



Annual Public Value Report

2014/15

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A new core purpose has been at the heart of Federation business over the last 12 months as the Police Federation of England and Wales implements internal change in order to better represent police officers across the country.

The core purpose, adopted by the Police Federation national board and committee, states we will: "Act in the public interest, seeking to build public confidence in the police service and accepting public accountability for its use of public money."

The core purpose is the most significant change to our structure since the creation of the Police Federation by Parliament in 1919.

While the Police Federation, as a membership organisation, has always promoted an efficient and effective police service for the public, highlighting issues of public concern and seeking to build confidence in policing, the revised core purpose makes this function explicit.



Political party conferences

Being the last political party conferences before the 2015 general election, the Police Federation attended all mainstream autumn political party conferences, to ensure that the issues impacting on police officers and the public were heard by politicians. 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, we 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.



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. These were extremely useful to discuss how national policy has a local impact and to raise the shared concerns of police officers and the public.

Policing Manifesto

Our policing manifesto, called 'Your police service; putting the public first' was published in autumn 2014. Targeted at MPs, Welsh Assembly Members and Peers, the document raised a number of issues of importance to the public and to police officers. It focuses on challenges the service is facing, including the impact of budget cuts; the consequences for the public; the changing nature of crime; and determining what type of service is fit for the future.

The document put the interests of the public and police officers at its heart and was sent to all parliamentarians as well as being published on the Police Federation website.



Cuts Have Consequences

It has been 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 a similar number of police support staff lost too; and in the face of increasing demands on the service, the impact on officers' workload, stress and morale became ever more evident. This is already starting to impact on the level of service the police are able to provide to the public, often rushing from job to job, with many officers telling us they feel they are not giving victims of crime the attention they need.



Following the 2015 general election, we know a Comprehensive Spending Review is looming and there is a suggestion that there will be similar public sector budget cuts to come. Our public message is very clear – enough is enough; the service cannot take any more cuts; we are down to the bone; officers cannot do anymore; the public deserve the best service possible and the cuts are making that impossible.

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, allowing local politicians and the public the opportunity to see the impact in their local area.

This is supported by a public-facing campaign to highlight the good work officers do in local communities as part of a visible presence to build public confidence. A campaign aimed at starting a conversation about not knowing what you have until it's gone; until it's too late.

The Police Federation has serious concerns that neighbourhood policing – the source of so much public reassurance and information – is under threat, as chief officers struggle to make reduced budgets spread to cover emergency calls and neighbourhood policing. We believe this to be disastrous and continue to make clear through the media and to politicians that this is the consequence of the cuts.

Fighting for fair pay and pensions

A healthy, motivated workforce is hugely important in order to deliver an efficient and effective police service for the public.

The last few years have been particularly turbulent for police officers, as changes to pay and pensions have created uncertainty and low morale. The Police Federation has actively sought the best possible terms and conditions of service, recognising the close link between a highly motivated and well-rewarded workforce, against the low morale that comes when officers feel de-motivated and under-valued.



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 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.

In autumn a 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 PFEW worked to submit a response in January 2015 on behalf of both the Police Federation and the Police Superintendents' Association of England and Wales. We currently await the PRRB's recommendation based on the evidence heard, which then goes to the Home Secretary for a decision this summer.

With regard to the Home Office introduction of the new Career Average Revalued Earnings (CARE) scheme 2015, the PFEW found itself heavily involved in the detail: submitting detailed comments on both the Regulations and the draft Members' Guide for the CARE scheme 2015. This was done in order to ensure the scheme offers the very best that it can for Police Federation members.

Annual conference 2014

Annual conference is an ideal platform to debate key issues that affect police officers and impact on policing generally.

The theme of the annual conference 2014 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 in order to deliver a more effective organisation for police officers. In turn, to also ensure the public interest is at the forefront of any Police Federation activity.



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

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'.

Another historic moment at this conference and for the Police Federation itself, was that a motion was passed to allow Special Constables to become members. Work to take this forward continues.

In addition to the annual conference, the Police Federation holds several specialist conferences, notably the Roads Policing conference and the Police Federation National Detectives Forum (PFNDF) conference. Both of these conferences, held in the past 12 months, allow the sharing of good practice among police professionals and a focus on key areas of policing and their value and importance to the public.

At the PFNDF conference, the results of a national survey 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.

Police Bravery Awards 2014

The annual Police Bravery Awards not only allow the police service itself to come together to recognise the bravery and heroism of colleagues, but they instil public confidence and reassurance in policing among communities across England and Wales.

The 2014 Police Bravery Awards were held at Plaisterers' Hall in London. The award ceremony, 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.

Both nationally and locally the awards receive much media attention. The good news stories, highlighted in local media, help to demonstrate to the public the range of activities police officers are involved in and helps create greater confidence in the ability of the service as a whole.

NATO Summit Wales 2014

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. 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.

The Federation worked closely with other policing bodies 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.



Taser

In February 2015, the Police Federation called for the wider rollout of Taser, to all operational officers who wish to volunteer to carry it.

Not only does Taser, a non-lethal weapon, protect frontline officers, it is extremely effective at protecting the public in dangerous situations, if a suspect is armed with a knife or other weapon; thereby creating greater public confidence and reassurance.

We continue to raise with government the need for additional funding to allow the rollout without current police budgets being squeezed any more.



Looking forward

This report is published just two weeks after the general election, while we await the next Comprehensive Spending Review and the Queen's Speech.

The Police Federation of England and Wales will continue to speak up for policing. Ensuring we have a healthy, motivated workforce, properly rewarded and with sufficient numbers of officers which ensures the efficiency and effectiveness of the police service, is essential to safeguard the British public.

The Police Federation will not shy away from speaking out if the safety and security of the public is being compromised. Nor from speaking out if the service the public receive is threatened as a result of lack of funding or resources.

Our revised core purpose, to act in the public interest as well as in the interests of PFEW members, is not just words on a page. The interests of the public and the interests of police officers, who are members of the Police Federation, are intrinsically entwined. Directly or indirectly, the work and function of the Police Federation has a positive impact on the law-abiding British public.

