

**Well, Good Morning everyone and now it's my turn to welcome you all to Bournemouth.**

**As you can see we have tried a couple of changes this year and I hope that this provides you with a better conference. I expect that we shall get the feedback in due course but I hope that it meets with your approval.**

**I hope that you all like my tie. This is the National Police Memorial Day tie which is available to you all from the exhibition hall for a small donation. Please visit them and I expect to see more of them being worn during the week, or not as the case may be.**

**This year's conference as has already been explained carries the theme of 2020 vision. So what does this actually mean, why have we chosen this title?**

**Well, we are going to have a look back in time, look at where we are now and then have a look at what life might be like for our ranks in 10 years time.**

**But first the past,**

**In 1994, there was a change in the working conditions of the Inspecting ranks. This was a change that at that time meant that the Inspecting ranks could no longer claim payment for overtime. The then ICC tried to get time off in lieu included in police regulations but this was rejected by the then Home secretary. I'll come back to this issue later.**

**So, what was the effect of that change on the working lives of Inspectors and Chief Inspectors?**

**PLAY CLIP Pre 1994 FROM INTERVIEWS**

Cressida Dick makes interesting comments there about the role and how much she enjoyed her time then. I must admit that when I was first promoted to the rank I felt much the same. We all like to think that we can make a difference, influence things and change things and I certainly felt that then.

**Nationally, there was plenty of anecdotal evidence that Inspecting ranks were being abused and in response to this the ICC ran a number of surveys which confirmed that this was generally the case. But let's be honest about this, many of our people have not helped themselves. They work long hours, don't take the rest days owed to them and don't take their full allocation of leave, and all in order to get the job done.**

**We heard about the long hours culture, we heard about the lack of training, we heard about the lack of support and recognition given by senior managers, and we heard about you not feeling valued by your senior management teams.**

**The ICC, in order to assist you with these issues, pushed for full and proper training to be given, we highlighted the issues with our well being at work survey, we produced a toolkit that assists you in developing workplace agreements and we pushed for**

**changes to regulations in terms of on call, as you have already heard.**

**In spite of all of this, Inspectors and Chief Inspectors continue to be abused with huge additional workloads and little support when they need it.**

**PLAY CLIP POST 1994 INTERVIEWS**

**And now the present day, what thanks do you get for all of this...**

**The spectre of regulation A19 looms large over all of our members with more than 30 years service.**

**It seems a bit of a paradox to me that some members of society, the media, continually harp on about our gold plated pension scheme which we get after 30 years and what a disgrace it is that we can all retire and take a pension when others have to work until they are 65. I say to those comments, we pay 11% of**

**our wages to get that and do you want police officers on the streets at 65? Oh and by the way, that was the old scheme, it's now 35 years..**

**And yet, in spite of this, the service itself seems hell bent on getting rid of those people who don't want to retire after 30 years.**

**My warning to those Chiefs considering implementing A19 is, don't throw the baby out with the bathwater. You will be losing an awful lot of experience and in spite of what some of you believe, you can't teach experience – you learn it over time.**

**Learn from your past mistakes. Remember what happened with detectives with the disastrous tenure programme, a situation that we have still not recovered from some 10 years or more later. Learn the lessons.**

**Our numbers are also under threat in terms of some of the provocations and suggestions being made by ACPO, your ACPO ranks. The Insight document, that**

**we will I am sure being hearing much more about in the panel session, discusses a loss in police officer numbers of approximately 28,000. Every one of you in this room needs to understand that your ACPO ranks are looking at reducing your numbers. If you challenge them and they deny it, the Insight document is ACPO badged, so don't let them get away with it.**

**One Chief Constable has proposed drastically culling the numbers of middle managers. The question that I ask of him and all other ACPO ranks considering this course of action is: If you don't need that number of middle managers then why have you not addressed this previously? Questions need to be asked of you as to how you have let this situation carry on for so long without dealing with it, because if you don't need them now then you didn't need them then.**

**Your Inspecting ranks are pragmatic and realistic. We know that times are tight and as I stated last year, they are going to get tighter. Work with us. Let's look at the back office functions first, let's see if there is**

**any slack and let's work together to make any savings that are necessary.**

**I often think back to why I wanted to be an Inspector and it wasn't for the money. It was about responsibility, influence and self realisation. I used to get a real buzz at times particularly when we cracked a major enquiry, or successfully dealt with large scale disorder at football matches with no injuries to the Police. The Inspecting ranks have not changed. We still care about what we do, we still do what we have to do to get the job done and yes things have got more complex but we are all still here.**

**ACPO, please don't lose all of this for the sake of money, policing is about so much more than money.**

**The ICC are pleased to tell you that an Inspectors development programme is now well advanced. We have been actively involved in its design, and the design of the new Core Leadership programme, and hope that it meets your needs. The Foundation**

**course for Chief Inspectors has our full support and should go a long way to preparing officers for future senior ranks.**

**You have heard about the current situation with the On-call claim, we are also working towards seeking clarity around the 1994 change in conditions. We hope to have this work completed in the not too distant future. We would hope that sensible and suitable compromises can be reached which will have no cost attached and no impact on officers' well being or work life balance.**

**The well being work continues and we have recently heard from Merseyside, where some really good work is taking place. There is no doubt, however, that we are approaching a time when we will need to think about resurveying.**

**And what about the Chief Inspectors**

**PLAY CLIP CHIEF INSPECTORS PAY**

**It is no secret that it is our intention to lodge a claim at PNB in relation to Chef Inspectors Pay. We have done some work on costings for a pay claim and our initial estimates are that this would only add 8 million pounds to the wage bill. A fraction of the money spent on CSO's. Right now is probably not the time to lay this claim, for pretty obvious reasons. However, it will be done and your ICC will pursue it.**

**And what of the future....**

**The panel session following later will be looking ahead for the next 10 years.**

**We have/don't yet have a new government. Who knows what changes they will be bringing in terms of Policing? One thing we do know though is where ACPO want us to go. I have already mentioned the Insight document which I hope some of you have had sight of. This document has been shared with all of your JBB Chairs and Secretaries if you want a copy.**

**The full response from the ICC to this document will be going on our website next week so you can see it there if you want.**

**Let us be under no illusions that we find ourselves in extremely difficult times. We need to be realistic about our future. There needs to be serious consideration about the back office functions. We have seen the exponential growth in HR departments right across the country, and yet what single difference do they make to the frontline police officer. These huge empires need culling and culling quickly. The cost savings would be substantial and would go some way to protecting front line delivery.**

**There are undoubtedly roles that could be performed by police staff. The workforce modernisation programme has reported this, but not at the cost of fully warranted police officers who provide a resilient and flexible work force.**

**We will continue to fight to secure police officer numbers but if the service insists on cutting those numbers, then that work still has to be done. If everyone picks up a very small share of the workload from lost posts then that may be manageable. What will not though, will be if only a small number pick up that additional work load. It must be shared out across the whole work force.**

**All being said, there will come a time though when enough is enough, but when will that be? This is the challenge that I throw down to every one of you here today. When will you say No? When will you no longer accept being abused and imposed upon? We can do what we can do at the centre but you all have a part in this. That includes, most importantly, recording accurately the hours that you work, ensuring that you take your rest days owed and ensuring that you take your annual leave.**

**The challenges facing us are immense and we must all play our part in looking to the future, anticipating what is to come and working to ensure that the public gets the service it wants.**

**And at the end of the day, it's still a great job and I've loved it.**

**Thank you.**