

Dear Mr Finnigan,

Re: ACPO's restricted paper on the future of policing

We write on behalf of your rank and file officers, whom we represent, regarding ACPO's recent paper on the future of policing and specifically our grave concerns over some of the recommendations within it designed to deal with the government's planned financial cuts.

The fact that this extremely contentious document was leaked to the public domain has caused a great deal of distress and anger amongst police officers throughout England and Wales. Whilst much within the paper is to be commended, it does also contain recommendations that we strongly oppose, not least issues involving Police Regulations and Determinations and the replacement of the Police Negotiating Board.

Whilst ACPO and the Federation may not always agree, we are confident that we in Lancashire are able to discuss things in an open and transparent manner. However, for ACPO nationally to have produced 49 recommendations many of which would have a serious adverse impact on our members, without informing the Police Federation of England & Wales, indicates an unwillingness to do business in a meaningful way.

We understand that this document was presented to the Chief Constables' Cabinet on 16 July. We are also aware that the document will be discussed by all Chief Officers at an ACPO meeting later this month. However, our intention with this letter is to gauge where you stand with this document and its proposals and to ascertain whether you support the position within?

In particular, has full consideration been given to the subsequent repercussions of the following recommendations?

- the development of a more flexible framework for employing and rewarding police officers" (Recommendation 23)
- an urgent review of the Unsatisfactory Performance Procedures (Recommendation 24)
- a complete overhaul of the flexible reward mechanisms that are currently in place, including SPP (Recommendation 25)
- the replacement of the Police Negotiating Board with a Pay Review Body (Recommendation 26)
- a review of the rank structure and ratios (Recommendation 27)
- a clearer national framework for police staff (Recommendation 28)
- a national review of police staff role profiles and the extension of the role of PCSOs without increasing their powers (Recommendation 29)

We are sure that you would want to reassure your officers that this document does not reflect the view of all chief officers and that ACPO are not seeking to reduce their officers' conditions of service. We would like to reiterate our belief that it is imperative that all policing bodies work together to ensure the best possible future for policing in Lancashire and the other forces across England and Wales, especially at this time of great uncertainty and constraint.

On a local level, we would like to ascertain whether or not you are in support of the proposals within the paper, most notably the ones highlighted above.

Your swift response to this letter is much appreciated.

Yours in anticipation,

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John O'Reilly
Chairman,
Lancashire Police Federation

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Mark Sweet
General Secretary
Lancashire Police Federation