



What next for the future of policing?

At the Police Federation Conference in May 2010, the Home Secretary Theresa May announced an independent review of police officer terms and conditions of pay. The review is being undertaken by Tom Winsor in two parts. The first part looks at pay and conditions and the second part looks at the wider, long-term reform of the police service.

Police constables terms and conditions of service are negotiated alongside all other ranks for all UK police officers at the Police Negotiating Board (PNB). Here representatives from all UK police staff associations sit together as the staff side and negotiate with the official side, which is made up from members across the UK who are in the Home Office departments, such as the Association of Police Authorities and ACPO. It was here that a meeting was held every week between April and July 2011 to try and reach an agreement on the recommendations in Winsor one. The Home Secretary directed the PNB to make a decision by the 26th July 2011. As no agreement was reached on the majority of the recommendations, matters were sent to the Police Arbitration Tribunal (PAT).

The Prime Minister appoints the members of the PAT, which consists of a chairman and two lay people, one who understands employee issues and the other employer issues. The PAT decision is binding on both sides but still has to be ratified by the Home Secretary, who is not obliged to do so.

The Home Secretary took her time but on January 30th 2012 she ratified the decision of the PAT. This has left front line

police constables, particularly those caught in the incremental pay freeze trap, with a number of questions about their future livelihoods and what the Police Federation of England and Wales Constables' Central Committee is actively going to do to protect pay.

As federation reps we are also constables and we too are affected by the PAT ratification, so we do share and understand the anger and frustration that many constables are feeling. We joined the service to serve our local communities and have a positive impact on people's lives.

Tom Winsor was expected to have all of his review completed by now yet we have only just got the sign off for part one and have yet to even see part two. We have made sure that comprehensive changes to the service have not been rushed through.

The Home Secretary stated that the service had to deliver 20 percent cuts to assist with the failing economic climate. ACPO said this could be delivered while fully aware that 80 percent of the police budget goes on wages. They therefore have some serious questions to answer. Why did they not stand up for the service like Her Majesty's Inspectorate of Constabulary (HMIC) who stated that cuts of more than 12 percent were unsustainable? The Home Secretary must have been delighted with ACPO's support.

While nationally the federation gathered evidence to put before Tom Winsor, we also worked alongside our local federation branch boards who encouraged colleagues to join us in lobbying local

MP's. It was important that MP's and not just government officials were aware of the impact of the cuts both personally on constables but also on the service we deliver to communities.

The Constables' Central Committee (CCC) would like to take this opportunity to thank all our colleagues who joined in and lobbied their MP. The CCC held a series of meetings in Westminster to raise our concerns nationally about the impact of the cuts. We also met with members of the Home Affairs Select Committee – a meeting which resulted in Tom Winsor being called to give evidence to them and had a rally in Westminster in July 2011 where a high number of profile speakers raised concerns about the future of policing.

We continue to lobby MP's and peers to highlight the role and value constables bring to policing. This is important work as we await the second part of Winsor's review, which is due to be published around the end of February.

We now await the draft regulations and determinations that require to be set out so the service can implement the PAT decision. The Home Secretary has said she wants the implementation to commence in April 2012. Until we see the regulations and determinations that will apply to the PAT decision, we will not know how the recommendations will work in practice.

As soon as we have the information we will circulate it out. In the meantime we, like many of our colleagues, have many unanswered questions about the new working practices. Below is a link with up-to-date information that you may find useful;

<http://www.homeoffice.gov.uk/about-us/corporate-publications-strategy/home-office-circulars/circulars-2012/006-2012/>

In light of the PAT and the Home Secretary not agreeing all of Winsor's recommendations, he now has a further extension of time to complete part two of his review. It is understood that he had written the second document on the assumption that all of part one would be implemented, but as this has not happened we believe part two is undergoing some alterations. We expect it will now be published at the end of February. The below are areas we understand this report will cover:

- Basic pay of police officers including the quantum of the X factor
- Whether individual contribution or performance should affect pay
- Whether skills or roles should affect pay
- Officer entry routes including direct and multi entry
- Length of officer's career, including the idea of short, medium and long term commissions
- The negotiating mechanism
- The phased introduction of some or all the reforms

The CCC will continue to work on your behalf to ensure that we get the best we can for our rank. Communities need constables and so do our government. They need to treat us fairly and not abuse our commitment and dedication. We know many of you are demoralised and feel undervalued at the cuts that the service is enduring. We share your frustrations and we will keep you posted on any developments as soon as we know them.

**Julie Nesbit
CCC Chairman**