



Home Secretary offers a new deal on policing

Less targets and paperwork, more professional discretion and accountability to local people – it all sounds promising but only time will tell if Home Secretary Theresa May will be viewed as a friend of the police service by officers.

Attending her first public sector conference since taking over her new post just days earlier, her keynote address gave officers the first indication of the Government's plans.

They were offered a "new deal" as she acknowledged the vital role police have to play in society.

Crucially, she confirmed the Government would honour the final year of the three-year pay deal, announced a review of the licensing laws and gave back some charging powers to the police.

The speech began predictably enough.

"You do an amazing job. I know I've got a lot to learn from you – to really understand the challenges you face. But let me be clear – I know what an amazing job you do. Every single day, you do extraordinary things. When others would step aside – it's you who step in," she said.

Echoing the new Prime Minister's vow to mend broken society and replace it with the Big Society, she then laid out some of her plans.

"We need to reform our courts, probation services and prisons," said Mrs May.

She attracted laughter from the floor when she continued: "Somebody once said you need to be 'tough on crime, tough on the causes of crime'. And, for once, he was right. He just didn't really do it. But we will be tough on the causes of crime."

Home Secretary
Theresa May



Admitting that she was probably unknown to officers, she explained: "So let me begin by saying this: I'm not interested in running the police."

And continued: "That is not the Home Secretary's job. That's not something many of my predecessors have understood. They just didn't get it.

"So I'm not going to presume to tell you how to do your job ... anymore than I would tell a surgeon how to operate – or an engineer how to build a bridge. Professional policing means policing run by you, the professionals, not us, the politicians. I believe it's time for a whole new approach."

Continued on Page 2

Chairman's overview

By John O'Reilly, JBB chairman

The Home Secretary didn't make her position on policing of the future as clear as I would have liked. But unlike her predecessors, I felt she was honest about her new role. Like all politicians, and some ACPO officers, we heard the usual "it's tough out there, it's going to get worse and we all have to share the burden". Simply rhetoric that means we are going to make your job more difficult and pay you less.

I believe we will see less Government interference. Some of the foolish laws that have been introduced will be repealed and no unnecessary new laws will be introduced. I have concerns about directly elected police "individuals" replacing police authorities. There is no negotiation about this. They say there will be no political interference in policing. The very act they are proposing is just that. We will make sure that whatever happens we will come down on the side that best favours our members.

The debates covered all aspects of policing and one area of particular interest was the continuous recruitment of police

staff and the increasing number of police officer roles being changed over to police staff. At what stage will the organisation say "We can take no more"? We need the support of our police staff to make the constabulary work. What we don't need is for police staff to do our jobs for us. Making a quick buck in savings now, will damage the constabulary in the future. We need to maintain police officer numbers to ensure we continue to perform as a police force and provide a professional police service.

The issues we face in Lancashire are similar to those faced by colleagues nationwide. The Federation nationally needs to work with the Government on pensions, pay, conditions of service, workforce modernisation and the future of policing. We continue to work with our colleagues nationally to ensure the Federated ranks of Lancashire benefit in every possible way.

I would like to take the opportunity to thank the Police Authority for covering all costs in relation to travel and accommodation at the conference and to our Chief Constable for permitting us to attend in duty time.

We will continue to work on your behalf, for your benefit.

Home Secretary offers a new deal on policing

Continued from Page 1

Public services, she pointed out, should serve the public – meeting their needs and answering directly to them.

“In practice, this means striking a new deal with you, the police service. I want to give the service back its professional responsibility, getting rid of the centralised bureaucracy that wastes money, saps morale and crushes innovation ... and freeing the men and women of our police forces to do what they are trained to do, want to do and the public expects them to do – make our society safer,” the Home Secretary explained.

“But in return for this new freedom, the police service must accept a transfer of power over policing from Whitehall to communities by giving local people a real say over how their streets are policed.”

Specifically health and safety rules that interfered with policing would be reviewed along with KPIs – or targets in disguise, the stop form would be scrapped and stop and search procedures and other unnecessary paperwork would be reduced.

“I think she is a good politician but her speech did not particularly reveal any information that affects policing at this time. She did allude to less political interference – we will see.”

PC Elaine Smalley, CID constables’ rep.

“I want the police to be crime fighters not form fillers; out on the streets as much as they think necessary, not behind their desk and chained to a computer,” she said.

“I want to free you by stopping all the initiatives and gimmicks that emanate from central Government.”

The deal would be – more freedom to police professionals; more power to the people.

But the Home Office and the police would have to bear a fair share of the budget deficit burden. There would be a full review of the remuneration and conditions of service for police officers and staff.

“I will do all I can to make sure we maintain a strong police presence on our streets,” she explained, “But we’re going to have to deliver real value for money. And I can’t do this without your help. A big part of the answer comes from finding the waste and cutting it out.”

The chairman, Paul McKeever addresses the Home Secretary



Home Secretary’s Q & A session

Theresa May answered questions from delegates after her keynote speech covering topics including bureaucracy, elected commissioners, serial perpetrators of domestic violence, health and safety and binge drinking.

While with some of the questions she admitted to having to go away and do some more research, there was one issue where she failed to give officers the assurance they sought – binding arbitration in pay negotiations.

Peter Smythe of the Metropolitan Police asked if the Government, as it had indicated while in opposition, would honour the findings of any tribunal into police pay. She simply replied that it would be something they would look at now they were in Government.

‘We must protect front-line officer posts’

By Mark Sweet, JBB secretary

There has been a great deal of discussion and speculation both prior to and during conference in respect of severe pressures upon policing budgets. These are pressures that will not only impact upon us this year, but for a number of years to come.

The exact level and impact of those reductions in our budgets remains the subject of speculation. What is certain, however, is that we in the Police Federation, locally and nationally, need to be clear on our stance and our response to those issues.

My position is crystal clear in that I believe we must scrutinise all the work taking place to ensure, and where necessary challenge, the validity and impact of any proposed changes.

There can be little doubt that overall numbers across the organisation will be cut. We must therefore engage with Lancashire Constabulary and the Police Authority to help manage those cuts and minimise the impact upon individual officers through an effective police officer redeployment policy.

Only after all other areas for savings have been explored and exhausted should focus fall upon any further erosion of police officer numbers.

Should that position arise, we must look to protect front-line police officer posts and call upon the Chief Constable and the Police Authority to deliver upon their commitment to do likewise.

“We don’t want soundbites, we want sound policy”

The Home Secretary was urged to give the public the policing service they want, with fully warranted and trained, professional police officers on the streets in chairman Paul McKeever’s keynote speech.

In what has become a highlight of conference, Paul delivered his speech calmly, authoritatively and with just the right measures of firmness and humour.

He called for stability in the Home Office, a review of increased civilianisation, an end to the problems in the criminal justice system, particularly the revolving door approach to imprisonment, for life to mean life for people who kill police officers and for an end to the introduction of seemingly endless new legislation.

He urged the Home Secretary to “drink deep” to get a profound understanding of the police service, recalling that there had been too many police ministers and home secretaries in recent years.

“You can’t get a firm grasp of policy by constantly changing ministers. We hope you are going to be in your post for a very long time to come,” he explained.

“We hope you also understand that we have been through constant change in recent years, change usually coming under the heading of workforce modernisation.”

Many initiatives had been introduced that were too prescriptive and actually made officers’ jobs more difficult, he said.

“We don’t want soundbites, we want sound policy,” Paul told her, adding, “We’ve almost got soundbite tinnitus.”

He called for the criminal justice system to be on the side of victims, criticising the way in that the Yorkshire Ripper had now changed his name in psychiatric hospital as part of his bid for freedom and saying that it was a disgrace that Egon Von Bulow who killed one police officer and injured two others in 1974 had been released from prison.

And he once again pledged to fight for justice for WPC Yvonne Fletcher who was gunned down outside the Libyan Embassy in London in 1984.

He went on to argue that the police service was the most accountable of all organisations, with solicitors, the CPS, lay visitors, the IPPC, the Audit Commission and HMIC being just a few of the bodies checking their actions.

“Sometimes, we think, it goes just a little too far,” he said, citing how when someone died in custody there was an assumption that the police had done something wrong but that if the same person had died in hospital it would be assumed that they had died despite the help given by the health service.

And he also called on the Government to support officers handling large-scale public order incidents, recalling how U. S. President Barack Obama had publicly thanked CIA staff at Langley, Virginia despite criticism of their activity at Guantanamo Bay, unlike the silence from officials after the G20 last year.

He concluded by reminding the Home Secretary that she was the police service’s representative in Government and that she needed to stand up for the police and make sure everyone understood what made police officers unique.

“I hope that you will tell them about Bill Barker because that is why we are different,” he said.

Panel considers the future of policing

With a panel made up of the police minister, the director of Liberty, the presidents of ACPO and the Superintendents’ Association and the chairman of the Police Federation, Tuesday’s second key session of the day on the future of policing promised to provide an interesting debate.

And, on the day before the Home Secretary’s keynote speech, it gave officers the answer to one of the key issues they took to conference – would the Government honour the final year of the three-year pay deal secured under Labour?

“We will stick by the third tranche of the pay deal because we think it’s right to do so,” said Nick Herbert, who was appointed as police minister just days earlier.

John Stapleton, the journalist and presenter, ably acting as facilitator once more, perhaps wasn’t sure of what he heard and repeated: “They are going to get their third year?”

And he was told: “They are.”

The GMTV stalwart had started the debate by asking the new minister, Mr Herbert, what he had against police authorities.

He replied that he had nothing against them but that the Government wanted to end the top-down central control of policing and replace it with more local accountability, citing the success of the elected mayor of London in overseeing policing.

“The Future of Policing debate was very enjoyable. All the speakers in this session gave good presentations and had interesting points.”

Insp Andrew Carter, inspectors’ rep, Pennine Division and IBB chairman.

But Liberty chief Shami Chakrabarti drew applause from the floor when she countered that the police service should actually be accountable to the rule of law not politicians and that having elected police chiefs was very close to electing judges.

Attention then switched to possible job cuts, John Stapleton asked: “In the run-up to the General Election, you must have had conversations about cuts, give us a clue?”

But the minister gave no firm guarantee.

“Our ambition will be to protect the front-line,” he said, before warning, “All of the public services are going to have to make savings.”

Questions from the floor then moved the panel on to pensions where once again officers were not greatly reassured.

The minister admitted that the Government would be reviewing pensions across the public sector and said accrued rights would be protected and when directly asked if lump sums would be taxed replied: “I’m not aware of any plans to do so.”

With Mr Herbert confirming a unified national police border force would be created, data collected at airports that had led to 44,000 people being investigated for reasons such as ordering vegetarian meals, flying over the wing or booking late was discussed.

Ms Chakrabarti was unhappy with the situation.

“Too much data is being held about too many innocent people and it’s not making us any safer,” she said and was supported by Sir Hugh Orde, head of ACPO, who said it was “information overload”.

Other subjects discussed included bonuses for chief officers, widely criticised by the panel, neighbourhood policing and the role of the National Policing Improvement Agency.

“I liked Shami Chakrabarti’s style and straight talking. I would have liked to hear more from her.”

DC Julie Leigh, women’s reserve seat.

“John Stapleton was absolutely necessary to stimulate debate. He was a great facilitator.”

DS Ian Taylor, CID sergeants’ rep.

Debate focuses on violence against women and girls

Tackling violence against women and girls was the subject of the panel discussion at the Policewomen's Eve of Conference meeting.

The panel was made up of Chief Constable Brian Moore of Wiltshire, the ACPO lead on domestic violence, GMP Chief Constable Peter Fahy, Maneer Afsar of the IPCC and Tricia Kirk, DCI in Northamptonshire and chair of the women's meeting.

Mr Moore explained that he had been involved in putting together the ACPO advice on dealing with domestic violence for the Labour Government and that contact had now been made with the new police minister.

The police, he argued, were just one part of efforts to tackle violence against women. The ACPO team putting forward 10 proposals to the previous government including better use of Multi-Agency Risk Assessment Conferences (MARAC), the development of "right to know" procedures so that any potential victim is aware of relevant information about a dangerous person they may be in a relationship with, the tracking of serial perpetrators and more joined up civil and criminal law practices.

Mr Fahy revealed that even in cases of domestic violence in which people had died and the police had been found not to have followed their own procedures investigations generally concluded that it would not have made any difference to the outcome of the case.

"As a police service we have to be realistic about what we can actually do," he told the meeting, continuing, "The police service and the criminal justice system can only do so much."

"The content of the women's conference was relevant to all officers; it is important for male officers and supervisors to understand women's issues."
Sgt Rachel Baines, JBB vice chair and discipline lead.

"The women's issues raised at the policewomen's eve of conference meeting are relevant to all police officers. I represent 440 constables and almost half are women who have women only issues as discussed."

PC Robin Hardiman, constables' rep, Western Division.

Women's health comes under scrutiny

Optimising Women's Health was the subject of the keynote address to the women's conference by consultant gynaecologist Nick Panay.

He began by explaining depressive disorders caused by hormonal responses in post-natal, peri-menopausal and pre-menstrual women, looking in some detail at the causes of pre-menstrual syndrome (PMS) and possible treatments including changes to diet.

Mr Panay then explained the benefits of hormone replacement therapy (HRT) including the control of menopausal symptoms, such as hot flushes and long-term protection for bones and the heart.

CONSTABLES

Chair's rallying call to constables

The police service is not going to accept reduced officer numbers, reduced service to communities or deterioration in officers' terms and conditions, the chairman of the Constables' Central Committee told the rank's separate conference.



the Government's White Paper of last December.

"One contains the ominous phrase 'police value for money'. That is what is called, nowadays, blue sky thinking. What it actually means is fewer

police officers and a poorer service under the guise of more for less," said Paul.

Turning to centralisation, he put forward the benefits of local knowledge and how it could produce effective policing.

The chairman concluded: "Today we have a new coalition Government, something which we have not had for 36 years. What we do not want is Government by soundbite.

"Police officers' lives must be respected. Police professionalism must be acknowledged. We are willing to listen to what the new Government has to say. We expect them, in return, to listen to us."

Quoting Martin Luther King, Paul Lewis urged officers to declare: "Here I stand; I can do no other."

And he said that officers should not automatically fight against modernisation.

"We need to embrace modernisation where it improves the way we work and serve the community. However, we must reject it where it derives from a desire to save money or to take responsibility away from the serving police officer," he explained.

He argued that a warning should be attached to all documents that build on

Professor details economic crisis

The public sector is facing huge and unprecedented cuts, Professor Bob Elliott, the economic adviser to the Constables' Central Committee told the Tuesday morning meeting.

He explained that the country had experienced the worst recession since the Second World War and that while the impact on the public sector had so far been small that would change.

"The pain is going to be felt in the public sector. We are in for a tough few years," he said.

Straight-talking Gaunt backs police

Newly appointed police minister Nick Herbert may have tried to offer assurances on the new Government's plans for policing but it was journalist Jon Gaunt's commonsense and straight-talking that once again seemed to echo the mood of conference.

Mr Herbert, only days into his new post, and Gaunt, the Sun columnist, were both guests in the constables' talkback session alongside Surrey's Chief Constable Mark Rowley and Deputy Chief Constable Nick Gargan from the National Policing Improvement Agency (NPIA).

Gaunt was applauded for many of his comments. For example, on PCSOs, he said: "They are there as a uniformed presence. However, they should not be there to replace the fully warranted police officer."

SERGEANTS

Threats to rank of sergeant

Sergeants are the key to the future of policing in an era of modernisation, transformation and change, the rank's national chairman John Giblin explained in his keynote speech to the Sergeants' Central Conference.

His speech outlined the threats to the role and the changes in the pipeline due in part to the economic crisis.

"We are all in the same boat and spending should be curtailed where it makes sense, but not to the detriment of the public and the police service as a whole, particularly the front-line," said the chairman.

"It is paramount that any cuts to the policing budget do not compromise public safety. The public deserve and expect a

flexible and resilient 24/7 service from fully warranted police officer teams that are led by sergeants, whether that response is uniform, CID or traffic."

He began by spelling out that the service was not opposed to change but wanted to preserve the social legitimacy of 'policing by consent', a key factor in the sergeants' opposition to the total civilianisation of custody suites, and to support the principle of the 'omni-competent' police officer who possesses generalist policing skills.

But there was concern about the role of sergeants with the Policing White Paper published in December proposing overtime cuts.

"That sergeants will be held to account for their use of overtime is worrying indeed,"

"The best part of the sergeants' separate conference was the debate on custody ratios. Overall, the highlights of the conference were the 2012 Olympics session and the roads policing fringe meeting."

Sgt Guy Young, sergeants' rep Northern Division.

said John, "The workforce size, mix and profile are a concern and potential threat to the rank of sergeant as we know it."

Issues surrounding deployment, shift patterns, overtime costs and workforce mix will also impact upon sergeants, he argued.

His speech concluded: "We sergeants are the 'guardians of excellence' in service delivery and the 'gatekeepers of the custody process', the key to the future of policing, but our rank is under threat as never before."



INSPECTORS

Back to the past to look at the future

The inspecting ranks are under threat from ACPO proposals and the possible implementation of Regulation A19, the chairman of the Inspectors' Central Committee (ICC), Paul Ginger told the rank's Tuesday morning conference.

And the threat of reduced numbers comes, he said, at a time when inspectors and chief inspectors continue to be abused with huge extra workloads and little support when they need it.

"The service itself seems hell bent on getting rid of those people who don't want to retire after 30 years," he told delegates

and observers.

"My warning to those chiefs considering implementing A19 is, don't throw the baby out with the bathwater. You will be losing an awful lot of experience and in spite of what some of you believe, you can't teach experience – you learn it over time."

He continued: "Our numbers are also under threat in terms of some of the provocations and suggestions being made by ACPO, your ACPO ranks. The Insight document, that we will I am sure be hearing much more about in the panel session, discusses a loss in police officer

numbers of approximately 28,000.

"Every one of you in this room needs to understand that your ACPO ranks are looking at reducing your numbers. If you challenge them and they deny it, the Insight document is ACPO badged, so don't let them get away with it.

"The inspecting ranks have not changed. We still care about what we do, we still do what we have to do to get the job done and yes things have got more complex but we are all still here.

"ACPO, please don't lose all of this for the sake of money, policing is about so much more than money."

With a theme of 2020 vision, the Inspectors' Central Committee looked back in time, considered the present and tried to predict where the inspecting ranks would be in 10 years' time.

"The inspectors' rank separate conference provided an interesting morning with some good input; the best part being the input from Professor Roger Seifert."

Insp Andrew Carter, inspectors' rep, Pennine Division and IBB chairman.

International networking essential to policing

With criminals being internationally mobile, international networking by police officers is essential so that forces across the world can share best practice, according to Greg O'Connor, president of the New Zealand Police Association and chairman of the International Council of Police Representative Associations (ICPRA).

He praised the Police Federation conference saying it was the one that police associations from across the world wanted to attend, not just for debate sessions but also for the networking opportunities.

Touching on a number of the issues facing policing, he issued a warning to those advocating the election of local police commissioners.

"Some of those people need to visit the United States. That's all I will say," he said.

"It's as if we've become invisible", detectives told

Detectives are doing their undercover work so well because it's as if they have become invisible, according to the new chairman of the National Detectives' Forum.

Steve Williams, talking at the forum's Tuesday evening meeting, explained that he had met all the key politicians including Cameron, Brown, Clegg, first ministers, party chairs, home secretaries and shadow ministers.

"Their talk is always about 'bobbies on the beat', 'visible presence', 'high profile policing', 'collaboration', 'public funding', 'G20', and 'heavy-handedness' - rarely did I hear a word about detective work," he explained.

"I know that a lot of us work undercover, but we're obviously doing it too well, because it's as if we have become invisible. No-one seems to see us or show any interest. In fact not once did I hear about detective work. Well that's going to change!

"Ironically, we are all acutely aware that when Government and ACPO have their backs to the wall in relation to crime they will always call upon the detective to save the day. Of course we obligingly roll-up our sleeves and get the job done, but it shouldn't be solely about that."

The detective role, he explained, needs to be supported and nurtured – rather than civilianised, so that these officers can continue to apprehend those who prey on law-abiding citizens and the most vulnerable within our communities.

"My aim is to ensure that detective services provided by fully warranted police officers are a priority for not only the Federation's Joint Central Committee but also for ACPO and the Home Office," he said.



Could on duty naps be the way forward?



Karen Lansing

Officers should be allowed short cat naps to enable them to cope with the difficulties of working night shifts, according to American psychologist Karen Lansing.

Karen, who is a specialist in trauma risk and works closely with the Police Service of Northern Ireland, opened the conference's main debate sessions with her presentation "...And miles to go before I sleep" which was subtitled "Are we dealing effectively with trauma in the service?"

Starting by outlining the pitfalls of the current "more for less" philosophy, she said that sleep deficit was causing problems for officers and with the ongoing economic crisis things were not going to get any easier.

"You need sleep to be able to be at your peak performance," Karen explained.

Fatigue had been shown to cause poor performance, reduced cognitive function and a depressed mood. In extreme cases, the brain would shut down leading to a micro-sleep of two to 10 seconds.

She outlined a study of night shift workers on duty in an emergency department at an American hospital where half were allowed a sleep of up to 40 minutes at 3am and the others were required to work through.

Those taking a nap break slept for around 25 minutes and dropped off after about 11 minutes and all showed improved memory, mood and task performance.

Another solution to the sleep deprivation problem involved a change of shift patterns.

Tribute to fallen officers

Wednesday morning's second session of conference began as usual with a video memorial to the officers who had died on duty during the previous 12 months.

The film, which included tributes from the officers' families, showed: PC Gary Toms (Metropolitan), PC Christopher Dent (Metropolitan), PC Phillip Pratt (Kent), PC Michael Johnson (Wiltshire), Sgt Iain McLay (Metropolitan), PC Bill Barker (Cumbria), PC Daniel Cooper (Wiltshire), PC Daniel Gibb (Metropolitan) and PC Sean McColgan (Metropolitan).

"Conference, every day 140,000 police officers across England and Wales routinely commit acts of bravery, heroism and compassion which go un-noticed or even disregarded by the media, politicians and the communities they serve," chairman Paul McKeever said at the start of his keynote address.

"Only when things go wrong as it did so tragically for our colleague, Constable Bill Barker, is the job that we do and the dangers that we face brought into the full light of day.

"Make no mistake Bill Barker was a brave man; a man who we should be proud of; a man who represents the British police service at its finest. In times of adversity, such as the dreadful floods in Cumbria late last year, police officers went about their work, helping their communities and doing what we do best."

Fallen officers will be remembered at the Bravery Awards at the Dorchester Hotel in July and at the National Police Memorial Day service in Belfast in September. But this year for the first time, Prince Charles and Camilla, Duchess of Cornwall, will be hosting a reception at Clarence House for their families.

The Home Secretary, Theresa May, began her speech by paying tribute to the fallen officers and reading out their names.

"There is no greater act of humanity than to put your life on the line to protect others. And there's no starker or more tragic reminder of the risks you take; and of the courage and dedication that you show every day to keep us safe in our homes and on our streets, 24 hours a day, 365 days a year," she said.

"The word 'hero' is used too easily these days. But these officers died doing the job they love, protecting the public they serve; they are real heroes."

So how is the police service measuring up?

The police service should not be treated as a business since its role is not about making money, according to Professor Roger Seifert, an expert in industrial relations and human resources.

And yet governments have continued to try to run policing as a business and have decided any problems are caused by assumed low productivity outputs that are not backed up by evidence.

He warned that there would be massive cuts in the public sector over the next three years and that the Government would want more for less with value for money being used as a cynical device to hide those cuts.

Instead, the Professor argued, the emphasis should be on effectiveness rather than efficiency and as a result the civilianisation programme should be stopped and revised.

Chillingly, he added, however: "The front-line is not safe. It will be cut."

And he concluded that USA-style localism should be shunned, proposed mergers should be ignored and officers should refuse to be conned about saving the front-line since the more the backroom was cut, the more risks were placed on the front-line.

Peter Neyroud, chief executive of the National Policing Improvement Agency,

was the second guest speaker of the session and summarised his view on the future saying:

- Policing was going to have to be done more cheaply with streamlined bureaucracy
- It would have to be evidence based, using hot-spot policing and the targeting of persistent offenders
- That volume local crime needed to be separated from national crime, and
- That the impact of targets on the PDR framework was too complex, with the 370 different role profiles needing to be reduced and with the right things needing to be measured.

Mark Wallace of the Taxpayers' Alliance argued that a true measure of the efficiency of policing could be an absence of crime.

But he said Government had been guilty of churning out policy after policy, so that it looked like it was doing something.

"It's madness to run policing in that way," he told officers and attacked the target-led policing performance measures and bureaucracy.

He also criticised the way in which the general public had been left out of the debate about police performance and that in turn had undermined people's confidence in the police.

Subscriptions increase

Delegates voted overwhelmingly in support of increasing members' subscriptions to £4.98 a week.

The 93p weekly rise will come into effect on January 1 2011.

"This difficult decision was taken after very careful consideration and lengthy debate. The decision reflects the desire by all Federation representatives to ensure that the Police Federation continues to provide the very best service to members and remains able to continue to fight for the very best terms and conditions for police officers in the face of difficult economic times and a changing and uncertain political climate," explained Martin Mordecai, treasurer of the Police Federation.

"With police officers facing increasing dangers and threats on the streets it is imperative that the Police Federation is able to represent them to the very highest standard."

Changes to legal aid had meant that some officers were not able to get legal funding.

"The debate about the increase in subscriptions was long-winded but consisted of good subject area for arguments both for and against."
DC Julie Leigh, women's reserve seat.

Chair honours brave officers

Chairman Paul McKeever welcomed delegates, observers and guests to the main conference which started at 2pm on the Tuesday of conference week and immediately introduced a short film showing the nominees for this year's Police Bravery Awards.

He described the officers as "truly remarkable people in a truly remarkable service".

Among those honoured were Lancashire's nominees T/PS Andy Maltman and Mark Gannaway, a former Lancashire constable now with the Western Australia Police.

They were nominated by Lancashire Police Federation for their courageous actions in disarming a violent male who had threatened officers with a knife and a meat cleaver whilst holding a female hostage with a knife to her throat.

Rachel Baines, vice chairman of Lancashire Police Federation, said "This nomination recognises the courage, determination, professionalism and commitment of these officers. The public of Lancashire should be proud of their actions that day. They represent the very best of



Andy Maltman



Mark Gannaway

Lancashire Constabulary."

Having already received Chief Constable's commendations, they will now compete against the other nominees for the national Police Bravery Award at a prestigious awards ceremony, attended by well-known celebrities, at the Dorchester Hotel in London on 8 July.

This event will follow a reception at Downing Street hosted by the Prime Minister, where the officers will be among the bravest officers in England and Wales.

All 43 Police Forces in England and Wales are invited to select their candidates who are nominated by fellow officers from their local Police Federation for courageously going above and beyond the call of duty.

"No sides" approach to public order

The police had suffered a devastating decline in public confidence in their handling of protest events in recent years, according to Paul Davis, the Police Federation's lead on public order policing.

In a session called "No sides, the policing of public order events", Paul began by stating that officers policed by consent and took no sides when tackling demonstrations.

But, he drew attention to the difficulties officers faced. In Luton when extremists disrupted soldiers' homecoming parade in March 2009 the police were accused of not intervening and at G20 at around the same time they were said to have behaved disproportionately to the threat they faced.

Paul then identified what he considered to be the four key issues:

- **A lack of understanding of the role of the police as a facilitator, balancing the needs and rights of the protesters and other members of the community**
- **The need for better management of policing in confrontational situations and access to the very best training**
- **The need for policy not police to be put on trial**
- **The tactics used.**

The race is on to get ready for Olympics 2012

With 11 forces directly affected by the Olympics 2012 and with mutual aid on the horizon, an update on the planning exercise formed the last session of the main conference on Wednesday.

Assistant Commissioner Chris Allison, who is in charge of the police planning for the event, explained the work going on to ensure the London Olympics were a safe and secure Games.

"This is a juggernaut," he said, "It's a juggernaut that doesn't stop."

Outlining the background, he told delegates that the Olympics were being held in a city set against a threat of terrorism with 70 per cent of events in the



capital and other events being held in other force areas and the Olympic village being sited in Surrey.

Besides terrorism, risks included criminal activity, public order and domestic extremism as well as non-malicious hazards.

The assumption would be that the threat of

terrorism was severe, existing systems would be built up but there was also a need to project business as usual and maintain core service delivery.

The look of the policing of the Games would be the same across all forces, it would be a "blue Games", not military but

primarily a sporting event with security overload.

Cutting to the quick of what officers wanted to know, AC Allison said current estimates were that 10,000 to 12,000 officers would be needed to police the Games with the challenge being in finding specialists such as protection, firearms and mounted officers as well as search teams and explosive detection dogs.

Another challenge would be the security of the "live sites".

Neil Cratchley, secretary of the Metropolitan Police Federation, outlined the work of the Federation, the liaison with organisers in both Vancouver and Sydney and efforts to protect members in the run-up and during the Games.

"Lancashire is not ready but I believe it is difficult to be ready without the relevant information."

Sgt Eddie Entwistle, sergeants' rep
Pennine Division.

"I'm glad the 2012 Olympics was on the agenda; at least we, as a Federation, can say we are pushing the associated issues. Chris Allison of the Met was good but left questions unanswered. If he doesn't ask for commitment from other forces, he will not get it."

PC Robin Hardiman, constables' rep, Western Division.