

Policing the future: together

The last few years have been some of the most volatile in policing and Federation history. Whilst dispute with the government is not a new thing, some commentators believe that the police were purposefully left as the last unreformed body to ensure by the time the government of the day took them on the police would receive limited support from the public and other sectors.

“ Understandably there is anger ”

This may be a controversial view, but whichever way you look at the reform of the police service it is happening, and fast. Not only are our terms and conditions of

service being overhauled but working practices that reflect the unique working status of police officers are being reformed.

Understandably there is anger at what's happening. But it is worth remembering that police pensions are not negotiable so for the Fed not to at least take part in the consultation would be very short sighted. (Discussed later by Ian Leyland 'to negotiate or not to negotiate').

The Federation, set up by statute in 1919, has always relied on PNB being honoured and the government of the day respecting the terms of service of the police. Instead of having the pensions consultation imposed the Federation ensured they were a formidable presence and

consequently won a significant concession. (The age at which you draw your pension). The other option would not be present at all and have decisions made and imposed with the only option being to then challenge them from a very weak vantage point.

“ Together we can make a difference ”

There are many challenges facing the Police Service and the Federation in coming months and years. As an organisation we need to stand together. Change is happening. Together we can make a difference but we need to be players in the process.

Ballot on Industrial Rights

Soon police officers throughout England and Wales will be asked by the Police Federation whether they wish to obtain industrial rights. For the majority this is not a decision they will take lightly as the outcome of the ballot could drastically affect the future of the police service and the office of constable.

Any introduction of industrial rights for police officers can only be achieved through a change in the law.

In her speech to the Police Federation's Annual Conference at Bournemouth in May 2012, the Home Secretary made it clear that she had no intention of introducing legal changes which would allow police officers to take strike action.

If police officers want industrial rights it will be a long and costly road ahead. Information will be coming out that we hope will provide all the information you will need to make the decision that is right for you.

“ it will be a long and costly road ahead ”

The ballot on Industrial Rights will be conducted by the Electoral Reform Society (ERS), a polling company, who have been formally instructed to make the necessary arrangements. The ballot opens on 31st January, 2013 and will close on Thursday, 28th February, 2013.

We are advised that these timescales allow ERS to ensure the ballot is conducted in a reliable, valid and fair manner. Further details will follow in due course.

For more details on the history of the police and industrial rights and information on the ballot visit: www.polfed.org/mediacentre/ballot



Brave officer scoops top award after tackling man who stabbed him

A Hampshire PC - stabbed in the head and neck while struggling to arrest a screwdriver-wielding man suffering mental health problems - won the prestigious Police Federation Bravery Award.

Courageous PC Alexander Stypulkowski was voted the bravest officer in England and Wales at the annual awards ceremony, held at Plaisterers' Hall, in London on October 18.

Paul McKeever, chair of the Police Federation of England and Wales, said the officer 'deserves the highest praise' for his courage and determination.

He added: "Knowing the risks, PC Stypulkowski fearlessly put his own life on the line to pursue this

very dangerous offender. This award deservedly gives recognition to his sheer professionalism and selfless actions."

The award ceremony celebrated officers from across the eight regions who carried out varied and courageous acts to keep the public safe.

PC Aaron Horsfall, from West Yorkshire, won his region's award after he rushed into a burning house to save three men, while in another example of bravery PC David Williams, Sgt Andrew Jackson, Sgt Darren Heyes and Sgt Stuart Wells from West Mercia risked their lives to defy the odds and rescue a couple from a blazing inferno.



Sgt Ashley Waterhouse and PC Adamjames Hovells from Norfolk both plunged into icy-cold waters to save a suicidal man and PC Grant Goulden from Avon and Somerset won for rescuing a man from a freezing dock. There are a number of winners who tackled dangerous and armed criminals. Insp Dennis Kelly, from Cumbria, tackled an armed robber, off-duty DC Andrew O'Flanagan, from South Wales, bravely intercepted an armed robbery. PC Alan O'Connor and DC Charmain Brenyah from the Metropolitan Police were unarmed when they dealt with a dangerous armed gang.

Book launch of essays

'Upholding the Queen's Peace: Towards a New Consensus on Policing'

The Police Federation of England and Wales believes it is a crucial time for leading commentators and those with an interest and stake in the service to explore what the landscape of policing could and should look like in the years to come.

We have asked a number of prominent commentators to provide essays which have been compiled into a book format and will be launched on November 6.

The essays have been written by politicians from across the political spectrum, academics, journalists, and representatives from the charitable sector and police sector. Contributors include the Rt Hon Theresa May, the Rt Hon Yvette Cooper MP, Tom Brake MP, Shami Chakrabarti, Peter Hitchens, Sean O'Neill, Paul McKeever, Sir Denis O'Connor and Sir Hugh Orde.

National Police Memorial Day

The sacrifice made by police officers was honoured at this year's National Police Memorial Day – held just a few weeks after GMP officers PC Fiona Bone and PC Nicola Hughes were shot dead on duty.

The service at York Minster held on September 30, was attended by around 2,000 people who gathered to remember all police officers who have died while on duty.

The Archbishop of York, Dr John Sentamu, paid tribute to the "bravest of the brave" as he spoke at the service and Sir Hugh Orde, president of ACPO, said it was an opportunity for the "whole police family to come together".

Sir Peter Fahy, chief constable of Greater Manchester Police, said that the deaths of Fiona and Nicola made the service more poignant.

He added: "The important thing about today's service is it remembers officers from across the years and particularly their families.

"It makes their families understand the sacrifice of their loved ones to the public has not been forgotten."



Federation response to DPP's proposed new guidance on driving offences

Since the case ruling in *R v Bannister* in 2009 the Police Federation have been concerned about the interpretation of Section 2 Road Traffic Act with regards to dangerous driving.

The high court have clarified that there can be no legal exemption to dangerous driving based on an officer's skill or professional competence. If that is to be the case, Parliament has argued that the law would have been written accordingly.

As things stand police officers remain unprotected if they merely rely on the use of their advanced police driver training to justify any exemption.

The Federation can only see one real resolution to this problem which is through an amendment to

Section 2. This will allow a consideration of skills when an officer is connected with the need to drive according to the emergency situation they are responding to.

"better and stronger guidance"

Chair, of the Legislation sub-committee, Kevin Huish, said: "This is going to be a long process in order for us to achieve a legal change. In the meantime, we have approached the DPP's office to provide a better and stronger guidance to the Crown Prosecution Service (CPS) in relation to this. The consultation process is on-going with a return by date of the

8th November. The Federation will then provide a composite response."

Secretary, of the Legislation sub-committee, Steve White added: "We think it is imperative that whenever officers respond to emergencies or engage in pursuits, they always ensure their actions can be justified. The response they give must be proportionate to the circumstances and that they take all due regard to the necessity to drive beyond what might be described as 'the norm' and within the boundaries of the skills and training they have achieved. It is also important that when considering cases the PSDs and the CPS must properly and fairly review the incident and the evidence."

Police custodies 'still' being used as a place of safety for detainees

In a legislation sub-committee meeting discussions were raised regarding the use of police custody suites as a place of safety for those detained under Section 136 of the Mental Health Act 1983.

“ could really make a difference to officers out there ”

The committee are looking at this issue as a motion to take to conference from the Sussex, Devon and Cornwall Joint Branch Boards. During discussions the committee made a decision to review the legislation to enable police officers to identify if someone has mental health issues / considerations. The legislation will also look to change concerns where Section 136 powers can be used.

If the review goes ahead the new legislation will provide police officers with suitable training to identify whether there is a mental

health issue and enable a provision of staffed mental health assessment beds which allows police officers to not take people to custody.

The JCC has adopted this motion as policy and has listened to police officers' concerns. It believes that through face-to-face training from multi agencies police officers will be able to determine if individual cases precede to custody or straight to mental health

advisors.

Steve White, Secretary of the Legislation sub-committee, said: “We feel it is important to review legislation under Section 136 as this could really make a difference to officers out there.

“Police custodies are still being used too regularly as a first or second place of safety therefore we need to make it clear that it is impossible for police stations to be used in this way.”



New CEO to the College of Policing is announced

The new Chief Executive Officer to the College of Policing has been announced. Chief Constable Alex Marshall from Hampshire Constabulary will take up this position and lead the new organisation which replaces the NPIA from December 1.

“ major implications around the future of policing ”

Chair, of the Professional Development sub-committee, Alan Jones said: “We welcome Mr Marshall to the role and wish him every success in trying to lead the reforms around police leadership

and training. This will be a significant piece of work and will have major implications around the future of policing. The Federation fully support and encourage the development of skills and leadership development which for some time has been woefully inadequate across a number of key areas. We believe there are real opportunities to move forward and engage with the discussions and development in a way which will reflect the needs of the service at the operational and practical level.”

The Federation will make a solid contribution to the College of Policing and will move cautiously forward as the inevitable complexities of this new college

impacts on a number of other key business areas.

The Federation feel it is important that the needs of the service reflect the operational direction and priorities, not the other way round, in which the college directs or dictates what it thinks it service needs are.

During the college's unfolding and development around the strategic and structural profile the Federation will keep members updated of the progress.

Mr Jones added: “In the meantime, we would hope local Federation professional development leads retain a key focus on matters locally so that they continue to shape Federation thinking nationally.”

Rise in police officers committing suicide could become 'pandemic'

A potential rise in police officers committing suicide was discussed at the Health and Safety sub-committee meeting recently. Serious concerns were highlighted to the sub-committee that police officers were being driven to suicide by their increasing workload which was leading to high levels of stress. The increasing pressure for police officers to effectively do more work with fewer resources is having a detrimental impact on their health and wellbeing.

Figures released from the Office of National Statistics show that in

the last three years a total of 55 police officers, including inspector ranks and above together with sergeants and below, within England and Wales committed suicide.

In 2009: 15 police officers ended their lives

In 2010: 23 police officers ended their lives

In 2011: 17 police officers ended their lives

The sub-committee made it clear that outside help from key advisers is needed 'before police officers committing suicide becomes pandemic'. The committee is

proposing a need to establish more guidelines and to create a greater awareness of the supportive information which is available to the police service as a whole.

“help from key advisors is needed”

The ACPO group is currently looking at all aspects surrounding mental health and the committee welcomes an improvement on the effect it has on police officers around the country.

Meeting to be held on the deployment of officers to Northern Ireland

A meeting will be held in due course to discuss the situation surrounding the deployment of police officers within England and Wales in assisting their colleagues from Northern Ireland.

A presentation will be given at the joint UK Police Federation

meeting on November 13 to discuss the key points and concerns which have been raised in the potential arrangement.

Will Riches, Chair of the Operational Policing sub-committee, said: "This is an extremely important matter which

needs to be discussed thoroughly in order to reach an appropriate decision.

"We need to ensure that the safety of our members is paramount and they would be fully prepared and equipped if this was to go ahead."

Latest statistics on police use of firearms

The Home Office have published the latest statistics on police use of firearms in England and Wales between 2010 and 2011.

The majority of statistics show an overall decrease in the use of firearms during this period.

The statistics found that the number of police operations in which firearms were authorised had decreased by 1,347 to 17,209.

They also found that the number of Authorised Firearms Officers (AFOs) was 6,653.

This is a decrease of at least 326 police officers overall on the previous year.

The number of operations involving armed response vehicles had decreased to 13,346, 743 fewer than the previous year.

Police discharged a conventional firearm in three incidents, down from six incidents in 2009-2010.

The statistics are obtained by the Home Office Public Order Unit, based on information combined from figures provided by individual police forces as part of

the Home Office Annual Data Requirement. This was followed by a further quality assurance process involving the Home Office asking individual forces to verify and sign off their figures.

The information provided is a regular annual update of figures previously published. To view please visit the Home Office website:

<http://tna.europarchive.org/20100419081706/http://www.police.homeoffice.gov.uk/operational-policing/firearms/index.html>

Discussion to be held with MP on the use of Taser

After a letter was written to the Prime Minister by the sub-committee secretary in relation to police officers safety and public order, a response was received from the policing minister Damien Green MP.

Speaking after the meeting, secretary of the Operational Policing sub-committee, Paul Davis, said: "We will be meeting with the police minister in the near future to discuss his view on who is or isn't responsible for the operational use of Taser in light of his comments in the letter about the PCCs future involvement surrounding this issue."

Sub-committee calls on officers to send case studies on flexi-working situations

Police officers are considering leaving the police force as they are finding it increasingly difficult to be allowed to take flexible working.

As police officers have raised concerns with their local Joint Branch Boards, members of the sub-committee are eager to know what is taking place in police forces around the country in relation to this issue. They are particularly keen for police officers to provide any case studies they may have which involve incidents of being rejected for flexible-working and also being granted flexible-working.

In a survey which was conducted in July this year from Lord Stevens Independent Commission into the Future of Policing in England and Wales it highlighted how women officers in particular are feeling in the present climate.

The survey had 3,410 responses and established that around four in 10 officers had attempted to negotiate part-time or flexible working at some time. Fourteen per cent of officers were, during the time the survey was active, attempting this, 13 per cent had done so within the last year and 16 per cent had tried over a year ago. The majority, 53 per cent were satisfied with the outcome, leaving the 40 per cent partially satisfied or dissatisfied.

It was during this survey that

“ it is still continuing to affect police officers lives ”

women officers expressed how they ‘have to juggle more’ and thought the police service not supporting flexi working was

‘short-sighted and counter-productive’.

Chair, of the Equality sub-committee Kevin Powell, said: “Flexi working has been a huge concern for police officers over the past year.

“We want to make it our priority to ensure this problem is highlighted and how it is still continuing to affect police officers lives within the police service.

“It is an issue which needs to be addressed and we welcome case studies to enable us to take this forward in order to support our members and come to a resolution.”

Please include name, rank, numbers of years’ service and reason for requesting flexi time and result.

Please send to
Jayne.Willetts@polfed.org

Issues raised with the IPCC on officers transporting prisoners to hospital

The professional standards sub-committee have raised concerns with the Independent Police Complaints Commission (IPCC) regarding police officers who are transporting prisoners in police vehicles to hospital.

After clear discussions the sub-committee all felt that this situation could leave members of the Police

Federation extremely vulnerable and exposed.

Speaking at the meeting, Chair of the Professional Standards sub-committee, George Gallimore, said: “This is a serious concern which has been brought to our attention. We have made contact with the IPCC alongside other key representatives as we are now aware that this

situation has been happening throughout the country. We feel our members would be unprotected especially in rural areas where they have little choice but to transport injured prisoners themselves.

“We need to look into whether all police officers will have the necessary equipment to provide first aid if these situations were to arise.”

National Custody Forum

The National Police Custody Forum took place in Stoke on 25th and 26th September. Various points and debates were made at the discussion including the stress factors custody sergeants’ are facing, the impact of placing detainees who have mental health issues in police custody, the introduction of new police codes potentially leading to custody suites grinding to a halt and how a quarter of sergeants in the West Midlands had thought about leaving.



National Detective Forum

The Police Federation National Detective Forum was held on 3rd and 4th October at Newport in Wales. Issues were raised on the stresses detectives' face whilst on duty and case studies were released on how many hours detectives work on cases. There were also awards given to a variety of detectives including DCI Julian Richardson and the Operation Munda team from Greater Manchester Police who scooped the Detective Investigation Award. They carried out a year long undercover operation after receiving intelligence that vulnerable people were being recruited to commit acts of terrorism overseas.



To negotiate or not to negotiate – Ian Leyland JBB Secretary

Negotiations with the Government and the Home Office on conditions of service and police pensions are one of those areas where the Police Federation will always need a network of support.

When the Government announced that they intended to reform public sector pensions it was very apparent that it would affect the police service. Whether the police like it or not, the Government, as elected politicians and ultimately as the Head of Public Services, have the authority to change things and determine how public money is spent.

Lord Hutton produced his recommendations over two reports. These were that public sector workers should still have access to good pension schemes but that they should pay more, work longer

and take a lower benefit based on career average rather than salary. The report was accepted by the Government in full. At this stage there was a choice, should the Police Federation engage with the Government in a consultation process to try and get the best deal possible or let them impose the change and legally challenge them?

The Federation has already put together a team of experts to assist and provide advice to the team negotiators. The real problem however, is that it isn't possible to do both.

The Police Federation can't consult and try and improve things and then legally challenge. If the Federation were to legally challenge at any stage then it is back to the original position and

any improvements made through consultation would be taken off the table.

Despite the changes the police pension scheme will remain one of the very best available. Police officers will still retire earlier than most other workers and although they pay more for their pensions they consequently pay that amount for a shorter period and draw the benefit for far longer.

Whilst the Police Federation do understand the anger across the police service they would urge everybody to not act in haste, to pause and consider financial advice before making any rash decisions which they may perhaps regret later.

This is an edited version. To view the full article please visit <http://www.merpolfed.org.uk/121106.pdf>

If you have any questions about the content
in this newsletter please email
media@polfed.org or contact the
Communications Department on 01372 352018