

FEDERATION EXPRESS



The magazine of North Yorkshire Police Federation

SUMMER 2011

A photograph of a woman with blonde hair, wearing a dark jacket, speaking at a podium. She is looking to her right. A microphone is in front of her. The background is dark with some blue lighting.

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FEDERATION EXPRESS



8

Welcome from the Chairman	5
Shift Pattern	8
North Yorkshire Police Authority	12
Pay & Conditions	17

CONTENTS



5



12

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

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Welcome from the Chairman

Welcome to the second 2011 edition of your magazine. We hope you find it informative.

Recently you the members took part in a national poll. Your views gave us a loud, clear message. An incredible 87% of police officers believe cutting police officer numbers in North Yorkshire will have a detrimental effect on crime levels. As a result of the reduction in police officer numbers 84% believe their workload has already increased or will increase in the future and an astonishing 94% believe there will be a decline in service delivery in North Yorkshire due to planned budget cuts.

And there was also a question about morale. A phenomenal 99% of our members who took part in the survey said that morale has fallen owing to planned police budget cuts, the possibility of a reduction in police officer numbers, possible changes to their terms and conditions, and how this will all impact upon the service they are able to give to the public.

And 89% of police officers in North Yorkshire believe changes to their terms and conditions will have such a detrimental effect that some police officers will be compelled to leave the service owing to financial difficulties.

There is general agreement that 20% cuts in the police service will make little or no difference to the overall state of the UK economy. This is due in part to the small amount of money spent on policing as a proportion of government spending.

Earlier this year the Joint Branch Board mandated the JBB Chairman, JBB Secretary and JBB Treasurer to raise at every opportunity in any forum the

concerns of the Joint Branch Board at the proposed reduction in police numbers over the next four years to ensure their views and concerns for the impact this will have on the policing of North Yorkshire and the City of York.

Is it concerns that nationally officers will be put at risk because of the cuts that has led to a clause being tabled to amend the Police Reform and Social Responsibility Bill which specifically seeks to exclude Chief Police Officers from mainstream health and safety law, thus providing them with an immunity from prosecution and from civil suits?

Possibly. But please remember police managers and rank and file officers will have no such immunity. There is no empirical evidence to support a blanket immunity for Chief Constables nor any legal basis for change. There is a significant likelihood of a successful challenge to any new legislation because of established European Court of Justice



Mark Botham

principles when interpreting the Framework Directive.

And lets remember health & safety in the police service is a shield not a sword. It is there to protect you our members not to prevent us doing our job. However those who feel we don't need it are asked to reflect on the following cases:

- *Knightley v Johns* [1982] 1 WLR 349, a traffic accident occurred at the exit of a tunnel carrying one –way traffic. An Inspector forgot to close the tunnel and, in breach of standing orders, ordered a police motorcyclist to go back. As a consequence, the motorcyclist collided with oncoming traffic and was injured. The court allowed the claim as, whilst it was an operational decision, it was not a heat of the moment decision.
- *Costello v Chief Constable of Northumbria Police* [1999] ICR 752, a female officer was attacked by a prisoner, whilst a senior officer did nothing to help, was able to obtain compensation for negligence. The Court of Appeal made it clear that this type of case should not be left to internal disciplinary action.
- *In Mullaney v Chief Constable of West Midlands Police* [2001] EWCR, a young probationary officer on “toilet” surveillance was left on his own and badly beaten, leading to brain damage. The injury would have been





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avoided if a safe system had been operated by ensuring that when he radioed for assistance, back up would have been provided.

There should be no difference between a factory worker being given inadequate tools and a police officer being exposed to specific risks e.g. assault through inadequate staffing.

In North Yorkshire we are no strangers to cuts or their consequences. We know that as a result of lack of funding by 2001 / 2002 North Yorkshire police were approaching 50% of operational officers assaulted in any one year.

We know that between 2000 and 2009 in North Yorkshire the increase in police officer numbers was below the national average. And we know officer numbers have fallen since 2007 and are continuing to do so.

We know that 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.

We know we police the largest single county in England and Wales with over 6000 miles of road AND that 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%.

We hear of more for less, of demand driven policing. But we believe there needs to be a balance with an agreed safe staffing level – after all levels can be set for the amount of officers who can be on leave at any one time, so why not a safe staffing level?

Although it is clear that there is no specific legal concept of safe staffing, there is a clear duty both at common law and at statute, to provide a safe place of work. At the heart of safe staffing is the fact that when resource decisions are being made, health and safety risks must be taken into account at the planning stage. We will continue to work on this.

But we continually need feedback from you our members about staffing levels and we would also encourage use to ensure the force is aware by submitting (where you consider it appropriate) near miss reports.

We continue to raise at every opportunity concerns at the

proposed reduction in police numbers over the next four years and the impact this will have on the policing of North Yorkshire and the City of York. Our monthly e-newsletter has 896 subscribers. You can register your email address at <http://www.nypolfed.org.uk>.

Our Facebook page at the time of writing has 743 friends. Our Twitter page at the time of writing 389 has followers and is listed 21 times.

Since April and continuing until at least July we are endeavouring to visit every police station in the county at least once to listen to your views on matters concerning you – shifts, 20% cuts, staffing levels, Winsor, Hutton and Neyroud.

But we need to ensure we continue to represent you and that is why we need as many members as possible to attend our annual Open Meeting. This is your opportunity to question your Federation, your Chief Constable and the Chair of your Police Authority. The 2011 Open Meeting is being held at the Park Inn, York on 29th September 2011 – contact your directorate federation representative for more details.



3 MONTHS INTO THE NEW SHIFT PATTERN A SELECTION OF YOUR FEEDBACK

“People rarely succeed unless they have fun in what they are doing.”

— Dale Carnegie

PNB Circular 10/1 makes it clear that any shift pattern for police officers should seek to balance the demands of the public, the police service and the officers AND that it is essential that the interests of all three stakeholders are taken into account AND that any shift pattern that marginalises the interests of any of these stakeholders is likely to lead to conflict.

The last edition of our magazine contained an article on the shift review by the JBB Secretary, Nigel Day who led on shifts during the review.

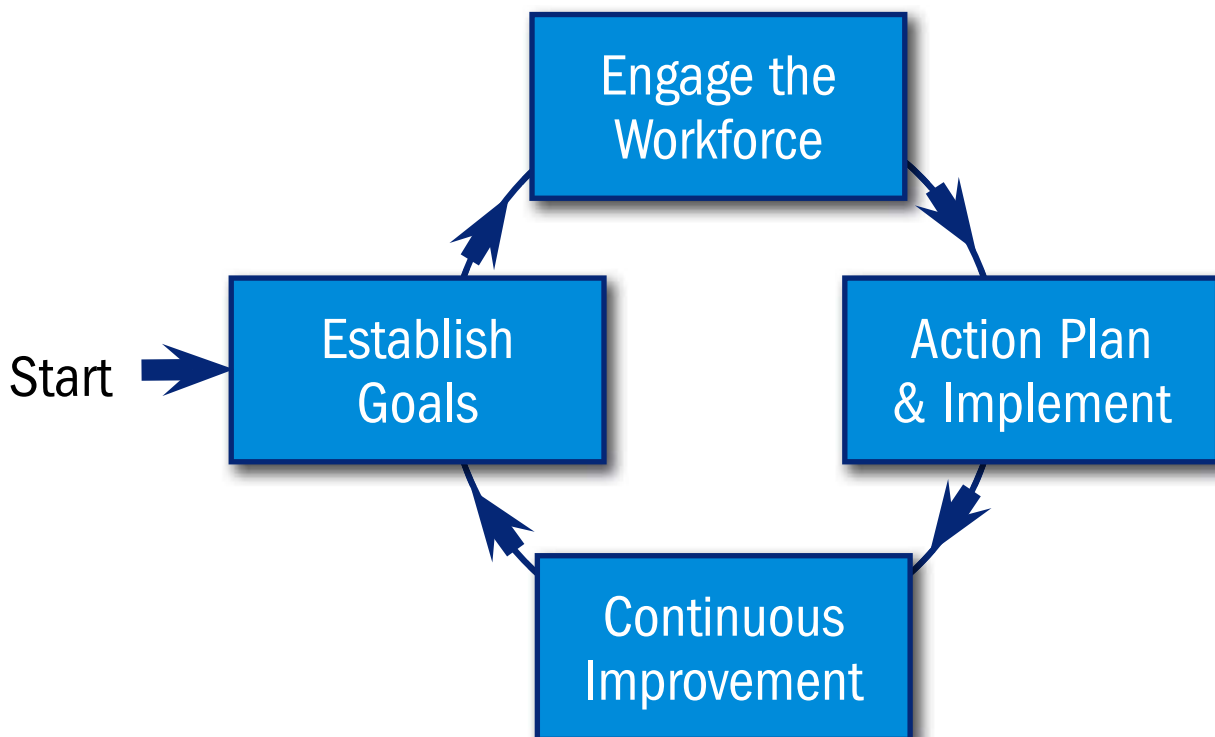
Since that article we have received some feedback, here is a snapshot of what we have received so far from members across the force – do you agree with the comments from your colleagues, our members?



(1)

“I’m afraid I don’t feel that you represent my views and that of a lot of my colleagues. Especially 24/7 shift workers. During the rumours of the shift review I conducted my own straw pole of 24/7 officers (granted not very scientific) but when asked their preferred shift system most (about 70%) suggested 4 days on 4 days off. I spoke with the federation about this and was told they would not consider backing this. You should be pushing what the majority want, especially when it comes to something as important as our work life balance. I would suggest a full survey of 24/7 shift workers asking what they want and regardless of what the result you push to implement change on behalf of your membership. In my opinion, there are a lot of bobbies out there at the moment who don’t feel that the federation is fighting their corner and I speak to more and more who tell me they have left the federation or are considering doing so.”

Shiftwork Environment Evaluation (SEE)



(2)

"The morale on shift has changed a great deal and people seem more tired and communication between each other is non-existent due to the fact people cannot be bothered as they are too tired to try.

I have noticed everyone is extremely fed up and not wanting to come to work and majority of staff are already looking for alternative work whether within the force or a completely change of career. I know majority of staff are struggling with having the day off taken from them and especially those with small children as their partners are also giving them extra grief. I know everyone feels that they are at their work of place more than they are at home with their families which is causing stress at home as well.

What I have noticed is the staffing over the weekend which for some reason seems to be lower and in my opinion is positively dangerous. For some reason they seem to be loads of staff on in the week probably too many and

weekends when you get all the fights there is not enough staff on to deal with the situation, also you are having to stay behind if you have a prisoner locked up towards the end of your shift even if its to do the handover due to lack of staff.

I also feel the back up when you attend a response job is not there for you due to short staff and others been on another channel and they may not pick up what control has sent over the air."

(3)

"This new shift pattern has had a negative impact on my work/life balance. I have a family and they've noticed a difference. Your membership are becoming shattered with only 3 rest days. Senior management and our federation need to listen to... us and see the impact the shifts are having on its workforce/membership. Please don't read this as an attack against NYP or the federation, it isn't, after all the majority of the membership voted for this, but I believe it needs changing."

(4)

"I think the new shift system is just not workable... No overlaps at peak times and officers having to work over.... Senior officers want to try it... It's a killer... Working 50 plus hours a week and then only 2 and a bit rest days... Be assured that sickness levels in winter months will rocket on already depleted numbers... Maybe if the people that have made the decisions had to work them there would be a change very soon."

(5)

"It should be noted that the shift times of many of the intermediates were changed AFTER the shift ballot. The ballot result may well have been very different if officers had been given the current pattern to consider."

(6)

"After nearly three months since the start of the new shift system, I can honestly say I've noticed a big difference in the lack of recovery



SHIFT PATTERN

time in between sets of shifts. Working 6 shifts, finishing at 7am and then starting work again three days later is not enough time to recover and try to have decent quality of life. It is only a matter of time when officers start to "burn out", if not already!"

(7)

"I see less of my family now than I did. I sleep on my first rest day and am nowhere near recovered by the time I go back to work. I have found myself taking an annual leave day ...per sheet to try and give myself the extra day off. For the life of me I don't know anyone who works a nightshift finishing at 7am then starting work again at 6pm! Talk about sleep deprivation, I'm like a zombie when I do this shift. I hate the new shift pattern and I hate the fact that the last night of my intermediate shift has already been snatched back and instead of finishing at 2am I've been reverted back to full nights. I'm tired and my morale at work is low"

(8)

"I am aware that a lot of officers that visit the Occupational Health nurse report to her that the new shift system is making them very tired. None of the officers on the ground are happy, morale is low due to not being "Part of a Team anymore". If not done so already the occ nurse should be asked her views."

(9)

"my role requires working closely with partner agencies however on the new pattern I seem to be working a lot of weekends... when all our partners are days off... and my days off are during the week when our partners are at work... seem to be on constant catch up"

(10)

"As I'm sure you are well aware, everyone is extremely fed up and not wanting to come into work and there are many staff actively looking for other jobs!!! Losing that day off for no other reason than to spend more time at work has just killed morale.

Staffing on some weekends is positively dangerous. For some reason when all the fights and



domestics etc come in Friday Saturday nights there just isn't the staff on and Ripon seems to permanently be understaffed as our shift are having to send Harrogate staff over to police it."

(11)

"The amount of staff per band is so varied that one day we have lots on (not enough vehicles forces the double crewing that they hate) then the next day we are short from the start. The team spirit has definitely gone and that is sad it appears to be every man for himself especially since the reintroduction of the "blood" sheets each month , and how can it be right that I only see my own sgt at best every other day and my insp once a month if I'm lucky?

As is usually the case these plans are brought in by people who don't have to work them and all the guff they have put out about there being more staff on duty at at any one time is just that - guff and fooling no-one especially the public who can see straight through it in my experience . Yes we may have more people on at some times but when we haven't got the vehicles to send them out jobs who benefits?

All in all I think they just need

to sit down and rethink it there are many shift patterns out there that would be better and if it comes to a ballot again then choosing between 2 almost identical patterns and one horrific one is really no choice at all and should not be dressed up as one"

(12)

"Morale is at its lowest in the Police Force as a whole due to work load and officers being on their own. This shift pattern is not safe for officers or the public....Admit your wrong and sort it!"

VERY NICE BUT WHAT WILL WE DO WITH WHAT YOU TELL US?

There is a shift review scheduled for September – however if it is apparent things are not working we believe that should be brought forward.

Your feedback will inform the shift review negotiations to ensure any shift pattern complies with PNB10/1 – we need your feedback (via your local federation representative or email) on the new shift pattern – please help us to help you.

JBB Executive Committee.

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RS1269

JBB Chairman asks questions of the North Yorkshire Police Authority Chair & Vice Chair



Jane Kenyon is the chair of NYPA, Bill Baugh is the vice chair. Jane has been with the Authority since its creation in 1995 and served on the former Police Committee of the County Council before that. She has been Chairman of the Authority for 10 years. Bill joined the Authority in April 2003 after retiring from a career in industry and has served as Vice-Chairman since 2008.



WHAT DO YOU CONSIDER HAS BEEN THE GREATEST ACHIEVEMENT OF NYPA IN THAT TIME?

Jane – Very difficult question, Mark – not I hasten to add because I am struggling to think of any! Quite to the contrary. There have been so many achievements of NYP and NYPA over the last

decade that it is quite difficult to highlight the ‘greatest’ one. With your indulgence, I will opt for 2. Firstly, our work in making NYP financially stable involved not only the greatest political risk to NYPA Members but also has had, in my view, the single largest impact on the organisation over the last 10 years. I know it is ironic to be speaking about financial stability during the current public spending environment but I shudder to think where NYP would be now if the actions which NYPA took in 2003-5 – and which attracted much public criticism - had not been taken. As your Members will know, Mark, the Police Authority’s role is to ensure that the organisation is both efficient and effective and to set a clear strategic direction for the Force. It was very clear to me when I assumed the Chair that all was not right within the

organisation – exemplified by the fact that within weeks of my election the Authority was told that an unplanned project needed funding and that as a result we had a mere £2400 in reserves!

Upon closer scrutiny, it became obvious that the Force had a long term problem with regard to lack of investment in basic infrastructure caused by longstanding underfunding. We were operating on outdated IT, old vehicles, and, it subsequently transpired, buildings that in many instances were unfit for purpose.

Together with the Chief Constable at the time, we resolved to remedy this and took the only option open to us – a series of substantial increases in Council Tax precept and we haven’t looked back.

My second major achievement was the strategic shift, again in 2004, to local, neighbourhood, community policing – whatever you wish to call it. Now, most people would say – ‘oh, but this was as a result of the Government’s Neighbourhood Policing initiative’. Wrong. In fact, NYPA had resolved, 6 months previously, to make that strategic shift to the local as a result of a major community consultation exercise we undertook in the summer of 2004. The results of that survey, the largest NYPA – and, at that time, I believe any Police Authority - had undertaken, presented us with a very clear message from our public. They expected us to get on with fighting crime but they wanted the service to reconnect with them at a local level.

Now, it was of course very convenient that Her Majesty’s Government eventually caught up with us (!) but since then, again, the Force has not looked back, with both performance and public satisfaction levels significantly improving in succeeding years and remaining very high.

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BILL, WHAT ABOUT YOU?



Bill - When I joined the Authority at the time we embarked on those key strategic decisions which Jane has spoken of, it was very clear to me – and a number of other Independent Member colleagues who had come from business backgrounds – that the organisation did not have a keen grip of the fundamentals of management.

I remember discussions between Tony Hargreaves, who is still a Member of the Authority, and Alan Curry, who is sadly not, on the matter. We asked ‘where are the strategic plans? Where is the management information on which decisions - good decisions - can be made about resource deployment and future direction?’ Part of that, of course, was due to the lack of infrastructure and investment to which the Chairman has already referred but some of it was, I am convinced, due to a culture of the service which was not used to being challenged on such matters by operational managers and the Authority itself.

We set out to change that and to put in place the systems of good governance – financial, asset and performance management systems and good business planning disciplines - which would ensure that the service was managed effectively and that every pound of cash – especially the extra cash being raised by the council taxpayer – could be shown to be being used to generate additional performance and added value.

Now, the Authority cannot claim full credit for this. There have been a number of former and current members of staff who shared our concerns and ambition for improvement and have contributed enormously to changing the organisation out of all recognition. I wish to pay particular tribute - and it is unfair to single out just one person, but I will – to the contribution which Joanna Carter, the Chief Finance Officer, has made over the past 5 years. Joanna has tirelessly strived – as a member of SLT and latterly as the Authority’s Treasurer, to put in



place the changes which have been necessary and to change the mindset of the organisation.

Whilst there is still some way to go to achieve excellence, I am convinced that both the Authority and the Force are now organisations which are ‘fit for purpose’ across all essential areas of good governance. That was far from the case when I first joined the Authority.

WHAT IS THE BIGGEST CHALLENGE FACING NORTH YORKSHIRE POLICE AT THIS TIME?

Jane – Not much debate to be had about this one, Mark. The financial challenges we face in common with most public service institutions as a result of the Government’s spending plans present the greatest challenge and risk to NYP which I have experience

in my time with the Authority.

However, we are, with the co-operation and good will of your members and those of UNISON, addressing those challenges positively and constructively. The Chief Constable’s reorganisation plans are proceeding well and whilst we recognise that there are still considerable areas of risk to which we will continue to give close attention, the signs are good that we can weather the storm during the current and next financial years – at which point NYP’s responsibility for the service will end.

Without wishing to labour the point, NYP’s decision to increase the resource base, and the purposes to which we have subsequently put the money, has positioned NYP very well in terms of the strength of the organisation to withstand big change and our ability to drive out cost.

IT IS EVIDENT POLICING CANNOT BE EFFECTIVE IF IT WORKS IN ISOLATION FROM KEY LOCAL AND CRIMINAL JUSTICE AGENCIES, HOW DOES NYPA CONTRIBUTE TO THIS?

Jane – The Authority is a ‘responsible authority’ in all of the community safety partnerships within the Force area and as such is an active partner with our local authority and community safety colleagues in driving a joint approach to addressing crime and disorder. Uniquely, NYPA is the only agency which sends a ‘member’ level representative to each CSP and this year is the only agency to provide financial assistance to each CSP.

I am Chair of the Scarborough CSP and am very well sighted on the need to bring co-ordination and focus to the contribution which all partner agencies can bring to tackling crime and disorder. For many years, NYPA has called on all agencies to align their strategic responses and plans to ensure that we are all focussed on the key issues which affect our communities and I think we are slowly getting there.

However, as with the police service, other agencies are cutting expenditure and there is a risk that, in doing so, they will focus on their ‘core’ responsibilities to the detriment of partnership working, or where their contribution is necessary for others to do their jobs. We are sighted on this and will use whatever influence we

can to ensure that CSPs continue to function effectively.

NYPA has less influence with criminal justice partners – purely due to the fact that we have no statutory remit to engage at partnership level. This will change once PCCs are with us next year. The legislation bringing Commissioners into effect places key responsibilities on PCCs to play a leading role within CSPs – and indeed ‘commission’ services from them. The legislation also foresees a much more active role for the PCC within the CJS than has been the requirement on police authorities.

WHEN RESPONDING TO THE WHITE PAPER POLICING IN 21ST CENTURY, YOU STATED ‘NYPA DOES NOT INTEND TO SEEK TO OPPOSE THE GOVERNMENT’S PCC PROPOSAL’ - WHY WAS THIS?

Jane – Firstly, and importantly, NYPA sees itself as essentially a governance agency, not a political one. We have strived over the years to put our responsibility for policing above part politics. In addition, we took the view that as the Government – albeit in coalition form – had as part of a manifesto commitment the proposal to replace the current model of police governance with something else, we took – and still take – the view that it is a matter for Parliament to decide on what that new system should be.

So, NYPA will not oppose the proposal. However, we do have strong

concerns and will use our political and professional influence, as well as our experience of having to exercise governance within the police service – at the ‘front line’ if you will – to put those concerns to the Home Secretary and seek to make the proposals better.

IN ITS RESPONSE TO THE WHITE PAPER POLICING IN 21ST CENTURY, NYPA SUPPORTED THE REVIEW OF PAY, PENSIONS AND CONDITIONS OF SERVICE BUT WARNED OF THE ‘RISK OF SIGNIFICANT INDUSTRIAL RELATIONS PROBLEMS THROUGHOUT THE SERVICE – WITHDRAWAL OF GOODWILL, MOTIVATION, ETC.’ - HOW WILL NYPA WORK WITH THE JOINT BRANCH BOARD TO ADDRESS THIS?

Bill – As the HR ‘Lead Member’ for NYPA, it is appropriate for me to lead on this answer. Of course, NYPA recognises that any review of conditions of service and remuneration is concerning to those whose conditions are being reviewed. If such an exercise is not conducted fairly, transparently and sensitively with full consultation and negotiation, it can easily get out of control and will not produce the outcomes which we all desire – namely a content workforce serving our community with distinction. I am sure that the Federation will share our wish to have a high quality local dialogue, where a local dialogue is necessary, although your Members will be sighted on the fact that the Chief Constable has direction and control of police officers and hence the involvement of the Authority in that dialogue might be limited to strategic issues.

Similarly, we anticipate that much of the dialogue and negotiation – and critically most of the decision making – will be done at national level and whilst NYPA is a Member of the Association of Police Authorities which itself is represented on the national negotiating machinery, our involvement is ‘arms length’ at best.

Nevertheless, should the Federation ever wish to discuss any issue with us – whether related to Winsor or otherwise – you know, Mark, that you only have to ask.



YOUR SUBSCRIPTIONS – A FEW FACTS

Subscriptions 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
- 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

PAY AND CONDITIONS

WHERE ARE WE NOW?

Colleagues, as you will all by now be fully aware in October 2010 the former rail regulator Tom Winsor was appointed by the Home Secretary to conduct an Independent Review into Police Officer and staff remuneration and conditions. This review was to be conducted in two parts. Part 1 was published on 8th March and the Home Secretary announced on 31st March that the recommendations contained within it would go in their entirety to the Police Negotiating Board (PAB) and the Police Advisory Board (PAB). Negotiations were to be conducted as a matter of urgency, with resolutions to be reached by the 26th July PNB meeting.

Some of the recommendations, namely the abolition of CRTP, SPP and incremental freezes have implementation dates of 31st August 2011. Clearly Part 1 has primarily focused on a 'quick' £485 million reduction in the police pay bill, meaning reductions in basic core pay, allowances, overtime, changes to mutual aid and shift pattern regulations, to name but a few. Part 2 of the review which was originally expected in June has now been granted an extension until 31st January 2012 by the Home Secretary, although written submissions are still expected to be August.

The reasons given for the extension are that the scope of Part 2 is too complex and potentially critical for the future of the police service to be rushed. However it is anticipated that Part 2 will give further 'flesh on the bones' to some of the recommendations contained in Part 1, as well as covering national/regional pay, future pay scales linked to skills, qualifications and performance, pay negotiating machinery and entry and exit routes into and out of the service.

In respect of pensions, Lord Hutton's Interim Pensions Report

was published in October 2010 and cuts across all public sector pension provisions. It particularly focused on scheme members rates of contribution; just in time for the Comprehensive Spending Review. Lord Hutton's final report was published on 10th March 2011, which as far as police officers are concerned, focused on a change to the Normal Retirement Age, which in our case was recommended to be 60 and the closure of the 1987 and 2006 final salary pension schemes in favour of a new career average scheme, for new and existing scheme members. The timescale indicated in the final report, for the implementation of any such changes was the end of the current Parliament which is scheduled to be May 2015.

At the 2011 Police Federation Conference in Bournemouth the Home Secretary did state that she was to re visit the issue of the Normal Retirement Age for police officers along with those for the armed services as clearly even this Government has to accept that the demands placed on police officers are not compatible with a retirement age of 60!

Finally but by no means least the Peter Neyroud Report on The Review of Leadership and Training in the Police Service. This report was finally published on 5th April 2011 despite having been submitted to the Home Secretary on 17th December 2010. The report focuses on professionalising the police service through a chartered body, with a police certificate to practice and the accreditation of skills, learning and development.



Mal Taylor

It is important to fully understand and appreciate that all three of these reviews are interlinked and are reliant on each other. Taken on face value they completely change the face of policing in this country, for those that deliver it and for the communities that receive it. If implemented this will signal the end of a police service which is universally recognised as the best in the world.

Colleagues we are fast approaching the PNB deadline set by the Home Secretary and I can assure you that all your national officials who are engaged in the PNB negotiations are working tirelessly to preserve your pay and conditions of service which have been secured over many years of hard fought negotiation. These are being conducted with an intransigent official side who clearly do not value the commitment, and dangers that go with being a police officer. Can I commend you to engage with your local representatives and the officials in the North Yorkshire Joint Branch Board office at Knaresborough and support them in the work that they are doing on your behalf to protect your pay and conditions of service.

Mal Taylor
Regional Representative
Police Federation of England
and Wales.



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 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 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 joint report provided suggestions on how savings of at least £454 million

nationally would be delivered including reforming police shift patterns to better suit the public and cut back on overtime payments.

NYP sought to map the operational demand for all areas of the Force, 24/7, not an easy task. 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 my 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.



Nigel Day



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. 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. I negotiated tirelessly with the Force to try and secure the best possible outcome for our members and 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%. 74.4% of the votes cast 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 with 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 hearing 144 applications in total.

We will be evaluating the impact of the shift changes and need your feedback. There is no such thing as a good shift pattern, as all people's needs are different. But we do not support Recommendation 5 in the Winsor report re shifts and rosters.

Nigel Day
JBB Secretary



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

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