January 2012 with the Police Arbitration Tribunal (PAT) findings on matters referred under Winsor part 1. Winsor 2 followed, and despite a promising start, the Official Side reverted to type and matters were once again referred to the PAT.

In March 2012, the Home Secretary outlined her plans for the future of police pensions, and discussions began to try and improve the terms and conditions by securing transitional arrangements for as many of our members as possible. And if that was not enough to be going on with, in October 2012 the Government announced a short consultation on its plans to implement a Pay Review Body to replace the PNB, and in doing so, abolishing police officers rights to negotiate directly on matters of pay and conditions, and removing the right to refer matters to independent arbitration.

A tsunami of Government reform, all done at breakneck speed. And through it all the Sergeants of England and Wales face daily the burden of having to do more with less: fewer resources and tighter budgets; cuts to departments and personnel; the implications of Police & Crime Commissioners, and all against a background of uncertainty and anguish as to what is happening to their own pay, conditions and pensions. It is extremely frustrating and disappointing that despite

regular and robust representation by the SCC the position on pay and conditions has not materially improved.

The decisions on the Winsor 1 proposals were a mixed bag. Perhaps (not surprisingly), the arbiters took the middle ground, which left both the Government and many police officers unsatisfied. Although the Home Secretary accepted the PAT decision in full, ACPO representatives felt the need to meddle and to try and get their view on matters in via the back door, by cynically manipulating the subsequent Regulations and Determinations and making nonsense of the PAT award. At the time of writing this report, your Staff Side representatives continue to work with the Home Office in an effort to obtain legal clarity instead of the ACPO interpretation.

In March 2012 round two of the Winsor proposals were published. The anger many sergeants felt over the Winsor 1 outcomes was replaced with fury when they saw the proposals in Winsor 2. A direct attack on the Office of Constable with the threat of compulsory severance; a second attack on CRTTP and again the proposal to introduce EPAA, this time with half the money on offer; and all this, despite the PAT rejection on the latter two proposals and the Home Secretary's acceptance of their findings. On call was also thrown back on the table as if to say 'If at first you don't succeed, try try again'.

The immediate response on behalf of the membership was that the sergeants of England and Wales had already given enough. We told the Government's representatives that we already faced a 20% budget cut; the loss of 16,000 police officers in 4 years; £3 million removed from police pay; a 2 year pay freeze and the prospect of a maximum 1% increase in the following 2 years. Enough was truly enough.

At the same time as Winsor 2, consultations began on the implementation of a new police pension scheme for 2015. Our initial position was that any new scheme should only apply to new joiners, but it was made crystal clear from the first meeting that the decision had been made by Government to implement Lord Hutton's recommendations, and that included closing all existing public sector schemes.

Foreword



In March 2012 the Home Secretary produced a reference scheme in the manner of a framework on which the new scheme would be based. Staff Side had to decide whether to engage further in the consultation or walk away. Having sought the best legal and professional advice available, we decided that we would stay involved and try and influence the detail of the scheme in our members' best interests.

Pensions are consultation only and this continued until July 2012. Ultimately, in September the Home Secretary announced her decision. Our representations achieved a 4 year tapering mechanism; a reduction in the age at which officers can retire with an actuarially reduced pension to 55 years instead of 60 years; protection for those officers aged 38 years with 20 plus years' service; and an improved accrual rate of 1/55.3. We fought extremely hard for a reduction in the contribution rate but were unsuccessful due to the enforcement of Treasury fiscal policy.

April 2012 saw an increase in existing pension contribution rates, and we expect the Official Side to place further proposals on the table, for increases in 2013 and 2014, although no details are available at the time of writing this report.

Despite the vitriol and anger directed at the SCC by some members, following the publishing of the details of the new pension scheme, there was no collusion, and the SCC fully understand and share the anger and disappointment felt by virtually all the membership at the changes being made. We thank those sergeants who have signed the petition on police pensions. Having reached the required 100,000 signatures, we will continue to lobby and provide details to MPs on our members' behalf. In addition as part of the Public Sector Pensions Bill the Police Federation has reiterated its position to the Public Service Pension Committee and highlighted the issues for the Westminster Hall debate.

If Government needed physical proof of the anger and frustration felt by sergeants, then it came on 10 May when together with colleagues from across the UK, 35,000 off duty police officers marched in central

London to protest at the cuts to police budgets and the inevitable consequences they would have on the public we serve. Less than a week after the march had taken place, the Home Secretary received a frosty reception from delegates at the PFEW Annual Conference but was unapologetic and unyielding in her address.

The SCC Conference took the opportunity to debate the importance to our members of the development of a police professional body; a platform upon which many of the planned changes to the terms and conditions of service have been predicated. Whilst not opposed to the introduction of such a body in principal, the SCC has serious concerns at the indecent haste at which this body, now known as the College of Policing, is being created, and fears that future funding will come from the pockets of our members in the form of compulsory accreditation and membership.

At the PNB meeting in July a failure to agree was registered regarding the Winsor 2 proposals, culminating in a further PAT hearing on the 18 and 30 October. At the time of writing, a decision from the PAT is awaited. As with Winsor 1, Staff Side made every effort to negotiate on the proposals and offered real and credible alternatives, but the Official Side, led by the Home Office and ACPO, stuck to the dogma of 'Winsor, Winsor or Winsor'.

Recent surveys indicate that morale is at its lowest ever point in the police service, and that nearly 90% of officers feel that the Government do not value them, and have deliberately targeted police officers for cuts that others sectors do not face. Despite this the Olympic Games (the largest ever policing operation carried out in this Nation) was a huge success with police officers yet again displaying professionalism and fortitude in the wake of other organisations' failings. Hardly a word was said in gratitude by our leaders in Government.

All these matters culminated in the SCC supporting the other two Central Committees in preparing to ballot our members across England and Wales as to whether they wish us to pursue employment rights for police officers. Despite personal feelings of sadness,



your Committee took the view that it was one of only a few remaining ways to demonstrate the frustration felt by officers at the continued and sustained attacks on the police service. There is a view that if Government is to treat police officers like workers and not office holders, then police officers should have access to the same rights as workers. However it is vital that members have all the relevant information and fully comprehend the implications of any change to police officer employment status before taking part in the planned, forthcoming ballot. To ensure this happens, the JCC has set up a working group, and the SCC is fully engaged in this.

In response to the Home Secretary's indecently quick consultation on replacing PNB with a Pay Review Body, as part of the JCC, we have been meeting with MP's and potential Police & Crime Commissioners to convince them of the value of the PNB and how effective it can be when freed from political interference. The SCC believes PNB works and is vital to future good relations between police officers and Government.

Sergeants and Professional Development

National Police Promotion Framework (NPPF)

The National Police Promotion Framework (NPPF) has again been the focus of much attention during 2012. 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. In March 2005 the Police Minister approved the trial of work-based assessment for promotion within seven forces. The Police Promotion Examination Board (PPEB) opted in January 2008 for an extension of the trial followed by a phased roll-out of the scheme from April 2009. The Police Federation of England and Wales later withdrew their support and the roll-out did not occur. The original trial was closed and a new two year trial began in April 2009. Following an evaluation of the second trial the PPEB recommended a roll-out of the NPPF to the Minister. The Minister has yet to make a decision as to the roll-out and has referred the matter to the College of Policing.

College of Policing (CoP)

The College of Policing (CoP) replaced the National Police Improvement Agency (NPIA) in December 2012. The College is led by its Chief Executive Officer Alex Marshall. This is about transformational change and part of the Government's reform agenda.

The College will safeguard the public and support the fight against crime by ensuring national standards and professionalism in the police. As a professional body it will:

- Set the standards, policy and guidance for practice
- Develop and give access to the evidence base of "what works" in policing
- Provide the framework for examinations and assessments by which officers are promoted
- Set the professional development framework
- Accredit training providers to provide relevant training and provide some specialist training directly

The College will support officers and staff in their development and practice by giving access to the above.

Core Leadership Programme (CLP)

In the last year much has been achieved in the CLP and this work will continue within the College of Policing.

A full suite of learning resources for managing volunteers applicable to those in supervisory roles has been made available on the NCALT MLE - Core Leadership Web Portal. The learning is recommended for all who have responsibility for the management of Special Constables and police support volunteers. Further development work is also underway regarding police staff, such as financial management and introduction to critical incidents. Suitable topics for e-learning have also been identified and are being designed with a collaborative approach with forces. Early indications suggest that e-learning will be focused around managing people, performance and managing critical incidents. Work has also begun to identify a suitable assessment strategy for the programme.

An equality impact assessment has been carried out on the Programme but we still wait to see how the CLP will fit in with the



promotion process, once this area has moved into the College of Policing.

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 and guardians of excellence in service delivery.

The SCC felt this Report was so fundamental to our core values that continued support for the HMIC recommendations was essential. The Critical Incident Training programme had been rolled out, but it was not mandatory. At present, work surrounding a national PDR process is being evaluated and a decision whether to roll-out the National Police Promotion Framework (NPPF) has fallen to the College of Policing. Despite much effort progress has been 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 four 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 other reports that impact upon the service. The focus now is on effectiveness and efficiency in an era of austerity and budget cutting, as opposed to supporting the sergeant rank as outlined in their Report.

ACPO and the SCC 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 SCC 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 SCC 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 this report the goal posts have moved yet again, with the demise of the NPIA in December and the introduction of the fundamentally important College of Policing. The SCC will continue to pursue the findings and recommendations from the review through the College in the interests of all sergeants throughout England and Wales.

Custody Matters

This past year, despite a further reduction in the number of deaths in custody, has still seen unjustified criticism of custody sergeants from inquest findings, campaign groups and the IPCC. It is easy to criticise pressure decisions



with the benefit of hindsight and an abundance of time in a calm office environment. There appears little understanding of the complexities of the role or the stressful working conditions. Whilst of course any death is one too many what these groups should be doing is applauding the success of custody sergeants in continuing to reduce the number and the care that they do provide to detainees, especially in times of extreme cuts, which is making the role even more challenging. Despite this the SCC and National Custody 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.

Custody sergeants up and down the country need to ensure that they know and understand the Codes of Practice and need to stick rigidly to the codes for their own protection. There have been a number of revisions this past year some beneficial and some not. The key message is, custody sergeants are 100% responsible for everything that happens in the custody suite whilst on duty and every task delegated, only the custody sergeant can delegate to a member of staff.

In recognition of the difficulties of the role and following a successful research project by West Midlands Police Federation Sergeants Branch Board, that examined stress and burnout the SCC commissioned a national research project. This research commenced on 1 October 2012, will take 18 months to complete and is being carried out by Dr Jonathan Houdmont of Nottingham University. Dr Houdmont will provide an interim report and present those interim findings at SCC Conference 2013.

The National Custody Forum has continued to meet on a regular basis providing valuable information on a myriad of custody issues to the SCC. Despite the passage of time key areas of work for the Forum over the past year are still the on-going attempts by Forces to civilianise via the backdoor (and so called Smart working practices that breach PACE), training, Mental Health, Risk Assessments, CPS Charging, Custody Healthcare Commissioning. The SCC is extremely

grateful for the support and assistance provided by the Forum members.

Mental Health issues still dominate and most of the blame is falling on police when it should be the NHS. The ACPO report is truthful in that there is now total geographic coverage of 136 Health Based Places of Safety in England. However that report only tells part of the story as these HBPOS are often not staffed or only have 1 bed for a population of 250,000+. It doesn't help that less than 50% of forces have undertaken the Mental Health awareness training launched in 2010

Now that we have a new ACPO Custody Lead in ACC Copley of GMP, a volunteer for the post and someone who is enthusiastic about custody and getting it right, we hope to see positive developments going forward.

There is a worrying trend regarding training as Forces look to meet the 20% cuts target and that is not just a lack of adoption of the national custody officer training programme but little or no formal training at all. This needs to be addressed and in doing so Forces will greatly enhance their staff's knowledge and expertise, improve safety and 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 Government's marriage to the private sector, this despite evidence from NHS of how long term costs escalate greatly once they have the contract. 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.

National Custody Seminar

The 2nd SCC National Custody Seminar was held on the 25 and 26 September at Stoke on Trent and built very much on the success of the inaugural seminar held in 2011. Following the feedback from the previous year it was held over two days rather than one. This gave a chance to expand the programme and provide an evening networking opportunity. From the feedback received for this year's event this was deemed to be an outstanding success both in terms of the programme and the networking dinner.

Foreword



The main areas covered in the Seminar were The ACPO View, Stress in the Suite, Mental Health Issues and PACE with the ever popular Professor Zander. We also took the opportunity during the Stress in the Suite session for Dr Houdmont to launch the new national research project.

For the first time we had an exhibition which was both informative and productive, thereby enhancing the Seminar, which has certainly grown both in numbers and scope and looks likely to become an important event in our calendar. So popular did the event prove that towards the end we had to turn delegates down, for places, so the advice is for the 2013 event, look out for the SCC Circular and book early.

National Detective Forum

The SCC continues to represent and seeks to preserve the rank and status of the detective sergeant. The Committee contributes to the National Detective Forum with active membership from the SCC, whose representative holds the post of Secretary to the Forum.

The Forum meets as a practitioners group throughout England and Wales and holds an annual seminar and awards evening. Evidence collected during the meetings of the group details the not inconsiderable challenges that are facing the rank of detective sergeant, which include a reduction in numbers, increasing workloads and a lack of investment in training and professional development.

It is apparent that a number of forces around the country are seeking to fill these gaps in experienced detective sergeants with privatisation and outsourcing of what were previously core policing roles and the SCC, supported by the evidence obtained by the forum, is committed to preserve the critical role and sworn officer status of the detective sergeant. The single minded focus on crime figures and sanctioned detections continues to place extreme pressures on detective officers and indeed all operational officers. This has

manifested itself in recent months in some high profile casualties. The SCC will continue to support any officer who finds themselves a victim of this culture.

This year's Police Federation National Detective Seminar was again a very successful event with presentations from Cardiff University on the dangers of excessive working hours for detectives and the often unforeseen consequences of the long hour's culture. The Director of the National Crime Agency Chief Constable Keith Bristow updated the Forum on the progress and development of the Agency and gave details of the arrangements for detectives to move over to work in this new and exciting concept for investigative policing. The key note presentation this year was given by the SIO from Northumbria Police who led the investigation into Raoul Moat and proved to be very informative and emotive for the detectives who were privileged to be in attendance.

The dedicated work and quality of investigations carried out by detective sergeants around the country were again recognised at the National Detective Awards Ceremony which this year was widely reported in both National and policing media thereby increasing the awareness and profile of this important and vital function of British policing.

Conclusion

The SCC believes that in order to safeguard the Office of Constable and its underpinning bedrock of policing by consent, police officers must remain free from political interference. In order to achieve this, the importance of fair terms and conditions of service for police sergeants, that acknowledges and reflects the difficult and sometimes dangerous job we do, cannot be understated. On your behalf we will continue to ensure that this message will be delivered loud and clear in 2013 and we thank you all, for the support and loyalty that you have given your Committee over the last twelve months, which we hugely value, appreciate and could not do without.

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
NPJA 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
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.

SCC Executive
SCC Deputy Managing Officer
– Grievance Resolution
Procedure
JCC Equality (Chair)
JCC Professional Development

JCC Professional Standards (Secretary)
Course Director
National Custody Officers Forum
ACPO Complaints & Misconduct Working Group
IPCC Staff Association Meeting
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
JC

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 (Chair)
JCC Training and Development
Manager
JCC Skills Audit
JCC Equality Positive Action
Working Group

Course Director
Mental Health Lead
Joint Custody Lead
Bradley Group
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 & NPEG Custody Design Group
Police Healthcare Commission Stakeholders Group
PACE Strategy Board
ACPO/NPIA Mental Health Forum
HMIC/HMIP Custody Stakeholders Group
Reducing Bureaucracy Practitioners Group
Reducing Bureaucracy Practitioners Programme
Board



Mal Taylor
(No. 2 Region –
North Yorkshire)

JCC Legislation
JCC Professional Standards
Course Director
PFEW National Detectives
Forum (JCC Member –
Secretary)

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
National Policing Board
Reference Group
Standing Committee on

Conditions of Service (Chairman)
Skills for Justice Board
Trustee to the Police Dependents' Trust
Trustee to the Police Federation Special
Endowment Scheme
PNB Full Board (Staff Side Chairman)
PNB Federated Ranks Committee (Staff Side
Chairman)
PNB Pensions Working Group
Police Advisory Board (Chairman)
PFEW/ACPO/NPIA Workforce Modernisation
Working Group
National Police Memorial Day (Chairman)
NPIA Board
Bramshill Leadership Board
MPFS Board
MPFS 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)

SCC Managing Officer –
Grievance Resolution Procedure
JCC Equality
JCC Professional Development
JCC Equality Positive Action
Working Group
JCC Specials Working Group

Federation Representative Board of Governors for the
College of Policing.
National Reserve Seat Meetings
Olympics Working Party
Police Promotion Examinations Board
Police Promotion Implementation Project Board
Futures Group
ACPO National Recruitment Standards
PAB NRS
Central Authority Meetings
ACP Age
SCNGG
Professional Practice Steering Group
Equality Act - Secretary

Committee Officers



At the Post Conference Meeting on 18 May 2012, 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 2012. The dates and venues of these are listed as follows:

24 January 2012 (Statutory)	Leatherhead
20 March 2012 (Statutory)	Leatherhead
18 May 2012 (Post Conference)	Bournemouth
26 June 2012 (Statutory)	Leatherhead
4 September 2012 (Statutory)	Leatherhead
30 October 2012 (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 (resigned as of 13 December 2012)
3rd	Phil Stacey	West Midlands

No. 4 Region

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

No. 5 Region*

1st	Tracey Hammond	Hampshire
2nd	William Boyle	Thames Valley
3rd	Neal Alston	Hertfordshire

No. 6 Region*

1st	Stephen Gardner	Devon and Cornwall (resigned as of 11 July 2012)
2nd	Peter Land	Avon & Somerset (resigned as of 6 November 2012)
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	Mark Acford	Metropolitan

Reserve Seat*

1st	Samantha Roberts	No. 7 Region (North Wales)
2nd	Jane Hill	No. 3 Region (Staffordshire) (resigned as of 10 August 2012)
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 2012 are published within the Police Federation of England and Wales Statement of Accounts for 2012.

During the year there were 397 new applications in the form of civil claims, employment tribunals, CICA claims and requests for legal and medical advice. In addition 204 claims were settled resulting in awards to members of between £350 and £425,000. Taking into account the total amounts received for all categories of personal injury, £2,547,843 was recovered for Sergeants and their immediate families.

Trustees to the Funds held by the Sergeants' Central Committee

The below-named will serve 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 2012, the elected Trustees met at Leatherhead on four occasions:

15 February
2 May
5 September
11 December

The meetings on 2 May and 11 December were also attended by Mr. A. Jones, Investment Advisor from Axis Financial Planning Ltd. (St. James's Place).

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

The below-named will serve as Reserves to the Trustees to the Funds held by the Sergeants' Central Committee until 2014.

1st Reserve
John Capp Devon and Cornwall

2nd Reserve
John Tooms West Midlands

3rd Reserve
Vacant

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

The below-named will serve as the Sergeants' Representative to serve as Trustee to the Police Federation (Joint) Funds until 2014.

Mark Nurthen Metropolitan

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

The below-named will serve as Reserve Trustees to the Police Federation (Joint) Funds (Sergeants' Representative) 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 will serve as Reserve (Sergeants Representative) to the Conference Arrangements Committee (CAC) Provincial Forces until 2014:

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 were elected at Conference 2012 as Reserves (Sergeants Representative) to the Conference Arrangements Committee (CAC) No 8 Region for a period of three years:

1st Reserve

Steve Redgwell Metropolitan

2nd Reserve

Clive Knight Metropolitan

3rd Reserve

Michael How 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

2012 Honours List



New Year Honours 2012

Sergeant J. Rigby
Lancashire Constabulary
Member of the British Empire

Sergeant R. Vogan
Police Service of Northern Ireland
Queens Police Medal

Birthday Honours 2012

Detective Sergeant Susan Pawsey
Metropolitan Police
Member of the British Empire

Detective Sergeant Terence Boland
Metropolitan Police
Queens Police Medal

Sergeant Sian Lewis-Williams
South Wales Police
Queens Police Medal

Sergeant Stephan McQueen
Police Service of Northern Ireland
Queens Police Medal

Central Conference 2012



The 90th Sergeants' Central Conference was held in the Tregonwell Hall, Bournemouth International Centre, on 15 May 2012 and was recorded for viewing on the website. The strapline was Proud to be Sergeants and Proud to be Professional.

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

There followed a forum session facilitated by John Stapleton. The debate was about the creation of a Police Professional body. Prior to the debate a video was shown hearing from authentic voices of front line policing from two Sergeants. Assembled were a knowledgeable panel of interested parties from government, ACPO and politics.

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 2011, 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

West Midlands

"That this Conference directs the SCC to revoke in its entirety and with immediate effect, the two policies adopted by the SCC at Conference 2011 in the name of the Metropolitan Police which instructed:

"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 or the Police Federation of England and Wales Conference.

And

"That this Conference directs the SCC that any proposal motion or amended motion, accepted by the SCC prior to the AGM of the Sergeants' Central Committee of the Police Federation of England and Wales 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

National Sergeants Branch Board Chairman and Secretaries' Meetings

During 2012 the two meetings of Sergeants' Branch Board Chairmen and Secretaries were held at the Queen Hotel, Chester, on 6/7 March and 16/17 October 2012.

At the first meeting of 2012 on 6 March 2012, the key note speakers were Chris Gregg QPM and Ray Dance who gave a presentation on the Independent Commission on the Future of Policing. Guest Speaker, Mr R. Baker, HMIC presented a session on HMIC "Without Fear or Favour" Report.

On 7 March 2012, the meeting discussed the Police Professional Body and the guest speaker was Dr Rachel Cragg, Project and Design Lead, Police Professional Body followed by SCC updates on PAT, Winsor 2, Pensions and the Olympics.

At the second meeting of 2012, on 16 and 17 October 2012, the first guest speaker, Peter Spreadbury, Head of Police Pensions and Retirement Policy at the Home Office followed by a Police Federation Pension Working group session with Q & A.

A Police Crime and Commissioners Session was held which Ian Johnston, Prospective PCC Candidate (Independent for Gwent Police) and John Dwyer, Prospective PCC Candidate, (Conservative) participated.

On the second day updates covered PNB Winsor 1 and 2, Futures Group, SCC Conference 2013 and general SCC updates.

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

National Custody Seminar 2012

The second SCC National Custody Seminar/Exhibition was held on 25/26 September 2012 at the Moat House Hotel, Stoke on Trent attended by 120 delegates and chaired by Mr Darren Harris, Chair of the NCF. Following feedback from last year it was decided to hold the Seminar over 2 days which enabled holding a networking dinner which met with great approval from delegates. The Seminar aimed to set the scene and direction that would ensure custody suites across the country are run professionally with custody officers able to fully understand and put into practice legislation and processes. The key note speaker was again Michael Zander, Emeritus Professor LSE and his continued commitment to our Seminar was greatly appreciated.

The Seminar also gave an opportunity to launch a new Custody Sergeant National Research product undertaken by Dr Houdamont from Nottingham University. The Seminar was an overwhelming success and a third event would be held in late 2013.

Publications 2012

SBB Circular 1/2012	SBB Chairmen and Secretaries Meeting - March
SBB Circular 2/2012	Custody Officers Seminar 2012
SBB Circular 3/2012	Sergeants' Central Conference 2012 - Last Conference
SBB Circular 4/2012	SBB Chairmen and Secretaries Meeting - October

Central Committee Offices



The Sergeants' Central Committee (left to right)

K. Huish; P. McKeever, BA (Hons); S. Evans, BA (Hons); Vice Chairman;
J.F.M. Giblin, MA, BA (Hons), Chairman; A. Kirkwood, General Secretary/Treasurer;
J. Coppen, Deputy General Secretary/Treasurer; M. Taylor; J. Lawrence, BA (Hons); M. Mordecai.
I. Rennie (*not pictured*)



Inspectors' Central Committee

Pwyllgor Canolog
yr Arolygyddion

Contents



Page 2 – 4	Foreword
Page 5 – 6	Annual Conference 2012
Page 7 – 9	The Central Committee

Foreword



Steve Williams
Secretary/Treasurer
Inspectors' Central Committee

Colleagues, on behalf of the Inspectors 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 2012.

2012 has proven to be very challenging for a variety of reasons, the budgetary cuts imposed on the service, the jubilee and the largest sporting event ever held in the UK; all against a period of personal uncertainty for each and every officer following the Winsor reviews and the arbitration panel decisions. I shall return to these topics later but in the meantime the service should be proud of what it has achieved during 2012.

I asked for a route map of the journey that the coalition wanted to take policing on. Well a year later we are still without the map and at times it feels as though the service is fog bound being led to an uncertain destination by the coalition government, objects emerge out of the gloom and they appear to be premature, ethereal and semi formed, others appear to have been created to satisfy a need within their author, rather than having a public desire or support.

This lack of clarity as to the future shape and role of the service is damaging for the morale of officers in the teams that we lead; the Federation is here to represent the welfare of its members and the efficiency of the service, in doing so we are prepared to discuss differing options, but if the Government is not prepared to share its objective publicly, then the steps taken along the road will be small and slow, which

cannot be to the benefit of our members or the greater British public.

So I again repeat my call for a route map and the objective that is sought, if the objective remains unknown then there must be a royal commission into policing and the wider criminal justice sector, this issue is too important for the short term political expediency of any government of any persuasion.

Last year the announcement was made on the November election of PCCs, the turnout in some areas was pitiful and the ability on some commissioners to state that they have a public mandate for their work could be questionable, however the PCCs are here and have replaced the old authorities, only time will tell whether the fears around political interference in operational policing decisions will be correct.

In relation to the numerical numbers of the Inspecting ranks these have continued to fall during 2012 from 9386 in 2009 to 8329 at mid-year. This is a loss of 1057 Inspecting rank officers or 11% over 3 years. The impact of this reduction along with those of the Superintending ranks continues to cause considerable concern, the pressures on officers in these positions continues to grow, not only from increased personal workloads from the loss of colleagues in the rank, or the increased geographical responsibilities, but also from the delegation of work from the Superintending ranks. The ICC will endeavour to raise this issue with the Superintendents' Association and ACPO in 2013.

During 2011 the ICC commissioned a report into the working conditions of the Inspecting ranks. The report titled 'Time for Justice?' was published in February 2012 and was the work of Professor Peter Turnbull and Dr Victoria Wass of Cardiff Business School, Cardiff University. The report could not have been completed without assistance

Foreword



from Mike Roulston (MPS IBB) and Geoff Stuttaford (ICC Dep Gen Sec)

The report stated that records of the hours actually worked by Inspectors were not kept by some forces, and that some forces were increasingly reliant upon individuals working excessive hours to meet demands; one in four inspectors reported breaching the 48 hour maximum in the reference week, and nearly 44% of respondents attributed ill health to the long hours culture. A second report is being commissioned for 2013, and a series of national workshops are in the process of being planned to examine the way in which we work.

Inspecting ranks will always endeavour that the best professional standards are maintained in the service, and that we will strive to meet our operational needs, however the reduction in officer numbers at all ranks, will place increased stresses on an already thin blue line, the loss of officers and staff from 'middle and back office roles' have already been highlighted, with frontline officers having to cover and provide the information that once was completed by another, therefore removing the officer from where they and the public want them to be.

Once again it feels as though piece meal changes are being made to the service without an understanding of the importance or nature of the roles, the real question is; what is it that the public expects of its police service in the 21st century and how can this best be delivered?

The London Olympics and Diamond Jubilee lit up the summer, in a contrast to last summer's spontaneous events. Each placed differing demands upon the police service with huge numbers of the public attending events primarily in London but others were held across the UK. The one difference for the Inspecting ranks in the last 12 months was that those on mutual aid will have received similar payments to their

junior colleagues whilst working in the public order serials, the days of the sergeant organising a whip-around for the inspector could be over!

The ICC arranged two IBB Secretaries seminars during the course of 2012, one at Stratford and the other at Oxford. These seminars were well attended and the topics under discussion included, the 1994 overtime buyout; 'time for justice' report; college of policing, changes to PACE and its impacts for the Inspecting ranks; Winsor reforms and pension changes; identification of the ranks key issues and Olympic bonus payments.

At these seminars the Secretaries identified the following key issues for the ranks as being, PACE reviews, bureaucracy dealing with vulnerable persons, Partnership working with falling budgets, excessive hours and Command resilience. Some of these issues are already being tackled and the ICC welcomes the trial by ACPO on missing persons practice. However the key to improving the lot of the Inspecting ranks will be the workloads set locally for them by force command teams, there are certain aspects of our work which is governed by legislation, and others set by local policy and procedure, however if everything becomes a priority then nothing will be completed.

Without doubt a lot of time will have been spent by colleagues considering the personal implications of the Police Arbitration Tribunal decisions from December 2011 and again in December 2012. The former has been ratified by the Home Secretary and will now be in effect whilst at the time of writing the ratification or otherwise of the 2012 decision is still awaited. I think it more pertinent to allow your chief negotiator Ian Rennie to sum up where we are in relation to the negotiations and tribunal decisions elsewhere in the JCC report.

During Conference last year, there was the

Foreword



first motion from outside of the ICC for many years asking the ICC to revisit and if necessary renegotiate the 1994 agreement on the introduction of salaried status for the Inspecting ranks. The agreement has been in existence for over 18 years and this topic has been the subject of several ICC reports over the intervening years; the Overstretch Campaign of 2000, the Census Report of 2003; the Wellbeing at Work report of 2007; and Time for Justice in 2011. I believe that it is fair to say that the central theme of overwork in the Inspecting ranks since the buyout of overtime remains a constant. The ICC continues to work around this theme, seeking opportunities which will have a positive impact upon the workloads and life balance of Inspectors, which only becomes more pressing with the inundation of work from the Superintending ranks and the reductions in our own numbers.

Looking ahead to the introduction of the College of Policing, which is still in its early stages; this can present opportunities as well as threats. We as Inspectors have taken exams in the past; invariably studied on our own or within small self-help groups, because we wanted to, whether it was for self-improvement or career enhancement, but the concept of career (professional) development either vertically or horizontally

is not new or to be feared. The conversation should surely be about what, and how.

The ICC will seek to engage on the exams and promotion processes which the College must introduce for our rank and influence the outcomes, so that you feel confident in the role.

The idea of direct entry is one which does cause the ICC concern, how can you compress 20 or more years of experience into 3 years as a PC, Sgt and then an Inspector. The service needs to identify its talented individuals and nurture them, challenging them in a way that stretches their competency and we believe that this can be done with the current revised HPDS model. This is a model that the PFEW was engaged with and we believe that it is difficult to get on and difficult to stay on, but that is how it should be if all members are to have confidence in their future leaders. The discussion around this topic will start in earnest in the New Year.

As a committee we have only had the one change in personnel this year which saw the retirement of Kevin Powell from Region 3, we would like to wish Kevin a happy and healthy retirement and welcome to his replacement, Paul Ford.

Annual Conference 2012



Annual Conference 2012



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
Paul Ford – West Midlands

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

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	John Mallace Dorset
2nd reserve	Simon Todd Gloucestershire
3rd reserve	Nick Elton Wiltshire

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	VACANT

National Reserve Seat

Reserve Seat
Carolyn Davies – Metropolitan

1st reserve	Verity Lockhart Sussex
2nd reserve	Kirsty Jennett 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
(retired 28/10/12)

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 Stuttford

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



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



Stephen White

No. 6 Region –
Avon & Somerset

Legislation Sub
Committee Secretary
Professional development
Sub Committee
Professional Standards Sub
Committee reserve

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



Paul Ford

No. 3 Region –
West Midlands
(joined 29/10/12)

Professional Development
Sub Committee
Legislation
Sub Committee



Paul Huitson

No. 8 Region –
Metropolitan

Legislation Sub-
Committee Vice Chair
Operational Policing Sub-
Committee Vice Chair
Professional Standards Sub
Committee

Futures Working Group
ACPO Reducing Bureaucracy Board
Course Director



Alan Ogg

No. 4 Region – Norfolk

Operational Policing Sub
Committee
Equality (Reserve)
Health & Safety Chair
Professionalism Working
Group

Union Health & Safety Specialists Committee
Airwave Steering Group



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
BAWP Executive



Ian Trueman

No. 5 Region –
Hampshire

Secretary Equality Sub
Committee
Operational Policing Sub
Committee
Professional Standards Sub
Committee

Futures working group
Professionalism working group
Course director
Equality (PAP) Working Group
ACPO EDH2 Group

The Central Committee



Inspectors' Central Committee

(Left to right)

Carolyn Davies, Alan Jones, Alan Ogg, Geoff Stuttaford, Steve White, Steve Williams, George Gallimore, Paul Huitson, Paul Ford. (*Not pictured:* Ian Trueman)
Ann Thomalla - P.A. to ICC.