



INSPECTORS
BRANCH BOARD

SILVER BULLETIN



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PFEW Conference 2011 Edition

Part Time Pay—Test Case

A test case supported by the Met IBB has confirmed that part time inspectors are entitled to pay for additional hours worked. The case was brought by a part time inspector who worked 32 hours a week. The court found that she was paid a lower hourly rate in weeks where she worked additional hours than her male colleague who worked 40 hours a week. The court held that this discriminated against part time officers, the vast majority of whom are female. In addition, the court confirmed that the Police Regulations entitle part time officers including inspectors to be hourly paid.

The implications of the decision are considerable for all part time inspectors who work beyond their determined hours. We would advise part time Inspectors to ensure that there is a formal record of additional hours they work in the future, for example on Met Duties or CARM. We will be considering practicalities involved with claims for back pay with the MPS and will report to you again on this as soon as we can.

PHYSICIAN, HEAL THYSELF



Mark 'Simon Cowell' Crake
General Secretary

I shall be retiring in the next few weeks from the Police Service and so this will be the last time I have an opportunity to address you all. The Service has it appears to me been going through a process of 'change' for the last twenty years or so but never, I believe, has it been more apparent and more threatening than in the last three. In fact the only certainty now is uncertainty. I'm proud of what I have achieved in my seven plus year stint as General Secretary of the Met Inspectors Branch Board and I retire safe in the knowledge that I have always sought to achieve what's best for you, my members. In recent times I have tried through various mediums to warn you just how serious a threat is posed to your lives by the now constant stream of reforms that are being foisted upon the Service, not just by this government but by the previous administration as well.

I have no reason to be bitter or twisted, I'm leaving because I want to, having on balance enjoyed my 30 years in the Met but I am worried about what the future holds for the colleagues of all federated ranks I leave behind. We have, I think, become immune and perhaps a tad complacent about 'change' but that attitude must also change because this latest upheaval caused by Messer's Winsor, Hutton & Neyroud is a different more sinister kind of 'Change'. Forget Edmund Davies, forget Sheehy, forget even our little spat with dear ole Jacqui Smith. This is a thousand times worse than anything any of them dared suggest. In all those cases we, the Federation, were able to negotiate. We were able to trade antiquated allowances or overtime payments for pensionable pay with the net result being an investment in policing and those that do the job. This time though it is being suggested that you, the men and women who make up the police service, take a significant real terms reduction in pay in order to pay for the reforms to the service. There is no new money to fund a modest pay rise for the next 2 years but not only that, any savings achieved are also not being reinvested or redistributed to ease the pain. This time £700 Million pounds is being taken out of the Police budget over the next 2 years. As the wage bill accounts for 80% of it, you don't need to be an economist to work out who's going to take the brunt of the cuts. I really do not envy the lot of the National Federation negotiators in the coming months. There are absolutely no positives; no small wins available to them in order to placate you all when the 'settlement' is announced. It will I fear simply be a case of them delivering to you news that varies only in its degree of ghastliness.

Sadly it's apparent that those who are instrumental in wreaking this havoc have, despite their protestations to the contrary, little or no comprehension of what Policing really entails. Apparently visiting a few canteens late at night and speaking to a few officers for ten minutes over a cup of tea has made Tom Winsor an expert! Armed with his new found expertise he has made 62 recommendations about how it can be

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(Continued from Page 1) improved which, the Home Secretary who knows even less than he, has sought fit to swallow hook, line and sinker. They singularly fail to comprehend just how much gets achieved because of the good will of the troops. Someone recently described it to me as “Swings and Roundabouts” only in order to save money the swings have been decommissioned. Now I need to be careful here because the disaffection laws apply to civilians as well as police officers. I also make no apologies for returning in my final paragraphs to a familiar theme, but my continuing concern is that far too many of you continue to be your own worst enemy. Frankly until you wake up to the fact that you are being ruthlessly used and abused by your senior managers, police authority and by logical extension central government, then the Federation will continue to find it difficult to negotiate any meaningful concessions within PNB (or whatever Winsor dictates will replace it) on your behalf.

About 50% of you responded to a National Federation survey at the beginning of the year and once again it amazed me just how many of you, when replying to such requests for information add comments such as “I accept that I have to work long hours. It goes with the territory” or “It’s about having pride in the job I can’t let down my troops or the public so I’ll do what I have to do to get the job done”

Given the disgraceful treatment meted out to Police officers over the last few years it is nothing short of miraculous in my opinion that views such as these continue to be so widely held. The Great British Public should be incredibly grateful that those of you who are these exponents of self-sacrifice continue to serve in their name despite all that’s happened.

But the very real problem with such altruism is that it is being exploited by those intent on reforming our service. It is somewhat ironic that those who make comments about ‘not wanting to let colleagues down’ are in fact by continuing to act in this manner, doing exactly that!

They are badly letting down their present and future colleagues by helping to perpetuate the archaic culture of long hours and unrequited goodwill upon which the service so heavily relies. Senior Officers and politicians are quite happy to keep the ‘Roundabouts’ going, in fact now that the swings have gone they would like the Roundabouts to go round quicker and for longer. There is no better example of this than when recently the West Midland’s Police Authority made a very generous offer to re-employ as volunteers those Inspectors that they had recently made redundant through Regulation A19. It occurred to me though that would they have made the offer if they didn’t think there were individuals out there dedicated, or some might say stupid enough, to take them up on it? The roundabout at least has to slow down folks, if not stop on some occasions because of a lack of people wanting to ride it.

So my final plea to you all is this before declaring such undying loyalty to the organisation which you continue to so proudly serve, ponder for just a few moments on whether that commitment is being truly appreciated or just cruelly and cold bloodedly exploited and then answer this question. If it were the former, would you be facing a cut of 20% in real terms of your pay?

Good Luck, Best wishes and be safe.



PFEW CONFERENCE 2011—A VIEW FROM THE FLOOR

By



DI Siobhan Sagar (CW) & Inspector Stuart Rushworth (ZT)

This year’s conference was again held in Bournemouth and at pre-conference meetings there was a real sense of common purpose and anger amongst delegates for what promised to be fiery event.

Tuesday Morning. The Separate rank committees meet

First up was the Inspectors Central Committee (ICC) Conference entitled ‘Shooting Stars - Inspecting Ranks Under Fire.’ A very powerful video had been made about the effects of stress on the Inspecting ranks and how people go that extra mile

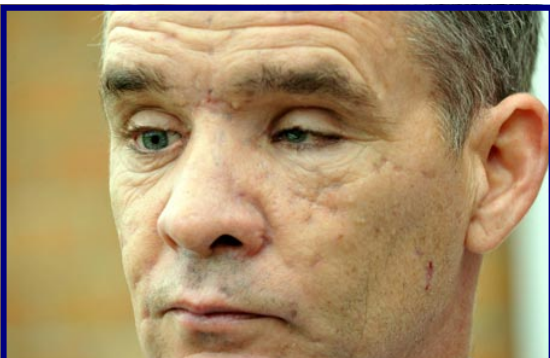
(Continued from Page 2) This year saw a lot of use being made of twitter throughout the conference. If you want to view this go to #fedconf11. We found this really interesting throughout debates and presentations as there were some really useful tweets in addition to some very satirical comments. The system was used to send messages up to the stage for further discussion amongst panel members. Nick Herbert MP (Policing Minister), Vernon Coaker MP (Shadow Policing Minister), Sir Dennis O'Connor (HMIC) and Derek Barnett, President of the Police Superintendents' Association sat on a panel about the current climate in policing. There were some excellent questions put to the panel from delegates and although many weren't addressed by Mr Herbert as he trotted out the party mantra about dealing with the budget deficit, it became abundantly clear that the government is not listening to the concerns of those on the front line telling them what really is happening.

The Police Federation National Detective Forum (PFNDF) held an open meeting on the Tuesday evening which was well attended. The blog and website were discussed as were the National Detective awards which will be presented at the PFNDF Seminar in December. The meeting was also attended by Vernon Coaker who spoke strongly about having ignored the detectives when he was policing minister and having woken up to detectives being as front line as uniform colleagues.

Wednesday at Conference is Keynote speech Day.

The National Chairman Paul McKeever set the tone *"We have the finest Police Service in the World"*. He went on to ask *"Why, when the rest of the world comes here to learn, are officers under a three pronged attack from Windsor, Hutton & Neyroud?"*

He asked, when the advice from HMIC said that any cuts beyond 12% would have a serious adverse effect on Policing Services, why was she demanding cuts of 20%? He pointed out that many of her cabinet colleagues had obtained substantial concessions from the Treasury for their departments. Yet, when it came to defending the police budget she was *"Absent without Leave."*



The Home Secretary appeared very uncomfortable when PC David Rathband asked her via a video *"Am I paid too much?"* To add insult to injury she refused to answer the question.

Paul received a long standing ovation for his speech. Then the Home Secretary rose to absolute silence. She said it wasn't her job to be popular and reiterated the acute financial crisis left by the previous government. She offered a crumb of comfort around the police pension age being considered separate from the rest of the public sector. Pay and conditions would be considered *"in the round"* at PNB. Ms May went on to speak of the Government's success at reducing targets and the burden of bureaucracy. However, she conceded that not all forces had chosen to discontinue the full range of KPI's and

targets and she would be following that up with chief officers. More silence at the end of her speech spoke volumes.

The Home Secretary remained for a Q & A session. However, she dodged all questions on pay or pensions, hiding behind the on-going PNB negotiations as justification. She also had no answer to a well researched question on the disproportionate effect the changes will have on women. Something of a concern when she is also the Equalities Minister!

Theresa May could have avoided facing what was always going to be a difficult audience. However, the Home Secretary is expected at the Police Federation Conference as a defendant is required at their own trial. Conference listened to her evidence and they were mightily unimpressed!

Among the other contributions was a new ACPO led National Decision Making Model to replace all the others. Chief Constable Adrian Lee from Northamptonshire said it puts ethics and policing fundamentals at its heart. Many delegates who rose to speak felt that whilst it may be a useful tool during the planning and debriefing stages, it wouldn't be much use in the 'heat of battle' and could become just another stick for the IPCC & HMIC to beat us with. A popular suggestion from one delegate involved less models, some common sense and a bit more support for their officers from ACPO.

There was an interesting presentation from Dr Bill Lewinski, a specialist in Cognitive Training. He used a High School athlete as a comparator and suggested that 100 hours training was a low level minimum for an officer faced with any sort of non compliant subject. A lack of training and competence severely affects the officer's decision making ability. Given that many officers are lucky to get six hours Officer Safety Training and an NCALT package each year, I'm not sure how that fits into the new ethical decision making model. The irony was no doubt lost on the previous speakers.

Thursday morning –closed session on what the future holds for us.

The Federation Futures Group held a panel and there was a presentation on the economics of the Winsor Review. Bob Elliott, Professor of Economics at the University of Aberdeen offered an alternative view to that of the Government. Growth and inflation are the key the Country's financial well being.

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Contact us at

Inspectors Branch
Board
Met Police Federation
York House
2 Elmfield Park
Bromley BR1 1LU
020 8464 2322
(Option 3)

We're on the Web
www.metibb.co.uk

Winsor Two

Tom Winsor reported the first part of his review into Police Pay and conditions on the 8th March 2011, the terms of reference suggested the second part of his report be published in June 2011.

However In a letter from him to the National Police Federation

Chairman Paul McKeever regarding the timetable for Part 2 of his review.

He has indicated that the consultation document will be out shortly, that the consultation period will run until August 2011, and that the final report will not now be published until **January 2012**.

We will of course keep you updated as matters progress.

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Total savings

- Winsor costs total savings on pay bill after abolition and introduction of new allowances at
- **£258** million over 2 years
- **£485** million over 3 years
- Do the maths, 160,000 police officers = over 3 years amount to £3,000 per officer
- **On top of cuts in pay there is also a pay freeze**

Slide from Professor Elliott's presentation to Conference

Professor Elliott forecast that inflation could reach 6% next year suggested a policy alternative to make smaller cuts to public expenditure, control inflation in order to increase the speed of growth.

He stated in relation to some of the Winsor recommendations that abolishing the annual increments of pay will affect 45% of the Inspecting ranks with the losses amounting to between £2640 and £3960 depending on where they are in the pay points at the time these increments are stopped. He stated that the abolition of CRTP will affect between 51 and 55% of the Inspecting ranks with an average loss of pensionable pay of £1212. He further stated that 56% of Inspectors would lose out from the abolition of SPP and 52% of Chief Inspectors. The private sector had its pain in 2009 when inflation was around zero. That minimised the effect of pay freezes and cuts. In conclusion he stated that the Government strap line of "we are all in this together" may be so but in very unequal measure.

Conference's final business was the AGM. Financially we are in good health. Costs are down and investments up. There was though a word of warning concerning future income, if numbers reduce or officers begin to opt out of being subscribing members of the Federation. However at present things are ok and as such Federation subscriptions will not go up in 2012.

A Metropolitan motion asking that Conference motions be binding on the JCC was defeated which we believe is perhaps a little short-sighted as it is difficult to see how we can argue for the decisions of the Police Arbitration Tribunal to be binding on the Home Secretary when we are not prepared to bind our leaders to the democratic wishes of their own members!

A thread throughout Conference was the anger and frustration felt by delegates toward ACPO. Generals have stood with their troops and Head Teachers with their staff. Yet ACPO appear to have silently acquiesced, whilst Home Office disinformation is pedalled in the media. Their vision for the future protects their position at the expense of their staff at the same time providing themselves with future employment opportunities as policing services get privatised. Against such feeling it was no surprise that Conference passed a Motion that they have "No confidence that ACPO will act in the best interests of the police service." It is worthy of note that it was the idea of one of our own Executive, John Partington to propose this motion.

All in all there isn't much good news. Our national representatives will try to protect our pay and conditions from the worst of the attacks but if £588M has to come out of the Police budget, its inevitable that most of it will have to be found from pay.

If any of you are really interested recordings of all the sessions of conference except the closed session can be viewed via the PFEW website <https://registration.livgroup.co.uk/polfedconference2011/downloads/>