

Federation NEWS

April 2014

Looking to the Future

The last year, and particularly the last few months, have been some of the most uncomfortable and challenging the service and the Federation have faced. From damning media headlines to historic cases calling in to question policing practice, it feels frustrating for us all to see the British policing model suffering such a sustained attack when the vast majority of officers up and down the country continue to do an excellent job, working tirelessly to keep their communities safe.

Despite calling for an independent review last year and the recommendations being published in the [Final Report](#) in January, there remains much scrutiny over the Federation's purpose, business structure and finances. While our detractors and naysayers continue to debate why the Police Federation exists and whether we are 'fit for purpose', we know it is important that we get on with rising to the challenge of ensuring we are the best representative model for police officers and building upon our proud history of representation.

We know that the most important response is to show we have listened; in particular to you, our members, and to those who have contributed towards the review. If we need to change, then this is our moment to do it. We commissioned the review because we understand that after 100

years a review is not just good business practice but one of common sense. The world in which we operate has changed dramatically.

As an organisation we are undertaking a series of consultative meetings involving the Joint Central Committee, Rank Committees and the Joint Branch Board representatives from each force. This is to discuss the review's recommendations and consider how they will be adopted for the improvement of the organisation. Progress so far has been hugely positive. The review will be discussed at our annual conference in May 2014. While I am confident we will meet the sizeable challenge we face in reforming the Federation – there is no doubt that the best way to do so is together. The road to reform will be paved with difficulties but also with opportunity. Nothing is too great or too

challenging for the men and women who have worked to make policing what it is today.

Take care,



Steve Williams
Chair, Police Federation of
England and Wales



**A blueprint
for change**

Annual Conference 2014

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Public confidence in the Police

There have been many questions raised in recent months about current levels of public trust in the police. Cases used to support the argument that there has been decline in public confidence include

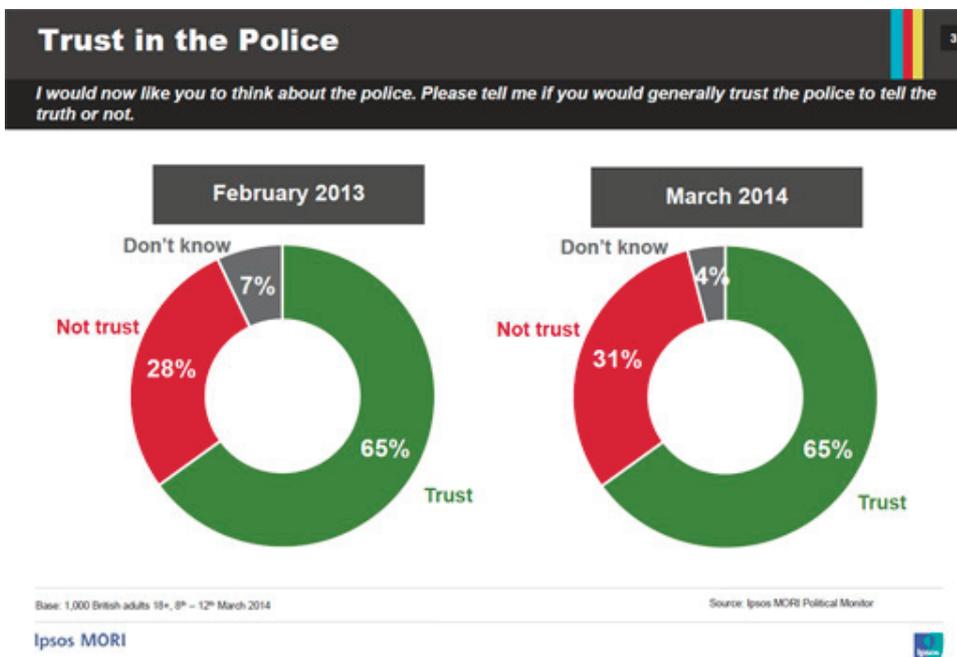
Operation Orgreave, Hillsborough, the murder of Stephen Lawrence and more recently the Mark Duggan shooting and 'Plebgate'.

But a good gauge of views across a broad demographic are independently commissioned surveys. The most recent include one by [Ipsos-Mori](#) and one by [ComRes](#).

What these surveys show is that whilst certain incidents may have had a small dip on confidence in the police, the effect is relatively minor. Considering the often confrontational nature of the job, policing remains high in the trust tables for public servants.

It is right that officer(s) found guilty at the end of an investigation should receive the appropriate

outcome in accordance with conduct regulations, but to judge the whole of policing on the actions of a few overlooks the fantastic work done every day by police officers around the country.



PFEW launches member survey on Taser

The Federation's research department is carrying out a survey on officers' views and experiences of using the less-lethal device, Taser, which will feed into policy on this issue. The survey should only take ten minutes to complete and responses are anonymous. The survey can be found either by going to the PFEW website, or following this link: [Taser Survey](#)

Hillsborough Inquest

The Hillsborough inquest began on 31st March. The Police Federation of England and Wales' representation of officers involved in the Hillsborough investigation is, and will be, on-going throughout the inquest.

Most are aware that the Hillsborough case refers to the 1989 disaster at Sheffield Wednesday's Hillsborough Stadium which saw 96 people tragically lose their lives during the FA Cup semi-final between Liverpool and Nottingham Forest.

The inquests will investigate most of the groups involved in the

incident, both before and after the tragedy, including the Football Association, South Yorkshire Police and West Midlands Police.

Since the announcement of the inquest, approximately 250 serving and retired officers affected by the event, have contacted the South Yorkshire Police Federation to seek advice and to confirm that investigators who approached them were genuine.

Approximately 120 officers have requested and received representation and/or legal advice in order to assist in giving

evidence.

While the overwhelming majority have assisted in both investigations, there has been some criticism of retired officers who have declined to assist. It must be recognised that many did so for medical reasons or because they were deemed medically unfit.

Some also simply stated that they have already provided an account of events and did not wish to add anything further.

It should be noted that some of these have now reconsidered and provided an account.

Post Incident Procedures - conferring

In recent weeks there has been much negative attention in the media about the long-established practice of conferring. This has been linked to cases which include the death of Sean Rigg, the shooting of Mark Duggan and the Hillsborough tragedy.

Conferring is not a sinister practice. It is aimed at capturing the best evidence possible in extremely stressful and life-threatening situations. It seems to have been overlooked that when officers confer post-incident they not only have to

record that conferring has taken place, who they have conferred with and on what areas of the statement they have conferred on. This is to ensure the process remains transparent and auditable. No conferring takes place around the decisions made at the time of an incident.

The current post incident procedures (PIP) are lawful and the processes have been signed up to by all relevant parties: ACPO, the Home Office and importantly the IPCC who were part of their development and formulation. PIP is a recognised

practice in the ACPO manual and is used nationwide by all forces in England and Wales.

The IPCC announced in mid-March a consultation on proposed draft guidelines on the practice of conferring. The Police Federation of England and Wales will be participating in the consultation process to ensure the voice of 124,000 police officers is represented but remain strongly opposed to the position taken by the IPCC over the need to remove this valued and well recognised practice.

Mental health nurses for police stations

Police minister Damian Green has backed moves to place mental health nurses in 50 police stations across England next month. The Liaison and Diversion schemes involve having a mental health nurse based in stations in ten forces which will help assess vulnerable people and ensure they are referred for appropriate treatment.

Ten forces, including the Met, will run the scheme in some of their police stations with an expectation it will be rolled out across the country by 2017.

Mr Green said: "When someone is suffering a mental health crisis, the police are often the first to arrive on the scene. While the police cannot and should not provide the necessary medical support and treatment, they need to be able to recognise mental health issues and deal with them appropriately. The police also need their health partners to be ready to step in and provide

medical support for people in crisis."

He praised the amount of progress there had been and the commitment among health and policing leaders and said he is 'encouraged' to see forces and health professionals involved in new ways of working, such as the liaison and diversion schemes and street triage, where nurses go out with police officers and can help assess vulnerable people with mental health problems.

Kevin Huish, lead on mental health issues for the Police Federation of England and Wales, said that the Federation has highlighted the need for better facilities and services to support people with mental health issues who wrongly end up in police custody because of a lack of provision.

He added: "We support the moves by the government, announced today, to increase specialist provision – such as

mental health nurses in police stations. Police officers are not specially trained experts in mental health and vulnerable people who may have mental health issues should be properly assessed and dealt with by appropriate healthcare professionals.

"We hope that this will give police officers more support but would also press the need to assess the programme of basing mental health nurses in police stations. Vulnerable people should, in the first instance, be transferred to a health-based place of safety rather than brought into police custody to be assessed by a nurse."

An agreement, the national Mental Health Crisis Care Concordant, was signed by the police, NHS England and ambulance professionals as well as the Home Office and Department of Health recently to work together to reduce the number of times people who are mentally ill are detained in police cells.

Fast Track Direct Entry

The Independent Review of Police Officers' and Staff Remuneration and Conditions, carried out by Tom Winsor, set out proposals for a "fast-track to inspector" scheme, and for schemes to allow direct entry at superintendent and chief constable ranks. Following a public consultation, the Government has commissioned the College of Policing to design and develop these schemes.

The schemes will align with the College's proposals for the continuous professional development of those in policing. It will be for forces to decide whether to participate in the schemes.

Constable to Inspector Fast-Track Scheme

This three-year development programme will select graduate applicants from outside the police service and will draw upon current arrangements for Certificate in Policing Knowledge (CPK), Initial police learning and development programme (IPLDP), Core leadership programme (CLP), to offer them the skills, knowledge and experience required for them to be promoted to the rank of inspector.

Police staff and specials will also be eligible to apply, and will not need to be graduates. The scheme is also aimed at talented constables, who will be exempt from the first year of the three-year programme.

Selection for the first graduate, police staff and specials cohort is scheduled to take place in Spring 2014, with delegates commencing in force and on the scheme in September 2014.

Selection of constables for the first cohort is currently planned for Spring 2015, with subsequent commencement on the scheme in September 2015.

It is anticipated that there will be around 40 places for external graduates and police staff per year, with a further 40 places per year available for existing constables. Exact numbers will be determined on an annual basis by force requirements and College capacity.

Compulsory severance

Home Secretary Theresa May has agreed that officers should not be subject to compulsory severance – an issue the Federation campaigned on, warning it could have damaged policing by consent.

The Police Federation has welcomed the move by the Home Secretary, announced in a ministerial statement in February, to accept the decision by the Police Arbitration Tribunal (PAT) and reject compulsory severance, effectively giving chief officers the ability to sack police officers.

Steve Williams, chair of the Police Federation of England and Wales, said: "Today's announcement will be welcome news to officers across England and Wales that despite recent tensions, the Home Office and the Federation are able to engage in constructive dialogue; working together in the best interests of the service.

"It is right that police officers who are already undergoing the largest

wave of reforms in the history of British policing will now not face the prospect of compulsory severance. We look forward to working with the government on other important areas of policing – in the best interests of our members and the public."

Ms May announced her response to the PAT's findings made in Tom Winsor's review of police pay and conditions, including compulsory severance. However, she added compulsory severance would still be a reform that the "government and police should continue to consider".

The Federation is concerned that the definition and potential pay reduction that applies to officers unable to undertake the full range of duties of a police officer could discriminate against officers with disabilities.

Ms May said: "These reforms build on the changes we have already implemented following the two reports of the Winsor Review.

They continue our programme to modernise police pay and conditions so that they are fair to both officers and other taxpayers, to re-target pay to reward contribution, and increase local flexibility.

"We remain committed to the review's principles and objectives, in particular linking pay and skills, and modernising management practices. These will be important considerations in further discussions in the Police Negotiating Board and in the related work by the College of Policing.

"The police must be able to make use of these reforms to the management of officers on restricted duty as soon as possible. I will therefore begin the process of amending the Police Regulations and determinations to implement the Tribunal's award, including making any necessary consequential and ancillary changes."

Supporting members

The Police Federation research team works in your interests to support both the immediate and longer term needs of the organisation. The team currently works on three broad areas: supporting the General Secretary in key negotiations and consultation processes at the Police Negotiating Board (PNB), the Police Advisory Board (PAB) and work led by the College of Policing for the collection of evidence for consultations and other topics of strategic interest to the Federation and also answering questions from JBB Chairs and Secretaries about Regulations and Determinations.

The team recently worked hard to prepare the submission to the Police Arbitration Tribunal on Compulsory Severance preparing a detailed 12,000 word written case, plus several hundred pages of supporting annexes. All this was done in a period of about 5 weeks.

In addition, the team provided the analysis of the Official Side's case within the seven day period prior to the Tribunal meeting. General Secretary Ian Rennie (in his capacity as PNB Staff Side Secretary) mobilised a persuasive and highly credible team including Chief Constable Dave Jones, (National Negotiating Secretary, Chief Police Officers' Staff Association), Graham Cassidy (National Secretary, Police Superintendents' Association of England and Wales), Tim Jackson (National Deputy Secretary, PSAEW), and members of the Federation Research team to prepare the case and attend the Tribunal. The Tribunal rejected compulsory severance for officers with less than full pensionable service, on the basis of Staff Side's convincing arguments. This PAT recommendation was ratified by the Home Secretary.

As part of the Winsor review, and subject to parliament's approval, the new PRRB will be set up to include officers from constables to chief superintendents. It is likely that the National Crime Agency PRB (Pay Review Body), whose members were announced by the Home Secretary on 16th January 2014, will form the core of this Body. The General Secretary is working to ensure that the constructive dialogue that has previously been achieved under the Police Negotiating Board will continue: but in addition, there will be a need to gather evidence to submit to the PRRB.

The Police Federation research team is preparing this evidence. One of the topics of interest will be the attitudes of serving officers. The Federation ran a survey throughout February, and received responses from nearly 35,000 officers.

Research team structure

There are seven members of the Research team. Dr Joan Donnelly is Head of Research. She joined in September 2013, just prior to the PAT. Her top priority is to prepare the evidence base for the forthcoming Police Remuneration Review Body (PRRB). In addition to all this, the team provide support to Chairs and Secretaries in the form of guidance on Regulations and Determinations, such as the Know Your Rights Leaflets, and Quick Reference Guides.

Mariam Conway is the PFEW pension's expert. Karen Pinfold

and Elaine Parker provide support to the Police Negotiating Board which includes ensuring that decisions are properly captured in Home Office circulars, in Regulations and Determinations and they are also equality experts. Sarah Knapper provides support to the Police Advisory Board, and to ongoing work for the College of Policing. The ongoing requirements of the PNB and PAB are significant in terms of time taken to prepare and scrutinise papers and responses, as well as the time spent supporting the

General Secretary in the regular discussions.

Dr Denis Van Mechelen provides analysis of economic and crime statistics, and manages the pay census on behalf of Staff Side. Nicola Wood provides the knowledge management service to the organisation. Going forward, the team will need to devote significant effort to the gathering of evidence for the Police Remuneration Review Board (PRRB). This includes a survey of members' attitudes to pay and conditions, and morale.

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