

Federation NEWS

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Pay Update

Day of Action

The 23rd January 2008 will long stand out in the memories of many police officers, the British public, the Labour government and MPs of all parties as the day police officers turned out in their thousands to peacefully demonstrate that enough was enough.

For 170,000 UK police officers it demonstrated a level of unparalleled frustration that, as the pressures of the job, the increasing and countless targets continue to grow, so too has the gap between a detached government and its public bodies.

When the Home Secretary, Jacqui Smith, failed to honour in full the decision of the independent Police Arbitration Tribunal, she declared war on the British police service. Officers in England and Wales then saw the Scottish administration act with honour and pay their officers in full the 2.5%

backdated to 1st September. Whereas in England, Wales and Northern Ireland, officers only received the pay award from 1st December 2007.

For the British public, the 23rd acted as a reminder that British bobbies will always place public safety and security at the highest premium no matter how far they are pushed and, that whilst a host of other frustrated bodies can strike, police officers cannot. The 23rd January saw 25,000 off duty police officers give up their free time to express their discontent and anger, at a time of day which sought to cause minimal disruption to Londoners whilst they commuted.

For the Labour government the day will remain the moment police officers showed a lack of confidence in the Home Secretary and the Prime Minister. The police demonstrated their anger, reaffirmed their integrity and delivered the message that they not only see the

pay settlement for 2007 as unfinished business but that any future deals will be hard to trust, if the current matter is not resolved.

Next steps

At the January National Committee meeting, and following on from the march, rally and lobby, it was unanimously agreed that whilst the Police Federation must be involved in the negotiations for the 2008-09 award, and needs to confront potential changes to the pay negotiating machinery, there remains unfinished business in respect of the 2007-08 award. Whilst the government may wish to draw a line under 2007 and move on, this is completely unacceptable to us.

This sentiment was also made clear by the Staff Side of the Police Negotiating Board when PNB met at the beginning of February. It seemed the Official Side of PNB had hoped to 'hear' what was said about unfinished business and then move swiftly on to discussions about 2008-09.

Maintaining pressure Judicial Review

On the 22nd January the Police Federation made an application for a judicial review over the government's failure to honour the arbitration findings. The application was granted and the review will be conducted by Mr Justice Collins on the 15th/16th April. Justice Collins stated he had, "absolutely no hesitation" granting the leave as he considered it to be "a matter of the utmost importance that needed resolution at the earliest opportunity."



Jan Berry talking to the BBC. One of many media interviews carried out during the 'Day of Action'.



On 23rd January 25,000 off-duty police officers march through London.

John Francis, General Secretary of the Police Federation of England and Wales, said, “this is a positive step for the 140,000 police officers across England and Wales in their fight for fair pay and adds weight to what we have been saying all along – the Home Secretary betrayed police officers by failing to honour the decision of the independent Police Arbitration Tribunal.”

Our arguments include:

- The legitimate expectation by police officers of the award being honoured.
- In the absence of industrial rights, Article 11 of the European Convention on Human Rights requires that there must be provision for a system that ensures fair treatment on pay, terms and conditions.
- The Home Secretary can refuse to ratify an award – but only if she considers it to be a matter of ‘serious national importance’. There is no evidence to support this.
- We dispute the affordability argument as forces had budgeted for this award and wanted to pay it. (Confirmed by Bob Jones, APA).
- A 2.5% increase will not fuel inflation despite the governments

insistence - the Bank of England confirms that increases below 4.1% have no effect on inflation. The judicial review will consider whether the Home Secretary acted lawfully. It does not have the power to change the decision. However whilst the Home Secretary has ignored the Independent Police Arbitration Tribunal, it will be more difficult for her to ignore a court judgement on a point of law. We hope this review will put pressure on the government and add further weight to the support already received from a host of cross party politicians and opinion formers.

Police Federation meeting on unfinished business.

At a national meeting of the Federation, held on Friday 29th February in Birmingham, Jan Berry, Chairman, announced the official launch of the Ipsos MORI poll of police officers, which will be seeking to ascertain whether officers want the Federation to lobby for full industrial rights on their behalf.

The meeting, not only provided a platform to update members on the ongoing 2007/08 pay campaign but was held as the Labour Party Spring Political Conference commenced, to serve as a gentle reminder that whilst the

government may be keen to sweep debate and discussion on the matter under the carpet, police officers are not.

The meeting heard from Bob Jones, APA Chairman, and from TUC General Secretary, Brendan Barber, about what it means to have full industrial rights and be a member of the Trades Union Congress.

Poll of Federation Members

The poll, which will officially start on 24th March, is open to all Federated ranks in England and Wales and will be conducted online via the Police Federation website at www.polfed.org. This will make the process of calculating the results quick and easy. For those unable to complete online we will be distributing a number of blank forms to Federation Joint Branch Boards. (Please be aware that paper analysis does take longer to assess but this method is necessary to ensure everyone has the opportunity to have their say).

We will be informing members about the poll during the coming weeks in a number of ways; including our website www.polfed.org, Police magazine, e-briefs and in-force advertising.

The paper poll will close on 25th April, and the online poll will close





Keith Vaz, MP chair of the Home Affairs Select Committee, addresses the rally at the Methodist Central Hall.

on 2nd May. The lead in time allows opportunity to confirm logistics with each individual branch board. The results will be announced at our annual conference in May.

The ballot questions

1. Do you consider the decision of the independent Police Arbitration Tribunal should be binding on the government?
2. In the absence of binding arbitration on the government, do you wish the Police Federation of England and Wales to start to lobby for a change in legislation to allow police officers full industrial rights?

Parliamentary Support

Throughout the 'Fair Play for Police' campaign we have received a wealth of cross party political support from the House of Commons and the House of Lords. This support included an Adjournment Debate in Westminster Hall. The Home Affairs Select Committee enquiry and a number of Early Day Motions tabled in support of the police and signed by members from all parties. Many MPs due to the position they hold, cannot sign EDM's. That said, they are a useful

mechanism to demonstrate support for an issue or campaign.

A good way to keep the issue in the fore of politicians minds is by visiting MPs in their constituency surgery; explaining concerns, not only about the pay dispute but highlighting constructive operational issues too. The following two Early Day Motions were tabled following our march and rally on 23 January. MPs may wish to show their continued support and sign them.

EDM 790: Police Negotiating Board 28:1:08

That this House notes that the Police Negotiating Board (PNB) was established by Act of Parliament in 1980 to negotiate hours of duty, leave, pay and allowances, the issue, use and return of police clothing, personal equipment and accoutrements and pensions of United Kingdom police officers; further notes that the PNB makes recommendations on these matters to the Home Secretary, Secretary of State for Northern Ireland and Scottish Ministers; and urges the Government to utilise the PNB in all ongoing, current and future salary negotiations with police officers and to accept whatever recommendations result from this process.

EDM 777: Police Pay and Independent Arbitration 24:1:08

That this House welcomes the lobbying of Parliament by up to 25,000 police officers on 23rd January 2008 following the Government's refusal to accept in full the recommendations of the police arbitration tribunal; notes with concern that the Home Secretary was not prepared to be bound by the decision of the independent tribunal; and therefore calls upon the Government to bring forward proposals for measures to ensure that in future decisions of the police arbitration tribunal will be binding on both the police and the Government.

Current negotiations:

PNB meeting 5th/6th February

At the first meeting of PNB held since the Home Secretary's failure to honour the 2007 pay award, the Federation (as part of Staff Side) made very clear that there was unfinished business still needing resolution from the previous pay round.



Cross Party support on the march included David Ruffley MP, Shadow Home Affairs Minister (centre left) and Keith Vaz MP, Chair Home Affairs Select Committee (centre right).

Our views on the way forward:

- Whilst we continue to believe the Home Secretary should honour the award of the Independent Police Arbitration Tribunal, we will give further thought to how we can resolve the current pay dispute; specifically in respect of establishing a level playing field to recognise moving to a public sector facing index.
- The Federation continues to support the principle of indexation, with emphasis placed on the index being fair, transparent and equitable.
- We do not believe we should rule out the possibility of a multi-year deal, but much will depend on which index the deal is linked to and other safeguards.

Purpose of Policing Meeting – 15th January 2008

It is important we don't fall into the trap of just discussing our 2007 pay award. We have won the support of many politicians and the public. But that empathy may be short lived if we do not look at all the other issues that are affecting us. We must not allow the government to continue to slip workforce modernisation changes in via the back door because we are solely preoccupied with our 2007 settlement. We must ensure we cover all bases.

At a meeting organised by the Federation, held on the 15th January, a commitment by the main policing bodies was made to consider the purpose and future of policing in greater depth. It remains to be seen whether Sir Ronnie Flanagan's Review or the Government's Green Paper will achieve this – the next joint meeting to be hosted by the Superintendents' Association will be announced soon.

Ronnie Flanagan's review of policing

On 7th February the government published Sir Ronnie Flanagan's review of policing. The review is limited, having been commissioned by government to consider neighbourhood policing, local accountability, bureaucracy and resilience. The review is not as holistic as the Federation believes is required.

Fed views on Ronnie Flanagan Report

- There is much in the report to be welcomed, as collectively many of the recommendations have the potential to release significant numbers of police officers back onto the street, and return some healthy common sense into policing.
- The recommendations if implemented would help restore police officers' discretion; something that has been eroded through the imposition of nationally set targets.
- Whilst we must be accountable, recommendations to overhaul crime recording, stop and account, RIPA and rationalise stop and search bureaucracy are to be applauded.
- Cutting central targets will allow police officers to deliver the type of policing that local communities want, and will eliminate the ridiculous arrests that officers are often compelled to make to satisfy Home Office diktats.
- Rationalising the governance process may ensure we don't end up with a top heavy police service, with more people deciding what we should be doing, than numbers available to deliver.
- However, the devil may be in the detail. There is an assumption that the workforce



Handing the petition to No. 10 Downing Street

- modernisation programme, advocating a mix of police and support staff in operational roles, provides greater efficiencies, flexibility and resilience. It is premature to reach such a conclusion as the demonstration sites are not all due to commence until spring and there has been no evaluation.
- For a government eager to sell police officers down the river, Sir Ronnie may just have inadvertently placed the final nail in the coffin of the Office of Constable. With comments about the greater use of non-sworn police staff and no mention whatsoever of the independent Office of Constable, it may just be music to the ears of a government eager to slice police officer numbers. How can Sir Ronnie suggest that significant amounts of police work need not be undertaken by a police officer?
 - **Sir Ronnie clearly fails to highlight the benefits of having a police service with constables at the heart of it – the politically independent, accountable and impartial Office of Constable.**

If you have any comments or queries about any information contained in this edition please email rachel.barnet@polfed.org