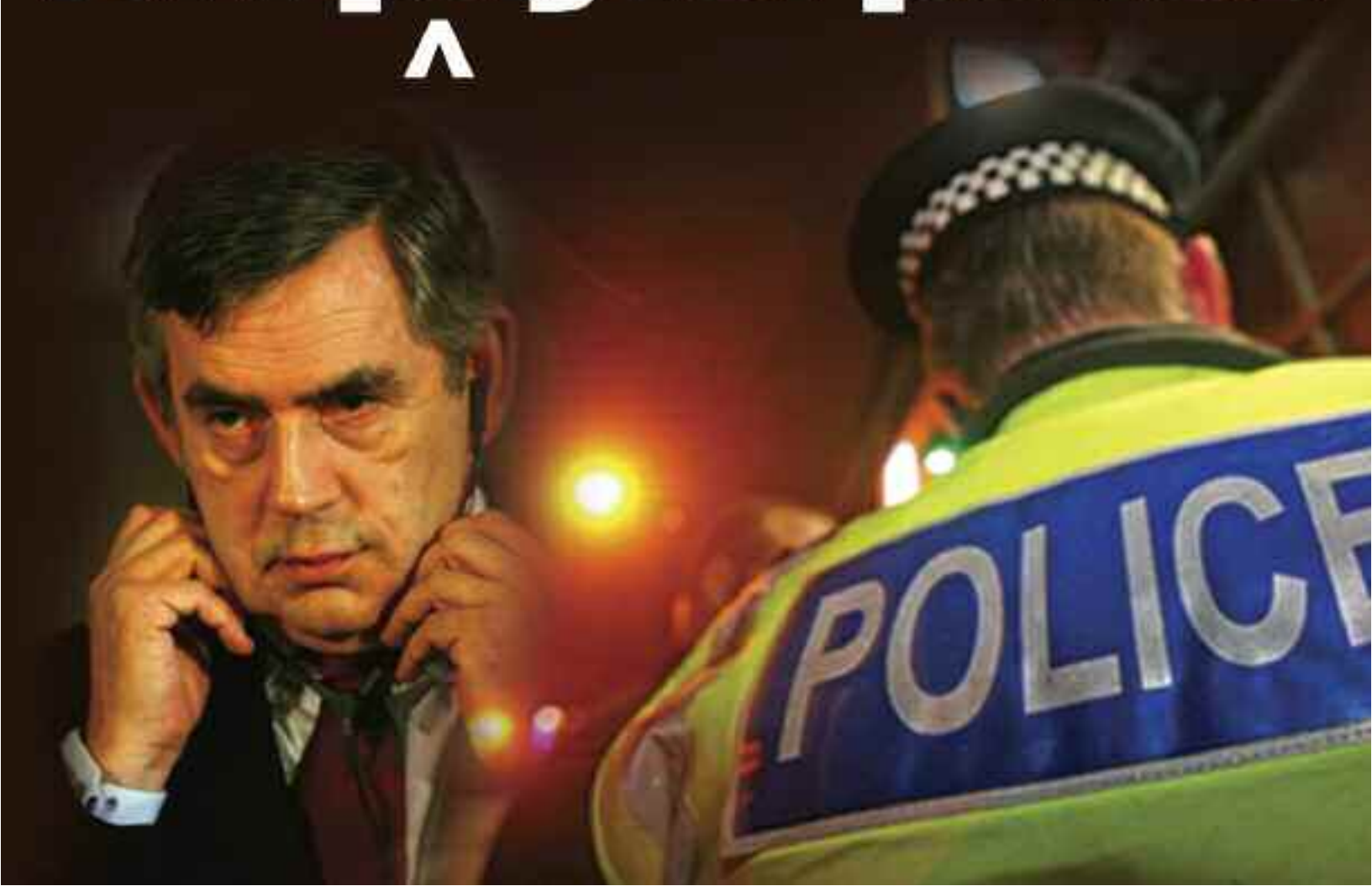




Day of action

23.01.08

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Fair pay for police
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Day of action

Objectives of the day

1. Police officers need fair, transparent and equitable pay arrangements
2. In the absence of full industrial rights, arbitration must be binding on all parties and honoured by all
3. The Home Secretary must honour the independent Police Arbitration Tribunal decision in full.

We appreciate that for many of you the march, rally and lobby is the focal point of your anger and frustration after the Government has failed to honour the independent arbiters' decision in full and increase police officer pay by 2.5% from 1st September, 2007. Whilst fighting for a fair pay deal for 2007 it is important we look to the future and ensure we safeguard police pay in the years to come too.

The Police Federation of England and Wales is very grateful to you for giving up your free time to take part in today's march, rally and lobby. That action alone demonstrates to the media, politicians and public the strength of feeling amongst police officers who have been betrayed by this government.

The following information is intended as background information for you should you engage with any public, politicians or media on the day. There is also useful local information, including a map of the march area and where the rally is taking place. Please remember there will be many press and public watching our demonstration. To date we have retained public and political support as we have continued to behave honourably throughout this dispute. Please do not let one person's actions ruin this.

Our Day of action must be:

- **Dignified**
- **Controlled**
- **Balanced**

Background information

The original pay deal

Since the late 1970s after an Inquiry by Lord Edmund-Davies, police pay has been increased annually on 1st September by an index that, amongst other things, seeks to ensure that in the absence of the right to take industrial action, officers' pay does not fall behind other groups of workers. Whilst the index has changed over the years it has provided overall fair, not excessive, pay rises.

What was the pay offer for 2007/08?

In July last year, the Official Side of the Police Negotiating Board (PNB) offered 2.325% payable from 1st September 2007. This was a majority offer by the Official Side, with the Home Office indicating they would stage the payment. The Staff Side (representing all police officers) of PNB rejected this offer, and using an amended, fairer and more transparent, index of private and public sector worker salaries, put forward a counter claim of 3.94%.

Why put forward an alternative pay claim?

The alternative claim of 3.94% tabled by the Staff Side of PNB includes an element of compensation for the move from a private sector index

to a public sector index at the most disadvantageous time, i.e. when public sector average increases are falling and private sector increases are rising. Previously the index used was the median of private sector pay, which in 2007 would have produced a 3.39% increase. Staff Side sought to adopt a weighted average rather than the median, reflecting more fairly the number of workers covered by the awards included.

Why must we fight for a fair pay deal?

- Police regularly face danger in the course of their duties
- In certain circumstances they are expected to put themselves at risk in order to protect members of the public and property
- Police officers are required to present themselves for duty when ordered to do so, they cannot refuse
- They have restrictions placed on their private lives and business interests, as do members of their family
- They are prevented by law from being members of a trade union
- They are prevented by law from taking part in any form of industrial action
- Police officers exercise a substantial number of statutory and common law powers including the power of forcible arrest on suspicion
- They are accountable for actions, or inactions, both on and off duty
- They are expected to deal with incidents even when off duty
- Whilst aspects of the police role can be compared with other jobs, the demands and requirements of the office of constable cannot be compared with any other occupation.

Why is the principle of indexation so important for police officers' pay?

- In the absence of the right to strike it compensates for the lack of bargaining strength
- It has delivered nearly 30 years of harmonious industrial relations
- Since 1994 it has been based on a representative sample of non-manual private sector pay settlements
- The private-sector index is transparent and considered fair
- It has provided fair, not excessive, annual pay increases
- It is trusted by police officers to be fair
- It enables police officers to undertake their duties with confidence of fair treatment

Current climate

How has this dispute come about?

Last year there was a failure to agree on the proposed award of 2.325% at an extraordinary meeting of the Police Negotiating Board and the matter was referred to conciliation, where both sides of the PNB again failed to reach agreement and the matter was then referred to arbitration. At the independent Police Arbitration Tribunal, the panel recommended a figure of 2.5% from September 1st. Arbitration is binding on both sides, the Home Secretary is required to ratify the award for it to be implemented in law.

What is the problem?

This is the first occasion the Home Secretary has failed to ratify a police pay arbitration award. The Home Secretary can choose to ratify the award or impose an alternative pay award if she can demonstrate that it is a matter of utmost national importance. The argument given for not ratifying the arbiters' decision was the need to keep inflation down and to keep police pay in line with a 2% public sector pay policy.

There are at least five flaws/anomalies to this argument;

- Failure to recognise unique restrictions placed on police
- Delivers lower than apparent public pay policy (1.9% not 2%)
- Waste of taxpayers money undertaking superfluous negotiations with decision already made
- Decision makes police officers, the group with less bargaining rights than others, the worst affected group of workers
- Lastly, and most grating is the decision to honour in full and back date the pay for Scottish Police, and that Police Staff, including PCSOs, have been awarded 2.5%.

Have we been willing to compromise?

Yes. The Police Federation never wanted this situation to arise. We understand that in any negotiation there needs to be some give and take. During these negotiations we agreed to adopt a public sector facing index for this pay award. We have abided by the rules of arbitration and believe the Home Secretary must do the same. We remain willing to discuss ways of reaching agreement and we have written to both the Prime Minister and Home Secretary offering to meet to resolve this dispute.

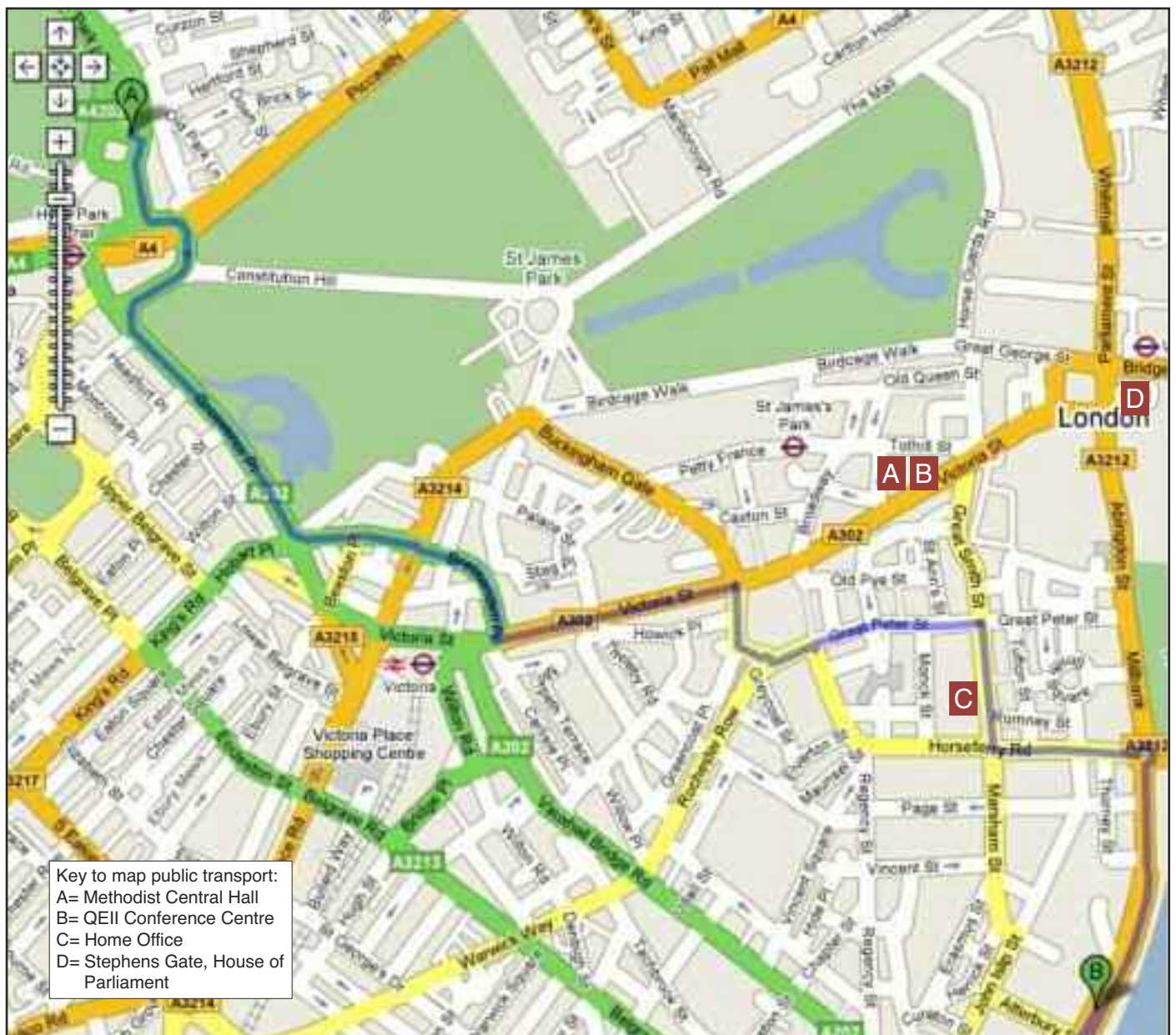
Why is the Police Federation voting on whether officers want the right to strike?

It is illegal for police officers to take any form of industrial action. For nearly a century that is what has set officers apart from all other workers in the public sector. Many officers have said if the government wish to treat us like all other workers, then perhaps we should have the same employment rights. It was therefore decided that the Police Federation will hold a ballot of the 140,000 members to ask the question – 'In the absence of binding arbitration, do you want the Police Federation to lobby for full industrial rights for police officers?'. It is intended that the ballot will take place at the end of February.

On the day

The March

We will assemble between 10 and 11 am on Park Lane, at the junction with Achilles Way. The march will commence at approximately 11.30am. The route for the march is as follows: Move off - Hyde Park Corner - Grosvenor Place - Lower



Grosvenor Place - Bressenden Place - Victoria Street - Artillery Row - Great Peter Street. - Marsham Street - Horseferry Road - Millbank with dispersal outside the Tate Gallery.

We estimate the route will take one hour to complete; it will take approximately two hours for the last of the anticipated 15,000 marchers to reach the finishing point in Millbank.

At the conclusion of the march, those people with tickets for the Rally at Central Hall, Westminster or the QEII Conference Centre should make their way on the footpath along the Embankment to the venues. Others are free to join the lobby queue and will be directed again to walk along the pavement to St Stephen's Entrance (see lobbying guide below).

Petition

It is planned that petitions will be handed in at the Home Office in Marsham Street by one representative from every force in England and Wales. Those travelling to London with branch boards will be encouraged to sign the petition. There will also be a small party who will present a petition to the Prime Minister at Downing Street at the conclusion of the march. This will be a copy of the petition currently on the Downing Street website.

Rally/Meeting

The main rally will be held in Central Hall, Westminster, commencing at 2.30pm. It will last approximately 1 hour. This will be relayed into other rooms in Central Hall and across at the QEII Conference Centre next door. Both venues will collectively accommodate 3,500 people. There will be speeches from police service representatives and politicians.

Branch Boards have been allocated tickets to the venues on a pro-rata basis, based on conference delegate numbers. Branch Boards will be able to allocate their tickets as they wish. Entry to the Rally will be by ticket accompanied by warrant card only.

Crèche

A crèche is available for those wishing to use the facilities. If possible please email fedrally2008@polfed.org to let us know if you wish to take advantage of this.

National Police Memorial

Whilst the march is not able to go past the Memorial in Pall Mall, as a mark of respect to our fallen colleagues, a selected group of officers will attend the memorial at the conclusion of the march to lay wreaths.

Policing and Stewards

The event will be policed by the Metropolitan Police Public Order Team who are responsible for public safety and public order. Approximately 100 Metropolitan Federation stewards will assist the police to marshal the rally in accordance with the agreed route and plan. They will be ably assisted by stewards from Federation branch boards. The Metropolitan stewards will be briefed at Central Hall at 8.30am where tea and coffee will be provided.

How to lobby

To find your local MP go to www.theyworkforyou.com and tap in your postcode.

After the march you are at liberty to make your way to St Stephen's Entrance which is by Westminster Abbey. Here you may

face some queuing due to the high volume of those we hope will choose to lobby their MP on this issue. When you get through security you will be shown into the Lobby Hall Reception where you will be given a green lobby card to fill in. If your MP is available they will be contacted; if not the card will be placed in their pigeon hole.

It is worth contacting your local MP prior to Wednesday to ask him/her if they will be available to meet with you and your regional representatives. This meet/contact provides an opportunity to highlight the key campaign messages that:

- Police officers want a fair and equitable pay arrangement
- That in the absence of full industrial rights, arbitration must be binding on all parties and honoured by all
- The Home Secretary must honour the PAT decision and backdate police pay to September 2007.

This meet with MPs provides the perfect opportunity to check if they have supported the campaign – and to thank them if they have (you can ascertain this by asking if they have signed any of the tabled Early Day Motions on police pay or if they are raising the issue with the Home Secretary). For those who have not yet supported, this could be an opportunity to ask whether there are any questions they may have, or any information they may want which may help them to get on board.

Toilets

We recommend that you use the toilet before gathering, as whilst there are some toilets along the route it is likely there will be queues. Toilets are located at Hyde Park Corner, Marble Arch, Embankment Tube (disabled facility available) Bressenden Place and Pimlico Road.

Refreshments

Unfortunately we are unable to provide you all with refreshments but there are plenty of shops, cafes and restaurants in the area or you may wish to bring your own.

Clothing

We cannot predict the weather. Therefore wear suitable and comfortable clothes and footwear.

Other demonstrations

Our march has received a lot of media attention. It is therefore possible that small groups with any grievance against the police may seek to stage counter demonstrations. The Metropolitan Police are monitoring this, and if need be, will deal with any impromptu protests. We would ask that you do not react to any taunts, do not get involved and allow our Metropolitan colleagues to police as they see appropriate. We do not want other peoples' protests to become the story of the day.

Remember

We have the moral high ground. We will continue to conduct ourselves with dignity and pride. This is our chance to demonstrate to the government, politicians, public and media that, despite our anger at this betrayal, we are professional police officers who are protesting in a dignified manner, as this is the only course of action we can take.