

# Federation NEWS

August 2011



## Changes to police officer pensions

The Home Secretary, Theresa May wrote to PFEW General Secretary, Ian Rennie on 29 July, outlining increases to pension contributions of up to 14.2% by 2014/15 for police officers up to the rank of Chief Inspector across England and Wales. This equates to an average rise of 3.2% in the short-term.

The Government says the increases in pension contributions across the whole public sector will result in savings of £2.8 billion per year by 2014-15. Understandably the Federation has been inundated with calls and emails from frustrated officers worrying about the impact the increases in pension contributions and the two-year pay freeze will have on them.

Federation Chairman, Paul McKeever has said that the police service is in grave danger if the Government doesn't take a step back to review current proposals. "Ninety eight percent of the service is demoralised and ninety percent are looking to leave the service or know someone who is likely to leave. The service could go into free-fall if the Government doesn't review its policies. The Government is creating a perfect storm for police officers. They need to step back and review what they're doing as a matter of urgency."

The increases would mean constables in the New Police Pension Scheme, currently paying 9.5% of their wages, would have to contribute approximately an extra £349 every year by 2014/2015. Under the proposed changes officers in the older Police Pension Scheme, currently paying 11% of their wages, would by 2014/15 need to pay approximately an extra £1,169 a year for constables, £1,249 for

sergeants, £1,582 for Inspector ranks and £2,800 for superintendent ranks.

Ian Rennie, General Secretary of the Staff Side of the PNB said; "Staff Side of PNB continues to work hard and to do everything within our means to ensure that the value of police officers' pensions continue to reflect the difficult job that we do to protect the public on a day-to-day basis. We will be responding to the consultation in due course and will share our response and recommendations with members as soon as it is finalised."

The consultation response is required to be submitted by the end of September.

### Failure to agree at the Police Negotiating Board (PNB)

Staff Side of the Police Negotiating Board (PNB) was

bitterly disappointed that the final meeting on 26th July ended with a 'failure to agree'. After an intense day, the Official Side rejected an alternative set of reforms tabled by Staff Side that would have delivered equivalent, or more, financial savings to Winsor's proposals. The actions of the Official Side have led Staff Side to conclude that whatever alternative savings were offered, an agreement was never achievable as the whole process was about ideological driven change and not just about saving money.

Paul McKeever, Chairman of PNB Staff Side expressed deep frustration and disappointment at the outcome of the meeting. "We fully engaged in the negotiations from the outset despite the extremely challenging timescales and we worked hard to find alternative reforms that make similar financial savings within the police service. However, the Official Side have made clear that despite government rhetoric, this is



about imposing wide scale reforms on us and not just a solution to the fiscal situation the country faces.

"Staff Side outlined from the beginning that we would be unable to agree Winsor's recommendations as an entire package because of the considerable financial hardship the proposals would cause for police officers. We remain concerned that some of Winsor's recommendations would seriously inhibit, and in many cases, damage officers' work/life balance. Also, as identified by Winsor himself, they impact unfairly on female and black and minority ethnic officers."

The 'failure to agree' has been referred to an independent Police Arbitration Tribunal (PAT). It is expected that their decision may not be reached until late autumn. The Federation has called on the Home Secretary to keep the promise she made last year to fight for police officers and we also ask that the government honour the negotiation process and the decision of the PAT.

## Police Arbitration Tribunal: The Facts

Under the Constitution of the Police Negotiating Board, matters on which no agreement can be reached, and which cannot be resolved by conciliation can be referred to arbitration. This however does not include Pension matters.

Arbitration is carried out by a standing Police Arbitration Tribunal (PAT), which operates under the auspices of the Advisory, Conciliation and Arbitration Service (ACAS). The PAT consists of three arbitrators appointed by the Prime Minister.

Before referral to the PAT, the Sides agree the terms of reference of any dispute. Any decision of the arbitrators is treated as though it were an agreement of the Police Negotiating Board.

## Work in progress on Winsor part 2

The Federation is currently engaging in consultation on part 2 of Winsor's review of police officers pay and conditions of service. The issues under consideration within the second part of his review includes contracts of employment, direct entry and the introduction of role, responsibility, performance and contribution related pay as an alternative to the current arrangements of pay being linked to incremental service progression.

A number of focus groups with members around England and Wales are scheduled to take place throughout August to help gauge feedback from officers and formulate our response to Winsor.

We are planning on submitting our final response by the end of September as agreed with Winsor and the Home Office.

## Latest HMIC report *Adapting to austerity* predicts the worst

Our worst fears were confirmed in the recent HMIC report, *Adapting to Austerity*. The report shows that the cuts being implemented by this Government will turn the clock back at least a decade where we will see a reduction in police officers and staff numbers by over 34,000 by 2015. To put this in context, the proposed loss of 16,200 police officers is the equivalent to having no officers in Northumbria, Humberside, North, West and South Yorkshire.

Figures in the *Adapting to Austerity* report show the service will downsize to what it was in

2001-2002 with the total loss of 34,100 personnel including 16,100 police staff and nearly 2,000 PCSOs. The reports says that protecting the front line will be difficult; "Looking ahead, maintaining the planned level of protection to frontline operational numbers of the workforce will be challenging... especially over the next 18 months."

Vice Chairman Simon Reed said; "This scale of cuts will result in police forces struggling to cope as they try to deal with increasing demands and diminishing resources. The loss of officers and staff will fundamentally change the way we police our communities and almost inevitably crime will rise as the population continues to increase and police numbers fall."

## On-going activity

- The Police Bravery Awards 2011 were held on 7th July. Met officer, PC Graham Hislop won the overall award for his heroic acts in stopping gang warfare breaking out singlehandedly. All 59 nominees attended a reception with Prime Minister David Cameron at Downing Street followed by dinner and the awards ceremony at The Savoy Hotel, London. We highlighted the dangers officers face and the unique functions they perform.
- A 'Day Of Action' to highlight our anger at the proposed cuts to policing was held on 13 July. Over 2,000 officers attended an open meeting in Westminster to hear messages of support from Keith Vaz MP, Yvette Cooper, Brendan Barber, Sir Hugh Orde and many more.
- Around 100 MPs attended a lobby event in Westminster on

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13 July to hear the concerns of officers and Fed reps from all over England and Wales.

- PFEW and PNB Staff Side General Secretary Ian Rennie has responded to claims from Official Side's Secretary, Sarah Messenger that Staff Side's press release following the conclusion of the final PNB meeting was 'distorted and confrontational.' He also reminded her that Staff Side reserves the right to keep members informed about what is happening throughout the PNB process.
- A series of new Ads for the Cuts are Criminal campaign featured on AD Vans, our website and JBB websites.
- Local JBB campaigns featuring Ads and articles about the impact of cuts to local communities have run around the country.
- Staff Side is currently working on a response to the Home Secretary's recent letter regarding the increase to pension contributions.
- PFEW will be busy throughout August preparing a detailed response to Winsor's Part 2 report.
- The outcome of PAT is expected in late Autumn.
- With help from local JBBs, we are collating case studies and

evidence about the increase in bureaucracy and the impact of cuts to police budgets on forces.

- Police magazine continues to run articles to keep members informed each month.
- PFEW and JBBs have been communicating through websites, Twitter and Facebook.
- Members continue to email and phone in registering their dismay at the way they are being treated by this government. We endeavour to respond to everyone who writes in and leaves contact details.
- PFEW, JBBs and members continue to meet with, and lobby, MPs across England and Wales.
- A public video wall of supportive comments has been uploaded to the home page of the PFEW website.
- PFEW spokespeople continue to write articles and blogs for online publications like the Huffingtonpost.com and publicservice.co.uk, in addition to national media.
- PFEW spokespeople continue to provide quotes, interviews and information to the main stream media.
- Political conferences – we are looking at a range of options for the autumn political conferences including fringe meetings, Ad campaigns and lobbying

activity.

- A postcard campaign to support the lobbying activity.
- Encouraging members to lobby MPs face-to-face: attend MPs surgeries and apply direct pressure to all MPs.

## Future activity

We are looking at a number of options on how we can best demonstrate our absolute disgust at the way this government is treating the police service. The policing family are more united than ever against Government proposals with ACPO and the Superintendents Society joining forces with us and speaking up for police officers. Stay tuned to our national and your local joint branch board website for regular updates.

## Get involved in our Cuts are Criminal campaign;

Encourage everyone you know to sign the petition <http://epetitions.direct.gov.uk/petitions/3920>

Lobby your MP via [www.polfed.org](http://www.polfed.org)

Attend your local MP surgery – let them know the reality of cuts.

Ask them to sign Early Day Motion 1604, calling for a Royal Commission on Policing – the right way to reform.

Feedback how the cuts are affecting you via [campaign2011@polfed.org](mailto:campaign2011@polfed.org)

Follow us on twitter @PFEW\_HQ and @policefedchair

## Ask your MP

Do you support your local police? Are the rushed budget cuts the right way to reform the police? Is taking 500 million out of the police pay budget fair?

## If they support us ask them to;

Sign Early Day Motion 1604 – call for a Royal Commission; the right way to reform.

Put a stop to the erosion of our police service. Put public safety back as a priority.