

April 2007



INSPECTORS
BRANCH BOARD



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SILVER BULLETIN

WELCOME FROM MARK CRAKE GENERAL SECRETARY

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STOP PRESS. 13 Apr

- The Home Secretary has issued a direction to PNB to reach a determination on the uprating of Pay for 2007 by the 19th of July. Whilst he does have the ability to do this within the constitution of PNB we considered this to be totally unreasonable and heavy handed. We await the outcome of negotiations. More details can be found on our web site.

I am pleased to welcome you to the first edition of the Met Inspectors Branch Board news letter. This is a new venture for us and it is designed to complement the work of your local representatives and not usurp or replace them. I know they all have day jobs to do and their Federation work is over and above this. So this newsletter and the IBB web site are aimed at providing you, our members with easy access to some of the information you commonly seek. The success of this newsletter depends as much on you as it does us.



I would welcome you to give me feedback and suggest topics for inclusion in future editions. Contributors in this edition are:

John Francis General Secretary of the Police Federation for England and Wales (PFEW). John is a Metropolitan Inspector and is the lead negotiator for us (the staff side) on all wages and conditions of service matters.

Michael Roulston

Deputy Health and Safety lead for the Met Police Federation. Mike is an Inspector working at Enfield.

David Moore Deputy Treasurer PFEW & project manager for our new HQ Building. Dave is also a Met Insp. and our second National Representative.

In closing this introduction sitting here in the comfort of the Federation offices in Bromley I am acutely aware that we can become detached from what is happening on the front line. So please pass me your views and ideas via your local representative.

ANNUAL CONFERENCE 14-18 MAY

This years conference is upon us. Topics include: Resilience in the Inspecting Ranks,

Change Management & Accreditation of Policing Skills to name but a few. The full

agenda will be available in advance via www.polfed.org

POLICE PAY



John Francis
General Secretary PFEW
& Met Inspector

Sir Clive Booth Review – Police Officer Pay Arrange- ments

You are no doubt aware by now that on receipt of the result of the Police Arbitration Tribunal result, on our annual pay uprating claim, the Police Minister announced a two part review of police pay. The parts were as follows:

Part 1. To consider the options for replacing the current arrangements for determining changes to police officer pay for 2007 and make recommendations on this. The conclusions and recommendations in part 1 to be framed so as to inform part 2 of the review

Part 2. To review the effectiveness of the negotiating machinery for the police, including the Police Negotiating

Board and the Police Staff Council, and make recommendations for how police pay and other conditions of service should be determined. The review must consider the option of a pay review body for police pay and consider the impact of any proposal for determining police officer pay, on the negotiating machinery for police officers

The Federated Ranks and Superintendents prepared a joint response to Sir Clive Booth's paper relating to the first part of the review.

In summary, the Staff Side stated in its response to the first part of the review that

“a properly constructed, index linked pay uprating mechanism remains the best method for ensuring stability and efficiency in policing”.

There are many arguments to support this position. Indexation of police pay has stood the test of time. Crucially, it provides the necessary stability in industrial relations to support an effective, efficient and content police service. Equally, it affords the necessary protection to police officers who are prohibited by statute from taking any form of industrial action. It also keeps us in line with other workers who do have the ability to take the action that we lack.

CPOSA responded separately, but in a similar vein. The Official Side provided seven responses in addition to a response from The Home Office.

It is fair to say that the Police Federation of England and Wales is somewhat sceptical of the ability of Sir Clive to deliver an independent review. In fact nowhere in ministerial statements around the issue did it say that his report would be independent.

Sir Clive recently gave an interview to Police Review where he continued his rhetoric on the need for police pay to be public sector facing rather than supporting the conclusions of Edmund Davis and Sheehy who **both** argued, after very lengthy enquires, that for good reasons police pay should be aligned to private sector pay. How Sir Clive can argue differently after 'dipping his toe' into police pay issues is simply incredible. Is it surprising that we find it unpalatable to accept all his conclusions within the report when there is quite frankly a total lack understanding in the report.

I will update your General Secretary as soon as I have more information to give.

WORKFORCE MODERNISATION

A NATIONAL PERSPECTIVE

The ACPO project, now under the auspices of the National Police Improvement Agency (NPIA), on Workforce Modernisation (WM) is moving along quite steadily.

Several pilots into WM were carried out throughout the country, including the Bexley Project in the Met. Unfortunately due to the lack of consistency within the projects themselves, and between projects in different forces, the final evaluation carried out by Accenture, consultants in business process improvements, was of little value.

In Accenture's final report they established how any future pilots should be properly set up to ensure an environment where consistency reigned and rigid methodologies were in place to enable a worthwhile evaluation to take place.

Workforce modernisation can take many forms. At present the main thrust is to investigate how savings can be made by 'changing the workforce mix'. This means adapting working practices to replace some tasks performed by Police Officers with non-police officers. The theory being that if some policing functions can be taken away from police officers and carried out by less experienced, non-sworn, staff, this should enable savings to be made that can then be reinvested in policing and enable greater productivity from the same resources.

All very well in theory but what about practice? There are many models being attempted at present around areas such as crime investigation, custody and neighbourhood policing. The typical model in relation to

crime results in the use of non police officer statement takers and in other roles that do not require 'police powers'.

Currently there are plans to establish around 10 'demonstration' sites that can be a whole force using one aspect of WM across the force, or an area of a force using a mix of WM tools.

It is anticipated that after the preparatory work the first sites will be up and running around June time and the whole process will take between 18 months to 2 years to fully report.

OPEN MEETING: 13 SEPTEMBER 2007

WESTMINSTER CENTRAL HALL

The above articles show that the Police service is under an attack that goes to the very root of our existence. We hear the words reform or modernisation so much that we may become blasé and fail to recognise the threat. In many areas of policing the Inspecting ranks lack resilience of numbers and sufficient training to do their jobs effec-

tively. Many roles traditionally thought of as those of an ordinary police officer are being taken by support staff. In addition there is a huge threat to our **PAY**. We know you were outraged by the government's obvious interference in our pay negotiations last year and the unjustified delay in getting our 'just' pay rise. Well that battle was won but

the war to maintain a fair pay structure is just beginning. Hopefully you will have had an opportunity to read the Booth Report. If you haven't get a copy from your rep. Your pay and the quality of your pension are seriously under threat. Do not sit idly by. Put the 13 Sept in your diary. Get your voice heard! I hope to see you there.



David Moore
Deputy Treasurer PFEW
& Met Inspector

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

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NEW FEDERATION HEADQUARTERS

Our Headquarters in Surbiton are converted Victorian houses and no longer fit for purpose. We need to be able to provide among other things the training representatives require to carry out the important work they do for our members. We have commissioned a new HQ and by the end of 2007 will be settled into our new purpose built headquarters in Leatherhead Surrey. The new facility will consist of conference and meeting rooms as well as our own training facilities by way of two state of the art training rooms. We can also provide accommodation for delegates on federation courses.

HEALTH AND SAFETY

GONE IN A PUFF OF SMOKE

The smoking ban will take effect on 1 July 2007, making nearly all enclosed public places and workplaces in England smoke free. From this date, smoking in these places will be illegal. The aim of the ban is to protect everyone (but employees in particular) in these places from the harmful effects of secondhand smoke. Premises affected will include work vehicles that are used by more

than one person. Indoor smoking rooms will no longer be allowed. Smokers will have to do so outside. Legally required signs at entrances to premises, and company vehicles will have to be displayed.

The police service is included and it is expected that prisoners will no longer be allowed to have smoke breaks, as they would have to be unsupervised to avoid exposing others and there are no suitable secure

areas to allow them to do so. Non-compliance with the regulations may be liable to a fine or prosecution. OCUs and MPS are advised to produce a smoking policy in advance of the legislation. To register for more information go to smokefreeengland.co.uk/stayinformed Or call the Smokefree England Information Line 0800 691 697. Mike Roulston Dip NEBOSH

WWW.METIBB.CO.UK

In closing our first newsletter may I direct you to our web site where you can find details of your local Branch Board representative. In addition you can find our views on many policing issues and the service policies in respect of "working hours" and "On-Call". The site also contains links to other police related web sites and useful member services information. Please visit our site and send me your views. Thank you for your time I hope you have found this newsletter useful.