

DAY OF ACTION 23.01.08

FAIR P(L)AY FOR POLICE

18 January 2008

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On Wednesday 23 January 2008 around 15,000 police officers from all parts of the UK will take part in a day of action in London. Arrangements have been made by the Police Federation of England and Wales for a march between Hyde Park Corner and Millbank. In addition, a Rally will be held in Westminster and thousands of police officers will lobby their MPs.

Over 100 police officers from Scotland are expected to travel to London. While police pay decisions for Scotland are ultimately taken by Scottish Ministers, these recent pay negotiations have been driven by the UK Government which has taken some dishonourable and oppressive decisions on police pay.

Scottish officers fully support their colleagues from England and Wales and Northern Ireland in their efforts to have the 2007 pay award paid in full. In addition, they reject the UK Government's decision in favour of a pay review body and a public sector based index for future pay determination.



SPF RESPONSE TO HOME SECRETARY'S APPROACH TO POLICE OFFICER PAY AWARD FOR 2008 AND BEYOND.

We do not accept her decision on police pay for 2007.

We do not accept her intention to replace the PNB with a pay review body.

We do not accept her desire for a multi-year pay deal.

We do not accept that the index recommended by the Police Arbitration Tribunal is appropriate for future pay settlements.

We do not accept her 'belief' that future settlements could (sic) be implemented in full.

We demand a negotiating mechanism which compensates for our employment conditions, which is fair and is seen by our members to be fair.

We demand a fair pay uprating index.

We demand continued unfettered access to independent arbitration.

We demand that agreements of the negotiating body and arbitration awards be binding on Government.

We demand resolution of the 2007 pay award for England and Wales and Northern Ireland.

TIMETABLE – Why we are where we are.

October 2005 - Official Side (OS) paper proposing pay system to reward skills and performance from September 2006.

April 2006 - While negotiations ongoing OS promise that non-manual private sector index would be maintained until alternative was agreed

July 2006 - Staff Side (SS) lay claim for non-manual private sector index (3%). OS refuse to agree despite promise

August 2006 - OS offer 2.2%. SS reject.

November 2006 - Police Arbitration Tribunal (ACAS) awards SS 3%

November 2006 - Home departments ratify award and announce 'independent' review of pay uprating and negotiating machinery

February 2007 - 'Independent' enquiry recommends shift from non-manual private sector index and across the board pay increases to a new public sector index with differential application ie not all officers would receive the same increases. SS condemn inquiry as 'rigged', 'unfair' and totally blind to special employment conditions of the police.

July 2007 - SS claim 3.94% based on a new combined private/public sector index. OS offer 2.325% based on 'independent' enquiries new public sector index.

August 2007 – Conciliation – 2 **November 2007** - Arbitration

23 November 2007 - Federations urge their respective Ministers to ratify award when published.

29 November 2007 - Arbitration Award - **To increase the pay of all ranks of police officers covered by the three Standing Committees of the PNB by 2.5% with effect from, 1 September 2007.**

6 December 2008 – Kenny MacAskill ratifies PAT Award in full for Scotland.

6 December 2008 – Home Secretary restricts award to 1.9% for E&W and accepts Sir Clive Booth proposal for pay review body for police and revised pay index as per PAT.

CONTACT DETAILS OF YOUR MP CAN BE FOUND AT:

<http://www.parliament.uk/directories/hciolists/alcem.cfm>