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Federation News



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POLICING THE 2012 OLYMPICS

The 2012 Olympics will be the largest collaborative policing effort in UK history with far reaching implications for each of the force areas in England and Wales. Whilst the main sites are in London, Manchester and Dorset, training camps are being held up and down the country from the North East to the South West and many forces will feel the effects of officer deployments, flexible working, disrupted shifts and greater resource collaboration.

During the 2004 Athens and 2008 Beijing Olympics the crime rates soared in the respective hosting countries. The Federation is keen to learn any difficulties they faced and to benefit from any previous good practice to ensure the smooth running of the event. We believe that good planning now will ensure we have a policing resilience that can cope with all eventualities and protect all those taking part and or visiting the Olympic sites.

Simon Reed, vice-chairman, Police Federation of England and Wales said: "The policing of the Olympics in 2012 will cause an incredible amount of disruption to the working lives of police officers, many of whom will be deployed and working extremely flexibly to cater for the unforeseen challenges that lie ahead. Careful consideration and planning needs to be given now to ensure the goodwill of officers is not abused during this period.

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“We will be working closely with the ACPO teams to ensure the appropriate support and resource capacity is in place for these officers, and for those left to manage the day to day policing around the country.”

‘Policing the Olympics’ was a debate topic at the Federation’s annual conference 2008 and as a result an Olympic Working Group was set up. The group’s remit includes liaison with the numerous stakeholders involved, planning, research and coordination.

Two members of the Joint Central Committee have been elected to lead the national Federation’s work and will be the central points of contact for the organisation. Sgt John Coppen and PC Paul Davis will provide consistency and continuity for the service at a time of much change and transition.

On-call allowance

When the three-year pay settlement was agreed, Federation negotiations pressurised the Home Secretary to act to introduce an on-call allowance for police officers.

The Staff Side and Official Side have recently conducted a joint data collection exercise to provide evidence in support of a claim for on-call allowance. Based on the results of this survey the Official Side agreed to engage in constructive talks to resolve this matter. However, it was not possible in the time available to conclude discussions prior to the October meeting of the Police Negotiating Board (PNB).

At the October PNB meeting agreement was reached in principle to resolve this issue through a national framework for on-call arrangements, which would be formally issued to police authorities and forces by Secretary of State Guidance. These would include changes to determinations to clarify the status of ‘on-call’ and the application of the determinations on pay and benefits to ‘on-call’.

Given the Official Side’s recognition of the need for such a national framework and its acceptance of this important principle, Staff Side believes it is appropriate to continue discussions to achieve an agreement that is right for officers.

A number of meetings are planned to work out the details, which will be considered at the next PNB meeting on 23 January 2009. We have deferred any move to arbitration at this time to give PNB the opportunity to reach an agreement.

When we have more details we will circulate via your Joint Branch Board and will put information on the national website; www.polfed.org

Pensions - Commutation Update

Judicial Review Hearing, 17 December 2008.

The Police Federation has been granted permission by the High Court of Justice to take Judicial Review proceedings over the backdating of the new factors for commutation under the Police Pensions Regulations, 1987.

The basis for the challenge is that the relevant regulation (B7, Police Pensions Regulations, 1987) requires a commuted lump sum to be actuarially equivalent to the pension given up. We believe that this is a purely actuarial assessment which cannot be affected by wider policy issues, as appears to be the case in the determining of 1st October 2007, as the date for backdating.

The date for the Judicial Review hearing has been fixed for 17 December 2008. The Home Secretary and the Government Actuaries Department (GAD) have been given four weeks to lodge detailed replies and evidence. Details will be available on our website at www.polfed.org

Subscriptions

Subscriptions for 2009 have been kept to a minimum.

At the Joint Central Committee's Statutory Meeting held on 6th November 2008 agreement was reached to increase subscriptions to the Voluntary Fund with effect from 1st January 2009.

The weekly subscription to the Voluntary Fund will be increased from £3.93p to £4.05p per week for members of the Federated Ranks from Constable to Chief Inspector. The monthly deduction will be £16.20p per lunar month, and £17.55p per calendar month.

The Joint Central Committee has also agreed that the current weekly subscription for Police Cadets of £0.42p will not be increased. The monthly deductions will be £1.68 per lunar month and £1.82 per calendar month.

Death Benefit Increase

The Joint Central Committee has recently reviewed the level of death benefit (Currently £2,650) payable under Fund Rule A1 (0) of the Police Federation Fund Rules, to ensure that the benefit continues to meet its purpose.

The Joint Central Committee Statutory Meeting held on the 5th and 6th November 2008 decided that the level of death benefit should be increased to £2,730 with effect from 1st January 2009.

The increased benefit may be claimed in respect of the death of a serving, contributing member, occurring on or after 1st January 2009.

Working towards a more diverse workforce

The Federation has now held a second meeting with the leaders of diversity support groups to look at the many problems faced, good practice experienced and with the hope that better cohesion will provide greater support for officers in minority groups.

The group looks at a raft of issues being experienced with a hope that the established dialogue will ensure better

understanding and clearer solutions on how problems can be tackled. The group look at legislation, reports or proposals to ensure a position is taken and to determine whether there may be any detrimental effects on officers as a consequence such as the Equality Standard set to be introduced in the new year.

Among those attending are the Gay Police Association (GPA), The Christian Police Association (CPA), British Association of Women in Policing (BAWP) and the National Disabled Police Association (NDPA) and the National Black Police Association (NBPA).

“What is desperately needed is an entire review of policing. Instead of second guessing what the public want why doesn't the government just ask them?”

Paul McKeever, chairman, Police Federation of England and Wales, responding to the Policing Green Paper.

‘Help for Heroes’

We are pleased to announce that ‘Help for Heroes’ is now one of the Federation’s nominated charities.

Set up in October 2007 by ex-serviceman Bryn Parry, Help for Heroes was borne out of a desire to see better rehabilitative facilities for wounded soldiers.

The charity have successfully secured more funding from the Ministry of Defence but are seeking to raise £6million to help provide a swimming pool and gymnasium at Headley Court for the rest, recuperation and rehabilitation of those returning from wars abroad.

The Federation has offered their facilities in Leatherhead as a stop gap measure until the funds have been raised to get these facilities up and running.

For more information or to donate please visit; www.helpforheroes.org.uk



Maternity allowance and flexible working provision

There are currently a number of claims on the table at PNB. These include a claim to enhance the current maternity provision from 13 weeks and we are also seeking to improve the provision of flexible working arrangements.

The staff side will be pushing to resolve these matters early in 2009.

Details and updates as we have them will be circulated via your Joint Branch Board and will be available on our website; www.polfed.org

Policing Green Paper Consultation Response

After a decade of calling for a Royal Commission on policing the Federation was disappointed that the Government’s proposed review was so limited. It had been our hope that the remit for the review would be much broader, taking into account the changing social, economic and political environment in which the police now operate and seeking an agreeable way forward through consultation with all stakeholders and the public.

Paul McKeever, Chairman of the Police Federation of England and Wales, expressed disappointment that failing to broaden the review would be a missed opportunity. He said; “What is desperately needed is an entire review of policing. Instead of second guessing what the public want why doesn't the government just ask them?”

Mr McKeever added; “My fear is that we have heard many of these empty promises before. It is imperative that bureaucracy is cut once and for all. Police officers must be able to use their discretion and police the streets, not spend their time satisfying meaningless national targets and filling in forms.”

The Federation’s Consultation response was submitted on 9th October 2008 and can be viewed online at www.polfed.org

- Key areas of the Policing Green Paper
- Improving the connection between the public and the police
- Professionalising and freeing up the police
- Defining roles and leadership in the police service
- Focussing on development and deployment
- Co-ordinating change in policing
- Reinforcing collaboration between forces

Parliamentary affairs affecting the police

Counter Terrorism Bill	Currently at committee stage in the Lords	NB: Clause relating to 42-day pre-charge detention period rejected
Equality Bill	Consultation due in February 2009	Recommending a single equality duty for public bodies
Culture, Media and Sport - Committee Enquiry	Simon Reed, Vice Chairman, PFEW and George Gallimore, JCC, PFEW gave evidence to the Culture, Media and Sport Committee Enquiry into the Licensing Act 2003	
Early Day Motion 2261 Police pay	The EDM welcomed the news that an agreement on police pay had been reached	Tabled by Keith Vaz, MP
Early Day Motion 2361 Road Accident Fraud	The EDM deplores road accident fraud	Tabled by Nigel Evans, MP



NPIA stock-take of IPLDP

Since April this year, the National Police Improvement Agency (NPIA) has been undertaking a 'stock-take of progress and achievement' in relation to current practices on the operation of IPLDP at a local force level. Together with these forces they have identified a number of issues which require continuing support and improvement. The main areas being assessment, a single curriculum, tutor and trainer qualifications, use of e-Learning, community engagement and working with Further and Higher Education.

Whilst early indication suggests there is still strong support for the fundamental principles of IPLDP, there is still room for improvement and one of the best methods for achieving this is ensuring student officers are properly assessed in the workplace during the training phase. This would still allow forces some flexibility by heavily concentrating on core competencies and making it therefore easier to manage. A new Qualifications Credit Framework is also being developed that would offer greater flexibility than an NVQ.

The stock-take report will be presented to the Central Authority in late November. This is likely to propose a maximum of 35 weeks at which all forces should have their student officers at the standard competency level. This would have pay implications in relation to a student officer's second increment before being signed off for independent patrol. The Police Federation have secured a place on the Central Authority and will have sight of the findings of the stock-take.

RUS PITABAKIS/AP/PA Photos

Contact the Federation

If you have any feedback or comments to make please email: fednews@polfed.org
For more details and updates please visit the national Federation website; www.polfed.org