



# SILVER BULLETIN

Edition 13- PFEW Conference 2010

## PRICE OF 'GOLD' RISES

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**What do members of other unions pay?**

*(all per week)*

<b>Police Staff (PCS)</b>	<b>£2.80</b>
<b>Prison Officers</b>	<b>£3.37</b>
<b>Tube Drivers (RMT)</b>	<b>£3.74</b>
<b>Train drivers (ASLEF)</b>	<b>£4.97</b>
<b>Police Federation</b>	<b>£4.98</b>
<b>Police Staff (Unison)</b>	<b>£5.19</b>
<b>National Newspaper Journalists (NUJ)</b>	<b>£5.58</b>
<b>Fire Brigades Union</b>	<b>£6.17</b>
<b>Doctors (BMA)</b>	<b>£7.82</b>

Those of you who take more than a passing interest in matters Federation cannot have failed to notice over recent months the debate that has raged within the organisation about a proposed rise in subscription rates. The Met Federation have, I think it is fair to say, been particularly active participants in the discussions and were instrumental in forcing the topic onto the agenda for the AGM session at Conference.

With the National Joint (JCC) Treasurer Martyn Mordecai making a case for a rise of 95p per week it was inevitable that the debate would encompass comment on the absolute necessity of a raise of this magnitude and in particular the areas of expenditure within our accounts where savings could be made that would offset the cost.

Even their harshest critics would have to agree that since Martyn has taken hold of the purse strings significant measures have been implemented to cut costs but there is a school of thought that says that there are others that can still be achieved. To that end the Met Federation put before the AGM two motions that dealt with financial issues; JCC mileage to be paid at the HMRC approved rate and seeking the formation of a working party to review all aspects of Federation funding. Regrettably but not unsurprisingly, these were defeated in the vote, albeit closely. This was primarily in my view because more than a healthy dose of self interest was displayed by many of the other Branch Boards from around the country who were clearly intent on protecting their own financial positions.



The debate on the subs rise motion was, as expected, the most fiercely contested of the week. Martyn provided an impassioned justification for the proposed rise and was supported by many Branch Boards from around the country. The counter argument was led chiefly by the Met Constables Branch Board and Derbyshire both of whom stated that they felt it was wrong to ask for a rise of this magnitude during the current economic crisis and warned that it could lead to a wholesale defection away from the Fed, particularly by younger officers who were already struggling to make ends meet.

We the Met IBB never mandate our delegates with regard which way to vote. We encourage them to make up their own minds based on the views of their members and the strength of the contrasting arguments during the debate. We are though on record as saying that a rise of some kind was necessary if we were to continue to provide a gold standard service to members now that the rules regarding legal aid support had changed. *(Continued on Page 2)*

(Continued from front page) In the end the 95p per week rise with effect from January 2011 was passed quite comfortably. You will have your own view on whether membership of the Federation continues to represent a good value at the new rate of £4.98 per week. In closing I would though just like to make two points. Firstly the new rate is comparable to the amount paid by those in most other public sector unions including Unison who represent police staff & the Fire Brigade Union and secondly we all know that membership of the Federation is in effect an insurance policy you hope you will never have to claim upon. So before you or perhaps more pertinently one of your younger colleagues decides their fiver would be better spent elsewhere, direct them to someone who has made a claim on their membership because I am sure they will tell you that when you find yourself in that situation it is the best five pounds you would have ever spent!

**Perry Oliver. Deputy General Secretary Met IBB**

**“THE ATTACK ON THE INSPECTING RANKS IS REAL – IT IS HERE!”**



In his first speech since becoming the new ICC General Secretary Steve Williams a DI from North Wales began by stating that he wanted to meet head on the challenges that affect the Inspecting ranks namely welfare, efficiency and effectiveness. He gave a pledge that he would take responsibility to ensure that the Inspecting ranks across the country are kept up to date with developments. This was a clear reference to previous decisions taken by his predecessor (particularly in relation to negotiations around the on-call allowance) which ultimately led to the resignation of that office holder.

Steve went on to talk about on-call and since the derisory offer from the official side of £10 has been rejected, the staff side's position is to restate the three levels of allowance based on percentage points of an Officers salary. At present this remains on the negotiating table. Guidance and protocols for on-call have also yet to be agreed.

Steve spoke about the inconsistency of rewards for Inspecting ranks for being held on reserve across the country. This will be of particular concern during the Olympics. Arrangements for Inspectors will be discussed at a meeting in June.

At the end of his address the floor was opened to questions. Questions were asked around keeping colleagues across the country informed of decisions being taken by our representatives at the centre and ensuring that the interests of the Inspecting ranks were protected by those who are representing us. These were all put to Steve to support the assurances he had given and to give him notice of our expectations of our full time representatives - strangely all questions asked came from Met IBB members alone with our colleagues from across the country remaining silent. Or maybe we asked their questions before they had a chance to!

The outgoing Chairman Paul Ginger, another DI this time from Wiltshire, then addressed the delegates and spoke about various things including regulation A19 - the clause in the pension regulations which allows a police authority to retire officers with over 30 years service. Whilst not widely used at this time it is known that police authorities are looking at how this provision can be used. Paul warned that there could be local arrangements by ACPO in some parts of the country to reduce Inspectors numbers.

Paul stated that a national development plan for Inspectors was in advanced stages and that a national foundation course for Chief Inspectors has been finalised and is ready for implementation.

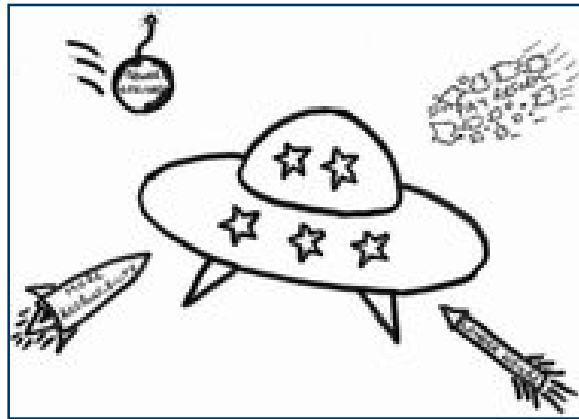
The main theme of the Conference was 20/20 - looking at the past, present and future roles of the Inspecting ranks. This Forum session began with a presentation by Professor Roger Seifert, a Professor of industrial relations and human resource management, who specialises in the public sector and speaks to a range of public sector providers across the UK and internationally. His address was on how the current financial/political climate will affect us in the future.

He stated that cuts were coming and that they would not be efficiency savings (which he stated was a contradiction in terms). In fact he stated that there is no such thing as efficiency savings and the

coming cuts amounted to a serious attack in how we deliver services. His view is that the government will not be concerned with the demand for our services but totally focused on supply - and maximising the efficiency of that supply (and as he doesn't believe in efficiency - a reduction in supply). Other points he made included;

- There will be a reduction in warranted ranks numbers.
- Forces will look increasingly at other ways to deliver services (e.g. PCSOs or private security companies).
- Nationally, mergers were back on the table - this time they will happen!
- There will be a serious attack on our pay system with regional negotiation for pay and allowances.
- Officers will work longer hours and be moved to wherever they are needed at the time.
- Civilianisation - here to stay and will be increased.
- Front room staff protected - they won't be!
- Back room staff - efficiency improved - it won't be!

He ended his presentation with the stark warning “*the attack on the Inspecting ranks is real - it is here!*”



He was then joined for the final session by Chief Constable of GMP Peter Fahy QPM, Chief Superintendent Derek Mann (NPIA) and the ICC National Chairman, Paul Ginger.

Professor Seifert continued with his theme that the coming cuts will greatly affect the service we provide. He ridiculed any suggestion that with reduced budgets efficiency and effectiveness can be improved - his mantra remained that a reduction of funding in scale we face will lead to a reduction in what we provide to the public. He was scathing about claims from current ACPO that they can increase efficiency and effectiveness - if they can now why hadn't they already done so! (interesting to watch the squirming by some members of the panel at this point). He also stated that it is flawed thinking to compare the Police service (and other public sector services) to private business as the public sector is completely different.

Mr Fahy talked about opportunities to work with other providers and use them. Agreed that the service must be able to respond to extreme events and thought there would be a reduced focus on fewer specialists within the service. He was concerned that a lack of national guidance (presumably from ACPO) would lead to variations in service around the country.

In relation to Inspectors he supported a degree qualification to enhance the status of Inspectors but (to my mind) could not justify his reasoning or what benefit this would actually provide under questioning from the audience.

Mr Mann defended workforce development/reform (whatever it is currently being called) including the Surrey pilot where CID teams are full of civilian investigators and the entire force employs more police staff than officers. He clearly saw this as the way forward and had his Monty Python moment when challenged on what % does the NPIA do for us! Out came the list of PNC/DNA database and Airwave (this one brought a few chuckles) which was all very well but it did sound like someone trying to defend the indefensible. (Continued on Page 4)

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(Continued from Page 3) Other points raised during this debate:

- There will be a reduction in police officers numbers and in the Inspecting ranks.
- Inspectors will take on the role currently carried out by Superintendents.
- Work needs to be done on what it is that a constable does (and should do).
- The service needs to be clear on what the public want from us and we need to get rid of unnecessary work

**Des McCarthy Policy & Review Rep & Executive Member Met IBB**

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

**One that didn't get away!**

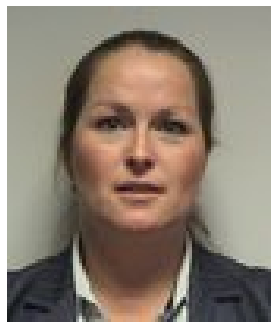
The Met Federation did manage to persuade the majority of the delegates to vote for one of its motions to conference.

We argued that to assist the consultative process that the Joint Central Committee should circulate to all Joint Branch Boards the ratified minutes of all

JCC meetings, within 21 days of the end of such a meeting.

Thankfully 2/3rds of the country agreed with us!

## Misconduct matters!



On the Tuesday at conference there was a forum session inventively entitled 'Conduct regulations' with a panel comprising of Nick Hardwick & Deborah Glass from the IPCC and Martin Darlow a Supt from Derbyshire Professional Standards Department. (PSD)

It began with a review of how the Taylor recommendations are working and the general consensus was that they make sense and we are headed in the right direction. However, it was noted that Taylor is about Performance **AND** Conduct Regulations and it would appear that we are not alone in thinking that too often there is a tendency to rush into conduct mode even when they are clearly performance issues.

Other common themes identified were a lack of consistency in approach and decision making, particularly around timescales & disclosure and that there are too many misconduct hearings due to the fact that the severity assessments are not being conducted correctly.

Mr Darlow spoke about his experience as head of PSD in Derbyshire and of various measures he had implemented there to improve their performance. As a result hearings in his force are down, meetings are up, resignations are up, and costs of legal fees are down as is the incidence of stress on officers facing misconduct

Nick Hardwick said that he thought relationships between IPCC & the Federation had improved but felt that there still needed to be cultural changes and more trust between individuals on each side. He added that the IPCC no longer start with the assumption that when for example a Firearms officer shoots, that a crime has been committed.

He opined that the IPCC need to work with Federation reps to unpick cases and extract the learning from them.

He went on to talk about the new statutory guidance re complaints which came into being in April 2010 this has changed the emphasis on how complaints are investigated to make it more about the public and the nature of their complaint rather than the acts of the officer. He added that any dissatisfaction on the public's part should not automatically be dealt with as a complaint. There was, he said, a clear distinction between when a complaint is upheld because they didn't receive the service they had expected and instances where there had been clear officer misconduct.

**DI Siobhan Sagar. Westminster rep & Executive Member Met IBB**