



Region 7 – Wales.

Inspector's National Update Number 5 2010

To: All Inspectors & Chief Inspectors No 7 Wales Region (*North Wales, Dyfed Powys, Gwent and South Wales*)

On behalf of the Welsh Regional Reps John Giblin has kindly sent you the latest PNB, PAB, Pension, National Chairman's Report and JCC Meeting Notes and all other relevant documents that have recently been released.

Statutory week was held week commencing Monday 1 November 2010.

These are the matters that arose within both the Inspectors Central Committee meeting and the Joint Central Committee.

Regulation A19

There is still no force that has actually implemented regulation A19, although a small number made noises pre the comprehensive spending review that they were considering this course of action and some have sent out letters to officers with 30 years pensionable service suggesting that this is likely to happen. The feedback reaching us is that officers are leaving of their own volition and this may actually take away the need for imposing the regulation for many due to natural wastage. The comprehensive spending review will not impact too greatly on police forces this year but 2012, and thereafter, could prove to be very difficult times. PFEW will want to see effective financial savings made before any loss of police officers.



Office Manager

Sue Arnold has been temporarily employed to look after the office pending a full review of the functions and requirements for the future. Sally Challen has still not appeared at court for a plea and directions hearing.

PACE Telephone Reviews

This has been a thorny issue for the ICC for some time. I have written to the Police Minister following a meeting with him in the past fortnight. He is sympathetic to the issue and will look to clarify the position through the legislative process. A key issue that has arisen is that some Inspectors are refusing to do telephone reviews for fear of being criticised. This is wrong, a telephone review is better than no review at all as Inspectors could leave themselves at even greater risk.

Revitalised

Tony Harper has secured a very good deal with revitalised for a further years coverage of the web based product. We hope that you will all continue to make use of it as it is for all of your benefit.

Survey

The ICC will be conducting a survey in the new year concerning working conditions, and a booklet will be issued beforehand to help you understand your rights under current regulations. There will be a focus on working hours and it is hoped that all of the results will be ready for conference 2011.



Other Matters from JCC

PNB and PAB

We now know that Tom Winsor will be carrying out the Government review into Police terms and conditions. We have prepared a very full submission to go to him and this will be circulated around the country once served on Tom Winsor.

Many of the issues being progressed through PNB and PAB have been put on hold pending the review which will report on January 2011. The following items are some of those that are still current issues.

Promotion and Professional Development

Peter Neyroud is carrying out the review into Promotion and Leadership. You should be under no illusion that this will have a major impact on the future of policing, the future rank structure and the future of police training and promotion. He is liaising with Tom Winsor, hence the somewhat cynical belief that perhaps the results have been decided before the reports have been written! His review will report on 10th December.

The Metropolitan Police Authority sprung a paper on staff side at PAB suggesting that Regulation 10 (Qualifications for appointment as a constable) be amended. They were trying to force through the issues of direct recruitment from the special constabulary. However, the document contained further recommendations concerning direct recruitment to other ranks and a few other items that we might well take issue with. The stance of the JCC is that we await the outcomes of the Neyroud and Winsor reviews before passing further comment.



Mutual Aid

The issue of the Hertfordshire Agreement has fallen within the Independent Review of Terms of Conditions. PFEW have given their views to this review. Staff side agreed to try and assist the Official side with putting together an agreement that would cover the Olympic period 2012 to avoid wasted time in planning and resourcing.

After an initial meeting at which Staff side agreed to put forward a definition of what constituted Olympic duties, the Official side tabled a new proposal paper which ignored all arguments put forward by Staff side and the definition we had formulated.

In short they wanted to negotiate lesser terms and conditions to apply to all mutual aid anywhere in the UK for a period between 1st April and 25th September 2012.

This document failed to address the issue of held in reserve officers, either in their own Force area or another; based standards of accommodations on the PNB circular 86/15 which had been superseded by 95/8 in 1995; refused to recognise the additional hours that Inspecting ranks would work even at plain time; and still only offered £30 as a taxable overnight allowance.

Ian Rennie re-iterated Staff side view that it was to assist Official Side specifically for the Olympics. The agreement should cover Olympic events, not any mutual aid event; Staff Side insist on a guaranteed 4 hours paid overtime in addition to the 8 hour tour of duty; Inspecting ranks should be paid for the additional hours worked; The overnight allowance payable should be at least £50.

As there appeared to be no likelihood of further agreement the meeting was adjourned until 6th December 2010 when it is hoped that the Official Side will reconsider their position as the offer from the Staff Side will still save them a substantial amount of money.

Pensions Review



Due to the fact that the Hutton review is still ongoing, the Government Actuaries department have reported to us via PAB, that the anticipated review of the Police pension scheme due for April 2011, will not now be taking place as it is included within the Hutton enquiry. The initial report stated that public sector contributions should be increased as a short term measure but interestingly, the Police received very little comment in it.

PAB Staff side has secured the services of John Gilbert, the pensions expert from the Home Office, who will be assisting us for the future.

Budget

The budget was presented to the JCC by the Treasurer proposing a very small surplus and this was accepted by the JCC. It was also agreed to increase death benefit payable to £3350.

I hope that this has been of assistance to you and would ask that you please pass the information to all members of the IBB for their information. If anything needs clarifying or any further information is required before I next see you please feel free to contact me.

The next IBB Secretaries will be 30th of March 2011 at Leatherhead

Date of next ICC meetings will be Tuesday 25th January 2011

Kindest Regards and look forward to seeing you soon.

Steve Williams

Steve Williams
General Secretary ICC
Your Number 7 Region Inspector's Representative

