

CIVIL NUCLEAR POLICE FEDERATION



Established by act of Parliament

Borrowdale Court
Summergrove Hall
Whitehaven
Cumbria
CA28 8XZ

Telephone +44(0)1946 815239
Facsimile +44(0)1946 816124

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Colleagues

PART 2 – Winsor Report – Timing

Part 2 of the pay review has been extended to January 2012.

The terms of reference for the review required Tom Winsor to report to the Home Secretary in two stages. The first report concerns reforms which, if accepted, could be implemented for the short-term; the second report is about reforms of a longer-term nature. Those terms of reference required the Part 2 report by the end of June 2011.

The Part 1 report, which was published on 8 March 2011, has understandably taken up an appreciable amount of time and attention of all interested parties, particularly those directly involved in considering the Part 1 recommendations through the relevant negotiating mechanism. Tom Winsor does not wish Part 2 to distract from this important work. It is the opinion of a considerable proportion of the people who are interested in Part 2 that the scope of issues to be considered are too complex and potentially critical for the future of the police service for it to be rushed in the short time between the publication of Part 1 and the end of June 2011. Part 1 was necessarily constrained by the need to recommend changes which, if accepted, could be brought into effect in time for the beginning of the new pay year in September 2011. That timetable meant that it was necessary for the review to defer to Part 2, some of the more complex and difficult subjects in the terms of reference.

All correspondence to General Secretary

For these reasons, Tom Winsor asked the Home Secretary for an extension of Part 2 to 31 January 2012. She has agreed to this. This additional time enables the review to include three months for consultation, to enable consultees to provide fully developed, considered and detailed submissions. Tom Winsor is in the process of finalising an expanded call for evidence document. This will be sent out shortly. It is envisaged that Part 2 will consider and address some of the fundamental issues that have been facing policing for some time, including:

the basic pay of police officers, including the quantification of the 'x-factor';

- Whether individual contribution or performance should affect pay;
- Whether skills or roles should affect pay;
- Police officer entry routes, including considering direct- and multi-entry routes;
- The length of the officer career, including a consideration of the idea of short-, medium- and long-term commissions;
- The negotiating mechanisms themselves;
- The phased introduction of some or all of the recommended reforms.

These are issues which, if subject to accepted recommendations, have the potential to have a material influence on the performance, management and culture of the police service for a long time. It is essential that there is the time to do them justice, and that includes partners having the time to provide fully developed evidence, and then to discuss it with the review and others.

The consultation document will be circulated shortly. It is likely to ask partners for submissions in August 2011. Tom Winsor also intends to hold a number of seminars of the kind the review conducted in Part 1. There will also be a further online consultation process for officers, staff and the public. Details of the seminars and the online consultation will also be announced shortly.

You will be aware that our sponsoring department DECC have made a decision to pause progression on the "Futures programme" in relation to terms and conditions of employment for CNC federated ranks. Given the current political and economic climate, the CNPF, welcomes this decision, as its relevance or otherwise can be ascertained post the deliberations and

outcome of the Winsor report and Governments final decision on how they intend to move forward in relation to terms and conditions of service for the Police Service. To date CNC terms and conditions flow directly from the PNB, and following the CNPF survey of its membership on this matter in January, it was is clear from the results of that survey that our membership wished for the status quo to remain.

Both I and Peter Storey met with the Rt Hon Baroness Angela Smith, labour party shadow Energy spokesperson in the House of Lords yesterday. This being part of a continuous series of meetings we have with all political parties on issues that affect our membership. She was clearly well briefed and had recently held discussions with the Minister - Lord Marland relating to our role and how the present Government wanted to develop the CNC for the future. We set out our concerns and aspirations, and how we seek to move forward with an agenda that is for the benefit of our membership and the Constabulary.

During the forthcoming weeks and months it is vitally important that we demonstrate to DECC and other interested government departments that the unique and specialist role we undertake in ALL functions as Police officers within the federated ranks of the CNC, are up to the challenge, especially during this period of scrutiny and evaluation of all police roles within the context of the Police service.

Kind regards,

Nigel Dennis
General Secretary
Civil Nuclear Police Federation