

Annual Reports 2014

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



Executive Summary 2014



Steve White
Chairman



Andy Fittes
General Secretary

2014 was another difficult year for policing, for police officers and for the public we serve as the full impact of the 20 per cent budget cut on policing took hold.

With 17,000 police officers cut over a four year period and the demands on the service continuing to grow, the impact on officers' workload, stress and morale became ever more evident. And with concern of a Comprehensive Spending Review in 2015 with similar cuts to come, our messaging was very clear – enough is enough; the service cannot take any more cuts; officers cannot do any more.

Supporting the many local 'Cuts Have Consequences' campaigns, the Police Federation of England and Wales created a one-stop hub on the PFEW website where examples of the cuts across the country could be seen. We also started work on a public-facing campaign to be launched in 2015 to highlight the true value of policing to society; in addition, to recognise the great work carried out by police officers every day across communities.

Internally, the implementation of the Independent Review of the Police Federation has progressed, with the establishment of a programme board and the appointment of an independent company, Accenture, to oversee the introduction of the reforms.

The following is a snapshot of some of the issues and activities the Police Federation focused on during 2014. There is greater detail on specific issues within the sub-committee sections of this annual report.

Fighting for fair pay and pensions

Following Tom Winsor's Independent Review of Police Officers and Staff Remuneration and Conditions in 2011-2012, the government announced its plans to abolish the Police Negotiating Board (PNB) and replace it with the Police Remuneration Review Body (PRRB). This took place in 2014 and the PNB met for the last time in July 2014.

This marked a change from negotiation over police pay to a system of providing evidence to allow pay to be recommended to government by a pay review body.

Despite continuing austerity measures, the PFEW, as part of Staff Side of the PNB argued a strong case to get police a pay increase. In May, the PNB agreed to increase pay for the federated ranks by one per cent with effect from 1 September 2014

In autumn we saw the remit letter direct the PRRB to consider what adjustments should be made to pay and allowances for officers up to Chief Superintendent, having regard to government policy that public sector awards in 2015/2016 be up to 1%; whether the London lead should be retained; and observations on the level and scope of existing arrangements for differentiation of pay and allowances at local and regional level. The remit letter also set out issues for the coming five years, these being: a review of national on-call allowance; whether to increase the gap between the pay scales of certain ranks; consider whether there is a case for buy-out of Sergeants' casual overtime; consider changes to the management of officers on limited duties, including reviewing the value of the deployment component of the x factor; assess the feasibility of attaining a greater coherence between the terms and conditions of officers and staff.

The PFEW worked to prepare a response on behalf of both the Police Federation and the Police Superintendents' Association of England and Wales (PSAEW), to be submitted in January 2015.

Executive Summary 2014

With regard to pensions, in December 2013, the PFEW had submitted a joint response with the Police Superintendents' Association of England & Wales to the formal consultation on the draft Police Pensions Regulations 2015 for the new Career Average Revalued Earnings (CARE) scheme 2015.

Frustratingly, despite the new pension scheme being implemented by the Home Office, the PFEW has found itself heavily involved in the detail: submitting detailed comments on both the Regulations and the draft Members' Guide for the CARE scheme 2015 in order to ensure the scheme offers the very best that it can for its members.

Full details can be found in the police pay and pensions section of this annual report.

Annual conference 2014

The theme of the annual conference was 'a Blueprint for Change' and marked a significant event in the history of the Police Federation of England and Wales. In addition to the external messages, the primary internal focus was to address the recommendations of the Independent Review of the Police Federation of England and Wales; and through discussion, and with the agreement of conference, form a clear, unified vision of the future direction of the organisation.

Home Secretary Theresa May's speech to keynote speech to conference was as formidable as it was ill-judged; with Mrs May saying that she would enforce change should the PFEW not reform itself. Mrs May said that public funding would be withdrawn from August 2014. She also announced that the Home Office would inspect Federation accounts and that she would bring forward proposals to make the organisation subject to the Freedom of Information Act. Plans were also put in place so as that officers would have to 'opt in' to become a member of the organisation, saying money previously spent on the Federation will now instead go towards a new graduate recruitment scheme.

Delegates, the Federation and the service as a

whole were left in stunned silence after a very surprising and damning speech by the Home Secretary as wider aspersions were made questioning police integrity, professionalism, standards and performance.

With the Independent Review having been instigated by the Federation itself, we had already recognised the need for reform and later that same day at conference, an emergency motion was overwhelmingly passed to accept all 36 recommendations of the Review.

This resulted in the Joint Central Committee becoming the Interim National Board (INB) and the Joint Branch Board Chairs and Secretaries becoming the Interim National Council (INC). The INB also form part of the INC.

This decision also resulted in the adoption of a new core purpose for the Police Federation of England and Wales, to act in the interests of the public, as well as in the interests of members.

Sir David Normington who undertook the Independent Review congratulated the Federation for 'having the courage of its convictions in order to vote through the entire package of reform that we proposed', adding that we now have the opportunity to 'recreate the professional, trusted, and unified Police Federation which its members so badly want, and once again become the trusted voice of frontline officers'.

This was the first year that the Women's Reserve meeting was part of the main conference agenda. Chaired by Sam Roberts of the national women's reserve seat, delegates heard from Jayne Monkhouse OBE, equality advisor; Acting Chief Inspector Claire Burgess, professional standards directorate, City of London Police; Professor Jennifer Brown, deputy chair, Independent Commission; Franstine Jones, president of the National Black Police Association; and Sophie Howe, Deputy Police and Crime Commissioner South Wales.

Chief Superintendent Nick Adderley's presentation, 'together through crisis' was an emotional and heartfelt account of the tragic

Executive Summary 2014

deaths of Constables Nicola Hughes and Fiona Bone. The territorial commander for the north Manchester division paid an emotional tribute to the officers, sharing with conference the events leading up to their deaths, the investigation into and apprehension of their killer and the wider impact on the force, the community and their loved ones.

The Special Constables' Working Group within the Federation gave an update to conference and a historic moment for the organisation as a motion was passed to allow Special Constables to become members of the PFEW. Work to look into this continued during 2014.

Shami Chakrabarti CBE, director of Liberty, addressed conference on 'officer independence and the rule of law'.

On Friday 21 May 2014, Stephen White was elected chairman and Andy Fittes was elected general secretary, and both with the primary responsibility of taking the reform programme forward, a process which is expected to take at least two years to implement.

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

Political party conferences

Being the last political party conferences before the 2015 general election, the Police Federation ensured strong attendance at all mainstream conferences. In addition to attending the Conservative, Labour and Liberal Democrat conferences, we also attended Plaid Cymru and UKIP.

At the Conservative, Labour and Liberal Democrat conferences, the Police Federation shared a fringe meeting platform with the Association of Chief Police Officers and the Police Superintendents' Association of England and Wales. Entitled 'The Policing Fringe', political guests included Conservative Stephen Greenhalgh, London's Deputy Mayor for Policing; Liberal Democrat Minister, Norman Baker; and Labour Shadow Home Secretary,

Yvette Copper and Shadow Police Minister, Jack Dromey.

In addition, a number of one-to-one meetings were held with parliamentarians, including a round-table meeting with respective Police and Crime Commissioners attending each of the conferences.

Policing Manifesto

In autumn, the Police Federation published a policing manifesto, called 'Your police service; putting the public first'. Targeted at MPs, Welsh Assembly Members and Peers, the document raised a number of issues the service is facing, including the impact of the cuts, their consequences, the changing nature of crime and what type of service is needed for the future.

The document was sent to all parliamentarians as well as being published on the PFEW website.

Roads Policing Conference

The Roads Policing Conference is organised by the Police Federation of England and Wales and the Association of Chief Police Officers (ACPO). It is a significant event, not just for those directly involved in policing the roads, but for partner agencies, government, key policing stakeholders, the police service as a whole and the public.

The pressure and demands to meet operational requirements and service frontline policing needs is as demanding as ever and this year's conference provided the platform for delegates to draw on skills and expertise from throughout the country in order to find a way forward in the current climate.

Amongst the many speakers, delegates heard from the Rt Hon Damian Green MP, who was unable to attend the conference in person but in a recorded ministerial address, he thanked roads policing officers throughout the country for their dedication and commitment and for making our roads the safest in Europe.

Patrick McLoughlin MP, Secretary of State for

Executive Summary 2014

Transport announced £120,000 in funding for station-based cannabis screening devices.

ACPO's Roads Policing Lead, Chief Constable Suzette Davenport, spoke of the issues faced over the past 12 months and expressed her gratitude for all the efforts made by so many.

HMCIC Tom Winsor addressed conference by saying that policing is far from a relatively simple occupation, needing the highest integrity, credibility and skill. Mr Winsor also congratulated roads policing officers for the work they do, stating continuous investment is required, especially in technology as there are significant shortcomings in this area.

ACC Garry Forsyth addressed conference on roadside data access, a fundamental to reduce time and improve efficiency by identifying an individual correctly at the roadside at the earliest opportunity.

Significant progress has been made in the last 12 months in relation to managing and handling police pursuits. DCC Andy Holt led a breakout session on this. There are still too many examples where officers do their job well and yet face prosecution or face a court process. The Federation is continuing its work with other policing stakeholders to ensure officers are treated fairly and proportionately.

The conference was also about giving recognition to outstanding achievements in the world of roads policing.

Detective Inspector David Hindmarsh from the Metropolitan Police received national recognition for his commitment – specifically for the reduction in the number people killed or seriously injured, having lead a specialist team of officers targeting 'crash for cash' gangs.

Four South Wales roads policing officers who bravely pursued a murder suspect were also recognised with an award. Assistant Chief Constable Garry Forsyth from West Midlands Police presented the award to PC Gary Giles, PC Andrew Simmonds, Sgt Andy Stephens and PC Dean Haworth.

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 results of a national survey undertaken by the Police Federation of England and Wales voiced the concerns of nearly 4,000 detective officers. The findings clearly demonstrated the continuing pressure that detective officers are under. Significantly they revealed that detectives believe victims and witnesses of crime are getting a substandard level of service as a result.

Only 39% of respondents said that they are 'able most or all of the time to provide the service victims needed.' This means most victims are not getting the service they need since the majority of officers (61%) are never or only sometimes able to provide the service needed, due to workload.

34% of detectives who responded said that they are 'able most or all of the time to provide the service witnesses needed' - again meaning that, due to workload, the majority of officers (66%) are never or only sometimes able to provide the services that should be afforded to witnesses who are vital in helping bring cases to court to protect the public.

Overall this shows a less than satisfactory service to the general public; for detectives throughout the country this is causing angst and frustration as they are stretched to capacity to deliver what they can in difficult circumstances.

During the conference, the PFNDF Awards were also presented. The Major Crime Unit of Cambridgeshire Constabulary was presented with the Detective Investigation of the Year award for bringing serial killer Joanne Dennehy and her accomplices to justice. The Operation Darcy/Dante investigation team – made up of detectives from Bedfordshire, Cambridgeshire, Hertfordshire and West Mercia received the

Executive Summary 2014

award in recognition for working tirelessly throughout one of the biggest and most serious cross-border investigations in recent times involving multiple murders, the disposal of bodies and a subsequent nationwide hunt.

For his commitment to providing the highest quality of investigations to victims and the wider communities of Staffordshire, DCI Harding was presented with the annual Services to Detectives Award.

The Kent Police Child Exploitation Investigation Team was honoured with the first ever Smarter Detectives award for their contribution to investigations in this area. Since being formally established in August 2008, the Kent team has been instrumental in developing new tactics and methodology for combatting the making and distribution of internet-based child abuse images.

Independent charity Victim Support was awarded the Hopkins Award for outstanding contribution to the criminal justice system. Named after one of the first female police officers in Yorkshire (Edna Hopkins), the award was for the support to both policing and public safety the charity has provided for the last 40 years.

Police Bravery Awards 2014

This year's annual Police Bravery Awards were held at Plaisterers' Hall in London. The gala evening, organised by the Police Federation of England and Wales in partnership with Police Mutual, was attended by 66 of the most courageous officers from forces throughout England and Wales. The ceremony followed a reception earlier in the day with Prime Minister David Cameron at 10 Downing Street, as a mark of recognition for their heroic acts.

Sergeant Stephen Brown from the Metropolitan Police was presented with the national police bravery award for tackling and disarming an armed and violent man who had earlier attacked a member of the public with a Samurai sword.

The recipients of the regional bravery awards were:

North West winners – Constables Glenn Myerscough, Kevin Latham and Andrew MacFarlane from Cumbria Constabulary for tackling and arresting an armed gang.

North East winner – Sergeant Chris Foster from South Yorkshire, who confronted and arrested an armed man who was attacking another.
Midlands winner – Constable French from Staffordshire, who saved two men from a burning building.

Eastern winners – Constables Rebecca Gardiner and Paul Osmond from Suffolk, for stopping a man from stabbing himself to death.

Welsh winners – Sergeant Gareth Davies and Constable John Harrison from North Wales, for tackling and arresting an armed man who claimed he had a bomb on him.

South West winner – Constable Luke Gribble, who waded into rising flood waters to rescue a woman who was trapped in her car.

South East winners – Constables Keith Lucas and Shane Robinson, who ran to help a man who had set himself on fire at a petrol station.

NATO Summit Wales 2014

- Two week deployment
- More than 9,000 officers deployed
- More than 77,000 duty days worked
- 67 world leaders transported on Welsh roads on first night of the summit

The NATO Summit in Wales was the largest gathering of international leaders ever to take place in Britain. Leaders and senior ministers from the 28 member countries attended along with leaders from more than 30 other countries.

More than 9,000 officers were deployed to the summit for two weeks for Operation Ismay. These officers came from all 43 forces in England and Wales, as well as Scotland, Northern Ireland, the Ministry of Defence Police, British Transport Police, Civil Nuclear Constabulary, Jersey and Guernsey. It was one of the largest policing operations ever to take place on British soil.

Executive Summary 2014

The Federation worked closely with other policing bodies and the operational contingent throughout the planning stages and actual deployment in order to ensure officer welfare needs were a priority. Federation representatives were deployed to the Summit itself to offer support and address any welfare issues that arose. A 24-hour telephone support line was also made available.

The success of the event itself could not have been possible without all those who remained in force continuing everyday service provision for the public.

The knowledge and experience gained during the Summit will be highly beneficial for any future mutual aid deployments.

National Police Memorial Day (NPMD)

This year the 11th National Police Memorial Day service took place on Sunday 28 September at the Waterfront Hall in Belfast, Northern Ireland.

Around 2,000 former colleagues and family members of fallen officers were present to celebrate the lives and honour the sacrifices of those that have died whilst on duty. Policing officials and representatives from throughout the UK; over 40 Chief Constables and Police and Crime Commissioners; senior figures from the Police Federations of England and Wales,

Scotland and Northern Ireland; UK Home Secretary Theresa May; and Northern Ireland's Justice Minister David Ford also joined the congregation.

This was the fourth year that the charity's patron, HRH The Prince of Wales attended the service and gave recognition to the British police service as 'a noble profession, respected and admired throughout the world'.

Eleven officers who had recently given their lives in the exercise of their duty were also remembered.

Detective Constable Sharon Garrett, Cambridgeshire Constabulary; Constable Rhianydd Hitchcock, Police Scotland; Constable Mark Murtagh, Police Scotland; Constable Michael Chapman, West Midlands Police; Detective Constable Adrian Grew, Kent Police; Constable Tony Collins, Police Scotland; Constable Kirsty Nelis, Police Scotland; Captain David Traill, Police Scotland; Constable Andrew Duncan, Metropolitan Police; Constable Shazahan Wadud, Metropolitan Police; Constable Rod Gellatly, Police Scotland.

The Police Federation of England and Wales continues to support the National Police Memorial Day Trust and our chairman chairs the National Police Memorial Day organising committee.

Conduct and Performance



Richie Jones
Secretary



Alex Duncan
Chair

This is my first Annual Report as Secretary of the Conduct and Performance sub committee. My first duty is to report that at the Professional Standards sub committee meeting on the 9th October 2014, the sub committee unanimously agreed to change the name of the sub committee to the Conduct and Performance sub committee. This decision was taken to reflect the duties of the sub committee and the federation representatives across England and Wales dealing with issues around these areas, the decision recognises that the two areas of conduct and performance are intrinsically linked.

When I was reading last years Annual Report, I was immediately struck by how little has actually changed in respect of the constant change that is being implemented and suggested in the areas of Police Conduct and Performance. Whether it is the Home Office, the IPCC or the College of Policing, it seems every body associated with policing has a view as to how the current systems should be amended or replaced! I echo the sentiment of last years report when I say: 'we currently have a fair set of regulations and the system is not broken!'.

So what has changed?

The Code of Ethics was launched by the College of Policing in April 2014, after lengthy consultation regarding the code PFEW were able to support the introduction of the code of ethics, principally as a guide to assist in difficult decision making scenarios. It is considered that the code should be a tool to assist officers - not a stick to beat them with! The code highlights the standards and principles expected of police officers. Police Officers remain governed by legislation via the Standards of Professional

Behaviour within Schedule 2 of the Police Regulations 2012 and Chapter 1 of the Home Office guidance.

The Police Vetting code of practice has gone through consultation and draft and will go to the College of Policing Board for approval on the 27th January 2015 - the code is intended, in essence, to set out the key principles of vetting in the police service and set out how those principles are to be implemented. PFEW have highlighted our concern that the ability to take an officer straight to Stage 3 UPP following a substantial vetting failure, should not be the green light for managers within forces to consider using this process instead of the Police Conduct route.

The Disapproved Register - current data being subjected to data sanitisation and it is hoped that the detail will be available in the near future which will be 12 months from its inception. There is no intention to publicly name those on the register at this time but the matter has been passed to the College of Policing for further work and we are engaging to ensure officers rights are protected.

There was consultation in respect of Public Hearings and the appointment of Legally Qualified Chairs for Police Officer Gross Misconduct Hearings. We were able to support the appointment of legally qualified chairs, we supported the introduction public hearings but only if they were held in a controlled environment with adequate safeguards built in, but we vehemently opposed any hearing being streamed live on the Internet. It was felt that both aspects would hold both the IPCC and PSD's to greater account and make the hearings more transparent and fairer to the officer subject of the proceedings. Our submission is a matter of public record and was submitted to the Home Office on the 2nd January 2015.

We are currently engaged in consultation with the Home office in respect of the review in to 'Improving Police Integrity reforming the Police Complaints and disciplinary systems. The consultation also covers Whistleblowing in the police service. We are working closely with Vic Marshall, PSAEW and Scott Ingram, Slater & Gordon, to ensure that we provide a comprehensive response to the consultation

Conduct and Performance

document which is due for submission by 5th February 2015.

The IPCC continue to grow as an organisation and are seeking additional powers to enhance their ability to independently investigate the police. The increase in their budget is as a direct result of top slicing from police budgets. There are consistent problems with cost recovery from the IPCC for forces. The timeliness of files and investigations conducted by the IPCC remain a real concern for PFEW, this is an issue we have highlighted in person to the IPCC at Police Officer Staff Association Liaison meetings. The IPCC transition group update revealed nothing significant. A review of 102 cases was undertaken and it was found that PSD's were better at setting Terms of Reference and keeping policy books. PSD led investigations far more effective in getting Police Officers interviewed face to face, evidence gathering, access to force systems etc., also the timeliness of PSD reports was far quicker. PFEW will continue to press for a more accountable IPCC as the current situation is wholly unacceptable.

On the 12th January 2015, the Government brought in to effect The Police (Conduct) (Amendment) Regulations 2014. The effect of these amendment regulations will be to prevent police officers under investigation for gross misconduct (or misconduct where they have a 'live' final written warning) from giving notice to resign or retire from service without the consent of the chief officer, and impose a duty on the chief officer to withhold consent. The only exception will be where the appropriate authority is satisfied that either the officer concerned is medically unfit to continue to be the subject of misconduct proceedings or there are exceptional circumstances which justify their giving consent. These regulations do not apply retrospectively. The dumbfounding issue around these regulations is simply that not one stakeholder in this consultation saw the benefit of these regulations other than the Home Office, yet it was still seen fit to lay them before parliament! It would certainly give a reasonable person cause to suggest that politics and electioneering were at the heart of this decision.

The sub committee have been working in partnership with the PFOA (Police Firearms Officer Association) to develop a WSP (Welfare Support Programme) for Police Officers who are Vulnerable, Suspended or involved in Death or Serious Injury Incidents. It is recognised that there are clear gaps and varying degrees of support for officers falling within of these categories across the country and it is hoped that this programme will fill those gaps and ensure that our membership and their families get the support and service they deserve. PFOA and PFEW are looking to work in partnership with the (PDT) Police Dependents Trust to finance this programme as a pilot for a two year period before assessing the value to the police family. It is hoped that the programme will be launched in May 2015.

There have been two very successful and well attended Discipline Liaison Officer seminars which will be renamed CAPLO Seminars in 2015. The seminars had excellent participation from the attendees and that communication flow continues throughout the year, this two way flow is essential to ensure that we are aware of the issues effecting our member ship around the country and likewise that they are kept up to date with all issues going on at a national level. The second seminar was attended by Major General Chip Chapman who had conducted the Independent review in to the Police Disciplinary system, this gave those present the first hand opportunity to question the Major General as to exactly what his review had been looking at and also concluded. The hard work and dedication of our conduct representatives across the country continues to astound and impress and can only benefit the wider membership.

I would like to place on record my thanks to Mr Vic Marshall and Mr Scott Ingram who continue to support PFEW in the area of conduct and performance. Their energy, commitment and levels of knowledge are absolutely invaluable in advising in all areas of consultation and engagement with all our other stakeholders.

It is only right that I also make mention of, and thank, our administrator Charlotte Clover-Lambert whose continued hard work makes the running of the seminars and our sub committee meetings possible. Charlotte is an intrinsic

Conduct and Performance

member of our team and makes for the smooth running of this area of work.

I would like to place on record my thanks to Steve Evans, who stood down from his position as Secretary of this committee to take up the position of Vice Chair to PFEW. Steve has worked tirelessly in this area for a number of years and is highly respected by his peers across England and Wales for the leadership, guidance and support he has given to them. Steve also had the professional and personal respect of other stakeholders within the Conduct and Performance arena and was a role model for partnership working on behalf of PFEW. Steve has announced his intention to retire in April 2015 and on behalf of the sub committee and the national liaison officers, I wish Steve and his family all the best for the future. Steve has certainly left me a big pair of shoes to fill (although not literally!).

I would also like to place similar thanks on record to the former Chair of the sub

committee, George Gallimore, who retired from the police service in May 2014. Alex Duncan has taken over the role of Chair of the sub committee and already Alex has proved his worth in his engagement with ACPO, IPCC, the Home Office and Members of Parliament in the representation of PFEW in this area of work.

I would also like to thank Steve Smith, Deputy General Secretary, PFEW, who retired from PFEW in May 2014. Again Steve worked tirelessly on behalf of this sub committee and was a fantastic advocate for PFEW in the area of Conduct and Performance and in particular his representation for PFEW at PABEW. Steve has been succeeded by Andy Ward, who has had a baptism of fire in this area of work, I wish Andy all the best in his position as Deputy General Secretary.

The sub committee will continue to work hard in the best interests of our whole membership and I thank them for their effort in the past 12 months.

Equality



Jayne Willetts
Secretary



Hayley Aley
Chair

2014 has been a very busy year for the Equality sub-committee, with a number of changes not only to the committee itself but for equality advice.

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

Hayley Aley (Chair) – Constables Reserve
Jayne Willetts (Secretary) – Region 3
Ian Trueman – Region 5
Carolyn Davis – Inspectors Reserve
Julia Lawrence – Sergeants Reserve
Zac Mader – Region 7
Calum Macleod – Region 7
Che Donald – Region 5
Dave Bamber – Region 1
Barry Fletcher – Region 1

We have said goodbye to George Gallimore and Steve Garmston who have both retired from the Police service, and we wish them both a long and happy retirement.

During the course of the year our committee clerk has continued to provide support and assistance to the committee within meetings and seminars and we would like to thank Louise Dunne for her help assisting with the running of the committee and its events. The committee has continued to receive excellent professional advice from Emma Hawksworth and Juliette Franklin from Slater & Gordon who both regularly attend our meetings and seminars.

The PFEW in house legal team, Jibin Philip, Jonathan Keighley and Laura-Jayne Fowler have

again provided an in house legal advice service for Equality Leads which is excellent value for money and have assisted with legal guidance before matters become more formal. The updating of the equality leaflets to ensure they are compliant with regulations and the Equality Act, advising on consultations and contributing to the Equality Practitioners course are all part of the additional support from our in house Legal team and the sub committee is grateful for this help.

The committee would lastly like to thank Jayne Monkhouse OBE who is no longer the Equality advisor for the sub committee. She has been a great friend and support to the sub committee and has provided valuable insights and assistance; we would like to wish Jayne well for the future.

Seminars

The Equality Liaison Officers do a fantastic job of assisting the members in the work place and the main link to the JBBs and we would like to thank them for their hard work and dedication. This area of work is getting more difficult as the Winsor recommendations are implemented and the demands of holding down a day-to-day police job as well as an ELO position become more challenging. In the last twelve months we have held two seminars, in March and November, which have been well attended and structured to try and reflect the demands in the work place with which ELOs are dealing.

The content of the seminars in 2014 have for the first time included accredited training from the charity MIND, to help signpost members who are suffering from mental illness and need additional support and how they are best placed to obtain it. This training is to be complemented by an additional training session in the March 2015 seminar. The Disabled Police Association have had input to share knowledge, experience and best practice when supporting officers with a disability, showing that having a disability doesn't prevent a career in the police. Flexible working continues to be an area where there are still problems which are not going to get any easier as the austerity measures cut even deeper.

Equality

We had an introduction to the National Trans Police Association, where the secretary shared her own experience of working within the police as a transgender member of police staff and the difficulties she has had to overcome, not just at work but her personal life too, and we were grateful to her for sharing such personal information with us. Case law, legal updates and the Independent Review were also discussed, and our debates included the opportunity to speak to and ask questions of representatives from the Home Office, PFEW General Secretary, and Equality sub committee.

Independent Review

The Equality sub committee had come under a lot of scrutiny from this report, however we were aware that significant changes had to be made to move the PFEW into a place where it is more reflective of its members, the service it delivers and its engagement with its members. This work has started with the engagement of two external equality advisors from very different backgrounds who are bringing their wealth of experience to assist the committee as we work on our specific recommendations. The main focus of the committee will be to form an Equality Impact framework which will provide fairness, equality and an equal footing for any member, regardless of their gender, age, race, disability, religion or belief, gender reassignment, sex, sexual orientation, marriage or civil partnership, to be a Federation Representative. This framework will be the basis for the electoral process which will take place in 2015/2016.

Workshops and focus days are also being planned for February and April and beyond so that the committee can engage with our members and formulate new process as per the Independent Review. This is the first stage of developing the recommendations which will form the basis of the future of the PFEW.

Courses

The Equality Practitioners course is currently being reviewed again as we strive to have the course accredited, so it can be recognised not just by the PFEW but also in the work place and beyond. This has come about from feedback from the delegates on the course and also from the trainers who in the main are ELOs in the work place and who can see how things are changing and how we need to change our support to keep up with progress. A pilot has been scheduled for January 2015 which will be evaluated and then amended if needed. The courses are still proving very popular with eight courses last year and ninety-six reps trained, and the demand for this area is still high as there is very little or no training in the workplace for Equality or Diversity matters.

Consultations

The committee have continued to be part of the Business Disability Forum and all forty-three ELOs are now licence holders. This means they can access the toolkit and obtain support and advice direct from the Forum which offers practical and legal advice to HR managers, line managers and now ELOs for best practice for staff with a disability. There will be additional training at the March seminar. Leatherhead HQ will also be assessed in the next six months under the disability standard to make sure that staff, visitors, delegates and hotel guests with a disability all have the best available access to the facilities.

There have been amendments to the parental leave leaflet, as well as the Equality leaflet, and work is just starting on the family leave and flexible working folder. The committee also launched its Healthy Lifestyle booklet online in January as a useful signposting document which everyone can access at work and download if required. Our thanks to Zac Mader, Doug Campbell and Mel Davies for developing this.

Health and Safety



John Murphy
Secretary



Jason Kwee
Chair

After Conference in May this year, our Sub-Committee Secretary, Geoff Stuttaford, was elected as National Deputy Treasurer, which led to him standing down as Health & Safety Secretary. He still remains on the committee as a valued additional member. I was elected as the new Secretary and have welcomed the challenges of this role.

We also welcomed some new members to our Sub-Committee after Conference and we look forward to working together.

In October this year our Chairman, Alan Ogg retired, and Jason Kwee has now taken over this role.

We have again had a busy year with the Normington review, consultations and new work streams. Our Committee has recently taken a seat on the HSE/ACPO asbestos group which is looking at producing guidance for police (further update below). We are also working with the Professional Standards Sub-Committee to ensure the welfare of vulnerable or suspended officers and will be looking to produce guidance to contain 'where to go' information.

Health & Safety Leaders Seminars

We will continue to involve all the Health & Safety Leads in all areas of our work and in particular these seminars.

Two seminars were held this year which were well supported - one in February and the other at the end of September. Our February seminar saw presentations from the HSE and Remploy, an update from our Committee Member Doug Campbell on Asbestos regulations, Anti-Spit Hoods, dealing with chemical suicides and methamphetamine labs. Our September seminar was dedicated to Working Time Regulations and Accident Investigation Training,

led by our Federation Trainer, Graham Richens, with input from our Health and Safety Advisor Lyn Harris.

Asbestos sub-group

Doug Campbell is now our lead on this subject and attended the first sub group meeting on 18 July this year. The Health & Safety Leads had been asked for relevant information on force policies and procedures when managing crime scenes suspected of containing asbestos, following his presentation at the seminar in February.

The group is looking at safe systems of work for those working with asbestos during policing activities. Draft guidance for the police service has now been produced and shared with the Sub-Committee. We await the final guidance which will be circulated to the country once agreed.

Stress, Mental Health, and Officer Welfare

We continue to support the work of the National Suicide Prevention Alliance who work closely with the Samaritans. Carolyn Davies is our lead in this area and Lyn Harris, our Health and Safety Advisor, has assisted particularly with regard to the effects of shift work. We will continue to investigate the effects of shift work on our members due to various press articles informing us of research which has shown that shift/night work is causing illnesses such as diabetes and cancers.

Deregulation Bill 2013-14 to 2014-15

This Bill was introduced to make provision for the reduction of burdens resulting from legislation for businesses or other organisations or for individuals.

There are two clauses of interest to the police service.

Clause 1 – regarding the general duty of self-employed persons under the HSAW Act. The duty under section three for self-employed people was to be removed (i.e. liability for members of the public). Certain occupations would be listed which could be exempt.

Clause 6 – exemption to wear safety helmets – Sikhs. This only applies to construction sites at the moment but the intention is to push this wider. New provisions in this Clause will exclude

Health and Safety

Sikhs from being able to rely on the exemption in limited circumstances such as being involved in hazardous occupational situations such as fire or riots (or training in this area) or any other situation where the wearing of a safety helmet is deemed essential to protect the individual from a risk of injury.

Spit Guards

Spitting seems to be on the increase going by reports from our Health and Safety leads around the country. At the February Seminar this year we had a presentation given to us by the Sussex Health & Safety lead on this subject. Other leads were able to take this information back to force, having seen a sample of a Spit Guard and recommending their use either as personal issue or at least having a supply in their custody suites.

Many Chief Officers are still resisting the introduction of Spit Guards, citing public perception issues.

We are actively challenging this and will continue to push for their introduction in all forces.

National Policing HS&W Group as recommended by ACPO and CoP

This Joint UK H and S group did not meet during 2014 due to lack of a lead from ACPO. I am pleased to announce that the group has now reformed after pressure from the all 3 UK Federations and will be meeting in late January 2015

Vulnerable Officers Working Group

We recently partnered with the Professional Standards Sub-Committee to form a small working group with a view to tackling concerns surrounding suspended and vulnerable officers. We received reports that a number of officers were struggling with their situation and this had been exacerbated by cuts in many forces Occupational Health services. The level of support across the country was found to vary considerably and we are now in negotiations with the Police Firearms Officers Association and the Police Dependents Trust to put together a national support programme for vulnerable officers. We are particularly concerned about the marked increase in cases of stress and mental health issues.

It was also clear that their forces were unsure how to help them and their families. We will be posting guidance with useful information on our website to assist those affected.

Police Vehicles used as Ambulances

This issue remains high on the agenda for the sub-committee with many forces now seeing the Police as a triage service. The Shadow Health Minister has been lobbied and agreed to look at this issue and we have been highlighting the issue in regional and national press releases.

Mutual Aid

During the past year we have seen Mutual aid to the NATO summit in Wales, Tour de France in England, and the Commonwealth Games in Scotland. All passed off without serious incident but the PFEW were engaged in supporting officers on the ground and assisted in dealing with various issues regarding accommodation and operational glitches. I sit on the Mutual Aid working group and have taken part in the debriefing of these events. We are currently looking at potential aid to Cyprus and Gibraltar in 2015 and engaged in the refresher training for Public Order officers who may be called to assist our colleagues in the PSNI in the next 2 years.

I regularly meet with the Police Federation of Northern Ireland and the Scottish Police Federation as a joint UK Health and Safety committee and mutual aid is a standing agenda item.

Airwave – TETRA Radio Network and the Emergency Services Mobile Communication Programme

The contracts between Airwave Solutions Ltd and forces around the country are due to expire between 2016 and 2020. The replacement is a Home Office led project known as the Emergency Services Mobile Communication Programme. The ESMCP brings together the 3 main Blue light services in a bid to bring about cost savings for the delivery of an integrated critical voice and broadband service.

The 3 goals of the ESMPC are as follows:

1. Enhanced service. To provide integrated broadband services to meet user needs
2. Flexibility. To better match and be responsive to user demand

Health and Safety

3. Affordability. To address budget pressures on user budgets

I am happy to report that the PFEW have a seat at all the Home Office and ACPO meetings and are seen as a critical friend whose opinion is valued as this project takes shape. At present the project is still commercially sensitive as the moderation and evaluation of the bids for the 4 main lots are still in progress. As the contracts are awarded I will continue to update everyone and I can assure you I will be closely monitoring the project to ensure it provides at least a comparable service to what our officers have at present with Airwave. Anything less will simply not be acceptable.

Due to a combination of Home Office budget cuts and the study reaching its agreed quota of participants, the Imperial College Airwave Health Study has to stop health screening examinations from April 2015. I represent the PFEW on the Steering Group and the Ethics Group and can update you that over 50,000 members of the Police family have now taken part in the study, 40,000 of them having had the extensive health screen.

We continue to hear of previously undiagnosed health conditions being identified in those taking part and are working closely with the College to look at ways of extending the

screening. The long term findings of study are not due to be published until 2018 but valuable research is ongoing with the valuable data obtained from the extensive cohort of participants.

Training

We no longer run the Strategic H&S Course; this has been replaced with Level 4 CIEH Health and Safety in the Workplace. This qualification provides those in managerial and supervisory positions with appropriate knowledge and understanding of the issues involved. It is also suitable for those wishing to deliver CIEH health and safety qualifications as part of their training provision.

We continue to run the Health and Safety for Police Safety Representatives Courses and have several planned for 2015.

I would also like to take this opportunity to pass on my thanks to Charlotte Clover-Lambert, our committee clerk, for her help in all aspects of the sub-committee work as well as organising our Leaders seminars. I would also like to thank our adviser Lyn Harris for his continued support and guidance. Finally it would be remiss of me not to thank our solicitor, Richard Geraghty, from Slater Gordon for his help and advice throughout the year.

Legislation



Paul Ford
Secretary



Adele Kirkwood
Chair

Introduction

In May 2014 Paul Ford became the Secretary of this Sub Committee, while Vicky Martin was elected as Chair in February 2015, succeeding Adele Kirkwood.

The Legislation subcommittee is primarily concerned with providing a PFEW response and professional view on the many and varied policies, procedures and proposed changes to the legislative framework, that touches all aspects of policing and public safety in England and Wales. Our work continues on many of the issues that cause colleagues, policing and the public real concern. Mental health issues continue to touch large areas of policing and I am very grateful for the work Doug Campbell and Andy Ward have undertaken with ACPO, The College of Policing, The Home Office and other stakeholders. We will see the outcomes of some of the street triage pilots in early 2015.

We are frequently in Parliament and The Welsh Assembly working with others. An example of this subcommittee work is best demonstrated by subcommittee member Richie Jones, who in November 2014 gave evidence on psychotic substances in the National Assembly for Wales. I am also very grateful for the work and support that Alex Duncan undertakes with the Justice and Parliamentary User Group.

The subcommittee continues to provide support and a professional voice to the PFEW Communications Team. We continue to receive large numbers of requests for media interviews and positional statements on many varied issues. This also includes providing the media with briefings on the intricacies of 21st Century policing from a real world police officer's perspective. This work is often unseen, but is

vital in raising issues and concerns facing our members, the police service and ultimately the public.

Roads Policing

The National Roads Policing Conference took place in January 2015 with our leads Jayne Willetts and Vicki Martin ensuring another successful event took place. The event was attended by the Policing Minister Mike Penning MP and the Transport Minister Robert Goodwill MP. Announcements were first made here of the forthcoming changes to drink and drug driving legislation. The conference also heard details of the devastating cuts to Roads Police Officer numbers and the impact this is having on public safety.

The work conducted by the Roads Policing Forum is more vital than ever, with recent announcements of road fatalities and drink and drug driving offences sadly increasing. On-going work with partners is continuing on issues such as pursuits, police officers involved in collisions, technology, legislative issues and officer numbers.

National Custody Forum

Following PFEW Conference in 2014, the National Custody Forum was transferred from the Sergeants Central Committee, to the Legislation Sub Committee.

The NCF meets on a quarterly basis, where issues of concern are discussed; best practice is shared and developed. I would like to pay thanks to Darren Harris, Chair, from Suffolk and Andy Shaw, Secretary, from Essex, who sacrifice a great deal of time to this important area of work. I would also like to identify Andy Shaw for particular recognition following his appearance before Parliaments Home Affairs Select Committee on mental health and custody, The HASC report on mental health has recently been published and is yet another example of some of the vital work undertaken by the Legislation subcommittee. I know that Andy's contribution has been positively received and will help in preventing the mentally ill from being brought in to police custody.

The NCF Seminar that took place in Stoke in September 2014, was a very successful event

Legislation

and is recognised by professionals as a must attend event. I am very grateful for the work of Andy Ward and the NCF Team who put such effort in to raising the profile of custody and associated policing concerns. I would encourage anyone with an interest in custody and all associated matters to come along to the next seminar in September 2015.

The Police Federation National Detectives Forum

The Police Federation National Detectives Forum continues to represent and raise issues on behalf of detectives and uniformed colleagues. PFNDF has continued its work with the College of Policing to provide improved training and Authorised Professional Practice in many areas of critical risk of public safety for our members. Announcements on the Intelligence Professionalisation Programme and domestic violence will be made later this year.

The PFNDF annual survey was released in October 2014 to coincide with the Seminar and Awards Event. The survey, which is helping us understand issues across England and Wales, covers officer welfare, training and service to victims and witnesses. It is only too apparent that detectives are under extreme pressure due to the devastating cuts to police budgets. This is impacting on our ability to provide the public with a professional service on many levels. The PFNDF Seminar was accredited for a second year running by the College of Policing for those

colleagues maintaining professional registers for continued professional development. The event received presentations from South Wales on Female Genital Mutilation, West Midlands on Counter Terrorism, Cambridgeshire and West Mercia on a murder investigation and the College of Policing on Cyber Crime.

The awards evening continues to grow and we received over fifty nominations for colleagues and teams. It is a real privilege to be part of the awards panel that has the difficult role in the shortlisting process; such is the high standards of nominees. I know from the feedback that is received, this event means a great deal to colleagues who are nominated.

I would also like to take this opportunity to thank the Events and Committees Team, who contribute to the success of the subcommittee and events, in particular to Nyki Curtis and Louise Dunne. I would also like to pay thanks to the PFEW Communications Team, in particular Melanie Davies, Syreeta Lund and Chris Herbert who help behind the scenes with the many press related matters that come in and Denis Van Mechelen in the Research Team.

I would like to finish by saying that if you have any issues that you would want to feed in to the Legislation sub committee I can be contacted at paul.ford@polfed.org.

Thank you for your support.

Operational Policing



Rick Nelson
Secretary



Will Riches
Chair

The year started with the publication of the independent review of the Police Federation of England & Wales. The recommendations contained within the 'Normington report' were put to the Joint Conference in May and accepted in their entirety.

This has presented a considerable challenge to all of the Separate Central Committees as we work towards implementation. We are committed to ensuring that the changes come into effect and are currently in a transitional period with regular updates on progress issued from the 'working group' and disseminated to all Joint Branch Boards for the information of members.

2014-15 proved to be 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. Over 17,000 warranted police officer posts have been lost since 2009 (as an illustration that's the equivalent of seven police forces) with further cuts of between 16,000 and 17,000 planned should the political situation remain the same from following this year's General Election.

Police officers' mettle is being tested to the extreme as cuts made by this coalition government, imposed expressly against the advice of Her Majesty's Inspectorate of Constabulary begin to bite. We are expected to deliver more and more, when the reality is that the only thing that you get for less is less.

The ever present threat from Terrorism, as witnessed in the recent tragic events in France and Denmark exemplifies how this danger

continues to adapt and morph the way in which it manifests itself. The UK terrorist threat level has been raised to "Severe" meaning that an attack is highly likely coupled with the specific and serious threat posed to police officers.

We continue to work closely with ACPO to ensure that risks to officers are kept to a minimum and that the right emphasis is placed on what it a real threat.

Many area commanders still dictate that officers should patrol alone; an issue of concern as this undoubtedly increases the risk both in terms of officer and public safety.

Reduced resilience affects forces' ability to provide a timely response to incidents. As police stations continue to close and forces move to models of response policing "hubs" colleagues routinely travel greater distances to attend incidents, magnified further in many of the vast rural areas of the county forces.

With more frontline officers working alone, it is paramount that our members have the best possible equipment to protect them. To assist with this we have called for Taser to be made available to all operational officers, not just for firearms and other specialist units. We are pleased that in some forces there has been an increase but it is not enough. Some Chief Officers and Police and Crime Commissioners are still reluctant to allow this to happen; perhaps with fewer officers and such levels of demand, training is viewed as an avoidable abstraction rather than a necessary investment in officer safety?

There will be many contributors to this essential debate, meanwhile Policing is constantly evolving not forgetting of course that for the past one hundred and fifty years police officers have carried something potentially far more lethal; initially a heavy wooden truncheon, replaced in recent years by a metal baton.

We will continue to champion this cause at every opportunity whilst also ensuring that those charged with conducting the risk assessments properly document and fully record their findings.

Operational Policing

In relation to armed policing, less lethal weapons and body worn video, the PFEW have actively engaged with the National Armed Policing working group. We were consulted on the 2014 revision of Armed Policing approved professional practice (APP) and in particular on the issues of conferring and separation of principle officers involved in post incident procedures.

PFEW made representations that officers should not be separated from each other during any post incident procedure process, unless suspected of criminal offences or there is evidence of misconduct which may have attributed to the death or serious injury of a member of the public, leading to the an article 2 ECHR investigation.

We remain fully engaged in progressing this sensitive area of policing; the issues presented in post incident procedures for armed policing impact on all police contact death or serious injury (DSI) investigations and therefore procedures have to be robust and fair for the benefit of the public and to all police officers. PFEW remain committed to the open and transparent representation of our members and expect Police officers to be afforded the same rights as any member of the public involved in any investigation.

Body Worn Video is fast becoming accepted as standard policing equipment. Its adoption across forces and the issues arising from its use are being documented. Some forces have yet to embark on procuring BWV or training officers its use. System platforms and back office storage of data varies from force to force.

The Federation urge for a policy of national procurement and inter-operability of systems and data storage. The PFEW are supportive of BWV as trials continue, which have highlighted the professionalism shown by our members in carrying out their duties, whilst using BWV. It has been demonstrated that BWV provides reassurance to the public in providing additional evidence for the courts, increasing early guilty pleas and providing better justice

for victims. BWV has also been identified as affecting a reduction in complaints against officers.

The issue concerning the technical capabilities of BWV and the differences that can occur between footage captured and officer perception of what has taken place in incidents where a post incident procedure may be required is an area of concern. The PFEW wishes to see that officer perception and honestly held belief are clearly understood by investigators during PIP investigations and that all 5 human senses can play a part in forming human perception of what has taken place, which a camera cannot capture.

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.

The wholesale loss of 17,000 officers is felt across all areas of the service. Large reductions in dogs and their handlers, the closure of force mounted sections and excessive workloads being born by the few officers who remain in the fields of serious criminal investigative roles means that the health, safety and welfare of colleagues is being seriously compromised.

Roads Policing has been scaled back too with a national reduction of some 44%. Less officers patrolling our road network means that criminals can travel freely, instances of dangerous driving go unchallenged and sadly, the number of deaths on our roads has risen. The charity 'Brake' have said that Cutting traffic police is a false economy because the crashes and casualties they help to prevent inflict such devastation and are such a huge drain on public services.

We continue to highlight the impact of budget cuts on operational policing and will keep members' updated as and when there are any further developments.

Professional Development



Karen Stephens
Secretary



Hayley Aley
Chair

Another busy year for the Professional Development subcommittee.

There have been some changes to the members of the committee. Andy Fittes stepped down as Chair after becoming the General Secretary. I want to thank him for all his hard work whilst he was Chair.

Hayley Aley stepped into the position. Although she was new to the committee in May she has taken on the role with enthusiasm and has the benefit of a training background. Also new to the committee are Vicki Martin, Richie Jones and Dave Bamber. They have all been a great asset to the committee and worked hard to provide the best for the members.

There have been many changes this year which members of the committee have been involved in. The College of Policing is now well and truly embedded in the life of the police service. We are working daily with them to make sure that our members are truly represented in all areas.

There has been some developments with regard to subscriptions to the College. Mr Marshall told the professional development leaders at their seminar in September 2014 that he doesn't now believe that officers will have to pay any kind of subscription if they only want to do their job. Everything they need to do the job will be provided. If however officers want to get promotion and they want to do a study course. Instead of paying for an external company to provide that course, the College will provide it, obviously at a cost. This was well received since officers have been against having to pay a subscription to do their job.

Direct Entry has now come in. Although Winsor in his recommendations wanted at least 40 on

the first cohort, I'm pleased to say that although 43 went to Bramshill for the assessment centre, only 13 actually passed the assessment. Even though the PFEW are against DE, it was reassuring to see that standards were not dropped to enable more candidates to pass the process. It will be interesting to see how many of those actually become substantive Superintendents, especially since at least one has already dropped out of the process.

Defining and Assessing Competence has now started to be piloted in certain forces. This is at the minute for Constables only but will roll out to other ranks in time. 18months ago when I first started attending these meetings, the PFEW said that if all forces had a decent PDR system then there would be no need for any further assessments. At that time they were considering making officers take an actual test in order to attain the level required at level 4 and 7. Thankfully the powers that be eventually agreed re the PDR and now the CoP are looking at a national PDR. There has been several drafts of a PDR system which the PFEW have had input in. What has been reassuring is that everything so far the PFEW have requested to be in the document has been included. We still await the final version.

We will be monitoring the DAC pilots closely to make sure that our members have all the help and support they require.

For those that are not aware we hold two seminars a year for Professional Development Leaders. They heavily involve people from the College who give input on where we are in certain areas. It's a great way to find good practise within other forces, or indeed bad practises. The last seminar was extremely well received by the delegates. If anyone is interested in attending then please contact Karen Stephens on the INB. The next one is in February and there will be one in September.

I just want to say a thank you to Dr Joan Donnelly who is the Head of our Research and Policy Support. She and her team have been invaluable to the progress of the DAC and the PDR process. She is held in very high regard by many of the senior leaders within the College and without her expertise we wouldn't be in the position we are in at this time.

Police Advisory Board

Changes to the role of the PABEW

The Antisocial Behaviour, Crime and Policing Act 2013 transferred several of the PABEW's responsibilities to the College of Policing. As a result, the PABEW is now primarily responsible for conduct and performance issues and pensions.

During this transitional year, however, there has been much that the PABEW has continued to do in respect of its previous remit.

Since December 2013 progress has occurred in the following areas.

Limited Duties

Work on Limited Duties has transferred from the PNB, which has been abolished, to the PABEW. Progress in 2014 on Limited Duties is reported in the section on the PNB.

Right to resign/retire during misconduct investigations

In a speech to Parliament on 22 July 2014, the Home Secretary announced that the government would legislate to ensure that officers cannot resign or retire to avoid dismissal in misconduct hearings.

At the September 2014 meeting of the PABEW's discipline sub-committee, draft regulations were presented to implement this. The sub-committee raised several concerns about the regulations and it was agreed that the Chair of the PABEW would write to the Home Secretary outlining these.

Despite this, the Police (Conduct) (Amendment) Regulations 2014 Amendments came into effect on 12 January 2015.

Police corruption

At the July 2014 meeting of the PABEW's discipline sub-committee, the Home Office tabled a paper outlining the introduction of a police corruption offence, which was set out in the Criminal Justice and Courts Bill. The offence was being introduced as a response to the review into corruption in the Stephen Lawrence case. The sub-committee queried why the offence was only applicable to police officers and not staff, and questioned whether the current wording achieves the policy intention.

As a result, it was agreed that the Chair would write to the Home Secretary outlining the sub-committee's concerns. The Minister for Policing responded making clear that no amendments were proposed.

The Criminal Justice and Courts Act 2015 received Royal Assent on 12 February 2015. Clause 26 sets out the offence.

Police disciplinary arrangements

In her speech on 22 July 2014, the Home Secretary also announced that she wanted disciplinary hearings to be held in public. In November 2014, a public consultation was launched which included this, as well as proposals on introducing legally qualified Chairs to discipline hearing. The draft regulations that came out of this consultation were presented to the discipline sub-committee in February 2015, but work is still on-going.

The Police Elimination Database – crime scene contamination

At the July 2013 meeting of the PABEW, a paper was presented on behalf of the ACPO DNA database working group proposing that the Police Regulations 2003 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. Draft regulations were agreed by PABEW at the October 2013 meeting. At its October 2014 meeting, the PABEW was presented with revised draft regulations which introduced a provision to retain officers' DNA for 12 months after they have left the service. Constituent members of the PABEW were asked to send in written comments on the regulations. Since that meeting, this item has moved to the College of Policing. The regulations were not yet laid by the end of 2014.

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 centred on the central services

Police Advisory Board

allowance, payment of administration fees and the application of the guidance to police staff. It was agreed that the central services allowance will continue, but subject to certain criteria; administration fees are at the discretion of the force but should be based on costs incurred and not a percentage of the secondees salary; and guidance for police staff has been incorporated. The document was promulgated in December 2013 via Home Office circular 017/2013.

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 reconvened during 2013/2014 to review this work. Draft regulations were agreed via correspondence in March 2014 but have not been 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.

In addition to the above, at the May 2014 meeting of the discipline sub-committee, the PSAEW raised concerns that the Home Office guidance on misconduct is at odds with the principle that police friends should have an expectation of confidentiality in advising an officer who is subject of investigation. They suggested that the wording be amended. Amended wording has been agreed and it is anticipated that this will be included in the next revision of the guidance.

Additional IPCC powers

The Anti-social, Crime and Policing Act 2014 introduced 5 new powers for the IPCC. These are:

- Extension of IPCC oversight of private sector contractors delivering policing functions in England and Wales
- Provision of a power for the IPCC to authorise certain interview and search powers where that authorisation would otherwise be required by a senior police officer (PACE).
- Provision of a power to allow the IPCC to require the disclosure of information from third parties.
- Provision of a power to recommend and direct Unsatisfactory Performance Procedures following a Death or Serious Injury matter
- Creation of a statutory framework to require a written response to IPCC recommendations within a specified time period (56 days).

A Technical Working Group was established to discuss the implementation of these powers and copies of the draft regulations were provided to the PABEW for discussion.

National Recruitment Standards

As of 13 May 2014 those matters which had come within the remit of the PABEW National Recruitment Standards sub-committee had been transferred to the College of Policing. However, the National Recruitment Standards sub-committee continued to review and monitor a range of criteria affecting officer recruitment during 2014 as the Consultative Group of the College was not yet functioning, but it had no statutory power to provide advice.

Police Negotiating Board

Following Tom Winsor's Independent Review of Police Officers and Staff Remuneration and Conditions (2012) the government announced its plans to abolish the Police Negotiating Board (PNB) and replace it with the Police Remuneration Review Body (PRRB). This took place in 2014 and the PNB meeting held on 23 July 2014 was the last PNB meeting.

The bodies who previously comprised the PNB in England and Wales agreed to establish a voluntary consultative body following the abolition of PNB. This is a small forum for employers' representatives (ACPO and APCCs) and staff associations (PFEW, PSAEW and, for some issues, CPOSA) to discuss pay and conditions related matters that fall outside the remit of the PRRB. This forum also deals with Requests for Guidance. During 2014 PFEW was involved in writing the terms of reference for this group, to enable a constructive forum for staff and employers to meet in the absence of PNB.

At the PNB meeting on 1 May 2014, the PNB agreed to increase pay for the federated ranks by one per cent with effect from 1 September 2014 as set out below. The increase also applied to dog handlers' allowance, cadets' pay and London weighting. Details were set out in PNB circulars 14/16, 14/17 and 14/19.

Pay scales

CONSTABLES' PAY

Pay scale for those in service before 1 April 2013

Pay point

On commencing service	£23,727
On completion of initial training	£26,484
2	£28,023
3	£29,733
4	£30,669
5	£31,653
6	(£32,556) (pay point removed on 1 April 2014)
7	£33,360
8	£34,434
9	£36,516
10	£37,254

Pay scale for those who joined on or after 1 April 2013

Pay point

0	£19,383
1	£22,443
2	£23,460
3	£24,483
4	£25,503
5	£27,543
6	£31,653
7	£37,254

SERGEANTS' PAY

Pay point

Pay point 0 was removed on 1 April 2014

1	£38,526
2	£39,819
3	£40,668
4	£41,865

INSPECTORS' PAY

OUTSIDE

LONDON RATES

LONDON RATES

Pay point

0	£47,730	£49,821
1	£49,074	£51,171
2	£50,421	£52,524
3	£51,771	£53,880

CHIEF INSPECTORS' PAY

OUTSIDE

LONDON RATES

LONDON RATES

Pay point

1	£52,830	£54,936
2	£53,892	£55,992
3	£55,005	£57,105

Pay for Chief Inspectors in post at 31 August 1994

OUTSIDE

LONDON RATES

LONDON RATES

£55,905	£57,996
---------	---------

Police Negotiating Board

Winsor Independent Review of Pay and Conditions

The Winsor review of Pay and Conditions was published in 2011. However, some recommendations are still in the relatively early stages of implementation. The Winsor Review therefore continues to be of interest to officers. During 2014 some were dealt with entirely by the PNB; some moved from PNB to the PABEW on the end of the PNB; some will be dealt with through a voluntary Police Consultative Forum, (PCF); and matters relating to several were contained in the remit letter to the newly set up Police Remuneration Review Body (PRRB). (The PCF and PRRB activities are described below).

Part one

As noted in previous reports, 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 either go beyond the Police Arbitration Tribunal (PAT) decisions, were being interpreted wider than Winsor had recommended or had unintended consequences. In particular:

Away from home overnight allowance

At the PNB meeting in January 2014 the Official Side agreed that there were inconsistencies in the payment of the allowance across forces and even within forces and that guidance was needed. Draft documents were considered throughout the year but unfortunately the sides were unable to reach agreement on a form of words to clarify payment of the allowance. On 7 July 2014 ACPO wrote directly to the Police Minister asking that the determination be redrafted.

The Home Office provided a revised draft determination late in 2014 and PFEW provided comments on the draft on 12 December 2014. The Home Office had proposed amending the definition of held in reserve and to give chief officers the power to decide whether or not an activity is a "routine enquiry". Unfortunately the draft failed to provide the clarity that forces and members had been seeking and we were concerned that even further inconsistencies and unfairness would arise.

PFEW's letter asked the Home Office and ACPO to precisely identify the circumstances in which the allowance should be paid so that the determination could be redrafted accordingly. The Police Superintendents' Association of England and Wales (PSAEW) also wrote to the Home Office supporting the PFEW letter.

Replacement allowance

PNB circular 2014/1 noted the confirmation from the Home Office 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, ie, on promotion. It does not affect cases where the allowance is to be restored having been suspended partially or fully, such as returning from maternity leave.

Part two

The Home Secretary's Direction to PNB set out those recommendations to be considered by July 2013. Agreement was reached on a number of these but a number of issues remained outstanding in 2014.

Agreements were reached in respect to the following recommendations and these were published in PNB circulars 2013/14 (revised) and 2014/2:

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

A failure to agree was registered by the Independent Chairman on the following recommendations and the items were referred to the Police Arbitration Tribunal:

Compulsory severance – recommendations 46, 47 and 48
Restricted duty and the x factor – recommendations 38, 39 and 71

The PAT hearing took place on 15 November 2013. The PAT award was published on 20 December 2013.

Police Negotiating Board

The PAT rejected the introduction of a system of compulsory severance for police officers with less than full pensionable service.

On restricted duties the view put forward by the Official Side on the meaning of restricted duty was accepted: that the definition and potential pay reduction should apply to officers unable to undertake the full range of duties of a police officer. However, Staff Side remained concerned that this could lead to discrimination for disabled officers.

During 2014, the Home Secretary ratified the PAT award on compulsory severance and restricted duty and her decision was promulgated in Home Office Circular 002/2014. The circular noted the Home Secretary's decision to accept the PAT's recommendation not to implement measures to introduce compulsory severance at this time. It also documents her decision to accept the PAT's recommendation on restricted duties, which accepted the Official Side's proposals.

During 2014 discussions continued on restricted duty within the Police Advisory Board of England and Wales (PABEW) on those issues that remained outstanding following the PAT award.

A working group on Restricted (now known as Limited) Duties was set up. Despite its opposition to the measures the Home Office wished to introduce, the PFEW participated in this group in order to represent members, and try to ensure fair treatment for members affected. Key issues have included the categorisation of officers into recuperative, adjusted, or management restricted duties. Throughout, the PFEW asked that the Home Office justification for this measure – that force resilience is a driver – be properly evidenced. The Home Office and ACPO have acknowledged this, and have responded by including advice that forces should conduct a whole force review of the requirements of all posts, to enable officers who can fill roles regardless of adjustments to be placed appropriately. The original Winsor recommendation that officers on limited duties would automatically lose the x factor component of pay has now been

removed from the process.

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. At the PNB meeting on 23 July 2014 an agreement was reached between the sides on the introduction of foundation and specialist skills thresholds for police officers. The agreement is detailed in PNB circular 2014/24. Matters relating to the impact on pay were dealt with through the PNB.

The Skills Threshold (4 year) and Advanced Threshold tests (7 year) for Constables are being trialled starting in late 2014 and lasting through 2015. Ongoing monitoring of this will be required. The PFEW has engaged with the College of Policing to influence the assessment criteria and methods.

Following input from the PFEW, the assessments will be based around PDR (which in turn will be based largely around the NPPF framework), in order to allow all officers the opportunity to access this pay. There will also be elements based on relevant professional knowledge (eg legal changes, with assessment likely to be via NCALT), and behavioural competencies. The minimum standards required on the competencies will be specified.

During the trial, no officers will lose pay. The PFEW also lobbied to ensure that for Advanced tests, those officers who are already at the top of the pay scale, even if they fail their test and or resit, will suffer no loss of pay until 2022.

The positive achievements of the PFEW on this are: neither set of tests will be sit down exams as envisaged by Winsor, but will be work-based assessments; the Advanced tests will be open to everyone (Winsor envisaged Specialist tests at year 7, that only a very small number of officers such as firearms specialists could access); there will be an assumption of competence, such that officers whose force fails to do the PDR etc do not lose pay; the idea of a "forced distribution" of scores has been removed, and instead the assessment will be

Police Negotiating Board

against set standards. This means no upper or lower limit on how many people can access the pay: it will be determined by objective criteria; through the PNB agreement the PFEW ensured that the standards are based on analysis of job requirements; the tests will be subject to an Equality Impact assessment; officers who fail the tests should be able to resist as soon as possible: should a resit be delayed by the force, pay will be backdated.

Gender Equality and Work Life Balance

The PNB Gender Equality and Work Life Balance working party first met in August 2008. Two meetings were held in 2014: 26 March and 8 July. The following matters were progressed:

- **Part-time working**

PNB circular 2014/9 was issued setting out proposed changes to Police Regulations and determinations in relation to part-time working, following the part-time audit. Draft regulations and determinations are awaited from the Home Office to put this into effect.

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

Agreement was reached on this claim and it is included in PNB circular 2014/9, detailed above. 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.

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

PNB circular 2014/6 sets out details of an agreement reached on the relevant payments and allowances that should be included in the pay of part time officers who work additional hours.

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

PNB circular 2014/8 publicises the agreement reached on the compensation for a requirement to work on a rest day or free day within a period of absence from duty of five or more days where at least one of those days is a day of annual leave, which took effect from 1 May 2014. This agreement requires ratification

by the Home Office and this is awaited.

This agreement does not change the current compensation arrangements for a period of absence of less than five days.

- **Equal Pay Audit**

The Equal Pay Audit (2012) was agreed in February 2014.

- **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 Government undertook a *Modern Workplaces* consultation on this (and other) issues. However, as the Government had not yet made any announcement in respect of the carry-over of annual leave, Staff Side wrote again to the Official Side in July 2014 to request that this issue be progressed, without further delay. The PNB agreed to provide joint guidance to forces, in advance of the outcome from the *Modern Workplaces* consultation, this is detailed in PNB circular 2014/23.

- **Maternity pay and south east allowance**

This issue relates to the payment of South East allowance whilst an officer is on maternity leave. Discussions at the Gender Equality Work Life Balance working party were put on hold due to pending litigation.

- **Children and Families Act 2014**

In 2014 the Government announced a number of changes to maternity, adoption, paternity, parental and surrogacy entitlements, to be implemented from 2015; however, these do not apply directly to police officers. The Staff Side of the PNB therefore wrote to the Official Side to request that the provisions set out in the Act be incorporated into Police Regulations and Determinations.

At the July 2014 PNB meeting the sides reached agreement that police officers should benefit from the same entitlements as other workers, unless otherwise justified. It was noted that the

Police Negotiating Board

precise detail of implementation and the consequences of that on the drafting of appropriate regulations and determinations would be considered by the newly established Police Consultative Forum and the Scottish Standing Committee. In turn, those bodies would make recommendations to the Secretary of State for the Home Department, Scottish Ministers and the Minister of Justice in Northern Ireland. This was detailed in PNB circular 2014/21.

GEWLB working party record of achievement

It was agreed at the last meeting of the working party that it would be useful to record a list of the working party's achievements since it started in 2008. This was tabled at the last PNB meeting on 23 July 2014.

Police Consultative Forum

On the dissolution of the PNB, the PFEW and other staff associations, together with ACPO and the APCCs, formed a voluntary forum to discuss matters that would not fall under the remit of any of the formal bodies set up for consultation. For example, this includes Requests for Guidance, which are raised when forces have difficulty in interpreting, or interpret differently, Regulations and Determinations. The PCF provides an opportunity for the employers and staff associations to resolve these.

The first meeting of the Police Consultative Forum (PCF) took place on 23 October 2014. The current chair of the PCF is Ian Johnston, PCC for Gwent police.

Update to PCF on Police Remuneration Review Body

At the first meeting of the PCF, it was noted that PFEW were preparing evidence based on the general Terms of Reference for Pay Review Bodies, and on discussions held with the Chair of the PPRB in July. It was agreed that data would be shared by all parties.

The PFEW stated that at that point, before the remit letter was published, PFEW was preparing 5 key chapters of evidence, in line with what the PRRB had stipulated. These were:

1. Education on the nature of policing
2. Whether the current pay and conditions system yields sufficient, capable, and motivated personnel (to include discussion of whether data are currently adequate)
3. The changing (external) context: government pay policy, and pay compared to others
4. The changing (internal) context: changing nature of the job
5. Areas of concern, including issues re. those with protected characteristics

Data requirements

At the last PNB meeting in July 2014 it was noted that once the PRRB was established, the collection of data, other than joint evidence, was the responsibility of the relevant Government department.

A small working group of the Police Consultative Forum met in late 2014 to consider any joint evidence that could be provided to the PRRB and any gaps in the data currently collected. Meetings also took place with Home Office officials to discuss data gaps, and future data requirements.

The Home Office has indicated that a project to replace the pay census will occur. However, the Home Office do not envisage data sharing with all those normally included in what was PNB. The PFEW continue to lobby the Home Office to provide transparent, reliable data to enable all parties to challenge – or, indeed support – management actions appropriately.

Away from home overnight allowance

Discussions on the drafting of a revised determination for this allowance have continued in the PCF, following the abolition of PNB.

Children and Families Act 2014

As detailed above, PNB circular 2014/21 was issued in July 2014. It noted that the precise detail of implementation and the consequences of that on the drafting of appropriate regulations and determinations would be considered by the PCF.

PFEW prepared a paper summarising the

Police Negotiating Board

changes that would be necessary in order to implement the provisions of the Act for police officers. The paper was agreed by the PCF and the detail sent to the Home Office for translating into regulations and determinations.

Determination consultation process

PFEW raised an issue at the PCF that Regulation 46 of the 2003 Police Regulations still said that the PNB should be consulted on any determinations made by the Home Secretary. This would need amending following the abolition of PNB.

Part time officers and public holidays

There was one issue outstanding from the PNB's part-time audit of regulations and determinations. The PNB had agreed that further guidance should be provided with regard to part-time officers and public holidays, but this had not been finalised before PNB was dissolved. This would now be discussed at the PCF.

The Police Remuneration and Review Body (PRRB)

The PRRB was set up in 2014, with a view to receiving its first remit letter from the Home Secretary in autumn 2014. The PRRB is a body independent of government. Other pay review bodies set the pay for public sector workers including the military and teachers.

The PRRB will be chaired by David Lebrecht, previously HR Director of British Airways, and a member of the Prison Service Pay Review Body. The body also includes two past police officers.

The Home Office asked for the PFEW to state its main considerations that it would wish to see included in the remit letter to the PRRB. The PFEW replied in July 2014, stating that the core principles we would wish to see embedded in the pay and conditions of officers are: pay and conditions should support the advancement of a police service that is representative of the public it serves, with a pay system that attracts and retains officers of differing genders, ethnicity, and age groups; they should be designed so as to ensure that officers believe there to be organisational justice: such as fair pay, appropriately distributed; they should be

designed based on evidence of need, (especially where changes are considered), and of what works in attracting, retaining, and motivating officers of the right calibre, and on objective evaluation. We further stated that in the short term we believe that officers have had a turbulent period, (there having been significant changes following the Winsor Review, and a pay freeze for most of our members,) and that it is not in the interests of the service to continue this turbulence. There should therefore be: monitoring of the impact of recent changes, with a view to redressing some unintended negative consequences; consideration of the recent widening of the gap between officers' pay and conditions compared to jobs of equal responsibilities and value in other professions; pay uplifts that enable officers to maintain their standard of living, rather than falling behind as has been the case in the last few years.

The Home Secretary's remit letter to the PRRB was received in November 2014, some six weeks later than expected.

The remit letter directed the PRRB to consider what adjustments should be made to pay and allowances for officers up to Chief Superintendent, having regard to government policy that public sector awards in 2015/2016 be up to 1%; whether the London lead should be retained; and observations on the level and scope of existing arrangements for differentiation of pay and allowances at local and regional level. The remit letter also set out issues for the coming five years, these being: a review of national on-call allowance; whether to increase the gap between the pay scales of certain ranks; consider whether there is a case for buy-out of Sergeants' casual overtime; consider changes to the management of officers on limited duties, including reviewing the value of the deployment component of the x factor; assess the feasibility of attaining a greater coherence between the terms and conditions of officers and staff.

A response to the remit letter was required by 9th January 2015. The PFEW worked to prepare a response on behalf of both the PFEW and PSAEW.

Pensions

Since September 2014 police pensions have come under the remit of the Police Advisory Board for England & Wales (PABEW), following the end of the Police Negotiating Board.

Pensions' Reform

Police Pension Scheme 2015 Regulations and Guidance

On 12 December PFEW submitted a joint response with the Police Superintendents' Association of England & Wales to the formal consultation on the draft Police Pensions Regulations 2015 for the new career average Police Pension Scheme (PPS) 2015. PFEW has also submitted detailed comments on the draft Members' Guide for the PPS 2015.

Increase to Pension Contributions

On 1 April 2014 Police Pension Scheme (PPS) 1987 and New Police Pension Scheme (NPPS) 2006 contributions were increased. Federated rank PPS 1987 members now pay 14.25% and federated rank NPPS 2006 members now pay either 11% or 12.05% in contributions, depending on their tier.

PABEW is currently being consulted on member contribution rates for the PPS 1987, NPPS 2006 and PPS 2015 with effect from 1 April 2015. The proposal is for no change to the current contribution rates for PPS 1987 and NPPS 2006 members, a contribution rate of 12.44% for PPS 2015 members who earn £27,000 or less and a contribution rate of 13.44% for PPS 2015 members earning more than £27,000 but less than £60,000. It is proposed that PPS 2015 members earning £60,000 and above pay a contribution rate of 13.78%.

Scheme Governance

From 1 April 2015 there will be new governance arrangements for the police pension schemes. The Home Secretary will be the Responsible Authority who makes scheme regulations. The Home Secretary will be advised on the desirability of changes to the scheme by PABEW acting as the Scheme Advisory Board.

At local level each chief officer will be the designated Scheme Manager with the

responsibility to administer the pension scheme according to scheme regulations in respect of his or her force. The Scheme Manager will be assisted by a Pension Board to ensure compliance with scheme regulations and the requirements of the Pension Regulator. There must be equal numbers of employer and scheme member representatives on the Scheme Board. Further details can be found in HOC 16/2014.

Valuation of the Police Pension Schemes

The valuation of the police pension schemes as at 31 March 2012 has been completed and can be accessed using the link below. The next valuation will be carried out as at 31 March 2016.

<https://www.gov.uk/government/publications/actuarial-valuation-of-the-police-pension-schemes>

Other Pensions issues

- **Unpaid Leave and Buy-back of Pensionable Service**

In September the Home Office agreed Staff Side's claim to enable members to buy-back all periods of unpaid family leave for pension purposes. This will also include the new shared parental leave provision. However, we are still awaiting clarification on the effective date of the introduction of this change.

- **Amendments to Police Pensions Regulations and Consolidation**

The Police Pensions (Amendment) Regulations 2014 (2014/381) came into effect on 13 March and gave effect to the Marriage (Same Sex Couples) Act 2013 for the police pension schemes. The Police Pensions (Amendment) (No. 2) Regulations 2014 came into effect on 1 April and increased the rates of contribution payable by members of the PPS 1987 and NPPS 2006.

The Home Office is still working to establish a set of UK-wide consolidated regulations for the PPS 1987 to provide a single UK-wide scheme for PPS members. The Home Office intends this exercise to be completed before the introduction of the PPS 2015 on 1 April 2015.

Pensions

- **Injury Awards**

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

- **Annual Allowance**

The Annual Allowance - the maximum amount of pension savings an individual can accrue each year that receives tax relief - was reduced from £50,000 to £40,000 on 6 April. JBB Circular 4/2014 contains further information.

- **HM Treasury consultation on Freedom and Choice in Pensions**

Following strong representations from Staff Side the Government confirmed in July that it had dropped its proposal to raise the minimum pension age to 57 in 2028 for the police pension schemes. This means that members in

the PPS 2015 will continue to be able to retire at age 55 (with their pension actuarially reduced from age 60).

- **Inheritance Tax – Exemption for Emergency Service Personnel**

Following the Chancellor's statement in his budget speech earlier in the year, HMRC consulted on extending the exemption from the payment of inheritance tax to the estates of police officers who die in certain circumstances. The extension is welcome news but PFEW responded to the consultation highlighting concerns over the appropriateness of the criteria used to qualify for it. We are currently considering the Government's response to the consultation, which was issued on 10 December.



**Constables'
Central
Committee**



Contents

Page 2	Foreword
Page 3	In Memoriam
Page 4	Central Committee Members
Page 9	Constables' Reserves
Page 10	Voluntary Funds: Trustees to the Constables' Fund; Bankers; Accountants & Auditors; Investment Advisers; Trustee to the Joint Funds; Trustees to Charities; CCC Meetings 2014; CBB Meetings 2014; CBB Circulars 2014
Page 11	Presentation Piece
Page 13	Central Office News
Page 14	Review of the Year 2014
Page 15	2014 Honours List
Page 16	Annual Conference 2014
Page 19	Central Office Bulletin



Foreword



Rick Nelson
General Secretary
Constables' Central Committee

I would firstly like to pay tribute to my predecessor Paul Barker. Retiring following Conference last year Paul, a GMP officer, became the Constables' Representative for No. 1 Region in May 2008 and was elected General Secretary of the CCC in May 2009.

Throughout his tenure Paul worked tirelessly involving himself in the fields of Operational Policing, Legislation and Professional Development. He was a member of the PNB and PABEW as well as Trustee to the Police Treatment Centres and Police Dependants' Trust. Paul is replaced by Ian Saunders.

Paul Davis, Stephen Smith and Andy Dumbiotis, all long-standing CCC members, also retired in 2014 and are replaced by Graham Haygreen, Mick Hume and Alex Duncan.

Fiona Douglas-Mullett left us following the CCC elections last May and is replaced as Reserve Seat representative by Hayley Aley.

2014 began with the publication of the Independent Review of the Police Federation of England & Wales (the 'Normington Report') with the recommendations put to the Joint Conference in May and accepted in their entirety. Now as we work towards implementation we find ourselves in a transitional period of change; regular updates on progress are issued by the working group and there will be an in-depth update at this year's Conference.

2014-15 proved another hectic and challenging year and as cuts affect all public services Police officers continue to be the first port of call to plug the gaps elsewhere. This is not sustainable;

more than 17,000 warranted police officer posts have been lost since 2009 with further cuts in excess of 16,000 planned following this year's General Election.

We are told, arguably, that crime is down yet crime is only part of policing. Fewer officers plus greater demand is an equation that is bound to fail if public service and officer safety are to remain at the forefront of service delivery.

Let's consider how policing is affected for a moment. The challenges faced on a daily basis cannot be neatly packaged and placed on a shelf under the heading of 'officers will make it work'. For every cause there is an effect, every action has an outcome and for every cut there is a consequence.

Fewer officers mean that resources deplete faster, as arrests are made and units engage in dealing with incidents they are no longer available to respond to the next call that comes in. As local Police stations close many forces are moving to centralised hub base styles of response policing; if A and B are further apart it takes longer to get there; that time cannot be regained once it is expended.

These are simple facts of which there are many more and it is essential that these are highlighted to the public to allow a reasonable expectation of what our police service can continue to sustainably deliver.

Recent events in France and Denmark have moved policing into a new era and the threat of terrorism is ever present on a global scale. Our UK terrorist threat level has been raised to severe, meaning that an attack is highly likely and we have seen that the methods and tactics deployed by attackers have been varied and unpredictable.

There has been specific threat to police officers and in light of this it is reasonable to expect robust assessment of risk when decisions are taken regarding patrol tactics; officer safety is non-negotiable and a lack of numbers or money should never be cited as reasonable mitigation for putting officers' lives on the line.

We continue to work closely with chief officers



Foreword

to ensure that officer safety is at the forefront of everyone's mind, that risk assessments are fully recorded and that the right emphasis is placed on what is a very real threat.

Officers should be able to rely on the highest standards of training and have access to the proper equipment so they can do their job. We have called for all officers who want to be trained to have access to Taser and in some forces there has been an increase but it is not enough. Some chief officers and police and crime commissioners seem reluctant to go down this path so we will continue to champion this cause at every opportunity to help protect those protecting their communities.

We continue to meet and make representations to politicians from across the political spectrum through our Parliamentary Advisory Board. In these regular meetings we discuss issues affecting policing and use these interactions to highlight the things that matter most to you.

A number of events and meetings took place in 2014 and it is clear that many from all parties

share our concerns. Delegates also attended each of the party political conferences in the autumn of 2014 where we arranged fringe meetings with MPs and police and crime commissioners. These were extremely useful and positive dialogue has continued following on from these events.

We have seen a marked increase in sickness levels, especially in stress-related illnesses which is a worrying trend. The numbers of assaults on officers are on the rise too, with recent figures revealing that there were 20,249 assaults in the twelve months to April 2014, nearly 580 more attacks than in the previous financial year (these figures are from a Police Oracle FOI request and do not include Hampshire).

Policing is a dangerous profession and our members face immense risks; we have asked the government and HMIC to investigate whether the increase in assaults is linked to policing cuts and the fact that more officers are single crewed.

In Memoriam

Mr Jim Jardine OBE, former CCC and JCC Chairman
Constable Mick Chapman of West Midlands Police
Mrs Sue Lowley, formerly of West Mercia Police
Mr Lyn Williams, former JCC General Secretary
Constable Neil Doyle of Merseyside Police



Central Committee Members



Will Riches

**No. 8 Region - Metropolitan
Chairman**

Joining the Metropolitan Police in 1995, Will first served on the London Borough of Redbridge. He has worked on response,

investigation, public order and neighbourhood policing. Will became involved in the Federation in 2001 soon after transferring to Hackney, where he became the Constables' Branch Board representative.

He was first elected onto the Metropolitan Joint Executive Committee and in 2009 was elected Constables' Representative for No. 8 Region.

Having served as Vice Chairman since 2011, Will became Chairman of the Constables' Central Committee in January 2013. He holds IOSH and NEBOSH qualifications in Health and Safety and is the JCC representative on the board of Trustees at Flint House Police Rehabilitation Centre.

As Chair of the Operational Policing sub-committee Will is actively involved in representing the views and issues affecting Police officers across England and Wales.



Rick Nelson

**No. 8 Region – Metropolitan
General
Secretary/Treasurer**

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 to the CCC in May 2011 and became General Secretary/Treasurer in August 2014. He is Secretary of the Operational Policing sub-committee, Chair of the Mutual Aid working group and Chair of the Police Federation Change Board. He also sits on the College of Policing gold group.



Central Committee Members



Jayne Willetts

No. 3 Region – West Mercia
Vice Chairman

Jayne joined West Mercia Police in 1992 and has worked in local policing, traffic and response. In 2007 Jayne became a

divisional Fed rep, becoming CBB Secretary in 2010.

Jayne has supported officers in a variety of cases especially around equality and disability and student officers.

Jayne joined the JCC, now the INB, in March 2012 and is involved in the following work streams: Secretary of Equality and Diversity Sub Committee; Secretary of Specials Working Group; Lead for Roads Policing Group; Legislation Sub Committee.



Zac Mader

No. 7 Region – South Wales
Deputy General Secretary/Treasurer

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.

In 2004 Zac became a Federation workplace rep before being elected as a Fed rep in 2005 where 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 Chair before being elected as No. 7 Region Constables' Representative in May 2011. He became the CCC Deputy General Secretary in August 2014.

Zac currently sits on the Professional Standards and Equality sub-committees. He is Secretary of No. 7 Region and as No. 7 Region Constables' representative he attends a number of meetings at the Welsh Assembly and acts as link between the four forces of Wales and the PFEW. He is Secretary of the Welsh Affairs Working Group and PFEW lead on NPAS. He also assists a number of the police forces in Wales in regional collaboration work streams.



Central Committee Members



Ian Saunders

No. 1 Region – GMP

Ian joined Greater Manchester Police in 1995 and worked on response, neighbourhood and a variety of headquarters roles. He became the

Headquarters Constables Federation Representative in 2012 and in that role he primarily supported colleagues in relation to performance procedures, disability and flexible working.

In 2014, Ian became the Equality Lead for GMP Federation where he leads on discrimination cases and employment tribunals for the Board as well as on Unsatisfactory Performance Procedures.

Ian joined the INB in December 2014 and sits on the Equality Sub-Committee.



Mick Hume

No. 2 Region – Cleveland

Mick joined Cleveland Police in 1990 and spent a number of years on a response team in Middlesbrough. He then moved onto the mounted

section, leaving for a brief spell on one of the Force OSU/TSG/SPG units. From there and up until latterly he became the football intelligence officer at Hartlepool United.

Mick joined the Federation as a rep in 2005. In 2007 he became the CBB Deputy Secretary, moving over as the CBB Chair in 2009. He is trained in health & safety, equality, discipline and also PIP. He has IOSH health & safety qualifications and has represented officers through all stages of the disciplinary procedures. He was elected to the CCC in May 2014 and currently sits on the Operational Policing and Health & Safety sub- committees.



Central Committee Members



Graham Haygreen
No. 4 Region – Suffolk

Graham joined Suffolk Police in 1991 and was originally posted to Newmarket. Graham has worked for the majority of his service in a uniformed

role on response and neighbourhood teams. He has also worked as a police officer in a children's residential home and on a multi-agency anti-social behaviour team.

In 2006 Graham became a Fed rep and was elected CBB Secretary in 2008 and JBB Treasurer in 2010. He has supported officers in a variety of ways, particularly around discipline and flexible working.

Graham joined the INB in April 2014 and currently sits on the Health & Safety and Professional Standards sub-committees. He also forms part of the Specials Working Group.



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, Deputy Secretary of the Legislation sub-committee and Deputy Secretary of the Police Federation National Detectives Forum.



Central Committee Members



Alex Duncan

No. 6 Region –
Avon and Somerset

Alex joined Avon and Somerset Constabulary in 1990 and was posted to South Bristol where he worked in response

policing, neighbourhood policing, public order and on a crime unit.

In 1996 he moved to the North Somerset BCU for which he became the Fed rep in 1999. Alex became the Chair of the Constables' Branch Board in 2000 and Vice Chair of the Joint Branch Board in 2001.

In 2003 Alex was elected as the JBB Deputy Secretary and Discipline Liaison Officer. He remained in this role until taking over as the JBB Secretary in 2007. He is the Secretary of Police Credit Union.

Alex joined the INB in June 2014. He is a member of the Legislation sub-committee and Chair of the Professional Standards sub-committee. Alex is trained and experienced in the fields of health & safety, equality and discipline. He is a qualified post-incident manager.



Hayley Aley

Reserve Seat –
Warwickshire

Hayley joined Warwickshire Police in March 2000 and worked as a response officer, tutor constable, rape chaperone and officer

safety instructor. She has worked in reactive CID and is a trained vulnerable victim interviewer, national police trainer and A1 assessor for student officers.

In January 2008 Hayley became the Nuneaton Fed rep and then the Warwickshire Constables Women's Reserve rep. She also became the Warwickshire Federation Equality Lead, Professional Development Lead, Warwickshire CBB Secretary and Regional Constables Secretary. At the annual conference in May 2014 Hayley was elected as Women's Reserve Constable to the National Board.

Hayley is now Chair of the Equality and Professional Development sub-committees, Secretary of the Positive Action Provisions group and is a member of the Police Federation Change Board. She is also the PFEW Learning & Development Manager. She represents all federated officers and works hard to improve their pay and conditions, improving on equality and the development of officers' skills and qualifications, safeguarding restricted/disabled officers and the rights and entitlements of all officers within the PFEW.



Constables' Reserves

No. 1 Region	1	Vacant	
	2	Vacant	
	3	Vacant	
No. 2 Region	1	Mark Fretwell	(South Yorkshire)
	2	Richard Murray	(Cleveland)
	3	Ivan Hart	(Northumbria)
No. 3 Region	1	Steve Thornton	(Staffordshire)
	2	Lee Maughan	(Warwickshire)
	3	Peter Harkness	(West Midlands)
No. 4 Region	1	Craig Hewitt	(Lincolnshire)
	2	Mick Taylor	(Nottinghamshire)
	3	Vacant	
No. 5 Region	1	Mark Smith	(Essex)
	2	Simon Steele	(Sussex)
	3	Mark Golds	(Thames Valley)
No. 6 Region	1	Dave James	(Devon & Cornwall)
	2	Nick Jones	(Devon & Cornwall)
	3	Vacant	
No. 7 Region	1	Anthony McConnon	(South Wales)
	2	Vacant	
	3	Vacant	
No. 8 Region	1	Kevin Walsh	(Metropolitan)
	2	Vacant	
	3	Vacant	
Reserve Seat	1	Sarah Poppleton	(No. 4 Region)
	2	Peggy Lamont	(No. 3 Region)
	3	Andrea Thompson-Taylor	(No. 6 Region)



Voluntary Funds

The Treasurer's report and the audited accounts of the Police Federation Constables' Fund for the year ending 31 December 2014 are published within the Police Federation of England and Wales Statement of Accounts for 2014.

Trustees to the Constables' Fund

The Trustees to the Police Federation Constables' Fund are:

Kevin Cooper (Northumbria)
Paul Deller (Metropolitan)
Pete Lowe (West Mercia)

The Trustees held a total of four meetings during 2014 as follows:

20 January
23 June
2 September
25 November

The reserves to the Trustees are:

1st reserve David Woodward (Northumbria)
2nd and 3rd reserves are vacant

Bankers

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

Accountants & Auditors

George Hay & Co
83 Cambridge Street
London SW1V 4PS

Investment Advisers

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

Trustee to the Joint Funds

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

The reserves to the Trustee are:

1st reserve Kersten Peters (Metropolitan)
2nd and 3rd reserves are vacant

Trustees to Charities

Members from the rank of Constable are:

Northern Police Treatment Centre, Harrogate

Mark Davis Nottinghamshire
Guy King West Yorkshire

Police Rehabilitation Centre, Goring

Ken Marsh Metropolitan
Will Riches Metropolitan
Mark White Sussex

Gurney Fund

John Apter Hampshire
Graham Riley Gloucestershire

CCC Meetings 2014

The Constables' Central Committee held a total of seven meetings during 2014. The dates and venues were:

21 January Leatherhead
18 March Leatherhead
23 May Bournemouth
24 June Leatherhead
4 September Leatherhead
29 October Leatherhead
16 December Leatherhead

CBB Chairs & Secretaries Meetings 2014

4/5 March Nottingham
10/11 September Stratford-upon-Avon

CBB Secretaries Meetings 2014

25/26 November Leatherhead

CBB Circulars

The following CBB Circulars were issued during 2014:

01/2014 – CCC Elections 2014
02/2014 – CBB Chairs and Secretaries Meeting
03/2014 – Nominations for Central Committees – Conference Procedure
04/2014 – Constables' Central Conference 2014 – Electronic Voting
05/2014 – Constables Chairs and Secretaries Meeting
06/2014 – CBB Secretaries Meeting and Parliamentary Reception
07/2014 – PFEW Parliamentary Reception
08/2014 – CBB Meetings 2015



Presentation Piece

Constables' Presentation Piece

The Constables' figurine was awarded to Paul Davis, Stephen Smith, Fiona Douglas-Mullett, Andy Dumbiotis and Paul Barker in recognition of their services to the Constables' Central Committee.



Paul Davis

Paul joined Cambridgeshire Constabulary in 1984 and in the 1990s 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 of No. 4 Regional representative on the CCC in February 2001.

During his time on the JCC Paul sat on the Equality and Professional Development sub committees and the Olympics Working Group. He was secretary of the Operational Policing sub committee and there can be no doubt that he was energetic and enthusiastic about the secretary's role that he performed, sharing his knowledge with JBB leaders in this complex area of policing.

Paul was actively involved with every aspect relating to firearms issues. He also routinely organised the Post Incident Procedures courses and latterly worked closely with the police 'airborne' units.



Stephen Smith

Steve joined Durham Constabulary in 1979 and was elected to the Durham Constables' Branch Board in 1993, becoming CBB Secretary in 1996 and JBB Chairman in 2002.

In 2005 Steve was elected as No. 2 Regional representative on the CCC, becoming Deputy General Secretary in 2007. He was involved with various sub-committees, including Legislation, Equality and Professional Standards.

Steve was the national Federation lead in all negotiations leading to the introduction of the Police (Conduct) and Police (Performance)

Regulations in December 2008 and with reviewing those regulations that resulted in the implementation of the new Police (Conduct) and Police (Performance) Regulations 2012. He 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.

In May 2008, Steve became Deputy General Secretary of the JCC where he oversaw all legal services. He reviewed and updated the 'funding criteria' for the funding of legal services, implementing a funding appeals procedure and arranging Service Level Agreements with all the Federation solicitors.



Constables' Figurine



Presentation Piece



Fiona Douglas-Mullett

Fiona Douglas-Mullett joined Hertfordshire Constabulary as a Constable in 2002 and 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 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. She joined the JCC in March 2013 and was a member of the Equality and Professional Development sub-committees, the Specials Working Group and she was the Secretary of the Equality Act (Positive Action Provisions) Working Group.



Andy Dumbiotis

Andy 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.

In 2007 Andy became the Constables' Representative for No. 6 Region, covering the forces of Gloucestershire, Wiltshire, Dorset, Avon and Somerset and Devon and Cornwall. His interests and experience lay in misconduct and health & safety. He was a Fellow of the Chartered Institute of Legal Executives.

On the JCC Andy held the posts of Vice Chair of the Professional Standards sub-committee and was a member of the Health and Safety and Legislation sub-committees.



Paul Barker

Paul joined Greater Manchester Police in 1983 and during his service 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. He 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.

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

Paul sat on the Operational Policing, Legislation and Professional Development sub-committees and, in his capacity as CCC General Secretary, was a member of the PNB and PABEW. He was 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 was also a Trustee to the National Police Fund.



Central Office News

Members' Thanks

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

Injury on Duty (Merseyside) (1)

"I would just like to say a big 'thank you' to yourself and your staff for the support that you have given myself in my civil claim which has now been settled in my favour. The claim took over three years due to the injuries' complexity and I am very appreciative of your continued support without wavering in the long process."

Shoulder Injury (West Yorkshire) (2)

"Just prior to my retirement I suffered a shoulder injury at work which required prolonged treatment. I spoke with my Federation representatives about the injury and they referred me to you. My civil claim has now been settled, some damages have been awarded and I wish to thank you for your actions in supporting me and referring me onto your solicitors."

RTC (Derbyshire) (4)

"I would like to take this opportunity to thank the Constables' Central Committee for supporting my claim for damages and achieving a financial settlement regarding a road traffic collision where I was a passenger. My cheque enabled me to buy a car for my husband and loan some money to my daughter to help her with a deposit for her first house."

Personal Safety Training Injury (Dorset) (6)

"I would like to thank you for your financial support of my three-year case against Dorset Police for an injury sustained during personal safety training which led to the end of my career as a police officer. An out of court settlement has been successfully negotiated and as my case wasn't straight forward the Federation support throughout has been very much appreciated."

Accident Claim (Metropolitan) (8)

"This is just a short message to thank the Constables' Central Committee for the support which was afforded me in my recent accident claim. I know that the Federation has taken a few knocks recently, however in my twenty-seven years service to date I have needed support on three occasions and the Federation has stepped up to the plate."



Constables' Central Committee Staff
(left to right)

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



Review of the Year

Professor Bob Elliott **Constables' Central** **Committee Advisor**



During 2014 the economic recovery continued: GDP grew steadily, a substantial number of new jobs were created and unemployment fell sharply. However, these welcome developments were offset by sluggish wage growth which meant that the benefits of this recovery were not enjoyed by most working people. They experienced yet another year of declining real pay while those in the public sector experienced, in addition, steeply increasing workload as jobs were cut.

The growth in GDP in the UK during 2014 produced strong growth in labour demand and employment. On top of the half million jobs created in 2013 a further half million were created in 2014 and contrary to many reports the vast majority of these (over 80%) were full-time.

The growth in labour demand more than outstripped a very substantial increase in labour supply over the same period. In this respect the performance of the UK economy was superior to that of the USA, the other leading Western economy enjoying high GDP and employment growth. The substantial growth in labour supply in the UK was due to many older workers choosing to work beyond statutory retirement age, to an increased number of women returning to work, to benefit reforms that encouraged more people to seek work and to continued high levels of migration. That the economy was able to generate enough jobs to more than absorb this increase in labour supply was no mean achievement.

Further good news was the sharp fall in unemployment. The unemployment rate fell more rapidly than economic forecasters predicted at this time last year. At the end of 2013 the rate stood at 7.1% and most forecasters predicted it would fall to around 6.5% by the end of 2014. In fact by the end of 2014 it had fallen to 5.8%.

This strong increase in the demand for labour in

the UK is a consequence of the continued growth in the UK economy but it is also due to the falling price of labour, falling real pay. Falling real pay makes it more attractive, less costly, for business to employ labour.

In truth the picture with regard to pay is mixed. Though on average real pay is falling there is evidence it has grown for those in the private sector who in 2014 remained in the same job for over a year. In contrast pay has fallen in real terms for those changing jobs (which is strange, why change jobs for lower pay?) and the pay offered to those taking jobs for the first time is lower in real terms. And of course real pay has continued to fall in the public sector.

These developments have made it more difficult to forecast what will happen to pay growth over the medium term though we can confidently predict a rise in real pay in the short run. The recent and dramatic fall in the price of oil will result in a reduction in the rate of inflation. Inflation is expected to turn negative on the CPI measure from spring through the middle of the 2015. So even if pay growth does not pick up we shall see rising real pay at this time.

The recovery is bedding in with nearly two years of strong growth so far experienced. The Office for Budget Responsibility (OBR) forecasts strong growth will continue, predicting growth at 2.5% in 2015 and 2.2% in 2016. The Bank of England is more optimistic forecasting growth at 2.9% in 2015 and 2.6% in 2016. Neither of these forecasts, made at the end of 2014, includes the effects of the dramatic fall in the price of oil which occurred around the turn of the year. This is expected to add around 0.5% to UK growth so we should be looking at a GDP growth rate of around 3% for 2015.

Economic growth is normally associated with a growth in government revenues. But so far the growth in GDP has not produced the rise in government income and the associated reduction in the public sector deficit the government had hoped for. This is because pay in many of the new jobs created is so low there is no liability to pay tax. In addition the government raised the threshold for paying income tax. The result is that while nominal



Review of the Year

GDP growth averaged 2.4% per annum between 2007-08 and 2013-14, income tax receipts grew by just 0.1% a year over this same period.

Indeed the government has not cut total government borrowing; borrowing has risen during the life of the government and by the end of 2014 was substantially higher than the government had predicted it would be at this time when they came into office. The government has cut the rate at which the amount of borrowing is rising although even this now also seems to be stalling. At the end of 2014 government borrowing ran at about the same level as it did at the end of 2013 even though the economy had grown by over 3 per cent over the same period. The failure of government income to grow as might have been expected results in renewed pressure for public expenditure cuts to 'solve' the deficit.

As a result of these developments and a determination to cut the size of the public sector which goes beyond that necessary to reduce the fiscal deficit, there is little immediate prospect of better times for those who work in the public sector. Last year the

Chancellor extended the 1% pay cap on the public sector to 2015/16 and Labour has now stated it will, if it takes office, match this. Of the intended cuts in public expenditure just about half have been achieved to date. The next round of expenditure cuts is intended after the General Election and these will be more severe than those previously experienced because there is less 'fat', less 'low hanging fruit' left.

Reductions in expenditure on the police service 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. Winsor and the subsequent decisions of the Police Arbitration Tribunal continue to bear down on the pay and morale of the service. From September 2015 police pay will be set by the Police Remuneration Review Body (PRRB). Now established, it has little room for manoeuvre in the face of the government cap on pay rises. For the service the outlook is gloomy. This stands in sharp contrast to the prospects for the private sector of the UK economy. A further challenging year lies ahead for the service and for the Federation.



2014 Honours List

The following constables of England and Wales received honours:

New Year's Honours 2014

MBE

Linda Dawson	Hampshire
Sharon Houfe	Humberside
Nighat Hubbard	Metropolitan
Ian Mansfield	City of London

BEM

Ian Cooper	Derbyshire
------------	------------

QPM

John Anward	Derbyshire
Martyn Hillier	Gloucestershire
Peter Rickards	GMP

Queen's Birthday Honours 2014

MBE

Amanda Dickens	South Yorkshire
Neil Smith	Suffolk

BEM

Yasvender Rehill	West Yorkshire
------------------	----------------

QPM

Karen MacDonald	Avon & Somerset
Keith Openshaw	Avon & Somerset
Robert Brown	Metropolitan
John Keen	Metropolitan
Gaynor Grout	Surrey
Robert Bowman	West Yorkshire



Annual Conference 2014

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 2013 together with verbal reports as may be necessary to ensure the delegates be informed of the up-to-date position." *Carried*

Elections

The following Central Committee members were proposed, seconded and elected:

No. 1 Region	
Paul Barker	Greater Manchester
No. 3 Region	
Jayne Willetts	West Mercia
No. 4 Region	
Graham Haygreen	Suffolk
No. 5 Region	
Karen Stephens	Hertfordshire
No. 6 Region	
Andy Dumbiotis	Devon and Cornwall
No. 7 Region	
Zac Mader	South Wales
No. 8 Region	
Will Riches	Metropolitan
No. 8 Region	
Rick Nelson	Metropolitan

The following elections were contested and these candidates were successful:

No. 2 Region	
Mick Hume	Northumbria
Reserve Seat	
Hayley Aley	No. 3 Region

Reserves

The following elections were contested and these candidates were successful:

1st reserve to No. 2 Region	
Mark Fretwell	South Yorkshire
2nd reserve to No. 2 Region	
Richard Murray	Cleveland
3rd reserve to No. 2 Region	
Ivan Hart	Northumbria

The following elections were contested and these candidates were successful:

1st reserve to Reserve Seat	
Sarah Poppleton	No. 4 Region
2nd reserve to Reserve Seat	
Peggy Lamont	No. 3 Region
3rd reserve to Reserve Seat	
Andrea Thompson-Taylor	No. 6 Region

Trustee to the Constables' Fund

Paul Deller (Metropolitan) was elected.

Reserve to Trustees to the Constables' Fund

David Woodward (Northumbria) was elected 1st reserve.
The 2nd and 3rd reserve positions remain vacant.

Two Members (Provincial Forces) to the Constables' CAC

Steve Alstead (Cleveland) and John Williams (West Midlands) were elected.

Reserves (Provincial Forces) to the Constables' CAC

There being no nominations these three positions remain 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 John Hendy QC; Lord Gordon Wasserman; Mr Jack Dromey MP.

Questions were asked by delegates from the floor of Conference and there ensued a lively and informative debate. Further details of the questions and speakers can be seen and heard on the DVD recording of Conference 2014.

The General Secretary's annual report for 2013 and the Chairman's address to Conference have been circulated, together with the Conference minutes, to branch boards.



Annual Conference 2014



Constables' Central Committee *(left to right)*

Graham Haygreen, Karen Stephens, Jayne Willetts, Rick Nelson, Will Riches, Mick Hume, Alex Duncan, Hayley Aley, Zac Mader



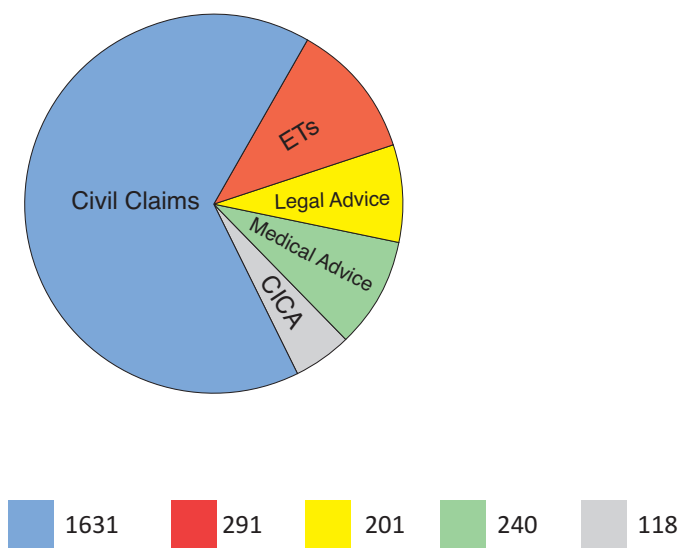
Annual Conference 2014



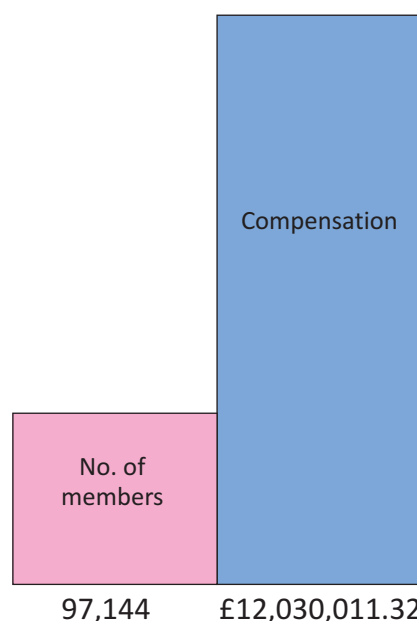


Central Office Bulletin

Our service to members



Number of claims opened by the CCC in 2014



During 2014 new proceedings were issued in 129 cases and 871 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 greatly increased from last year with numbers up by 55 on 2013 to a total of 291 cases for the year. 2014 was the first full year of issue and hearing fees. Although nationally this has had the effect of reducing the number of claims lodged it is not reflected in our claims for 2014 which were up by 23% on 2013. However, the introduction of the Acas conciliation scheme has helped in resolving some cases at an early stage thus avoiding the cost of an issue fee.

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 an increase in the number of judicial mediation hearings and negotiations by our solicitors, with good settlements for our members without the need for a tribunal hearing. In some of these cases a contribution towards our costs has also been negotiated which has a significant saving on our overall costs.

The number of disability discrimination claims was slightly down on last year representing 51% of all advices in relation to employment tribunals. Some of these claims were for issues of disability linked to members' injuries, many of which were received 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 and this is an area that will continue to be monitored closely.

Sex discrimination claims were slightly down on last year at 22% of all claims. Race discrimination claims were up on last year at 10% of all claims. There has been a slight decrease in whistle blowing/protected disclosure claims which are now 7% of all claims and an increase in age discrimination claims on last year at 3% of all claims. Civil claims have increased dramatically to 1631, up 222 on last year.

Most claims are received by the member



Central Office Bulletin

contacting PF Claimline. This provides 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 online claim form available on the national Federation website, together with the hearing loss questionnaire, MP1 form for medical advice/pension cases and a health & safety form for civil claims involving accidents at work.

Once these forms are completed online they can then be downloaded and forwarded to

branch board offices for countersignature by the branch board secretary. Now that the online C1 claim form can be completed and submitted direct to our CCC claims office the process has been speeded up and this gives the CCC better control of the member's claim from the outset.

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

Zac Mader
Deputy General Secretary



Sergeants' Central Committee



Contents

Page 2	Foreword
Page 11	Central Committee Members
Page 14	Committee Officers
Page 15	Police Federation (Sergeants') Funds
Page 16	2014 Honours List
Page 16	Central Conference 2014
Page 17	Central Committee Office



Foreword



Calum Macleod
General Secretary
Sergeants' Central Committee

Review of the year

I take pleasure in presenting the Annual Report 2014 on behalf of the Sergeants' Central Committee (SCC) of the Police Federation of England and Wales.

This is the first year that it is my duty to deliver the annual report and to put it mildly this has been an eventful year.

2014 has been dominated by the Independent Review of the Police Federation of England and Wales which was published in January and we fully debated in conference 2014. Conference made a momentous decision in voting to accept the recommendations proposed and although change had already commenced in relation to working practises this decision has left all of the Police Federation and the Government under no illusions once and for all that we are ready to embrace change and ensure that we will be ready to serve the best interests of the officers we represent and the public we serve for the next one hundred years.

Following conference 2014 the Sergeants' Central Committee immediately set about making tangible and meaningful changes to the way we operate on a day to day basis. We have made changes to the way we meet, we have reduced dramatically the amount of business we conduct separately, we have embraced this change. We no longer have matters that are specific to the sergeant rank with the exception of elements that are currently required by law and legislation which are related to Financial issues and the work of our trustees and we do still recognise the contribution of previous post holders with their retirement presentation pieces. We have embraced working with the

rest of our local, regional and national colleagues. We have enjoyed working with our colleagues from different ranks and we have shown that we can progress with one voice and one aim in future. We all have a duty to ensure we are fully engaged throughout the change process and influence and represent the views of those we represent at every stage.

The Sergeants' Central Committee still exists at the time of writing as there needs to be regulatory change to enable us to commence under a new representative structure with funding and staff being unified under a Joint umbrella. I am pleased that our dedicated and committed staff have had their contracts transferred to the Joint organisation and that discussions surrounding the future of the Committee is well under way in a measured, tangible fashion ensuring that we still provide the best possible standard of service to those we represent.

As a body we fully support the appointment of Accenture as our change management specialists and are fully engaged with them in developing a system that will enhance the service to our members. We must all try to ensure that we are engaged in both the information sharing from and to this process and also that we have an active involvement in the many work streams that will be necessary to undertake throughout this period of change.

To date the Home Secretary has been happy with the progress that we have made and we will continue to build on the momentum that we have now gained. We have made significant progress, we will continue to develop our working practices as we move forward with reform. We will continue to engage with you and our key stakeholders at a local and national level. By the time you read this we should have created a joint fund with a clear plan for that funding, we are well on our way to a joint claims department and the recruitment of a Director of Finance.

We all have a duty to our members to ensure that not only is this review carried out in a structured and well tested way but that we create a system that will stand the test of time and that will enhance the services that our



Foreword

members receive and deserve.

In Autumn 2014 we saw the last PNB (Police Negotiating Board) and have now seen the introduction of the PRB (Pay Review Body). This is an entirely new way of working with the Official Side, it requires ongoing submission of facts and views throughout the year, this has also seen the introduction of a number of consultative forums where we retain the ability to discuss issues and put our viewpoint as Sergeants to them.

There remain some outstanding matters from the Police Negotiating Board and these are in consultation as this is written. The away from home overnight allowance is one of these, we also await the Home Secretary's decision to sign off the PNB agreement surrounding the issue of rest days being treated as a period of annual leave.

During the last meeting of the Police Negotiating Board an agreement was reached surrounding the Specialist Skills Threshold Testing; this agreement has allowed protection for those already on the top of their pay scale until 2022, this is due to be introduced by the College of Policing for those of Constable Rank from 2016 and thereafter for Sergeants, Inspectors and through the ranks. For the first time, in the future, we will have to undergo testing to achieve an uprate in salary. This is being implemented under the umbrella of the College of Policing who will be responsible for your professional and on going development.

The key issue in regards to this is that we must have a PDR system that is fit for purpose and we have to ensure that this is an open and transparent system that all can aim to achieve, with the right support from our individual forces.

As of September we have also seen the introduction of the job related fitness testing. This working group continues to meet with the College and we continue to emphasise all areas of our concern. We have made clear we felt there should be NO sanction for failing an alternative test, until such a time as one is validated. This has been unanimously agreed. Urgency was placed on the College of Policing

to get the alternative validated, as it would appear Forces are using variations of the 'Chester Treadmill Test' or other tests. To date we await this validation.

On the first of September we also gained a pay rise of 1% for all federated ranks. This follows Government Fiscal Policy and the imposed pay cap on public sector workers of 1% until April 2016. This, however small, was an increase others in the public sector did not see, or indeed those due incremental rises were not allowed to access. Thankfully this did not apply to policing.

We do however look forward to being recognised in future pay settlements by the Government for the work we do, we are different and we should be rewarded by enhancing our pay and conditions.

Staying on pay and conditions in April 2015 we have the introduction of the career average pension scheme (CARE) where a lot of our members will transfer across to the new scheme. A consultation period on the new regulations is being undertaken at the time of this article going to press and full information should be with those affected by now. These changes highlight the scrutiny we as a service are coming under and the systematic and wholesale approach the government are taking towards public sector pay and conditions. We can only hope that by demonstrating the value we provide to the public on a daily basis we are recognised at a governmental level in the future.

In November we have seen the Home Secretary publish her remit letter to the Police Remuneration Review Body (PRRB) which contained a number of areas that are of specific interest to the sergeant rank. This included a five year work programme looking at considering whether to increase the gap between constable and sergeant pay scales and to consider whether there is a case for the 'buy out' of sergeants casual overtime. These pieces alone are not only controversial but will require a great deal of evidence gathering by the Police Federation in order to meet the expectation of sergeants nationally. Meetings surrounding our response to this are already well underway and we aim to ensure that our arguments and



Foreword

submissions are sound, ethical and evidence based on your behalf

We as sergeants are feeling the pressure of the austerity cuts. We have seen reductions in our numbers over the last three years from 21976 to at last count 19374. This is not sustainable, we have seen our workloads increase at the same times as our spans of command. You drive performance for your individual forces and are pivotal in reassuring the public. I can assure you that we continue to work on your behalf for the benefit of all and will continue to do so.

Sergeants and Professional Development

Promotion issues – Ospre and National Police Promotion Framework (NPPF)

Once again the National Police Promotion Framework (NPPF) has been the focus of much attention during 2014. At the time of writing this report is with the Minister, who still has yet to make a decision as to the roll-out.

On 11 July 2013, the Governing Board of the College of Policing agreed to the roll-out of the NPPF and recommended this to the Minister. The PFEW wrote to the Minister outlining our concerns with regards to equality and the Minister has since asked the College for additional information to explain the potential for discrimination identified within the EIA. The impact of this is that the NPPF roll-out was deferred, but to ensure that officers are not disadvantaged by a delay in the decision around NPPF, it was agreed that the OSPRE processes will continue in the interim.

The latest development is that the Home Office are looking at the required regulatory changes to regulations, to be able to accommodate the roll out of the NPPF. The Home Office are hoping to roll out all amended regulations at the same time as the announcement and therefore this is likely to be around December 2014.

The Sergeant rank assessment units contained within the NPPF, (the first line supervision qualification) have now been reviewed by Skills for Justice, the SCC was actively involved with this on your behalf. The interim report has stated that overall the review has found that the six QCF mandatory units do represent the

core functions and reflect core practice at Sergeant Rank. So, overall the level 4 qualification is still fit for purpose.

There were recommendations for further development including amending the QCF units so it can be applied to more policing contexts and be more generic. There was also a view that there were current gaps relating to people management skills, in particular performance management, staff development/ mentoring/ welfare and financial awareness. We are awaiting the final report and its recommendations.

There is confusion and potential conflict developing over the grading of levels within certain policing qualifications, for example the student officer diploma in policing is being reviewed which is currently Level 3 but there is a desire to move it up to a Level 4 for which there is a justified rationale, thus there are clear implications at having this student diploma graded the same as that of First Line supervisory Management qualification.

College of Policing (CoP)

The College of Policing came into existence in December 2012. Since its inception a member of the SCC has been involved in the design and build phase and the change portfolio work. The College interim structure has been agreed.

The College's five year strategy was launched at its conference in October 2014, the key aspect of which is the membership offer and the payment of a subscription fee, voluntary or mandatory at some point in the future.

All College services needed by Federation members to fulfil their professional roles will be subsidised by the College and free of charge to individual members from policing in England & Wales. Standard membership will include access to all the existing College services including the Managed Learning Environment (MLE), the Police Online Knowledge Area (POLKA), Authorised Professional Practice (APP), the Legal Digest monthly publication and Police Gazette.

A new online membership services platform



Foreword

is currently under construction and is expected to go live next Spring. The platform will initially provide a single sign-on for all College products and services and an e-portfolio recording system for Continuous Professional Development records.

As well as basic or standard membership, the College is consulting with potential members about optional premium membership. This fee-based service could provide access to a range of additional services such as access to a pool of mentors, collaborative forums, secondment/attachment opportunities, an app store and the chance to buy study aids, books and other services at discounted prices.

The four pillars of any profession are a code of conduct or ethics, continuous professional development, licensing and accreditation of members and the evidence base upon which to develop standards and guidance. These are the key areas that the College, **your professional body** is developing.

In addition to the work around the membership offer, this year the College has published the Code of Ethics for all in policing, which is helping people to make decisions in difficult situations. They have provided standards and guidance for policing through Authorised Professional Practice and at the October conference they revealed the results of the first-ever trial of the use of body worn video by officers dealing with domestic abuse incidents.

In addition, they are preparing to introduce continuous professional development, initially for new recruits and senior officers, and they are delivering training to ensure that the most intrusive and coercive tactics used in policing are properly authorised. They are addressing the use of Stop and Search. The College has recently taken on a review of police leadership, as we need to make sure we equip our leaders to succeed in an environment which will change rapidly over the next 20 years. This includes us as sergeants.

The College of Policing What Works Centre for Crime Reduction has released an online Evidence Tool which allows you and your staff to compare different crime reduction

techniques by the strength of evidence related to them, associated costs, expected impact and implementation. Once complete, it will include a database of all the existing systematic review evidence on crime reduction. For the first time, you will have access to the 'state of the evidence' and be able to explore 'what works' and 'what doesn't' at the click of a mouse. Enabling the sharing of best practice across the policing environment

In terms of governance and representation of the Sergeants view, a member of the SCC sits on the College Governing board in a non-representative role and two SCC members attend the College Professional Committee in a representative role. The SCC is also represented at the College consultative forum and SCC members are involved in the work streams that underpin the College communities of professional practice.

Flexible Entry (Direct Entry to Superintendent and Fast Track to Inspector)

Following the Winsor recommendations around this, the College of Policing has been tasked with devising these schemes. Sergeants are not included in the fast track process at this time despite our representations.

The first cohorts for Fast Track (PC to Inspector) and Direct Entry (Superintendent) have now been recruited and the Fast Track external cohort started in September, the Direct Entry cohort starts in November 2014.

Members of the INB are involved in the project board and the Quality assurance and evaluation sub group. INB members gave feedback regarding the national assessment centre exercises for fast track and observed the assessment centre itself. In addition they have attended the College input day to the first external cohort of Fast Track candidates on the 16th October to promote the role of the PFEW. At the time of writing this update, advertisements have gone out for the first internal cohort of fast track officers.

The project team is now planning for 2015, with the internal Fast Track assessment centre in February and the external assessment centre for cohort two scheduled for April 2015. Forces



Foreword

have been asked for details of participation for next year and the indications are that there is a significant interest in the internal Fast Track, over and above that of the external.

The FTDE commission from the Home Secretary laid a requirement upon the College of Policing to submit an evaluation report to Parliament in five years' time (2019) on how well the programmes have been implemented. The SCC is closely watching how this first cohort progresses, and is monitoring the impact of this scheme on supervisors.

College Leadership Review

The College has recently taken on a review of police leadership. The Police Service needs to make sure that we equip our leaders, including sergeants, to succeed in an environment which will change rapidly over the next 20 years.

The essence of this piece of work is that it should look ahead to the needs of policing over the next 20 years and draw on work already underway, to include learning on what works from other sectors, together with evaluation of the Flexible Entry Programme, the revision of the Strategic Command Course and previous reviews of leadership.

The Review will also include consideration of the elements specifically referenced by the Home Secretary's statement of 22 July 2014, which made reference to going further and faster with direct entry, encouraging officers to gain experience outside policing before returning later in life, and opening up senior ranks to candidates from different backgrounds.

Defining and assessing competence

As a result of the Winsor recommendations relating to threshold testing the College is preparing to introduce continuous professional development, initially for new recruits, but this will be expanded to include constables and sergeants as part of the threshold testing requirement.

A key outcome of the project is to reassure the public that officers remain competent, continue to develop policing skills, and demonstrate the expected behaviour for their rank. At the current time the focus is specifically on the

Foundation and Advanced Thresholds for the Police Constable rank. In subsequent phases of the project, Advanced Threshold assessment processes will be developed for the ranks of Sergeant to Chief Superintendent.

An initial model and agreement in principle has been agreed at the last meeting of the PNB, but further work is required in terms of the development of detailed assessment criteria prior to the piloting in 9 forces of the constable's foundation test. There will obviously be implications here for sergeants who will be carrying out the assessments through the PDR process, as failure to achieve the grade could lead to a reduction in pay and potential appeal processes.

Core Leadership Programme (CLP)

In the last year there has not been much direct involvement by us with the CLP, however as previously reported an evaluation was 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.

Most of the work carried out by the College of Policing this year has been to update the curriculum that underpins the CLP, but there been no work as of yet to develop the resources that underpin it. This is because the College is awaiting the outcome of three key initiatives that will impact on this work. These are:-

- The Skills for Justice Review of the NOS/ units within the first line supervisory management diploma.
- The move to the NPPF for promotion
- The outcome of the leadership review

All of these work streams will have a significant impact across the whole suite of leadership products, not just the CLP. Just to remind you, a full suite of learning resources for Sergeants is available on the NCALT MLE - Core Leadership Web Portal.

Functional Skills

The PAB National Recruitment Standards sub-



Foreword

committee has been carrying out work to establish the entry requirement in English, Maths and ICT for Police Constables, Special Constables and PCSO's. Functional skills (new recruits) – Previously, Skills for Justice presented a report about the functional skill levels required to be a police officer, PCSO or special constable (generally, level 2 is required). The College of Policing has since tabled a paper about requiring recruits to have level 2 English functional skills. Discussion has focused on if the level of functional skills required should be a pre-join requirement or if they could be developed in-service. It was agreed that an impact assessment would be needed before a decision could be made.

The College of Policing has produced an initial equality impact assessment but this work is on-going, especially around 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

The continued pressure on forces to make financial savings as a consequence of Government funding cuts has accelerated the rationalisation of custody provision across England & Wales, with significant and worrying reductions in both the number of custody suites and the number of Custody Sergeants deployed within them.

Increasing the pressures and demands on Custody Sergeants and staff to do 'more with less' though such rationalisation while complying with PACE and the Authorised Professional Practice for Custody & Detention, combined with increased journey times, is not only putting Sergeants at enormous risk of stress, burn-out and misconduct but also compromises the safety of detained persons and the communities they have a duty to protect.

A two year research study into Custody Officer Stress, conducted by Dr Jonathan Houdmont

from Nottingham University, delivered its' final report in May and the results were, sadly, shocking but not surprising.

More than two-fifths of respondents reported a high level of psychological distress; this is more than double the rate found in recent large-scale surveys of the general working population.

Almost two-thirds of respondents reported high levels of emotional exhaustion, or 'burnout'; this is considerably higher than those in general UK policing and more than double those of other public service workers. 'Burnout' is associated with cognitive function, impaired performance, intention to leave, and aggression.

It is against this backdrop and an alarming trend in many forces to implement policies and procedures that increase the pressure on Custody Sergeants to keep custody suites open despite unacceptable levels of risk that, in the summer of 2014, PFEW produced guidance to members as to when a custody suite should be put 'on hold'. This guidance is intended to empower our Custody Sergeant members to understand their powers and legal responsibilities, as well as the personal vulnerability of their role, and to take proportionate, and at times robust, decisions to protect both themselves and those in their care.

We have also seen an increased expansion of so called 'smarter working' practices in many forces, often requiring civilian staff to carry out duties for which they have no legal responsibility and unlawfully forcing Custody Sergeants to delegate tasks. Whilst we have no issue with police or contract staff inputting data, hiving-off the booking-in procedure to such staff is unhelpful, counterproductive and potentially dangerous. Operating procedures that require Custody Sergeants to 'oversee' the simultaneous booking-in of multiple detainees are, quite simply, dangerous and put Custody Sergeants, custody staff and detained persons at risk.

In the face of dwindling resources and increased demands, it is testament to the outstanding dedication and excellent work of



Foreword

our Custody Sergeant members that the number of deaths occurring in police custody fell to an all-time low during 2013/14. Although we welcome this reduction, we acknowledge that any death in custody is a human tragedy and we must strive to do more to protect those in our care. The continued rise in the number of apparent suicides following custody is an area of increasing 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.

We have continued to voice concerns about the widespread non-compliance of forces to provide written translation of 'essential documents' for non-English speaking detainees, a practice that puts forces, officers and investigations at risk.

We welcome amendments to PACE that put changes in the way 17 year olds in custody are dealt with on a firmer footing. A major area of concern for us, highlighted repeatedly at the PACE Strategy Board, is the inability of many forces to comply with S.38 of PACE, relating to the post-charge detention of juveniles, largely due to inadequate provision of secure and other accommodation by local authorities.

The Federation has continued to contribute positively and constructively to the National Policing Custody Forum (formerly ACPO NCF). We will strive to ensure that Federation Representation and the voice of Custody Sergeants continues to be heard in this forum and any subsequent groups that may develop as a result of the reorganisation and restructure of ACPO and the College of Policing.

We provided a detailed response to the College of Policing's review of police 'pre-charge' bail powers. We also gave a comprehensive submission to the review of the Authorised Professional Practice for Detention & Custody and, at the time of going to press, are actively involved in ongoing discussions with the College of Policing and other key policing stakeholders to ensure that this vital guidance is truly 'fit for purpose' and to help make police custody a safer place for all.

We are also delighted to report that, following robust and persistent representations from the Police Federation and other stakeholders, the National PACE Strategy Board was re-convened in March 2014 after a near three-year absence.

On behalf of our members we made a formal submission to the Home Secretary's long awaited review of Section 135 & 136 of the Mental Health Act and, in November, members of the PFEW National Custody Forum attended and gave evidence at the Home Affairs Select Committee (HASC) as part of their Inquiry into Policing and Mental Health.

We are committed to keeping this debate in the forefront of the minds of public and politicians alike and to holding the Government to account on this issue, while supporting partners and initiatives aimed at diverting those who are ill into appropriate healthcare services. Mental Health is recognised as part of the 'core business' of policing, but this does not mean that the Police Service must take primacy over health organisations in responding and dealing with it.

The National Custody Officers Forum has continued to meet on a regular basis providing important advice, support and information to the SCC across a wide range of custody related issues. Darren Harris and Andy Shaw have continued as NCF Chairman and Secretary respectively. The SCC would like to place on record its thanks and appreciation for the work of the NCF and all of its members.

Through our local and national networks 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 4th SCC National Custody Seminar & Exhibition was held on the 23rd & 24th September 2014 at Stoke on Trent and followed in the footsteps of three previously successful events. It again ran over two days, providing more programme time and allowing delegates some outstanding networking opportunities.

Delegates were drawn primarily from among Federation Custody Representatives but



Foreword

included significant numbers of force Custody Managers and representatives from policing stakeholder organisations and partner agencies throughout the UK.

The seminar covered a diverse range of topics affecting the increasingly specialist area of police custody. Unfortunately the ACPO leads for Custody and Mental Health were unable to attend but, despite this disappointment, delegates were treated to some excellent debates and presentations.

Maneer Afsar, team leader at the Joint HMIP/C Police Custody Inspection Programme, updated delegates on their progress, highlighting common recurring themes, including the treatment of children in custody, accessibility of appropriate adults and the inconsistency of partnership organisations. Dr Layla Skinns (University of Sheffield) gave an input on her 3 year study into 'What good custody looks like'.

Susan Freeburn (Slater and Gordon Lawyers) delivered an engaging session on learning the lessons from Death & Serious Injury case investigations; Rosie Brighthouse (Liberty) provided some thought provoking, and perhaps surprising perspectives, demonstrating the need for PFEW to work together with all interest groups to improve standards for all in custody.

Delegates also heard from Insp Michael Brown (@mentalhealthcop), now working at the College of Policing, Insp Geoff Hughes and Vicki Noble from Leicestershire Street Triage project and Anne MacDonald from the Dept. of Health on how current and future challenges in Policing & Mental Health may be addressed.

The exhibition was further expanded from last year and featured a range of exhibitors relevant to Custody Sergeants, Inspectors and force managers. It also continued a tradition of offering a free exhibition place to one charitable organisation; this year the National Aids Trust. The committee feel that this is an excellent way of making a valuable contribution to the work of such organisations. Feedback from exhibitors suggests that this event was of significant benefit to their business.

From the feedback received, this year's seminar appears to have been an overwhelming success and there is clearly an appetite for the event to continue in 2015.

As part of the transition programme arising out of the Independent Review, responsibility for the Custody business area, including the organisation of future National Custody Seminars, has been transferred to the Legislation Sub-Committee of the Interim National Board. We are sure that this development will both strengthen and improve the reach, resilience and reputation of PFEW in this essential area of policing. We look forward to even greater achievements in 2015 and beyond!

Police Federation National Detective Forum

Over the last twelve months the considerable pressure facing the service shows no signs of easing. This is the seventh year of the Police Federation's National Detectives forum and awards ceremony and this valuable piece of work and of recognition for detectives throughout the Land is going from strength to strength. Policing is becoming more complicated through the wider use of technology, the changing of offender behaviour and in no greater way that budgets and officer numbers being slashed across the Board.

It is interesting to note that this years survey for the National detectives highlighted that many victims and witnesses are not receiving the service they should from detectives as forces budgets come under the pressure of cuts. Some of the results were startling with impacts on well being, workloads and caring responsibilities being highlighted as suffering due to the impacts of these cuts on the roles performed.

A staggering 90% of responding officers highlighted that they believe that service to the public has deteriorated, an alarming fact that needs to be addressed for us all to retain the confidence of the public. The long awaited review of PIP has now been published and recommending a career pathway be adopted for all investigators and that PIP should be regarded as the nationally recognised standard and apply to all investigators at all levels, it has



Foreword

been quite clear that these and the other recommendations are to be facilitated by the College of Policing with a steer for professionalising and accrediting the system throughout

The National Detectives Awards and Seminar held in Brighton 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. 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

Since the Publication of the Independent Review Recommendations for PFEW to change its structure and procedures in representing our members, much work has gone on to provide I.T systems that will meet the needs of Federation Representatives and our members. The Interim National Board (INB) Sergeants have been committed to this process and much work has already begun in this regard prior to the publication of the report. Conference in May 2014 gave a clear indication of support to change our organisation and make it fit for the 21st Century.

Inclusiveness and joint working are key to this process and by the time you read this report much will have occurred to facilitate change. Changes have been made to the Sergeants section. The Chair's blog has been removed as in the spirit of joint working. All messages are joint and directed through the National Chair's office.

A useful information page has been provided for members. We welcome feedback. Contact inbsgts@polfed.org with your ideas. It is hoped that this will be an interim measure as in the spirit of openness, accountability and

inclusiveness the creation of a national members database has been established. This will provide the INB with direct communication with members on key issues and matters our members need to know about.

Much comment has been made over the years on Communications at local and national levels. This facility is a major step forward and we hope our members will see its benefits. Finally the PFEW extranet, a new information system for exclusive use by Federation Representatives is now fully operational. This database will provide access to a central reference library of information and documents on the key areas of representation that representatives need on a daily basis to provide a first class service to our members. The system includes a forum site for key issues and concerns to be discussed, a calendar to advertise important events and meetings, pay scales, contact details for INB representatives, minutes of national meetings and much more. The Sergeants pages will only be as good as representatives want to make it. Feedback is essential – please contact your INB representative or the office at inbsgts@polfed.org. We hope you find the I.T improvements and facilities useful in making your role easier and more productive.

This could well be the very last Sergeants' Central Committee AGM and we will truly speak with one voice if that is the case. I would ask that you embrace the change and that we all work together for the benefit of our members but remain focussed on any issue that arises that is specific to our rank. Ensure you have the avenues to address concerns and ensure, as I will, that we are servants of our members and boards, not the other way round. We will continue to work tirelessly on your behalf and ensure that you are informed on any current issue as they arise. Thank you for your support over the last twelve months and for the loyalty you have shown.



The Central Committee



Doug Campbell
No 6 Region –
Gloucestershire
Chair SCC

INB Operational Policing
INB Health and Safety
INB Legislation
INB Strategic Intent Working Group
SCC Deputy IT Coordinator



Calum Macleod
No 7 Region – South Wales
**General Secretary/
Treasurer SCC**

SCC Executive
INB Equality
INB Professional Standards
INB Welsh Affairs
CoP Gold
PAB
PRRB Consultative Forums



Adele Kirkwood
No 3 Region – West Midlands
**Vice Chairman/
Deputy Treasurer SCC**

SCC Executive
INB Treasurers
Course Director
INB Strategic Intent Working Group
Legislation Sub Committee (Chairman)
Professional Development Sub Committee
Parliamentary Representatives Group
HMIC Front-Line Supervision Thematic Inspection
UNISON Liaison Committee
PNB Full Board (all PNB ones say until March 2014)
PNB Federated Ranks Committee
PNB Winsor Working Party
PNB GEWLB Working Group
PNB Pensions Working Group
PAB Full Board



Dave Bamber
No 1 Region – Cheshire
Deputy General Secretary

Operational Policing
Professional Development Sub Committee
Equality Sub Committee
Specials Working Group



The Central Committee



Ian Rennie
(No.1 Region –
Greater Manchester)
General Secretary INB
(Retired May 2014)

INB Executive
INB Resources Working Group
INB 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
No 2 Region – Durham
Deputy General Secretary INB

INB Legislation
INB Professional Standards
INB Joint Custody Lead
National Custody Forum
INB Fitness Testing Lead
INB Strategic Priorities Working Group



Steve Evans
No 4 Region – Derbyshire
Vice Chairman INB

INB Professional Development
INB Professional Standards
Course Director
IPCC Staff Association Meeting
Chair Strategic Intent Group
INB Executive
Extranet Project
National Membership Database Project



Kevin Huish
No 5 Region – Thames Valley
(Retired Oct 2014)

INB Health and Safety
INB Legislation (Chair)
INB Training & Development Manager
INB Skills Audit
INB Equality Positive Action Working Group 1
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



Ché Donald

No 5 Region – Sussex

INB Operational Policing
INB Health & Safety
INB Equality Positive Action Working Group



Martyn Mordecai

No 8 Region – Metropolitan
Treasurer INB

SCC IT Co-ordinator
INB Executive
INB Treasurers
Course Director
ACPO TAM (CBRN)
ACPO TAM (HR)
National Membership Database



Andy Fittes

No 8 Region – Metropolitan
General Secretary INB

PFEW Pay and Conditions Negotiator Police
Consultative Forum
PFEW Representative College of Policing
Consultative Forum
PFEW Representative PAB
PFEW Representative College of Policing
Professional Committee
Chair College of Policing Gold Group
PFEW Representative UK Police Remuneration
Consultative Forum
General Secretary PFEW INC
SRO PFEW Change Programme



Julia Lawrence

Derbyshire
Reserve Seat

SCC Managing Officer – Grievance Resolution
Procedure
INB Equality
INB Professional Development
INB Equality Positive Action Working Group
INB Specials Working Group
Federation Representative – Governing Board ,
College of Policing.
Professional Committee, College of Policing
Nomination and Remuneration Committee,
College of Policing
Fast Track and Direct Entry project Board, College
of Policing
Leadership review, College of Policing
PFEW CoP Gold Group
National Reserve Seat Meetings
Police Promotion Examinations Board
Police Promotion Implementation Project Board
National Recruitment Standards
Central Authority



Committee Officers

At the Post Conference Meeting on 23 May 2014. It was noted that the following had been appointed to serve until Conference 2015:

Chairman	Doug Campbell
General Secretary	Calum Macleod
Treasurer	Calum Macleod
Vice Chairman	Adele Kirkwood
Deputy General Secretary	Dave Bamber
Deputy Treasurer	Adele Kirkwood

Sergeants' Central Committee Meetings

The Sergeants' Central Committee held a total of six meetings during 2014. The dates and venues of these are listed as follows:

21 January 2014 (Statutory)	Leatherhead
18 March 2014 (Statutory)	Leatherhead
23 May 2014 (Post Conference)	Bournemouth
24 June 2014 (Statutory)	Leatherhead
3 September 2014 (Statutory)	Leatherhead
29 October 2014 (Statutory)	Leatherhead

No. 1 Region*

1st	Stuart Routledge	Merseyside
2nd	Ian Campbell	GMP
3rd	Vacant	

No. 2 Region*

1st	Lisa Mackie	Northumbria
2nd	No nomination received	
3rd	No nomination received	

No. 3 Region*

1st	Nigel Mortimer	West Mercia
2nd	Tim Rogers	West Midlands
3rd	Vacant	

No. 4 Region*

1st	Phil Matthews	Nottinghamshire
2nd	No nomination received	
3rd	No nomination received	

No. 5 Region*

1st	Moray Anderson	Hampshire
2nd	Phil Pryce	Kent
3rd	Vacant	

No. 6 Region*

1st	Steve Gardner	Devon & Cornwall
2nd	Simon Kempton	Dorset
3rd	Stewart McIntyre	Gloucestershire

No. 7 Region*

1st	No nomination received	
2nd	No nomination received	
3rd	No nomination received	

No. 8 Region*

1st	Ian Bishop	Metropolitan
2nd	Ray Doran	Metropolitan
3rd	Paul Large	Metropolitan

Reserve Seat

1st	Sam 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 2014 are published within the Police Federation of England and Wales Statement of Accounts for 2014.

During the year there were 485 new applications in the form of civil claims, employment tribunals, CICA claims and requests for legal and medical advice. In addition 156 claims were settled resulting in awards to members of between £750 and £320,000. Taking into account the total amounts received for all categories of personal injury, £2,235,249 was recovered for Sergeants' and their immediate families.

Trustees to the Funds held by the Sergeants' Central Committee for a period of three years:

Mark Nurthen	Metropolitan
John Tooms	West Midlands
Del Hastings	South Wales

During 2014, the elected Trustees met at Leatherhead on four occasions:

18 February
7 May
21 August
26 November

The meeting on 18 February was 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 2015.

1st Reserve

Matt Talbot-Hartshorn Nottinghamshire

2nd Reserve

Mark Richardson Cleveland

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 2015.

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

John Tooms West Midlands

2nd Reserve

Mark Richardson Cleveland

3rd Reserve

Vacant

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 2015:

1st Reserve

Matt Talbot-Hartshorn Nottinghamshire

2nd Reserve

Peter Snape West Midlands

3rd Reserve

Vacant

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

The below-named were elected at Conference 2014 as Reserves (Sergeants' Representative) to the Conference Arrangements Committee (CAC) for a period of three years:

1st Reserve

Richard Cooke West Midlands

2nd Reserve

Rob Venables Merseyside

3rd Reserve

Vacant

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



New Year's Honours 2014

Sergeant Neil Fowler QPM,
Lancashire Constabulary
Queen's Police Medal

Sergeant Peter Sculpher MBE,
Lancashire Constabulary
MBE

Sergeant Eric Stuart QPM,
Metropolitan
Queen's Police Medal



Central Conference 2014

The 92nd Sergeants' Central Conference was held in the Tregonwell Hall, Bournemouth International Centre, on 20 May 2014 and was recorded for viewing on the website. The strapline was 20/20 Vision – Your wellbeing our Priority.

A forum session took place, facilitated by John Stapleton, which focussed on a stress in custody report which was commissioned initially by West Midlands Police Federation and then subsequently developed by the Sergeants' Central Committee. The author of this report, Dr Jonathan Houdmont, from Nottingham University was present and presented the findings of his report. It was fascinating giving the delegates the opportunity to ask questions on the findings in this report and some of the answers which indicated that custody officers felt undervalued were suffering from burn out and were looking at alternatives to the role.

The annual General Meeting followed which included a report from the CAC, SCC Trustees, Mr Darren Harris, Chair of the National Custody Forum, and of course 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 Sergeant's Central Committee."
Carried



Central Committee Office

National Sergeants Branch Board Chairman and Secretaries' Meetings

During 2014 the two meetings of Sergeants' Branch Board Chairman and Secretaries were held at the Queen Hotel, Chester, on 4/5 March and 14/15 October 2014.

At the first meeting of 2014, on 4 and 5 March 2014, the guest speaker was Jayne Monkhouse – PFEW Equality Advisor who did a presentation on Adjusted Duties, X Factor – Their Impact.

On the 4 and 5 March 2014, the meeting discussed PFEW Independent Review.

Publications 2014

SBB Circular 1/2014 SBB Chairman and Secretaries Meeting – March
SBB Circular 2/2014 Sergeants' Central Conference 2014 Triennial Elections
SBB Circular 3/2014 Police Federation Independent Review – Final Report
SBB Circular 4/2014 National Custody Officers Seminar
SBB Circular 5/2014 Chairs and Secretaries July 2014
SBB Circular 6/2014 Last Sergeants' Conference
SBB Circular 7/2014 JBB Chairs and Secretaries Meeting 28 29 April
SBB Circular 8/2014 JBB Chairs and Secretaries Meeting – October 2014
SBB Circular 9/2014 Custody Holding Guidance
SBB Circular 10/2014 SCC Chairs and Secretaries meeting – October 2014

At the second meeting of 2014 on 14 October, the key note speaker was Lynsey Lauer, Project Director for Accenture, who did a presentation on Accenture - The Way Ahead followed by a Q & A. A presentation from Les Gray, Police Money Matters, followed this session.

On 15 October 2014, there was a Trustee update from the Trustees, Mark Nurthern, Del Hastings and John Tooms, then the meeting discussed Where we are Locally and Nationally, then Andy Ward, INB Deputy General Secretary gave an update on PNB / Pensions.

Arrangements for future meetings of SBB Chairmen and Secretaries have been made at the Queen Hotel, Chester for 3 and 4 March 2015, 13 and 14 October 2015.



Inspectors' Central Committee

Pwyllgor Canolog yr Arolygyddion

Contents



Page 2	Foreword
Page 5	Committee Officers
Page 6	The Central Committee
Page 9	Central Committee Funds
Page 10	2014 Honours List
Page 11	Central Conference 2014



Geoff Stuttaford
General Secretary
Inspectors' Central Committee

I have much pleasure in presenting the annual report on behalf of the Inspectors' Central Committee for the period 1st January 2014 to the 31st December 2014.

PNB and the PRRB

2014 saw the demise of the Police Negotiating Board with the last meeting being held in July. PNB has now been replaced with the Police Remuneration Review Body which I will deal with shortly. Most of you will be aware that following the Police Arbitration Tribunal the Home Secretary agreed with their recommendation not to implement compulsory severance and decided to implement the recommendation on restricted duty. This has been the subject of lengthy discussions at a Police Advisory Board working group whom, at the time of writing, have yet to reach an agreement.

Agreement was reached at PNB that matters we were previously able to negotiate on could be discussed amongst a smaller group of representatives forming the Police Consultative Forum. The PFEW General Secretary represents us at these meetings and more information can be found in his report. Of note on their agenda is the Foundation and Specialist Skills Thresholds, Temporary Salary, Data collection, The Children and Families Act and allowances paid whilst on annual leave.

As I stated earlier, the PRRB came in to existence this year and as the previous ICC Secretary said in his 2013 report, we have moved from negotiating with the official side with an arbitrator to collating evidence for a

panel to make a judgment. As you may be aware the Home Secretary dictates what is to be considered in her remit letter. This was issued in November 2014 and not surprisingly contained what the pay award should be for 2015/16 emphasising the Government's policy on public sector pay awards being an average of 1%. Secondly, whether the 'London lead' for London inspecting ranks should be retained. This surprised some people but it was mentioned in both Winsor reports so the ICC and the Metropolitan and City Inspectors' Branch Boards were well prepared. The last issue was regional pay and what longer term recommendations they were prepared to make.

The remit letter went on to ask the PRRB to look at longer term issues: the first being the on-call allowance, something we have maintained is insufficient; the pay gap between constable and sergeant and between inspector and chief inspector, which is an issue we have been pursuing for many years; buying out sergeants overtime; limited duties and the X factor which is currently with PAB; and finally police officers and police staff pay alignment.

The PFEW has submitted their response to the PRRB which is available on the PFEW website. The process now involves all interested parties submitting their responses to the questions posed and then critiquing each other's responses. The final recommendations have to be with the Home Secretary by the 19th June 2015.

Pensions

The topic of Police Pensions is one that has been at the forefront for many of our members. The pace of progress with the draft regulations has been very slow and I would refer you to comments made on this subject by Mr. Fittes, our General Secretary, for further information.

ICC Key Areas

The ICC continues to focus on five key areas, as previously 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. We continue to work with our INB colleagues in trying to influence key stakeholders on these areas of concern.

The custody survey of inspectors referred to in last year's report found:

- 70% of respondents had not received training in Safer Detention.
- 69% say there has been an increase in the level of risk that is managed within custody.
- 58% of respondents manage 2 or more custody suites.
- 74% of respondents manage more than 20 cells.
- 48% travel more than 15 miles between custody facilities.
- 85% have experienced difficulties in securing support from mental health specialists.
- 76% of respondents have not received training in dealing with the mentally ill in custody.

Following the introduction of a PACE custody inspector with multi-site responsibilities, the Metropolitan Police were criticised by the Health and Safety Executive for their lack of consultation with the local Federation. They were further informed that the risks of managing multiple custody suites did not appear to have been adequately considered. Our thanks go to the Metropolitan IBB for raising this issue with the HSE. The findings have been promulgated to all IBBs for their information when dealing with similar projects by their respective forces.

In 2013 we held the working time workshops around the regions focusing on the individual force reports compiled by Cardiff Business School. These reports were designed to be used in local negotiations with forces' chief officer groups to improve the working

conditions, if required, for inspectors. We will be asking IBB Secretaries who have used them if they have been of use in their negotiations. In 2015 we will again be utilising Cardiff Business School, in liaison with our own research department, to run surveys in certain forces who have expressed an interest. These surveys will focus on the key issues within that force, as we are aware that they differ from force to force. The surveys will again be used for evidence based negotiations with chief officers to try and alleviate the problems identified by those forces. Nationally, we plan to collate all the data and use it to lobby key decision makers, promulgating good practice and highlighting deficient ones.

Command resilience is an issue which is getting progressively worse with ever dwindling numbers of inspectors. In 2010 we lost 246 inspectors, 764 in 2011, 212 in 2012, 443 in 2013 and 323 in 2014. A total of 1,988 inspecting ranks which equates to 21%. Added to this is the increase in supervision levels. By this I mean the number of staff we now have to supervise. The Constables have lost just under 11% of their officers and the Sergeants 14% of their officers. Admittedly these are big losses for each rank but it means the inspecting ranks now have responsibility for a greater number of staff.

We must also remember that the Superintendents have suffered similar losses in their numbers and some of the decisions they used to make have now fallen on the inspecting ranks.

Independent Review of PFEW

The 20th January 2014, the date the Independent Review was launched, will probably go down in history as a major turning point for the Police Federation of England & Wales. The implementation of the 36 recommendations could fundamentally change the way we do business in the future. This change in business **must** benefit the members who subscribe to the services we provide.

Accenture successfully bid to manage the

Foreword



change programme and their team has been engaging with stakeholders across the country. Some of the recommendations necessitate legislative change and we have been in consultation with the Home Secretary to get these changes through the current Parliament. A full update will be given by Accenture at Conference 2015.

The IBB Secretaries meeting took place at Ettington, Stratford on Avon on the 4th and 5th

March 2014. These meetings are now called the National Inspectors' Forum as Inspectors' Branch Boards across the country have adopted some of the independent review recommendations and have ceased to operate. It was felt by those attending and the ICC that we need to maintain these meetings to keep a dialogue going with representatives from forces in England and Wales. The first forum was held at Ettington, Stratford on Avon on the 14th and 15th October 2014.



Committee Officers

Dates of ICC meetings

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

21st January 2014
4th March 2014
18th March 2014
23rd May 2014
24th June 2014
3rd September 2014
8th October 2014
29th October 2014
17th December 2014

December 2014

No 1 Region – Barry Fletcher - Merseyside

1st VACANT
2nd VACANT
3rd VACANT

No 2 Region – Victoria Martin - Durham

1st Adrian Smiles Northumbria
2nd VACANT
3rd VACANT

No 3 Region – Paul Ford

1st VACANT
2nd VACANT
3rd VACANT

No 4 Region – Jason Kwee

1st Steve Jones Norfolk
2nd Phil Clark Lincolnshire
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 Michael White Wiltshire
3rd VACANT

No 7 Region – Richie Jones

1st Gareth Hawkins South Wales
2nd Andy Broadhead South Wales
3rd VACANT

No. 8 Region – John Murphy

No. 8 Region – Geoff Stuttaford

1st Gill Barratt Metropolitan
2nd John Frost Metropolitan
3rd Dave Blundell Metropolitan

Reserve Seat Position – Carolyn Davies/Met

1st VACANT
2nd VACANT
3rd VACANT

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 VACANT
2nd VACANT
3rd VACANT

CAC No. 8 Region

Siobhan Sagar Metropolitan

Reserves (No. 8 Region)

1st VACANT
2nd VACANT
3rd VACANT

Inspectors' Trustees to ICC Fund

John Partington Metropolitan
Simon Roberts Cheshire
Neil Bowles South Yorks

Reserves

1st Paul Franks West Mercia
2nd VACANT
3rd VACANT



The Central Committee



George Gallimore

No 1 Region
– Greater Manchester
(retired May 2014)
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.



Barry Fletcher

No 1 Region – Merseyside
(commenced May 2014)
ICC Chairman

INB Executive, Professional
Standards, Equality, Police
Federation Change Board;
Specials sub committee



Steve Garmston

No 2 Region – Humberside
(retired May 2014)

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



Victoria Martin

No 2 Region – Durham
(commenced May 2014)

Professional Development,
Operational Policing;
Legislation;
Parliamentary Working
Group; College of Policing

(FTDE, Leadership Review); HMIC Efficiency Pillars
Reference Group; Course Director; Roads Policing
Group.



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; Secretary of Legislation
Sub Committee; Secretary of Police Federation
National Detectives Forum; Professionalisation of
Investigative Programme (crime) and Intelligence
Professionalisation Programme lead; Member of
Parliamentary Working Group; Member of
Strategic Priorities Working Group



Alan Ogg

No 4 Region – Norfolk
(retired October 2014)
ICC Chairman

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.

The Central Committee



Ian Trueman

No 5 Region – Hampshire

ICC General

Secretary/Treasurer

(to May 2014)

**ICC Treasurer and Deputy
General Secretary**

(from May 2014)

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



Stephen White

No 6 Region –

Avon and Somerset

Chairman INB

(from May 2014)

Chair Interim National Board,
Chair INB Executive

Committee, Chair Interim

National Council, Chair PFEW

Conference Planning, Chair Welsh Affairs Working Group, Chair Police Bravery Awards, Chair National Police Memorial Day management committee, Trustee Police Arboretum Memorial Trust, Police Foundation Advisory Board, member of PFEW, ACPO, PSAEW JNCC, UK Police Remuneration Forum, Member Institute of Directors, Fellow of the Chartered Management Institute



Steve Williams

No 7 Region – North Wales

(retired May 2014)

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



Richie Jones

No 7 Region – South Wales

(commenced May 2014)

Professional Standards

(secretary), Professional

Development, Legislation;

Conduct & Performance

(secretary), National

Complaints & Conduct working Group, National Vetting Working Group, IPCC POSA Liaison Group. PABEW, Welfare Support Programme (PFOA). Professional Development, - National Detective Forum, National Leadership Working Group, Wales Country Group, National PDR
Legislation
Welsh Affairs Working Group



The Central Committee



Geoff Stuttaford

No 8 Region – Metropolitan
ICC General Secretary
INB Deputy Treasurer
(from May 2014)

Police Advisory Board;
INB Executive;
Treasurer's subcommittee
(Chair);

Resources working group; Health & Safety
subcommittee; College of Policing working group;
Mutual Aid working group; Course Director.



Carolyn Davies

National Reserve Seat –
Metropolitan
ICC Vice Chair

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;
Special Constabulary working group; Mutual Aid
working Group BAWP executive;



Paul Huitson

No 8 Region – Metropolitan
(retired May 2014)

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

National Police Reducing Bureaucracy Program
Board;
Course director



John Murphy

No 8 Region – Metropolitan
(commenced May 2014)

Health and Safety
subcommittee (secretary),
Operational Policing,
Professional Standards;
Vulnerable/suspended

officers, ACPO Tactics, Training, and Equipment
Working Group, ACPO CBRN and Emergency
Preparedness groups; ACPO Information
Management Business Area; ACPO Information
Management Communications Area; ACPO Police
Users Group for Airwave; ACPO Emergency
Services Mobile Communication Programme;
Airwave Study Steering Group; Joint UK
Federation Health and Safety group; Airwave
study ethics group; ACPO/COP Health Safety and
Welfare strategic group; ACPO Well-Being and
Engagement working group



Central Committee Funds

The balance sheet and statement of accounts of the Police Federation (Inspectors') Funds for the year ending 31 December 2014 are published within the Police Federation of England and Wales Statement of Accounts 2014.

During the year there were 164 new applications in the form of civil claims, employment tribunals, CICA claims, and requests for legal and medical advice. In addition 51 claims were settled resulting in awards to members of between £1,000 and £1,019,090. Taking into account the totals received for all categories of personal injury £1,876,634 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 2014 have been;

John Partington – Metropolitan
Neil Bowles – South Yorkshire
Simon Roberts – Cheshire

Reserves to ICC trustees

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

Trustee meetings

The ICC trustees have met on the following occasions;-

30 January 2014

24 April 2014

17 July 2014

27 October 2014

The meeting on the 24 April 2014 was also attended by Mr A Jones, Investment advisor from Axis Financial Planning Ltd. (St James Place). In addition regular updates were provided to the trustees.

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 Vacant

2014 Honours List



New Year Honours

BEM

Police Inspector Susan Thomas
(Metropolitan Police Service)

MBE

Chief Inspector Stephen Kendall
(Avon and Somerset Constabulary)
Detective Chief Inspector Linda Dawson
(Hampshire Constabulary)
Detective Inspector Paul Padman
(Metropolitan Police Service)

OBE

Detective Chief Inspector Neil Stapley
(Metropolitan Police Service)

QPM (Northern Ireland)

Inspector Alan Kenneth (PSNI)
Detective Inspector Gary McClure (PSNI)
Lately, Detective Inspector Jeffrey McCready
(PSNI)

RVO

Promotion from **MVO to LVO**
Chief Inspector John Askew
(Metropolitan Police Service)
Inspector Iain MacRae
(Metropolitan Police Service)

MVO

Inspector Andrew Stapleton
(Metropolitan Police Service)

Birthday Honours List

MBE

Lately Inspector, Deborah Walker
(West Midlands Police)

OBE

Chief Inspector Robert Jeffery,
(British High Commission Nairobi)

QPM (England and Wales)

Detective Chief Inspector, David Shipperlee
(British Transport Police)



Central Conference 2014

Central Conference Summary & Motions

The ICC central conference met in the Purbeck Hall, BIC, Bournemouth on Tuesday 20th May 2014. 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 2013, 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 2013”.

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 2013”.

Following the presentation to retiring members, and the AGM the delegates and observers participated in a question time session facilitated by Alistair Stewart, the panel consisted of Inspector Michael Brown, West Midlands; CC Mike Cunningham, Staffordshire; Ian Johnston; PCC Gwent, Professor Peter Turnbull, Cardiff Business School; Tom Winsor, HMCIC. The panel faced questions from the floor on the five key areas; PACE Reviews, Vulnerable Persons, Partner Agencies, Command Resilience and Excessive Hours.

Publications

- 1/2014 ICC Triennial Elections
- 2/2014 ICC Amended Form Triennial Elections
- 2a/2014 ICC Nominations for Positions
- 4/2014 HSE investigations and London Assembly Report
- 5/2014 National Inspectors’ Forum October 2014