



POLICE FEDERATION

NEWS

**Membership
Survey**

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www.polfed.org

PF News – a regular update on Federation matters

Your view counts!

Police Federation survey members on safety and arming

Over the next few weeks the Police Federation will be conducting an officer safety/arming survey aimed at gauging whether attitudes have changed in light of the rising gun culture and the number of gun related crimes.

The Federation last surveyed its members in 2003 (see results back page) which found an overwhelming majority did not want to be routinely armed on duty.

Whilst the tragic events in Bradford and more recently Nottingham have brought the issue to the fore, the Police Federation decision was taken in light of the numerous changes to the police service over the last two years with yet more changes to come as part of the Government's workforce modernisation and reform plans.

The Police Federation intend

to present the findings at the Federation conference in Bournemouth this May.

Members will receive the questionnaire through the post over the next two weeks. The survey can be returned by post or completed on line.

Each member has two unique references these can not identify individuals, but ensure we receive only one response per officer.

Please take this opportunity to have your say.

Federation demands government retract 'insult' to heroic officer

The memory of brave Stephen Oake, who died protecting a fellow officer from an al-Qaeda suspect, has been let down by the government's failure to award the George Cross in recognition of his courage and service to the public.

DC Oake, 40, died after being stabbed by suspect Kamel Bourgass in Manchester in 2003. Greater Manchester Police, (supported by the National Police Federation), who nominated Stephen for the George Cross, the highest civilian award for gallantry, are furious that the government have responded that DC Oakes case does not meet the 'high standards of selection' for the posthumous award.

Sgt Paul Kelly, chairman of Greater Manchester Police Federation, said: "Such a decision is an absolute insult to the memory of Stephen, his family and every police officer in Britain".

According to a home office spokesperson 'It (the George Cross) is given for acts of the greatest heroism or the most conspicuous courage in circumstances of extreme danger'.

If the courage and bravery displayed on the 14th January 2003 by Stephen Oake isn't the resonance and epitome of the above statement then it begs the question what do the government think is?

Chairman of the national Police Federation, Jan Berry, has sent a letter to the Prime Minister which can be found at www.polfed.org. The Police Federation are demanding an urgent review of the decision and urge members to support a petition by *The Sun* newspaper which is fighting the government's decision.



CID woefully under-resourced

Lack of proper CID resources is creating a huge problem for properly tackling crime in some areas of the country. This stark message was loud and clear at the second annual CID conference organised by the Police Federation in Kegworth.

Federation vice-chairman, Alan Gordon, opened the conference and highlighted many of the worries facing CID officers across the country including the increasing numbers of civilian investigators, retention of CID officers and transition of NCS and NCIS officers to the Serious Organised Crime Agency, although many officers voiced a reassurance about their terms and conditions secured by the Federation ahead of transferring to SOCA.

Deputy Chief Constable of Surrey Police, Mark Rowley, met a frosty reception from many delegates when discussing workforce modernisation plans including the concept of advanced detective constables and the Surrey pilots.

Alan Gordon expressed concern that the Surrey pilots were operating in an isolated bubble and had not been subject to the reality of outside factors, therefore it's a bit premature to trumpet it as a success. He went on to state his concern that there seems to be little difference between the role of an advanced constable and a sergeant and that the post of advanced constable would only be offered to the minority at the expense of the majority.

There was also fear expressed that long term effects would see diminishing numbers of fully attested officers. Brian Stockham, Sussex Federation's chairman and Chair of the CID Practitioners Group, closed conference by voicing specific concerns about the lack of focus on retention of CID officers; a problem now which will bring even greater problems in the future.

It is planned that a CID delegates meeting will be held at the Federation annual conference in May to further explore the issues identified at Kegworth.

Chairman awarded Queens Police Medal

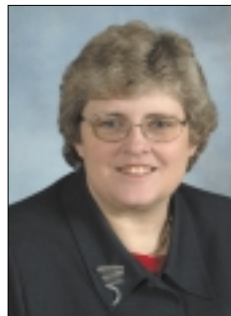
Each year a handful of dedicated charity workers, industry innovators and those who specialise and excel in their particular fields are honoured in a list compiled by the Queen's office and published on New Years.

Jan Berry, national Chairman of the Police Federation and former General Secretary, Clint Elliot were amongst those honoured with the Queens Police Medal.

The Queen's Police Medal is awarded for distinguished police service and recognises Jan Berry's career in Kent Police, serving at Sittingbourne, Tunbridge Wells, Sevenoaks and Maidstone and the 18 years commitment holding office at the Police Federation, both locally and nationally.

On her award she said: "I feel extremely honoured and proud to receive the Queen's Police Medal. From my days as a Constable in Kent, through promotion to Chief Inspector and as Chairman of the Police Federation I have had the opportunity to work in and lead many great teams. This award recognises our combined efforts and the contribution of all those I have worked with."

"I believe this award also signifies both the importance and value that is placed upon the support and guidance provided by officers who volunteer to help and support their colleagues through the Police Federation."



Tories must ensure police service remains politically independent

Recently the newly elected Tory leader David Cameron outlined his vision for the future of policing, in which he was critical of underperforming officers and suggested one solution could be reform and the introduction of performance related pay. Whilst accepting it is right that the police service cannot and should not stand still, Jan Berry, Chairman of the Police Federation warns against any change which removes the operational and political independence of the police;

"It is right that there should be local accountability of policing but we would not wish to see the erosion of an independent operational police service with local politicians' micro managing and attempting to influence operational decisions. It is also essential that the current reforms being proposed by the government are properly thought through and implemented before we embark on the next reform of the reforms".

The Federation accepts that whilst changes may be needed to police pay and conditions there are fears that performance related pay is not the best way forward to deliver an effective and locally accountable service. Pay that is based on performance places the emphasis on quantity, at the expense of the quality of policing provided, which may mean officers will start to focus purely on those aspects they are judged upon, such as their number of monthly arrests. This may also have a detrimental effect on the resilience and flexibility the service currently provides.

Mr Cameron says it is absurd that chief officers tell him an underperforming officer is almost unsackable, something the Federation wholly agrees with but it is also absurd that chief officers actually have the regulations and powers available to them to dismiss officers who are grossly incompetent, but they choose not to use them.

We look forward to working with Mr Cameron and his team to ensure the views of 140,000 police officers in England and Wales are heard, not just several modernising chief officers. Only through open consultation with all rank and staff associations', together with involvement from the public, can we ensure we get the police service we all want.

Improving training

Plans to improve the training provided to your Federation representatives is moving a step closer with a new training model expected to be discussed by the national Joint Central Committee being considered.

The Police Federation established a training group to review all Federation training to ensure that it is appropriate and fit for purpose ahead of the planned move to the new Federation headquarters, training and conference centre in Leatherhead in 2007.

The University of West England were commissioned to undertake the independent review and they came up with sixty-nine recommendations including the appointment of a Head of Learning and Development.

Last year Sue Jones was appointed as the new national Federation Head of Learning and Development and her input and knowledge will be instrumental and invaluable to drive forward future training plans. A small working group with representatives from the JCC and JBBs has successfully overseen the implementation of all 69 recommendations, some of which now reside with Sue Jones and Martyn Mordecai, the JCC representative leading on training, to progress.

It is hoped that all the past and future hard work will see improved training and better service delivery for all Federation representatives, which will in turn provide a better service to all Federation members.

Increase in Death Benefit

Existing death benefit payable increased by £75 from 1 January, which means that it is now £2,495.

Benefits of recording stops

From April last year Following Section 61 of the Macpherson Report, the recording of stops became a requirement for all police encounters. A recent report suggests that this will improve police accountability to the public and will protect the officer from false allegations and misrepresentation from public encounters.

It is hoped by the Federation that recording will promote better two way communications between the police and the public. The National Implementation for the Recording of Stops - commissioned by the Stop and Search Action Team undertook valuable research into police attitudes, training, leadership, data capture, community engagement, accountability and engagement.



The report was an honest but blunt appraisal of how many within the force feel about 'stop and search'. One of the big concerns was the slur officers felt on the reputation of the force being linked with institutional racism.

A common strand throughout was the issue of disproportionality and officers attitudes towards it. Quite evident was the lack of common understanding at all levels of the service and public, except that it is widely misunderstood and feared. The legitimacy of police officers fears over the tag of 'institutional racism' is corroborated by this attitude of misunderstanding and fear. Officers are using encounters as a legitimate policing tool - needed for community safety and protection from crime and anti social behaviour. It is one of the best examples of intelligence led policing and the easiest way of targeting persistent offenders and filtering crime hot spots.

The Federation supports the recording of stops for a number of reasons:

- It will legitimise the use of stops as a valuable policing tool
- The report indicates that officers are coming to terms with the requirements
- Officers should be responsible for their actions
- There is a widespread confusion over disproportionality within the Home Office, the service and commentators.
- The Research Development and Statistics Directorate at the Home Office are Investigating the use of multiple-factors to produce a more accurate 'geo- mapping' of police stop/search activity.

The Federation believes that there needs to be a move away from the negative implications surrounding disproportionality promoted by critics, to the police service seeking a positive process of explanation and engagement with the communities affected.

Summary of Key Findings Officer Safety – Arming Survey 2003 Among all respondents

- 43.2% felt their life had been in serious danger as a result of a threat by a member of the public whilst on duty
- 7.4% have personally been threatened with a firearm on at least one occasion in the last two years
- 30.0% have personally been threatened with a knife on at least one occasion in the last two years
- 39.7% have personally been threatened with another weapon on at least one occasion in the last two years
- 40.2% have sustained an injury as a result of an assault by a member of the public
- 73.8% are at least fairly satisfied with the current levels of officer safety training which is available to them
- 70.3% are at least fairly satisfied with the current levels of personal protective equipment which is available to them
- 30.7% state that their force has supplied them with their own issue of covert body armour
- 71.7% state that their force has supplied them with their own issue of overt body armour
- 93.8% state that they have been issued with an incapacitant spray
- 97.9% state that they have been issued with a baton
- 46.6% feel that there should be mandatory wearing of body armour for all operational duties, whilst 46.1% do not
- 59.9% state that they are at least fairly satisfied that armed support is readily available should they require it
- 4.6% feel that all police officers should receive appropriate training and be armed at all times, either on or off duty
- 17.4% feel that all police officers should receive appropriate training and be armed on duty but not off duty
- 14.8% feel that all police officers should receive appropriate training and firearms issued as and when necessary
- 42.9% feel that firearms should not be issued to all police officers, but more officers should receive training
- 19.5% feel that the present number of officers who are specially trained to carry firearms is about right
- 18.3% state that they would be prepared to carry a firearm at all times
- 25.7% state that they would be prepared to carry a firearm at all times on duty
- 27.7% state that they would be prepared to carry a firearm whilst on duty if necessary
- 14.8% state that they would be prepared to carry a firearm whilst on duty if ordered to do so
- 12.9% state that under no circumstances would they carry a firearm whilst on duty

Among respondents who stated that under no circumstances would they carry a firearm whilst on duty:

- 59.4% (7.5% of all) stated they would resign from the service rather than accept an order to carry a firearm on duty.



The site at Leatherhead

Leatherhead update

After lengthy negotiations the Police Federation are pleased to confirm that Dean & Dyball Construction were appointed to build our new headquarters, conference and training centre on 15th December 2005.

The construction started on 6th February and is expected to run for 67 weeks. Dean & Dyball are expected to hand over the building to us on 21st May 2007, this is now agreed in contract and we are hoping that we can move into the premises on or before the weekend of 14th/15th July 2007.