



SILVER BULLETIN

SOME HEADLINES FROM CONFERENCE

INSIDE THIS ISSUE:

<i>Conference brief</i>	1
<i>Stress Survey Results</i>	2
<i>Commutation Increase</i>	3
<i>Airwave update</i>	4

• STOP PRESS.

Judicial Review

The eagerly anticipated result of the Judicial review is now due on the 10th of June we will circulate the result to your representative as soon as we have it.

Welcome to this special Conference edition of the Silver Bulletin. I hope you find the topics reported useful. This conference was particularly significant not just for the Pay issue. There has been much said and reported in the media that we/you voted for a right to strike, we did not. As you are aware we overwhelming voted for independent arbitration to be binding on all sides, and in its absence - to lobby for the right to take industrial action which is totally different from the right to strike.

The Home Secretary showed yet more arrogance by predicting that *"taking this road would lead to a dead end!"* such is her contempt for you all. You & your colleagues have made your collective opinion clear. And so I can assure you that for as long as I lead the IBB or until You tell me otherwise I shall ensure that this road is taken and any barriers overcome until we get the right to

binding arbitration or attain the right to industrial action in whatever form that may take. I have studied Police Forces throughout Europe and we are the only ones without these rights in any guise, so I believe we would be successful in achieving this aim in Europe.

Ms 'Spliff' chose in her address to conference to try and bribe us all with her announcement on commutation but I refer you to page 3 for our views on this. The conference speeches from John, Jan and the Home Secretary are on the web at www.polfed.org I commend Jan's in particular to you all.

It was also widely reported that this was the last conference for our Chairman, Kent C/Insp Jan Berry, but less well reported was the fact that the General Secretary John Francis, a Metropolitan Inspector also retired. John has been a Met Police Officer for 38 years and served all the Federated ranks exceptionally well

and was a loyal servant to our Branch Board. I am sure you will not mind me offering him all of our best wishes for a long, happy and healthy retirement.

Before I close may I also congratulate our other regional rep Insp Dave Moore, ex YR, on his election to Treasurer of the Joint Central Committee, and



PS Paul McKeever (pictured) also from the Met on his election as the new Chairman to the Police Federation of England and Wales.

Regards

Mark Crake
General Secretary
Met IBB

WELL BEING AT WORK SURVEY :- RESULTS



Mary Wood

Vice Chairman

Met IBB

Once there was a farmer who had a horse and a donkey. Every day he loaded the beasts with corn, which they took up to the mill. They returned with bags of flour. Then because he needed to make his business more cost effective, the farmer sold the horse. The donkey then had to carry twice the load, but was given the same amount of food. Then the farmer noticed that the donkey was going more slowly, so he got a stick to make it move faster. It wasn't long before the donkey collapsed and died on the road and the farmer went out of business.

I'm sure that your average six-year-old would conclude that he was a silly farmer.

Unfortunately, those that manage us do not always seem to share this clarity of vision.

This is why the Inspecting ranks Federation funded a survey, to get evidence of the stresses our members suffer.

Thank you to everyone who took part. 55% of you responded, which is exceptional. Copies of the results will be on our web site soon.

This is some of what the survey showed.

We have a strong commitment to our profession.

This is in comparison to others both within and without the service. However, we do not feel that this commitment is returned by the organisation.

We are overloaded by the demands of our work. This is destroying our work / life balance.

This is not only our views but when compared to all the other police forces in England and Wales

We experience difficult relationships with senior officers.

There is a lack of praise for what we do, and too many demands.

We are less productive than other police forces.

Although we work harder we do not achieve as much.

There were specific stressors identified that are given a 'severity' rating. 8 is a very high rating, 10 puts it into the highest 1% of stress levels.

Stressor	Rating
Long hours	10
Excessive travel	8
Work life balance	9
Technical overload	10
Unmanageable workload	8
Others taking credit	9
Change for change sake	8
Aggressive management	9
Isolation	8
Unclear expectations from management	10

What else do we know?

The UK is consistently in the bottom three European countries for employee satisfaction.

2 out of 3 absences are stress related.

Stress has overtaken back problems as the number one cause of health problems.

If you work over 60 hours a week this damages your health, your relationships and your ability to work.

Remember :

Those who are well - work well.

So what can we do about it?

The Inspectors Central Committee will be engaging with management to try to change cultures and make our working lives better. In the meantime, here are a few suggestions:

Stick to the Working Time Regulations.

They are there for your protection and are the law of the land. There was a reminder of them in the last Silver Bulletin.

Record your hours.

Make sure your line manager knows what hours you are working.

Say NO.

We are managers who daily make tough decisions. It maybe that in prioritising we should leave tasks or delegate them, rather than do them poorly. Do make sure that you justify such decisions though.

Say thank you.

A very common complaint was that we did not get enough thanks for what we do. Why not set a good example and say thank you to those you manage?

Pay attention to life outside work.

Consider working compressed hours or just

remembering to go home.

Don't be like the silly farmer, and break your ass!

Mary Wood

Vice Chairman

NB. Any resemblance to any farmers living or dead is purely coincidental. Any resemblance to any Senior Officers or Government Ministers however is intentional.

Please don't fall for her tricks!

It worries me that a group of people who are naturally cynical and who's very instincts tell them not to believe everything they are told, have been so easily duped by a dishonourable politician desperately trying to save her own skin.

"God bless her. She might have taken 0.6% away from me but she's just given me £25k so I'm happy" is an amalgam of the sorts of comments I was hearing last week after the Home Secretary chose the occasion of her address to the PFEW annual conference to announce the changes to the pension commutation figures. If my

fellow Federation reps are talking like that, Goodness knows what the rest of you believe!

Lets be absolutely clear she has given you nothing! The Government Actuarial Department or GAD are obligated to periodically review the figures and adjust them according to the actuarial evidence of longevity of the population. This latest review is long overdue and we have been aware that it has been taking place for some time.

The Home Secretary knew she was walking into the proverbial lions den at Bournemouth and needed to

'pull a rabbit out of the hat' in order to escape what should have been a fatal mauling. And that's just what she did.

It might seem like all your birthdays have come at once but please be under no illusions this in no way compensates you for the money that she, on behalf of this government, stole from you last September. This is not a case of her handing you back with one hand, money that she took with the other. Indeed a preliminary Federation view is that the new figures are actually not as generous as they might have been.

Now there's a surprise!

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We're on the Web
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Mike Roulston.

Dip NEBOSH
Met IBB lead on Health &
Safety

Airwave Update, sold short? Maybe not

One of our Insp. colleagues, Tim Love (GD) took his opportunity at Conference to express his views about the MPS system.

His really incisive question for the Airwave guest/representative asked why the Airwave service failed, yet the domestic mobile phone service was maintained, given that they both used similar technology? I'm sorry but I can't remember the answer (if there was one).

Tim went on to say that his basic radio requirement was the ability to ask for help at a moment of his choosing (rather than one limited by location, network capacity, the weather or any of the myriad of other factors that seem to affect system performance) with the optional extra of guaranteed transmission clarity, whether inside or outside an average building.

Many people find these latter deficiencies difficult to understand given the

much publicised acclaim for all things digital.

If you think about it, when you buy a new car you probably take some time to consider the basic vehicle specification and the optional extras list; it might seem like a good idea at the time to specify the wider alloy wheels and the full length, panoramic sunroof but if you discount power steering and air conditioning then you only have yourself to blame later when you realise that the steering is very heavy and the steering wheel particularly slippery in hot weather!



You can get both extras fitted later but they are going to cost substantially more than they would have done when you signed the dotted line on the contract.

According to the Airwave rep, such Airwave extras are by

and large available to the police service (albeit at cost!)

I regularly read near misses from officers who have been chasing suspects but unable to relay any commentary because of system deficiencies fortunately no one has been killed or seriously injured during such a deficiency but as Tim Love said, it can only be a question of time before it happens.

We need the evidence to force changes to the contract and that evidence can only come from near misses or substantive injury reports.

If your expectations are the same as Tim's, then any failure to meet those expectations amounts to a **Near Miss and must be reported** through the Airwave and local Health & Safety Committee systems (the BOCU Commanders are best placed to review their operational risk assessments in particular).