

WINSOR II – AMBER RECOMMENDATIONS METROPOLITAN POLICE FEDERATION COMMENTS

Please find below all of the recommendations from the Winsor II report and some early comments from us about them. At this stage these are simply recommendations and we await the decision of the Home Secretary as how she intends to deal with them. Cognisant of the feedback from members following the publication of Winsor 1 and bearing in mind Winsor 2 amounts to 800 pages, we hope you find this breakdown a more user friendly way of accessing this information. Our comments do not indicate any negotiating position, and are highlighted as follows:-

White Background- Either does not affect Federated ranks or there is insufficient information to provide detailed comment.

Green - broadly welcomed.

Amber - Some dangers to the future pay and conditions of police officers.

Red - Severe risk to the future pay and conditions of police officers.

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Chairman
Met Police Federation

Recommendation 1 -The terms and conditions of police officers and staff should remain separate for the foreseeable future.	No immediate impact on Federated ranks but one to watch for the future. Any harmonisation of Terms and Conditions is likely to be to the detriment of police officers, rather than increases for police staff.
Recommendation 3 - From April 2013, an additional qualification should be added to the list required for appointment to a police force in Regulation 10 of the Police Regulations 2003. Candidates eligible for appointment to a police force should have either a Level 3 qualification, or a police qualification which is recognised by the sector skills council, Skills for Justice, or service as a special constable or service as a pcso (or another staff role which the chief officer is satisfied provides appropriate experience). The chief officer should have a discretion in relation	This could have a significant impact on the possibility of achieving a more diverse workforce.

<p>to which of these criteria should apply to applicants for entry to his force.</p>	
<p>Recommendation 5 -The pass mark for the 2013 SEARCH assessment process should be raised to at least 70%. This should be reviewed after five years to ensure that the academic threshold is sufficiently rigorous.</p>	<p>A move to increase academic standards is understandable but must be inclusive for all.</p>
<p>Recommendation 9 - The Direct Entry (Inspector) scheme should last three years for external candidates and two years for internal candidates. Successful candidates should attain the rank of inspector at the end of the scheme. In the first year, external candidates should gain policing experience, and by the end of that year pass an intensive version of the diploma in policing. At the end of this year, participants who have met the requisite standard of achievement should be promoted to sergeant and begin a two-year course where they will be joined by in-service candidates who have also been promoted to sergeant. This course should have a residential element based at the national police college, and time spent in force. The course should focus on leadership, operational policing and management skills. Assessment should be rigorous and continuous. There should be two examinations a year which must be passed. Successful participants should be promoted to inspector on completion of the course.</p>	<p>Experience proves that most accelerated promotion initiatives end up with candidates working on “projects” this does not provide operational experience. Whilst rigorous assessment and examinations are welcome there appears insufficient requirement to be able to deliver operational policing.</p>
<p>Recommendation 13 - The Police Professional Body should develop a distance-learning version of the policing technical certificate designed as a pre-entry requirement for the Direct Entry (Inspector) scheme and Direct Entry (Superintendent) scheme, or work with an appropriate education provider to do so.</p>	<p>Distance learning is a poor replacement for operational policing experience but as this seems to be aimed at learning before joining the service, it is hoped that a realistic amount of time spent in Operational policing could fill in the gaps.</p>

<p>Recommendation 16 - Provision should be made in police regulations to enable police officers to be seconded to organisations outside policing for a period not exceeding five years.</p>	<p>There is no evidence that spending up to 5 years working elsewhere would make anyone a better police officer. However it is desirable to have officers with a wide breadth of knowledge and experience.</p>
<p>Recommendation 17 - The Police Regulations 2003 should be amended to provide for the return to the police service of former non-probationary officers at the rank they last held. There should be no right of return and there must be a suitable vacancy. Return after more than five years should not be allowed other than in exceptional circumstances.</p>	<p>It appears to be a reasonable concept given that a degree of re-training may be necessary and may be substantial. However it appears unlikely that individuals will take this option if there is no guarantee they can get back into the police service.</p>
<p>Recommendation 18 - The Police Regulations 2003 should be amended to provide that returning officers should be subject to a probationary period of six months.</p>	<p>It is not clear why this is necessary. Officers who have been selected for this scheme, would have already shown their abilities and commitment. Again it is hardly likely to make the scheme attractive.</p>
<p>Recommendation 23 - From September 2013, the eligible experience for a Chief Constable set out in Determination Annex B, made under Regulation 11 of the Police Regulations 2003, should be amended to include service in a chief officer equivalent role overseas in a common law jurisdiction which practises policing by consent.</p>	<p>Policing in other countries is different to British policing. A system of engagement with other police services could be desirable but the necessity for such liaison to involve direct entry at senior level isn't clear.</p>
<p>Recommendation 24 - The eligible experience for a Chief Constable set out in Schedule 8, Part 1, paragraph 2(1)(a) of the Police Reform and Social Responsibility Act 2011 should be amended to include service in a chief officer equivalent role overseas in a common law jurisdiction which practises policing by consent.</p>	<p>As Recommendation 23.</p>

<p>Recommendation 25 - The Police Professional Body should develop a flexible, tailored course of instruction for Chief Constables appointed from overseas.</p>	<p>If we have to them some training would be required!!</p>
<p>Recommendation 26 - Determination Annex B, made under Regulation 11 of the Police Regulations 2003, should be amended to remove the requirement as to the length or place of service required to become a Chief Constable in the case only of officers to be appointed as Chief Constables from police forces outside the United Kingdom.</p>	<p>An instrument to allow the scheme to be introduced.</p>
<p>Recommendation 29 - Each force should establish a succession planning system which identifies projected vacancies and the people most likely to be best fitted to fill them, bearing in mind the long-term as well as the short-term needs of the individual, the force and the police service as a whole.</p>	<p>Whilst it may be desirable, it may well create such a bureaucracy as to outweigh any benefits.</p>
<p>Recommendation 30 - Chief Constables should make greater use of 'rank skipping', so that an officer is not required to serve at every rank in his career if he is considered ready for promotion to a rank higher than the next.</p>	<p>Insufficient detail to comment and could be greatly abused. Who is to decide that someone is ready to be promoted and to skip a rank. Appears to be wide open to nepotism and allegations of discrimination.</p>
<p>Recommendation 31 - For each rank above constable, a core set of leadership, management and financing skills should be established by the new Police Professional Body. An officer should be trained and assessed in these before he is promoted.</p>	<p>The need for every officer above Constable to be trained in finance appears a little strange, but training managers how to manage and lead may be beneficial</p>

<p>Recommendation 35 - From September 2018, the national police recruitment test should be replaced by the more demanding physical assessment test used in the Police Service of Northern Ireland.</p>	<p>May have Equality issues.</p>
<p>Recommendation 36 - From September 2018, probationers should have to prove their fitness against the more demanding physical assessment test of the Police Service of Northern Ireland.</p>	<p>Appears to be a provision to dispense with services of Probationer's under Regulation 13 if they fail fitness test.</p>
<p>Recommendation 37 - From September 2018, national fitness tests for specialist police officer roles should be introduced, designed most closely to test the physical capability of officers to discharge the responsibilities of the specialist police officers in the field.</p>	<p>Many specialist officers already undergo fitness testing.</p>
<p>Recommendation 49 - HMIC, in consultation with police forces, the Police Professional Body and the Home Office, should establish a national template for a force management statement which should be published by each police force with its annual report. The force management statement should contain consistently presented, reliable data about the projected demands on the force in the short, medium and long terms, the force's plans for meeting those demands, including its financial plans, and the steps it intends to take to improve the efficiency and economy with which it will maintain and develop its workforce and other assets, and discharge its obligations to the public. Each force management statement should also contain a report, with reasons, on the force's performance in the last year against the projections made for that year in the last force management statement. Exclusions should be permitted on security grounds.</p>	<p>More bureaucracy, more targets.</p>

<p>Recommendation 50 - Compensation payments for Chief Constables and Deputy Chief Constables whose fixed term appointments are not renewed should be fair and more generous than the compensation available to officers who leave the police service by reason of compulsory severance, taking into account any pension entitlements. The current scheme should therefore remain.</p>	<p>Any severance package for police officers should be the same for all. A two tier system is elitist and unfair. If we are to be treated as professionals, then that approach must be consistent and be judged as convenient to some proposals but not others.</p>
<p>Recommendation 71 - The deployment component of the police officer X-factor should be established to be 8% of basic pay for constables. For other ranks, it should be expressed in cash terms, benchmarked at 8% of the maximum of constables' basic pay.</p>	<p>Whilst it may be helpful to have the X-factor defined, this appears to be merely an instrument to devise a sum of money that can be docked from officers' pay.</p>
<p>Recommendation 72 - The value of the deployment component of the X-factor should be reviewed every five years. The new police pay review body, recommended in Chapter 10, should conduct the review.</p>	<p>If the Pay Review Body meets every 3 years then surely all reviews should occur triennially.</p>
<p>Recommendation 94 - An interim Expertise and Professional Accreditation Allowance (EPAA) should be introduced from April 2013. It should reward qualifying officers for the skills they use in the four stated priority functions: neighbourhood policing; public order; investigation; and firearms. The EPAA should be £600 per annum, and should be paid monthly. It should be removed when an officer leaves the qualifying role. The EPAA should be abolished when the Specialist Skills Threshold is introduced.</p>	<p>In Winsor I this recommendation suggested a payment of £1200 per annum. The rationale for a lesser payment seems to be that the Police Arbitration Tribunal and the Home Secretary didn't support some of the recommendations in Winsor I. If £1200 is the rate for the job then that is what should be recommended. Given the extraordinarily high demands placed on Level 2 Public Order officers £600 is unlikely to prove sufficient to attract volunteers. The possible risk of injury is greater with the increased possibility of future reductions in pay via Recommendation 39.</p>

<p>Recommendation 95 - A Foundation Skills Threshold should be introduced at the fourth point of the constables' pay scale by 2016 at the latest. It should test the officer's knowledge and understanding of the fundamentals and essential details of the criminal law, including the rules of evidence and procedure, the constitutional position of the police, including their accountability, and the rights of witnesses, victims and suspects, and other citizens. The Police Professional Body should be remitted to devise the test.</p>	<p>Another level of bureaucracy. There is little or no provision for any in house training. There is no explanation as to how officers working 12 hours shifts will find time to keep fit and study for such exams in their own time.</p>
<p>Recommendation 96 - Every constable should attempt the Foundation Skills Threshold, and only those who pass the test should be allowed to move up the pay scale. Constables should be re-tested every five years. Repeated failures to pass the test should lead to the constable being entered into the force's unsatisfactory performance procedures.</p>	<p>As Recommendation 95.</p>
<p>Recommendation 97 - A Specialist Skills Threshold should be introduced at the final pay point of all police officer pay scales up to and including chief superintendent, by 2016 at the latest. It should consist of a rigorous test of the specialist knowledge and skills required in each role and rank. The Police Professional Body should be remitted to devise the test.</p>	<p>As Recommendation 95.</p>
<p>Recommendation 98 - Officers who pass the Specialist Skills Threshold test should move up to the pay maximum for their rank, and receive an accredited qualification. The test should be re-taken every three years. Failure to pass the re-test should result in the officer reverting to the highest non-threshold pay point.</p>	<p>As Recommendation 95.</p>

<p>Recommendation 99 - The Specialist Skills Threshold should apply only to those roles that require the warranted powers or expertise of a police officer. A suggested list for the Federated ranks is provided in Table 9.6. The Police Professional Body should be remitted to determine which roles are eligible for the Specialist Skills Threshold. When established, the prescribed skill areas should be determined by the police pay review body with the advice of the Police Professional Body, which should accredit them and set the standards to be attained.</p>	<p>This appears to be Specialist Priority Payments by another name. If the Police Professional Body are to be allowed to influence the pay review body then where is the balance of any Federated rank input?</p>
<p>Recommendation 101 - A Public Order Allowance (POA) should be established when the EPAA is removed. It should be paid to those officers who have attained Level 1 or 2 public order accreditation and who have been deployed to at least six public order operations during a 12-month period in which the 'Gold, Silver, Bronze' Command Structure was activated. The POA should be £600 per annum.</p>	<p>If such an allowance is to be paid it should be paid to all officers who volunteer for, and pass the training and thereby make themselves available for such deployments. It is hard to imagine many officers in the MPS not achieving the number of 6 deployments. As stated the threat of Recommendation 39 is so high that this payment is unlikely to be successful in attracting volunteers.</p>
<p>Recommendation 102 - The continued eligibility of the qualifying group of public order officers to receive the Public Order Allowance should be considered every five years by the new police pay review body. The police pay review body should consider whether, and by how much, it should be updated each year.</p>	<p>The payment should be reviewed yearly to allow Chief Officers to react to rise and falls in numbers of officers volunteering for Public Order roles.</p>
<p>Recommendation 106 - Annual Data Returns from forces should include separate breakdowns of overtime hours worked, and total overtime spend for constables and sergeants.</p>	<p>No objection unless it proves bureaucratic.</p>

<p>Recommendation 112 - A national on-call allowance for the Federated ranks should be introduced from April 2013. The amount of the allowance should be £15 for each daily occasion of on-call after the officer in question has undertaken 12 on-call sessions in the year beginning on 1 April.</p>	<p>This payment is very low when considered against the disruption to home/family life that such duties incur. There can be no justification for the 12 session qualifying period. Officers who volunteer to place themselves on-call save the service money and time and deserve to have this disruption to their home life compensated.</p>
<p>Recommendation 117 - Once the police pay review body has been established, police pensions should be handled by the Police Advisory Boards of England and Wales, Scotland and Northern Ireland.</p>	<p>This may be an appropriate course of action but more information is needed.</p>