

federation focus

FEBRUARY 2012

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South Wales Police Federation
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federation focus

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Contact us:

For general divisional enquiries, please first contact your divisional Federation representative for guidance.

General enquiries can also be addressed by e-mailing the office at generalenquiries@swpf.org

For other matters, please contact:

Richie Jones, Secretary –

rjones@swpf.polfed.org

Danny Ahearn, Deputy Secretary –

dahearn@swpf.polfed.org

(discipline/UFP)

Del Hastings, Treasurer –

delhastings@swpf.polfed.org

(treasurer and financial issues)

Jerry Taylor, Occupational Health Liaison –

jtaylor@swpf.polfed.org

(sickness/pensions)

Howard Casey, Performance and

Misconduct – hcasey@swpf.polfed.org

(discipline /misconduct/UFP)

Kay Prangle, General Manager –

kprangle@swpf.polfed.org

(Flint House/group insurance scheme/
CICA/civil claims)

Wayne Baker, Communications Manager

– wbaker@swpf.polfed.org

(communications, website content and Forum).

More information about the Federation, regulations and latest news items can be found at www.swpf.org

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Chair's foreword

By Gary Bohun, South Wales
Police Federation

Welcome to 2012, or as it will become known, the year the British police service ceased to exist in its current form. This is a sad time for me on two levels. Firstly, this is the last editorial I shall write for the Police Federation as I'm being retired in March after 30 years' committed service. Secondly, the Police Arbitration Tribunal has now ruled on the disgraceful Winsor Part 1 recommendations which will lay the foundations for the degradation of the service I've lived with for so long.

Unfortunately, successive governments have chosen to undermine the finest police service in the world and I leave the service knowing that it will suffer further as Winsor Part 2, Hutton, Neyroud, police commissioners et al have their say.

The police service is no longer a vocation for committed and highly motivated individuals who genuinely wish to make a positive difference to the society in which we live. Winsor 2 talks of short-term contracts, direct entry schemes, in-service fitness testing and localised pay agreements. The protection of a collective bargaining negotiation tool, the Police Negotiation Board (PNB), could be scrapped resulting in differing

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ways. We all want an efficient,

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terms and conditions for officers in every part of England and Wales. Hutton would like to see a pension scheme requiring you to work longer and to pay more in but take less out.

This is a complete hash. Police officers are seen as being no different from their public sector colleagues and, in fact, are seen as an easy target by bureaucrats and bean-counters who have never seen a dead body let alone had to pick one up off the side of the road. It is entirely understandable why many officers are now calling for full industrial rights aligning them to other police staff workers.

The Government can't have it all ways. We all want an efficient, highly motivated and proud police service that our communities can trust and our criminals can fear. Our officers will continue to aspire to that ideal but you can't motivate a man if you kick him between the legs and, simultaneously, pick his pocket.

The Government is failing our police service and, in so doing, is failing our communities. My successor as the chair of the South Wales Police Federation is Steve Trigg and I wish him all the very best for the future. It's looking bleak at the moment but all officers must now fight as one to offset any detriment recommended by the aforementioned bodies and to secure the future of the British police service. Good luck.

■ For more information about the new chairman please see Page 10.

Officers now eligible for CRTP but who haven't actually applied for it are advised to submit an application as soon as possible.

PAT delivers a painful blow

South Wales Police Federation has hit back – angrily likening its police officers to the innocent victims of a pickpocket after news that the Police Arbitration Tribunal (PAT) has accepted most of the Winsor recommendations on pay.

As a result of the PAT ruling, the Federation says around 40 per cent of its members across England and Wales could lose up to £4,000 a year, with long-term impacts on their pensions.

“This Government has, once more, let down the dedicated, passionate and hard-working police officers of this country. They have picked our pockets and, like any other victim of crime, we feel deeply angered by it,” says Gary Bohun, chairman of South Wales Police Federation.

“We are extremely disappointed with PAT as we genuinely felt that the evidence provided by the Staff Side greatly outweighed that of the Official Side.

“The harsh reality of being a police officer is that we cannot strike, we cannot take industrial action, we merely have to shake ourselves off and get on with the daily tasks of protecting the public, confronting the violent and, on a daily basis, putting our lives on the line. And this despite being repeatedly kicked in the teeth by the Government.

“Our thanks for doing this is potentially a huge pay cut for many officers at a time when inflation and the cost of living is ever-increasing. Furthermore, we wait with baited breath for the inevitable attack on their pensions, which follows closely on the heels of this latest attack, to say nothing of the Winsor 2 inquiry which will, no doubt, pile further distress upon our officers.”

However, as the Staff Side of the Police Negotiation Body (PNB), the Federation entered the process in good

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faith and has pledged it will abide by the outcome.

The Federation fears already low morale in the service will drop even further and is asking the question ‘When will the Government’s sustained attack on police officers stop?’

The PAT considered the recommendations in Part 1 of Tom Winsor’s report – which was published in March last year - after the two sides of the Police Negotiating Board failed to reach an agreement by the July deadline set by the Home Secretary.

While PAT accepted most of the Winsor recommendations referred to it, some payments which Winsor had wanted to withdraw will be kept.

Casual over-time payments of time and a third should be maintained, the PAT ruled, as should the pensionable Competence-Related Threshold Payment (CRTP) for officers at the top of their payscale, worth up to £1,200 a year. The PAT said CRTP should be paid to those already in receipt of it but called for a freeze on new applicants for the payment for at least two years.

The Home Secretary has made no comment on the PAT ruling but the Federation is urging her to make a swift decision to ratify the findings in full to end the uncertainty for police officers.

■ If you have any comments on this article, please email focus@swpf.org

Our alternative proposal was viable, says Federation

The Police Federation’s priority throughout the Winsor report negotiation process has been to protect the pensionable pay of police officers.

And the Official Side’s refusal to consider Staff Side alternative proposals is seen by the Federation as a direct attack on the police service.

The greatest threats to pensionable pay in the Winsor review were the proposals for a two-year freeze on the incremental pay scale and the abolition of CRTPs.

The Police Federation of England and Wales has always emphasised that police officers fully understood they must play their part to help tackle the country’s financial situation.

But it says the comprehensive Staff Side alternative proposals would have saved £367 million from police officer pay over the period up to April 2014. The Official Side/Winsor proposals would have saved £387 million over the same period. The difference between both sides was just £20 million over two and a half years – just over 5.1 per cent less than Winsor’s proposals.

Staff Side’s savings were front-loaded to match the profile of the cuts to the police service announced in the Comprehensive Spending Review (CSR), in which the cuts to police spending are concentrated in the years 2011-12 and 2012-13.

The Official Side confirmed that Staff Side’s savings would generate £325 million between September 2011 and April 2014, but failed to take into account the full Special Priority Payments (SPP) pot which Staff Side was willing to concede for 2011-12 and which would have brought the savings to £367 million.

In addition, the year on year savings from the housing replacement allowance were not factored into the Winsor savings and these will accrue an additional £55 million in total by 2014.

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“End uncertainty” - Home Secretary urged to make swift decision

The Police Federation is calling on Home Secretary Theresa May to ratify the Police Arbitration Tribunal (PAT) decision in full as a ‘matter of urgency’ to end the uncertainty felt by police officers.

Federation leaders have reported widespread dismay and anger within the police service at the PAT findings, which accepted most of the recommendations it considered within the hotly debated Winsor report.

However, as the Staff Side of the Police Negotiation Body (PNB), the Police Federation of England and Wales says it entered the process in good faith and must now accept the outcome.

In a letter reminding Mrs May of her commitment to fairness, Federation chairman Paul McKeever and general secretary Ian Rennie wrote: “We now ask you to honour your commitment to fairness and the process by ratifying the PAT decision in full as soon as possible, to

grant some peace of mind to our members at a very unsettling time for them.

“In addition to the PAT decision, we also ask that you ratify those recommendations from Winsor Part 1 negotiations which have already been agreed by both sides of the PNB.”

A fast and full ratification of the current PAT decision, is, says the Police Federation, an opportunity for the Government to prove its commitment to the independent arbitration process and to acknowledge the unique and valuable contribution police officers make to society.

Mrs May has clashed with the police since Tom Winsor’s review last year recommended the biggest reform of pay and conditions in a generation. The independent arbitrators - PAT- were called in to resolve the stalemate over key aspects of the review.



Home Secretary Theresa May

Pressure is building on Mrs May to accept the PAT decision in full. In Opposition, she had attacked Labour and the then Home Secretary Jacqui Smith when she refused to backdate a 2.5 per cent pay deal contrary to a PAT ruling. Ms Smith’s stance prompted a demonstration by more than 25,000 police officers in London in January 2008.

■ If you have any comments on this article, please email focus@swpf.org

“How much more can police officers be expected to take? ”

MPs are being urged to show their public support for the plight of police officers and their families in their constituents in the wake of Police Arbitration Tribunal (PAT) decision.

And, despite their disappointment in the PAT decision on the Winsor Part 1 report, Federation leaders say they will accept it and are asking MPs to press the Home Secretary to ratify the ruling in full.

In a letter to all MPs, Police Federation chairman Paul McKeever and general secretary Ian Rennie, state: “Police officers understand they must play their part to help tackle the country’s financial situation.

“However, the very fact that the Government rejected an alternative

proposal from the Staff Side of the Police Negotiating Board, which would have delivered similar savings and avoided such a disproportionate financial detriment, clearly demonstrates this is nothing to do with the fiscal problem and is instead a direct attack on the police service.”

The PAT decision will result in many police officers losing thousands of pounds each year and will result in a significant long term negative impact of their future pensions, the Federation has told the MPs.

In addition, the Federation says police officers will face further potential changes to structure, terms and conditions with the publication of Windsor Part 2, expected within the next

few weeks

They ask MPs: “How much more can police officers be expected to take?”

A survey of police officers last year revealed a staggering 98 per cent of the 43,000 who responded said they were “demoralised” and the Federation fears the PAT decision will further erode morale.

The Federation also reminds MPs that it is police officers who ensure the safety and the security of those they are elected to represent, and they warn that the coming year is going to be extremely difficult and challenging for policing.

■ If you have any comments on this article, please email focus@swpf.org

An overview of the PAT ruling

RECOMMENDATION 2

Police constables, sergeants, inspectors and chief inspectors should receive an additional 10 per cent of their basic pay, on an hourly basis, for hours worked between 8pm and 6am (non-pensionable).

Accepted.

Comment: *Generally good news as this will allow those working unsociable shifts some recompense. Issues will arise when officers are required to work other patterns as a result of operational need but generally positive.*

RECOMMENDATION 5

Determination Annex E, made under Regulation 22 of the Police Regulations 2003, should be amended to require the chief officer to consult, rather than agree, with the local Joint Branch Board and individual officers in connection with the bringing into operation of a variable shift arrangement. That consultation should take place over a period of at least 30 days. Before making his decision, the chief officer should be required to consult the affected officers and take full account of their individual circumstances, including the likely effects of the new arrangement on their personal circumstances. New shift arrangements should not be brought into effect earlier than 30 days after the communication of the decision of the chief officer.

Accepted.

Comment: *This is bad news. This ruling gives carte blanche to chief officers to implement any shift pattern they like. Currently, only eight-hour patterns can be implemented without the agreement of the staff association and this has been a vital safeguard to protect officer welfare and to ensure a reasonable approach by chief officers. In future, no agreement will be needed and, although consultation will be required, we have little faith in a welfare-balanced approach to shift patterns being adopted.*

RECOMMENDATION 6

Determination Annex G, made under Regulation 25 of the Police Regulations 2003, should be amended to replace time-and-a-third premium pay for casual over-time with plain time. The minimum hours for being recalled between duty should be abolished and instead paid at plain time for the hours worked, with travelling time.

Modified. The premium rate of time-and-one-third to be retained for casual over-time, with payment of travelling time for recalls between tours of duty. The minimum hours payment for being recalled to be abolished as proposed.

Comment: *This isn't good news but could have been worse. The cost of over-time will reduce and, with less police officers, the need to work it will increase. You'll therefore work more for less. The PAT has acknowledged that fact and retained the time and a third for casual over-time but have removed the minimum of four hours for a recall to duty.*

RECOMMENDATION 7

Determination Annex H, made under Regulation 26 of the Police Regulations 2003, should be amended to remove double time premium pay and the notice period of five days for working on a rostered rest day. Time-and-a-half premium pay should be payable for working on a rostered rest day with fewer than 15 days' notice.

Accepted.

Comment: *Again, not good but could have been worse. You will no longer be able to claim double time for working on a rest day with less than five days' notice. From now on, any rest day cancelled with less than 15 days' notice will be at time and a half, even if less than five days' notice is given.*

RECOMMENDATION 8

Determination Annex H, made under Regulation 26 of the Police Regulations 2003, should be amended to allow the payment of over-time at double time for 25 December and seven other days chosen

for the next financial year by the officer before 31 January. Cancellation with fewer than 15 days' notice should require the authority of an assistant chief constable.

Accepted.

Comment: *We need to see some detail on this but it appears a real negative. The PHs can be cancelled and therefore offer no more protection for those days than a rest day. If you put New Year's Eve down as a PH, it will be cancelled and you will have to work it anyway. You will only be able to have these days when there's no likelihood of you being required to work. This is a real-world reduction in take home pay.*

RECOMMENDATION 11

Police officers on mutual aid service should be paid for the hours they are required to work each day, plus travelling time to and from the place of duty. Where those hours coincide with the unsocial hours period, or the duty has been required at short notice and they are eligible for the new over-time rates, the officer should be paid at the applicable premium rates.

Modified. Both sentences of

Recommendation 11 are accepted as worded. In addition, officers on mutual aid who are unable to return home are to receive a new 'away from home overnight allowance' of £50 per night.

Comment: *Not good but could have been worse. This puts an end to mutual aid rules that allow you 16 hours' pay. However, most PSUs will work at least a 12-hour day anyway and the £50 payment in Recommendation 13 will add about two hours' over-time to that. It also clears up the rules around mutual aid that have caused so much confusion over the years.*

RECOMMENDATION 12

The definition of 'proper accommodation' should be revised to describe a single occupancy room with use of en suite bathroom facilities. Where such accommodation is not provided, the officer should receive a payment of £30 per night. The current definition of 'higher standard accommodation' should be

removed and not replaced.

Accepted.

Comment: *This is good news. It clearly states what is required in respect of accommodation and offers a standard that has been lacking in the past. The likes of Otterburn should be behind us and, if not, you will get £30 to ease your feelings.*

RECOMMENDATION 13

Officers held in reserve on a day and who have not been paid for any mutual aid tour of duty that day should receive the on-call allowance of £15 for that day.

Modified. Officers held in reserve who are unable to return home are to receive the new 'away from home overnight allowance' of £50 per night.

Comment: *This is good news and increases the Official Side's paltry offer of £15 to £50. Read in conjunction with Recommendation 11*

RECOMMENDATION 20

Police officers and all members of police staff below the top of their pay scale should be suspended at that increment for a two-year period commencing September 2011.

Modified. The first three steps on the constables' scale to be excluded from the proposed suspension. All other progression on the police officers' pay scales to be suspended as proposed.

Comment: *This is bad news and constitutes a double whammy for those affected as it coincides with the public sector pay freeze. Some comfort for those at the very start of their careers but not much else.*

RECOMMENDATION 25

The chief officer bonus scheme should be suspended for a two-year period commencing September 2011.

Accepted.

Comment: *Should any police officer be subject to a performance related bonus?*

RECOMMENDATION 27

The bonus scheme for superintendents and chief superintendents should be suspended for a two-year period commencing September 2011.

Accepted.

Comment: *Should any police officer be subject to a performance related bonus?*

RECOMMENDATION 29

Competence Related Threshold Payments (CRTP) should be abolished from 31 August 2011 and all outstanding CRTP payments up to that date should be paid on a pro-rated basis.

Modified. CRTPs to remain in place for those who already receive them, but there should be a two-year freeze on new applications.

Comment: *This is good news. CRTP is a pensionable part of pay and it would have been wrong to abolish it.*

RECOMMENDATION 33

Special Priority Payments should be abolished from 31 August 2011 and all outstanding SPPs up to that date should be paid on a pro-rated basis.

Accepted.

Comment: *SPPs have always caused division within the service and it's no bad thing that they are being abolished. However, SPPs were put into place to reward officers for certain roles and there's no denying that, currently at least, their abolition means a reduction in pay for those front-line officers who received them.*

RECOMMENDATION 34

An interim Expertise and Professional Accreditation Allowance of £1,200 per annum should be introduced from September 2011 for officers meeting the skills or length of service criteria in the four stated priority functions. It should be paid monthly and pro-rated where an officer works part-time. It should be removed when an officer leaves the qualifying role.

No award.

Comment: *This is effectively abated and may return to the table under Winsor 2. The EPAA was a poorly considered process and it's quite right that it's been sent back for more work.*

RECOMMENDATION 43

The replacement allowance for housing should remain. However, the amount an officer receives should not increase from 31 August 2011 with changes in personal circumstances, such as promotion. The

existing framework, by which the amount an officer receives reduces when he lives with another officer also receiving the allowance, should remain.

Accepted.

Comment: *This is good news for those receiving rent/housing allowance. The Official Side wanted to scrap it but it will now be allowed to die on the vine.*

RECOMMENDATION 44

A national on-call allowance for the Federated ranks should be introduced from September 2011. The amount of the allowance should be £15 for each occasion of on-call after the officer in question has undertaken 12 on-call sessions in the year beginning 1 September. An on-call occasion should be defined as the requirement to be on-call within any 24-hour period related to the start-of-the-police-day.

No award.

Comment: *This is reasonable news. No national on-call allowance has been agreed but the ridiculously low £15 offered by the Official Side was a disgrace and below our local agreement in South Wales. It will now go back to the negotiating table.*

RECOMMENDATION 45

The national on-call allowance should be reviewed by the Police Negotiating Board three years after its introduction in the context of better management data.

No award.

Comment: *This is reasonable news. No national on-call allowance has been agreed but the ridiculously low £15 offered by the Official Side was a disgrace and below our local agreement in South Wales. It will now go back to the negotiating table.*

RECOMMENDATION 59

Regulation 5 (4) of the Police Regulations 2003 should be amended so that an officer giving written notice to return from part-time to full-time working, must be appointed by the Police Authority within two months if the force has a suitable vacancy, and within four months of the notice being received.

Accepted.

Comment: *This will have limited impact. The Force currently has one month and three months to act so the difference is negligible.*



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Focus on sickness absence procedures

The procedure for the second formal stage of sickness absence is the focus of this article.

It follows our previous edition which outlined the informal and formal Stage 1 processes that need to be complied with to satisfy our Force policy, The Police (Performance) Regulations 2008 (PPR) and associated Home Office Guidance (HOG).

It is essential these processes are properly and transparently complied with to ensure the integrity of the system and sustainability in what is a legal, regulatory procedure.

Although this may take some time and effort, if the process should have to progress to Stage 3, we will be examining the efficiency, legality and integrity of the process to that stage to ensure a reasonable degree of support, fairness and opportunity for the officer to improve and sustain their improvement in attendance.

Line managers will seek advice from HR personnel and/or Force sickness absence officers but Jerry Taylor, the Federation's occupational health liaison manager, is always available should you require further assistance and actively encourages contact.

Where attendance is not improved within a specified period (SP) or maintained during the remaining validity period (VP), the ultimate sanction open to a panel (at formal Stage 3) is dismissal with 28 days' notice.

Stage 2 (Formal Stage)

Circumstances when a Stage 2 meeting may be required.

Regulation 19 (continued).

If the **line manager** considers:

There has not been sufficient improvement within the SP; or;

There has been sufficient improvement but it has not been maintained during the remaining VP; or;

A Stage 2 meeting has been held but the second line manager considered sufficient improvement has been made within the SP although thereafter the **line manager** considers the improvement has not been maintained during the remaining VP.

They must write to the officer to inform them and require them to attend a second stage meeting.

Arrangements for Stage 2 meeting

Regulation 20.

If the **line manager** wishes the officer to

attend the meeting, the second line manager shall write to them:

1. Requiring them to attend.
2. Informing them of the procedures and detail the time, date and place.
3. Summarising the reasons why attendance is considered unsatisfactory.
4. Informing them of the possible outcomes of the second and third stage meetings.
5. Informing them the line manager may attend.
6. Informing them a HR professional/police officer may attend to advise.
7. Informing them that, by consent, another named person may attend.
8. Informing them that they can seek advice from and be accompanied by a representative of the Federation.
9. Informing them that a copy of any document upon which they wish to rely in the meeting must be supplied in advance.

The notification must include any document relied upon as evidence of unsatisfactory improvement or maintenance and be sent recorded delivery or delivered by hand to the officer.

Generally, seven days' notice of the meeting should be given and times and dates can be re-arranged, depending on availability, although within a reasonable time.

Procedure at Stage 2 meeting.

Regulation 21.

The second line manager must explain why they consider the officer's attendance is unsatisfactory and, if after representations by the officer and or Federation representative, they consider it is, they shall:

1. Inform the officer why.
2. Detail the improvement required.
3. Inform them that if sufficient improvement is not made within the SP (three months), they may be required to attend a Stage 3 meeting.
4. Inform them they will receive a Final Written Improvement Notice (FWIN).
5. Inform them that if sufficient improvement is not maintained within the remaining VP (nine months) then they may be required to attend a Stage 3 meeting.

The **second line manager** may postpone or adjourn the meeting if they consider it necessary or expedient to do so.

Following Stage 2 meeting.

Regulation 22.

As soon as reasonably practicable after the meeting, the second line manager must prepare a written record of the meeting and, where attendance was found to be unsatisfactory, a FWIN which will detail the information as outlined above in Regulation 21 and specify dates of the SP and VP. These documents will be given to the officer who must be advised on the appeals process.

The officer has seven days to submit any

written comments on, or appeal the FWIN although a written response cannot be made where there is an intention to appeal.

Appeals process.

Regulation 23.

The officer can appeal against the finding of unsatisfactory attendance, the terms of the FWIN or the decision of the line manager to require the officer to attend a second stage meeting on the grounds that:

1. They should not have been required to attend a second stage meeting.
2. The finding was unreasonable.
3. The terms of the FWIN are unreasonable.
4. There is new evidence not available for consideration at the meeting.
5. There was a breach of procedure or other unfairness.

Written notification of an appeal must be served upon a senior manager setting out its grounds and enclosing any evidence and/or accompanying documents relied upon. The appeal must be held within seven days of receipt of that notification, although this period can be extended.

Regulations 24 and 25 deal with the appeals procedure which is heard by a senior manager, advised by HR/police officer and the findings can be upheld or reversed and/or a variation the terms of the FWIN or decide the second stage meeting should not have been held.

A assessment following second stage meeting.

Regulation 26.

Where a FWIN has been issued, as soon as reasonably practicable after the SP, the line manager, in consultation with the second line manager or HR, must assess the officer's attendance. If their attendance during the SP is found to be satisfactory, then the officer must be informed in writing and be reminded that the improvement must be maintained during the remaining VP.

If improvement has been maintained within the remaining VP, the officer must be informed in writing and no further action will be taken.

Similar to an MIP and WIN, where a FWIN is issued, the basic principle of the process is one of support and not merely a target setting exercise.

N.B. A FWIN must be issued, detailing precisely what is required of the officer in terms of returning to work, improving attendance during the SP and maintaining it within the remaining VP along with any other criteria set in the individual circumstances. The FWIN must be in addition to a record of the meeting.

In the next edition, we will deal with the Stage 3 process.

■ Please contact Jerry Taylor if you need further advice.

New chair in tribute to predecessor

By Steve Trigg, new chair of South Wales Police Federation

Having now been elected to succeed Gary Bohun as the chair of the South Wales Joint Branch Board, I'd firstly like to thank Gary for the hard work and commitment he's given to the Police Federation and South Wales Police over many years of representing the officers in our Force and, indeed, on the national stage.

He has always acted with diplomacy and an appropriate decorum but has never failed to challenge the Force when faced with a justifiable cause.

I will now try to take over from where Gary left off and, in so doing, am honoured to have been elected to this position.

We are currently facing an incredibly challenging time with the Winsor Part 1 ruling now made, the Winsor Part 2 report on the horizon and then the



Hutton pension issues still to be tackled.

On top of that, we have some very real operational challenges with officer numbers continuing to fall and demands upon those remaining continuing to rise. This year's London Olympics will pose a

considerable challenge to British policing and we are working hard to ensure the Games run smoothly.

I can assure you that I will be dedicating my tenure as the chair to representing you and your interests to the best of my ability. I look forward to working with the Joint Branch Board and interacting with our senior command team to ensure any impact upon you and your conditions of work are either improved or, if a negative materialises due particularly to governmental interference, any detrimental effect is minimised.

If you have any concerns, please ensure you contact your divisional Federation representative so that we are made aware of them. If you don't tell us, we may not know about them. Remember, the more voices we have, the louder we can shout.

■ If you have any comments on this article, please email focus@swpf.org

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IR3 – Are you safe?

IR3 has been live in some areas of the Force for the past 18 months or so but some officers seem to have little understanding of what it actually does.

There is, of course, an element of Big Brother about it as it can track your location, speed, cornering forces and what vehicle accessories are in use on a live minute-by-minute basis.

This can be viewed by your supervisor as it happens and any operational or procedural failings on the part of the officer will be flagged up. It can also help you in proving your location at a given time, your speed, the fact that you're using blues and twos and so on.

So what is IR3?

IR3 works as a direct GPS monitoring system on both vehicles and hand-held Airwave sets. It monitors movements, double crewing, static locations and compliance attendance around waymarkers. It can be used retrospectively to monitor officer or vehicle movements and this has been done regularly since its introduction in Northern in August 2010.

Officers need to be aware that reports are generated on every vehicle travelling over a given speed (depending on the grading of that vehicle, its use etc) and the accelerometer measures movement such as erratic driving, harsh braking, hard cornering and so on.

Officers who may be classed as persistent offenders are being monitored and we've recently seen the introduction of early intervention panels which are being used to offer informal advice to officers on the nature of their driving and the dangers associated with their attitude to driving police vehicles. These dangers range from the obvious potential for disciplinary/legal enforcement action to be taken against the officer concerned to the real possibility of being involved in a police vehicle incident.

Officers must not let others use their dallas key as any driving standard recorded or flagged up will be done against their name and they could find themselves in front of an early



intervention panel or worse in order to explain their actions.

Although officers are being flagged up in relation to their driving standards, the main data analysis is currently being conducted around PCSOs' movements and the need to sustain their community focus. However, this will undoubtedly move shortly onto officers where stats around time out of station, time double crewed, time in waymarkers, time on foot patrol and time driving vehicles are all monitored. The Force can then use this information to reassure the public at PACT meetings that their concerns are being absorbed into local patrol strategies and that officers are targeting relevant waymarkers and known trouble spots. All officers will have completed a NCalt training package prior to receiving their dallas key so any defence of ignorance will not be accepted.

The basis of Big Brother watching you is true but only if you do something wrong. Supervisors can look at it at any time and can ask questions around officers' movements without any Human Rights or RIPA issues coming to light.

In reality, if you are doing nothing wrong, you have nothing to worry about.

Ultimately, you've been trained to drive to a certain standard and you are expected to maintain that standard. If you drive erratically or exceed the speed limit without good cause and in compliance with your training parameters, the least you should expect is to be called in to speak to a panel. The worst case scenario is that you could end up in court or get yourself involved in a serious collision.

The mantra of driver training has always been that safety is paramount – noble-cause justification will not allow you to escape prosecution so drive safely and within your training parameters.

■ If you have any comments on this article, please email focus@swpf.org

Force continues to use Regulation A19 but starts recruiting

The Force has confirmed that it is actively considering extending the use of Regulation A19 into 2012 but on a more limited basis.

We will, therefore, continue to lose officers under the auspices of this regulation and in the name of the efficiency of the Force.

There is still some work to be done on the detail and, of course, the proposal would have to be approved by the Police Authority.

At the same time, the Force has announced that it will be conducting a small recruitment drive of police officers, due to start in January 2012, together with a much larger recruitment of the community support officers recently announced as being funded by the Welsh Government.

You may well, therefore, be querying the potential conflict of losing experienced officers to save money but then recruiting others with little or no experience.

The Force has said it will continue to use Regulation A19 but that it will, in the main, be targeted at officers above the rank of constable. This will enable the management to open up an avenue of promotion that otherwise may not exist. In allowing constables the opportunity for promotion, a corresponding influx will be possible at the entry-level into the service.

The Police Federation has never supported the use of Regulation A19 but, if it has to be used, it makes sense to maintain a flow of new officers into the organisation and to support the promotion of officers along their chosen career path.

The moratorium on recruitment and promotions that we experienced in the early 1990s proved that that ephemeral policy simply produced unintended consequences for years ahead, with a tangible bubble being created within the organisational demographic.

We, therefore, support the decision to continue with recruitment and promotions despite our lack of support for the use of Regulation A19.

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