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Issue 20



## Annual pay review: We recommend a 3.4% increase and chiefs' pay plans come under fire

In our annual Police Remuneration Review Body (PRRB) submission [we are insisting that an uplift of 3.4% is considered for all officers](#), in line with inflation. Additionally, the 1% element of last year's uplift that was unconsolidated should now be consolidated and should not affect this year's uplift. Your General Secretary Andy Fittes said: "The Home Secretary must act on the independent advice of the PRRB: doing otherwise last year has undermined the credibility of the process, and the mechanisms that this government introduced."

The joint submission with the Police Superintendents' Association also criticises a lack of transparency in the remit letter process and the inaccurate assumptions contained within the remit letter itself - which we believe [implies that the NPCC's plans for pay reform are further progressed than we](#)

[understand them to be.](#) "We find it difficult to comment on how the uplift would support NPCC plans, given the lack of any written proposals for pay restructuring," continued Mr Fittes. "But you must not be penalised for the NPCC's lack of progress."

## National chair's blog: "I am exasperated with the pay review process"

[Calum Macleod writes:](#) 'This is the fourth year that we have submitted evidence to the PRRB, and that is exactly what ours is - strong, well-researched evidence. This is not finger-in-the-wind guess work. Ironically, for the leaders of a profession that concentrates on evidence, evidence is the one thing lacking to support much of the NPCC's aspirations. Our written evidence makes clear this failing, as well as the failure of the NPCC to address the issue of pay progression, as directed by the PRRB.'

'Last year the PRRB was brave and, despite the shackles set by government, put its neck on the line recommending an overall pay uplift that was more than the 1% public sector pay cap. This year, we ask that they be brave again. And then government must stop patting us on the back with one hand, while picking our pockets with the other. They must honour the PRRB process and implement their recommendation in full - and give us the additional 1% consolidated pay they owe us from last year, too.'



### [Find out what's in the latest issue of POLICE magazine](#)

Public confidence in policing increases; Reps@Work elections special; Roads Policing Conference coverage; New regulations on retirement and resignation take effect; Counter-terrorism funding is crucial says Home Sec; Survey finds public rarely see uniformed cops on the beat; Government-led roundtable focuses on police wellbeing; and The Pithy PC - a new POLICE columnist.



### **Blog: 'Stand to be a Fed rep now and have your voice heard'**

Your General Secretary Andy Fittes writes: ['Your motivation may be to make a difference to the working lives of your colleagues, or it may be that you want to effect change to the Federation itself](#) - I hope you put yourself forward to make the changes you want to see.' Find out more at [polfed.org/elections](http://polfed.org/elections) - nominations close for the Met on 10 February and for all other forces on 17 February.



### **Appeals ruling for firefighters' and judges' pensions case**

The [Employment Appeals Tribunal rulings are available here](#). Andy Fittes, your General Secretary, said: "These are complex rulings and we need to examine the details to see whether there are any implications for our members. We will not be seeking legal advice at this stage." Got questions about the 2015 CARE Scheme? Lots of information is [available on our website](#), along with [new FAQs](#).



### 'More resources would mean more lives saved on our roads'

[This was the message from our 12th annual Roads Policing Conference last week.](#) With roads police officer numbers slashed by 1/3 over the past five years, delegates discussed opportunities for a new approach. Our roads policing lead Jayne Willetts said: "Unfortunately the message is simply not getting through to the government." Read all the [news from the event here.](#)



### Spin on crime stats is 'smoke and mirrors'

Warnings that [falling officer numbers and funding cuts are having a direct influence on crime numbers](#) have been made evident with the release of the latest crime figures. The report released by the Office for National Statistics showed a decrease of 10% from 2016; however police recorded crime showed an increase of 14%. The report also showed a rise in knife (up 21%) and gun crime (up 20%).



### Chiefs to personally back their assaulted officers

Plans for [Chiefs to personally issue 'impact statements' for every prosecution concerning the assault of an officer or member of the police staff](#) have been welcomed. The moves come in line with calls for better protection for officers as part of our Protect the Protectors campaign, which is tackling the issue of assaults on emergency service workers through proposed changes to legislation.

### Are you retiring or leaving the service in the next three months? This is your last chance to have your say...

It's essential that we capture the experiences of those of you who are leaving the service soon, whatever your circumstances, so that lessons can be learned and issues can be addressed. The findings from this long-term study are crucial for building a strong evidence base for change to benefit those still in the service and those yet to join. Thank you in advance for your feedback.

[TAKE THE SURVEY NOW](#)

### Can't open the links?

We are aware that some force email clients block the hyperlinks in this newsletter. If you are having problems accessing any of the links above, please try copying the full address below and pasting it into your browser:

We recommend a pay uplift of 3.4% for members -

<http://www.polfed.org/documents/PRRB%20submission%20on%20behalf%20of%20the%20PFEW%20and%20PSA%205th%20Feb%202018%20v1.0.pdf>

Chiefs come under fire over pay plans - <http://www.polfed.org/newsroom/5356.aspx>

National Chair's blog: "I am exasperated with the pay review process" - <http://www.polfed.org/newsroom/Blogs.aspx>  
Read the latest POLICE magazine - <http://www.polfed.org/mag/default.aspx>  
Blog: 'Stand to be a Fed rep now and have your voice heard' - <http://www.polfed.org/newsroom/Blogs.aspx?item=140>  
Stand for election - <http://www.polfed.org/aboutus/3731.aspx>  
Pensions rulings for firefighters and judges - <http://www.polfed.org/fedatwork/3926.aspx>  
Find out more about police pension schemes - <http://www.polfed.org/fedatwork/Pensions.aspx>  
New pension FAQs - <http://www.polfed.org/fedatwork/PensionsFAQ.aspx>  
'New resources would mean more lives saved on our roads' - <http://www.polfed.org/newsroom/5332.aspx>  
Roads Policing Conference events page - [http://www.polfed.org/events/roads\\_policing\\_conference.aspx](http://www.polfed.org/events/roads_policing_conference.aspx)  
Spin on crime stats is 'smoke and mirrors' - <http://www.polfed.org/newsroom/5299.aspx>  
Chiefs to back assaulted officers - <http://www.polfed.org/newsroom/5272.aspx>  
Take the leavers' survey now - <https://www.surveymonkey.co.uk/r/pfewleaverssurveynmdb>

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