

# FEDERATION EXPRESS



The magazine of North Yorkshire Police Federation

SPRING 2011



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# FEDERATION EXPRESS



9

Welcome from the Chairman	5
Shift Review	11
GS4	13
The History of the Police Federation	15

# CONTENTS



18

## YOUR JOINT BRANCH BOARD 2010–2013 North Yorkshire Police Federation Joint Branch Board representatives

**Mark Botham** JBB Chairman,  
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# Welcome from the Chairman

**W**elcome to the first 2011 edition of our magazine.

## GROUP INSURANCE SCHEME - BETTER COVER FOR LESS COST

We are delighted to announce that as a result of negotiations with a number of companies we have renewed our Group Insurance scheme so that you will get better cover from April 2011 and also see a reduction in the price (whether paying serving or retired rates.) More details will come out to you in specific correspondence.

## POLICE SERVICE BETRAYED BY ACPO AND THE GOVERNMENT?

The first week of March saw the publication of the Winsor Report into Police Pay and conditions and the Hutton Report into changes for public sector pensions. Winsor part2 is due to reort in June 2011 and we still await publication of the Neyroud report which went to the Home Office in December 2010.

From the members we have spoken to and also from what we heard at Northumbria Federation Open Meeting it is clear that officers are angry, worried, frustrated and confused. They feel let down by a Cadre of ACPO betrayed by a despicable and dishonest government and angry concerned and demoralised after Winsor Hutton and the media briefing against them.

A large number of our members have worked under various governments, Home Secretary's and Police Ministers and have been a member of the police force when various reforms have been implemented. Today there are many reforms being put forward to the police. It is understandable that governments have differing opinions and goals and it is obvious

that the current financial climate has resulted in very difficult decisions being made.

We consider unacceptable the way Nick Herbert as Police Minister, and Theresa May as Home Secretary, seem to have great delight in making comments that antagonise colleagues and cause ill-feeling from the public. Our job is difficult enough without them raising antagonism even further.

Is there a hidden agenda in this?

Prior to Winsor1 being released a huge amount of spin and lies were peddled in the media. Nearly every report stated you got 4 hours for answering the telephone. It cannot be right to talk about overtime for answering the phone when even Winsor himself says on page 81 of his part1 report "I have not seen any evidence which could establish that some of the overtime abuses reported in the media occur are prevalent, in particular the assertion that officers claim a minimum of four hours' overtime at time and a third for taking a short telephone call when off duty."

Police officers pride themselves on honesty and integrity it is a shame those briefing against you our members with such scant regard for factual truth are sadly lacking in honesty and integrity.

The economic state of the country is being used as a smokescreen – why do we say this – click on these hyperlinks the views have not changed for 5 years or more:

[http://news.bbc.co.uk/1/hi/uk\\_politics/4615718.stm](http://news.bbc.co.uk/1/hi/uk_politics/4615718.stm)

<http://www.facebook.com/l.php?u=http%3A%2F%2Fwww.dailymail.co.uk%2Fnews%2Farticle-478974%2FPolice-chief-baffled-Camerons-anarchy-crime-picture>

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Mark Botham

On Tuesday 8th March 2011 on BBC news the political correspondent Nick Robinson gave inaccurate and misleading information about officers pay. The Police Federation of England and Wales made a verbal complaint to Nick Robinson They also wrote to the BBC making a formal complaint on behalf of PFEW. The comments made by Nick Robinson left a very sour taste.

The Police Federation of England and Wales have now received a written apology from the Editor of BBC News for any anger and distress the inaccuracy caused. So that it is also acknowledged in the public domain Nick Robinson has admitted his error in his blog today, which can be viewed at <http://www.bbc.co.uk/blogs/nickrobinson>

Nick Clegg has referred to "gold plated" public sector pensions and





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the police are always mentioned when this issue is raised, yet the fact that we have paid 11% contributions has always been omitted or ignored. As is the fact that in his interim report published last year Lord Hutton stated "it is mistaken to talk about 'gold-plated' pensions as being the norm across the public sector."

The media have made mention of our bonuses yet they fail to realize that a police officer is restricted in his private life. A police officer working three shifts protecting the public does not receive a shift allowance unlike other workers, a police officer is restricted in having a second occupation unlike for example a fireman and a police officer has to be extremely careful with regards to who he associates with and where he lives.

The Hutton Report has stated that there is a compulsory requirement for police officers to now work until 60 years of age. In view of the fact that politicians are constantly talking about moving more officers back out onto the streets, are they serious in believing a 60 year old police officer in uniform is going to have much effect against a gang of youths carrying knives and or firearms.

Today's life in the police is nothing like that portrayed in "Dixon of Dock Green". The challenges are huge and will take time to be achieved. Whilst the aims and objectives may be reached, politicians must understand that an officer pounding the beat at 60 is not going to stand much chance against violent, career criminals who think nothing of using force when cornered.

In our January 2011 e-newsletter we look at data in North Yorkshire and compared them with projected officer and police staff numbers for 2014/15 finding the following:

- 2000 – 2014/15 = increase of 0.86% in police officers and an increase of 125.6% police staff;
- 2007 – 2014/15 = decrease of 21.77% in police officers and a decrease of 1.6% in police staff.

#### **WE URGED PEOPLE TO REMEMBER THE FOLLOWING:**

We police the largest single county in England and Wales with over 6000 miles of road AND the population is expected to increase by 2033 in Selby by 27.1%, York by 26.2%, Richmondshire by 20%, Craven 18.3%, Ryedale 17.8%, Harrogate 17.7%, Scarborough 13.1% and Hambleton 11.7%;

In comparison to other forces our police officer cost per head is lower than average, with our overtime payments for police officers being the second lowest in the country;

Staffing in CID in particular is already very much below the national average.

Staffing in training is below the national average. It is the third lowest in the country, and has reduced by 25% since 2006. Any further reduction in police officer numbers must see an increased investment in training for them – especially given the skills gap the removal of experienced officers will leave.

This was a plea to expose the value for money fallacy - what is the meaning of value (not price) - a cynical device to hide cuts. And finally it was a plea for people to consider the long term efficiency and efficacy of the police service. Sadly people do not seem to have listened - yet.

Recourse to the HMIC 'Valuing the Police' report in July 2010 – shows that between 2004 and 2008 forces have achieved £1.5 billion of efficiency savings. And the same report reported that 'A re-design of the system has the potential, at best, to save 12% of central government funding, while maintaining police availability. A cut beyond 12% would almost certainly reduce police availability unless it were prioritised over and above everything else the police did.'

A recent survey conducted by MORI on behalf of the Police Federation shows that the overwhelming majority of the public are happy or satisfied with the service they receive from the Police. This supports previous surveys, including the independent

British Crime Survey, which has shown that the last few years have seen record falls in crime and increasing numbers of criminals brought to justice.

On 14th March 2011 the Daily Mail was reporting Police cuts are 'open invitation for criminals to commit more crime' citing Economist Siddhartha Bandyopadhyay who warned that the squeeze put on police through the Government's 20 per cent budget cuts and the most comprehensive review of pay in more than 30 years could 'encourage' criminality. <http://www.dailymail.co.uk/news/article-1365978/Police-cuts-open-invitation-criminals-commit-crime-researchers-claim>.

We know from the feedback we are getting and via our Facebook pages that our members are frustrated at the lack of balance in the debate to date.

And you are frustrated that we appear to be getting blamed for the introduction of bonuses, which were forced upon us by a previous Government. Records will show the overwhelming majority opposed these in the first place. Most officers would have welcomed a fairer pay distribution, incorporated into our wages rather than these bonuses.

Perhaps instead of behaving like a schoolyard bully, the Police Minister, Mr Herbert could explain the following to our members:



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- Pay. Are you taking a wage freeze? I appreciate the cabinet did not take the percentage pay rise, but it was considerably higher than the one offered to the police during our last pay negotiations.
- Cutting your pay which is considerably higher than police officers. I believe the Police Minister's annual salary is around £134,565:00
- Reducing your bonuses, although this seems to be a grey area when it comes to ministerial allowances and perks. It seems there is one rule for MP's and none for ordinary citizens or public sector workers.
- Restricting your outside business interests. I am restricted in having a secondary income so I feel it is only right that cabinet ministers and MP's suffer the same fate. Let's not forget "we're all in it together".
- Cutting the proposed pay rise offered to MP's who are currently paid £65,738, after receiving a 1.5% increase last year, just after the expenses scandal! Memory tells me that Sir George Young told MPs in January they'd be asked to reject the 1% rise, recommended by the independent Senior Salaries Review Body "in the light of the imposition of a two-year pay freeze for public sector workers earning more than £21,000". Media reports suggest that MP's are unhappy that it is being suggested they refuse or decline this rise.
- Is the House considering a review into MP's pensions? I understand you benefit from a Final Salary Pay Scheme. The details of which allow you a choice of accrual rates. As a member you can choose to contribute at 1/40th, 1/50th or 1/60th. And it is a contributory pension with the contribution rates set at 11.9%, 7.9% and 5.9% respectively.
- Is the House considering a review into MEP's Salaries? It is interesting to see that Euro MPs have recently awarded themselves a 1,500-euro (£1,278) increase in their monthly office allowance. This decision adds 13.2m Euros to the European Parliament's 2011 budget. MEPs' pre-tax monthly salary is set at 7,956.87 Euros and they also received a 1,500-euro increase in their office allowance last year. On top of this salary, the latest increase raises MEPs' monthly 4,299-euro office allowance to 5,799 Euros. Official trips to Brussels and Strasbourg are refunded, and they get a separate annual travel allowance of 4,243 Euros. In addition, MEPs' get a flat-rate allowance of 304

Euros for each day of attendance at official parliament meetings, to cover accommodation and meals. Whilst I understand we have little jurisdiction on these salaries surely UK members of this parliament should refuse the pay rises and take a two year pay freeze. The words "we're all in it together" ring out loud enough to reach Brussels and Strasbourg.

You may wish to exercise your democratic right to visit your own MP in their constituency surgeries and pose questions like those above and those directly impacting on you – but don't be fobbed off with a stock answer – you deserve better.

#### **WORKING WITH YOU THE MEMBERS TO REPRESENT YOUR VIEWS**

With reform at a local and national level affecting each and everyone of us we want to ensure we continue to represent your views. So we thought it important to remind you of the ways we will be keeping you involved throughout 2011:

Via your directorate representatives who will be fully engaged with you;

Via regular updates on our website [www.nypolfed.org.uk](http://www.nypolfed.org.uk)

Via our Facebook page: North Yorkshire Police Federation;

By following us on Twitter @ NYPFJBB;

Via our monthly e-newsletter sent automatically to those who subscribe via our website;

Through Federation Express of our magazine;

By attending the annual Open Meeting to have your say and pose questions to the Chief Constable, the chair of the Police Authority and also local and national Federation officials – this year the meeting is on Thursday 29th September 2011 @ The Park Inn, York – speak to your directorate federation reps for more details.

We are also planning to visit every police station in the county to listen to your views and explain the Federation response to Winsor and Hutton and Neyroud which we need to ensure takes into account the views of you our members.



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# SHIFT REVIEW

In May 2009 the force advised North Yorkshire Police Federation that a team had been set up at headquarters working on a project 'Towards 2012 The Next Step' The aim of



**Nigel Day**

that project was to determine operational demand and assess the forces current assets against this part of the forces commitment to improve service delivery and offer value for money. A report issued in February 2010 entitled 'High Level Working Group Report on Policing Value for Money' set out plans to support police service reform and improve value for money was laid out by senior police figures. The joint report built on the government's Policing White Paper and provided further detail on how savings of at least £454 million nationally would be delivered. The recommendations were complied by representatives from the: Association of Chief Officers (ACPO), Association of Police Authorities (APA), National Policing Improvement Agency (NPIA), Her Majesty's Inspectors of Constabulary (HMIC) and the Home Office. The report sets out opportunities for police forces and authorities in England and Wales to improve value for money, including: streamlining back-office support services, developing smarter procurement policies and finding cheaper IT solutions, increasing the efficiency of systems and processes and reforming police shift patterns to better suit the public and cut back on overtime payments.

The first step was to map the operational demand for all areas of the Force, 24/7, not an easy task. To assist with this project North Yorkshire Police Federation suggested the force to contact Sergeant Carl Mason, Merseyside Police, Resources Management Department, a nationally recognised expert on demand profiling and shift rota creation. From this NYP then created their own demand profile. Through September and October 2010 our discussions with the Force appeared to be progressing reasonably well. It was clear from the outset that they were never going to consider retaining the existing 5 band pattern and at various

times we were shown around 23 patterns that were being evaluated.

The pattern that seemed to be most favourable for our members was based on the model being worked by staff in the FCR's, a 6 on 3 off (5 on 3 off) pattern. Although not quite as good as the existing pattern but we thought we would be able to recommend it to our members. At the 11th hour the latest edition of the Policing Plan was produced and we were advised that the FCR pattern was no longer an option as it would not allow the force to reduce the number of Sergeants and Inspectors as it intended.

The pattern that we were given to ballot on was one supplied by Norfolk Constabulary; they had considering the rota but had not actually worked it. We negotiated tirelessly with the Force to try and secure the best possible outcome for our members and we made it clear that we did not support the pattern that they favoured and we would be unable to recommend it to our members. Under Police Regulations the Chief Constable can simply impose an 8 hour shift pattern without the need for the agreement of the North Yorkshire Police Federation Joint Branch Board. For those not familiar with this kind of rota it would have been a 7 day on and 2 day off rota.

At an extraordinary meeting of the Joint Branch Board held on Tuesday 7th December 2010 it was agreed that in order to ensure we had a mandate from our members to enter into an agreement and acting on legal advice we conducted a ballot. The Force proposed two options for a VSA which it wished to introduce on 21st March 2011. Option A was a 9 week pattern of 6 days on and 3 days off with core shifts and intermediate shifts. Option B was the same but on the Friday/Saturday of weeks 1 and 2 the lates and nights were swapped again on the Thursday/Friday of week 5 and 6. The only other option was an 8 hour pattern.

There were 1028 votes cast which gives us a clear mandate and represents 68.5% of our members. 76.4% of those who voted were constables and 17.6% were sergeants. Officers with less than 10 years service accounted for 55.6% of the vote and officers with over 15 years accounted for 32.4%. And of the 1028 votes cast 74.4% were by those working 24/7. Of the

68.5% of our members who voted some 88.3% wanted the Joint Branch Board to agree a Variable Shift Pattern on behalf of the membership. For all those balloted Option A was the favoured shift pattern based on our criteria of straight majority. Option A. secured 50.09% of votes, Option B 36.96% and some left it blank. For custody 75% were in favour of Option A. For FSU / Dogs 56.33% were in favour of Option A.

We have a commitment from the Force that there will be a full evaluation of any shift changes and we will seek to consider the following matters:

- User satisfaction survey
- Increase/decrease of overtime
- If safe staffing levels have consistently been met
- Number of injuries on duty
- Impact of short term sickness
- Impact of long term sickness
- Impact on Force performance
- Breaches of Working Time Regulations
- Number of rest days cancelled/rostered
- Number of deviations
- Amount of training
- Quantity of night work health assessments
- Effect of the Diversity Impact assessment

As a result of the shift review there was a need to review the flexible working of all officers subject of the review. Because this was going to involve a large number of applications a modified application process was devised with a Flexible Working Panel chaired by Supt. Higgins and observed by the Federation hearing 144 applications in total.

Whilst I appreciate that there is no such thing as a good shift pattern, as all people's needs are different I would draw your attention Recommendation 5 in the Winsor report that Police Regulations 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. New shift arrangements should not be brought into effect earlier than 30 days after the communication of the decision of the chief officer

**Nigel Day**  
**JBB Secretary**

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We have recently strengthened our northern team with the addition of a defamation specialist based at our office in York.

Pattinson & Brewer are proud to have been able to support the work of the Police Federation of England and Wales and to represent its members. We look forward to continuing our strong and close relationship.

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## HOW CAN YOU HELP SERVING AND RETIRED POLICE OFFICERS?

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We provide a system of consultation for new retirees to help them come to terms with the difficulties they might face in the current careers market. This will provide them with a clear picture of job roles they might like to take on, help them make the most of their CV, highlight key skills they have and help them build techniques for interviews.

Our new website will have simple to use features that provide regional Police Federations with a breakdown of opportunities in their area.

## WHAT TYPE OF SKILL SET DO I NEED?

We are keen to speak with anyone who has come from a policing background, Officers/Staff from all ranks and backgrounds whether it

be Community/Response policing to retiring officers with CID/Major Crime experience, Police Staff from all varieties of support work, whether it be Criminal Justice File Preparation through to Scenes of Crime Examiners.

## CAN YOU ASSIST WITH WRITING A CV?

G4S Policing Solutions are able to provide detailed examples of the best ways to present CV's and detailing career histories. We have developed good templates for people who wish to register to use as prime examples when compiling a CV for future use. This makes the most of their unique skillsets highlighting the key ones that employers will want to see.

We are currently in the process of speaking with Police Federations in our region to discuss ways in which we can have contact with retiring service members delivering in depth presentations on CV writing and interview techniques and the full service which we provide.

## WHAT DO THEY NEED TO DO TO REGISTER WITH YOU?

Our method of consultation is designed to be thorough so we can ensure that we are offering the right opportunities to the right individuals.

We will complete a detailed registration form which covers Police Officer's/Support Staff Career history, noting all of the key skills, Police IT Systems, Training, Legislation which they have covered. This will then be entered onto our database.

We discuss and send out CV Templates where needed and compile this information against the person's record. This gives us instant access should a vacancy arise. We then contact candidates about vacancies and will only



Joshua Blackham

put a candidate forward once they have full details and provide an expression of interest in the vacancy.

Under recruitment legislation we will forward out to all parties registering with our organisation our compliance documentation for completion and return. This again is held on record against people's files.

We are a free service to register with and there is no cost involved in registering. Once on our database candidates will be provided with details of work as it comes in to us from our clients.

## ARE YOUR SERVICES AVAILABLE TO SERVING AND RETIRED OFFICERS WHO DO NOT LIVE IN THE UK?

At present our services primarily serve UK police forces or UK based investigations with an overseas interest and as such you would need skills and qualifications that are recognised by the British institutions such as ACPO and the NPIA to work within our Police Clients.

There are unfortunately some set backs for people who reside overseas working via our organisation within our Police Clients, the issue falls around vetting and how long you have resided outside of the UK. There are guidelines around vetting which we have to adhere to and if you have lived outside of the UK then you may have to wait until you have been back for a designated period of time before you can successfully take up a role and pass Police Vetting.

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# History of the PFEW's involvement in Police Pay and Conditions

The Police Federation of England and Wales was founded in 1919, ninety years after the Police Act 1829 brought about the Metropolitan Police. During that period police officers were denied the right to form any kind of association to protect their interests. Not surprisingly their pay and conditions were deplorable, and until 1890 they had no statutory right to a pension.

The Government and authorities did their utmost to ensure that police forces remained immune from the growing trade union movement, which was seen as a major threat to the establishment. Discipline was harsh and only a minority of police officers served long enough to retire.

In 1875 and 1890 there was trouble in the Metropolitan Police over pay increases. These brief outbreaks of militancy in London were the only recorded examples of unrest in the police during the Nineteenth Century. The authorities were determined not to allow any form of representation.

In 1913 the Metropolitan Police Union was formed by a number of serving officers, but promptly banned by the Commissioner.

During the First World War, the pay and conditions of the Metropolitan Police deteriorated quite considerably. Constables found it difficult to live on their pay, which lagged behind all industrial workers. Therefore, a small number of officers turned to the Police Union. In spite of the efforts of the authorities the union was rapidly increasing its support inside the force.

On the 28th August 1918, the Union delivered an ultimatum to the Commissioner. This demanded three things; an immediate increase in pay; the official recognition of the union, and; the reinstatement of a constable who had been dismissed for union activities. Unless these claims were met the

union would withdraw its own rules against striking.

The authorities decided to do nothing about the ultimatum, and large numbers of constables and sergeants went on strike. The Government was faced with the threat of anarchy on the streets of the capitol while the country was at war. Over the objections of the Commissioner, the Prime Minister, Lloyd George met a "deputation of policemen". He was careful not to say he would meet the Police Union, which was an illegal body.

The Government conceded the pay claim in full. It agreed to reinstate the sacked union official. As to recognition of the union, Lloyd George offered a compromise. He said a union could not be recognised in wartime, but the ban on membership would be lifted so long as the union did not interfere with police discipline. In the meantime, he proposed that there should be an elected representative committee formed to bring any matter affecting police officer welfare to the commissioner's notice.

The union leaders thought that Lloyd George had promised to recognise the union once the war was over, but he had done no such thing. Within a few weeks the new Commissioner disbanded the committee and ordered fresh elections, this time on the basis of one representative board for each rank; constables, sergeants and inspectors.

The union, which was now affiliated to the Labour party and the TUC, held two large rallies in London to protest against this. In June, the union announced that in a nationwide ballot, its members had voted by 10 to 1 in favour of another police strike, unless more pay and union recognition were conceded.

The Government announced that a Committee of Inquiry under Lord Desborough would examine the police service, and that a substantial pay award would be made. It also announced that the



John Giblin

police would be allowed an internal representative body, but the Police Union would not be recognised and police who belonged to it would have to resign their membership.

The Desborough Report appeared in July. It established the Police Federation of England and Wales and awarded the entire police service a substantial increase in pay. It also recommended that the Home Secretary should become responsible to Parliament for the entire police service, not just the Metropolitan, and that police conditions of service should be standardised throughout the country. All these proposals were accepted by Government and the Police Act 1919 was passed.

The union decided to call a national strike in August, to oppose the Police Act and demand recognition of the Police Union. It was doomed to fail. In London, a thousand officers went on strike, four hundred in Birmingham and on Merseyside another thousand. With the exception of some Liverpool officers who returned to work during the strike under an amnesty, all the officers who took part in the 1919 strike were dismissed.

**1920** The Police Council, comprising all relevant stakeholders, draws up the first Police Regulations, setting out conditions of service. It is an advisory body. The Federation representatives are consistently out-voted on issues affecting pay and conditions.

**1922** An economic crisis is a threat to the police. The Geddes Committee on public expenditure calls for cuts in the pay of the provincial police and an overall reduction of one-eighth in overall police spending. The Police Council agrees a compromise by which "temporary" deductions of 5 per cent of pay, spread over two years, and reductions in rent allowances are introduced. There is a bitter reaction from the members and loss of confidence in the Federation.

**1923** After pressure from the local authorities, the Government recalls the Desborough Committee to reconsider its pay scales. The

councils argue that wages are falling and the police are greatly overpaid. Desborough reports that there is no reason to alter police pay, but this good news is countered by the "temporary" pay deductions beyond the two year period.

**1925** The pay cuts are abolished, but the police are required to double their pension contributions to 5 per cent of their pay.

**1931** The economic crisis brings down the minority Labour Government and Ramsay MacDonald forms a National Government. The May Committee on National Expenditure calls for cuts in the pay of all public servants. It says police pay should be reduced by 12.5 per cent, phased over two years. The Government imposes "temporary" deductions of 10 per cent in the pay of serving officers. The Federation holds mass meetings to protest against the cuts.

**1932** The Government introduces a reduced pay scale for new constables. The Commissioner persuades the Home Secretary to ban all further Open Meetings of the Federation.

**1934** The 10 per cent pay cut is reduced by half and abolished altogether the following year, but a reduced pay scale for post-1931 recruits is retained.

**1940** The police get their first pay increase since Desborough.

**1941** Lord Snell's Committee on police pensions agrees that widows' pensions should be increased, provided that officers contribute part of the cost. The Federation is against increased pension contributions. Because of the Federation's stance the widows' pensions are not increased.

**1943** After eleven years the ban on Federation Open Meetings is rescinded.

**1945** The reduced pay scale for new constables is abolished. The Federation presses for a substantial pay increase. The service is facing serious manpower shortages, due to police pay falling behind other occupations. Wastage outstrips recruitment. The Government promises that pay will be considered, but not yet.

**1949** The Oaksey Committee's

report on police pay and conditions of service is a huge disappointment to the service. Its pay recommendations prove insufficient to attract and retain recruits, and there is anger because, in order to receive the pay increase, the police must accept that their pensions will be "averaged" over the final 3 years of their service.

**1950** Part two of the Oaksey Report deals with representative organisations and negotiating machinery. The report calls for new negotiating machinery with access to arbitration.

**1951** For the first time a pay claim goes to arbitration.

**1952** The Police Council's proposed constitution for a new negotiation body is published. There will be a Police Arbitration Tribunal but the Home Secretary will have the right to veto its award. At its first meeting the Police Council agrees to increase police pay by 8 per cent.

**1954** The PAT makes its first pay award. The Home Office declines to back date the award. There is a successful Parliamentary lobby organised by the Federation and the Home Secretary agrees to make the award retrospective. The JCC declines the request of the Metropolitan Branch Boards to have their claim for a London Rate of Pay placed on the Police Council's agenda, which leads to a long and bitter dispute inside the Federation.

**1956** The Police Council agrees that officers can commute up to a quarter of their pensions in exchange for a lump sum after 30 years service.

**1959** Appointment of a Royal Commission. Pressure from the Federation persuades the Government to let the Commission examine "the broad principles governing the pay of the Constable".

**1960** The interim report of the Royal Commission awards pay increases of over 30 per cent to constables. Similar increases are negotiated for other ranks.

**1965** The Federation shocks the authorities with a claim for a large pay increase, claiming police manpower is again in crisis. The debate leads to an angry debate at the 1965 Conference. The PAT

rejects the claim.

**1966** The Government introduces statutory regulation of pay and prices together with a 6 month pay freeze for all employees. After direct representations by the Federation, the Government makes a single exception to allow the police to negotiate a back-dated pay increase, outside the regulations.

**1967** The Federation negotiates a pay rise above the statutory norm.

**1969** Once again, the service faces a manpower crisis. This results in the largest pay award ever negotiated by the Police Council.

**1971** The pensions (increase) Act 1971 gives public service pensioners, including police, a guarantee that their pensions will be index-linked to take account of inflation. The Metropolitan Police Federation calls on the national body to support its claim for a London Rate of Pay. This is strongly opposed.

**1972** The requirement to "average" pensions over the last three years of service, introduced in 1949, is abolished. Commutation rights are extended to officers retiring with less than twenty five years' service. Pension contributions are raised to 7 per cent.

**1973** Constables and sergeants gain the right to opt for payment for overtime. After an arbitration hearing, this is extended to the inspector ranks.

**1975** London Allowance becomes pensionable, ending a long running dispute within the Federation. The Federation negotiates a 25 per cent pay rise after a Police Council working party's report accepts that workloads have risen and that the manpower situation is serious, but the award is made against an increase in inflation of 22 per cent in twelve months. The Government imposes a ceiling on future pay rises of £6 a week.

**1976** The police are refused a rise of £6 a week under the Government's pay policy. The Federation walks out of the Police Council and demands direct negotiations with the Government. Branch boards hold ballots as to whether the police should have the right to strike. The Home Secretary

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imposes a lower pay rise than the Federation demands and is met with silence when he attends the Federation Conference, which carries a motion demanding a right to strike. The Federation launches a publicity campaign. Policemen's wives hold a rally in London.

**1977** The Government, worried about the huge anger within the police service, concedes an independent enquiry led by Lord Edmund Davies, to examine police pay and whether the police should be allowed to affiliate to the TUC or have the right to strike.

**1978** Edmund Davies reports on police pay. He awards constables increases from 30 to 45 per cent. The Government accepts the report, subject to the increase being phased over two years. Edmund Davies rejects affiliation to the TUC and the right to strike. He stresses that the absence of these rights makes it imperative that the police are treated fairly. The Police Council is replaced by the Police Negotiating Board.

**1979** The Conservative government take office and immediately implement the Edmund Davies pay award in full.

**1982** The Federation is angered when the Government increases pension contributions from 7 to 11 per cent.

**1984** The Official Side of the PNB calls for a review of the Edmund Davies pay arrangements, which it says are over generous.

**1985** The Federation fights off an attempt by the Official Side to reduce levels of rent allowance. The arbitration tribunal finds for the Staff Side, but the Home Secretary warns that he may seek to limit the cost of the allowance in future. The Federation says that in doing so he would be exceeding his powers. The Federation takes him to court and wins.

**1988** The Official Side presents Staff Side with a long list of proposals to reduce police pay and allowances. The PAT recommends that the system of rent allowance should be replaced by a housing allowance.

**1992** The Sheehy Committee appointed to inquire into police responsibilities and rewards. The Federation, whilst fearing that the Inquiry will undermine

police conditions of service, prepares a lengthy submission defending current pay and reward arrangements.

**1993** The Sheehy Report is published in July. The Federation immediately rejects it in total. The report calls for a cut in the starting pay of constables and says housing allowance should be abolished for new entrants. All new recruits should start on fixed term appointments for 10 years, renewable only at the discretion of the chief officer. These terms would also apply to serving officers on promotion. The incremental scales and uniform pay within ranks would be ended and replaced by a pay matrix which would evaluate roles, responsibilities and performance. It also calls for a reduction of 5,000 constables. The police regulations should be scrapped, and conditions of service left to local discretion. It should also be made easier to dismiss corrupt or poorly performing officers. The Federation begins an immediate campaign. Over 20,000 members attend a rally. In October, the Home Secretary informs Parliament that he has rejected substantial parts of the Report. He announces housing allowances will be abolished for new entrants and will no longer be uprated for serving officers. The PNB is told by the Home Secretary to make proposals on pay that will produce further substantial savings. There will be a review conducted of the Police Pension Scheme.

**1994** The PNB reaches agreement on pay and conditions. It says that an element of performance related pay will be introduced when a satisfactory staff appraisal scheme is in place. The Staff Side make concessions on re-rostering and overtime. Subsequently, a "professional" salary is negotiated for inspectors.

**1996** The PAT rejects a claim for an increase in probationers' pay, but puts them on the higher increment after completion of initial training.

**1997** The Official Side submits proposals to change conditions of service, including a wide range of allowances, overtime and rest day working.

**1998** The PNB reaches agreement on conditions governing part-time working and job sharing. The Government publishes a consultation document on the review of police pensions.

**2000** The PAT rules on London Pay. It upholds the proposals of the Official Side, increasing the pay and allowances of post 1994 entrants in London. The Staff Side calls for regional allowances based on housing and other costs for all officers not in receipt of housing allowance. The Official Side proposes differential allowances for forces in the South East. The issue goes to arbitration where the Tribunal rules in favour of the Official Side.

**2001** The original Home Office proposals on police reform are rejected by the Federation membership by a majority of 10 to 1. Further negotiations result in improvements to the package. Constables below the top rate benefit from reductions to the incremental scales. There is scope for extra pay through CRTP and SPP's. Following further membership consultation the Federation accepts the package.

**2002** The membership's anger over the pay proposals and the federations opposition to PCSO's lead to a mass lobby of Parliament. Over 11,000 members attend. The Government is taken by surprise. Further conciliation is offered and the Home Office modifies the pay proposals. After further membership consultation the Federation accepts the revised offer. The Police Reform Act becomes law.

**2008** A rally is organised by the Police Federation and 25,000 police officers march in Central London angry that the Home Secretary had failed to honour the PAT pay award of 2.5 per cent, backdated to September 2007. Later that year the Staff Side in discussions with the Home Office and Official Side secure an historic three year pay deal that results in a pay rise of 2.65 per cent for 2008, 2.6 per cent for 2009 and 2.55 per cent for 2010. As a result of this settlement plans to introduce a Pay Review Body are shelved.

**John Giblin**  
**Chairman Sergeant's Central**  
**Committee PFEW March 2011**

# Your subscriptions – a few facts

**S**ubscriptions to the Police Federation rose in January 2011 to £4.98 per week. The Police Federation Treasurer has already indicated that there is no intention to increase subscriptions in 2012, just as there was no rise in 2010.

Currently over 75% of the Police Federation budget, amounting to more than £12 million a year, is allocated to cover legal costs. This includes representation to cover criminal injury compensation claims, civil matters, gross misconduct and performance matters, defamation, employment tribunals, regulation related disputes, inquests and judicial reviews. It also provides assistance for civil matters which include personal injury and negligence claims for members and their families.

Recent changes to legal aid have increased the cost of representing members. Legal aid for Crown Court costs is now means-tested, and the threshold of £15,000 will exclude police officers from legal aid, leaving the Police Federation to pick up the bill.

It was also apparent that there would be difficult times ahead with regard to pensions and conditions of service, and that there would be a need for a 'war chest' to sustain what could be a lengthy campaign over these issues. With the publication of the Winsor Review of Police Pay and Conditions and the Hutton Review of Public Sector Pensions, the scale of the challenges we face is now becoming clear.

Subscription rates for the Police Federation still compare

favourably with unions. The weekly subscription to the Fire Brigades Union is currently £5.25 per week and a UNISON member on the same salary as a PC with 4 years service would pay £4.68 per week. Neither of these roles involve the sort of confrontational duties that result in the many criminal and conduct investigations that our members face.

In 2010, the Police Federation supported North Yorkshire Police Officers in a wide variety of arenas, including the following:

7 police officers received legal representation during an IPCC investigation following a death from police contact in May 2010. That representation will extend to the inquest which is still to be held

Advice and/or Legal Representation was provided to a further 79 officers in respect of Gross Misconduct or Misconduct allegations. To date, only one officer has faced a Misconduct Hearing under the new Police Conduct Regulations since they came into effect in December 2008. The remainder have been resolved, at worst, at Misconduct meetings where there is no threat to the officer's job

Legal representation was provided for 9 officers under investigation for road traffic offences following collisions on duty. To date, only one of those officers has subsequently faced Court proceedings. They received legal representation at Court from a highly-experienced solicitor specialising in police driving matters



Mike Stubbs

In November, almost 60 officers were allowed a further appeal against the refusal of their 2009 SPP following legal action and an application for a Judicial Review by North Yorkshire Police Federation on their behalf. We understand around 50 of those officers were successful in receiving at least a pro rata payment, and that the total amount we secured for our members as a result was in the region of £70,000.00

14 new pension cases were commenced in addition to the 25 opened in 2009, partly a legacy of the previous Chief Constable's refusal to countenance medical retirements under almost any circumstances, and partly due to the force incorrectly reviewing injury awards. We secured a back payment of pension of more than £12,000 for one retired officer alone.

At our Open Meeting on 17th June 2010 we were able to announce that, in the preceding 12 months, we had assisted our



members and their families recover more than £500,000.00 in CICA and civil claims. Since then, further settlements of more than £450,000.00 have been secured

None of the officers involved in these cases could have foreseen the level of legal support they would need from the Police Federation. Whilst a minority may have been the authors of their own misfortune, the vast majority were subject to unreasonable or malicious complaints, misapplication of policy or legislation or simply victims of circumstance as they tried to carry out their duties to the best of their ability.

Much of the work we undertake on behalf of members arises where the officers we have supported would, understandably, not wish to share their experiences widely. Quite reasonably, that can lead to some members asking just what it is that the Federation does. We hope the above snapshot, which is far from comprehensive, goes some

way to answering that question at a local level.

Nationally, we now face the greatest challenge to our pensions and conditions of service since that posed by the Sheehy Report in 1993. It was apparent, immediately after the General Election, that the police service could expect no favours from the new Coalition Government. That month, we attracted national media attention to North Yorkshire by revealing that the number of police staff here had grown by 158% between 2000 and 2009, compared to an increase in the number of police officers of just 12% in the same period.

As Government plans for cuts were emerging, the 'Christmas for criminals' message was put out by the Police Federation nationally. At the same time, detailed and evidenced submissions, aimed at preserving our current provisions, were made to the reviews into public sector pensions and police conditions of service.

We circulated a pro-forma letter

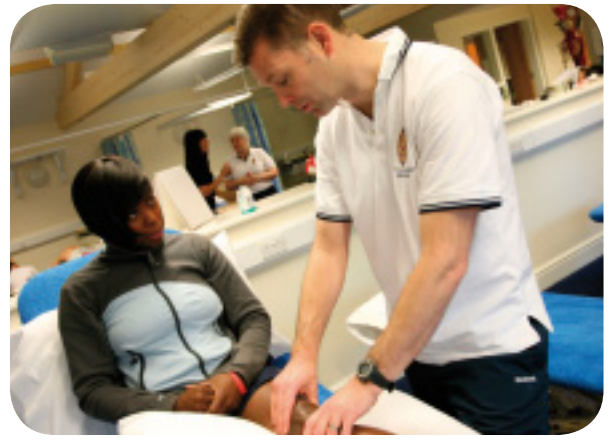
about police pensions to assist members to lobby their local MP. In February we made available on our website another letter, specifically about police numbers in North Yorkshire, for members to lobby their local MP and local councillors (some of whom are members of the Police Authority). The letter drew attention to the fact that the number of federated ranks has fallen from 1648 in 2007 to the current 1474 and will fall to less than 1300 by 2013/2014 under current proposals. The letter will outline our concerns over the impact this will have on policing in North Yorkshire. In the last year that police numbers in North Yorkshire were at that level, almost 50% of our members were victims of assault.

In 2007, police officers faced a significant challenge when the Home Secretary refused to backdate that years pay award, which had been to arbitration. The Police Federation launched the 'Fair Pay for Police' campaign culminating in February 2008, when 25,000 police officers took to the streets of London in a massive, dignified protest march. That action was instrumental in securing the three year deal that saw police pay rise by 2.65% in 2008, 2.6% in 2009 and 2.55% in 2010.

It is now apparent that the Police Federation will have even more difficult battles to fight, if police officers pensions and conditions of service are to be preserved at anything like their current standard. The costs of the 'Fair Pay for Police' campaign, borne by the Police Federation, were massive, and any future campaign is likely to be even more expensive.

We are entering a critical period in the history of policing. For that reason, we believe that, just as police officers need the support of the Police Federation, at this time more than ever, the Police Federation also needs the support of all police officers.

Members are reminded that Federation subscriptions are eligible for tax relief. Further details can be found on our website. [www.nypolfed.org.uk](http://www.nypolfed.org.uk)



## The Police Treatment Centres

Every day police officers are suffering injuries and illnesses that have an impact on their work to protect their local communities. The Police Treatment Centres is a registered charity which provides vital treatment and support to help these officers return to better health and wellbeing, and in turn enable them to get back to work sooner.

Most of the 4000 officers who attend the Police Treatment Centres each year do so because they need intensive physiotherapy which is tailored to their individual needs. The treatment facilities at St Andrews in Harrogate and Castlebrae in Auchterarder have been designed to meet the unique needs of injured officers and maximise their chances of recovery.

Alongside those who have suffered injuries, the Police Treatment Centres also support a growing number of officers who have encountered traumatic and stressful incidents at work. For these officers a range of workshops, one-to-one support meetings and complementary therapies are provided which help them to manage the challenges they face.

We do not replace the NHS; we enhance it. Capacity is always an issue with the NHS and we can intervene sooner and with more focussed treatment to speed recovery and return to work. Many accidents and injuries that happen to police officers can be traumatic; therapy and rehabilitation alongside other police officers in a safe and protected environment is a key part of the journey back to full health.

It costs £4 million every year to keep our Centres open and the bulk of our running costs are paid by the donations of individual officers. If you would like to make a regular donation to the Police Treatment Centres, please contact the Police Federation Office.

**For more information on our work, visit [www.thepolicetreatmentcentres.org](http://www.thepolicetreatmentcentres.org)**

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