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NORTHANTS POLICE FEDERATION RESPONSE TO PAY REVIEW 22 July 2021

Enough is enough

0% pay increase
0% confidence in the Home Secretary
0% confidence in the Review Body
100% commitment to be heard and listened to

Today, on behalf of the 1324 rank and file members of Northamptonshire Police Federation, as Chairman and Secretary, we joined representatives from across England & Wales at an extraordinary meeting to discuss our response to yesterday's announcement by the Home Secretary in response to the Police Remuneration Review Body. This effectively froze police officers' salaries for a second year which, with the effect of inflation, really means a pay cut for them. In a terse and tense discussion, we discussed the contempt in which we feel held by the Government, which cynically and perversely states it 'has our backs' whilst showing little tangible understanding or support of policing at any level. We said that the pay freeze was just more evidence of our goodwill and vocation being abused. So with significant strength and majority we resolved, as our starting position, to

1. Declare **no confidence** in the current Home Secretary who has let us down
2. Declare **no confidence** in the current Remuneration Body, and to walk away from it to seek something truly independent
3. Given that we cannot lawfully take industrial action, to start a dialogue on the actions that we can take to have our perspective listened to and responded to

For the Police Federation, these are strong actions and come after bending over backwards to cooperate with a Government and Home Secretary, who, in the words of our National Chair, 'cannot be trusted or taken at face value.' It is truly a woeful situation, given we are not a Trade Union and have considerable restrictions placed upon us, which is why we used to have the protection of independent review bodies.

Policing in Northamptonshire has been challenging over the past decade following undisputed shortfalls in funding. Thanks to the confidence and support of our Police & Crime Commissioner, he has filled the gap, paid for by local people. Thanks to the leadership and tenacity of our Chief Constable, and the hard work of the rank and file, we are moving out of the

government scrutiny on our past poor performance. But policing everywhere, and especially here, absolutely and fundamentally relies on the vocation and calling of officers, their goodwill and discretionary effort. It is visible hourly and daily across the county, with another meal missed, family event spoilt, and being late home again. It is there when we are called from our beds to deal with a crisis or have to upset the kids by leaving the cinema early for one of the many hats we wear. Abuse of that goodwill is doubly crippling given our shared commitment to fight crime and protect the people of Northamptonshire who deserve a properly funded, supported and motivated police force.

The Home Secretary's announcement has elicited response from the National Police Chiefs Council, HMICFRS and even from the Pay Review Body itself, which states in its own introduction: *"We fully recognise the extraordinary pressures placed on the economy and public sector finances by the Covid19 pandemic... However, it is disappointing that this has again affected the independence of the Review Body process"*

It's not just about the 0%. It's about the slow-burn which has got us here; the feeling of abandonment by a Government which is just about to pile even more requirements on our Chief Constable and our members who haven't much more left to give. So today marks a change in gear from this Police Federation. Our job is to represent our members' views, and today, alongside colleagues from across England and Wales, we spoke with one voice and that voice was clearly heard by national representatives. But don't just take my word for it. Here are the views of Northamptonshire members – deliberately raw and deliberately not sanitised:

"Despite being at the coalface of a pandemic for 18 months, the police continue to be treated unfairly when it comes to pay decisions"

"The disparity between public services and government decisions is a clear kick in the teeth."

"Perhaps it's time for members to work to rule, demonstrating that it's sheer goodwill and sense of pride and professionalism which allows the cogs to turn smoothly."

"I have no words other than it's a disgrace – we worked through the whole pandemic and now help foot its bill"

"The Government has betrayed officers up and down the country, who relentlessly put themselves in harm's way to keep society stable and safe."

"The government seems happy to fund overtime of French police officers but not properly look after their own."

"The time has come to walk away from a process that is far from independent. We should have a Royal Commission to oversee policing"

"20,000 new police officers require tutors. Good luck finding them. The cup of goodwill is finally empty."

"We should stop volunteering to be on-call, turn off our phones on rest days, refuse overtime that is required daily."

"The public rallied rightly for the NHS, we clapped for Carers – even Boris Johnson got in on that one. And then they (the Government) kick you in the f@nny."

SAM DOBBS
Chair

CHARLOTTE PATEMAN
Secretary