

federation focus

NOVEMBER 2011

Pay tribunal date set - Page 3

Police praised after mine tragedy - Page 5

Memorial Day - Page 6



South Wales Police Federation
Member services and Federation views
www.swpf.org

CONTENTS

| | |
|-------------------------------|---------|
| Pay tribunal date set | 3 |
| Police praised | 5 |
| National Police Memorial Day | 6 |
| Flexible working | 6 - 7 |
| Focus on regulations | 7 |
| Sickness absence | 9 |
| 'Act on police morale' | 10 - 11 |
| 'Government ignored warnings' | 11 |

federation focus

Federation Focus is published by South Wales Police Federation, Federation Office, 155 Neath Road, Briton Ferry, Neath, West Glamorgan SA11 2BX Tel: 01639 813569

Produced by XPR (UK) Ltd www.xpruk.com

Memorial Day photographs by Anderson Photography www.andersonphotography.co.uk

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/UPP)

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/UPP)

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

Every care is taken to ensure that advertisements are only accepted from bona fide advertisers. The Police Federation cannot accept liability incurred by any person as a result of a default on the part of an advertiser. The views expressed within this magazine are not necessarily the views of the South Wales Joint Branch Board.

Chair's foreword

By Gary Bohun, South Wales Police Federation

As we go to Press, Tom Winsor, the ex-Rail Regulator and latter day expert on all things policing, continues to demand our attention. As the PFEW submitted a detailed report to his Part 2 call for evidence (the submission can be viewed on our website), a date for the Police Arbitration Tribunal (PAT) that will rule on the fairness of his Part 1 recommendations has finally been set for 8 November.

Despite the lateness of the hour, we find ourselves in an unfortunate and disappointing vacuum of not knowing if the Home Secretary, Theresa May, will be prepared to honour her party's pre-election promise of abiding by the arbitration ruling - unless the House of Commons vote not to accept it.

Despite being pressed on many occasions to provide such an undertaking, Mrs May has consistently failed to answer that simplest of questions. We are therefore in the bizarre situation of having taken a great deal of time and effort in providing evidence to the PAT for it to decide on its ruling; a ruling to which we are strictly bound but the Home Secretary is not. That cannot be right, it was fully accepted by the Conservative Party - when discussing the failure of the then Labour Home Secretary Jacqui Smith to comply with the PAT ruling in 2008 - that it wasn't right and they proffered a clear promise at that time to create a binding arbitration process for both sides.

I am, therefore, once again calling on the Home Secretary to fulfil that promise and to ensure that the outcome of the arbitration process is properly binding on both sides. This is an issue of honesty and integrity and a failure to do so would evidence a complete disregard for the electorate of this country and an overt disdain for the democratic process.

On a brighter note, I'd like to congratulate our PSU officers who travelled to London in August to help the largest police force in the UK to restore law and order to the streets of that capital city. The feedback from the public and police alike was exceptional and you provided a very real and lasting positive legacy which reflects so well on Wales and the manner in which we police our local communities. Well done.

Isn't it ironic, though, that it took 16,000 police officers to quell the criminality that enveloped the London streets and it is just that number that the Government is now happy to sacrifice to the altar of short-term fiscal gain and political animus?

Over the past three years, the Police Federation of England and Wales has consistently given a strong message to the Government, and to the public they aspire to represent, that a reduction of 16,000 officers and 18,000 police staff will have unintended consequences. The Government is seeking to make huge savings throughout the public spending arena but, very often, savage and rapid savings will create extra expenditure in other areas. They want to see less police officers employed in order to reduce the wage bill for policing yet it seems so obvious that in reducing the numbers available for deployment, we will inevitably see an increase in over-time for the smaller number of officers who remain. The cost of policing London alone for that riot was £75m and climbing and that doesn't take account of the huge cost of cancelling rest days for every officer in South Wales for that weekend period. Reducing officer numbers by 16,000 will obviously impact negatively on our resilience for future events, a fact that the London Mayor, Boris Johnson, no doubt with one eye on the London Olympics next year, realised when he called on the Government to reconsider its strategy.

The police service is being driven down an unlit road and there has been a complete failure to properly consult with the public over the inevitable consequences and how this affects the communities in which they live. It's time for a Royal Commission into policing, for us to have a clear and unambiguous role definition and for the police service to return to the ethos and aspirations of an apolitical organisation. Keep politics out of policing!

Finally, we have again remembered our fallen colleagues at the National Police Memorial day this year at a ceremony held in Glasgow on 25 September. This was, as always, a very moving ceremony and one that I was very humbled to attend. To see the role of honour and to meet the families of those who have made the ultimate sacrifice in the protection of their communities is incredibly moving. The National Police Memorial Day deserves to be supported and you can find its website at www.nationalpolicememorialday.org

Date set for tribunal hearing

The Police Arbitration Tribunal hearing will take place on Tuesday 8 November, it has been confirmed.

The tribunal is being held due to the failure of the Official Side and Staff Side of the Police Negotiating Board to reach an agreement in July.

It will consider the recommendations from the first part of Tom Winsor's review of pay and conditions.

The Police Negotiating Board (PNB), made up of the Official Side and the Staff Side, had been considering recommendations made in Part 1 of the Winsor report. These recommendations were sent to PNB by the Home Secretary.

Ian Rennie, the Federation's general secretary, has reminded officers that even Winsor admitted his recommendations would leave 40 per cent of police officers worse off and would have a disproportionate effect on certain groups, particularly women officers.

Despite these concerns, he pointed out, the Official Side still wanted to take the recommendations forward. But, more frustratingly, he said the Staff Side had, as the July negotiating deadline approached, suggested an alternative package that would produce at least the equivalent savings to those proposed by Winsor.

This was rejected by the Official Side, a failure to agree was registered, and the matter will now be determined by the PAT.

The PAT decision becomes a PNB agreement binding on both the Staff and Official Side.

However, the Home Secretary has the right not to ratify the decision, although the Federation expects her to abide by the PAT ruling.

Ian said: "Theresa May constantly refers to fairness and we expect her to treat police officers fairly by accepting the decision of the tribunal."

Meanwhile, the Police Federation, has prepared its submission for Winsor Part 2, due to be published in January 2012. The recommendations in Winsor's second report could potentially change the whole nature of policing in this country, the General Secretary has warned, pointing out that good remuneration and conditions of service were necessary to attract the right calibre of recruit – something that has been recognised by Lord Scarman, Edmund Davis and a number of other high profile inquiries.

The general secretary has also informed officers of a letter he received from the Home Secretary on 29 July raising two pension issues – increased contributions and the introduction of a career average pension scheme in line with Lord Hutton's report on public sector pensions.

The Home Secretary has said the



police pension scheme will retain a pension age of 60.

Ian said it was not unreasonable for officers to have to pay more to protect their pension if it could be shown a contribution increase was necessary to fund the scheme. However, the Federation was seeking a re-evaluation as there were fears the proposed 3.2 per cent increase was actually a levy to head off the financial deficit.

Police pensions, unlike pay and conditions, are non-negotiable and there is no right to arbitration should the Home Secretary decide to impose changes.

"Police officers do a difficult and demanding job and we will be doing everything we can to protect their pay, pensions and conditions," Ian promised.

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

Row over Winsor's evidence

A row over the Winsor report into pay and conditions has started after it was alleged some of the officers mentioned do not even exist.

As disclosed in The Observer newspaper, accusations are rife that former rail regulator Tom Winsor misrepresented the views of officers.

Keith Vaz, who chairs the Home Affairs Select Committee, has now suggested he might summon Winsor to explain himself. In July, the Police Federation asked Winsor to 'verify the evidence presented' in his report, as the 'comments appeared to directly contradict the views of officers articulated to the Police Federation'.

Now in a letter leaked to The Observer, which was sent to Winsor and copied to Keith Vaz, the Federation says it has discovered some officers interviewed 'do not actually exist and many of those that do have rejected the statements attributed to them'.

Breakdown cover

Members of the Federation's Group Insurance Scheme (GIS) will have comprehensive breakdown cover included in their policy from the start of December.

The Federation has negotiated the inclusion of Police Federation Rescue in the GIS for members and their spouse/partner. It will cover:

- Roadside assistance and recovery
- Home assist
- Alternative travel
- Caravans and trailers
- Emergency overnight accommodation
- Keys
- Message service.

All officers contributing to the Group Insurance Scheme are recommended to cancel any other breakdown cover they have.

Contributions to the GIS will increase from £20.95 to £21.85 per calendar month from the November pay date to cover this new benefit.

The cover is also available to people in the Police Staff Insurance Scheme.

You're there in
our time of need
**That's why we're
here in yours.**

Family Law **4** Police

Russell Jones & Walker can help, we are the **ONLY** family law
police divorce specialists with offices nationwide.

- 13 years experience handling more police divorces than any other firm
- Unrivalled experience dealing with police pensions, pay scales and shift patterns
- First appointment is free
- Discounted rates for police personnel
- Flexible payment options available.

Call Free on: **0808 175 7710**

Russell Jones & Walker, your family law specialists.

www.familylaw4police.co.uk

Offices nationwide: Birmingham, Bristol, Cardiff, London, Manchester, Milton Keynes, Newcastle, Sheffield, Wakefield, Edinburgh*
*Associated office

Police response 'excellent' after mine tragedy

Lord Dafydd Elis-Thomas has praised South Wales Police's response to the mining accident at the Gleision Colliery.

He was speaking at a cross party reception hosted by the Police Federation of England and Wales at the Oriel within the Senedd, Cardiff Bay.

At the reception, it was also confirmed that the Welsh Government had agreed to fund an extra 500 community support officers which were intended to bolster police resilience, not replace police officers.

The event, which was held on Monday 20 September, was a chance for Federation representatives and Assembly members to take part in a full and frank appraisal of the current debate into police pay and conditions.

The meeting was opened by Lord Elis-Thomas, who praised the actions of South Wales Police at the scene of the recent mining accident in Swansea Valley in which four miners lost their lives. He said the police response was excellent over the period of the rescue attempt and that it was clear they understood their



Lord Dafydd Elis-Thomas

community's needs and feelings.

He said his relationship with the police has always been very constructive and he felt privileged to show his support for the service.

Also speaking at the event was Carl Sargeant, minister for local government and communities, who announced the

funding for extra PCSOs and praised the 'excellent work of Welsh police officers'.

He said he realised Wales was facing unprecedented challenges but that he met regularly with the Police Federation in Wales to discuss policing issues.

Finally, Paul McKeever, chairman of Police Federation of England and Wales, said the Government's 20 per cent cuts to the policing budget could see Wales lose 1,200 officers – the equivalent of the entire Dyfed Powys Police force.

He added that with the anomaly and imbalance associated with the criminal law now being devolved to Wales but the criminal justice system not, the Police Federation would happily continue to help with advice on how these issues may affect policing.

Paul said he believed it was vital a good relationship is maintained between the Welsh Government, all political parties and the Police Federation so they can continue to productively engage with each other.

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

Campaign Champions getting the message across

A briefing document has been created to help Campaign Champions influence politicians and MPs in the ongoing struggle for fairness.

The document provides key messages for Federation spokespeople and has been designed to inform and help them in media or external interviews and the lobbying process, as well as to dispel any myths about Federation policy.

It states: "Through providing top key messages and some background we are hoping to improve consistency and help ensure our main messages are not getting diluted."

The most effective way for Campaign

Champions to effectively communicate a clear, consistent message is, according to the document, to refer to the following criteria:

Champions' key messages - these have been designed to clarify Federation stance on current key issues in order to encourage a consistent message in media interviews and communications with MPs.

Social media guidelines - these provide advice and tips for both Champions and JBB chairs on how to use, and benefit from, social media.

August Federation Newsletter - this provides an update on pensions, PAT, Winsor 2, campaign update and next

steps.

Lobbying guide - this has been designed to help Champions, Federation representatives and members to lobby their MPs effectively.

MP briefing - this is an information sheet which can be printed off for members and representatives to leave with their MP or Assembly member after a meeting.

Members are also urged to sign the e-petition and add to the 20,500 signatures of those who want to stop police cuts. This can be done at <http://epetitions.direct.gov.uk/petitions/3920>.

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

National Police Memorial Day



Federation chairman Gary Bohun and secretary Richie Jones joined Chief Constable Peter Vaughan and HRH Prince Charles at this year's National Police Memorial Day at Glasgow's Royal Concert Hall.

This year's service, held on 25 September, was its second visit to Scotland since it was founded eight years ago by Sergeant Joe Holness, QPM, to commemorate colleagues lost in the line

of duty. It is held in one of the four countries of the UK each year.

Other dignitaries attending the service included Alex Salmond, First Minister of Scotland, Theresa May, Home Secretary, and Kenny Macaskill MSP, cabinet secretary for justice. The ceremonial standard bearer was, once again, Ian Cameron, Sergeants' Federation representative in Cardiff.

In his address, Prince Charles, who is

patron of the NPMD, said: "It is a matter of great pride for me that I was invited to become Patron of the National Police Memorial Day which salutes the remarkable heroism of police officers everywhere and, in particular, remembers those who have given their lives in the line of duty.

"This day of commemoration is a way for the nation to recognise the best of all human qualities – selfless and devoted courage – and the example and valour of those officers who died on duty should act as an inspiration to us all. The annual memorial service is a poignant and timely reminder of the true meaning of public service and the high price which is too often paid by officers and their families for that service. It is a day of mixed emotions – of agonising sadness, but of enormous pride in the British police service and the officers who make it as special and admired as it is."

The NPMD is a tremendously dignified event which celebrates the lives of those lost in the line of duty and reflects the pride of those relatives who gather each year to salute their loved ones. It also impresses upon those attending, as well as those simply aware of the event, that policing is an inherently dangerous occupation that requires the highest standards of bravery and commitment to the role.

In saluting our fallen colleagues, we also salute every officer in the country who could be called upon at any time to make the ultimate sacrifice.

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



Question: I am on annual leave for two weeks over Christmas but have been told I will need to report for duty at a sporting event on a rest day which is attached to the beginning of my leave. Are rest days

attached to annual leave protected?

Answer: No. You can be required to work both annual leave days and rest days. We would, however, expect a degree of common sense to prevail when, for instance, the organisation knows that you have a holiday planned. You cannot, though, place an annual leave day either side of a weekend off and expect to protect the weekend rest days.

Rationale: In relation to annual leave, the term 'protected' is both widely used and, unfortunately, misleading in that you can be required to work both on rest days and on annual leave. But the amount of remuneration differs and it is more expensive to require you to work on an

annual leave day as opposed to a rest day.

Paragraph 1 of Annex H, Determination for Regulation 24 and 26 states:

- a) A member of a police force of the rank of constable or sergeant shall, if required to undertake duty on a day which is a rostered rest day, be granted:
 - i) where he receives less than 15 days' notice of the requirement, an allowance at the appropriate rest-day rate; or
 - ii) in any other case, another rest day, which shall be notified to him within four days of notification of the requirement.

Paragraph 5 of Annex O, Determination for Regulation 33 states:

- a) Where a member of a police force has been recalled to duty from a period of

Flexible working in a modern police service

The need for a modern police service to implement an effective process to deal with flexible working is not only a lawful requirement but also an indication of good business acumen.

Tony McNulty (then Police Minister) states in the foreword of the NPIA guidance on flexible working: "There are still pockets of negative thinking about flexible working which need to be tackled. We remove the stigma and misconceptions associated with flexible and part-time working by ensuring that everyone is equally valued for their productivity.

"The notion that individuals who work flexibly do not give 100 per cent commitment is highly inaccurate. Evidence demonstrates that increased flexibility in the workplace engenders greater commitment from individuals."

The specific issues of maternity, child care and other forms of caring, affect a large portion of the workforce and it is vital that Force managers accept their legal and moral obligations to ensure that this large minority of officers does not become disenfranchised by a poor quality of service.

Equally, it is vital that those who wish to be considered for flexible working appreciate their entitlements and that

their obligation to the organisation is borne in mind. You can see the PFEW leaflet on flexible working, together with the NPIA guidance entitled "Flexible working in the police service", at <http://swpf.org/pdf/flexibleworking.pdf> but, in the meantime, here are a few headlines:

Balancing needs

The key to agreeing a part-time or flexible working arrangement is to identify and balance the needs of the individual with those of the Force. Both parties should consider each other's needs to arrive at a mutually beneficial arrangement that enables the Force to deliver 24/7 policing and the officer to have a proper work-life balance.

Individual shift arrangements

Under Police Regulations and Determinations 2003, individual police officers can apply to work outside Force shift patterns. Requests for individual shift arrangements should be treated sympathetically and fairly. If the Force



refuses a reasonable request for part-time or flexible working or if it treats a part-time officer less favourably than full-time officers, this may be challengeable under the discrimination provisions of the Equality Act 2010 and/or the Part-Time Workers (Prevention of Less Favourable Treatment) Regulations 2000.

Right to request flexible working

The statutory right to request flexible working regulations does not apply to police officers. Police officers can apply to work flexibly under Police Regulations which place different considerations on their request. Check out the guidance for a full breakdown of these considerations

Potential indirect discrimination

In some circumstances, a refusal of a part-time or flexible working request could give rise to a claim of indirect discrimination from someone unable to work the required shift pattern because of a protected characteristic. For example, if a woman officer with childcare responsibilities could not get childcare at particular times or if an officer was unable to work long shifts because of a disability.

Justifying indirect discrimination

Even if it can be shown that the requirement to work a particular shift pattern indirectly discriminates against someone because of a protected characteristic, the Force may be able to justify the shift pattern under the law as being "a proportionate means of achieving a legitimate aim". This may be possible if, for example, the Force can show there is not a demand for police officers at the times the officer wants to work.

Dealing with requests

When considering applications for flexible or part-time working, managers should show they have taken the following into consideration:

- their policing needs
- the needs of the role
- the officer's needs
- other limitations or help available
- any alternative solutions.

If you are an officer who has a need for flexible working or a supervisor faced with such a request, please don't hesitate to contact your Federation representative for further advice.

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

absence, to which this paragraph applies, he shall be granted, in compensation, for being recalled to duty on any day during that period which is a day of annual leave or a day taken off in lieu of overtime:

- i) if he was so recalled to duty for one or two days (whether or not in the latter case those days formed a single period), an additional two days' annual leave (or, if the member so chooses, one day's annual leave and one day's pay at double time) in lieu of each such day for which he was so recalled; or
- ii) if he was so recalled to duty for three or more days (whether or not forming a single period), two days' annual leave (or, if the member so chooses, one day's annual leave and one day's pay at double

time) in lieu of each of the first two such days for which he was so recalled, and one-and-a-half days' annual leave (or, if the member so chooses, one day's annual leave and half a day's pay at double time) in lieu of each such day for which he was recalled thereafter.

Therefore, if you are required to work on a rest day with more than 15 days' notice, you are simply entitled to have that day re-rostered.

If you are required to work on a rostered annual leave day (regardless of notice), you are entitled to have two days reallocated or one day reallocated and one day at double time for the first two such days.



**You Protect and Serve.
We Protect and Serve You.**

Russell Jones & Walker has been working with the Police Federation for five decades, representing Police Officers in personal injury, defamation and employment claims, and against claims of misconduct and criminal behaviour. We've unrivalled experience of winning cases, protecting your job, your income and your reputation.

We're the national service that's always personal, and always close by.

In the event of an accident or emergency, or for free personal legal advice call the appropriate number below:

Criminal line 0800 908 977 **PF Claimline** 0800 9171 999 **Legal helpline** 0845 6011 907

All lines are open 24 hours a day, 365 days a year.

www.rjw.co.uk/polfed

Our offices: London Manchester Birmingham Bristol Cardiff Milton Keynes Newcastle Sheffield Wakefield Associated office: Edinburgh.

*To initiate an employment or defamation claim contact your local Federation representative in the first instance. Russell Jones & Walker Solicitors is regulated by the Solicitors Regulation Authority (SRA number 54695) and the Ministry of Justice in respect of regulated claims management activities; its registration is recorded on the website www.claimsregulation.gov.uk.

 **CLAIMLINE**
exclusively for you and your family

www.pfclaimline.co.uk

£29,000,001

**RECOVERED SO FAR FOR OFFICERS INJURED ON OR OFF DUTY
AND THEIR FAMILIES... AND COUNTING.**

PF Claimline can help recover compensation if you or your family are injured in the same or separate accidents, on or off duty, including road traffic accident claims that can be processed in as little as 3 weeks from initial contact to settlement.

And we don't just get compensation for your injury. Our claims process includes help with access to rehabilitation services you might need, faster than you could do on the NHS.

Over the past 3 years we've recovered £29million for our members and their families.

Call PF Claimline 24 hours a day on
0800 9171 999

or start your claim at www.pfclaimline.co.uk

*Lines are open 24 hours, 365 days

Sickness absence

By Jerry Taylor,
occupational health
liaison.

In the previous edition we discussed the informal processes that need to be complied with to satisfy our Force policy and associated Home Office Guidance (HOG). In this edition we'll further discuss the processes for the first formal stage. It is essential that these processes are properly and transparently complied with to ensure the integrity of the system and sustainability in what now becomes a legal regulatory procedure.

Although this may take some time and effort, if the process should have to progress to Stage 2, 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.

Clearly, line managers will seek advice from HR personnel and/or Force sickness absence officers although I am always available if you require further help and, in fact, would actively encourage contact.

As a reminder, unsatisfactory attendance is governed by The Police (Performance) Regulations 2008 (PPR) and associated HOG. Where such 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 1 (Formal Stage)

Circumstances when a Stage 1 meeting may be required.

Regulation 12

Where the line manager considers that the attendance of an officer is unsatisfactory, they may require the officer to attend a Stage 1 meeting to discuss their attendance.

Arrangements for Stage 1 meeting

Regulation 13

If the line manager wishes the officer to attend the meeting, they must write to the officer to:

1. Require them to attend.
2. Inform the officer of the procedures and detail the time, date and place.
3. Summarise the reasons why attendance is considered unsatisfactory.
4. Inform the officer of the possible outcomes of the Stage 1, 2 and 3 meetings.
5. Inform the officer that a HR professional/police officer may attend to advise.
6. Inform the officer that, by consent,

another named person may attend.

7. Inform the officer that they can seek advice from, and be accompanied by, a representative of the Federation. (*The Force's and our advice is the line manager should also make contact with the Federation if they have not already done so*).

8. Inform the officer that a copy of any document they wish to rely on in the meeting must be supplied to the line manager in advance.

The notification must include any document used as evidence of unsatisfactory attendance and must 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 1 meeting

Regulation 14

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

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

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

Following Stage 1 meeting

Regulation 15

As soon as is reasonably practicable after the meeting the *Line Manager* must prepare a written record of the meeting and, where attendance was found to be unsatisfactory, a WIN, to detail the information as outlined above in Regulation 14, including 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 written improvement notice, although a written response cannot be made where there is an intention to appeal.

Appeals process

Regulation 16

The officer can appeal against the finding of unsatisfactory attendance or terms of the WIN if there are grounds that:

1. The finding was unreasonable.
2. The terms of the WIN are unreasonable.
3. There is new evidence that was not available for consideration at the meeting.
4. There was a breach of procedure or other unfairness.

Written notification of appeal must be served on the second line manager setting out its grounds and enclosing any evidence or accompanying documents to be relied on. The appeal must be held within seven days of receipt of that notification although this period can be extended.

Regulations 17 & 18 deal with the appeals procedure which is heard by the second line manager, advised by HR/police officer and the findings can be upheld or reversed or a variation made to the terms of the written improvement notice.

Regulation 19

Where a WIN has been issued, as soon as is reasonable 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, 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 a management improvement plan, where a WIN is issued, the basic principle of the process is one of **support** and not merely a target-setting exercise.

NB A Written Improvement Notice 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's circumstances. The WIN must be **in addition to** a record of the meeting.

I accept this article refers to Regulations, although I hope I have explained them in an understandable manner. However, the Regulations are what they are, the law. You know where I am.

Government urged to act on officer morale and IT

More can be done to mitigate dwindling morale in police officers – according to a report published by the Home Affairs Select Committee.

The report, entitled 'New Landscape of Policing', looks at the Government's proposals for policing reform.

It states that Winsor's report has had an 'inevitable impact on morale in the police service but it is possible to do more to mitigate this' recommending the Home Office sets up an interactive website to answer questions from police officers and staff.

It recommends Winsor spends 'more time visiting officers and staff' before making any further recommendations.

And it also says IT across the police service as a whole 'is not fit for purpose, to the detriment of the police's ability to fulfil their basic mission of preventing crime and disorder'.



Gary Bohun, chairman of South Wales Police Federation.

It states the Home Office must make revolutionising police IT a top priority, and that this is one area of policing where direction from the centre is not only desirable but vital in order to effect change.

Responding to the report, Gary Bohun, chairman of South Wales Police Federation,

said: "Officer morale has been decreasing for some time now due to the incessant police bashing the Government seems determined to give out. Officers can only take so much before they are affected.

"This report only confirms what Police Federations across England and Wales have been saying for some time – but the Government doesn't seem to be listening.

"I just hope they sit and listen to this group of MPs and take on board their concerns before it is too late."

Figures in the report, provided by the national Police Federation, show that out of 42,000 officers surveyed across the county, more than 98 per cent of them said morale was lower than it had been this time last year. Another factor that was indicative of how people are feeling is that 90 per cent of those polled said that they or somebody they knew was considering leaving the service.

The cross-Parliament group of MPs said they "foresee a danger that, in the future, the courts may decide that police officers are employees", and that Mr Winsor has not provided sufficient assurance to suggest the opposite. Nor does he 'adequately

**Roland
Smith**
A Police Mutual Company

You work hard to protect others -
let us protect you

Car and Home Insurance
Exclusively for the Police Family

With no overseas call centres, no automated phone systems and a team of insurance specialists, Roland Smith has a reputation for providing the Police with outstanding service when it comes to arranging insurance and handling claims.

We've been arranging insurance for the Police Family for over 45 years. And we currently arrange car insurance for over 41,000 and home insurance for over 23,000 serving and retired officers.

Our car insurance is provided by RSA Insurance Group plc and our home insurance is provided by Aviva Insurance UK Limited.

Your home insurance • Your car insurance • Your breakdown cover • Your travel insurance

Roland Smith Limited, registered address: 1st Floor, India Buildings, Brunswick Street, Liverpool L2 0XH Registered in England & Wales No. 01073408. Roland Smith Limited is authorised and regulated by the Financial Services Authority and is a wholly owned subsidiary of Police Mutual Assurance Society Limited. Calls are recorded and may be monitored.

RSL00015A



To find out why
so many of your
colleagues choose
us, call us today on
0151 242 7640

resolve the issue of how to give police chiefs' greater powers to manage without undermining the special role of police officers'.

The Government is also criticised in the report for not clarifying which body will carry out the majority of the functions of the NPIA, despite announcing more than a year ago it would be phased out in spring next year. It recommends this phasing out is delayed.

It goes on to state that although there is some support for a professional body, there does not yet appear to be a strong demand. And the body has the potential to change the police service for the better, particularly with regard to training, but only if it is emphatically not, and not perceived to be, a repositioned ACPO.

"This report only confirms what Police Federations across England and Wales have been saying for some time - but the Government doesn't seem to be listening"

Paul McKeever, chairman of the Police Federation of England and Wales, said: "The report contains language and words that the current Government will probably be unable to understand like 'morale, winning hearts and minds, collaboration, cooperation, police officer involvement, risks and consequences' to highlight a few. These are words which seem to have slipped from the Coalition's vocabulary when it comes to police reform and understanding what the public want from their police service.

"We are not asking the Prime Minister to scrap all of the plans for reform, we are simply asking that he and his cabinet pause, and take time to reflect and listen to what the men and women who police our streets are saying. Officers feel they are being attacked from every side but more demoralising for them is that they feel the Government has made a firm decision to ignore everything rank and file officers are saying."

To read the report in full, go to <http://www.publications.parliament.uk/pa/cm201012/cmselect/cmhaff/939/93902.htm>

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

Government failed to heed warnings, says chairman

The chairman of the Police Federation of England and Wales has praised the officers who policed the riots across parts of England in the summer, but has also criticised the Government for failing to react to warnings of trouble.



Paul McKeever.

Paul McKeever said: "Their bravery, fortitude and commitment demonstrated to the public the best qualities of the finest police service in the world. The gratitude of the communities we serve was evident in the support officers received from numerous quarters.

"Officers in many parts of the country even found themselves being applauded as they patrolled the streets. They richly deserved that applause."

190 officers from South Wales Police went to London to help bring control back to the streets.

Paul slammed the Government for 'wholly disregarding' the Police Federation's warnings that riots were on the horizon, when at both the national conference in 2010 and again at this year's event in May leaders highlighted the real likelihood of disorder.

Criticising the reaction of the Government to the riots, he said: "During the riots people died, families were burnt out of their homes and thousands of businesses were damaged. Let us be clear. The cessation of the riots had nothing to do with a few politicians eventually finding their way back to their desks. The rioting was stopped by tens of thousands of police officers bravely putting their lives on the line for their communities."

He continued: "The reward for police officers who have continued to put in a magnificent effort since the riots was the announcement delivered with indecent haste by Government that the cuts would not just continue but they would be speeded up; extraordinary.

"The savings Government says it is making through cutting the policing

budget so savagely are actually tiny, a fraction of one per cent of Government's total budget. The damage the cuts could cause the communities we serve, particularly the most vulnerable in society, is completely disproportionate to any savings made.

"The costs from riots alone, damage to the economy, damage to businesses, lost foreign investment and tourism to the UK, not to mention the policing bill are certainly higher than all the 'savings' the Government is hoping to make from policing."

The chairman said that since Parliament had been back from recess there had been no engagement with the Police Federation.

He also accused the Government of being 'completely out of touch with the reality of policing' after think tank Policy Exchange released a report suggesting police officers should wear uniform when travelling to work.

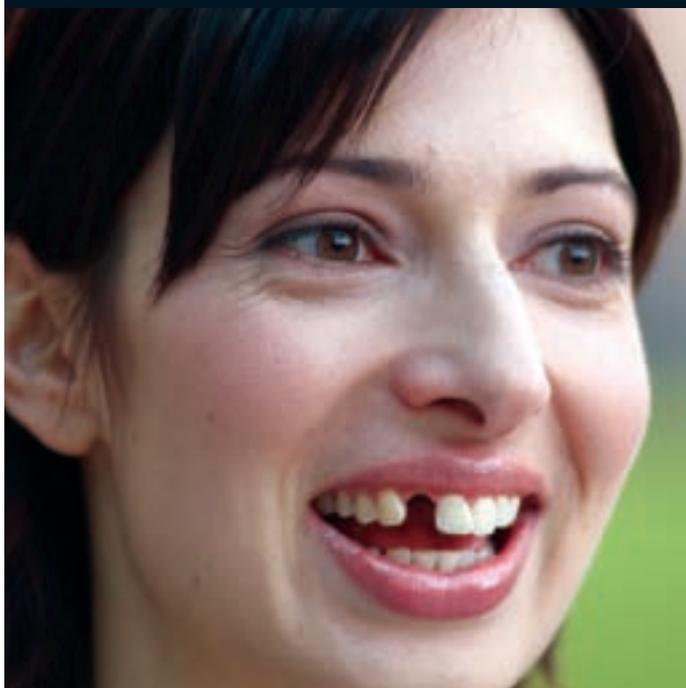
He said: "Those in Government expect us to put our lives on the line and now they expect us to put our families and friends lives on the line too. No extra pay, no back up, no thanks. Outrageous.

"Apart from a few Government ministers and Policy Exchange, the only reference I can find to police officers wearing uniform permanently, without time off is in the children's books 'Noddy and Big Ears', where Mr Plod is always on duty. Note to Policy Exchange – 'Noddy and Big Ears' isn't based in real life and neither is your report.

"The Government has no idea where they are going with policing beyond the reality of 20 per cent cuts. They are taking huge risks with the safety of the public, the police service and the health, future and well-being of police officers."

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

Don't Forget!



Your Police Federation Insurance Scheme

now has cover for dental accidents & emergencies!

Should you or a covered partner have an accident, or simply a toothache that requires an urgent or emergency appointment with a dentist, you can claim costs back. This cover applies even if you visit your usual dentist. If you do not have a dentist or are away from home, Denplan will find you a dentist anywhere in the World. Claim forms are available by calling 0800 7315 052 or by contacting the Federation Office.

If you wish to upgrade your cover to include routine and remedial treatment, call Philip Williams & Co on:

0845 230 1654

HOME INSURANCE THAT SHOULD SAVE YOU MONEY & COULD ALSO PAY FOR DINNER...

...£25 Marks & Spencer or Tesco voucher to welcome you as a client.



Great levels of cover, excellent value, our friendly, knowledgeable UK-based staff will find the right policy for you. Everybody requesting a Home Insurance quote will receive a **FREE** Parker pen, and as a welcome, every new policy holder will receive a £25 Marks & Spencer or Tesco voucher. Recommend a friend and you **BOTH** receive the vouchers*.

This isn't just Home Insurance, this is Home Insurance from Philip Williams & Company...

CALL 0845 230 1650

or visit www.philipwilliams.co.uk NOW!
and quote "Dinner".



35 Walton Road, Stockton Heath, Warrington, Cheshire WA4 6NW
Tel: 01925 604 421 Fax: 01925 861 351

Philip Williams and Company are Authorised and Regulated by the Financial Services Authority
*Subject to terms and conditions, ask us for details.