



**INSPECTORS**  
BRANCH BOARD

# SILVER BULLETIN



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***“ No police officer should be required to work excessive hours, this is a particular consideration in the case of Inspectors and Chief Inspectors who are not paid for overtime”***

*Paul Whitehouse  
ACPO Vice Chair  
1994*

## USE THEM OR LOSE THEM!

Back in December 2008 I wrote and distributed to all Inspectors and Chief Inspectors a booklet entitled “Exploding the Myths”. This was to assist you, my members, in redressing your work life balance and making sure that you had the opportunity for appropriate rest, not only on a daily basis but also in respect of adequate rest days and Annual Leave.

Following on from this in October 2009 we surveyed all 2250 IBB members to get details of the hours they worked in a particular week as well as how many rest days and annual leave they each had outstanding. At the end of the survey we asked the MPS for the same information as contained within their recording systems. We were shocked at the amount of hours that far too many of our members are working and worse still was the disparity in the information held by the Service which has very scant and in some cases non-existent records of the hours worked by the Inspecting ranks.

It was clear to us that many members do not correctly record their hours or ensure the Service does so either. The survey also identified officers that were shown by the Met systems as working when they were in fact Annual Leave. Whilst this may seem unimportant the truth of the matter is that it could be potentially career threatening!

The potential exists for this to be interpreted as fraud by the Service with the accompanying likelihood of gross misconduct allegations being

made against the officers concerned.

I can't imagine that being interviewed under caution, for someone else's mistake or 'relaxed practice' in not recording you hours worked properly, would be a particularly pleasant experience!

We regularly call for the MPS to comply with Health and Safety legislation Working Time Regulations and Police Regulations and our most recent request appears to have elicited a positive response. Consequently we are now being briefed about and consulted with over a new duty recording system called CARM 3 that has the capability of being accessed remotely. The MPS will shortly, I am assured, be publishing an Aware an explanation of Service policy for working hours and the retention of re-rostered rest days. I suspect that their instruction will not please the significant number of you who have accumulated a large quantity of unused Rest days.

My advice to you is to take a close look at how many rest days you have outstanding and if any are approaching 12 months old then re-roster them immediately or you will, I fear, lose them. We are aware of OCU's that are misguidedly telling Inspecting ranks that should they transfer to another OCU, any rest days they have accrued will be transferred with them.

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This is factually incorrect. Worse still some are being told that outstanding rest days will be 'bought' back from the officers upon retirement. Again this is sadly not correct. There is NO facility for this to happen in regulations and as a result we are aware of colleagues losing these accrued days without any form of compensation.

Let's be clear, Police Regulation 24 Annex H states *'Inspectors shall during the next following 12 months, and so far as the exigencies of duty permit, be allowed or (as the case may be) granted a day's leave in lieu of any such day not allowed or granted.'*



**My two pronged message to you then is quite simple. 1. Record your hours and 2. Use your rest days within the 12 months or you will lose them.**

In respect of the survey results we are currently working on publicising them and when complete we will be sending them out to each of you.

If any doubt remains for you in respect of this issue you can always visit our website [www.metibb.co.uk/library](http://www.metibb.co.uk/library) and read the MPS policy in respect of Inspecting ranks working hours.

I suppose really what it comes down to is what value you put on your time off

**Mark Crake  
General Secretary  
Met IBB**

## What's it worth to you?

May of each year sees the great and the good of the Police Federation gather for annual conference and this year's event between 18<sup>th</sup> & 20<sup>th</sup>, for a variety of reasons, promises to be a lively affair. The General election will probably have taken place only a few days previously and the 'new' Home Secretary whoever that may be is booked for the traditional Wednesday morning slot in our conference agenda. What the future holds for the Police Service is increasingly becoming a matter of public & political debate and the PFEW will be using our conference in order to inform and influence government policy on this issue. The (current) Police Minister David Hanson & Hugh Orde among others have been invited to participate in a discussion on this topic.

Other subjects scheduled for discussion during the week include Public Order Policing in the wake of G20, the Olympics, Measuring Police Performance, & Sleep deprivation

Sadly no Conference would be complete without the need for us to discuss some form of contentious 'internal' Federation issue and this year is no exception. You may be aware that the funding structure of PFEW has been under review for

some months and decisions will need to be taken during the AGM session that will affect all members most notably with regard to the extent of any rise in subscription rates.



In November last year the Joint Central Committee (JCC) of the PFEW announced a 23% increase in the cost of subscription from the current £17.55 to £21.58 per month. The legality of their pronouncement was challenged and as a result the decision was deferred until the AGM, when effectively the delegates will be asked to approve any increase.

We have said before in this publication and elsewhere, that we as a Board accept that a rise is needed in order for us to maintain our ability to support colleagues as effectively as we do at present. At the time of writing we are unsighted on what the JCC are proposing the appropriate rise should be. The strength of the JCC's case and its ability to withstand the rigors of what will inevitably be an impassioned debate will we believe be the defining influence on how the delegates vote. Without wishing to prejudice that debate, it is though, we feel, likely that any amount finally agreed will be achieved via a process akin to a 'Dutch auction'. It is important therefore, that if you have an opinion you share it with your elected Inspectors Fed rep who will hopefully be a delegate to Conference and they in turn can take into account your view if, as and when, they are asked to vote.

We intend as in previous years to issue a Conference specific edition of the Silver Bulletin in May/June to inform you all of what took place during the week.

# Beyond Redemption

Many of you are I know closely watching the progress of the claim for a National On-Call allowance and have been asking for an update. The current position is this; In October the Police Arbitration Tribunal (PAT) adjudicated that an allowance should be paid but made no ruling on what level any such payment should be set at. Both sides to PNB were sent away to try and reach an agreement on what amount that should be.

It has always been made plain to Staff side which includes the Federation, that there would be no new money made available to pay this new allowance and that any sums payable would have to be found from the existing pay budget, most likely the money currently allocated to the SPP pot. In effect this means that in order to pay the On-Call allowance Police Authorities would be robbing 'Peter to pay Paul' by reducing SPP payments.

The original staff side claim was for 0.1% of the officers basic pay on a working day, 0.2% on a rest day and 0.5% on an annual leave day. The Official side would not accede to this request and as a result sometime between June and September of last year the Staff side claim was changed to make it a one-sized fits all amount based upon the basic pay of a 5 year Constable.

In response to this the official side offered a flat rate of £10 per day, which was rightly declined and branded as insulting by the Staff side negotiators.

However our negotiators then saw fit, in order to try and bridge the gap between the sides, to make an unofficial, non binding offer which reduced our claim again, on the proviso that it was implemented from the 1<sup>st</sup> April 2010 to a percentage of a 3 year Constable's pay! Thankfully the Official side rejected this offer as well and as a result the matter has now been returned once again to the PAT for them to adjudicate .

We, the Met IBB, have been consistent in our criticism of this claim from it's outset over 5 years ago, warning that it would legitimise the practice of On-Call. It is currently outside of Police Regulations and as a result enshrining it in Regs will actually worsen the current fallback position of our members, this being that it is voluntary and that no detriment can befall officers who decline to participate.

We have recently been able to convince our Inspecting colleagues from around the country who had previously supported the claim, of the folly of pursuing this claim and as a result the Inspectors Central Committee (ICC) are now of the opinion that such an allowance would be detrimental to our membership and are seeking to withdraw the claim. Sadly I fear this belated change of heart may have come too late. At recent meeting with our national negotiators, both admitted that they had taken their eye off the ball, had got too result focused and now accepted that the claim as it now stood was not good for us. I can assure you it gave me no pleasure to say I told you so!

Sadly though It is apparent that the other Federated rank committees do not support the Inspectors request to withdraw the claim. However that doesn't seem to matter

a great deal because we have also been told that because the principle that an allowance should be paid has been agreed by the PAT and ratified by the Home Secretary, the Staff side, even if it wanted to, cannot now withdraw the claim without the Official side's agreement.

As a result it appears we are now left in the situation that sometime within the next few weeks the PAT will adjudicate on the amount that is paid, in all likelihood somewhere in the middle of the two sides current

positions which in our opinion will afford our members who are On-Call a pitiful compensation.

Whilst this is the national picture, thankfully in the MPS at present we have a considerate set of leaders who believe in a professionalised service and do not intend to continue with the out dated practice of having 32 borough based DI's living in far flung places around the South East of England On-Call each night.

The On-Duty DI procedure that will replace On-Call for TP BOCU's has, as previously reported, stalled due to MPS staff changes. I have though recently met with ACTP Ian McPherson and have been assured that the On-Duty DI policy will happen and a new team have been charged with bringing it to fruition. May I just reassure those of you out there, Uniform and Detective who are waiting for this to happen that I will not let this one go but likewise I need to ensure that everyone involved is given the appropriate level of training and support to give it the best possible chance of success.



## Revolution is seldom painless

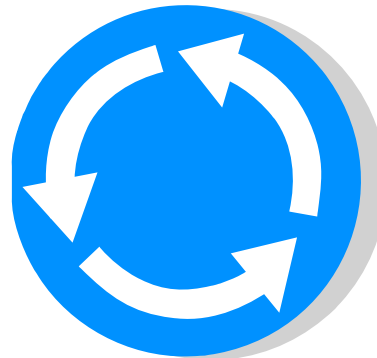
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Being a Federation representative you soon learn that, and apologies to Abraham Lincoln for the adaption of his famous quote 'You can please some of the people all of the time, and all of the people some of the time, but you cannot please all of the people all of the time' and this is most certainly true in respect of the Federation's tacit support for the new MPS Detective Rotation policy.

Contrary to what some of our more vocal correspondents on this topic would have us believe, we are cognisant and truly sympathetic of the turmoil the implementation of this policy has brought into the lives of those working within Specialist Detective commands. Indeed those who led for the MPF in the consultation process, who incidentally are Detectives, were mindful that our support for this policy would not meet with universal favour and were aware of the impact it would have on their colleagues to whom it would apply.

But the Police Federation's role is twofold- the welfare of its members and the efficiency of the Service. It has long been recognised that there is a lack of experienced detectives currently working in borough based CID offices and as a result those colleagues working within that environment are being left exposed to excessively demanding workloads which puts them at risk and often regrettably results in a lower level of service than is acceptable being afforded to the public.



We're on the Web  
[www.metibb.co.uk](http://www.metibb.co.uk)

### \*\*Stop Press\*\*

Please remember that MPS officers automatically receive all the tax rebates to which they are entitled; Uniform cleaning & clothing allowance which is shown as 'TAUA' on your payslips and tax relief on Federation subscriptions via an automated bulk claim unlike our colleagues in many of the county forces.

If officers continue to try and make additional claims and by so doing over burden the tax office it is likely that this convenient arrangement will be withdrawn. A situation that will result in many losing out

There are, we accept, any number of reasons why colleagues are not attracted to the challenges of borough based CID work. The work currently being completed under the heading of 'Detective Resilience' is attempting to highlight and propose solutions for many of these obstacles. However, these remedies even if implemented immediately will need time to take effect. Rotating experienced detectives from specialist roles back to borough for a limited time will undoubtedly help to alleviate some of the chronic problems currently being experienced by the Service in that area.

Of course there are individuals reading this who will disagree with our stance on this issue but undeniably the Federation's role must be to protect the majority and unfortunately sometimes that means a minority may suffer. Let's not forget though that it wasn't too many years ago when rotation was accepted practice within the CID. Officers served 3 years on an inner division followed by 3 years on an outer one before moving for 3 years into what was then 'C' department.

We often comment when the Service 'reinvents the wheel' and makes a belated return to a previously discarded practice, upon recognising that it wasn't such a bad way of doing things after all. This is just such an occasion and once the initial shock of the change has been overcome and the necessary steps are taken to add value to the borough based detective role we sincerely believe everyone, federated rank officers, the Service and the public, will be better served by this particular reinvention of a rotating wheel.