



Annual Reports 2013

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

2020 POLICING
VISION THE FUTURE
TOGETHER

2013 Executive Summary



Steve Williams
Chairman



Ian Rennie
General Secretary

2013 proved to be another year of challenge and change for the Federation and the police service as a whole.

A shadow was cast across the organisation following the sudden death of our dear colleague and Chairman Paul McKeever just days before he was due to begin his retirement.

Our incoming Chairman, Steve Williams took on the legacy that Paul had created through his resolve and dedication to champion the rights of rank and file police officers as well as striving to maintain the standard of service delivery that the public deserves.

Influencing the Political Landscape

The year began with a parliamentary reception organised by the national Federation to highlight policing issues in Wales. Minister of State for Policing and Criminal Justice, Rt Hon Damian Green MP spoke at the event, expressing his determination to "restore more discretion to the police". The event provided an opportunity for Federation representatives to discuss matters impacting on policing in Wales with Westminster parliamentarians. Steve Williams, PFEW Chairman and Shadow Policing Minister, Rt Hon David Hanson MP, also spoke at the event, Mr Hanson highlighting concerns over the levels of cuts to the policing budget.

Work continued to represent the views of our members and highlight those areas where we felt the Government could assist in tackling issues that are threatening to undermine the service. The Federation lobbied throughout the year on the issues surrounding the treatment of people

suffering mental health issues who wrongly end up in a police cell as well as highlighting the use of police cars as ambulances on occasions when our NHS colleagues were unable to provide such a service. We made it very clear that a police cell is no place for people with mental health problems and a police car is no substitute for an ambulance. Subsequently, the Home Office has begun working with the NHS, setting up pilot 'triage' schemes which see mental health nurses working closely with police patrol teams.

The Federation also made representations on the issue of crime recording and the use of statistics, joining the public debate on how inaccuracies in crime data have an impact of public confidence and the integrity of the service. The Federation gave evidence to the House of Commons' Public Administration Select Committee in November and is also assisting the HMIC's 2013/14 crime data integrity programme. Autumn last year saw the publication of the final report of the Independent Police Commission, led by Lord Stevens QPM.

Following the Federation's repeated calls for a Royal Commission, the Labour Party commissioned an inquiry in 2011, also led by Lord Stevens. The report recommended a series of reforms to the service including the abolition of Police and Crime Commissioners and the current 43-force structure. Of key significance to our members was the recommendation that officers should have 'chartered status'. Shadow Home Secretary Yvette Cooper has announced that Labour will consult on the recommendations as part of Labour's manifesto-writing process ahead of the next general election in 2015. The Federation will use every opportunity to feed into that consultation process to shape the interpretation of those recommendations and work with other political parties as their manifestos develop.

Police officers' terms and conditions, pay and pensions

This was the year that the cuts to the police service really began to have an impact with a further 4,516 full-time equivalent officers being lost bringing a total reduction of over 14,000 officers since 2010. With ever-increasing demands on the service being

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met by a dwindling number of officers, morale took a real beating as officers strove as always to ensure the safety and security of the public.

The reverberations of the Winsor Review continued to impact on the landscape of policing with the Federation continuing its mission to ensure wherever possible that the implementation of reforms would not be to the detriment of its members or the public. Some of Winsor's most significant recommendations remained on the agenda at the Police Negotiating Board (PNB), including the introduction of compulsory severance for police officers and proposals concerning restricted duties and payment of the 'x-factor'. The Federation played a key role in the discussions that took place during 2013 at the PNB. When, regrettably, an agreement could not be reached, the issue was taken forward to the Police Arbitration Tribunal (PAT). The Staff Side was led by chief negotiator and Federation General Secretary Ian Rennie. Backed by robust written and oral evidence, our organisation played a key role in challenging the case for the introduction of a measure that would alter the constitutional position of the police and change the very nature of the service. As a result, the PAT ruled against introducing the power to make officers redundant – a great result for the Federation, for the service and for the public. On restricted duties, the Sides only differed on one, recommendation 39. The view put forward by the Official Side on the definition of restricted duty was accepted, so the potential pay reduction applies to officers unable to undertake the full range of duties of a police officer. Staff Side remain concerned that this could lead to unlawful discrimination for disabled officers.

In April, the Government confirmed that the PNB will be replaced by a Police Remuneration Review Body (PRRB) in 2014. This will be similar to that used to set pay in other public services. Whilst this decision was not welcomed by the Federation, we are involved in the process of the formation of the new body and will fully engage with it once established to ensure the interests of our members are best served by the new arrangements.

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.

Federation Ballot

The Police Federation ballot to seek the right to take industrial action was held between 31 January 2013 and 28 February 2013. It was called after a motion brought by the Metropolitan Police Federation was accepted as policy by PFEW's Joint Central Committee (JCC). The online ballot was conducted by Electoral Reform Services (ERS) an independent scrutineer. Officers from all federated ranks of the police service had the opportunity to take part in the ballot. They were asked the question: "Do you wish PFEW to seek the right for police officers to take industrial action?"

The results were announced on 4 March. Out of the 133,108 officers eligible to vote, some 56,333 took part in the ballot, with 45,651 voting in favour and 10,681 voting against. PFEW's policy stated that a clear mandate to seek industrial rights could only be provided by more than half of its total membership of 133,108 voting in favour. Whilst that figure was not achieved, the ballot result highlighted the pressure the service was feeling and the Federation continued to negotiate to get the best deal for officers in straitened economic times.

Legal Services 2013

The JCC provides legal advice and representation to members in respect of duty related criminal and conduct 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 discrimination that involve a conflict are considered for funding by the JCC.

In 2013 the Police Federation funded a total of 2494 legal actions, compared to 2217 in 2011. All categories increased slightly with the exception of the "JCC Other" category which decreased from 341 in 2012 to 315 in 2013.

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Chart 1: The proportion and number of cases supported by the PFEW in 2013 (Total 2494)

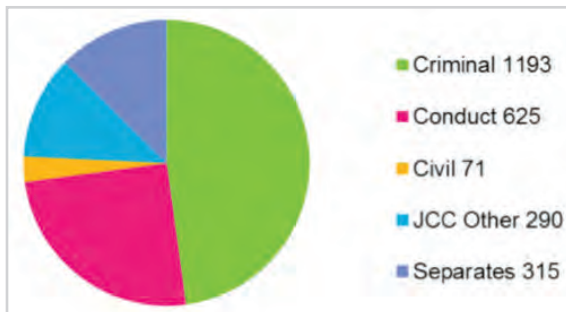
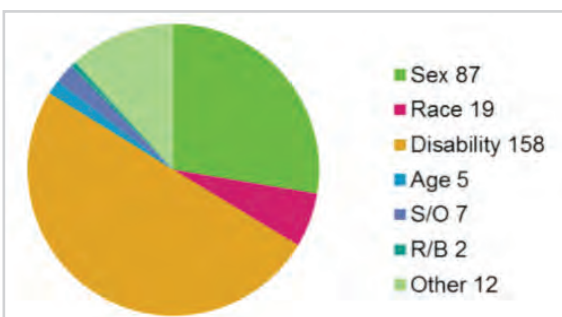


Chart 2: The breakdown of claims of discrimination funded by the Separate Rank Committees in 2013 (Total 315).



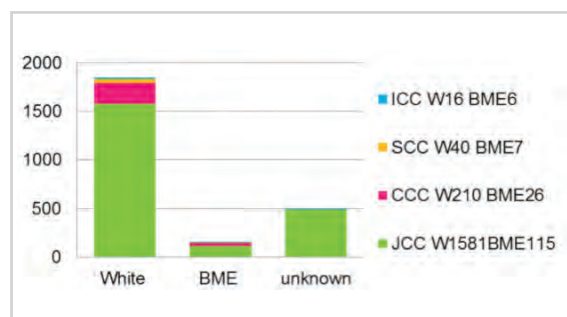
In respect of discrimination, claims of disability discrimination increased while cases of race discrimination decreased. Disability discrimination accounts for half of all claims. Numbers of sex discrimination cases remained the same as in 2012, a quarter of all cases funded. The numbers of cases in respect of other protected characteristics remained broadly the same as in 2012.

Chart 3: The Gender Breakdown of funded cases in 2013



Women made up 27% of Federated ranks in England and Wales in 2013 (Home Office); and 21% of the cases funded by the Police Federation. The Separate Rank Committees fund primary claims of discrimination; of these, women account for 57% of the total cases funded compared to 50% last year. 30% of Constables were women in 2012, yet 67% of all cases funded by the Constables' Central Committee were from women (149).

Chart 4: The Racial Breakdown of Funded Cases in 2013



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

BME officers made up 5% of Federated ranks in England and Wales in 2013 (Home Office), and 5% (154) of the claims funded where ethnicity was stated. Ethnicity was not stated in over three times as many cases (484). In all cases funded by the Separate Rank Committees (i.e. claims of discrimination) ethnicity was stated.

Police Federation Annual Conference 2013

The theme of the annual conference was '20/20 Vision: Policing the Future Together' and it was seen as an opportunity for the Federation to discuss the challenges which continue to face policing and to come together to help ensure a better future for police officers and a better service for the public.

In her keynote speech to delegates in Bournemouth, Home Secretary Theresa May announced that, subject to consultation with the Sentencing Council, the government will change the law so that the starting point for anybody who kills a police officer should be a life sentence without parole. Her assertion that "life should mean life for anyone convicted of killing a police

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officer" was met with applause from delegates. In his first keynote conference speech as national Chairman, Steve Williams urged the Federation to 'unite together' for the good of its members.

In the main forum debates, conference discussed privatisation, industrial rights, sentencing, the College of Policing, stalking of police officers and the Independent Review of the Police Federation. Delegates heard from Nick Gargan QPM, Chief Constable, Avon & Somerset; Rachel Robinson, Policy Officer, Liberty; Paul Nowak, Assistant General Secretary, TUC; Judge Davis QC, Sentencing Council; Eoin McLennan-Murray, President, Prison Governors Association; Frances Crook, Chief Executive, The Howard League for Penal Reform; Vikram Dodd, The Guardian; Thomas P Winsor, Her Majesty's Chief Inspector of Constabulary; and Alex Marshall QPM, CEO, College of Policing.

The theme of policing the future was also included in a 'Question Time' panel discussion including Rt Hon Damian Green, MP, Minister of State for Policing and Criminal Justice; Ian Johnston QPM, Interim Chair, Official Side PNB (APCC); Irene Curtis, President, Police Superintendents' Association of England and Wales; Sir Hugh Orde, OBE, QPM, President - ACPO; Rt Hon David Hanson MP, Shadow Policing Minister.

Following the 'industrial rights' ballot in March, a special forum was held, led by Steve Williams, Chairman, and Ian Rennie, General Secretary. Mr Rennie pointed out the ballot result showed just how strongly many members felt about the way police officers had been treated by the government and that view would need to be reflected in the work of the Federation moving forward.

The Policewomen's Eve of Conference meeting heard presentations from Jayne Monkhouse, OBE, Equality Advisor, Emma Hawsworth from solicitors Slater & Gordon Lawyers (formerly RJW) and Professor Jennifer Brown – Director of the Manheim Centre for Criminology at the London School of Economics and Political Science.

Professor Brown gave an update on the Independent Police Commission Review of

Policing. She revealed that more than a third of forces have no women in their top ranks. She said a lot of the good work that had been done to ensure the police service was more representative of communities was being undone. "Austerity is allowing people to do all sorts of things that would otherwise not be acceptable," she told delegates. Jayne Monkhouse OBE, equality advisor to the Federation spoke about the inequalities in the current pay arrangements highlighted by the PNB Equal Pay Audit 2012. Ms Monkhouse told delegates that women constables were earning an average of 93.4p compared to every pound a male constable earned in 2012.

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

Conference Motions

The Motions to Conference 2013 that were carried are as follows:

8. CHANGE TO REGULATION 12 (1A) ELECTION OF MEMBERS TO CENTRAL COMMITTEES

Herfordshire

"That this conference instructs the JCC to amend the last sentence of regulation 12,1, (1A) Of the Police Federation regulations to read:

*"In each case, **from the eligible membership**"*

*Instead of **"from among their number"***

The eligible membership being any person properly elected as per Regulation 6 to any Branch Board as at January 1st of the year in which the election takes place and who continues to be so at the time of the election, therefore not necessarily having ever been a delegate to any of the Central Conferences."

Amendment (Herfordshire):

"That this conference instructs the JCC to seek a change in Police Federation Regulations 1969 as amended 2004 to amend the last sentence of regulation 12,1, (1A) of those regulations to read:

*"In each case, **from the eligible membership**"*

*Instead of **"from among their number"***

The eligible membership being any person properly elected as per Regulation 6 to any

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Branch Board as at January 1st of the year in which the election takes place and who continues to be so at the time of the election, therefore not necessarily having ever been a delegate to any of the Central Conferences." **CARRIED (as amended)**

The amendment to Regulation 12 was made and takes effect from January 2014.

9. CHANGE TO CONFERENCE PROCEDURE – REG 11, NOMINATIONS Hertfordshire

"That this conference instructs the CAC/JCC to change the conference procedure regulation 11, Nominations to read:

'Nominations for all members of central committees shall close on the last day of March 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. Elections shall be held at times to be fixed by each Separate Conference. The list of nominees will be circulated to all Branch Boards, together with any supporting documentation candidates may wish to add. 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.'

The CAC has effected this change to Regulation 11 of the Conference Procedures.

Emergency Motion 1 Lancashire

"That Conference instructs the Joint Central Committee, not to adopt as JCC Policy any recommendations proposed by the Independent Review of PFEW (as announced in December 2012 as supported by the JCC at their extraordinary meeting on 3rd January 2013) unless instructed to do so following debate of those recommendations at Conference."

Adopted as JCC policy.

Emergency Motion 2 Sussex

"That Conference instructs the Joint Central Committee Treasurer to reduce subscription

rates to the Police Federation for new recruits. We propose that for the first year of service the rate be 25% of the full subscription rate and 50% for their second year of service. The subscription rate would then increase to the full national rate once the officers reach 2 years' service. The rates should be rounded up to the nearest penny and calculated irrespective of whether a force has 12 or 13 pay days per year."

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

REVIEW THE STRUCTURE OF ANNUAL CONFERENCE

TREASURERS Northamptonshire

"This conference instructs the Joint Central Committee to review the structure and length of the annual conference of the Police Federation of England and Wales. Proposals for shorter conference to be presented to Conference 2014 for implementation in 2015."

Work has been undertaken by the Deputy Treasurer but proposals in respect of conference have been superseded by the Independent Review that is to be considered by conference 2014.

AMENDMENT TO ATTORNEY GENERAL REGULATIONS CPS – REMOVAL OF CLAUSE Legislation Lancashire

"That Conference instructs the Joint Central Committee to seek an amendment to the 'Attorney General (the Regulations) (The Crown Prosecution Service (Witnesses' etc Allowances) Regulations 1988), as amended from time to time. The amendment being the removal of the exclusionary clause 'No allowances, expenses or fees can be paid to police officers (from Forces in England and Wales) attending in their official capacity.' The Legislation sub-committee has been progressing this matter and the Home Secretary has been requested to consider making the required amendments."

Emergency Motion Lancashire

"That Conference instructs the Joint Central Committee to bring before Conference all recommendations proposed by the Independent Review of PFEW (as

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announced in December 2012 as supported by the JCC at their extraordinary JCC meeting on 3 January 2013) where they shall be debated either collectively or individually as appropriate."

Party Political Conferences

In the Autumn the Police Federation made representations at each of the three major party conferences.

Building on the now well-established brand 'The Policing Fringe', together with the Association of Chief Police Officers and the Police Superintendents' Association of England and Wales, PFEW held a series of panel discussions which included senior party members. This was an opportunity to debate how we can continue to deliver high quality as well as value for money service without negatively impacting on frontline services and to look ahead at where policing and crime will sit in policy terms in the run up to the 2015 General Election.

At the Liberal Democrat conference Alan Travis (Guardian) chaired a panel which included Jeremy Browne MP in his role as Minister for Crime Prevention. At the Labour conference Alan Travis again led the proceedings with David Hanson (Shadow Police Minister) and Yvette Cooper (Shadow Home Secretary) on the panel. Finally, at the Conservative Conference, Mark Williams-Thomas (TV Presenter, Criminologist and Child Protection Expert) presided over a constructive debate with Damian Green (Minister for Policing) giving an overview of the current government priorities for policing including a call for officers to do their jobs 'more efficiently than ever before'.

At each event PFEW Chairman, Steve Williams, delivered the key message that issues of privatisation, cuts to frontline services and compulsory severance were threatening to undermine the fundamental principles of British policing. The Chairman also represented the Federation at a number of round-table discussions as well as one-to-one meetings with MPs, peers and representatives from key stakeholders and influential organisations.

Roads Policing Conference

In January another successful roads policing conference was hosted by the Police

Federation together with the Association of Chief Police Officers. Over the years it has become a key feature on the roads policing calendar, highlighting new ideas, and initiatives and providing a forum where sharing professional knowledge, vision and experiences contributes to an understanding of progress and the changes officers are constantly facing.

Delegates heard from Stephen Hammond MP, the Under-Secretary of State for Transport, who thanked police officers for the incredible job they do in helping to make Britain's road network one of the safest in the world.

At the event, Vice-Chair of the ACPO Roads Policing Business Area, ACC Gary Forsyth announced that a process had been launched that will lead to the creation of a national accredited standard of training for officers involved in policing the roads. The project is set to last up to two years and will engage with forces within England and Wales to establish what training is currently being delivered. The team will work with a view to embedding the standards within the College of Policing.

The conference brought attention to the issue of officers being more cautious when responding to emergencies as the law leaves them vulnerable to be prosecuted for dangerous driving. T/DCC Andy Holt South Yorkshire, ACPO lead on pursuits, said he would do all he could to ensure that officers were allowed to do their job without fear of prosecution for doing what they are called upon to do.

The conference saw the second year of ACPO and the Police Federation giving awards to recognise outstanding achievement in the world of roads policing. The awards, sponsored by Irwin Mitchell Solicitors, had 32 nominations this year which were all of a very high standard. The overall winner was PC Andy Ivison from Cumbria with Chief Superintendent Paul Morrison of Sussex Police and Sergeant Nigel Ralphson from Lancashire Police the two runners-up.

In his last Roads Policing Conference, Alan Jones, who retired on 17 March after almost four decades within the police service, was

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presented with a lifetime achievement award for the extraordinary work he has done as a Police Inspector for South Yorkshire Police and for the Police Federation where he was the Chair of the Inspectors' Central Committee. Alan's passion and enthusiasm for roads policing has made a huge impact, and seen him work tirelessly on behalf of police officers within England and Wales, supporting and campaigning for a variety of changes to improve policing the roads.

Police Federation National Detectives Forum

In October, the Police Federation National Detectives Forum (PFNDF) held its annual conference. During the day delegates were engaged in a series of presentations given by Senior Investigative Officers working on high-profile and complex cases sharing experiences and best practice.

The event also saw the launch of research findings following a survey conducted by PFNDF into the impact of the cuts to the service. The survey, found that out of more than 4,000 detectives - 78 per cent of respondents think the service to the public has deteriorated and nearly a third, 30 per cent, think that it has 'seriously deteriorated'. The results also highlighted the increased work pressures on officers with 96 per cent of those who responded finding the job stressful and more than half said their workloads had increased 'substantially' in the last three years.

Even when detectives were 'off-duty', more than 70 per cent had been contacted by their forces regarding case work at least once a month.

During the conference, the PFNDF Awards were also presented. DCs Wayne Talbot and Glen Baird, Devon and Cornwall Police, were jointly presented with the Detective Investigation of the Year award for their work in bringing a prolific sex offender to justice. The award was shared with DC Jerry Walters, City of London Police, who spent seven years investigating Giovanni Di Stefano, who falsely claimed to be a lawyer and defrauded his clients out of vast sums of money. Dyfed Powys Police had been named the inaugural winner of the new PFNDF Policing Excellence Award for their operation which investigated the abduction

and murder of five-year-old April Jones. Detective Constable James Smith, Essex Police, was named Student Detective of the Year having spent the last two years on local CID as a trainee investigator, and already having an above average crime clearance rate for the area.

Bravery Awards 2013

This year's annual Police Bravery Awards were held at 8 Northumberland Avenue in London. The gala evening, organised by the Police Federation of England and Wales in partnership with Police Mutual, was attended by 63 of the most courageous officers from forces throughout England and Wales. The ceremony followed a reception at 10 Downing Street earlier in the day for the nominees and their families.

PC Ian Dibell was recognised posthumously for his incredible courage and self-sacrifice. He died close to his home in Clacton after being shot in the street on the afternoon of July 7, 2012 by Peter Reeve; the officer was trying to tackle Reeve as he threatened a neighbour.

The other recipients of the regional bravery awards were;

- North West winners - Constables Nathan Jackman and Peter Stevens from Merseyside for their courage in tackling a knifeman and saving the victim's life.
- North East winner - Constable Sara Widdrington from North Yorkshire - for fearlessly tackling a gunman in a busy supermarket.
- Midlands winners - Constables Stephen Fletcher and Rory Stuart-Knill from West Midlands - for undergoing a vicious and sustained attack by a masked petrol bomb gang.
- Eastern winner - Constable Martin Bentley from Norfolk - for continuing to pursue a violent armed offender despite being stabbed himself.
- Welsh winner - Constable Alun Morgan from Dyfed Powys - who plunged into freezing quarry waters to rescue a drowning boy.
- South West winner - Constable Nicholas French from Gloucestershire - for heroically tackling a man armed with a knife and a lawn edger.
- London winners - Constables Stephen Barker, Thomas Harding, Shumal Haque,

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Alastair Hinchliff and Andrew Robb - for their persistence and heroism confronting a man armed with a knife in a butcher's shop, despite suffering horrific, life threatening injuries.

National Police Memorial Day (NPMD)

This year the tenth National Police Memorial Day service took place in St David's Hall, Cardiff and was attended by the families, friends and colleagues of officers. Prince Charles, Patron of the charity, spoke at the event, which also saw Home Secretary Theresa May and MPs come to the service alongside senior officers and Steve Williams, chair of the Police Federation of England and Wales who support NPMD.

Prince Charles spoke of the professionalism of policemen and women and the gratitude that we owe them for keeping us safe.

The officers who had given their lives in the exercise of their duty in the 12 months preceding the event were also remembered.

They are: Sergeant Ian Harman, Metropolitan Police; Constable Steve Rawson, Hampshire Constabulary; Constable Philippa Reynolds, Police Service of Northern Ireland; Constable Bruce Stevenson, Derbyshire Constabulary; Constable Andrew Brama, North Yorkshire Police; Constable Anthony Sweeney QPM, West Yorkshire Police; Detective Constable Adele Cashman, Metropolitan Police; Special Constable Scott Bennett, Lincolnshire Police; Constable Nicola Hughes, Greater Manchester Police; Constable Fiona Bone, Greater Manchester Police.

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.

G8 Summit

This summer's G8 Summit put further pressure on an already overstretched service with 3,600 officers from mainland UK being deployed to Northern Ireland to

provide mutual aid. A Federation 'gold group' was formed to ensure the safety and welfare of its members remained of paramount importance, successfully raising concerns with government representatives to iron-out last minute worries, particularly over the protection of officers' safety. Following the G8 Summit we saw the deployment of officers from mainland Britain to provide mutual aid support to our colleagues in PSNI during the 'marching season', a situation that is likely to continue.

Looking Forward

This year was not only significant for the external changes to policing but was also the year that the Federation took a long, hard look at itself in relation to how the policing landscape has shifted. It was the Federation itself that decided to instigate a fully Independent Review – a root and branch level review of the organisation with the aim of ensuring it is better positioned to serve its members and is a credible and united voice.

Early in the year a distinguished panel, chaired by former Home Office Permanent Secretary Sir David Normington, was brought together in conjunction with the RSA acting as secretariat. The interim progress report was published in October. While the report did not make comfortable reading, the key message was clear. 91 per cent of members agreed the Police Federation should change. The final report was received in January 2014.

2014 will be the most significant year in the Federation's history since its formation in 1919. Getting the implementation of the Review right will be absolutely crucial. This is our opportunity for every part of the Federation – members, representatives, staff, and the executive – to come together and work through what needs to happen to secure our long-term future. If we can keep working together as an organisation, we are confident that we will be ready to tackle whatever challenges lie ahead in 2014.

Finally, we wish to thank the Joint Central Committee, Joint Branch Boards and all the Police Federation staff for their support and work during 2013 on behalf of the membership.

Equality



Chairman:
Jayne Willetts



Secretary:
Ian Trueman

2013 has been a year of minimal change for the sub-committee.

We have said goodbye to Julie Grocutt from the Constables' Central Committee who retired from the service and we will miss her enthusiasm and commitment to the committee's work. We wish Julie a long and happy retirement.

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

Jayne Willetts (Chair) – Region 3
Ian Trueman (Secretary) – Region 5
Carolyn Davis – Inspectors reserve
Julia Lawrence – Sergeants reserve
Fiona Douglas-Mullett – Constables reserve
Paul Davis – Region 4
Steve Evans – Region 4
George Gallimore – Region 1
Doug Campbell – Region 6
Zac Mader – Region 7
Steve Garmston – Region 2

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 national police business areas 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 clerk has continued to provide valuable support and assistance to the committee within meetings and seminars. We would like to thank Louise Dunne for her help assisting with the running of the committee and its events.

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 Slater and Gordon Solicitors, who both contribute regularly to our meetings and leaders seminars.

Our own in-house legal team, Jibin Philip and Jonathan Keighley, continue to provide excellent service and value for money, not only in terms of the advice provided to the General Secretaries on equality issues but also in contributions to the new Equality practitioners course, the continuing maintenance of the Equality handbook, the updating of the smaller advice leaflets; and advice and support in the compiling of written responses to government consultations.

Lastly, the committee is very grateful for the continued 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 and the primary author of the College of Policing guidance on flexible working, which was based upon Jayne's and the Federation's knowledge and experiences.

Seminars

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, in March and November. 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.

The content of the seminars during 2013 has included, recent legislative changes and case law, updates on Equal Pay, use of Positive action, changes to Statutory questionnaires, advice on Whistleblowing, support for officers undergoing IVF and the menopause, the introduction of the College of Policing guidance on flexible working, the introduction of fitness testing, good practice

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on unsatisfactory attendance, Deaf awareness, BME disproportionality in conduct proceedings and Police pensions and Medical appeal boards. Regular question time contributors to the seminars include the Home Office Equality team and the Head of Equality for the College of Policing.

Courses

The committee has restructured and re-launched the equality training program through 2013. The program now consists of a grievance course which lasts one day and is designed to be delivered locally to reps by the Equality leader. Once a rep has completed this initial training they are then able to attend the Equality practitioners course. Three separate training sessions were held for the Equality leaders, to enable them to become familiar with the training package.

The revised equality practitioners course has now been running for a year, with positive feedback from delegates. The committee intend to monitor the course to ensure that it remains current and relevant to the demands of our members. Beyond this is the equality liaison officers' role who should attend the 6 monthly seminars to refresh and update their knowledge.

Consultations

The committee and their advisors have responded to several government consultation documents during the course of the year, the primary one being the government consultation on the Public Sector Equality Duty. During 2013 the PFEW diversity equality scheme was refreshed and saw the introduction of an Anti-bullying and harassment policy. The committee throughout the year have worked with

other stakeholders in the National Police Diversity business area; this group have been working on a new Equality strategy for the police service, which should be launched by the College of Policing in late 2013 or early 2014. The committee secretary has also provided feedback to the College of Policing on their internal diversity strategy.

The sub-committee considered and approved a funding request to join the Business Disability Forum, which will provide Equality Leaders, sub-committee members and our own PFEW HR team with access to best practice information which is currently available to some Force HR teams but not Federation representatives. The Forum gave a presentation to the Equality leaders in November and the information will be available to Leaders through the new extranet and will be limited to one person per JBB. It is hoped to have the electronic access by early 2014.

During 2013 the committee have made amendments to the following leaflets; Maternity, Flexible working, and Part time; this means that Amendments have been made to the Family leave and Flexible working manual to reflect the regulations. The Harassment and bullying leaflet has also been updated. This has meant that similar changes have been made in the Equality and Diversity manual.

The committee continues to monitor issues that are brought to its attention by the equality leaders, as well as the employment issues brought to the attention of our in-house and external legal teams. Looking forward the committee is keen to review how successful the implementation of the new flexible working guidance has been.

Health and Safety



Chairman:
Alan Ogg

In March of this year Alan Ogg from the Inspectors Central Committee was elected as our Chairman.

The sub committee has had another very busy year responding to the many consultation requests received, mainly from the Health & Safety Executive, which all stemmed from the review conducted by Professor Löfstedt. I would like to thank our adviser, Lyn Harris, for his advice and guidance in submitting the responses.

One major change to affect our members was contained in the Enterprise & Regulatory Reform Act 2013 which was enacted on 1 October 2013. This Act now removes the right to bring civil claims for breaches of Health & Safety legislation. This change in the law means that only cases based upon allegations of negligence can now be pursued for people injured at work. It will make claims harder to establish and means that fewer will succeed than before. For those that followed the Bill's progress you will remember that it stuttered a few times but was eventually pushed through by the Government. Together with the TUC and other staff associations we did raise our objections to the changes, but to no avail. For more information see JBB Circular 028/2013.

Health & Safety Leaders Seminars

The leaders are the conduit between the sub committee and local Joint Branch Boards and ultimately, front line policing. We 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 so we 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



Secretary:
Geoff Stuttford, FCMI

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

Issues covered included the following topics:

March

Policing fast roads
G8 and Mutual Aid
Airwave Health monitoring programme
Coping with suicides
Post-traumatic Stress Disorder
National Fitness testing
Blood borne Viruses and HIV

October

Blue light trauma services
National Uniform Project
Shift patterns and Working Time Regulations
Emergency Services Mobile Programme
World Tetra Association and Communications
Broadband Group
Mobile policing from Blackberry
Centre for Applied Science and Technology

National Inspection – Roads Policing

Following on from our March seminar we decided that this year's national Health & Safety inspection would focus on policing fast roads. We are all well aware of the drop in numbers all departments have faced and in particular roads policing units around the country. As a result more and more incidents on fast roads are being dealt with by response officers. The inspection will look at their training and equipment, force risk assessments, near misses etc. I will be producing a report to assist us in dealing with this issue at a senior level. A copy of the report is available on our website.

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.

Health and Safety

Previously the end user, the officers on the ground, tended to be forgotten when negotiating new equipment so I have been involved in the programme from the start and I am grateful to Commander Richard Morris who leads for the police service.

To try and establish exactly what officers prefer in their day to day operational life I instigated a survey of officers across many different departments and received over 450 responses. The survey will be analysed and the results will help us to influence the programme as to what is required by front line officers. A copy of the report is available on our website.

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.

Police vehicles used as Ambulances

It became increasingly apparent during the year that the ambulance service was finding it difficult to cope with the amount of calls they had to deal with. Several issues were identified which meant ambulances were not able to reach all casualties and as a result the police and fire service were being increasingly used to convey casualties to hospital.

We have been working with UNITE to look at the issue holistically and try to alleviate the problem. We have also highlighted numerous incidents to various ministers both in government and the shadow government. We also continue to raise the issue at ACPO level so that local protocols may be put in place around the service we are expected to give to the public.

Mutual Aid

We are all well aware of the G8 summit held in Northern Ireland this year and the fact that mutual aid was supplied to that event. This was supposed to be a one off event

but following the disturbances in the summer mainland officers were again deployed to Northern Ireland.

I regularly meet with the Police Federation for Northern Ireland and the Scottish Police Federation as a Joint Health & Safety committee and obviously these deployments are high on our agenda. I also sit on the Mutual Aid working group which looks at all mutual aid requirements, as we can look forward to the Commonwealth Games, Tour de France and probably many other events which will require mutual aid policing.

Water Rescue Safety

The ACPO Police Health & Safety Guidelines for water rescue were agreed by the Health, Safety & Welfare strategic group and they have now been submitted to the College of Policing for approval. It was disappointing that these guidelines could not yet be agreed as we have been in discussions around this issue for over three years but, understandably, the College of Policing want to ensure they are fit for purpose.

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 course within the police service which can be booked through your Joint Branch Boards. The Working Time Regulations course and the Accident and Incident Investigation course are also available and should again be booked through your Joint Branch Boards.

I would also like to take this opportunity of thanking Charlotte Clover-Lambert, our committee clerk, for her help in all aspects of the sub committee as well as organising the leaders' seminars. I would also like to thank our adviser Lyn Harris for his continued support and advice. Finally, I would like to thank our solicitor, Richard Geraghty from Slater & Gordon solicitors, for his help and advice throughout the year.

Legislation



Chairman:
Kevin Huish



Secretary:
George Gallimore

In February 2013 George Gallimore was elected as Secretary of this sub committee, succeeding Steve White who took up the role of Vice Chair of PFEW.

The Legislation sub committee has had yet another busy year responding to the many consultations it has received. During the year the sub committee received 30 consultations and responded to 26 which were relevant to the work of PFEW.

Consultations were received in the main from the Home Office. However, the College of Policing and Ministry of Justice have also submitted consultations for our consideration, and some Inquiries have also sought our input.

A list of the consultations received is available at the end of this report. Our responses to the consultations can be found on our website at www.polfed.org

Roads Policing

Much work has also taken place within the business areas of Roads policing as well as the National Detectives forum with both holding successful seminars and awards events in 2013. Our thanks go to the respective new leads John Giblin for Roads Policing and Paul Ford for the National Detectives forum.

Roads policing has suffered more than many, with the cutbacks but continues to raise the issues concerned in this often maligned but crucial area of police work. Following on from the work in 2012, an important step has been the formation of the National ACPO Pursuit Consultative Group, which aims to offer better protection to emergency drivers in Police pursuits.

A dedicated roads policing online network has also been launched with the aim of

improving training and development. It will focus on identifying the current and future skills required for roads policing, to map existing training provision and produce a national roads policing developmental programme.

Police Federation National Detective Forum (PFNDF)

The PFNDF continues to lobby and highlight the necessity to maintain the best investigative service in the world. Much of this lobbying has been conducted with the College of Policing to impress upon the College the requirement for quality training and skills accreditations. This will remain one of the priorities for 2014.

Mental Health

The demands placed on officers relating to mental health and the massive impact of Mental Health on the work of the police service has also been a large area of work this year. This will continue to dominate in 2014 and we are grateful to Kevin Huish and the National Custody Forum for taking the lead in this area.

Special Constabulary

The sub committee via Jayne Willetts has been busy covering the, still yet to be decided route of whether membership of the federation, should be implemented and available for our Special Constabulary colleagues and conference will hopefully make the decision this year.

Expanding the Role and Powers of Community Support Officers (PCSOs)

This is the latest consultation to be received during this year and one which will require much consideration before responding.

College of Policing

The College of Policing continues to progress with its reform in terms of governance and setting up new business areas. The sub committee will continue to be involved in any consultations on issues affecting the membership.

Numerous strategic meetings/forums/events continue to be attended, including the Reducing Bureaucracy Board, PACE strategy Board, Justice Unions Parliamentary group.

Legislation

So whilst 2013 has been a packed year for the Legislation sub committee, we fear that 2014 will be another full and interesting year with the emergence of the College of Policing and our Independent Review.

On behalf of the sub committee our thanks go to our advisers who have assisted us throughout the year, and also to Nyki Curtis, our Committee Clerk for her assistance in all aspects of the sub committee.

List of consultations

Powers of entry - draft code of practice consultation:

Draft Pensions Bill: Call for evidence : Amendments to the High Risk Offenders (HRO) scheme:

Consultation on the implementation of direct entry into the police:

Independent Police Complaints Commission (IPCC) powers:

Implementing the coroner reforms in Part 1 of the Coroners and Justice Act 2009: Consultation on revised PACE codes of practice 2013:

Review of the Public Sector Equality Duty: Transforming Legal Aid: Delivering a more credible and efficient system:

Review of Strategic Command Course: Inquiry into the treatment of vulnerable witnesses:

Hate crime: The case for extending the existing offences:

Proposals for improving the police disciplinary system:

Consultation on police powers of stop and search:

Consultation on revised Special Constable expense and allowance rates:

Consultation on PACE CODES C and H:

Inquiry into online safety:

Proposals for improving Her Majesty's Inspectorate of Constabulary's (HMIC) powers and independence:

Anti-Social Behaviour, Crime and Policing Bill: Transfer of powers to make and amend Police Regulations:

Streamlining parole together: Stakeholder Engagement Exercise:

Draft code of ethics: principles and standards of professional behaviour for the police forces of England and Wales:

Inquiry into Police and Crime

Commissioners:

M60 J8 to M62 J20 Smart Motorway - consultation on proposal to implement variable mandatory speed limits:

Our strategic intent:

Consultation: Proposals for expanding the role and powers of Police Community Support Officers (PCSOs):

Draft Vetting Code of Practice:

Inquiry into penal policy and crime reduction:

Inquiry into counter-terrorism:

Inquiry into online safety.

Operational Policing



Chairman:
Will Riches



Secretary:
Rick Nelson

The year started sadly for the Police Federation and policing in general with the untimely death of our National Chairman Paul McKeever just days before he was due to retire, it was a cold, sad day for all of us who knew Paul and worked with him.

Paul worked tirelessly on behalf of the rank and file Police Officers of England and Wales and never forgot his roots as an operational officer. He was immensely proud to have led our organization and cared passionately about policing and serving our communities. He is very much missed.

I would like to take this opportunity to thank the members of the Operational Policing Committee and the Committee and Events team for all the hard work that they do on behalf of our members, I'm sure they will all continue to work hard to improve conditions for our colleagues so that they in turn can provide a better service to the public.

2013 was another hectic and challenging year. With the on-going negotiations on pay and conditions and threats that continue to face the working conditions of all Police Officers. A leaked Home Office report recently revealed that in England and Wales there has been a loss of 16,000 police officers since 2009.

To put this into perspective sixteen thousand is the equivalent of losing more than every Police Officer from forces along the South Coast of England - reaching from Devon and Cornwall to Kent. We have also lost thousands of police staff colleagues, all at a time when demand on the police service and particularly the frontline officer has never been greater.

Our members are being stretched to the full as cuts made by this coalition government,

imposed expressly against the advice of Her Majesty's Inspectorate of Constabulary begin to bite. Police Officers are expected to deliver more with less but, the reality is that the only thing that you get for less is less.

Many area Commanders dictate that officers should patrol alone with the inevitable increased risk that this brings, both in terms of officer and public safety and ability to give a timely response to incidents. It is also clear as police stations close and forces move to more centralised response and policing "hubs" colleagues are having to travel greater distances to attend incidents, particularly in some of the vast rural areas of the county forces.

Another worrying trend is the loss of many specialist officers, including large reductions in dogs and their handlers and the closure of some force mounted sections. The negative impact that this is having and will continue to have cannot be underestimated. As Chief Officers struggle with tight budgets and are forced to look at ways to save money - it is left to our members whose safety is being compromised as they struggle with drunks, violent groups and individuals.

Similarly traffic police numbers are falling. In July 2013 the Road Safety Charity 'Brake' highlighted that nationally there were 12 percent fewer roads policing police officers than five years ago although some forces have suffered around 40 per cent reductions.

'Brake' described the loss as "desperately worrying" and said "roads police officers do a vital job enforcing important safety laws and protecting the public - their work is proven to save lives and prevent injuries and suffering. Cutting traffic police is a false economy, because the crashes and casualties they help to prevent inflict such devastation and are a huge drain on public services."

I wholeheartedly agree with the concerns of 'Brake' we are losing a vital resource both in terms of the quality of service being provided to the public and the support and expertise that RPU officers give to colleagues.

Operational Policing

Politicians, academics and accountants seem to know the cost of everything and the value of nothing. The difference that a horse or dog can make in a public order situation, or dog when in pursuit of offenders or searching for vulnerable missing persons or drugs cannot be overemphasised. Neither can the benefit of a fully trained and equipped RPU crew and car, on patrol helping to keep roads safe or at the scene of a fatal or serious injury road traffic collision.

With more frontline officers working alone, it is paramount that our members have the best possible equipment to protect them. We have asked for a wider roll out of Taser to operational officers, not just for our firearms colleagues and other specialists. We are pleased that in some forces there has been an increase - but it is not enough.

Some Chief Officers and now Police and Crime Commissioners seem reluctant to allow more officers to be trained or equipped with Taser. I suspect that with fewer officers and as mentioned earlier in this report, greater demand, training may be viewed as an abstraction rather than an investment, particularly when "all hands are needed on deck" due to dwindling resources. We will continue to lobby at every opportunity for more Taser trained and equipped officers - to help protect those protecting their communities.

Last year saw the unprecedented deployment of mainland United Kingdom Police Officers onto the streets of Northern Ireland. Firstly for the G8 Summit then again for the Marching Season. The inherent dangers of policing the province are well known, with our colleagues in the Police Service of Northern Ireland having paid a heavy cost down the years.

Helping to police Northern Ireland brought new challenges for officers both in terms of training and in the duties that they were required to perform with nearly all of our members who were trained experiencing the use of water cannon and baton rounds for the first time. I would like to pay tribute here to the professionalism and dedication of all colleagues who volunteered to assist with G8 and the 'Marching Season', as well as those left behind to fill in the gaps left by those providing mutual aid.

The mobilisation of hundreds of officers and negotiations regarding pay and conditions was a mammoth task and I would like to thank the Operational Policing Committee, the Mutual Aid working group and our colleagues from the Police Federation of Northern Ireland and the Scottish Police Federation for the help and unwavering support they gave throughout the operations and during negotiations that are still ongoing.

Last year the Police Federation worked closely with the newly formed National Police Coordination Centre [NPoCC] which led to the establishment of a Memorandum of Understanding which agreed the roles, function and coordination arrangements between PFEW and NPoCC during any period of Operational Status.

The NPoCC is the facility from which the National Mobilisation Coordinator [NMC] will operate, supported by a team of suitably enabled NPoCC staff and partner representatives. Operational Status is activated by the NMC when NPoCC is required to move from steady state and proactively coordinate large scale mutual aid resources, and ensure accurate/timely reporting to key stakeholders including Chief Officers and/or central Government.

I wish to thank ACPO and other key stakeholders within NPoCC who recognised that at times of national crisis and during major events, the presence of PFEW representatives in NPoCC has a beneficial effect for all parties.

The Memorandum of Understanding ensures that PFEW representatives will provide the national coordination function for Federation issues arising across affected forces and the wider police service as necessary and will develop a national overview to inform NPoCC of critical issues.

The firearms portfolio remains one of those subjects within Operational Policing where following any incident involving a firearm being used there is possibly the most scrutiny. That scrutiny is important and lessons must be learned, but this needs balancing against the support that is required for our colleagues most affected. This includes the way our members are

Operational Policing

treated by any Post Incident Management [PIM] procedure.

Those officers who have the difficult job of protecting our communities against those who have no regard for public safety and choose to carry a firearm must have confidence in any process.

The current Authorised Professional Practice [APP] adopted and agreed by all parties including the Independent Police Complaints Commission [IPCC] gets that balance right, it supports an effective investigation yet protects individuals who are at their most vulnerable.

Lets remind ourselves that those members who choose to carry a firearm are volunteers - they don't have to!

The Police Federation of England and Wales has embraced the Post Deployment Procedure which is an established practice clearly identified in the APP - Armed policing module 7 which 'facilitates the investigation, ensures integrity of process and that the needs of the Principal Officers are addressed'.

Our seminar for Federation officials is designed to familiarise a representative of post incident procedures where there has been a death involving police contact,

predominantly firearms but the skills are transferable to any death involving police contact.

The work we have undertaken has grown from strength to strength to the point that we now deliver at least three seminars per year supported by the Joint Central Committee with a budget through The Operational Policing Sub-Committee.

The Police Federation supports the principle of body worn cameras for operational police officers but with proper guidelines and training for best evidence gathering. We believe that cameras will demonstrate the professionalism of our members and show the challenges that are faced by colleagues on a daily basis. They will certainly help to protect officers in terms of malicious and vexatious complaints.

It is imperative that there is a joined-up approach with body worn cameras to avoid problems with interoperability. We need standardisation of the recording system to make sharing between forces and other agencies as simple and efficient as possible.

We continue to monitor with interest the various pilot schemes and will have more to report next year.

Professional Development



Chairman:
Andy Fittes



Secretary:
Karen Stephens

The committee has had a facelift this year with the retirement of Alan Jones and John Giblin stepping down from Secretary. Both have steered this committee for a number of years, working tirelessly on behalf of PFEW, engaging with other stakeholders to ensure that PFEW's voice is heard and respected in matters concerning Professional Development. Their hard work is to be commended.

In January Andy Fittes was elected Chair of the committee and Karen Stephens was elected Secretary.

Also new to the committee are Steve Garmston and Fiona Douglas-Mullett.

Throughout the year the committee has been extremely busy on a number of issues. However, much of the focus for this year has been on the College of Policing (COP) and the way it will influence and shape professional development in the future. The committee has been heavily involved with the College entering the debate to ensure that the future careers of officers are maintained in a fashion that meets the individual's and the service's requirements. We will be continuing this work into 2014.

At present the COP will be looking to introduce a subscription in order to belong to the facilities which it will be providing. For that you will be able to receive training and if you want to take exams for any kind of career progression, you will have to pay an extra fee for taking that exam.

The COP is well and truly bedding itself into the core of police development. Julia Lawrence sits on the Governing Board as a representative from the JCC and we have representatives on the Professional Committee.

This past year the committee has looked at various different issues concerning the COP including fitness testing, code of ethics and direct entry.

Direct entry has been a highly contentious issue for officers and work has been ongoing to get the best for those that start their career as a constable.

This scheme has obviously highlighted the High Potential Development Scheme (HPDS) which is still going to be part of career progression within the service. Although how much career progression there is once direct entry is embedded remains an issue for the committee.

Regarding the Professional entry into the service there are still discussions going on with what a suitable certificate in police knowledge should look like. The pros and cons are still being looked at as to whether it would be better to have a standalone unit of function skills qualification prior to doing any certificate in policing knowledge or whether that should be within the certificate itself.

The National Police Promotions Framework is looking to be rolled out in 2014. However there are still some issues regarding whether Chief Officers could still promote officers under the OSPRE rules. Discussions are ongoing between the COP and the PFEW regarding this.

There is a lot of work around the status of a detective too. Should a detective have a career pathway which enables them to go through the promotions pathway purely in a detective status? Also should assistant investigators be given the opportunity to become PIP level 2 trained? These are some of the areas that are being looked at within the professional development committee.

This year has been a definite baptism of fire personally for me, joining the JCC and then becoming secretary of the committee. But I want to take this opportunity to thank Andy Fittes for being a great support as the chair, and Louise Dunne the committee clerk who continues to work tirelessly to assist the committee.

Professional Standards



Chairman:
George Gallimore



Secretary:
Steve Evans

It seems every time this report is being prepared my first thoughts are "what a year this has been" and of course this year has proved no exception. It seems that so many different parties feel the need to enter into the Professional Standards world and offer a vision for the future. It is ironic that at a time when the professionals involved agree we have a fair set of regulations and state that the 'system is not broke' that so many feel it necessary to suggest such profound changes.

It is of course due to the on-going Police Integrity dialogue that so many changes have been proposed and we cannot remain immune to the endless call for change. It was the Home Office who first entered the fray following a speech in the House by the Home Secretary. This first introduced us to the concept of "struck off lists", publishing of conduct outcomes and open hearings. These items are still very much on the agenda and work is ongoing in both the Home Office and the College of Policing.

There then followed a Home Office consultation where it was suggested that the Conduct system should remove lawyers from its processes and that Hearings could be conducted by Superintendents, sitting alone or with an Independent member. We identified these issues as potentially very damaging to our members and waged a vigorous campaign against them which so far seems to have been successful. I say so far as nothing ever goes away in the Home Office, but rests on shelves waiting for the next big idea.

Part of this campaign was to argue for looking into the feasibility of Independently Chaired Panels to hear Gross Misconduct Hearings. This was a radical departure from our usual approach but it has been well

received and we believe it has far more benefits for our members than dangers. This has been discussed with our engine room, the DLO's, and met with broad acceptance. We must continue to be seen as an organisation willing to change, because only by doing so will our voice be heard by government when we wish to express our views.

I touched on the "struck off list" which appears to have changed to a "disapproved list". This work is still ongoing. PFEW has contributed to the debate and will continue to fight for our members rights and concerns in this arena. The difficult area is not with officers against whom there is a conduct finding, although there are some problems, but rather with officers who resign prior to hearings. There are great difficulties yet to be addressed and we expressed our position most strongly into the debate.

I now come to the Code of Ethics. Our position has been from the start that this is unnecessary given that we have the Oath of Attestation and the Standards of Professional Behaviour which we firmly believe covers all eventualities. We are however realists and once it became clear that the Code of Ethics was a political imperative we then worked hard to shape it from its dreadful first draft. Our Deputy General Secretary has worked tirelessly on the various drafts until we have a document which at least makes sense to us. Steve Smith is normally a very calm man but this process tested even his resolve! Our latest submission has now gone in and we await the next developments. The actual content of the Code is fine and has little in it we would disagree with, but its status remains ambiguous. We are governed by legislation via the Standards of Professional Behaviour within Schedule 2 of the Police (Conduct) Regulations 2012 and Chapter 1 of the Home Office guidance and it is still unclear where the new Code of Ethics will sit and what, if any, its statutory status will be. No doubt it will become clearer in time.

Our colleagues at the IPCC continue to be active, both in the cases they slowly investigate and in the acquisition of new powers and resources. It is certain that this organisation is going to grow in size,

Professional Standards

doubling its budget at the expense of already reduced police resources. Whatever the future holds it will undoubtedly be a different organisation. Lord Steven's Review even suggests a merger with HMIC. It is clear that because of the various attacks on Police integrity more changes to the way we are investigated are certain.

There are several high profile cases, both historic and current which will in time attract great media attention and cause some difficulties. We remain grateful to our retained solicitors Slater and Gordon for the work they do to assist in these cases and the committee is particularly grateful as always to the insight and assistance it receives from Scott Ingram.

What is certain is that the IPCC will use these cases to pursue their crusade to treat police witnesses as suspects without the appropriate protections. They are once again pushing for a no conferring position, once again mistaking the word for collusion. We will continue to resist this unfair approach and have issued circular 26/2013 outlining our position. This attack will continue and we must continue to fight it.

We continue to use the considerable talents of Vic Marshall in an advisory capacity and that advice has proved invaluable once

more. Several DLO's have used him to come and speak to their PSD/HR departments to ensure that the 2012 Conduct Regulations are followed. On every occasion it has improved the process for our membership.

As usual we have run two well attended and successful seminars for the DLO's. Each time we work hard to make the programme both informative and enjoyable and I like to think we have succeeded once more. What is certain is that if we didn't get it right the DLO's would tell us in their usual forthright manner. The knowledge levels displayed, and the commitment of the DLO's continues to astound and impress. It is a genuine pleasure to present seminars to such a hard working group of people who remain the very heartbeat of our proud organisation.

It is only fitting that I give thanks to our administrator, Charlotte Clover-Lambert whose hard work ensures the success of both our seminars and committee meetings. She is a crucial member of our team and deserving of high praise.

Our committee is hard working, focussing on this essential area of work for our members and I am again grateful for their hard work this year.

Police Advisory Board

Since December 2012 progress has occurred in the following areas.

Consideration and implementation of recommendations from the final report of the Winsor Review of Police Officers' 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 recommendations had a discussion deadline of July 2012 and some had a deadline of July 2013. At the PABEW meeting on 24 July 2012 the Board reached unanimous agreement on all of the recommendations except those to do with restricted duty and on 15 January 2013 the Home Secretary accepted the PABEW's advice. The following paragraphs provide detail of the recommendations, the PABEW's advice and the progress of implementation. Restricted duty is discussed in a separate section.

• Pre-entry requirements

Recommendation 3 suggested that candidates for appointment to a police force have a Level 3 qualification, a police qualification, 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 also 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. The Police (Amendment) Regulations 2013 implement this recommendation and came into effect on 25 November 2013.

• Accelerated promotion (fast track to inspector)

Recommendations 10, 11 and 12 concerned probation and promotion matters for the accelerated promotion to inspector 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 have been provided. Details of the scheme are expected to be available in early 2014.

• Direct entry (superintendent and chief constable rank)

Recommendation 21 suggested that Regulations be amended to provide that those who enter the service above the rank of constable should serve a probationary period in accordance with the applicable direct entry scheme. As with the recommendations on accelerated promotion, the PABEW will consider this recommendation once the substance of the direct entry schemes is known.

Recommendations 23 and 26 concern direct entry for overseas candidates at Chief Constable rank. Recommendation 23 states that eligibility for the role of Chief Constable should include overseas service in a common law jurisdiction which practises policing by consent and Recommendation 24 states that the minimum length or place of service required should be removed from Regulations for overseas candidates. The Board concluded that this was a matter for Parliament to decide which has agreed the recommendations. The College of Policing has now been commissioned to facilitate a plan for the scheme.

• Secondments:

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. The Police (Amendment) Regulations 2013 instituted Regulation 13A and came into effect on 25 November 2013.

• Return to service:

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

Police Advisory Board

Board unanimously agreed both of these recommendations. The Police (Amendment) Regulations 2013 implemented these recommendations and came into effect on 25 November 2013.

- **Fitness testing:**

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 from September 2014. 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.

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 the PABEW responded in July 2012 advising that this should not be pursued until the introduction of the fitness test under recommendation 33 has been evaluated.

Interim guidance has been produced and agreed by the PABEW and was promulgated by the College of Policing in October 2013.

- **Restricted duty**

There were a total of five Recommendations relating to restricted duty and the X-factor. Three were referred to the PNB and then PAT (38, 39, 71). In addition, Recommendations 38, 40 and 41 were considered by the PABEW. (Note Recommendation 38 was considered at both PNB and PAB). They focused on the procedure for determining the circumstances in which an officer may be placed on restricted duty, have their X-factor payment of the lower of either 8% or £2,922 per annum removed, and be retired or dismissed from the service.

Recommendation 38 was also referred to the Police Negotiating Board (PNB) along with two further recommendations.

Following the July meeting of the PABEW, the independent chair wrote to the Home Secretary explaining the outcomes of the discussions. The PABEW had agreed a paper by majority, but the PFEW did not support this paper due to interdependencies between the recommendations that were sent to the PABEW and the PNB. In his letter to the Home Secretary, the independent chair included both the PABEW report and a report written by the Staff Side of the PNB and he explained why the PFEW could not support the PABEW paper. Additionally, the recommendations that were sent to the PNB registered a failure to agree and were sent for arbitration. This is covered later in this report, under the Police Arbitration Tribunal section.

The Police Elimination Database – crime scene contamination

The ACPO DNA database working group prepared a paper suggesting that regulations be amended to allow forces to compare an officer's DNA profile against crime scene evidence where the force suspects the evidence is a result of contamination. The PABEW agreed to this principle at its meeting in July and approved draft regulations at its October meeting. The regulations are yet to be laid.

Guidance for seconded officers

In 2008, a guidance document that aimed to replace the Central Services Guide was produced by a PABEW working party. The document was delayed from being agreed due to on-going discussions at the Police Staff Council and recommendations made in the Winsor report. The working party reconvened during 2013 to finalise the document. Discussions have centred on the central services allowance, payment of administration fees and the application of the guidance to police staff. It has been agreed that the central services allowance will continue, but subject to certain criteria; work is on-going with regards to the administration fee, and feedback has now been received from the trade unions for police staff. The guidance is expected to be agreed and promulgated in January 2014.

Police Advisory Board

Substance misuse – alcohol testing

The Home Office produced a paper to PABEW stating that despite with-cause testing for drugs being in regulations the same did not apply for alcohol testing. Therefore it asked PABEW if it wanted the Police Regulations 2003 amended to accommodate this. This issue was referred to the discipline sub-committee which agreed that Regulations should be amended to allow for with-cause testing for alcohol. Draft regulations have been approved but are yet to be laid.

Role of a “police friend”

This was raised by the Chief Police Officers Staff Association (CPOSA) following an issue whereby a temporary Chief Constable, who acted as a police friend for a colleague and tried to broker a deal, was accused of misconduct following his actions. CPOSA wanted a discussion around the need for a protocol for this aspect of the police friend function.

The PABEW decided that this was an issue that affected all ranks, not just Chief Officers and it delegated discussions to the discipline sub-committee. The sub-committee have agreed that a protocol would be useful, but discussions are on-going.

Delegation of Chief Officer functions

At the February 2008 PABEW meeting the Home Office put forward a proposal to amend legislation to make functions specifically requiring chief officer decisions delegable to less senior officers and police staff equivalents. The existing legislation enables most decisions to be delegated but there are no restrictions on the lowest rank or grade to which decisions can be delegated. In April 2008 the PABEW approved the working party's proposal to allow delegation to a minimum of Chief Inspector level or police staff equivalent. Certain decisions which materially affect the lives of officers were retained at ACPO/police staff equivalent level or chief officer level. The working party was then asked to produce guidance on the definition of police staff equivalents. This guidance was approved at the October 2008 PABEW meeting. Draft Regulations were produced by the Home Office in October 2010 but were never laid. The working party has reconvened to review this

work. It is anticipated that the PABEW will agree a guidance document and amendment regulations in January 2014 with a view to them coming into effect by April 2014.

Police Disciplinary Arrangements

On 12 February 2013 the Home Secretary delivered a speech in which she announced measures to improve the standards of police integrity. These measures included expanding the powers of the Independent Police Complaints Commission (IPCC) to investigate all serious and sensitive allegations by transferring resources from Professional Standards Departments and for the College of Policing to develop several products as part of an overall integrity programme. During 2013, the PABEW sub-committee on the Reform of Police Disciplinary Arrangements has been consulted on these strands of work, which are on-going.

With regards to the IPCC's powers, the Police (Complaints and Conduct) Regulations 2013 and the Police (Complaints and Misconduct) (Old Cases) Regulations 2013 have come into effect in March and August 2013, respectively. These introduce provisions for the IPCC to compel officers who are being treated as a witness to attend an interview and for the IPCC to investigate old cases.

The Home Office also consulted during July and August 2013 on proposals to improve the police disciplinary system and whilst these did not receive universal support discussions are still ongoing within the sub-committee in respect to any further changes to the system.

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 2013, including the recommendations agreed by the PABEW from the Winsor final report.

Changes to the role of the PABEW

Following Peter Neyroud's review into police leadership and training, the Home Secretary announced in December 2011 that a new professional body (the College of Policing) would be established. The College will be

Police Advisory Board

responsible for several areas that are currently the remit of the PABEW and therefore legislation is needed to transfer these powers. The Antisocial Behaviour, Crime and Policing Bill tables these amendments and was presented to Parliament on 9 May 2013. The Bill has progressed through the House of Commons

and is now progressing through the House of Lords. It is anticipated that the powers will pass over mid-2014. In addition to this, the abolition of the PNB has meant that pension matters will transfer to the PABEW. Therefore, the remit of the PABEW in future will primarily focus on pensions, voluntary retirement and discipline.

Police Negotiating Board

Police pay

The PNB agreed to increase pay for the federated ranks by one per cent with effect from 1 September 2013 as set out below. The increase also applied to dog handlers' allowance and London weighting. Details were set out in PNB circulars 2013/1, 2013/4 and 2013/5. Further changes to Constables' and Sergeants' pay scales will come into effect on 1 April 2014 as set out in PNB circulars 2013/14 (revised), and 2014/2.

CONSTABLES' PAY

Pay point

On commencing service	£23,493
On completion of initial training	£26,223
2	£27,747
3	£29,439
4	£30,366
5	£31,341
6	£32,235
7	£33,030
8	£34,092
9	£36,153
10	£36,885

CONSTABLES' PAY FOR NEW ENTRANTS WHO JOINED FROM 1 APRIL 2013

Pay point

0	£19,191
1	£22,221
2	£23,229
3	£24,240
4	£25,251
5	£27,270
6	£31,341
7	£36,885

SERGEANTS' PAY

Pay point

0	£36,885
1	£38,145
2	£39,426
3	£40,266
4	£41,451

INSPECTORS' PAY

Pay point

OUTSIDE LONDON RATES

LONDON RATES

0	£47,256	£49,329
1	£48,588	£50,664
2	£49,923	£52,005
3	£51,258	£53,346

CHIEF INSPECTORS' PAY

Pay point

OUTSIDE LONDON RATES

LONDON RATES

1	£52,308	£54,393
2	£53,358	£55,437
3	£54,459	£56,541

CHIEF INSPECTORS' IN POST AT 31 AUGUST 1994

OUTSIDE LONDON RATES

LONDON RATES

£55,350	£57,423
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Police Negotiating Board

Winsor Review of Police Officers' and Staff Remuneration and Conditions: Part One

As noted in last year's report, following the publication of revised Regulations and Determinations, Staff Side wrote to the Home Secretary on a number of occasions to set out concerns that some of the determinations appeared to go beyond the PAT decision, or were being interpreted more widely than Winsor had recommended, or had unintended consequences. In particular:

- **Away from home overnight allowance**

Staff Side wrote again to the Official Side on 20 September 2013 seeking the urgent provision of clear guidance to forces on the interpretation of the allowance given the level and range of disputes that exist, both across and within forces. The Official Side are making further enquiries with forces.

- **Travelling time for officers held in reserve**

A revised determination was published under Home Office circular 13/2013 with an effective date of 1 April 2012. This clarifies that officers who are held in reserve should be paid travelling time.

- **Maternity pay**

Following Winsor part one, police maternity pay was increased to 18 weeks, with officers having the option of extending their final five weeks' pay to ten weeks at half rate. This caused unforeseen consequences; Home Office circular 13/2013 published a revised determination, with an effective date of 1 April 2013, to address the financial detriment an officer would suffer should she decide to extend her final five weeks of maternity pay.

- **Replacement allowance**

The Home Office has confirmed that the amendment to Regulations to implement recommendation 43 of the Winsor review was only intended to apply to cases where an allowance was to be increased i.e. on promotion. It does not affect cases where the allowance is being restored having been suspended partially or fully i.e. reverting to full time service from part time service, returning from maternity leave, returning from career break or where two officers co-habit and one partner retires or the co-habitation ends. The Staff Side have requested that this information be

promulgated in a PNB Circular.

Winsor Review of Police Officers' and Staff Remuneration and Conditions: Part Two

As noted in last year's report the Home Secretary issued a Direction to PNB on 27 March 2012 setting out those recommendations to be considered by July 2012 and those to be considered by July 2013.

Recommendations to be considered by July 2012

Home Office circular 7/2013 published amendments to determinations to implement the Home Secretary's decision with effect from 1 April 2013. The determinations covered:

Recommendation 54 – constables' pay scale for new entrants
Recommendation 74 – regional allowances
Recommendation 83 – abolition of CRTP
Recommendation 112 – introduction of on-call allowance

The Home Office confirmed in HOC 7/2013 and at the PNB meeting on 24 July 2013 that the introduction of the on-call allowance should not impact on how on-call is defined and managed in practice by forces and that it remained voluntary.

Recommendations to be considered by July 2013

At the PNB meeting on 17 January 2013 a schedule of working party meetings was agreed ahead of the PNB meeting on 24 July 2013.

Agreement was reached in respect to the following recommendations.

Constables' pay scale – recommendation 55
Sergeants' pay scale – recommendation 56
Pay progression – recommendation 84
Public order allowance – recommendation 101
Casual overtime – specialist protection officers – recommendation 103

Details of these agreements are set out in PNB circulars 2013/14 (revised) and 2014/2. Pay point 6 for Constables will be removed on 1st April, as will pay point 0 for Sergeants, meaning that individuals will reach the top of the pay scale faster than they would otherwise have done.

Police Negotiating Board

The Police Arbitration Tribunal

The Police Arbitration Tribunal (PAT) was convened to consider a failure for Staff and Official Side to reach full agreement on a total of six recommendations outstanding from the Winsor review. Of these six, the Sides differed substantially on three, and agreed on the arbitrable parts of two. One was referred because the Sides differed in their interpretation.

Three relate to compulsory severance, and on these the two Sides disagreed. Recommendation 46 is that Police Regulations should be amended to create a system of compulsory severance for police officers with less than full pensionable service, from April 2013; while Recommendations 47 and 48 relate to the payment of financial compensation and the right to access to industrial tribunals, should Recommendation 46 be enacted.

Three relate to restricted duties and payment of the x-factor. Recommendation 38 is that Police Regulations should be amended to specify the procedure for determining the circumstances in which an officer may be placed on restricted duty, arrangements for this and adjustments to pay, while Recommendation 39 relates to the time period after which deployability and capacity should be assessed, and the arrangements for officers to continue to work or to be retired thereafter. Recommendation 71 relates to the size of the x-factor. On these, the Sides differed only in relation to Recommendation 39, but all three were referred as they are interrelated.

The Tribunal met on 15th November 2013. On 20th December the PAT award was made.

The PAT found in favour of the Staff Side with regard to Recommendation 46, and rejected compulsory severance. The PAT also rejected Recommendations 47 and 48, these being dependent on the introduction of 46.

The PAT stated that officers are required to accept sacrifices and restrictions in their personal lives, and the knowledge that, despite making these sacrifices an officer might be subject to compulsory severance

was detrimental to the mutuality of commitment between officers and forces, and to the psychological contract.

The PAT further stated that it was not persuaded that the terms of the proposed compulsory severance package were sufficient to reflect the negative change in pension age expectations that compulsorily redundant officers would face.

The PAT did not believe the case made in favour of compulsory severance was compelling.

With regard to restricted duties and the x-factor, there were a total of five Recommendations, of which three were referred to the PAT. (Two others were referred to PABEW). Both Sides agreed all three of these Recommendations, but differed in terms of the definition of who would fall within the scope of restricted duties. (Recommendation 39). Hence the debate was over which of the two definitions would be accepted. The PAT ruled in favour of the Official Side variation. However, the PAT noted that Police Regulations will need to be clarified, and that this will help to ensure that Staff Side's outstanding concerns are addressed.

Skills Thresholds

The Home Secretary agreed to extend the deadline for consideration of recommendations 95, 96, 97, 98 and 99 to July 2014 to give the College of Policing time to design the tests by April 2014. (See also the College of Policing update on Foundation and Specialist Skills Threshold Testing).

Gender Equality and Work Life Balance

The PNB Gender Equality and Work Life Balance working party first met in August 2008. Meetings continued throughout 2013. The following matters have been progressed:

- **Adoption leave and pay**

Staff Side submitted a claim on 30 April 2012 seeking an increase in police adoption pay to eighteen weeks on full pay to mirror maternity provisions. PNB agreed that the adoption pay arrangements should mirror the maternity pay arrangements.

Police Negotiating Board

This agreement was detailed in PNB circular 13/6. A revised determination was published under Home Office circular 13/2013 with an effective date of 1 April 2013.

- **Parental leave**

Staff Side submitted a claim on 11 March 2013 seeking agreement to provide police officers with the same entitlement to parental leave as other workers following the Government's decision to extend unpaid parental leave from 13 weeks to 18 weeks from 8 March 2013. PNB agreed that parental leave should be increased from 13 weeks to 18 weeks.

This agreement was detailed in PNB circular 13/6. A revised determination was published under Home Office circular 13/2013 with an effective date of 1 April 2013.

- **Pay for Inspectors and Chief Inspectors who work part-time**

As noted in last year's report, PNB circular 12/2 detailed that 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 revised determination was published under Home Officer circular 13/2013 with an effective date of 1 June 2006.

- **Part-time working**

The Part-Time technical working group met on 27 February 2013. The meeting discussed the Part-Time Audit which had been put together by Staff Side. Agreement was reached on a number of elements from the audit and the progress was reported back to the 5 June 2013 meeting of the Gender Equality Worklife Balance working party meeting. A draft PNB circular is under discussion to formalise the areas of agreement.

- **Part time workers (constables and sergeants) – free days to be treated as rest days**

Staff Side submitted a claim in 2008 for duty performed by a part-time constable or sergeant on a free day to be compensated in all instances in the same manner as if the day was a rest day. The Official Side have agreed this claim, in principle, and it has been included in the draft PNB circular on the Part-time Audit (detailed above).

- **Part-time Officers – allowances for additional hours worked**

Staff Side wrote to the Official Side in February this year regarding an Employment Tribunal case settled by the MPS concerning the payment of allowances and elements of pay that should be included when calculating pay for additional hours. The Sides are currently drafting a PNB circular on this issue.

- **Compensation for a requirement to work on a rest day or free day within a period of annual leave**

A claim was submitted by Staff Side in 2008 which sought the same level of compensation to be awarded to rest days and free days that fall within an annual leave period as that currently provided for annual leave days and days in lieu of overtime. The Official Side expressed a willingness to reach agreement on this claim, although they have stated that they may wish to extend the number of days to which the agreement applies (currently the compensation applies to absences of three or more days, one of which must be a day of annual leave). Further details of the Official Side's proposals are awaited.

- **Equal Pay Audit**

The Staff Side compiled the latest Equal Pay Audit (2012) in July this year and sent a copy to the Official Side for their consideration and agreement. The Official Side have considered the audit and have indicated that they have some comments to make. We are awaiting further details.

- **Data – average length of service by gender**

The Gender Equality and Worklife Balance working party has continued to consider ways in which data on the average length of service of officers, by gender, at the point they leave the service, can be identified.

- **Carry-over of annual leave**

The Staff Side wrote to the Official Side in July 2012 regarding the carry-over of annual leave into the next leave year, where officers have been unable to take their leave due to sickness and/or maternity leave.

There have been a number of Employment Tribunal cases on this issue and the

Police Negotiating Board

Government has undertaken a *Modern Workplaces* consultation on this (and other) issues. However, as the Government has not yet made any announcement in respect of the carry-over of annual leave, Staff Side wrote again to the Official Side in July this year to request that this issue be progressed, without further delay. The PNB has therefore agreed to provide joint guidance to forces, in advance of the outcome from the *Modern Workplaces* consultation. A draft is currently under discussion and it is hoped it will be issued shortly.

- **Maternity pay and south east allowance**

This issue relates to the payment of South East allowance whilst an officer is on maternity leave. It is not currently under discussion at the Gender Equality Worklife Balance working party due to pending litigation.

- **Children and Families Bill 2013**

The Government has announced a number of changes to maternity, adoption, paternity, parental and surrogacy entitlements to be implemented from 2015. These will not necessarily apply directly to police officers. Staff Side has therefore requested that they be considered in a technical working group, with a view to reaching agreement at the same time as the changes from the Bill come into effect.

Other matters that have been progressed through the PNB include:

Resumption of incremental progression for sergeants and inspecting ranks

Staff Side wrote to the Official Side on 12 September 2013 to draw attention to issues

that will arise for both sergeant and inspecting ranks in England and Wales on the resumption of incremental progression on 1 April 2014. Agreement was subsequently reached in respect to the sergeants' pay scale, to prevent "leapfrogging" whereby individuals with less time in rank might have reached the top of the pay scale faster than others. This means changes to some individuals' incremental dates: details are contained in PNB circulars 2013/14 (revised) and 2014/2.

Pay on promotion

The Home Office have now clarified that the pay on promotion provision took effect from 1 May 2008. This was promulgated in Home Office circular 2013/2013.

PNB Earnings Census

At the PNB meeting in July this year it was agreed that the PNB Census of Earnings and Hours should be repeated for the year 2012/13. The costs would again be split jointly between the Staff and Official Side.

PNB constitution

The PNB Constitution has been amended in line with changes relating to the creation of Police and Crime Commissioners and the Police Service of Scotland. A final revised version is due to be published shortly.

Police Remuneration Review Body

On 13 June 2013 the Home Office wrote to give advance notice that they were about to start recruiting for a Chair and Members of the National Crime Agency Remuneration Review Body (NCA RRB) and, subject to Parliamentary approval of its creation, the Police Remuneration Review Body (PRRB).

Pensions

Long-Term Pensions Reform

On 4 September 2012 the Home Secretary announced her intention to close the Police Pension Scheme (PPS) 1987 and the New Police Pension Scheme (NPPS) 2006 and replace them with a Career Average Re-valued Earnings (CARE) scheme from 1 April 2015. Members closest to retirement would receive transitional protection. On 24 April 2013 the Public Service Pensions Act received Royal Assent. This Act allows for the introduction of CARE pension schemes for public sector workers, including police officers, from 2015.

In November 2013 the Home Office issued HOC 14/2013 which contained further information about the CARE scheme and transitional arrangements:
<https://www.gov.uk/government/publications/circular-0142013-further-information-on-long-term-police-pension-reform>

Useful information relating to pensions reform can also be found on the PFEW website at:
<http://www.polfed.org/campaigning/Pensions.aspx>

Increase to Pensions Contributions

Pensions contributions were increased with effect from 1 April 2013. This implemented the second phase of the Hutton Review's recommendation to increase pension contributions by an average of 3.2% over the three years up to 2015. Staff Side now awaits the Home Office's consultation with the PNB on the third and final phase of pension contribution increases, with effect from 1 April 2014.

Injury Awards

The Home Office continues to work on draft regulations to implement the PNB-agreed package of changes to police injury benefits.

Valuation of Police Pension Schemes

The Government Actuary's Department is undertaking an actuarial valuation of the Police Pension Schemes as at 31 March

2012. We hope to have sight of the results early next year.

Part-time Officers and Pensionable Pay

All additional hours worked by part time constables, sergeants, inspectors and chief inspectors over their determined hours up to forty hours in a week (which are paid) are automatically pensionable. This reflects PNB agreements as detailed in HOC 22/2007 and HOC 19/2012. Staff Side awaits sight of draft amendments to the pensions' regulations to reflect these arrangements.

Unpaid Leave and Buy-back of Pensionable Service

Staff Side is currently seeking to extend the pension buy-back of unpaid leave provision to all types of family leave. Currently it is only possible to buy-back unpaid maternity or parental leave for pension purposes. Staff Side has asked the Home Office to provide its position on this issue at the PNB meeting in January 2014.

Pensions Forfeiture

In March 2010 Staff Side wrote to the Home Office with comments on its draft forfeiture guidance, without prejudice to our view that forfeiture is inappropriate and potentially unlawful. We await a response. We understand that the Home Office is currently focusing on a package of measures around police discipline and integrity, which is taking priority.

Amendments to Police Pensions Regulations and Consolidation

The Police Pensions (Amendment) Regulations 2013 increased pension contribution rates with effect from 1 April 2013 for members of the PPS and NPPS. The regulations also corrected an error in the Police Pensions (Amendment No. 3) Regulations 2012 relating to the Voluntary Exit Scheme; the regulations erroneously extended the entitlement to early payment of an actuarially reduced pension to all PPS members, instead of to a specific set of members.

College of Policing

The Home Secretary announced in December 2011 that a new body would be founded to increase professionalism in the police service. In December 2012, the College of Policing was established. The purpose of the College is to:

- Set standards of professional practice.
- Accredit training providers and set learning and development outcomes.
- Identify, develop and promote good practice based on evidence.
- Support police forces and other organisations to work together to protect the public and prevent crime.
- Identify, develop and promote ethics, values and standards of integrity.

This section of the annual report provides some information about how the PFEW is involved with the College as a stakeholder and what work has been undertaken by the College since its onset.

Once the Antisocial Behaviour, Crime and Policing Bill becomes law, the College will become responsible for several areas of policing that are currently the remit of either the Home Secretary or the Police Advisory Board for England and Wales. It will be able to suggest changes to Regulations and produce codes of practice.

Governing Board

The College's governance structure has a board of directors, headed by an independent chair, as its ultimate decision-making body. It is responsible for setting the strategic direction of the College and oversees the planning process. The PFEW has a nominated representative on the board, Julia Lawrence.

Professional Committee

The Professional Committee approves and sets strategic direction on a range of national policing issues, including the College's work to develop national standards, policy and practice. It is chaired by the Chief Executive of the College and primarily consists of the heads of national policing business areas as well as representatives from across policing. The General Secretary represents the PFEW on this committee with support provided by relevant JCC leads.

Design and build team

This team was set up to develop a blueprint

of what the College would need to become as a professional body and to move away from its precursor organisation, the National Policing Improvement Agency. It looked at current business activity, membership, finance, commercial and procurement strategies and the culture needed to implement change. Much of the work undertaken by this team informed the strategic intent document of the College, published for consultation in September 2013. The PFEW was represented on this team by a member from each rank board.

Change portfolio board

This team has been set up to implement the change that is needed for the College to become a professional body. The PFEW has representation on the main board, as well as the four work streams beneath it.

Integrity programme

Following a speech from the Home Secretary in February 2013 about police integrity, this programme was set up to embed the approach to integrity within the service. The programme has several strands of work including producing a code of ethics, a review of vetting, creating a "struck off" list and maintaining a hospitality register. The PFEW has a representative on the main programme board and the code of ethics was circulated to JBBs for comment during a public consultation in October and November 2013.

National Police Promotions Framework

In April 2006 the Minister for Policing 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 1 April 2009. The PFEW and PSAEW later withdrew their support and the rollout did not occur. The original trial was closed and a new two-year trial began in April 2009. Following evaluation of the second trial the PPEB recommended rollout of the scheme to the Minister. The Minister conferred the decision to roll out the scheme to the College of Policing, which agreed to the scheme in March 2013. The PFEW did not agree to its implementation due to equality issues. However, the legal decision to roll out the scheme still rests with the Policing Minister.

College of Policing

The PFEW has written to the Minister to express its concerns. A decision is still awaited.

Foundation and Specialist Skills Threshold testing

In part 2 of his review, Winsor recommended that access to pay point 4 of the Constables' scale should be subject to passing a Foundation Skills Threshold test, designed to assess whether an individual had mastered the basic skills of policing. (Recommendation 95). The highest point on the pay scale for each police officer rank, (scale point 7 for Constables), should be redefined as the "Specialist Skills Threshold". To access this, an officer should have accreditation in a required skill. (Recommendation 97). Skill areas should be in aspects of policing that are of the greatest relevance to the public.

Winsor recommended that the Police Professional Body should be responsible for design and implementation of assessments for both Foundation and Specialist Skills, and for determining which roles were eligible for Specialist Skills Threshold Testing. On its inception, responsibility passed to the College of Policing to set standards to be attained, and accredit the skills required. Work towards these ends forms distinct but related strands of College of Policing work known as "Defining and Assessing Competence" in the Police Service.

A number of assessment options have been outlined for Foundation Threshold assessment. These include work based assessments, structured knowledge assessments, and functional skills assessments of English and ICT. The College acknowledge that if all are included the system may be overly complex and ambitious. Consultations are therefore currently focused on designing a solution that includes a sub-set of these options, whose costs (in terms of time and so on) are proportionate to its benefits. The PFEW continues to engage in discussions to ensure that the scheme is workable, reliable, and fair.

With regard to Specialist Threshold Assessments, a number of meetings between the College of Policing, the PFEW, and others, have focused on the need to maintain general deployability of officers, and the potential conflict between this and the requirement to specialise in order to achieve remuneration. There has been debate as to whether testing should focus on specialist skills and knowledge associated with particular areas, or on generic requirements for a competent officer with advanced levels of knowledge and skills. The latter would mean effectively tending towards a "Higher" Skills Threshold, rather than a "Specialist" Threshold. At the time of writing no firm decision has been taken, however the Federation continues to engage with the College.



Constables'
Central
Committee

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Paul Barker
General Secretary
Constables' Central
Committee

Whilst not wishing to repeat the obvious, it is clear that we are in the middle of the most challenging period that this organisation has ever faced since its inception nearly 100 years ago. I had hoped that this year's Secretary's report would be able to say that we have reached the end of the ongoing journey of turmoil and uncertainty but, as ever, and in line with the last few years' reports, we are still uncertain as to either where or when this journey will end.

Police integrity has been brought into question almost daily to add to the pressure, both in the press and by senior officials and politicians. Add to this several high profile investigations such as the Leveson Inquiry and Mitchell (Operation Alice) plus the Police Arbitration Tribunal (PAT) covering compulsory severance, restricted duties and the 'X' factor and then to top it all off we now have the interim progress report from the PFEW Independent Review. At the time of writing, however, the only reports from the above that have been concluded are the Leveson Inquiry which has already been widely reported upon and has also had ramifications for the service as a whole and the result from the PAT.

As has been widely advised thus far, the PAT were considering several important recommendations from the Winsor Review which were the subject of a failure to agree at the Police Negotiating Board (PNB). These were recommendations 46, 47 and 48 which outlined a framework for Compulsory Severance for Police Officers and recommendations 38, 39 and 71 which looked at 'restricted duty' and the 'X' factor. The outcome from the PAT was announced on Friday 20 December 2013 and I am pleased to say that the PAT rejected wholesale the introduction of a system of Compulsory Severance for Police

Officers with less than full pensionable service and stated: "... the case for the introduction of such a fundamental measure, whether used or not, needed to be compelling. In the Tribunal's view this was not the case".

With reference to the restricted duty recommendations, the Tribunal decided the Sides only differed on one, recommendation 39. The view put forward by the Official Side on the meaning of restricted duty was accepted, so now the definition and potential pay reduction applies to officers unable to undertake the full range of duties of a Police officer. Staff Side remain concerned that this could lead to discrimination for disabled officers and negotiations will be continuing in the New Year within PNB over the revealed issues.

It must also be pointed out that whilst the PAT judgment is binding for both sides of the PNB, ratification of the Tribunal decision now rests with the Home Secretary. At the time of writing, we await that decision.

With reference to the PNB, another of Winsor's recommendations was that it should be abolished and replaced with a pay review body similar to the Armed Forces, however, following a consultation period, the Home Office have stated: "Given that the remit of the new police pay review body will go beyond simply 'pay' to include most aspects of police remuneration, we intend for the body to be called the Police Remuneration Review Body and be referred to as such in legislation."

Subject to Parliamentary approval, the Home Office have stated that they anticipate the new PRRB will be operational by autumn 2014, with a view to making recommendations in time for the 2015/16 pay year. This is another major change for the Police service as the negotiation mechanism that we have been a part of since 1980 is to be abolished. We await further detail on the setup of this new body.



On pay we have had a year of mixed fortune. Whilst we received a 1% pay increase in September and have agreed with the Official Side to enable Constables to reach top of scale in 7 years as opposed to the current 10, this has come with a system of 'threshold tests' that officers will have to pass to move up the scale. These tests are currently being developed by the College of Policing which replaced the National Policing Improvement Agency (NPIA) fully in early 2013 and we expect to receive detail of what these will entail by April 2014. We also, at the time of writing, still await publication of the new pay scales outlining the 7-point incremental pay scale for Constables.

The reform of the Police pension scheme following the publication of the Hutton Review continues to focus the minds of our members. The proposed changes, the biggest since the reform of the scheme in 2006, will see an end to the final salary scheme and for it to be replaced with a career average scheme. Currently the Home Office has published its reform framework in order to give our members the opportunity to see what is envisaged. You may know that the pension scheme is non negotiable, however the Staff Side of PNB continues to work with the Home Office to ensure we get the best deal available for our members.

As well as the work that is currently ongoing as above, there has been much work in the background on many other headline topics such as Mutual Aid, especially to Northern Ireland and dealing with the many issues that pursuit driving alone brings. Importantly, we have also seen how, with its diminishing resources,

the Police service is still expected to provide the same service whilst in some areas officers are also makeshift ambulances due to reduction in numbers in other public sector bodies.

We have many issues facing us in the coming 12 months from an operational point of view and, yet again, the burden will fall upon our rank – we will see the continuing sceptre of deployment to Northern Ireland to assist colleagues with their reduced numbers in keeping the peace in an extremely volatile scenario. We will see officers deployed to police the Commonwealth Games, the Ryder Cup and any number of high-profile international meetings coming to our shores along the lines of the G8-style summits.

It is incumbent upon us all, therefore, that now more than ever we stand united and not lose sight of the fact that the vast majority of Police officers conduct themselves with the utmost honesty and integrity in the face of ever increasing adversity, pressure and scrutiny.

That notwithstanding, however, many of the popular polls that are conducted on a regular basis show that trust in the Police as a whole from a public perspective remains high. We must strive to maintain the trust that is shown in us as we move into 2014.

Committee Changes

In 2013 the CCC saw the retirement of Julie Grocutt who was our Chairman for a total of four years. I wish Julie all the best for her retirement and would like to place on record my personal thanks for her hard work and dedication to the CCC. Julie has been replaced as Reserve Seat member by Fiona Douglas-Mullett.

In Memoriam

Constable Steve Rawson of Hampshire Constabulary
Constable Andrew Duncan of the Metropolitan Police

Central Committee



WILL RICHES
No. 8 Region –
Metropolitan
Chairman

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

response, investigation, public order and neighbourhood policing.

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. Will became Chairman of the Constables' Central Committee in February 2013.

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.

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 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 PABEW. He is a trustee of the Police Treatment Centres 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



ANDY DUMBIOTIS

No. 6 Region –
Devon & Cornwall
Vice-Chairman

Andy became the
Constables'
Representative for No. 6
Region, covering the
forces of Gloucestershire,

Wiltshire, Dorset, Avon and Somerset and
Devon and Cornwall, in 2007.

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

Andy's interests and experience lie in
misconduct and health & safety. He is a
Fellow of the Chartered Institute of Legal
Executives.

He is Vice Chair of the Professional
Standards sub-committee and a member
of the Health and Safety and Legislation
sub-committee of the JCC.



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
as well as being a member of Equality.



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 WILLETS

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.

Central Committee



KAREN STEPHENS

No. 5 Region –
Hertfordshire

Karen joined Hertfordshire Constabulary in 1991 and worked on response in the north and east of the county. In 2000 she moved into the Crime

group working on various departments and in 2007 worked on the Vulnerable Persons Unit dealing with abuse of the elderly and vulnerable adults in the community. After three years she moved back into the main CID office.

Karen joined the Branch Board in 2007 as the detectives' rep. In 2011 she became Chair of the Constables Branch Board and soon became Chair of No. 5 Region Constables. She joined the CCC as No. 5 Region representative in January 2013.

Karen is the Secretary of the Professional Development sub-committee, serves on the Health & Safety sub-committee and is the Deputy Secretary of the Police Federation National Detectives Forum.



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, Legislation and Equality sub-committees. He is Secretary of No 7 Region. 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.

Central Committee



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 and vice. He joined the Territorial Support Group in 1986 where his duties included public order and surveillance.

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

Rick was appointed No 8 Region Constables' representative on the CCC in May 2011 and is 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.



FIONA DOUGLAS-MULLETT

Reserve Seat –
Hertfordshire

Fiona Douglas-Mullett joined Hertfordshire as a Constable in 2002 and has served in a number of operational roles including response, neighbourhood and youth offending team. In the 2004 triennials, Fiona was elected as Constables' Reserve Seat on her local JBB. She has served as JBB Trustee, 2nd Reserve to the Reserve Seat, Regional Reserve Seat Chair and, more recently, Regional Reserve Seat Secretary.

At a local level Fiona was involved with discipline, misconduct and equality issues.

In March 2013 Fiona joined the JCC. Fiona is a member of the Equality and Professional Development sub-committees, the Specials Working Group and she is the Secretary of the Equality Act (Positive Action Provisions) Working Group.

Fiona has one son and joined the JCC straight from her maternity leave, so is no stranger to many of the issues facing female officers.

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	Andrea Thompson Taylor	(No. 3 Region)
	2	Lindsey Moss	(No. 5 Region)
	3	Peggy Lamont	(No. 3 Region)



The Treasurer's report and the audited accounts of the Police Federation Constables' Fund for the year ending 31 December 2013 are published within the Police Federation of England and Wales Statement of Accounts for 2013.

Trustees to the Constables' Fund

The Trustees to the Police Federation Constables' Fund are: Kevin Cooper (Northumbria), Paul Deller (Metropolitan) and Graham Haygreen (Suffolk).

The Trustees held a total of four meetings during 2013 as follows:

18 March
24 June
2 September
28 October

The reserves to the Trustees are:
1st reserve Pete Lowe (West Mercia)
2nd reserve David Woodward (Northumbria)
3rd reserve is vacant

Bankers

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

Accountants & Auditors

George Hay & Co
83 Cambridge Street, London SW1V 4PS

Investment Advisers

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

Trustee to the Joint Funds

The Trustee to the Joint Funds is Jonathan Nott (West Midlands)

The reserves to the Trustee are:
1st reserve Kersten Peters (Metropolitan)
2nd reserve Mohammed Khan (Metropolitan)
3rd reserve is vacant

Trustees to Charities

Members from the rank of Constable are:

Northern Police Treatment Centre, Harrogate

Paul Barker	Greater Manchester
Mark Davis	Nottinghamshire
Nigel Day	North Yorkshire

Police Rehabilitation Centre, Goring

Ken Marsh	Metropolitan
Will Riches	Metropolitan
Mark White	Sussex

Gurney Fund

John Apter	Hampshire
Graham Riley	Gloucestershire

CCC Meetings 2013

The Constables' Central Committee held a total of eight meetings during 2013. The dates and venues were:

22 January	Leatherhead
19 March	Leatherhead
22 March (Extraordinary)	Leatherhead
24 April (Extraordinary)	Stoke-on-Trent
17 May	Bournemouth
25 June	Leatherhead
3 September	Leatherhead
29 October	Leatherhead

CBB Chairs & Secretaries Meetings 2013

5/6 March	Cheltenham
4 July	Stratford-upon-Avon
10/11 September	Newcastle

CBB Secretaries Meetings 2013

26/27 November	Leatherhead
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CBB Circulars

The following CBB Circulars were issued during 2013:

01/2013 – CBB Chairs & Secretaries meeting
02/2013 – Elections
03/2013 – Independent Review CCC Update
04/2013 – Update for CBBs on the Independent Review
05/2013 – CAC Postal Ballot Result
06/2013 – Independent Review Update
07/2013 – Meeting of Constables
08/2013 – Extraordinary Meeting of CBB Chairs & Secretaries
09/2013 – Time For Change – Next Steps
10/2013 – CBB Chairs & Secretaries meeting
11/2013 – CCC Parliamentary Reception
12/2013 – CBB Secretaries Meeting
13/2013 – Time For Change – The Outcomes

Presentation Piece



Constables' Presentation Piece

The Constables' figurine was awarded to Paul McKeever (posthumously), Simon Reed and Julie Grocutt in recognition of their services to the Constables' Central Committee.



Paul McKeever

Paul joined the Metropolitan Police Service in 1977 and became a Federation rep in 1992. He was the Metropolitan Police Federation Health and Safety leader prior to being elected to the

JCC in 2002. During his time on the JCC Paul chaired the SCC, Professional Standards and Health & Safety sub-committees and the UK Health & Safety committee, as well as representing the Federation on a number of Home Office and external groups including the IPCC advisory board, the Bichard Inquiry and the European police union EuroCOP.

Paul was elected to the position of Chairman of the JCC in May 2008. Shortly afterwards he was also elected Chairman of the Staff Side of the Police Negotiating Board. He was a trustee to the Police Dependents' Trust, Chairman of the National Police Memorial Day Trust and a director of the Metropolitan Police Friendly Society, where he chaired the Audit and Finance Committee.

Paul will be remembered throughout policing history as the man who carried the Federation through one of its most challenging times, leading many campaigns over officers' conditions of service to vociferously representing his colleagues on the numerous changes to the service that were taking place.

Despite the many challenges faced, one of Paul's greatest qualities was his ability at all times to remain a gentleman, at no time allowing the petty or difficult to detract from his true passion and calling in life: policing. He will also be remembered by all as one of the most inspiring orators. His ability to captivate audiences, rally the troops and make the persuasive case for whichever cause he was championing was unrivalled.



Simon Reed

Simon joined Bedfordshire Constabulary in 1981, became a Federation rep in 1993 and joined the Constables' Central Committee in June 2000. During his time on the Committee he held the

position of Vice Chair, was lead for the Constables on the Branthwaite Project and led for the JCC on the stop and search issues.

He was active on many sub-committees on the Joint Central Committee but most notably Chair for a number of years on the Legislation sub-committee.

In May 2008 Simon was elected unopposed into the position of Vice Chair of the JCC and since that time was consistent in his enthusiasm in his approach for this work, often working extremely long hours to ensure that the wider membership received the best press and publicity. At all the CCC meetings that were held, both statutory and planning, he would always bring thought-provoking ideas to the table to assist in the deliberation process.

Presentation Piece



Julie Grocutt

Julie joined South Yorkshire Police in 1979. In 1998 she was elected onto the local Federation branch to represent Constables in the force. She played an active role in both misconduct and equality matters.

Prior to being elected onto the Joint Central Committee in 2003, Julie was the Deputy Secretary of her local Joint Branch Board and the Chair of the women's north east region.

During her time on the Constables' Central Committee Julie was actively involved on the Legislation, Professional Standards and Equality sub-committees. She was a member of the staff side of the Police Negotiating Board and sat on the Futures Group, the Olympics Working Group and the Positive Action Working Group. Julie served two terms as Chairman of the CCC and she led the Committee through some major changes in the service and was pivotal in developing and improving the Constables' communications strategy.

Julie was also responsible for ensuring that the woman's voice was heard within the service and considered when policy and decisions were being made. She regularly attended meetings across England and Wales with her female colleagues to ensure that women representatives were aware of changes to policy and practice that would impact on women Constables.





Constables' Central Committee Staff

(left to right)

Liz Cain, Sinéad 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.

Ill-Health Retirement (Lancashire) (1)

"I wish to thank you for your support and funding in pursuing damages against my force following an injury. The work of the Police Federation is invaluable; officers do require your support and advice in these difficult times."

Injury on Duty (Northumbria) (2)

"In challenging times for every officer I can only stress that I have received full backing and support from the Federation. I am pleased to remain a Federation member and value the service and support provided."

Accident on Duty (Staffordshire) (3)

"Without your help it would not have been financially viable for me to pursue my claim. The accident had a great impact on my career as a response officer and I do not envisage I will ever return to this role. Although no amount will ever compensate for the loss of my dream job, it was welcomed for a rainy day should I ever be medically retired."

RTI (Norfolk) (4)

"... and after a few difficult years on restricted duties the decision was finally taken to medically retire me. My civil claim was recently settled and I am writing to thank the Central Committee for all their financial support in bringing my case to a close."

Cycling RTI (Essex) (5)

"I have recently received settlement for my claim and in particular wish to express my gratitude for the financial support that the Committee gave for this claim which resulted in me receiving a professional service from your retained solicitors."

Family Claim (North Wales) (7)

"On behalf of myself and my son and daughter I would like to express our deepest thanks for the financial support given us by the Constables' Central Committee following the death of my wife in an RTI."

Motorcycle Accident (Metropolitan) (8)

"I would like to take this opportunity to thank the Constables' Central Committee for their financial support in a recent claim following my personal injury road traffic collision. After rehabilitation at Flint House I am now back to full duties and appreciate the financial assistance given to pursue this claim."

Police Collision (City of London) (8)

"I was a firearms officer at the time of the collision and had to make the decision to leave the firearms unit as a result of my injuries but thankfully was able to return to other full-time operational duties. I really appreciate having the financial support through the Federation to have been able to pursue a successful claim."

Review of the Year



Professor Bob Elliott
Constables' Central
Committee Advisor



As the economic statistics for the last quarter of 2013 come in there is accumulating evidence that the economy is finally on the mend. For once I can report good news, though accompanied as you might expect by several words of caution.

The provisional figures for GDP in the final quarter of 2013 report the economy grew at 0.7% in that quarter. This was much in line with market predictions and only a little down from the previous rate of 0.8% for the third quarter. Economic forecasters are revising up their forecasts for UK GDP growth in 2014: the IMF to 2.4%, in line with that of the Office for Budget Responsibility (the OBR) and the Bank of England to an optimistic 2.8%. Though it is difficult to accurately distinguish the trend rate of growth of the UK economy (we used to think it was 2.8–3.0%) it seems likely that growth in 2014 will be at if not a little above trend, which is probably now nearer 2.5% per annum.

Critics of the government will point out that, though welcome, these rates of growth hardly represent the bounce back from the deepest recession in the last 100 years that we might reasonably have expected. They will point out that we have yet to reach the level of output we attained in 2007, before the recession, and that had we grown at pre-recession trend (but see above) national output would now be some 17% higher than it is today. What a different world that would be. Moreover in the past when the economy has emerged from recession it has tended to grow above trend for a couple of years – that has not happened this time (yet?) and we are now nearly 6 years from the trough of the recession.

All that said the most remarkable feature of this recovery is what has been happening to jobs: what has been happening in the labour market. First unemployment fell very rapidly, by 0.3% in each of the months October and

November. Unemployment stood at 7.1% in November 2013 - that's unqualified good news. The level in November was just 0.1% above the 'target' rate the Bank of England identified in its 'Forward Guidance' as the rate likely to trigger a rise in interest rates. 7% will be passed early in 2014 and that target, and with it 'Forward Guidance', has now effectively been ditched because the Bank is not going to raise interest rates yet. Forward Guidance proved a very short lived and unhelpful innovation in macro-economic management.

Alongside the fall in unemployment has gone a remarkable growth in jobs. There were nearly 0.5 million more people in jobs at the end of November 2013 than there were 12 months earlier. Most strikingly the adult employment rate is now back to the level it attained before the recession. The adult employment rate measures the proportion of people aged between 24 and 64 who are in jobs, so it's the number of that age in jobs divided by the number of that age in the population. The number aged between 24 and 64 in the population has been growing, and the number of that population who want to work and have been looking for jobs has also grown. The employment rate tells us that this growth has been matched by an increase in the number of jobs offered and filled. Labour demand has matched the remarkable growth in labour supply over the past 12 months.

Of course the growth in employers' offers of jobs is in part due to falling real wages. Labour has become cheaper, real wages have been falling and it has thus become increasingly attractive for firms to employ more people instead of investing in new machinery. We are moving toward a more labour intensive way of producing things in the UK. The fall in labour productivity that is provoking much comment is the mirror of the fall in real wages. When real wages start to rise so will productivity, though then employment growth will also slow.

There are signs that the fall in real wages may be coming to an end. The government statistics on this are less than clear, but one series seems to show that wages rose in line with prices in the year to

Review of the Year



April 2012. If real wages are beginning to rise that is good news for those in work; less so for those still without jobs. And a rise in real wages is now more likely because in recent months inflation has fallen back towards the Bank of England target of 2% on the CPI. Inflation is forecast to increase again through to the end of the year but only to around 2.5%. That's another reason interest rates are not likely to rise soon.

However there is little immediate prospect of better times for those who work in the public sector. The Chancellor has extended the 1% pay cap on the public sector to 2015/16 and reductions in expenditure on the police continue to bite hard. Police numbers are falling sharply and some police commissioners and chief officers are beginning to express concerns

about the sustainability of the police service. The fall-out from Winsor Part 2 and subsequent decisions of the Police Arbitration Tribunal continue to threaten the pay and morale of Constables. Negotiations on the rules that will determine progression up the constables' pay scale have yet to be concluded and these may well be the last set of negotiations in PNB. In future, from September 2015, police pay will be set by a Police Remuneration Review Body (PRRB). The PRRB is in the process of being established and it will recommend to government future rates of increase in police pay, though those for 2015 are already determined by the government pay cap. Another challenging year lies ahead for the service and for the Federation.

2013 Honours List



The following constables of England & Wales received honours:

New Year's Honours 2013

MBE

Andrew Whitehall Staffordshire

QPM

Jacqueline Crank Cheshire
James Engelbach Metropolitan
Thomas Simmons Metropolitan

Queen's Birthday Honours 2013

MBE

David Dargie West Midlands
Denise Kershaw Lancashire
Elizabeth Stanton Cheshire

QPM

John Hockley Surrey
Stephen Tunmore Northumbria



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 2012 together with verbal reports as may be necessary to ensure the delegates be informed of the up-to-date position."
Carried

Emergency Motion 4 - Vote of No Confidence in the JCC Chair Steve Williams (West Midlands)
"That the Constables' Conference make a vote of no confidence in the current leadership of the Joint Central Committee Chair, Steve Williams. And should that vote be carried the Constables' Conference ask the CCC to consider evidence to support and instigate Schedule 6 proceedings against Steve Williams in his capacity as Chair of Police Federation of England and Wales."
Lost

Elections

Trustee to the Constables' Fund
Kevin Cooper (Northumbria) was elected.

Reserve Trustees to the Constables' Fund
David Woodward (Northumbria) was elected 2nd Reserve.
The 3rd Reserve position remains vacant.

Trustee to the Joint Fund

Jonathan Nott (West Midlands) was elected.

Reserve Trustees to the Joint Fund

Kersten Peters (Metropolitan) was elected 1st Reserve and Mohammed Khan (Metropolitan) 2nd Reserve. The 3rd Reserve position remains vacant.

Reserves to the Reserve Seat

Lindsey Moss (No. 5 Region) was elected 2nd Reserve and Peggy Lamont (No. 3 Region) 3rd Reserve.

Reserve to the Constables' CAC (Provincial Forces)

There being no nominations the 3rd Reserve position remains vacant.

Constables' Comments

Ian Collins facilitated the Constables' Comments session. Members of the panel were the Rt Hon Damian Green, Minister of State for Policing and Criminal Justice; Mr Alex Marshall QPM, CEO at the College of Policing; the Baroness Angela Harris of Richmond DL; and Will Riches, 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 2013.

The General Secretary's Annual Report for 2012 and the Chairman's Address to Conference have been circulated, along with the Conference minutes, to Branch Boards.

Annual Conference 2013



Constables' Central Committee *(left to right)*

Fiona Douglas-Mullett, Zac Mader, Jayne Willetts, Paul Davies, Paul Barker, Will Riches, Steve Smith, Karen Stephens, Rick Nelson

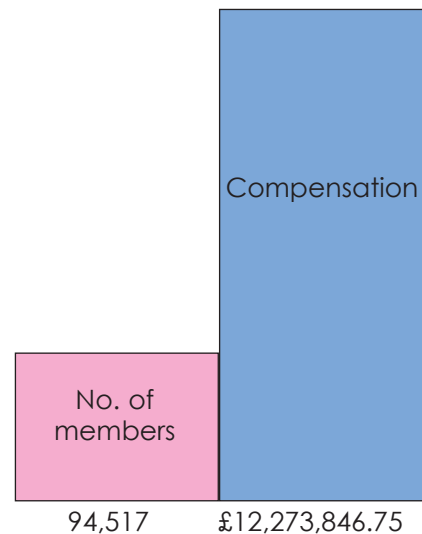
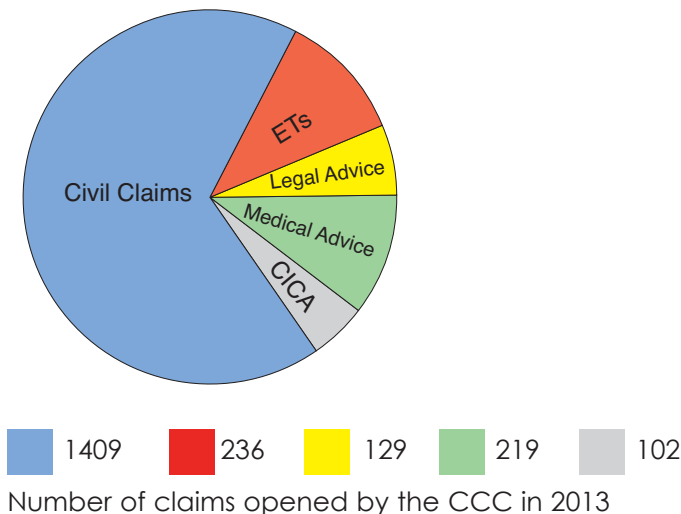
Not pictured: Andy Dumbiotis

Annual Conference 2013





Our service to members



During 2013 new proceedings were issued in 121 cases and 834 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 3 on 2012 to a total of 236 cases for the year. From July 2013 Issue fees and Hearing fees have been paid to the Employment Tribunal for all new claims lodged, which over the course of a full year would have an effect on the cost of each case. This additional cost has been taken account of when setting the 2014 budget.

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 up on last year representing 52.5% of all advices in relation to Employment Tribunals. A number of these 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 up on last year at 28.8% of all claims. Race discrimination claims were well down on last year at 5.5% of all claims. There has been another increase in whistle blowing/protected disclosure claims which are now 8.9% of all claims.

The number of civil claims has fallen dramatically for the second year running to 1409, down 126 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. It will be interesting to see if this changes in 2014 when the full implementation of the Jackson reforms and the removal of referral fees and success fees have an impact.

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 hearing loss questionnaires, MP1 form for medical advice/pension cases and a 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. The forms were updated in 2013, with the employment details now being fully incorporated in the C2 forms, replacing the old resolution information sheet. It is envisaged that early in 2014 changes will be made so that the online C1 claim form 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

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Adele Kirkwood
General Secretary
Sergeants' Central Committee

I take pleasure in presenting the Annual Report 2013 on behalf of the Sergeants' Central Committee (SCC) of the Police Federation of England and Wales.

Police Negotiating Board (PNB), Pension and General Matters

For the 4th consecutive year it is my duty to deliver a report predominantly underpinned by the Winsor recommendations on the future of police pay, conditions and pensions. It is deeply unfortunate that the focus Government has put on their 'reform agenda' has led to the largest reduction in police sergeant numbers seen for many years. This will hamper the ability of police sergeants, with our other federated colleagues, to create and deliver the positive policing atmosphere to the public we all strive to serve.

Last years' Annual Report finished waiting for the decision of the Police Arbitration Tribunal (PAT), ultimately delivered on 6 December 2012 and ratified by the Home Secretary in January 2013. As you are aware the second PAT ruling had a significant and long term impact on policing and police officers. The decision to reduce the starting salary for unqualified new entrants proved interesting. The Official Side was unmoved in their desire to achieve this recommendation, yet a number of Chief Officers subsequently decided £19,000 was too low to attract the right calibre of individual to the service, and would in their own Forces retain a higher starting salary. ACPO's failure to speak up during the negotiations speaks volumes and has unfortunately been a golden thread throughout the negotiation process. The PAT also overturned one of its previous rulings, the phasing out of CRTP over the next three years, with the first reduction implemented in April 2013. A real terms pay reduction, coupled with the incremental and public sector pay freezes and increased pension contributions, has increased the numbers of

police officers in financial debt according to PMAS research.

As the Home Secretary ratified the PAT ruling, negotiations on the second set of Winsor 2 recommendations began, decisions required by July 2013. The areas under discussion were again compulsory severance, which had been referred back by the PAT, together with recommendations related to restricted officers; fitness testing; the X factor; pay progression using a national PDR system; the assimilation of the constable's pay scale from the current top rate of 10 years to 7 years, in line with the Equal Pay Audit; the removal of the 0 pay point from the sergeant's pay scale; Foundation and Specialist Skills Threshold Payments and finally, payments to Specialist Protection officers and the Public Order Allowance.

Plain to all, a continuation of the tsunami of Government reform of police pay and conditions at break neck speed. However, it was soon clear that the Foundation and Specialist Skills Threshold Payments required detailed work to be conducted by the newly formed College of Policing. Both the Independent Chair of the PNB and the College wrote to the Home Secretary outlining reasons why complying with the July 2013 deadline would not be possible. The Home Secretary subsequently extended negotiations on these particular recommendations to July 2014.

In July 2013 the negotiating process reached its conclusion. Agreement was reached on a number of matters. Firstly, assimilation of the constable's pay scale, using an extra 8 million pounds to prevent any 'leapfrogging'. Without this investment over 18,000 officers would have been affected. To achieve this, both sides agreed not to pursue the Public Order Allowance at this time. Removal of the 0 pay point from the sergeant's pay scale from April 2014, which will give clear blue water between the constable and sergeant rank pay scales, effectively acknowledging the additional accountability and responsibility that goes with our rank. Success in this area has achieved a long standing policy of the SCC. However, due to the incremental pay freeze it has been identified that a small number of sergeants could also be subject to



'leapfrogging' and to avoid such a scenario this issue is currently under discussion with the Official Side. The final recommendation that found agreement was the linking of PDR to satisfactory performance. It had always been the intention of the Official Side to move away from incremental pay increases based on service. This recommendation means that officers would receive their incremental increase, unless they are subjected to the formal Unsatisfactory Performance Procedure, an improvement on the original Winsor recommendation.

However, the July 2013 PNB meeting also resulted in reverting two major recommendations to a third PAT. The attack on the Office of Constable has continued, with the Official Side pursuing compulsory severance coupled with its failure to agree the Winsor recommendation on restricted officers/the X factor. At the time of writing this Report, a decision from PAT is awaited, evidence having been given on 15 November 2013. As with other Winsor recommendations Staff Side made huge efforts to negotiate on these proposals and offered real and credible solutions, including supporting Winsor's recommendations on restricted officers. However, the Official Side wanted to go even beyond Winsor and both the Home Office and ACPO stuck to their positions, preferring to revert to the PAT to achieve their aims. In respect of fitness testing, which forms part of the X factor, agreement was reached. Guidance was issued to Forces in July 2013 for implementation from September 2013.

In terms of the make-up of the negotiating body the main change was the replacement of the Association of Police Authorities members by nominations from the Association of Police & Crime Commissioners. However, the Home Secretary also issued a consultation document on the implementation of a Pay Review Body (PRB) to replace PNB. In April 2013 it was announced that police officers would lose the right to collective bargaining and PNB would be replaced by a PRB from autumn 2014; Sir Clive Booth's report from 2006 resurrected in all its glory. This new entity for police officers would deal with all aspects of police remuneration, including hours of duty, leave, pay and allowances for

the issue, use and return of police clothing and accoutrements. PAB though would be extended to also include Pensions, with recruitment, learning and training matters passing to the College of Policing.

As you can see from this Report, despite some changes in personnel, the negotiating atmosphere has not changed. The continuation of tight fiscal control and pay reduction is the overarching priority, continuing to create uncertainty and anguish for all police officers on how their pay and conditions are being materially reduced and how they would be assessed in the future.

An element of pay discussions that was not Winsor led was the end of the two year public sector pay freeze, which had been imposed since September 2011. In addition in November 2011, it had been announced by the Chancellor that following the freeze there would be a cap on future public sector pay rises of no more than 1% for the following two years. Then in March 2013 the Budget announcement developed this policy, declaring that the pay cap would remain in force for a further twelve months, taking us to April 2016. Based on Government's overarching fiscal policy, public opinion and the economic climate Staff Side, having written to the Official Side in January 2013 favoured that the 2013/14 pay increase, applied from 1 September 2013 would be 1%. Discussions on future pay increases are yet to take place.

Pension consultation has continued a pace, as has the passage of the Pension Bill, which Government presented to Parliament in May 2013 and received its first reading in the House of Lords in October 2013. The consultation discussions within the PNB Working Group have been highly technical, to produce Home Office Guidance for the new Career Average Pension Scheme (CARE) and associated matters. The CARE scheme will come into effect from April 2015, with the necessary regulatory changes. At the time of writing the Report, forces are currently awaiting the Guidance. It will cover areas such as part time service, career breaks, uprating, transitional protection and tapering, actuarial reduction, commutation and opting out. Staff Side have been instrumental in contributing to this Guidance,



which was issued to Forces in November 2013.

In February 2013 the Home Secretary also announced that the second year's increase to police pension contribution rates would take effect from April 2013. Lord Hutton's interim report had recommended an increase to public sector pensions of an average of 3%, phased in over three years from April 2012. Therefore the Home Secretary has continued to implement this Government policy, increasing in April 2013 the 1987 Scheme to 13.5% and the 2006 Scheme to 11.5%. The SCC has continued to fight hard to achieve the very best for our members in all these areas, with expert legal and actuarial advice. The Official Side are under no illusions of the damaging affect that Government changes to pensions are having and that a long term commitment from existing serving officers to a future career in the police service is very much at risk and therefore damaging for the public.

The monumental changes and financial reductions under the banner of 'reform and austerity' have had and are continuing to have a long lasting effect on the police service. The announcement in March 2013 by the Chancellor on the future CSR saw further budget reductions for the service. The accumulative effect has been the severe reductions in the number of serving police officers, with the sergeant rank taking the biggest hit of all. In December 2012 sergeant numbers were at 22,900. As of June 2013, numbers had fallen to around 20,300, which equates to over a 10% reduction. Government say crime is falling so there is no effect, but we all know that the quality of service that we are able to deliver to communities, and the ability for sergeants to effectively supervise, is being drastically affected and compromised. Together with a halt on recruitment over the last three years, the service has lost valuable experience, professional knowledge and is becoming older, which Forces are attempting to disguise by continuing to recruit retired officers to fill posts, a short term measure storing up long term problems.

In March 2013 the outcome of the ballot for members across England & Wales on

whether they wished PFEW to pursue employment rights for police officers was published, having conducted an information exercise through Joint Branch Boards. Although more than half of the membership did not support the changing of the employment status for police officers, there was a clear unprecedented mandate from a significant proportion that wanted the right to take industrial action. Such is the strength of feeling felt at the current treatment of the service and officers. This has been highlighted in our communications strategy to evidence the pressure that many officers are under. It was also agreed by the Joint Central Committee at its March 2013 meeting that all options would remain open and will be used as necessary. In order to be able to directly access member's views on a regular basis, movement towards a national membership database has been deemed essential and on which work has begun.

Finally within this section, as you are aware the Independent Review of the PFEW has been on-going since May 2013. At the time of writing this Report the Review Panel's recommendations are awaited and will be fully debated at Joint Conference in May 2014. An extraordinary national Sergeants' Branch Board Chairman and Secretaries meeting was held in July 2013, which the Review Panel's Secretariat attended to listen to the views of your representatives. All our members have been actively encouraged through technology, national, regional and branch board meetings to submit their own individual and/or branch board evidence. The SCC submitted its own evidence, which was widely circulated and placed on the website. Whatever conclusions the Review Panel come to the SCC is committed to working with you all, in the very best interests of the whole of the Police Federation of England & Wales.

Sergeants and Professional Development

National Police Promotion Framework (NPPF)

Once again the National Police Promotion Framework (NPPF) has been the focus of much attention during 2013. Following an evaluation of the second trial of the NPPF, the PPEB recommended a nationwide roll-

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out of the NPPF to the Police Minister. At the time of writing this Report the Minister has yet to make a decision as to the roll-out. If a decision isn't made by April 2014 the College of Policing will have the authority to do so as promotion matters will then transfer direct to the College.

We are aware that the Sergeant rank assessment units contained within the NPPF first line supervision diploma will be reviewed in autumn 2013, and the SCC will be actively involved with this on your behalf.

College of Policing (CoP)

The College of Policing came into existence in December 2012. Since its inception members of the SCC have been involved in the design and build phase of the College, the final structure is still to be determined. The SCC has also been heavily involved in the Change Programme Project Board and implementation team, as well as representing Sergeants interests within the various working groups that sit under the National Policing Business Areas.

The College published its Strategic Intent Document, the key aspect of which was a consultation regarding the membership offer and the payment of a subscription fee, voluntary or mandatory at some point in the future. The College business plan and commercial strategy is currently being worked on.

Members of the SCC sit on the College Governing Board and the College Professional Committee, which are the decision making forums within the College. We will ensure that the views of sergeants are represented within ALL College workstreams.

Core Leadership Programme (CLP)

In the last year there has not been huge involvement by us with the CLP, however an implementation review by forces has been carried out by the College of Policing which shows that all Forces have now mapped their Sergeants Training programmes to the CLP learning descriptors, even if they are not directly utilising the delivery products.

Members of the SCC are now actively engaged to see how the recently launched National Policing Curriculum and the CLP

will provide the underpinning knowledge for the revised NPPF units for Sergeants promotion, and how it will support the fast-track constable to inspector programme and skills threshold tests (defining competency) as recommended in the Winsor 2 Report.

The CLP also intends to build on the recommendations from the HMIC 'Leading from the Frontline' Report, which stated that it was 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 require and desires. The College is pursuing this agenda with the design of a cradle to grave professional development approach.

A full suite of learning resources for Sergeants is available on the NCALT MLE - Core Leadership Web Portal for your information and use.

Functional Skills

The PAB National Recruitment Standards subcommittee has been carrying out work to establish the entry requirement in English, Maths and ICT for Police Constables, Special Constables and PCSO's. Discussions are on-going as to what levels are required and whether this level should be met prior to joining the police service or as a result of post recruitment development. This will be of interest to the Sergeant rank in the future as it will be the role of the first line supervisors to assess competence in these areas, especially if the decision is to meet the level post recruitment but pre confirmation in the rank.

Custody Matters

The pressure on forces to make financial savings, driven by Government funding cuts, has seen increased rationalisation of custody provision across England & Wales and alarming reductions in the number of custody sergeants being deployed. Fewer custody suites, longer journey times and the requirement to do 'more with less' in custody while complying with PACE and approved custody guidance is not only putting Sergeants at increased risk of stress,



burn-out and misconduct but also compromising the safety of detained persons and the communities we serve to protect.

Force procedures and resourcing limitations that require civilian staff, often by stealth, to carry out duties for which they have no legal responsibility and that require Custody Sergeants to delegate tasks are unlawful; forces, branch boards and members need to be mindful of the dangers posed by such 'back-door civilianisation' arrangements to those working in custody, detainees and the wider organisation. Custody sergeants remain 100% responsible for everything that happens in the custody suite whilst on duty and for every task delegated; only the custody sergeant can delegate to a member of staff.

Recent changes to PACE, including requirements requiring 17 year olds to be treated as juveniles and the translation of 'essential documents' for non-English speaking detainees, together with a revised Authorised Professional Practice for Custody (formerly SDHP) due to be published in April 2014, will undoubtedly place further pressures on under-resourced custody suites and those working within them.

In May 2013, the interim report of Dr Jonathan Houdmont of Nottingham University identified worrying indicators of unprecedented levels of psychological distress and emotional exhaustion being experienced by Custody Sergeants. We look forward to receiving the final report of this National Custody Officers Stress Survey, which will be presented at Sergeants' Central Conference in May 2014, and we will continue to press ACPO and others to seek improvements in custody working environments.

In the face of dwindling resources, it is testament to the excellent work of our Custody Sergeants that the number of deaths occurring in police custody remained at a historically low figure throughout 2012/13, although we recognise that any death in custody is a human tragedy. The sharp increase in the number of apparent suicides following custody is an area of concern and forces must be vigilant in ensuring effective pre-release risk-assessments are conducted. We continue

to promote the sharing of information through IPCC 'Learning the lessons' and HM Coroner 'Rule 43' bulletins.

Despite the assurances given by the Home Secretary in 2012, dealing with those suffering with mental ill-health has continued to dominate the custody and wider policing agendas. The joint report of HMIC/P, CQC and Healthcare Inspectorate Wales, "A Criminal use of Police cells", the IPCC, Lord Adebawale and an overwhelming number of Police and Health professionals are clear in reinforcing our long held view that Police cells are not an appropriate place for people suffering from acute mental health crisis.

We are committed to keeping this debate in the forefront of the minds of public and politicians alike and are determined to hold the Government to account on this issue, while supporting partners and initiatives aimed at diverting those who are ill into appropriate healthcare.

The Federation has continued to contribute to the National Policing Custody Forum (formerly ACPO NCF) and has secured changes to the terms of reference for the network of regional meetings to ensure that local representatives have a voice in these forums. We have developed a positive and constructive working relationship with the ACPO Custody Lead, ACC Dawn Copley, and welcome her commitment to retaining this portfolio for the long term.

We remain extremely concerned by a lack of consistent investment in both custody and mental health awareness training, with the take-up figures for the latter remaining alarmingly low. We will continue to make the case to the College of Policing for robust and mandatory specialised training in these areas and to challenge inadequacies in forces.

The National Custody Officers Forum has continued to meet on a regular basis providing valuable information and advice to the SCC across a diverse range of custody related issues. Darren Harris has continued as NCF Chairman and we now have a new Secretary in Andy Shaw. The SCC is extremely grateful for the support and assistance provided by all members of the NCF.

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Going forward, against a back-drop of further cuts, there is no doubt that police custody will face further challenges, not least from the spectre of privatisation. We will continue to robustly support our representatives and members to ensure that Sergeants remain at the heart of police custody.

National Custody Seminar

The 3rd SCC National Custody Seminar & Exhibition was held on the 11 & 12 September 2013 at Stoke on Trent and followed on from the success of the previous two events. It again ran from lunch-time to lunch-time over two days, providing more time for the programme and allowing an evening networking opportunity.

The seminar covered a diverse range of topics affecting the increasingly specialist area of police custody. The ACPO lead for Custody, ACC Dawn Copley, shared her vision of the future for police custody and Custody Sergeants and the ever popular Professor Zander gave his expert interpretation of impending changes to PACE. We also heard from HM Coroner Joanne Kearsley & Moir Stewart (IPCC) with their perspectives on how to prevent deaths in police custody while Dr Jenny Holmes (Lead FME for Merseyside Police) shared her views on dealing more effectively with mental ill-health issues, including S136.

A challenge laid down to ACC Copley at the seminar was to get Chief Officers to recognise the huge corporate and public confidence risk custody poses to forces and to raise its standing accordingly. Currently custody is at the bottom of the pile behind Firearms and Roads Policing in relation to investment in people, equipment, premises and training and yet when it comes to the number of critical incidents the hierarchy is Roads Policing, Custody and then Firearms. We're not suggesting spending less on Firearms but more investment in custody and custody staff.

The exhibition was expanded from the 2012 event and featured a range of exhibitors relevant to Custody Sergeants, Inspectors and force managers. Feedback from exhibitors suggested that the event was of significant benefit to their business.

Although delegates were drawn primarily from among Federation Custody Representatives, there was an increased proportion of Custody Managers and other representatives of other Policing stakeholders in attendance. From the feedback received, this year's seminar appears to have been an overwhelming success, with many delegates commenting that it had been "the best so far".

Our challenge going forward will be to continually raise the bar in terms of the quality and relevance of our content, speakers, presentation & exhibition and we look forward to hosting an even better event in 2014 - look out for the SCC Circular and be sure to book early!

Police Federation National Detective Forum

The investigative world of policing has seen significant developments take place over the last twelve months. Most notably was the announcement that the Professional Investigative Programme (PIP) was to be reviewed following a request by ACPO Crime Business Area. One of the drivers for this decision has been to take stock on the 10th year anniversary of PIP's inception and to ensure the police service future proofs itself. The PIP Review will report in late December 2013, but early indications show that development and enhanced training must be provided to front line supervisors. We continue to support the Review, which will bring consistency in training, investigations and most importantly providing colleagues with the skills to be effective in their role to protect the public. We have also seen the introduction of the National Crime Agency and the College of Policing, which will impact on the role of detectives.

The service and our members continue to face the significant challenges presented by the cuts to policing, centralisation of services, collaborative working, direct entry, privatisation, a rapidly changing society, changes in terms and conditions and ultimately from criminality. The National Detectives Forum released details of a survey conducted in September 2013 that secured a response rate of over 4,000 detectives. Colleagues who responded expressed serious concern at the



deterioration in policing services during the last three years. Worryingly, detectives expressed concern at the increased levels of stress being experienced with the negative impact on their home lives. Also of concern was the fact that 25% of respondents do not have a current PDR and have not been offered Continued Professional Development.

The National Detectives Awards and Seminar held in Manchester were a fantastic celebration of policing. The varied nature of investigative policing was well represented in all of the nominations and ultimately by the winners. A number of themes within the nominations were evident, globalisation of criminality and the impact of technology, we must as a service recognise these threats, invest and equip our people to deal effectively with them. The SCC will continue to work with the National Detective Forum to achieve the best possible outcomes for our detective colleagues.

SCC Information Technology and Communications

The last year has seen the Police Federation of England & Wales go through a period of great change and review to determine our place and future in modern policing through the Independent Review. No organisation can stand still and never more so in the advance of modern information technology and communication.

The SCC has been cognisant of the need to continue to be open, transparent and inclusive both at a national and Branch Board level. New advances have been made in how Federation Representatives can interact, communicate, conduct business on behalf of our members and improve access to information. The coming year will see significant changes in how we communicate both externally with our members via the SCC internet pages of the national website and internally via the new PFEW extranet for use by all PFEW representatives at SCC and SBB levels.

SCC Website

March 2013 saw the launch of the new PFEW Internet site, which incorporates the website of the SCC. This new corporate

website is more dynamic, with content changing on a regular basis. It includes a members' area that will hopefully be expanded in future, to include more interactive functions. It contains new sections and areas, such as 'Fed at Work', which highlights the work of PFEW and includes a dedicated magazine site that works with the main website, providing extended content and greater flexibility in how this can be presented.

In June 2013 the SCC conducted a review of the content of the SCC website. We examined the existing site and determined that our main priorities should be the need to focus on issues affecting the rank of Sergeant, the avoidance of unnecessary duplication of other parts of the PFEW website and the need to bring it up to date and allow better maintenance in the future, thereby delivering a more relevant service to our members.

As a result of the review we implemented a number of subtle but significant changes. These include better promotion of SCC events, making greater use of the website for document sharing and the inclusion of a specific 'Custody Matters' page, which we expect to develop further in association with our National Custody Forum. Nominated SCC members have also undertaken dynamic web update training, giving greater ownership of the site to the Committee and allowing greater flexibility in publishing web-based content.

We are confident that the SCC website now provides a more positive user experience and delivers a more corporate and professional public image. We are committed to maintaining and developing this aspect of our business to reflect the needs of our members.

PFEW Extranet

By the time you read this Report Branch Boards would have heard and had sight of the new PFEW Extranet. This is being rolled out through PFEW during 2014 via a series of local briefings and road shows.

The Extranet IT platform is based on Microsoft SharePoint 2013, provided to us by Clarity Information Solutions Ltd. The Extranet will provide facilities to the SCC



and SBB's to make collaboration and communication between representatives, working groups and Boards more efficient, streamlined and effective. The online workplace allows work-streams and information pertinent to our rank to be shared in Equality and Diversity, Health and Safety, Operational Policing, Legislation, Professional Development, Roads Policing, Professional Standards, the National Detective Forum and Women's Reserve Seat matters. The purpose is to encourage a smarter, faster and secure two way flow of information.

The Extranet will provide access to forums and discussion groups to seek opinion and share ideas, tasks and arrange meetings. It will provide a document library and knowledge hub. Members of working groups will be provided with updates on the availability of documents and invitations to meetings. The requirement to keep files locally and email attachments should reduce. Work spaces for individual users can be personalised to cover specific work streams or responsibilities.

The Extranet will be available to all Joint and Sergeants Branch Boards and is not solely for use by the Central Committees. The system is configurable to our needs, allowing us enormous flexibility in the development and expansion of how to use it. It is hoped that when fully operational access to the Extranet by secure log-in will be possible via a variety of media, including laptops, smart phones and tablet devices.

The success of this platform will be measurable by the adoption at all levels in the Police Federation and by the buy-in and engagement of representatives not

only at Executive level within Branch Boards, but by all work place representatives. It has the potential to deliver true openness, transparency and engagement in communication throughout PFEW and will provide us with an opportunity to make the work of the Police Federation seamless between Committees and Boards at both a local and national level.

SCC & Social Media

The SCC Twitter account '@PFEWsergeants' has maintained and increased our presence in this popular social media format. We have continued to contribute to social media in a measured and responsible manner, engaging with members and delivering consistent and accurate updates to our members across a diverse range of both rank-specific and joint policing issues.

Conclusion

The SCC has continued to work tirelessly on your behalf, covering a myriad of areas and issues that have a significant impact on policing and the members we all represent. In times of change and uncertainty, we have tried to ensure that our members are fully informed, through your Branch Board Executives, improving our technology and communication being an essential element to this ethos. We can all assure you we will continue to strive to do more in 2014, a year that will more than likely bring further change, in terms of the outcome of the PAT and the Independent Review. The SCC thank you all the support and loyalty you have shown us, not just over the last twelve months but the months and years that current and previous Committee members have striven to serve both yourselves and our members in the best possible way.

The Central Committee



JOHN GIBLIN
(No. 7 Region – Gwent)
Chairman SCC

SCC Executive
JCC Executive
JCC Legislation
JCC Operational Policing
JCC Professional Development
PFEW National Roads Policing
Lead

PFEW Roads Policing Group
Course Director
Futures Group
PDR Steering Group
National Policing Area - Administration of Firearms
and Explosives Licensing Committee
Police Promotion Examinations Board
Police Promotion Implementation Project Board
CoP - Fast-Track and Direct Entry Project Board
CoP - Fast-Track and Direct Entry User Group
Skills for Justice Welsh Country Group
PNB Full Board
PNB Federated Ranks Committee
National Policing Area – Roads Policing National
Strategic Group
National Policing area – Single Vehicle
Specification Group
National Policing Area – Pursuits/Dangerous
Driving Group
National Policing Area – Driver Training Strategic
Group
National Policing Area – Collision Investigation
Group
PFEW Devolving Policing Wales Working Group
PFEW Communications Working Group
Welsh Collaboration Strategic Consultation Forum



STEVE EVANS
(No. 4 Region – Derbyshire)
Vice Chairman SCC

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
National Policing Area - Complaints &
Misconduct Working Group
IPCC Staff Association Meeting
PABEW Sub-Committee on Police Disciplinary
Arrangements



ADELE KIRKWOOD
(No. 3 Region –
West Midlands)
**General
Secretary/Treasurer SCC**

SCC Executive
JCC Executive
JCC Treasurers
JCC Equality Positive Action
WG

College of Policing Gold Working Group
Independent Review Working Group
Course Director
Futures Group
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



JOHN COPPEN
(No. 6 Region – Wiltshire)
Retired
**Deputy General
Secretary/Deputy Treasurer
SCC**

SCC Executive
JCC Legislation
JCC Operational Policing

JCC Professional Standards
Course Director
Olympics Working Party (Chairman)
PNB Winsor Working Party



DOUG CAMPBELL
(as of 28 May 2013)
(No. 6 Region –
Gloucestershire)

JCC Equality
JCC Health & Safety
JCC Operational Policing
SCC Deputy IT Coordinator
JCC Strategic Priorities
Working Group

The Central Committee



IAN RENNIE

(No. 1 Region –
Greater Manchester)
General Secretary JCC

JCC Executive
JCC Resources Working
Group
JCC Equality (Positive Action
Provisions) Working Group

Police Negotiating Board Staff Side Secretary
PNB Full Board
PNB Federated Ranks Committee
PNB Joint Secretaries
PNB Police Pay & Conditions Working Group
PNB Gender Equality & Work life Balance
Working Group
PNB Police Pensions Working Group
Police Advisory Board
College of Policing Professional Committee



ANDY WARD

(as of 19 March 2013)
(No. 2 Region – Durham)

JCC Health & Safety
JCC Legislation
JCC Professional Standards
Joint Custody Lead
National Custody Forum
SCC IT Coordinator

JCC Strategic Priorities Working Group



MAL TAYLOR

(No. 2 Region –
North Yorkshire) Retired

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)
National Policing Area - Criminal Justice
Business Area
Youth Justice Forum
Justice Union Parliamentary 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 Group1

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
National Policing Area - Custody Forum
Home Office & NPEG Custody Design Group
Police Healthcare Commission Stakeholders
Group
PACE Strategy Board
National Policing Area/College of Policing -
Mental Health Forum
HMIC/HMIP Custody Stakeholders Group
Reducing Bureaucracy Practitioners Group
Reducing Bureaucracy Practitioners
Programme Board
APCCS Mental Health Working Group

The Central Committee



ANDY FITES

(No. 8 Region – Metropolitan)
(as of 18 January 2013)

**Deputy General Secretary/
Deputy Treasurer SCC**

SCC Executive
JCC Operational Policing
JCC Professional
Development (Chair)

Course Director
JCC Professional Standards
JCC Specials Working Group (Chair)



MARTYN MORDECAI

(No. 8 Region – Metropolitan)
Treasurer JCC

JCC Executive
JCC Treasurers
Course Director
National Policing Area - TAM
(CBRN)
National Policing Area - TAM
(HR)

National Membership Database



PAUL MCKEEVER

(No. 8 Region – Metropolitan)
(until 17 January 2013)

Chairman JCC

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)
College of Policing 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)



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
Police Promotion Examinations Board
Police Promotion Implementation Project Board
College of Policing Gold Group
National Policing Area - National Recruitment
Standards
PAB NRS
PAB Restricted Duties
Central Authority Meetings
Professional Practice Steering Group

***During the course of 2013, with the formation of
the College of Policing all ACPO business
areas became known as National Policing
Areas.***

Committee Officers



At the Post Conference Meeting on 17 May 2013, 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	Andy Fittes
Deputy Treasurer	Andy Fittes

Sergeants' Central Committee Meetings

The Sergeants' Central Committee held a total of six meetings during 2013. The dates and venues of these are listed as follows:

22 January 2013 (Statutory)	Leatherhead
19 March 2013 (Statutory)	Leatherhead
17 May 2013 (Post Conference)	Bournemouth
25 June 2013 (Statutory)	Leatherhead
3 September 2013 (Statutory)	Leatherhead
29 October 2013 (Statutory)	Leatherhead

No. 1 Region

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

No. 2 Region*

1st Lisa Mackie	Northumbria
2nd David Baines	South Yorkshire
3rd David Horn	North Yorkshire

No. 3 Region*

1st Nigel Mortimer	West Mercia
2nd Phil Stacey	West Midlands
3rd Richard Moors	Staffordshire

No. 4 Region*

1st Phillip Matthews	Nottinghamshire
2nd Oz Merrygold	Cambridgeshire
3rd Ali Quinn	Northamptonshire

No. 5 Region*

1st Tracey Hammond	Hampshire (retired on 17 May 2013)
2nd William Boyle	Thames Valley
3rd Neal Alston	Hertfordshire (stood down as of 13 November 2013)

No. 6 Region*

1st Douglas Campbell	Gloucestershire (substantive SCC member as of 28 May 2013)
2nd Steve Gardner	Devon & Cornwall
3rd Simon Kempton	Dorset

No. 7 Region*

1st Callum McCleod	South Wales
2nd Jonathan Hill	Gwent
3rd Paul Laughlin	Dyfed Powys

No. 8 Region*

1st Liz Barrett	Metropolitan
2nd Mark Acford	Metropolitan
3rd Suzanne McGuinness-Bush	Metropolitan

Reserve Seat*

1st Samantha Roberts	No 7 Region Wales
2nd Deborah Hodson	No 3 Region West Midlands
3rd Zoe Wakefield	No 5 Region Hampshire

* 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 2013 are published within the Police Federation of England and Wales Statement of Accounts for 2013.

During the year there were 406 new applications in the form of civil claims, employment tribunals, CICA claims and requests for legal and medical advice. In addition 184 claims were settled resulting in awards to members of between £500 and £650,000. Taking into account the total amounts received for all categories of personal injury, £3,016,191.32 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 2013, the elected Trustees met at Leatherhead on four occasions:

15 February
28 May
3 September
4 December

The meetings on 28 May and 4 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 - (retired)

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 (joined CAC as of 28 June 2013)

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 2013 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
D. Horn North Yorkshire

GURNEY FUND

P. Jones Hampshire
P. Land Avon and Somerset

2013 Honours List



New Year's Honours 2013

There were no recipients at Sergeant Rank

Birthday Honours 2013

Sergeant Stuart Dale Richards –

Metropolitan Police
Member of the Royal Victorian Order

Sergeant Paul Campbell –

Hampshire Constabulary
Queen's Police Medal

Sergeant Mark Jennings, (Lately) –

Humberside Police
Queen's Police Medal

Sergeant Andrew Murphy –

Metropolitan Police
Queen's Police Medal

Sergeant Michael Tisi –

Metropolitan Police
Queen's Police Medal

Sergeant John Wolstenholme –

British Transport Police
Queen's Police Medal

Sergeant James Bingham –

Police Service of Northern Ireland
Queen's Police Medal

Sergeant William Harper –

Police Service of Northern Ireland
Queen's Police Medal

Central Conference 2013



The 91st Sergeants' Central Conference was held in the Tregonwell Hall, Bournemouth International Centre, on 17 May 2013 and was recorded for viewing on the website. The strapline was 20/20 Vision – Testing our Rank.

Conference initially paid its respects to the memory of Mr Paul McKeever, member of the Sergeants' Central Committee and JCC Chairman, who sadly passed away in January 2013.

This was then followed by a short address from the Police Minister to Conference; no Q & A's were taken.

A forum session commenced facilitated by John Stapleton, who introduced members of the panel to address Conference, as Ms Jayne Monkhouse, PFEW Equality Advisor, Mr Alex Marshall, Chief Executive, College of Policing and Sir Hugh Orde, ACPO President. The panellists were then joined by Mr Ian Rennie, Staff Side Secretary and Mr Ian Johnston, Interim Official Side Chair PNB for the question and answer section of the Forum session. The debate focused around many of the aspects of the Winsor 2 Report that would require the Sergeant Rank to supervise, assess and implement a wide ranging testing regime for those that they supervised, as well as being subject to the assessment processes themselves.

The Annual General Meeting followed, which included a report from the Conference Arrangements Committee, SCC Trustees, Mr. Darren Harris, Chairman of the National Custody Forum, and the Chairman's address to Conference.

Motions and Amendments

There were three Motions as below:

Annual Report **SCC**

"That this Conference receives and accepts the Annual Report of the Central Committee for the year 2013, 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



National Sergeants Branch Board Chairman and Secretaries' Meetings

During 2013 the two meetings of Sergeants' Branch Board Chairmen and Secretaries were held at the Queen Hotel, Chester, on 5/6 March and 15/16 October 2013.

At the first meeting of 2013, on 5 and 6 March 2013, the first guest speaker was Mr A. Marshall, Chief Executive, College of Policing, followed by Q & A.

An update on the Independent Policing Review, as instigated by the Shadow Cabinet was presented by Lord Stephens, Chair, Independent Review into the Future of Policing in England & Wales followed by Q & A.

On the 6 March 2013, the meeting discussed Winsor – Restricted Officers – X Factor and Fitness Testing. The panel comprised of Ian Rennie, Staff Side Secretary, Jayne Monkhouse, Equality Advisor, PFEW, Jonathan Cumberbatch, Health Promotion Adviser, Staffordshire

Police and ACC Robin Merritt Sussex Police.

At the second meeting of 2013 on 15 October 2013, the key note speakers were CC Mike Cunningham, Staffordshire Police, Tom Winsor, Chief HMIC and CC Jon Murphy, Merseyside Police, who all gave a presentation on Austerity in Policing – Sergeant Rank Expectations following by a Q & A.

On 16 October 2013, the meeting discussed Police Integrity; the guest speakers were Steve Smith JCC Deputy General Secretary and John Armstrong, Cheshire Police. A presentation from Les Gray, Police Money Matters, followed this session.

On the second day updates covered PNB Winsor 1 and 2, Pensions, 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 4 and 5 March 2014, 15 and 16 October 2014.

Publications 2013

SBB Circular 1/2013	SBB Chairmen and Secretaries Meeting - March
SBB Circular 2/2013	Custody Officers Seminar 2013
SBB Circular 3/2013	Sergeants' Central Conference 2013 – Last Conference
SBB Circular 4/2013	SBB Chairs & Secretaries Meeting dates 2014
SBB Circular 5/2013	SBB Chairmen and Secretaries Meeting – October 2013
SBB Circular 7/2013	Initial Brief for Presentation to the Independent Review Panel
SBB Circular 8/2013	Sergeants' Central Conference 2014 Triennial Elections
SBB Circular 9/2013	Extraordinary SBB Chairs & Secretaries Meeting

***No SBB Circular 6/2013 was issued**

Central Committee Office



Sergeants' Central Committee *(left to right)*

I. Rennie; M. Mordecai BA (Hons); D. Campbell; S. Evans, BA (Hons), Vice Chairman; A. Kirkwood, General Secretary/ Treasurer; J.F.M. Giblin, MA, BA (Hons), Chairman; A. Fittes, BSc (Hons), Deputy General Secretary/Treasurer; J. Lawrence, BA (Hons); K. Huish; A. Ward.



Inspectors' Central Committee

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Foreword



Ian Trueman
General Secretary
Inspectors' Central Committee

PNB and Pension matters

2013 in negotiating terms has followed the pattern of the last few years, we have continued to negotiate on the second round of proposals from the Winsor reviews, some proposals have been agreed, some rejected by both the staff and official sides and the more contentious have again ended in going to the Police Arbitration Tribunal. At the time of composing this report the result from the PAT on the matters of restricted duties and compulsory severance is unknown, but when you read this in preparation for conference the outcome will be known to us all.

The Police Negotiation Board is structured to meet quarterly, with working party meetings in between designed to deal with the details of the proposals. Once again the ICC commitment to the PNB process has been heavy, with eight full days given to the quarterly meetings and in excess of twenty days given to the working parties.

The outcomes from those meetings should already be known to you, and a fuller explanation of the events at PNB and the Pension working groups can be found within the JCC General Secretary's report.

There are some issues which I feel need some further explanation. The first is the recommendation of a Public Order allowance of £600, which the negotiation teams from both sides agreed to drop as a proposal. The Federation's position on this proposal and the EPAA which went before it has been simple. If the service wants to pay officers different rates of pay for different roles, then there needs to be an evaluation of all the roles undertaken in the service, that must stand up to independent scrutiny. Unfortunately the Public Order role that had been selected by the review as being in need of additional payment was without an evaluation as to why that role or how much

it was worth. The difference between the official and staff sides was that the staff side wanted to use the monies saved from this proposal and use it to remove anomalies from the constables' pay scale that had been created by a shorter pay spine and the incremental freeze. We were successful in our approach.

The subject of the away from home overnight allowance continues to provoke debate with some forces interpreting the guidance in such a way that officers are being denied the payment as the force see the tasks that the officer has been undertaking as routine. We will continue to seek a resolution to this issue.

2014 will see the demise of the Police Negotiation Board (PNB), and its replacement with the Police Remuneration Review Board (PRRB). The difference between these two bodies could not be starker; the former is a negotiation process with an arbitrator, the latter a review body which accepts evidence from the parties and then makes a judgment. The gathering and presentation of written evidence will become even more important in future, than it is now. The Inspecting rank has a reason to be aware and alive to this issue as the topic of Chief Inspectors remuneration was commented upon by the Winsor review, who advised that the PRRB should consider Chief Inspectors' pay within its first triennial period. The ICC will continue to gather evidence from you to support our position that there should be an increase in Chief Inspectors pay.

ICC Key Areas

The ICC has been working on five key areas, as decided by the IBB secretaries. These are PACE reviews; Vulnerable Persons; Partner agencies; Command resilience and Working time. Overall there is an agreement amongst the committee that should we be able to have an impact upon the first four issues, we will be able to directly impact the last. However, the first three areas cannot be specific to the Inspecting ranks alone and are a wider service issue. As an example, the individual who is detained for a crime in our cells and requires a mental health assessment will touch those first three areas.



With this in mind, we have to work with our colleagues within the JCC to influence our overall policies, so that we can engage the stakeholders on any issue with one voice. The ICC has at the time of writing issued a survey sent via the IBB secretaries to all Inspectors looking at the issues in custody and the training that has been provided to the rank to enable it to perform its role. Once the results are in we will share these with you and explain where we believe we can go next.

The topic of working time is one which is long running, within the ICC and the Inspecting ranks. In 2012 we commissioned Cardiff University Business School to analyse the survey of every Inspecting rank officer which was conducted in 2011 regarding their working hours and have obtained European funding to progress this piece of work through 2013. The result of this was a force by force breakdown, with individual reports for each force and a seminar held regionally to discuss the issues and look at the solutions that others already had working. The seminar Invitations were sent to members, reps, HR, superintendents, ACPO members and PCC's and all were reasonably well attended given the added abstraction required. We have provided each IBB with the information that it needs to develop local policies which allow for a work life balance. In reviewing this, the ICC have asked each IBB to submit a copy of any workforce agreement on the working hours of the Inspecting ranks so that we can do further analysis. This work is ongoing. We have also taken the step of writing to each Chief Constable on the topic of Daily Management meetings and the inordinate amount of time spent preparing for each meeting, a system designed for exceptional reporting has become a bureaucratic burden and we are asking for the micro management to cease and the trust returned to our rank.

Command resilience is a difficult issue to get across to Chief Constables. The numerical losses that we have suffered as ranks since the introduction of the Government cuts program currently stands in excess of 1400 colleagues; combined with the losses sustained in the Superintending ranks of 300

officers, means 1700 senior experienced operational officers have been lost to policing or the equivalent of a force the size of Humberside. In April 2013 I made a presentation to Chief Constables Council on the topic of our losses and command resilience within our ranks, alongside the Superintendents Association. The feedback following the presentation was described by one chief constable as thought provoking. However when I have asked Chief Constables whether they have enough Inspectors to go around, the response is always the same; we have enough to make it work.

Numerically we may have enough to provide 24 hour cover, staff the major incident, public protection and reactive CID teams and provide community/ neighborhood leadership, but you cannot remove so many from the service and expect those left behind to cover all the bases without missing a few of the plates that were left spinning. The system works because we are a 'can do' rank, a group of individuals who is prepared to work on to get the job done, or who sacrifice their family time for the benefit of others. However we fail to accurately record our actual hours of work or submit near miss forms when there is an organisational failing for fear of it reflecting poorly upon us as individuals. If a numerical argument about our losses will not work, we must provide our senior leaders with evidence of the risks that they are exposing their Forces to.

Conference motion 2012

In May 2012 the Metropolitan IBB put forward a motion to conference seeking the following.

This Conference instructs the Inspectors Central Committee to pursue through the Police Negotiating Board (or whatever mechanism may replace it) that the agreement regarding the pay of the Inspecting ranks reached on 13th June 1994 which is detailed within PNB Circular 94/2 as amended by PNB Circular 94/7 be re-examined and if necessary renegotiated in order that clarity can be provided on a number of issues contained within it.

Foreword



The ICC have re-examined the minutes surrounding the agreement, it is quite apparent that the buyout of overtime and financial compensation for Public Holiday and rest day working from the Inspecting ranks covered all compensation whether monetary or time in lieu. The concept of pre-planned and casual overtime does not appear in the agreement, the term used is all overtime. At present the ICC is not actively pursuing this motion, seeking to influence the current issues around the conditions of service of the Inspecting ranks through the five key areas highlighted above. The ICC has revamped and

updated the Exploding the myths booklet under a new title 'Your wellbeing, who's responsibility?' which will be printed in late 2013 and distributed to each Inspecting rank officer in early 2014.

Independent Review of PFEW

The review has just published its interim report on its research findings. For the organisation as a whole, the research results do not make comfortable reading and we must now wait and see what the full report and its recommendations will be for the future of the PFEW.

Committee Officers



Dates of ICC meetings

The ICC met for its statutory meetings on the following dates;

22nd January 2013

19th March 2013

17th May 2013

25th June 2013

3rd September 2013

29th October 2013

No. 1 Region – George Gallimore

1st Diane Prosser Merseyside

2nd Ian Hanson GMP

3rd Vacant

No. 2 Region – Steve Garmston

1st Mark Trueman West Yorkshire

2nd Neil Bowles South Yorkshire

3rd Duncan Collins Humberside

No. 3 Region – Paul Ford

1st Glyn Pattinson Staffordshire

2nd Steve Rees West Mids

3rd Vacant

No. 4 Region – Alan Ogg

1st Jason Kwee Lincolnshire

2nd Vacant

3rd Vacant

No. 5 Region – Ian Trueman

1st Paul Robertson Hampshire

2nd Tim Packham Kent

3rd Vacant

No. 6 Region – Steve White

1st Nick Elton Wiltshire

2nd Vacant

3rd Vacant

No. 7 Region – Steve Williams

1st Richie Jones South Wales

2nd Gareth Hawkins South Wales

3rd Andy Broadhead North Wales

No. 8 Region – Paul Huitson

No. 8 Region – Geoff Stuttaford

1st John Partington Metropolitan

2nd Siobhan Sagar Metropolitan

3rd John Murphy Metropolitan

Reserve Seat – Carolyn Davies/Met

1st Verity Lockhart Sussex

2nd Kirsty Jennett Merseyside

3rd Jane Broughton Humberside

Inspectors' Trustee to JCC Fund

John Ainsworth

Lancashire

Reserves

1st Vacant

2nd Vacant

3rd Vacant

CAC (Provincial)

Kevin Lansdale

Dorset

Jim Skinner

Herts

Reserves (Provincial)

1st Jon Cliff

Humberside

2nd Nick Elton

Wiltshire

3rd Jayne Broughton

Humberside

CAC No. 8 Region

David Peddison-Grant

Metropolitan

Reserves (No. 8 Region)

1st John Frost

Metropolitan

2nd Vacant

3rd Vacant

Inspectors' Trustees to ICC Fund

John Partington

Metropolitan

Neil Bowles

South Yorks

Simon Roberts

Cheshire

Reserves

1st Jason Wilson

Sussex

2nd Paul Franks

West Mercia

3rd Vacant

Police Federation (Inspectors') Funds



The balance sheet and statement of accounts of the Police Federation (Inspectors') Funds for the year ending 31 December 2013 are published within the Police Federation of England and Wales Statement of Accounts 2013

During the year there were 140 new applications in the form of civil claims, employment tribunals, CICA claims, and requests for legal and medical advice. In addition 44 claims were settled resulting in awards to members of between £1,000 and £75,000. Taking into account the totals received for all categories of personal injury £472,400 was recovered for Inspectors and their immediate families.

Trustees' to the Funds held by the Inspectors Central Committee

The trustees to the ICC funds during 2013 have been;

John Partington – Metropolitan
Shane Lambert – Sussex – Retired July 2013
John Mallace – Dorset – Retired November 2013
Neil Bowles – South Yorkshire – Commenced July 2013
Simon Roberts – Cheshire – Commenced December 2013

Reserves to ICC trustees

The reserves to the ICC trustees are;
First reserve: Jason Wilson – Sussex
Second reserve: Paul Franks – West Mercia
Third reserve: Vacant

Trustee meetings

The ICC trustees have met on the following occasions:-

8th February 2013
3rd May 2013
28th August 2013
21st November 2013

The meeting on the 3rd May 2013 was also attended by Mr A Jones, Investment advisor from Axis Financial Planning Ltd. (St James Place). In addition updates were provided to the trustees in June and October.

Trustee to JCC funds

The Inspectors trustee to the Joint Central Committee Funds is John Ainsworth - Lancashire

Reserve to JCC trustee

The reserve to the Inspectors Trustee to the JCC funds is Martin Peters – Bedfordshire

2013 Honours List



New Year Honours

MBE

Police Inspector Julie Fry, (Hampshire Constabulary)
Police Inspector Damian O'Reilly, (Greater Manchester Police)
Detective Chief Inspector Mark Moles, (Metropolitan Police Service)

QPM

Police Inspector Sophocles (Jack) Ioannou, (British Transport Police)
Police Inspector Philip Shakesheff (West Mercia Police)

QPM (Northern Ireland)

Temp Detective Chief Inspector James Richard Harkness (PSNI)
Police Inspector Philip Menary (PSNI)

Birthday Honours List

MBE

Police Inspector Stephen Lamb (Humberside Police)

QPM (England and Wales)

Detective Inspector Gary Davison (West Midlands Police)
Police Inspector Steven Jones (North Wales Police)
Temporary Chief Inspector Stephen Thompson (Staffordshire Police)

Central Conference 2013



Central Conference summary & motions

The ICC central conference met in the Purbeck Hall, BIC, Bournemouth on Tuesday 14th May 2013. The following motions were presented and accepted by the delegates present.

Motion 1 Annual Report ICC

"That this Conference receives and accepts the Annual Report of the Inspectors' Central Committee for the year 2012, together with verbal reports as may be necessary to enable delegates to be informed of the up-to-date position of items contained therein".

Motion 2 Trustees' Report ICC

"That this Conference receives and accepts the report of the Trustees of the Police Federation Inspectors' Central Committee Funds, for the year 2012".

Motion 3 Treasurer's Report

"That this Conference receives and accepts the report of the Treasurer of the Funds under the control of the Inspectors' Central Committee, for the year 2012".

Following the AGM the delegates and observers participated in a question time session facilitated by Alistair Stewart, the panel consisted of CC Alex Marshall; Zoe Billingham (HMIC); C/Sup't Curtis (Superintendent Association); Ian Johnson (PCC) and Jim Bligh (CBI). The panel faced questions from the floor on the five key areas, and conference concluded with the presentation to retiring members.

National IBB Secretary Meetings

The ICC has held two Secretaries meetings this year, the first being at Oxford on the 6 & 7 March, topics covered included; Updates on pay, pensions and the key areas, in addition to presentations on Risk registers, the College of Policing, PFEW media strategy, and 'Time for Justice'.

The second seminar in Stratford on 4 & 5 October covered pay, pensions, & key areas update, presentation on Systems Thinking within the Police service, a presentation from Cardiff university business school on the follow up from time for justice;

Publications

- 1/2013 ICC Change of General Secretary
- 2/2013 ICC Change of Chair
- 3/2013 ICC Change of Vice Chair
- 4/2013 Reserves to ICC, ICC Trustees and Inspectors JCC Trustee
- 5/2013 Releasing Potential Program 2013-2014 (Female Chief Inspectors)
- 6/2013 Elected Positions Post Conference May 2013
- 7/2013 ICC Independent Review Police Federation Extraordinary IBB Secs Mtg
- 8/2013 Releasing Potential Program for BME Chief Inspectors
- 9/2013 Reserves to the ICC Trustees
- 10/2013 WTR – Excessive Hours Compensation
- 11/2013 Update on Police Inspectors Website and PFEW Web App
- 12/2013 Reserves to the ICC Trustees
- 13/2013 ICC Submission to the Independent Review
- 14/2013 Time for justice seminar 31/01/2014

The Central Committee



ALAN OGG

(No. 4 Region – Norfolk)
Chairman ICC

JCC Executive, Police Negotiation Board – Full Board, Federated ranks committee, Pensions working group, Pay and conditions working group; Police Advisory Board;

Health and Safety Sub Committee (Chair), Union Health and Safety Specialists Committee; Airwave Health Safety and Ethical Monitoring Steering Group; Professional Development Sub Committee; Professionalism Working Group; Operational Policing Sub Committee; Mutual Aid Working Group; Course Director.



IAN TRUEMAN

(No. 5 Region – Hampshire)
**General Secretary/
Treasurer ICC**

JCC Executive; Treasurers sub-committee; Police Negotiation Board – Full Board, Federated ranks committee, Pensions

working group, Pay and conditions working group; Police Advisory Board; Resources working group; Equality sub-committee (secretary); Equality Positive action working group; College of Policing working group; Special Constabulary working group; National Police EDHR Business area; Course Director



CAROLYN DAVIES

(National Reserve Seat – Metropolitan)
Vice Chair ICC

Equality sub-committee; Equality Positive action working group; Health and safety sub-committee, Course Director;

National Police Stress working group; National Police Body Armour working group; National Police Uniform working group; Olympics working group; Special Constabulary working group; BAWP executive;



GEOFF STUTTAFORD

(No. 8 Region – Metropolitan)
**Deputy General Secretary/
Deputy Treasurer ICC**

Health and safety sub-committee (secretary); National Police health, safety and welfare strategic group;

Airwave strategic Board; Airwave police user group; National Police Information management communications group; Course director.

The Central Committee



GEORGE GALLIMORE

(No. 1 Region – Greater Manchester)
JCC Deputy Treasurer

JCC Executive, Treasurers sub-committee (Chair), Professional standards sub-committee (Chair), Legislation sub-committee

(Secretary), National Emergency Planning working group, JCC Lead on substance misuse.



PAUL FORD

(No. 3 Region – West Midlands)

Professional development sub-committee;
Professionalism working group;
Legislation sub-committee;
National Custody Forum;

National Detective Forum;
National Investigative & Intelligence Training Steering Group;
National Police Crime business area;
ICIDP;
ICC Social media



STEVE GARMSTON

(No. 2 Region – Humberside)

Professional Development sub-committee;
Equality sub-committee;
Course Director;
College of Policing Change portfolio (people & culture) program.



STEPHEN WHITE

(No. 6 Region – Avon and Somerset)
JCC Vice-Chairman

Legislation sub-committee;
Roads policing user group
Cross staff association working group on
Dangerous driving (chair);

JCC Website/App and extranet Working group (chair);
Welsh devolution working group(chair);
JCC Strategic working group (Chair);
PFEW Bravery Awards (Chair)



STEVE WILLIAMS

(No. 7 Region – North Wales)
JCC Chairman

JCC Executive;
College of Policing;
G8 Gold Group;
Welsh Devolution Group;
Legislation – Welsh Update Member;

Skills for Justice – Board; PNB Full Board (Staff side Chairman);
PNB Federated Ranks Committee (Staff side Chairman);
PNB Pensions Working Group
Police Advisory Board (Chairman);
National Police Memorial Day (Chairman)
International Council of Police Representative Associations (Executive Member)
All Party Parliamentary Policing Group - Member



PAUL HUITSON

(No. 8 Region – Metropolitan)

Legislation sub-committee;
Operational policing sub-committee;
Professional standards sub-committee;
Futures Group;

National Police Reducing Bureaucracy Program Board; Course director

The Central Committee



Inspectors Central Committee: *(left to right)*

Geoff Stuttford; George Gallimore; Steve Williams; Ian Trueman; Alan Ogg; Steve Garmston; Paul Huitson; Ann Tomalla, - P.A. to ICC; Steve White; Carolyn Davies; Paul Ford.