

INSPECTORS
BRANCH BOARD

SILVER BULLETIN

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Worth remembering

That new pay scales take effect from 1st Sept 2009
(London allowances not included)

Inspector20082009

0- £46,419	0- £47,625
1- £47,676	1- £48,915
2 - £48,936	2- £50,208
3 - £50,199	3- £51,504

Chief Inspector20082009

1- £51,183	1- £52,515
2- £52,167	2- £53,523
3- £53,205	3- £54,588

Please note top pay point figures do not include CRTP

TAKE UP THE CHALLENGE

If I'm honest I'm not sure I know why the Deputy Commissioner, given the multitude of topics he could have spoken about during his exclusive interview with Police Review (24th July 2009), chose 'Direct Entry into the Inspecting ranks' but he did.

Regrettably the content of the article does little to assist my understanding of his motives especially as having said "it's worth considering" he then proceeds to spend the rest of the article arguing against it!

You will remember that the idea of allowing certain 'high quality' applicants to circumvent the traditional single point of entry system was part of the brave new world of the police modernisation programme foisted upon us five or so years ago. A part, which to date has not been taken any further although we have in the intervening period heard murmurings about other civil servants being subject to 'level' transfer into the Police Service. As you would expect we the Police Federation have a view on the subject and indeed a policy that opposes the introduction of any scheme such as this.

Apart from reigniting the debate, nothing Mr Godwin has to say within the article persuades me that our existing policy is wrong but perhaps you the practitioners have something to add to the discussion which might change or indeed reinforce our view.

I'm struggling to think of a way in which 'Direct Entry' will tangibly enhance our ability to serve the public. The Police Service has had graduate entry and accelerated promotion schemes for the purpose of attracting and retaining those quality candidates for as long as I can remember but significantly of course everyone starts

on the 'shop floor'. Would the Police Service benefit from recruiting proven leaders from other walks of life with the concession being that they are excused the honour of learning our trade? Would they be appreciably better managers and leaders than those who have fought their way through the existing system? But perhaps the more significant question for the police authorities is would they enhance the quality of candidate applying for positions within the upper echelons of the Service?

There may well be good reasons why we all need to be more accommodating of this idea, although the best one Mr Godwin could muster was "it will allow you to change your leadership profile a lot quicker". Whoopee-do I hear you cry! Indeed I'm kicking myself for having overlooked it!



Seriously though, within the PR article the Deputy opines that the concept of maintaining a single point of entry and the need for everyone to 'learn their craft' by spending time as a Constable or Sergeant 'can be challenged.' I think we, on your behalf, should contribute to that process, so it is my intention to raise this as an agenda item at our next Branch Board meeting scheduled for early September when we can review & challenge our currently unenthusiastic stance and if deemed necessary amend it. So if you have a contribution to make to this debate please speak to your local Inspectors Fed Rep in advance of the meeting or e-mail me direct on myopinion@polfed.org

Mark Crake
General Secretary
Met IBB

IN NEED OF A WAKE UP CALL

Earlier this year I sent out a questionnaire to 567 uniform inspectors based at the 32 BOCU's in London; they were likely to be leading or have led the teams of response officers that provide the 24/7 emergency response to Londoners.

Parts of their managerial responsibilities include safeguarding the health, safety and welfare of their teams of officers.

I decided to concentrate on what appeared to be one relatively simple component of the Working Time Regulations, 1998 i.e. the requirement to offer health questionnaires to night workers. The regulation expects the identities of the officers to whom surveys have been issued and any responses to be kept for two years. At this point I should point out that any response is likely to fall within medical confidentiality considerations but there is no reason why an anonymous return rate could not be calculated if an efficient management system for the offer and return was in place.

Of course you need to know what a night worker is in the first place; fortunately police officers working a rotating shift system which regularly includes night work are deemed to fall into the category; night work includes any three hour period starting or finishing between 2300 and 0600.

Apart from feeling tired night working can have the following effects on the human body;

- ◆ Colorectal cancer
- ◆ Breast cancer
- ◆ Cardiovascular disease
- ◆ Hypertension
- ◆ Gastrointestinal disorders
- ◆ Reproductive problems

The effects could be aggravated by age, gender, lifestyle or domestic circumstances.

However human beings fall into three body types which are either likely to favour early morning starts, prefer evening work or who could adapt or tolerate both. Careful matching of body type to shift could mitigate some of the health issues mentioned above but that would obviously require some adaptation of the rotating shift pattern

for some individuals.

Inspectors are more likely to fall into one of the more vulnerable categories e.g. age but they are also perhaps more aware of the unofficial dispensation that was available to Chief Superintendents dealing with officers who were over 45 and with 22 years service asking to be taken off night duty.....however that sympathy usually consisted of an offer of



permanent late turns to the best of my recollection! The survey produced a 40% return rate and the significant findings are

below:-

99.6% had experience of working a rotating shift pattern during their career

44.5% were working such a pattern when surveyed

96% were managing or had managed night workers

50.7% were in such a role when surveyed

This data demonstrates that the respondents could be expected to have good knowledge of night working issues simply because it was part of their job.

In fact only 3.1% had personally **ever** received a survey (bearing in mind they should be offered annually) whilst 2.6% had been involved in offering it to their colleagues.

99.2% of respondents were able to identify the negative health effects of night work (possibly through personal experience) but many unfortunately believed that the medical effects could or would be negated by financial compensation or other incentives.

Only 9% could correctly define a night worker – irrespective of whether they were in the group of inspectors working shifts at the moment or those who had done so in the past.

This small slice of the survey data shows that sadly inspectors know very little about the subject apparently due

to insufficient information, instruction or training. In a response to a Freedom of Information Act request I submitted, for the number of Metropolitan Police officers who had been offered the survey as at 31st March 2008 the answer was **“a large proportion of the organisation has been offered the questionnaire over the past years”**.

Perhaps the inspectors were just unlucky or had possibly dozed off whilst the questionnaires were being passed around!

It is also interesting to note in light of the FOIA response that the night worker health questionnaire (Form 6030) was first made available on the Forms Unit intranet site in November 2008 !!

I would like to thank all the officers who contributed to the survey, particularly those who took the time to provide individual comments. These have proved to be invaluable; one inspector said “...senior managers take no account of the stresses on officers working shift work...”

The president elect of the Institute of Occupational Safety and Health recently responded to a claim by the Metropolitan Police Service that sickness absence due to stress had been reduced by 16% over a four year period. He suggested that the best way to reduce stress was to create a more supportive culture for a more positive workplace i.e. treat the causes and not the symptoms.

As far as night workers are concerned this could consist of simply offering the questionnaire at PDR time or even at the interim reviews. That would guarantee that a large proportion had been offered the survey at least annually and possibly six monthly.

It's 3am now and Metcall are pestering me again.....the IBO staff keep smirking at me what seems like every few seconds but when I have wiped the dribble from the corner of my mouth and looked at my watch I see 13 minutes have gone by.....I wonder if this night work is affecting me after all these years?

**Mike Roulston Dip NEBOSH
Met IBB lead on Health & Safety issues &
occasional Duty Officer at YE**

New Eyes & Ears role for LSDO's

In Issue 8 (April 2009) of this publication the lead article was entitled 'On-Call vs. On Duty' which dealt with the thought process behind our support for the Late Senior Duty Officer. Since that article there has been much discussion and criticism of the role primarily concerning a perception that it lacked purpose, ownership and in certain cases relevance.

This criticism was not only from the practitioners but also a large number of Superintendents on BOCU's. Most of the comments from Chief Inspectors related to the role asked of them and their experiences thereof, but invariably the criticism from the Superintending ranks was no where near as objective and indeed bordered on the myopic. At best it focused on their lack of trust in the quality of C/I's from off their BOCU, but worryingly at worst and in my opinion most likely the truth, was their opposition to the scheme as it prevents Superintendents from coercing or 'putting upon' their own C/I by making them cover for PACE and On-Call duty.



The rationale they give for their abuse of many of my members in this way is predominantly twofold,

- 1) They could get experience for promotion by performing duty as an Acting Superintendent and
- 2) Seeing as they are On-Call for critical incidents anyway what's the point of the Superintendent having to disrupt their time off to come in for a PACE review when they can make the C/I act up.

The PACE argument gathered momentum and as the PACE review group were working on modifications to the law it was widely believed that responsibility for the 24hr review was

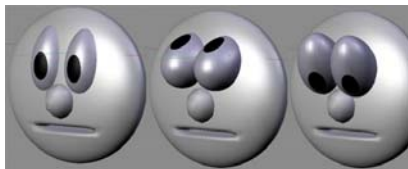
going to be delegated down to Inspector level.

Well I have news for you! My information is that the review group have dropped that idea. In their view it is such a fundamental part of British law and our civil liberties that the authority level is and will remain with a Superintendent, **not** someone acting as one otherwise known as a Chief Inspector!

The C/I criticism of the LSDO system was mainly generated from a series of workshops held by the Service, in which all uniform C/I were invited to participate.

They were held at Lambeth CCC and were facilitated by Dominic Crouch on behalf of the project sponsor Commander Simon O'Brien. Having been invited I attended a couple to explain our position to the gathered masses.

The outcome of these workshops was a proposal that C/I cover would be best achieved by each BOCU providing their own. This proposal has, I am led to believe been rejected and whilst I have not yet been given sight of the proposal that will be taken forward, I believe it will be similar to what's currently in place but with a reduction in the number of C/I required to perform duty as the LSDO. There will now be only three C/I on duty at these times one per (old) link.



In addition the officer performing the duty of LSDO will work from CCC Lambeth directly alongside C/I IR and will act, I am told, specifically for the Commissioner and MPS as a whole, in effect be his eyes & ears. The LSDO's instructions will be to attend and observe - not be responsible for - incidents that occur and the BOCU will no longer have the authority to send them away after

adjudging them to be superfluous. The LSDO will in future report back and in all likelihood have to complete brief handover sheet on each incident they attend.

I'm told that the Chief Inspector rank is a highly valued resource within the MPS -although I believe the BOCU Superintendents have a more selfish

reason for valuing them- they have an important

part to play in service delivery and the 5 'P's. This is, they say, in line with the Commissioner's request for more intrusive and visible leadership. If I'm honest I remain unconvinced that this is the best way of achieving these aims and I have made this point repeatedly.

We tried to get them to change the system but have not at this time been successful. But we'll continue monitoring it and will evaluate it again in the fullness of time to see if the role has improved and in turn is giving greater value to the service, public and individual.

It is my wish and hope now that all Chief Inspectors called upon to perform the new LSDO role will do so professionally and moreover that they will objectively feed back their thoughts on the revised role to me via their local fed rep.

In return for this support we've received assurances that Chief Inspectors will **not be used at all** for On-Call or covering their Superintendents duties on BOCU's. Furthermore CI's **will not** be used as acting Superintendents at weekends for PACE cover as this is a core responsibility of the Superintendent rank. I have though agreed to a limited exception to this policy whereby BOCU's with only two Superintending rank officers can use their CI's to cover for late notice sickness and pre-booked and authorised periods of A/L.
(Continued on back page)

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

**** Stop Press ****

**On Call allowance
PAT decision.**

**On 6th August the PAT
adjudicated in the
Staff sides favour
regarding the national
claim for an on call
allowance**

**For further details on
this judgement please
visit our website
(Details of which are
shown immediately
above.)**

New Eyes & Ears role for LSDO's

(Continued from Page 3) Any variance from this consensual or otherwise will not be tolerated by the Service and close monitoring will be undertaken by Mr O'Brien's team and indeed us!

One final message from me- it really is vital that, and I must emphasise this - no Chief Inspector should take part in any local BOCU On-Call system for the SMT. Now I know many of you reading this will say *'That's ok for you to say but unlike you I still want to progress within this organisation'* But to those colleagues my message is simple- your rank is the most abused within the MPS and it is my role and duty to do everything I can to improve that situation.

I am making progress - most notably by helping to develop future promotion processes which do away with the local BOCU panel and in doing so removing the ability of local BOCU Superintendents to abuse the power and influence they have over CI's, dependant on their recommendation. In future it's hoped that all application forms will go direct to the Business group stage. This I believe will assist our members to feel more confident about asserting their right not to succumb to outdated practices such as On-Call safe in the knowledge that they cannot be directly discriminated against by their line manager for taking a stance. The development will also I believe lead to a more streamlined promotion system far less vulnerable to nepotistic practice.

Please help me to help you

Mark Crake
General Secretary
Met IBB

PROMOTION PROCESSES UPDATE

Many will be aware of the integrity issue that arose during the current C/I process that resulted in the withdrawal of the presentation exercise. The DPS investigation is coming to a close and I'm restricted in what I can disclose. Suffice to say the MPS was put in an invidious position by the *alleged* misconduct of member(s). Sadly it never has been quite as simple as just starting a new process or only assessing on one part. The only other alternative was to scrap the process completely and promote nobody! Despite numerous rumours to the contrary there is still no 'evidence' of any breach in the written exercise.

Those rumours, whilst understandable, in truth help no-one. Please be assured I am cognisant of all the concerns, issues, permutations and anomalies where people believe that other people or groups of people have gained an unfair advantage. I will be present at the final panel on the 8th Sept and will do my very best to ensure that a pragmatic solution is arrived at which caters for as many of those 'anomalies' as practicable.

You need to trust that I will do my very best to represent your best interests.

We will **not** however be supporting any 'abuse of process' appeals that utilise the removal of the presentation exercise as grounds for that appeal.

As far as the Superintendents process is concerned I have been informed that due to reduced numbers no quotas will be imposed on OCU's this time round. But the standards will still need to be met before a candidate can be advanced to the next stage.

As mentioned in the LSDO article I'm hopeful that future processes will have fewer hurdles with the removal of local panels. Removal of this initial stage will have the benefits of reducing the amount time taken up by the process. This will have a knock on effect of saving the MPS the manpower costs associated with supplying staff for the panels including the Federation rep and finally we hope it will reduce accusations that the initial decisions made have been effected by either a personality clash or nepotism