



INSPECTORS
BRANCH BOARD



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SILVER BULLETIN

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The Key Roles and responsibilities of the LSDO will be;

- ◆ Six LSDO's will be on duty each week Friday - Sunday.
- ◆ There will be two Chief Inspectors on duty on each of the three links.
- ◆ The LSDO's will be on duty between the hours of 13:00 and 21:00.
- ◆ The LSDO will parade at their own BOCU. They will be available to deal with any critical incident across the link, co-ordinating any response with their other LSDO colleague. At 8 p.m. they will report to the night duty Superintendent before going off duty.
- ◆ It is important that the LSDO does not become involved in matters routinely dealt with by Inspectors & Sergeants, as their role is that of a senior manager in strategic command.

ON CALL VS. ON DUTY

Welcome to first issue of the Silver Bulletin in 2009. It is already apparent that this year will present many new & interesting challenges for our ranks. Our new leader has some attention grabbing suggestions for the way he wants the MPS to do it's business in order to maximise results in the most cost efficient manner. Our challenge is to ensure that any ideas introduced are not only good for business and the public at large but are not detrimental to the well-being & health of our members.

One such innovation is the newly proposed expansion of the on-duty night duty Superintendent role to incorporate the reintroduction of a Late Senior Duty Officer of Chief inspector rank. I am aware that this idea is causing some concern amongst those whom upon it directly impacts and so I feel it appropriate to explain just why we support this project.

The first thing to note is that these plans only affect TP business group uniform Chief Inspectors although it will also benefit TP Duty Officers.

It is our contention that since the salary agreement of 1994 the Inspecting ranks have been abused by having to undertake periods whilst off duty 'On-Call' for no additional compensation.



"Put a cordon in. I'll be there as soon as I can"

Over the past few years we have witnessed an increase in the performance target culture and an almost insatiable desire for micro-management. As a result we embarked on a quest to consign 'On-Call' to history's dustbin replacing it with properly resourced resilient on duty

policing. The MPS to it's credit worked with us on achieving this and as a result, since 2005 we have had an 'On-Call' policy that is the envy of the other 42 forces within England & Wales.

But despite it's introduction the need for out of hours supervision and authorities remains and hence we have challenged the MPS to continue its move away from an 'On-Call' culture for BOCU based C/I's & DI's by brigading BOCU's and provide a Night Duty DI for each cluster of approx 3 BOCU's.

After liaising with the Superintendents Association they decided to trial our concept first with the Superintendents and as a result we now we have three Superintendents on duty from 8pm to 6am each day, one on each link command group. The idea being that this removes this particular incumbency from the 32 OCU Commanders.

(Continued overleaf)

ON CALL VS. ON DUTY

The positive feedback provided by the Superintendents at the end of the this trial period, has enabled this system to now become MPS policy.

We are aware that some BOCU's continue to operate separate independent & unnecessary 'On-Call' rotas for their own Superintendents. These are totally against both the spirit and intention of the new policy and the fact that they invariably 'encourage' their C/Inspectors to partake in this second tier roster only amplifies our concerns. We have and will continue to challenge any such abuses whenever they are highlighted to us. There is absolutely **no need** for this 2nd 'local' tier. If a BOCU Commander wants to be contacted whenever particular incidents occur on his or her patch all they need do is ensure instructions are left with the night duty on duty Superintendent including **their own phone number!**

More feedback from the night duty Superintendents indicates that whilst they were able to assist on many BOCU's they identified a trend whereby Duty Officers tended to defer to them for advice more often during Friday, Saturday & Sunday evenings. Many of these queries, they commented did not strictly need the input of someone from the Superintending rank and would have been better dealt with by a C/Inspector had there been one available on duty.



They recommended that further assistance and cover is needed to support Inspectors during this the busiest period of any week.

This was where the idea of LSDO was hatched.

The published MPS aims for the LSDO system are;

- ◆ Remove requirement for Chief Inspectors to be 'On-Call'.
- ◆ Support the Superintendents and Duty Officer at peak times in responding to any critical incident.
- ◆ Highly visible senior officer presence across the link.
- ◆ Brief the night duty Superintendent on incidents or tension indicators that require his/her attention.
- ◆ Take initial steps to formulate 'Gold groups' as and when they are needed.



The plan is to have two LSDO's per link area on duty each day to add resilience to the system.

Having senior colleagues available to assist and support front line staff we believe sends a positive message to those they lead and will improve our overall service to the people of London. The system will also provide development opportunities for Chief Inspectors and enable them to gain evidence in support of transfers or promotion applications.

There are currently 147 Chief Inspectors on boroughs. Add to these a further 44 who work within TPHQ, all of whom have been assigned a BOCU for the purpose of participating in the LSDO system and the upshot is that on average a C/I would only perform the role of LSDO on just **5 occasions per year and will do away with the need for any TP C/I to be On-Call.**

It is important to note that those who already work many weekends covering public order commitments will be eligible for exemption from being part of the LSDO system if they so wish it.

The replacement of 'On-Call' with specified On Duty shifts has proved very popular with the Superintending ranks; it allows them to balance family commitments with work demands a task that had previously proved difficult. We would like to see our members benefit from a similar improvement in their working conditions.

I understand the reticence of some colleagues in embracing this new policy and as with any innovation it will need to be carefully monitored to ensure it is achieving its intended benefits. I hope & trust you can all appreciate the wider aim here is to help those involved achieve a much improved work life balance by eradicating 'On-Call' and allowing officers when off duty to spend their free time as they wish, unburdened by the constraints of having to be able to respond immediately and effectively to unexpected calls from on duty colleagues.

Mark Crake

General Secretary

Met IBB

Wake up and smell the coffee!

As I am approaching the end of my police career my mind has started to drift towards health and safety as it was in 1979 compared with today. The first bit is quite easy because there wasn't any; the police service simply wasn't covered by the Health & Safety at Work Act, 1974 until 1997.

In the early 80's we blithely rang the bell on the station van and GP's in the honest belief that other road users could actually hear them; the much more technologically advanced sirens on the area cars needed regular top ups of engine oil or they overheated and only emitted a strangled whine which had the same penetrating power as the whistle. I can even remember having to call up for the handcuffs carried in the area car (as no one else was allowed to carry them). Fortunately our customers in those days seemed to be much more amenable than they are now!

One thing that hasn't changed though is the uncertainty of police work with the requirement to do overtime, frequently at short notice. Even in my youth the more enlightened supervisors recognised that tiredness can affect anyone and would cut you some slack whenever you had to return to duty after a particularly long shift or when attending court off night duty in particular before returning the next night.

The advent of the Working Time Regulations (again with a delayed introduction as far as police officers were concerned) has introduced a myriad of rules which need careful attention, particularly with the subsequent introduction of Corporate

Manslaughter legislation.

If an officer works a long shift, way beyond the rostered duty, leaving less than the required 11 hours daily rest before the next shift, how do you know when he or she should next come back to work?



The first issue is that payment of overtime does not have any direct connection with the Working Time Regulations i.e. overtime is not compensation for loss of part of that daily rest period. If you have lost part of your daily rest then you are entitled to compensatory rest at some point in the future, depending on individual circumstances.

The police service is in general not exempt from the Working Time Regulations which can only be 'disapplied' for the duration of a serious incident; these should be very rare events and in a lot of cases the shift pattern itself meets some of the tortuous arithmetical calculations that can be associated with Working Time Regulations.

However, whatever the circumstances, an Inspector can never disapply the requirement to look after the health, safety and welfare of

colleagues. It might be tempting to insist or suggest that officers return to duty without the prescribed daily rest period, sometimes with only a few hours rest. If that officer makes a serious mistake which can be attributed to tiredness then it is almost inevitable that hours worked, the number of shifts worked in succession and daily rest will all come under scrutiny.

In 2006 a 21 year old worker fell asleep whilst driving to work; he was killed in the collision. Enquiries revealed that he had worked 11 days without a day off, averaging 17 hours a day; the employer tried to say it had no idea he was working such extended hours yet he was an hourly paid potato picker.



The case predates corporate manslaughter legislation so you can only speculate what might happen to anyone supervising someone in a similar position today. The company received a substantial fine which pushed it close to bankruptcy.

Do you by any chance know anyone who works overtime regularly, lives some distance from work who might just fall asleep at the wheel? They don't have to be a potato picker!

Mike Roulston. Dip NEBOSH

Met IBB lead on Health & Safety issues.

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



Management of Firearm Incidents

There have been two significant developments recently concerning the management of firearms incidents which involve members of our ranks about which you need to be aware. We have been consulted in the format of these changes and are content that they address our request for added resilience to the Silver accredited role of BOCU duty officers.

The first development is that the MPS Management Board has confirmed their intention to introduce a team of dedicated firearms commanders to perform firearms command functions in pre-planned operations w.e.f. from 31st December 2009.

The second change is that Inspectors **must** have attended a Silver tactical accreditation course if they are to perform Duty Officer and/or manage firearms incidents. The accreditation lasts 3 years at which point they must attend a re-accreditation course.

Those who have previously attended an IFCAT Course and have not yet attended a refresher will have until 1st August 2009 to complete their refresher. If they do

not do so by this date then they will need to attend a full Silver course in order to regain the authorisation.

Furthermore it has been decided by the TP Command team that from 1st January 2010 any officer undertaking the role of Duty Officer **must** be Silver Firearms trained and that there must be a Silver trained Inspector on duty **on each BOCU 24/7** to deal with firearms incidents.



It will no longer be acceptable for a Duty Officer from a neighbouring Borough to cover this function.

This decision will also mean that BOCU's can no longer use Acting Inspectors to cover the Duty Officer function, unless you have another Inspector who is Firearms trained on duty to cover any firearm incidents, as Acting Inspectors cannot be Silver firearms trained.

We have been assured that compliance to this policy will be monitored centrally.

We are hopeful that BOCU's will implement this very welcome change as soon as practicable and not necessarily wait for the published deadline.

FEDERATION CONFERENCE 2009

This year's annual Police Federation conference starts this year on Tuesday 12th May in Bournemouth and the following topics will be debated by delegates;

- ◆ Enhancing Leadership skills
- ◆ Growing threat of Knife Crime
- ◆ Post Traumatic Stress Disorder
- ◆ Politicising the Police

- ◆ The shortage of skilled Detectives
- ◆ The future for Roads Policing.

It is our intention, as we did last year to issue a special post conference issue of this publication. But if you have something you wish to contribute to any of these debates please contact your local rep the majority of whom are attending as delegates.