

## Police Arbitration Tribunal set for November

Ian Rennie, General Secretary of the Police Federation and Staff Side of the Police Negotiation Board (PNB) has confirmed the date for the Police Arbitration Tribunal (PAT): "Following the failure to agree between the Official Side and Staff Side at July's PNB meeting, I can now confirm that a date has been set for the Police Arbitration Tribunal to consider the recommendations from the Winsor Part One Report. The hearing will take place on Tuesday 8 November 2011."

The decision to go to the PAT was reached after there was a failure to agree at the final PNB meeting. The Official Side failed to accept an alternative set of proposals put forward by Staff Side which offered equivalent fiscal savings to those proposed as part of Winsor Part 1 recommendations. Details of the negotiations remain subject to the PNB/PAT process.

### Police Federation submission to Winsor Part 2

The PFEW welcomed the opportunity to provide evidence to the second part of the Winsor Review of Police Officers' and Staff Remuneration and Conditions. In developing our submission, the Federation commissioned a number of independent reports from external experts and held focus groups around England and Wales to capture views and responses to Winsor's recommendations.

The Federation submission sought to highlight the unique nature of police work and how this should be reflected in their pay and conditions. In what is referred to as the X factor the Federation focussed on several elements of policing that impose burdens on officers and their families due to the unpredictable nature of the workload and the danger of the job.

### The X Factor

- Police officers are expected to respond to emergencies at all times. Police Regulations provide for the flexibility of deployment, especially in response to public safety concerns and unforeseen emergencies.
- Any conduct, whether on or off duty, which brings or is likely to bring discredit to the police service may be the subject of sanction.
- Police officers may not refuse a lawful order or undertake any form of industrial action. This confers upon police officers a unique status within employment. Police officers and their families face a number of restrictions upon their private lives which do not apply to other groups of workers.
- Police officers face exposure to danger and the risk of serious injury or death. Because of the requirement to respond to emergencies at all times this risk is common to all police officers. The X Factor framed all further

consideration of Winsor's submissions. The Federation provided comment on the wide array of issues covered in Part 2, covering such topics as Performance Related Pay, Fitness Testing, Overtime, Equality, Mutual Aid and Secondment. The Federation interrogated Winsor's submissions with rigour and have highlighted problems and provided solutions where appropriate.

To read the full submission please visit our website [www.polfed.org](http://www.polfed.org)

### How does the PAT work?

Under the Constitution of the Police Negotiating Board, matters on which no agreement can be reached, and which cannot be resolved by conciliation can be referred to arbitration. This however does not include Pension matters.

Arbitration is carried out by a standing PAT, which operates under the auspices of the Advisory, Conciliation and Arbitration Service (ACAS). The PAT consists of three arbitrators appointed by the Prime Minister.

Crucially the Home Secretary can veto any arbitration ruling. This famously led to the march of 25,000 officers through the streets of London in 2008 when Jacqui Smith, then Home Secretary, overturned a decision by the PAT.

## Winsor evidence called into question

Keith Vaz, chairman of the Home Affairs Select Committee, suggested the Committee might recall Tom Winsor, after receiving a letter from the Federation questioning the veracity of Mr. Winsor's evidence.

In the letter sent to Mr Winsor and copied to Mr Vaz, which was leaked to the Observer newspaper, the Federation stated it had discovered some of the officers interviewed by Winsor and his team "do not actually exist and many of those that do have rejected the statements attributed to them".

Mr Vaz expressed shock at the Federation's claims. "I was most surprised to see the letter from the Police Federation and their concerns that the evidence that Tom Winsor gave to the select committee contained information that was not accurate. I am sure that the committee will want to look at these matters again and I will be writing ...to Mr Winsor to ask him to confirm the evidence he has given. If he does not do so, I will expect him to be recalled by the committee."

## Going bananas at the Autumn Party conferences

The Police Federation of England and Wales sent delegates to the three main party conferences.

Packed fringe meetings were held at each conference and in one case people had to be turned away due to overcrowding. The fringes were held in conjunction with ACPO and the Superintendents' Association and chaired by journalists from the Guardian newspaper.

During the fringes we saw lively debate with high profile attendees and speakers. Tom Brake MP was interrogated over LibDem silence on PCCs; Yvette Cooper the shadow Home Secretary rallied against the government cuts to police numbers; Police Minister Nick Herbert declared that "parliament had spoken" on PCCs and that it was time to move on, many in the room begged to differ.

Crime was not the only topic covered; there was much debate surrounding justice policy, CCTV and its benefits post the riots, and the role of the police was a running theme throughout many fringes.

Outside the fringe events the message continued to be driven home with one-to-one meetings with MPs and advisors.

Chairman Paul McKeever was invited to address the main stage at the Labour conference where he was met with a standing ovation with his stark warnings at the dire consequences that could follow a drop in police numbers. He also welcomed Labour's pending review of policing.

However the policing message was not confined to the conference grounds. At all three events the *Independent* ran full page adverts

placed by the Police Federation calling politicians to account. The Deputy Prime Minister was reminded of his pre-election promise to put 3,000 more officers on the streets. The Labour conference goers were shown the possible consequences of cuts; and the Prime Minister was asked to use more than just words to support police officers. Bananas were also handed out to Conservative delegates adorned with the slogan "CUTTING POLICE BY 20% IS BANANAS!"

## The Mayor of London calls for a 'rethink'

Speaking at the Conservative Party Conference Mr Johnson pledged that "as long as I am mayor I will not allow police numbers to fall below a level that I believe is safe or reasonable for a great city." He stated that under his mayoralty police numbers were up and that he was "going to keep it that way".

He went on to praise the new commissioner of the Metropolitan Police, Bernard Hogan-Howe, and his zero-tolerance approach to policing. Boris Johnson made clear that he intends to allow Mr Hogan-Howe to implement any necessary measures to bring down crime in London starting with making verbally abusing a police officer a criminal offence.

As the violence of August spread from the country's capital to other parts of England, the Mayor of London Boris Johnson called for a government rethink on the swingeing police cuts. The senior Conservative politician said the rioting had "substantially weakened" an already thin case for cutting funding, which the HMIC has warned could lead to the loss of 16,200 officers.

Unprompted, he told BBC Radio 4's Today programme: "If you ask me whether I think there is a case for cutting police budgets in the light of these events, then my answer to that would be a 'no'". Mr. Johnson went on to say "this is not a time to think about making substantial cuts in police numbers."

Simon Reed Vice Chairman of



the Police Federation of England and Wales reminded journalists that “over the next few years the police service stands to lose 16,000 officers. After these cuts the resilience simply won’t be there to deal with a situation of this magnitude”.

## Policing the riots

August saw the worst rioting in England for decades. The unrest shook the country and presented a huge challenge for UK policing. Once again British police officers proved their mettle under immense pressure.

During the disturbances, London saw the biggest mutual aid operation since policing began. At its height there were as many as 16,000 officers trying to restore order on the capital’s streets (ironically the same number of officers the government plans to cut by 2015).

Paul Davis, Secretary of the Operational Policing Sub-Committee said; “Officers were stretched to the limit with some having to sleep on floors and others doing back to back shifts. The stories from officers out on the streets have been harrowing but the generosity and support shown by the public reminded us all why we joined the service in the first place.”

Tensions between senior police officers and politicians peaked when the Prime Minister and Home Secretary implied that it was due to their ‘speedy’ return from

their holidays that the disorder was brought under control. A situation further exacerbated when Theresa May declared that she had personally cancelled all police leave; an operational decision solely taken by Chief Officers.

Parliament was quick to lay the blame of the escalating violence at the feet of a ‘slow response’ by police. However it was through the quick thinking and the measured nature of the policing response that the violence was brought to a close in a matter of days with minimal loss of life.

In moving anecdotes from our members the Federation heard of the incredible acts of compassion from many members of the public toward the officers policing the riots. These ranged from bringing beleaguered officers refreshments to rounds of applause for passing patrols.

Therefore as a small way of showing gratitude to the acts of kindness shown to officers we published a thank you letter that appeared in several Sunday newspapers.

## Operational Policing Sub-Committee Update

In the aftermath of the August disturbances, the Operational Policing Sub-Committee held an emergency meeting bringing together the various forces affected by the riots. The emergency meeting came after the Home

Affairs Select Committee (HASC) and Her Majesty’s Inspectorate of Constabulary (HMIC) requested the Federation to give evidence as part of a review of the policing response.

The Sub-Committee conducted a detailed analysis where events were broken down hour-by-hour to ensure all key points of learning were identified and tackled within the group.

The discussions covered a wide range of policy areas from radio compatibility and mobilisation strategy to contingency plans and social media.

The Sub-Committee will develop a detailed report to highlight the implications for future policing, the operational considerations for future public order scenarios and potential mutual aid tensions following the implementation of Police and Crime Commissioners (PCCs).

The Sub-Committee is expected to report later this month where they hope to provide the HASC and HMIC with a comprehensive account and a range of solutions to ensure that operational lessons are firmly taken on-board and implemented during any other unrest.

## The Federation’s all atwitter

The service is often accused of being behind the times. Not so in the case of social media. The Police Federation used all the campaigning tools at its disposal during the conference season. Conventional print campaigning was afoot with adverts in the *Independent* and the Chairman providing comment in the *Huffington Post*, *New Statesman* and *Financial Times*. However modern tools were in use as well with a twitter feed bringing our members live updates from the Policing Fringes and campaigning pictures are now available on our facebook page.

Follow us on Twitter  
@PFEW\_HQ

Join us on Facebook at [www.facebook.com/policefederation](http://www.facebook.com/policefederation)





## National Police Memorial Day 2011



Sunday 25th September 2011 was a hugely important date in the policing family calendar. It was the eighth National Police Memorial Day: an annual event to honour officers who have made the ultimate sacrifice in the line of duty.

This year the service was held at Glasgow Royal Concert Hall where His Royal Highness the Prince of Wales joined around 2,000 officers, dignitaries and families of fallen officers to pay their respects to the men and women who have made the ultimate sacrifice for their service.

Relatives of four officers killed in England, Northern Ireland, Scotland and Wales lit candles of remembrance including Nuala Kerr, whose son Ronan was killed by a car bomb in Northern Ireland in April.

After the service, families of the fallen officers had a chance to speak with His Royal Highness the Prince of Wales. Home Secretary Theresa May and Scotland's first minister Alex Salmond were also present.

Federation Chairman Paul McKeever offered his condolences to attendees; "It is, and always will be, vitally important to recognise the sacrifice that police officers make and a chance to recognise that some pay the ultimate price for their service.

"Police officers across the

country walk the line every day to protect the public. A day of reflection and remembrance is our small way of paying that back."

### Also in the news

#### Federation writes to Theresa May

Following the Home Secretary's address to the Superintendents' Association conference, Ian Rennie, Federation General Secretary wrote to Theresa May asking her to clarify some of her comments.

In her address, she stated that she was confident that the anticipated reduction in numbers of 16,000 police officers would not have an adverse effect on the police service's ability to respond to future disorder. She backed up her comments claiming she had evidence to support her conclusion.

Ian Rennie has requested this evidence be provided at the "earliest opportunity". The Federation letter and Home Secretary's response can be found at [www.polfed.org](http://www.polfed.org)

#### Labour's independent review of policing

Labour announced that it will fund an independent review of policing over the coming months. Lord Stevens, a former Metropolitan police commissioner, will lead Kathleen O'Toole, a former Boston police commissioner, and Tim Brain, the former Gloucestershire Chief Constable in a holistic review of UK policing.

Yvette Cooper, shadow Home Secretary, told the Labour Party conference that the time had come to set up a heavyweight independent review stating that the "government has refused to do so. So we will." She says the inquiry would work with the police and take evidence from experts at home and abroad and look at how policing needs to change to respond to the crime challenges of the 21st century.

The Federation has requested the terms of reference to help understand the scope and remit of the review, but we are pleased that Yvette Cooper has said publicly that she looks forward to working alongside the Federation to ensure our concerns are addressed.

### Keep up the fight

#### Ask your MP

If anything has been demonstrated over the past few weeks the importance of dialogue with our members of parliament is one of them. If you are a constituent then your MP has to listen; they have to respond. Make sure they are aware of your concerns about the 20 percent cut to the policing budget and Winsor's recommendations to changes to your terms and conditions. We implore you to approach your MP, whether that's face-to-face or pen and paper, at every opportunity.

**If they support us ask them to;** Sign Early Day Motion 1604 – call for a Royal Commission; the right way to reform.

Put a stop to the erosion of our police service. Put public safety back as a priority.

