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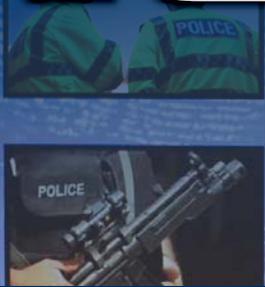
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INSIGHT



Annual Conference
Bournemouth May 2010

Federation subscriptions
increase explained

Fantastic New
Benevolent Fund Facility





Ged Clarke



Simon Kirkham

Financial Review

The new government has made it clear that the stated aim of both the Conservatives and Liberal Democrats is to squeeze expenditure and raise (most!) taxes to attempt to make inroads into the substantial budget deficit which was created by the sudden onset of the recession.

This will inevitably lead to pressure on all public sector payrises and pensions. We can help you with a review of your finances and if necessary hopefully assist in a restructure of debt to make it more affordable.

Taxation

As we write this article the emergency budget scheduled for 22 June 2010 has not taken place. The experts are predicting tax rises across the board with particular emphasis on raising capital gains tax on non-business assets from 18% to 20% or even 40%. Anyone holding non-business assets (second homes, quoted shares etc) with potential gains could consider crystallizing the gain now while the rate is only 18%. Call us for more information.

Pensions

Public sector pensions will probably come under scrutiny, we will keep a close watch on developments and provide advice at the appropriate time.

Investments and Mortgages

Bob Norris and Paul Nolan are both available to provide a free review of your mortgage and investment products. Please feel free to ring them on 0151 933 3400.

Kinsella Clarke Chartered Accountants

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Insight is the magazine of Merseyside Police Federation. Its purpose is to keep our members informed on all that their Federation is involved in, to stimulate debate on relevant issues and promote member services. The views expressed in the magazine are those either of its component Boards, officers or representatives, unless otherwise stated. Contributions may be sent in confidence to the Editor, (who reserves the right to amend or edit all material as necessary, where possible with the consent of the contributor) at: Insight, Merseyside Police Federation, Malvern House, 13 Green Lane, Liverpool, L13 7DT. Federation telephone numbers: +44 (0) 151 777 7500-04 or +44 (0) 151 259 2535. Federation Fax number: +44 (0) 151 228 0973



Insight Editorial June 2010

The most important part of the Annual Police Federation Conference is the address by the Home Secretary to the delegates.

This year the new Home Secretary, Teresa May, had been in post for just two weeks. This led to a bit of a “false dawn”, with the Home Secretary being able to duck any question that may have been difficult and delegates not really being able to air any grievances directly at her. The speech by both the Chairman of the Federation, Paul McKeever, and the response by the Home Secretary was really about establishing ground rules for a working relationship between the Government and your Representative body and giving initial thoughts on the political agenda of the coalition Government. Full details of both speeches can be viewed on the Federation Website www.polfed.org.

In terms of their contents there were some clear messages from the Home Secretary which should come as no surprise but as ever the devil will be in the detail.

She set out an Agenda that she did not want to run the Police Service from Whitehall through key performance indicators. That is to be welcomed. The Police Service has become too politicised, activities being driven by centrally directed targets and we needed to move away from that political control of policing. However, at the same time she confirmed the Conservative Policy of appointing a locally elected Police Commissioner with a view to “bringing communities closer to the police, building confidence in the system and restoring trust”. She stated that these individuals would not interfere with our operational independence but would ensure that local policing priorities are met. Surely this is what Police Authorities already do – the difference being that they are not reliant on our performance to retain their position – and that is where I believe one of the potential dangers lies with this policy.

An Elected Police Commissioner will inevitably stand or fall on the public perception of our performance.

The problem here is that the policing issues that the public perceive most affects them on a daily basis often revolve around low level issues such as anti social behaviour, dog fouling and littering. We know this because they tell us at community forums. In an ideal world with unlimited resources we would be able to effectively tackle these issues – but we know that world does not exist. Resources are finite whereas demands are not and if we place greater resources tackling these issues then something else has to give.

The invisible issues that often take place out of the public view revolve around long term investigations to ensure that we tackle serious and organised crime and terrorism. These enquiries are resource intensive, expensive to run, but are essential to ensure that terrorist activity is thwarted and organised crime does not embed itself into the very structures of our society. Whilst much of this work goes unnoticed by the public they would soon realise its effects if it became under resourced.

Instead of terrorist plots being foiled and arrests made before they are able to carry out their plans if we under resource the service in this area then we will act too late and potentially be unable to prevent another 7/7 attack.

If we are unable to properly monitor the activities of major criminals how long before they embed into our political systems and we have a scandal of a Police Commissioner being financed and controlled by Organised Gangs? These are not hypothetical fears but some of the real dangers which have been highlighted in a similar system operated across the “pond” in America.

Another example of a potential danger, which we raised with the Police Minister, Nick Herbert, in an earlier debate, is the fear of political interference in high profile cases which impact on the reputation of a Force and consequently any elected official designed who holds us to account.

For example, following the Rhys Jones murder the names of the individuals responsible were widely known in the community and reported on internet sites. The public and the media were questioning why we could not make an arrest. But the fact is that you can't secure a conviction on rumour and gossip you need evidence. It requires time and patience to build the case, to gather the evidence and ensure that we secure a conviction. Would a Police Commissioner, facing re-election, give us the time to do this? Or would we as a service come under political pressure to make arrests before such a case is complete to ensure that the Police Commissioner did not face criticism from his or her political opponent during an election campaign?

Currently the Police Service exercises its professional judgement on these issues and is accountable to its communities through the Police Authorities and community forums. It is not police arrogance to suggest that the public don't know what they want but operational independence which allows us to exercise our judgement on how we keep the public safe. If a locally elected Police Commissioner merely means the political control of policing transfers from central to local Government and undermines this operational independence then this could be a retrograde step that places us under greater political control rather than frees us from it.

The Home Secretary also stated she would tackle bureaucracy – I wish I had a pound for everyone who has told us that! She has made a promising start in announcing they will scrap the stop form. But it needs to go much further than that and we will reserve judgement to see if she can deliver what so many others have failed.

In his speech to the Home Secretary Paul McKeever spoke about the ever increasing civilianisation and the quite incredible position that some Forces now find themselves in with more Police Staff than Police Officers. This was not an attack on Police Staff but a reference to the fact that some Chief Officers and members of NPIA see this as the way forward for the service. I have seen NPIA discussion papers which refer to an overall fall in police officer numbers of 28,000 in the next few years.

In a number of Forces across the country we now have police officers being replaced by Police Staff in operational roles – that is not acceptable. For example in Surrey they have police staff recruited from other public or private sectors conducting investigations within CID Departments. The problem is they also appear to have the worse detection rate in the country. Again during an earlier debate their Chief Constable denied this and claimed that they had a better detection rate in serious crime and that their detection rate only appeared worse because they did not chase easy performance targets. The problem is there is no proper independent evaluation and research which either confirms or refutes these arguments. The Police Service desperately needs this research to be carried out and on behalf of the Merseyside Branch Board I

raised this directly with the Home Secretary in the question and answer session following the speeches.

The past ten years have been a live experiment in policing with trials and pilots being tried in different Forces with varying degrees of success and failure. For example the failed proposals to amalgamate Forces were quietly shelved without ever addressing the issues that led to their proposal in the first place.

Other changes have never been properly evaluated. Too often the pilots and trials were heralded a success but were actually underpinned with additional resources and money to deliver the change. Once the money is removed the change remains in place and service to the public deteriorates.

What is required is a public debate which clarifies the role the Police. Having ascertained this it should look at how we can most efficiently deliver that role. This would incorporate looking at the structure of the service and the work force mix within it. It would then examine how we promote, reward, train and develop staff to deliver that role. The Police Federation have been asking for this research by means of a Royal Commission for over ten years. Politicians, including the current Home Secretary, have stated that it would take too long to report and would be too costly. But actually given all the failures and wasted opportunities of the last ten years had the work been carried out then we would now be in a position with sustainable strategic change that delivers an improved service to the public and better morale for those charged with delivering that service. We are still in that position and our fears are that without effective research the changes that will be forced upon us in the current economic climate would be disastrous for the long term future of policing in the is country.

Finally dealing with the current economic climate the Home Secretary spoke about pay and conditions. She confirmed that the three year pay deal which will give a rise of 2.55% in September will be honoured. Of course that is welcome but I am afraid that is as good as it gets. The Home Secretary was very clear on the Government priority was tackling what she described as "the worse budget deficit we have ever had and to get the economy moving again". She stated that this means the Home Office and the police will have to bear a fair share of the burden. In her own words this means there will be a full review of remuneration of conditions of service for Police Officers and Police Staff. It also meant that whilst she agreed that we must maintain a strong police presence on our streets she would not go as far as committing to maintaining the current numbers of operational police officers.

Clearly as we all know we are in for a rough ride in the next few years. These will be difficult times for Federation negotiators and it will be a period of trying to protect and preserve what we have rather than radically improve our conditions of service.

Lakestone Cottage

Since we acquired Lakestone Cottage in Windermere for the benefit of our members, the bookings have been phenomenal, with the cottage booked permanently until the beginning of November. We have received fabulous comments from many members and their families who have attended, which demonstrates to us what a fabulous member service we have introduced. There are currently dates available from the start of November and still some over the Christmas period. If you are interested in booking, we suggest you book early, as we are frequently have to advise "SORRY, ITS BOOKED ON THAT DATE". The booking tariffs are incredibly low for a property of this standard in Windermere and are listed below:

Please contact the Federation Office to establish which are the peak and non peak dates, but the peak ones are principally school holidays. Peak dates are normally only available for weeks at a time, and we will only offer short breaks if the dates remain un-booked close to the time.

For short breaks during off peak dates, these are proving very popular, and clearly appeal to those working shifts with mid week rest days. We advise to book early to avoid disappointment.

We will soon be opening bookings for 2011, and we will email everyone with the date.



	1 Week	2 Week	3 Week	4 Week	5 Week	6 Week
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If you are considering any meeting requirements that you are having to look outside of Merseyside Police for – please give us a ring, or come along and have a look.



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Merseyside Police Federation

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Claiming is very easy; you are NOT required to gain authorisation before you receive treatment. You pay the dentist for all treatment received, and obtain proof of treatment and a receipt. Complete a simple claim form and you should receive full settlement within ten working days.

There are options for members to upgrade to include cover for routine, hygiene and remedial or restorative treatments with Denplan's Corporate Schemes. These are offered at a significant discount from their normal rates, and no assessment is required. The family cover also includes orthodontics for children where there can be a two year wait under the NHS.

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Cover is provided 24 hours a day, 365 days a year for:

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The maximum payable per claim is £1,000 (inc VAT)

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- ✔ Plumbing and drainage problems
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Additional £30,000 of cover - £14 per calendar month
Additional £50,000 of cover - £20 per calendar month.

Cover is available up to the age of 60 years of age, and is only available via direct debit. Deduction from payroll is unfortunately not available. Terms and conditions apply.

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Infection of HIV/AIDS on duty	£60,000
Temporary Total Disablement (up to 104 weeks excluding first 7 days)	£21 per week Increased Benefit
Critical Illness	£10,000 Increased Benefit
Child Critical Illness	£2,000 New Benefit
Child Death Grant	£2,000 Increased Benefit
Red Arc Assistance	Family Cover
Hospitalisation Benefit up to 5 nights	New Benefit
Accident/incident/emergency admission	£50 per night
Planned admission after first 3 nights	£50 per night
Sick Pay Benefit (when pay cut to half) up to 26 weeks, then a further 4 weeks when on no pay	20% Scale Pay Increased Benefit
Family Travel Policy	Worldwide
Legal Expenses including ID Theft Protection	Included Increased Benefit
Emergency and Injury Dental Benefit	Included New Benefit
Home Emergency Assistance	Included New Benefit
Free Financial Advice with Kinsella Clarke	Included
CALENDAR MONTHLY SUBSCRIPTION	£23.60
Weeks of Service 1–52	£Nil
Weeks of Service 53–104	£13.80
Cohabiting Partner of Serving Member	
Life Insurance	£50,000
Terminal Prognosis Advance on Life Insurance	20% of sum insured
Critical Illness	£5,000 New Benefit
CALENDAR MONTHLY SUBSCRIPTION	£5.50



iNSIGHT



Pensions – Speculation can seriously damage your pocket

We are aware that there is a lot of speculation in respect of Police Pensions with many of our members actively seeking information on the current and future situation. We are also aware that this speculation has intensified after Conference when the Home Secretary announced there would be a review of pay and conditions and when directly questioned on pensions would give no assurances for the future and would only commit that any accrued benefits would be protected.

However, continued position of the Police Federation is not to publically speculate about the outcome of any review of public sector or police pensions. Such speculation is at best unhelpful and may actually guide the Government on what changes would be acceptable without challenge, and potentially leave us in a worse position.

The difficulty we have with pensions, which members probably do not understand is that they are non-negotiable and therefore any changes can be imposed upon us. Clearly if they breach any sort of legal entitlements then we have demonstrated in the past our willingness to challenge this through the Courts and we will continue to provide that commitment.

The Police Pension scheme is periodically reviewed and the next review, which we have known about for a number of years, will take place next year. One of the possible outcomes could be a rise in contributions, but there are many others that can be considered. Whilst our weakness lies in that there are no negotiating rights, our strength lies in the fact that police pensions are periodically reviewed and you will be aware that our benefits through the commutation values recently increased. A previous review also introduced a thirty five year scheme for new recruits, but protected the existing scheme for contributing members with no additional increase in contribution rates.

Clearly the difficulty, which I think leads to this speculation, is the current situation of public sector finances and the press articles, which continually refer to the “gold plated” pension schemes of the public sector. In this environment I think we would have very little public sympathy and support for our pension scheme, therefore to continue to keep this debate alive and speculate through the pages of the press and media where we cannot control the debate would only strengthen the Governments position and give them the further confidence to take us on.

Given the above I think that things are very unlikely to change for the better and therefore the only rumour I consider reasonable to dismiss is that the police service will increase the pension burden by allowing anyone with 25 years service to retire early and access the pension after the Olympics – which is another rumour circulating the service.

I know the above is not very helpful and the uncertainty is very unsettling for all of us, but I do think that the current position of not speculating and keeping a low profile in this debate, whilst continuing to work in the background to try and influence the outcome of any review is the correct one.



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Constables Conference update.

Hello and welcome, let's take a look at some items affecting us that arose from the annual Police Federation conference.

Conference this year saw for the first time in many years, a coalition government made up of Conservative and Liberal MPs. It was interesting to see what views they would have on policing and what promises would they keep from their manifesto to get into government.

The new home secretary Theresa May received a warm welcome and also some up front questions.

The burning questions that all of us would be asking where on pay and conditions of the Police service, officer numbers are of course linked with this.

The Home secretary gave the assurance that the agreed 3 year pay deal that was so hard fought for in 2008 would be honored, thus meaning we would still get the 2.55% rise in September, when many public sector workers will receive little or nothing. I'm sure that this will lead on to a pay freeze for all public sector workers in the short term while they look at cost savings in all government funded bodies.

Police pensions were also a figure of question and whilst the home secretary was happy to state that what we have accrued to date would be safe there was no indication of where we will be in the future. It was also stated that a review of pensions would be done in April 2011, which at this point we expect an increase in the level of contribution from the current 11%.

It has just been announced that a further cut in funding for the Merseyside Police to the sum of 3.8 Million pounds on top of the already revised budget, this will certainly impact on recruitment of officers and staff.

Below you will see The Police Federation response to the proposed cuts in funding announced by the Government.

"We appreciate the serious financial situation the country is in and the difficult decisions the new coalition government face, making savings where possible. At our annual conference last week we were assured by the Police Minister, Nick Herbert that the government will do all possible to preserve front line services and today's announcement appears to honor that commitment. It was particularly reassuring to hear the Chief Secretary to the Treasury, David Laws, say that one of the key objectives is to 'protect the vital public services which we all depend upon.' The core business of policing is for police officers to be available in sufficient numbers wherever and whenever required; I believe this is what the public rightly want and expect and it is the duty of government to ensure that any future cuts do not compromise the resilience and capability of the police to provide an effective 24/7 service to all communities."

Research by the Police federation has revealed the devastating effect of workforce changes made over the last decade, which could result in forces having more police staff than police officers, thereby threatening the resilience of the police service and exposing the public to risks.

The research, found that numbers of police staff have virtually doubled in just under a decade and the growth in their numbers has outstripped that of police officers despite assurances. This could threaten the long-term resilience of the police service to deal with unexpected and unplanned circumstances.

The research analysed statistics from all 43 forces in England and Wales looking at the ratio of police officers to police staff from 2000 to 2009. Some of the findings present a stark picture demonstrating that for all the political platitudes about restoring public confidence in the police, forces are in fact putting short-term cost savings ahead of public safety. According to the research, the average ratio of police officers to staff in 2000 was 2.3 to 1 and by 2009 Home Office figures show this as 1.4 to 1.

Whilst the research found value in some civilian police staff roles there was a clear lack of training, role definition and consistency across forces, there has also been no evaluation taken as to whether they even present better value for money. With the National Policing Improvement Agency and some chief officers wishing to re-engineer the entire police service workforce, the Police Federation believes there is an urgent need for the new government, in liaison with the police staff

associations, to ascertain the full range of police staff roles in existence; to examine whether civilianising tasks that do not require warranted powers has a negative impact on police officer diversity; to explore whether specific staff roles has a positive impact on performance or public satisfaction; and to ascertain whether that impact provides better value for money to the public than the equivalent cost of a police officer. The Federation believes the policing mandate from the public to the police needs to be revisited; that the only way policing can meet public expectation is by conducting a thorough and independent review of policing which must include the public and all the policing stakeholders.

Paul McKeever, Chairman, Police Federation of England and Wales says:

"It seems clear that for all the platitudes on restoring public confidence in the police, promises to keep police officer numbers high may be nothing more a game of smoke and mirrors."

"I find it alarming that there is no tangible evidence that even suggests, let alone proves, the value brought by civilianising increasing numbers of police posts. At a time of financial restraint across the public sector, a rise in police staff numbers is absolute nonsense when the public want more police officers on the beat. Instead we have more increasing numbers of unaccountable, unidentifiable police staff who do not have the flexibility or resilience to give what is needed as an emergency service."

"We have a new government; we have a new Parliament. Now is the time to stop this uncoordinated and ill-constructed plan that will destroy the police service in England and Wales; to implement a full independent review and to have the courage to ask the public what they actually want and expect from their police service."



Stuart Henderson
Secretary Constables Branch Board



Background to Philip Williams & Co

Philip Williams Insurance Management was established in 1975 by Philip Williams, who prior to entering the insurance industry had been a Police Officer with the Cheshire Constabulary. This unique combination of police and insurance experience has meant the company has been responsible for the invention and introduction of many of the benefits enjoyed by members today.

The company provides group insurance schemes to more JBB's than any other insurance provider, 22 JBB's in England and Wales, and a further 5 in Scotland. In addition to the police market they also operate schemes for: Toyota, Mercedes Benz, two major teaching unions, SOCA members, Immigration Service Union, British Airports Authority, the staff of two County Councils and a private jail operator.

Philip Williams & Co merged with E J Broad Insurance Brokers in 2004, and the appointment of Steve Williams as a Partner in the same year demonstrates a long-term commitment to the business and the police marketplace.

Philip Williams & Company operates from its own premises in Stockton Heath, Warrington. Around 45 staff work in a modern office environment, created by major refurbishment, before occupation in 1997. There is an I.T Department consisting of two senior I.T Managers with a capacity to maintain and expand state of the art I.T, as the business requires. They are dedicated to the Police Market and whilst the client base has expanded outside the police market in recent years, there remains a total of 68 years prior police service between current members of the firm, committed to looking after the interests of the men and women out there on the streets.

Philip Williams & Company's insight into the needs and aspirations of Police Officers is unique, with the experience of insurance trained ex-police officers, which enables them to be at the forefront of the development of benefits for Police Officers. Philip Williams & Co were first to the market with automatic right of passage into retirement (1985), Critical Illness Cover (1988), Child

Critical Illness (1995), Child Death Grant (1990), Travel Insurance (1987), discounted Entry Level Schemes, Half Pay Cover (1995), Hospitalisation Benefit for planned admissions, Terminal Prognosis Advance Benefit, Red Arc, Denplan, ID Theft Protection and Home Emergency Assistance. Many of the foregoing have since been copied or imitated by competitors, but several remain exclusive to Philip Williams & Co.



Financial Matters

By Bob Norris of Kinsella Clarke Independent Financial Advisers

Mortgages

TIME TO FIX?

Currently there are many mortgage borrowers sitting on their lender's standard variable rate, and why not – the rate may be as low as 2.75%, and the average around 4%.

So how long are these rates likely to stay as low? Probably for at least a few months. The monetary policy committee at the Bank of England will put the base rate (currently 0.5%) up when they see any signs of general inflationary pressures. This is unlikely until the economy returns to growth.

One thing is certain, however. Interest rates will rise at some point. So when will be a good time to consider a new mortgage deal on a fixed rate?

Unless there is a good reason not to, for example retirement within the next 2/3 years, I am advising mortgage customers to consider a longer term **fixed** rate over 4/5 years now. This type of rate has been falling recently and are currently available at under 4.5% dependent on loan to value and individual circumstances. Fixing at these levels for that time length may prove to be a good deal in the long term as interest rates start to rise.

These deals often come with free valuations and free legal work. The average arrangement fee is £995.

For further information contact Bob Norris on 0151 933 3400

Kinsella Clarke are the recommended Independent Financial Advisers for Merseyside Police Federation



Sergeants Central Conference Bournemouth May 2010

This years Conference in Bournemouth was probably the most interesting for years. The subjects covered; as well as the Home Secretary's speech; outlined the challenges that face us all over this Governments term in office.

John Giblins speech ; Chairman of the Sergeants Central Committee; started with supporting the principle of the 'omnicompetent' police officer who possesses generalist policing skills. It was stated that any changes designed to increase the degree of role specialisation and/or role differentiation would inevitably lead to a less flexible and less efficient deployment of resources than at present. He went on to say that the successful delivery of operational policing is fundamentally dependent upon effective management. Organisationally, this is accomplished through the rank structure, and the critical factor which differentiates ranks and roles is the level of authority and responsibility carried by each rank. In his view the generic roles of the different ranks are as follows:

The Constable rank carries responsibility for the immediate operational delivery of policing.

The Sergeant rank has a dual function, they are the first line managers and the frontline supervisors of operational policing.

The Inspector ranks carry overall responsibility for the coordination and delivery of operational policing.

He then went on to mention the Policing White Paper that the Government published in December. Key amongst the range of measures

was the requirement for forces to cut back their overtime budgets. A target saving of at least £100 million per annum has been set across all 43 forces, delivering savings of at least £545 million by 2014. John Giblin stated a former Home Secretary suggested that this could be done by revising rotas and shift patterns !

It was acknowledged that as a nation we face the huge challenge of tackling the £180 billion budget deficit and everyone is feeling the strain ; particularly those on the frontline; but it is fair to say there's a lot more pain to come. We are all in the same boat and spending should be curtailed where it makes sense, but not to the detriment of the public and the police service as a whole, particularly the frontline. He warned the new Government that any cuts to the policing budget must not compromise public safety. Conference believed the public deserve and expect a flexible and resilient 24/7 service from fully warranted police officer teams that are led by Sergeants, whether that response is uniform, CID or traffic.

The Chairman went on to mention the publication of the Productivity Framework, which was also published in December. It states that HMIC is to conduct a major inspection in 2010 to assess the progress of forces on the recommendations made within it.

This Framework was closely followed by the Police Value for Money report, and makes recommendations on how forces can give more for less in tough economic times. It stresses over the coming years that forces will need to meet the twin challenges of increased financial pressures and continued expectation from the public, and to meet these challenges they must balance budgets and sustain delivery, particularly from April 2011.



Therefore, issues surrounding deployment, shift patterns, overtime costs and workforce mix are very much under the microscope and will impact upon the Sergeant rank, as the supervisors of service delivery to the public at the sharp end. It's all about savings in order to balance budgets and improve value for money. Mention is also made of a reduction in the number of gatekeepers but this is not elaborated upon. It was stated that this might be another move to civilianise the role of the Custody Sergeant via the back door.

He then drew our attention to the hugely controversial 'insight programme' discussion document produced on behalf of ACPO and the NPIA that came to the Federations attention in February. The purpose of this document is to provide an outline of the work the NPIA is doing in relation to delivering a 10 year workforce plan for the police service. Nothing is sacrosanct and everything is up for grabs.

- └ the Office of Constable
- └ numbers of warranted officers
- └ leadership ratios
- └ quality of training
- └ professional discretion
- └ increased role for Sergeants in terms of efficiency
- └ overhauling Police Regulations
- └ Staff Associations
- └ contracts of employment for police officers
- └ rank structures
- └ direct entry to the office of constable for PCSO's.

This is really worrying stuff that could change the police service beyond all recognition, and the only reasoning behind this document is to save money! It is certainly controversial and stamped on every page in red letters are the words 'NOT POLICY', whilst at the top of the first page in even bigger red letters is: 'FOR DISCUSSION'. Below this in red bold is the following

statement: 'It does not represent policy (draft or approved) of ACPO, APA, Home Office, HMIC or NPIA'.

John Giblin then went on and gave Conference a few examples from that document

- └ 'Can it be conceived that an 'at least as good' or improved service to the public can be delivered by increased numbers of non-warranted staff ?' Rough translation: Would more police staff be better than more police officers ?
- └ 'Is there an increased role for Sergeants to think in terms of efficiency and not just effectiveness?' Rough translation: Should Sergeants do more and be more accountable ?
- └ 'What are the opportunities attached to rationalising the number of ranks ?' Rough translation: Do we need Sergeants ?

He gave other examples, but you can see why this document is so contentious, and these are just three out of the thirty-four questions posed.

On top of this is the suggestion that a 50/50 workforce mix of police officers and police staff is introduced, as in Surrey. Currently the mix is 64.4% police officers and 35.6% police staff, and if all forces mirrored that, this would mean 28,000 less police officers with savings in the region of £400 million. To reduce police officer numbers on such a huge scale would damage the resilience of the police service to react as an effective body and have a detrimental impact on the quality of service provided to the public. And to Quote John Giblin 'That begs the question, if this lunacy was to take place, how many of the 28,000 less police officers would be Sergeants?'

It was noted that much of what is now happening in policing has occurred in

other public services in an attempt to achieve greater effectiveness, efficiency and economy through organisational and structural changes in the name of efficiency gains. We believe it's all about saving money and doing more for the same, or less.

The Chairman finished with the following bleak conclusion;

'Sergeants are the 'guardians of excellence' in service delivery and the 'gatekeepers of the custody process' the Key to the Future of Policing, but our rank is under threat as never before.'

All in all, as can be seen from the above, it was a worrying and sobering outline of the difficulties facing the service. The Federation as a whole will on your behalf have a number of, dare I say 'battles' to fight over the next few years if we are to keep our pay, pensions, terms and conditions of service.

Peter Singleton
Sergeants Branch Board Secretary
and is currently attached to a
Response Section in the Wirral BCU
Merseyside Police Federation.



Pension Hysteria

RJW takes on the home office to get clarity over police pensions

Last year I represented a wonderful Merseyside police officer whose life was sadly brought to a premature end by a tragic accident. Unfortunately her divorce was not finalised and as a result a dispute remains with the Home Office as to whether or not they should have paid to her ex-husband the significant death in service benefits attached to her pension.

It is my view and indeed the view of her family, that this lump sum should never have been paid and as a result, I have now lodged an appeal against the Home Office. For the purpose of this article and in the interest of protecting the family's identity the husbands and wife's names have been changed.

Mrs Cooper was a Police Officer with twenty five years service and was married to her husband Mr Cooper for only 10 of those years. During the marriage she was subjected to what I can only describe as the most degrading and humiliating form of domestic violence that I as a lawyer have ever seen. After much needed counselling and invaluable support from friends and family, she eventually found the strength to leave her husband. She secured her own rented accommodation and made an appointment to see me at a free advice surgery that I was holding at the Federation HQ.

Divorce proceedings were very quickly commenced and despite the allegations of violence the suit proceeded on an uncontested basis. Negotiations for a financial settlement broke down and

court proceedings were commenced. After two contentious court hearings Mr Cooper finally accepted that he had no claim upon his wife's police pension and a deal was agreed in writing ready to be submitted to the court. It was then that tragedy struck and Mrs Cooper died. This was four days prior to her being able to apply for her final decree of divorce.

Fortunately, Mrs Cooper had made a new will so the entity of her capital estate would pass to her loved ones. This was not to be the case with the pension.

The regulations dealing with the payment of death benefits state that no benefits will be paid if a husband and wife are separated. No reference is made to the need for a divorce. I wrote to the Home Office requesting that they refrain from paying out the lump sum to Mr Cooper as the parties were indeed separated and a Decree Nisi had been pronounced.

Despite this evidence being provided the Home Office proceeded to pay out the pension lump sum to Mr Cooper. When challenged I was informed that in their view a Decree Nisi of divorce did not constitute a "separation".

An appeal has been lodged on the basis that:

1. Mr and Mrs Cooper were themselves of the opinion that they were separated as during the divorce process they swore affidavits confirming that fact.
2. Within the financial proceedings, they both again swore financial statements confirming separation which were accepted by the court.

3. Mr Cooper had accepted a settlement which confirmed that he was not entitled to any of the pension
4. The court had accepted that a separation was in place and this was confirmed by the pronouncement of the Decree Nisi.

I am trying to lobby as much support as I can to assist with our appeal and any views or opinions would be welcomed.



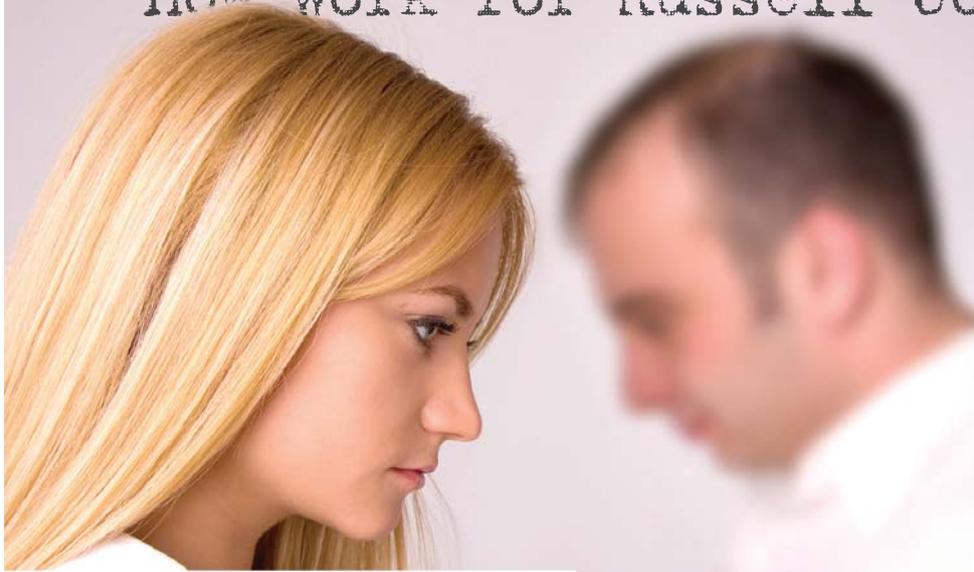
Amanda McAlister is the National Head of Family Law at Russell Jones and Walker Solicitors.

She can be contacted at
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If you would prefer to make
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support with your claim,
please contact your
federation Representative
at the JBB Office.

Inspectors Central Conference

May 2010

The theme of the Inspectors Central Conference was “ 20/20 Vision “, taking a brief look back in time and at our present position but with a particular focus on what the Police Service and Inspecting roles might be like in 10 years time.

The new Inspectors General Secretary; Steve Williams ; opened the conference followed by a speech from the Chair Paul Ginger. The keynote speaker being Professor Roger Seifert from the University of Wolverhampton. He provided an insight into how he believes the new coalition government will deal with the worst economic recession and how this will impact on the Police Service.

A question time debate followed on “The Future Of Policing“ with Chief Constable Peter Fahey (Greater Manchester), Chief Superintendent Derek Mann (NPIA) with Professor Seifert and Paul Ginger.

There were also video clips of interviews with serving Inspectors and Chief Inspectors, retired officers and also Cressida Dick (Assistant Commissioner – Metropolitan Police) all providing their views on the role of Inspecting ranks past and present.

Before I expand on the conference I will bring you up to date on a couple of key issues for Inspecting ranks, these being “on call“ and “held on reserve“. The former being an area of much controversy. Steve Williams in his opening address recognised that Inspecting ranks were angered by the recent derisory offer by the official side of £ 10 – and that the on call claim submitted to the PNB by the staff side had been lowered to a percentage of the pay of a 5 year Constable rather than the original claim which had been set at a percentage of an officers basic salary. This has yet to be resolved and the claim will be taken back to the PAT in July and the original claim will stand. Steve Williams further stated that he was hopeful that the claim would be satisfactorily resolved. He reinforced that “on call“ is a voluntary process. In addition all forces should publish “on call“ rotas every 3 months to ensure that Inspectors are not abused and seen as the cheaper option. In relation to “held on

reserve“ there is still inconsistency with Inspectors being treated less favourably than Constables and Sergeants. The staff side are due to meet with the official side in June to progress this issue further.

In the video clip interviews with Inspecting ranks past and present there was a general consensus that Inspectors and Chief Inspectors ranks were being abused and were expected to work long hours. They did not receive adequate training with little support from senior manager and overall they felt undervalued. However on the plus side they considered that teams were much smaller making them easier to manage and there was far less emphasis and focus on performance indicators.

Present – Have things changed ? Inspecting ranks continue to be abused with huge additional workloads and little support. The role now is much broader and complex and far more demanding. The Inspectors Central Committee have pushed for full and proper training and highlighted issues with the Well Being at Work Survey but there is still much to be done !!

Future – So what does the future hold for Inspecting ranks ? We find ourselves in difficult times and there are many challenges for the Police Service , giving more for less ! We need to be realistic about the future – there are threats to our pensions with a pre planned review to take place in 2011 and also potential changes to our current pay and conditions.

Paul Ginger in his speech reminded us all that Regulation A19 looms over all our members who have completed over 30 years service with the prospect of getting rid of those people who have no wish to retire after 30 years. He stated that a great deal of experience will be lost and you simply can't teach experience. Also Police numbers are under threat with the suggestion that ACPO want to reduce Police numbers by 28,000. The ICC Chairman Paul Ginger made a plea "DON'T LET THEM GET AWAY WITH IT !"

In the question time debate the issues raised included workforce mix with Police Officer numbers falling and Police Staff numbers rising and the blurring of boundaries and unless roles are defined and the mix is right it will lead to a decline in public confidence. Professionalising the service was also debated at length and whether having a degree level accreditation makes better Police Officers ? There is a distinct difference between professionalism and qualification ! Force mergers are again expected to be on the agenda soon or at the very least a merging of functions but how this will affect Inspecting roles and numbers is as yet unknown.

It was also recognised that the gap between Chief Inspector and Superintendents pay is now too large. Chief Inspectors do significantly more now than previously and the role is far more complex. The Federation has carried out some work to make a claim for increased pay but now is not the right time to lay this claim. The Inspectors Central Committee however assured Chief Inspectors that it would be pursued in the future. Inspectors and Chief Inspectors though must learn to say "NO" and not allow themselves to be abused working excessive hours. RDL's and Annual Leave must be taken and accurately record hours worked.

In closing, the message was loud and clear that the future for the Police Service as a whole is an uncertain one and there are huge challenges ahead. Now more than ever ACPO, Superintendents Association and the Police Federation must speak as one and have a clear united strategy to protect the service and not allow changes for changes sake !



Diane Prosser
Inspectors Branch Board Secretary
Merseyside Police Federation.



Diane Prosser is the Inspectors representative for the Sefton BCU and is currently based at Crosby Police Station. She is the Secretary on the Inspectors Branch Board and is also the Vice-Chair of the Joint Branch Board.

Merseyside Police Federation

Subscriptions Increase



One of the most difficult and lengthy debates at this year's Conference took place at the Annual General Meeting on Thursday 20th May and involved the proposal from the JCC that Federation subscriptions rise by 93 pence per week from the first of January 2011.

Clearly this was a difficult decision for everyone as nobody in the Conference Hall wanted to increase the financial burden for members. However, after careful consideration and a debate which took over an hour the delegates at Conference unanimously agreed to this increase.

This will be the first increase in Federation Subscriptions since January 2009. The actual net increase to members after tax is around 70 pence per week. It will take member subscriptions to £4.98 per week before tax deductions are applied and around £3.98 for a normal rate tax payer.

This Branch Board supported this rise in Federation Subscriptions but with some important caveats. Our reasons for supporting the increase are as follows:

1. The last couple of years have been difficult for everybody and due to the difficult economic environment and financial market conditions Federation reserves have fallen to dangerously low levels.
2. At the same time as reserves have fell expenditure has continued to increase, which means that we have been operating in a deficit position. That position was unsustainable.
3. Changes to legal provision, including means testing at Crown Courts will significantly increase legal costs incurred if we are to continue to provide the same level of support to members. The alternative to not agreeing to this increase was to reduce the service we provide to members, which was not acceptable to our representatives.
4. We are entering difficult negotiating times and we cannot afford to do so without the funds to commission research, organise demonstrations and pay for legal challenge if and when necessary.
5. This rise will be applied from the 1st January 2011 so there will have been no rise to subscriptions for two years prior to this rise being applied. During the same period in real terms police pay has risen significantly with everybody benefitting from a further increase to pay this September.

The important caveat we gave the Central Committee was that whilst we supported the rise it must be accompanied with a process of reviewing all our activities, our processes and our structures to ensure they are efficient and cost effective. Where we can identify waste, or unnecessary expenditure then those costs must be cut and savings made. Any cost savings must be used in future years to offset the need to further increase subscriptions. In fairness we have already seen that work commence and this year significant savings have already been made across the Board. This again was instrumental in our decision to support the rise.

In terms of subscriptions it is worth pointing out what happens to the money and where we think money can be saved.

Currently all the money is collected at Green Lane and 30% of this retained by the local Branch Board to cover local costs and staffing and 70% is paid to the Central Committees. The subscription income we retain does not cover all our local running costs and as a consequence we also raise funds from member services and business activities to ensure we can staff and equip the office to meet your needs. It is one of the reasons we insist that only subscribing members can access member services such as the Group Insurance Fund as the two activities are inter linked and financially support each other. We work locally to tight and agreed budgets and have cut significantly unnecessary expenditure over successive years. As a consequence, although we are not required to do so by fund rules, this year we will actually pay 72.8% to the Central Committees to assist them to reduce their budget deficit.

Of the 70% that is sent to the Central Committee this is initially sent to the Separate Rank Committees. In turn each of the rank Committee's then transfers money to the Joint Central Committee in the following proportions:

Constable's Central Committee donate 91.75%
Sergeants Central Committee donate 89%
Inspectors Central Committee donate 82.75%

In our view this system is unwieldy, unnecessary and has to change. The overwhelming majority of the legal costs, although approved by the separate committees, will actually be met from the Joint Fund. Last year our legal bill was £13,119,449 which was an increase from the previous year when this stood at £10,631,505. The cost of our legal bills paid to support members actually amounts to around 70% of all Federation expenditure and as can be seen is rising significantly.

However, it is our view and not enough of your subscription is getting to the Joint Fund. However, to implement this and other changes would require a number of changes to Federation Fund Rules which would have to be agreed by Conference. Under Conference procedures which dictate how motions are brought to Conference there was no time to agree and approve these changes at this year's conference. Furthermore to do so without first researching all the potential consequences would be foolhardy. So over the coming year we need to conduct that research and take a series of motions to next year's Conference which brings about the necessary change to make us a more effective and efficient organisation at all levels of the service.

This year in our view we were left with "Hobson's Choice". To not approve the rise would have meant that we would have had to cut services and the support we provide to members. It would have meant we would not have had the resources to properly and effectively challenge the Government and to do everything we can to protect your conditions of service. That was not acceptable and in the short term the rise had to be approved. In the longer term we owe a duty to our members to ensure that we are cost effective and efficient.

North West Police Benevolent Fund



St Michael's Lodge is the North West Police Benevolent Fund's latest project to improve facilities to the members. It is a small hotel situated in Langho, Lancashire (near Clitheroe) in the fantastic Ribble Valley.

The building is currently being renovated and is due for completion within the next few months, apart from the hotel facilities it will also be used for Physiotherapy Treatment for members of the Benevolent Fund.

The Trustees of the Benevolent Fund recognise that some people have caring responsibilities and are just not in a position to accommodate a residential stay at either of the Harrogate or Auchterarder Treatment Centre's and as such hope this facility will be able to assist them to access treatment on a day patient basis.

This facility is still very much in the planning stages with a lot of work still needed on the finer details, please watch out for further information in a later edition but the Trustees are aiming for an opening date in October 2010

Paul Kinsella
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Merseyside Police Federation

Joint Branch Board Representatives

	INSPECTORS	SERGEANTS	CONSTABLES
A	MARK SUTCLIFFE (7059) WIRRAL INTELL MANAGER, WALLASEY EXT 72060 Mobile : 07889 114625	PETER SINGLETON (8410) B BLOCK PATROL, BIRKENHEAD EXT 72234/35 Mobile : 07765 627333	DAVID LOWE (1071) ANPR BIRKENHEAD EXT. 72269 Mobile : 07813 973532
B	DIANE PROSSER (7391) CITIZEN FOCUS, CROSBY EXT 73626 Mobile : 07525 409527	JAN BEATTIE (7558) PDU SOUTHPORT EXT 73428 Mobile : 07721 034996	JAMES RILEY (8958) MARSH LANE ROADS POLICING UNIT EXT 73623 Mobile : tba
C	KEITH EVANS (6712) KIRKBY CUSTODY EXT 76503 Mobile : 07793 516010	OSMAN DUALEH (2061) HUYTON, COMMUNITY EXT 76240 Mobile : 07917 606108	STUART HENDERSON (7719) Citizen Focus Team Knowsley EXT. 76237 Mobile: 07843 294050
D	TERRY HOOPER (8546) AREA CTRL ROOM, ST HELENS EXT 76959 Mobile : 07828 585931	STUART ROUTLEDGE (1392) ST HELENS CUSTODY EXT 76851 Mobile : 07714 346035	MARTIN KNOWLES (6930) ST HELENS A Block Patrol EXT : 76135 Mobile : 07525 409528
E	SHAUN HOLLAND (8970) WALTON LANE Ext 76430 Mobile: 07802 948587	JULIAN HANLEY (1633) WALTON LN NHOOD E2 EXT 74677 Mobile : 07980 209107	RAY CORBIN (6628) EATON RD EXT 74401 Mobile : 07702 934648
F	STAN POWELL (7232) ACR Mather Avenue EXT 75959 Mobile : 07533 809450	GRAEME WATTS (6835) BELLE VALE Custody Ext 75051 Mobile : 07842 901019	STEPHEN FLETCHER (7211) ALLERTON ROADS SAFE TEAM EXT. 75157 Mobile: 07973 761867
POLICE WOMEN	VACANT	STEPHANIE BARCROFT (1164) PDU N-L-W ST HELENS EXT 76125 Mobile : 07764 621428	JULIE KING (8048) EATON RD BPA EXT 74406 Mobile : 07738 918365
HQ (CJU) (PSD)	SEAN BELL (7435) Citizen Focus, Brunswick Dock EXT : 71647 Mobile : 07921 698239	ROB VENABLES (8159) Citizen Focus, Brunswick Dock EXT : 71683 Mobile : 07921 698349	DAVE SIM (7273) ASBT/Youth Enforcement EXT : 75416 Mobile : 0784 9413916
CID (DSU MIT)	VACANT	HELEN FITZPATRICK (8291) MATRIX COVERT C/O HQ EXT : 75888 Mobile : 07802 946007	KEVIN WALSH (7364) MCU MATHER AV EXT. 71370 Mobile : 07802 948651
OSU	MIKE KENNY (7740) OSU Firearms EXT: 75756 Mobile: 0773 891 8224	FRANK RENNISON (7052) OSU MAGHULL RPU SECT 4 EXT. 73721 Mobiles: 07894 482674 07764 621442	TERRY FLANAGAN (1720) B GROUP, TRAFFIC, MAGHULL EXT 73723 Mobile : 07736 724388



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