

Federation Briefing

August 2007



Fair pay for police

Is back to front really the best way forward?

“There is no greater responsibility than that which you as police officers accept. And there is no greater obligation for us in government than to support you in discharging that duty”.

Gordon Brown, Prime Minister, June 2007

Year on year the work of a police officer evolves and adapts to meet the changing face of criminality and social order. The service succeeds in adapting at each stage to the new challenges posed and the new pressures faced. Yet never has the service creaked under so much pressure to meet targets, to balance bureaucracy and to continue to perform the enormously flexible roles that can see an officer deal with a neighbourhood patrol and a major terrorist attack all in a day's work.

There is a responsibility on those who govern and those who provide safety and security to work together. We believe we have met our side of the bargain; sickness rates dramatically driven down, crime rates falling, performance up. But this is not being matched by the government who have increased targets and bureaucracy and have gradually eroded conditions of service.

Over the last decade there have been countless changes to the police service, many of which the Federation has supported and provided help to deliver on the frontline; in the last 10 years police officers have been required to implement more than 50 pieces of crime-related legislation.

In 2002 the Police Federation called for a Royal commission on policing. Most recently the Association of Chief Police Officers, the Police Superintendents' Association and a number of other policing colleagues throughout the UK have joined our call, recognising

policing needs a thorough overhaul which only a full, independent review can achieve. Only when it is clear what is expected of police and what our priorities should be is it appropriate to review the workforce and our terms, conditions and rewards, not in the back to front way which is currently the case. Had someone listened or for that matter had the courage in 2002, the review would have been completed, changes introduced and we would not find the police service in the fragmented and demoralised state it is today.

Not that government and political parties do not see the need for change; the government have commissioned Sir Ronnie Flanagan to review four key areas of policing, whilst the Conservative party have recently published a discussion paper “Policing for the People”. The Police Federation will help both reviews, but these reviews need to be much broader in scope and there needs to be full engagement with all key stakeholders and most importantly the public.

Why are the government tinkering with police pay before their limited review has been completed? Surely this is a back to front approach; changing police pay arrangements before the review has looked at the service; deciding how policing should look in the future, before consideration has been given to what works and what doesn't and carefully considering the functions of a police officer.

Sadly the message being sent out by the government is that cost-cutting is the priority, and that police pay the victim. This message contradicts the support the government say they want to give, the respect they say they have and the recognition that surely is deserved. It sends a message to police officers that the government do not take seriously the words and promises they make, reinforcing the view that their approach to reform and review is skin deep.

If police pay arrangements are deemed not to be working then this must be concluded from an independent review. Not answers created to fit budgets that have been clumsily concocted elsewhere.

For the Federation responses to the Flanagan and Tory reviews see 'Policing Reviews' (see back page).

What are the Federation seeking to achieve?

- An independent review of policing that recommends a clear way forward for the future
- A fair pay settlement this year based on a fair index
- A clear role that recognises the unique “Office of Constable” with terms and conditions that match
- A service that attracts, retains and delivers professional police officers

What is the Booth review of police pay?

The government tasked Sir Clive Booth to undertake a review of police pay (www.policepayreview.org) and earlier this year Part One of the report was published which made recommendations for the annual increase to police pay for 2007. It further lay the ground for Part Two of the review into the negotiating machinery. In April the Federation responded to the report, 'Fair pay for police officers'. Our view then as now is that the Booth report showed bias towards the government; it proposed an index which will erode police officer pay and fails to keep pace with inflation. The report also contained veiled threats regarding the future of PNB.

What was the original pay deal?

The Edmund-Davies Committee of Inquiry reported in 1979, it was set up to examine police pay and conditions. Its report advocated special pay arrangements for police officers in recognition of the unique role they play in society as law enforcers; the statutory ban on police officers striking; and the other considerable restrictions on officers' public and private lives. It is indisputable that policing, and being a police officer, is still a unique role in society. Police officers still can't strike; they are still accountable for their actions both on and off duty, 24/7; they are still subject to massive restrictions on their professional and private lives. But one thing has changed.

Period

Modernising Police Pay & Conditions Timeline

October 2005	<p>Official Side of PNB tabled paper proposing time limited discussions to reward skills and performance through pay and conditions, to agree principles for implementation September 2006 onwards</p> <p>Whilst Staff Side agreed to enter discussions, expressed serious concern that negotiations were taking place before the shape of workforce had been properly thought through & evaluated</p>
October 2005 – April 2006	<p>Meetings of working group – no vision, no detailed proposals forthcoming</p> <p>Staff Side receive assurances from Official Side that current index for annual pay increase (non-manual private sector index applied since 1994) will be maintained until alternative agreed</p>
April 2006	<p>Staff Side express grave concern on progress and write to Home Secretary about lack of vision for policing and workforce change and the need for an independent review of policing – possibly through UK wide Police Advisory Board</p>
July 2006	<p>Staff Side table annual claim to increase pay by the agreed non-manual private sector index (3%). Official Side unable to respond to claim or table counter-claim. Failure to agree 2006 pay increase</p>
21 August 2006	<p>Conciliation meeting – No offer from Official Side received – conciliation failed</p>
31 August 2006	<p>Official Side offer 2.2% rejected by Staff Side</p>
October 2006	<p>Police Arbitration Tribunal (PAT) hearing</p>
November 2006	<p>PAT finds in Staff Sides favour. Home Secretary ratifies PAT finding and awards 3% from 1 September 2006</p> <p>Home Secretary announces review of pay uprating and negotiating machinery during 2007</p>
November 2006	<p>Sir Clive Booth appointed to undertake review – (see above)</p>
January 2007	<p>Staff Side evidence to Booth Part I; index provides fair way to uprate pay on annual basis. Provides confidence to officers</p>
February 2007	<p>Booth Part I recommends retaining principle of indexation for 2007 (possibly 2008), but moving from private sector to basket of public sector pay settlements with differential application, ie officers will not receive the same annual pay rise</p> <p>Police Federation condemn proposed Booth Index as flawed, rigged and inherently unfair, with no consideration for the employment status of police, conditions placed on police</p>

What is the Police Negotiating Board?

The PNB was formed by statute in 1980 for the purpose of negotiating police pay and conditions. It is an independently chaired board with its own secretariat. There are two sides to negotiations. The Official Side, representing the employers, made up of representatives from government, police authorities and chief officers. The Staff Side, representing all police officers up to and including chief officers from England and Wales, Scotland and Northern Ireland.

Importance of pay Indexation to police officers

- In the absence of the right to strike it compensates for the lack of bargaining strength
- It has delivered nearly 30 years of harmonious industrial relations
- Since 1994 it has been based on a representative sample of non-manual private sector pay settlements
- The index needs to be transparent to show fairness
- It provides fair not excessive annual pay increases
- It is trusted by police officers to be fair
- Enables police officers to undertake their duties with confidence of fair treatment

Period

Modernising Police Pay & Conditions Timeline

officers or the criminal act of taking industrial action. Totally oppose suggestion of differential allocation of annual pay increase.

April 2007

Official Side table proposal to discuss indexation arrangements for 2007 pay award based almost entirely on Booth's recommendations.

Home Secretary directs PNB to negotiate and reach agreement on Booths Recommendations by 19th July

Staff Side question legality of Home Secretaries direction to reach agreement

Acknowledged by Independent Chair of PNB that Home Secretary is not legally able to instruct PNB to reach specific outcomes. Staff Side agree to enter discussions

April 2007 –
July 2007

Working Group meetings to consider Official Side/Booth Recommendations

Staff Side seek to negotiate fair index for 2007 annual pay increase not set rate for the job. Staff Side demonstrate willingness to negotiate, retaining principle of indexation but considering an index based on a basket of pay settlements from public and private sector together with compensation for changing index's

Official Side refused to consider index that would provide higher pay rise

No agreement reached on fair and transparent index for 2007 pay award

19 July 2007

Official Side offer 2.325% (Booth Index). Majority offer from Official Side with Home Office insisting increase is staged

Staff Side turn down Official Side offer and table claim for 3.94% representing public and private sector pay settlements, together with element of compensation for changing index at disadvantageous time

PNB fail to reach agreement at meeting on 19 July. Home Secretary gives one more week for Official Side to consider Staff Side claim

27 July 2007

PNB meet again. A failure to agree is recorded. Chairman of PNB considers whether conciliation is possible

1 August 2007

Chairman of PNB sets 15th August for conciliation meeting

15 August 2007

Both sides of PNB meet for Conciliation talks

Recognising the 'Office of Constable'

It is important to recognise why and how police officers differ from other workers, together with the importance of recognising this through the provision of fair and equitable working conditions and pay. Police Officers need to be confident that their terms and conditions will ultimately protect them.

Police Officers are:

- Office holders, accountable to the law not to an employer.
- Personally accountable for their actions (and inaction) on and off duty
- Required to report for duty when ordered
- Exercise a substantial number of statutory and common law powers

including the power of forcible arrest on suspicion

- Have discretion in the exercise of those powers
- Have restrictions placed on their private lives, including any business interest which might interfere with the impartial discharge
- Prevented by law from being members of a trade union, taking an active part in politics or taking part in any form of industrial action. It is a criminal offence for a police officer to go on strike
- Routinely face unexpected dangers in the course of their duties
- Expected to put themselves at risk to protect members of the public and property



Geoffrey Hince, Brave officer of the year 2007

Review of policing - Sir Ronnie Flanagan

To:

- Reduce bureaucracy and promote better business processes
- Embed neighborhood policing
- Ensure the public are driving local policing priorities
- Improve resource management
- Produce interim report by the end of August 2007, with early recommendations
- Submit final report by end of 2007.

The Police Federation has contributed to this review but is disappointed that the review has such a limited time scale and doesn't look at policing as a whole (see website for evidence submitted).

'Policing for the People' - Conservative Party Proposes four key reforms

- Streamlining the structure and improving co-operation between forces to enable them to fight serious crime while enhancing and sustaining community policing
- Setting up a Sandhurst-style senior staff college to prepare the police leaders of tomorrow, while developing

a more professional, flexible, highly motivated workforce

- Scrapping unnecessary form filling and modernizing computer systems, replacing central direction and targets with locally accountable leadership and priority setting, hiring more civilian staff to take over office jobs from trained police officers, and setting up a new cadre of reservists
- Making the police properly accountable, by introducing directly elected police commissioners to replace police authorities, and giving communities access to regular beat meetings with local police officers

The Police Federation is pleased that our research on 24/7 response policing has been used in the conservatives interim report and that Mr Cameron appears to have listened to views and concerns from the frontline (Annual Conference, Visit to Dyfed Powys, both May 2007). We are currently putting together a comprehensive response and will be submitting to the Conservative's in September.



Sarah Hobson, Brave officer of the year 2006

For further information please visit:

www.polfed.org or e-mail: pay2007@jcc.polfed.org

The Police Federation of England and Wales – the voice of the operational police officer – is the staff association for over 95 percent of police officers. Established by statute, we are responsible for the welfare of officers and the provision of an efficient police service.