



# **Police and Justice Conference 2018**

## **Preliminary Agenda**

**Venue: Bournemouth International Centre, Exeter Road,  
Bournemouth, BH2 5BH  
11 – 12 October 2018**

# **2018 Police & Justice Service Group Conference**

## **UNISON PRELIMINARY AGENDA**

---

### **Organising and Recruitment**

---

1. Recruiting and representing disabled members in the Police and Justice Service Group - *National Disabled Members' Committee*
  2. Bargaining for good Mental Health policies in Police and Justice workplaces – *National Disabled Members' Committee*
  3. Members delivering services for private contractors within policing – *Leicestershire Police*
- 

### **Negotiating and Bargaining**

---

4. The Need for Pay Reform in Police and Probation – *Police and Justice Service Group Executive*
  5. Police Staff Council Pay and Reward Review Part 2 – *Police Staff Council – England and Wales*
  6. Pay Negotiations – *Northern Region*
  7. Police Staff Pay Negotiations – *Leicestershire Police*
  8. Achieving pay equality for women in the police service – *National Women's Committee*
  9. The Unrepresented – *Leicestershire Police*
  10. Suspension is not a Neutral Act – *Merseyside Police*
  11. Barred Advisory List – *South East Region*
  12. Barred and Advisory List – *Hampshire and Isle of Wight Police and Justice*
  13. Raising the profile of equalities in the police service – *Leicestershire Police*
  14. Formalising the link between UNISON and the LGBT police network – *National Lesbian, Gay, Bisexual and Transgender Committee*
  15. Young Members in the Police Service – *Leicestershire Police*
- 

### **Campaigning**

---

16. The Future for Probation after Transforming Rehabilitation – *Police and Justice Service Group Executive*
  17. Failure of the Transforming Rehabilitation (TR) Reforms – *National Probation Sector Committee*
  18. The privatisation experiment has failed....now what? – *Eastern Region Probation*
  19. Police Resources, the cuts and the impact on staff – *Leicestershire Police*
- 

### **Efficient and Effective Union**

---

20. Feeling vulnerable – *Yorkshire and Humberside Region, Sheffield Metropolitan*

# **2018 Police & Justice Service Group Conference**

## **UNISON PRELIMINARY AGENDA**

**Bournemouth International Centre**

**11 - 12 Oct 2018**

---

### **Organising and Recruitment**

---

#### **1. Recruiting and representing disabled members in the Police and Justice Service Group**

Conference notes that recruiting new members is a priority for UNISON. Increasing our density in the Police and Justice Service Group will increase our bargaining power with management and help us get the best deal for our members at the negotiating table.

Challenges in the Police and Justice Service Group, such as threats of redundancy, collaboration and regional working, often involving travelling significant distances, and TUPE transfers to private organisations, repeatedly hit disabled workers hardest. We need to let these members know that there is a union who understands the issues they face as disabled workers and is willing to stand up for them.

In some cases disabled members' first experience of UNISON is through their regional self organised group (SOG) which can act as a safe space to discuss workplace experiences of discrimination. It is important that workers in the Police and Justice Service Group are aware of our SOGs and that, in turn, SOGs can support them to become active in the branch.

Conference notes the UNISON recruitment leaflets "Fighting for Fairness and Equality" (which covers all SOGs and retired and young members) and "Disabled and Worried about the Future?", both of which are available for branches to order on the UNISON website.

Police and Justice branches can further support disabled members by electing a branch disabled members officer and by supporting the establishment of a branch disabled members self organised group.

It is also important that our stewards are fully aware of the legal framework and bargaining tools available so that they can better represent disabled members.

Conference notes that the following resources are available to download and print from the UNISON website:

- 1) Reasonable adjustments for disabled workers;
- 2) Disability leave question and answer factsheet;
- 3) Access to Work factsheet;
- 4) Tackling hate crime and hate incidents: a workplace issue.

Conference therefore calls on the Police and Justice Service Group Executive to:

## **2018 Police & Justice Service Group Conference**

### **UNISON PRELIMINARY AGENDA**

- a) Encourage Police and Justice branches and their regions to include specific recruitment materials aimed at disabled members on recruitment stalls and at local and regional events;
- b) Promote our Disabled Members SOG, its regional groups and national events and actively work with branches to engage disabled members in their workplaces and to encourage the election of branch disabled members officers and the establishment of branch disabled members SOGs;
- c) Raise awareness of the bargaining resources available to support representing and negotiating for disabled members working in Police and Justice.

#### ***National Disabled Members' Committee***

---

### **2. Bargaining for good Mental Health policies in Police and Justice workplaces**

Conference notes that our workplaces are changing, with members in Police and Justice facing increased workloads as targets are raised year on year and working conditions often deteriorating when services are privatised.

These pressures have made the importance of ensuring good mental health in our workplaces clear.

At least one in four of us will experience mental ill-health problems at some time in our lives and at any one time one in six workers is experiencing a mental health problem. Although mental health problems aren't always caused by work, unrealistic targets, poor management, bullying and discrimination can exacerbate them.

The cost to UK employers in mental health related sickness absence, lost productivity and staff turnover is estimated at £26 billion. However the cost to our members is incalculable.

Conference notes UNISON's recent branch guidance "Bargaining on Mental Health Policies" which includes a range of steps Police and Justice branches can take to raise the issue of mental health with their employer.

The guide outlines the legal protections for members, such as the right to reasonable adjustments for disabled people, including those experiencing mental health problems. It recommends working with employers to comprehensively review the organisation's policies to promote mental wellbeing and support staff with mental health problems.

A number of case studies are provided to demonstrate how taking mental health seriously can have benefits for both members and the employer, with increased productivity and a rise in job satisfaction. The "Time to Change" programme at Leicestershire, Kent and Hampshire police forces is also highlighted.

However, there is still more to do to and Conference therefore calls on the Service Group Executive to:

## **2018 Police & Justice Service Group Conference**

### **UNISON PRELIMINARY AGENDA**

- 1) Publicise UNISON's "Bargaining on Mental Health Policies" guidance to Police and Justice branches, including encouraging branches to lobby employers to make a public commitment to mental health wellbeing in the workplace;
- 2) Seek and disseminate examples of best practice in Police and Justice branches;
- 3) Use this work as a recruitment tool to engage new members, including disabled members, in UNISON.

#### ***National Disabled Members' Committee***

---

### **3. Members delivering services for private contractors within policing**

A number of our members have been transferred to the private sector as part of TUPE transfers. These members are feeling as though they no longer fit into the wider organisation of the service group. It is essential that branches continue to offer the support necessary and to maintain a profile with the new employers.

One way of sharing information, innovation and good practice is for branches to send delegates to the private contractor seminar/conference. In complying with the need for these members to be engaged and to have a voice, conference calls upon the SGE to make details available of the conference/seminar through its normal means of communication to branches, encouraging attendance and participation.

#### ***Leicestershire Police***

---

### **Negotiating and Bargaining**

---

### **4. The Need for Pay Reform in Police and Probation**

Conference notes that work has begun in both the police and probation sectors to examine the case for pay reform. Conference welcomes this work, because many police force pay and grading systems, and the sector wide pay and grading system for both the National Probation Service and the 21 Community Rehabilitation Companies, have not been the subject of review for many years and this is now long overdue.

Conference recognises that good pay equality practice requires all pay and grading systems to be regularly reviewed to ensure that they remain free of discrimination, or bias, of any description.

Conference welcomes the work that has started on Part 2 of the Police Staff Council Pay and Reward Review which is taking place in England and Wales. Part 2 of the Review will look at how police staff basic pay is determined and administered by forces and whether such arrangements remain fit for purpose including looking at job evaluation schemes and grading schemes. The review will also examine the relationship between police staff pay and the wider workforce transformation programme being led by the College of Policing and National Police Chiefs Council. Conference expects Part 2 of the Police Staff Council Pay and Reward Review to be comprehensive and potentially far reaching in the work it undertakes.

By comparison with the police service, Conference is concerned at the lack of progress on pay reform in either the National Probation Service, or the 21 Community Rehabilitation Companies. Conference notes that the National

## **2018 Police & Justice Service Group Conference**

### **UNISON PRELIMINARY AGENDA**

Negotiating Council (NNC) pay and grading system was created in 2006 and has not been subject to any review by the employers since that date, despite the NNC agreeing in 2010 to undertake such a review. Conference recognises that the disastrous Transforming Rehabilitation reforms have disrupted any attempts since to undertake pay reform, including the termination of pay reform talks in the National Probation Service in 2017, due to financial mismanagement at the Ministry of Justice. For their part, the Community Rehabilitation Companies have refused, or been unable, to undertake pay reform because they are waiting for a lead from the National Probation Service and on account of the financial viability of their contracts now having collapsed.

Conference therefore calls on the Service Group Executive to:

- 1) Support all Police and Justice Service Group Sector Committees to seek to ensure that negotiations on pay reform take place in a timely and constructive way with full consultation with branches and members;
- 2) Call on the government, and all employers covered by the Police and Justice Sectors, to seek to fully fund any pay reform outcomes which are agreed via collective bargaining.

#### ***Police and Justice Service Group Executive***

---

### **5. Police Staff Council Pay and Reward Review Part 2**

Conference welcomes the start of work on the Police Staff Council Pay and Reward Review Part 2.

Conference notes that:

- 1) The terms of reference for Part 2 of the Review cover how police staff basic pay is determined and administered by forces, the relationship between police staff pay and workforce reform in the widest sense and an equality impact assessment of any proposed changes to come out of the review;
- 2) Police forces have now been surveyed to gather comprehensive pay and grading data to inform Part 2 of the Review;
- 3) The Police Reform Board has charged the Service to develop proposals for a new pay and reward framework;
- 4) The National Police Chiefs Council (NPCC) 'Vision 2025' seeks the '....right reward and recognition outcomes for police officers and staff...';
- 5) The College of Policing Workforce Transformation Programme covers a range of initiatives each of which will impact on the pay and conditions of police staff pay going forward, including: apprenticeships, advanced practitioners, new entry routes in to policing, a Licence to Practice and the Police Education and Qualification Framework (PEQF);
- 6) The Home Office, NPCC and College of Policing are developing a new pay and reward framework for police officers.

## **2018 Police & Justice Service Group Conference UNISON PRELIMINARY AGENDA**

Conference recognises that this is a complex employee relations environment and one in which UNISON will need to be vigilant in order to protect the interests of our police staff members in England and Wales.

Conference therefore calls upon the Service Group Executive to:

- a) Keep branches and members fully informed as Part 2 of the Review unfolds;
- b) Seek to ensure that any proposed changes to the terms of reference for the review are the subject of consultation with branches and members;
- c) Seek to ensure that police staff are not bypassed, or overlooked, in the workforce transformation process;
- d) Seek to ensure that, in recognition of the fact that police staff make up 40% of the police workforce, any new funding for police pay reform is distributed fairly across the entire workforce.

### ***Police Staff Council - England and Wales***

---

#### **6. Pay Negotiations**

Conference recognises that the police staff pay negotiations should be approached in a different way following the extended 2017 negotiations and subsequent disappointed settlement.

Conference acknowledges this was negatively influenced by the police officers Pay Review Body award and in addition, due to the timing of the consultation process, members saw UNISON colleagues in other public sectors achieve better outcomes.

Conference therefore requests that SGE conducts a review with branches on moving the anniversary date back to April. Moving to this date would break the link to the police officers PRB, enable police branches to take part in more effective and inclusive national public sector pay campaigns and potentially improve the police staff negotiators bargaining position.

### ***Northern Region***

---

#### **7. Police Staff Pay Negotiations**

Police Staff in England and Wales were frustrated by the amount of time the 2017 pay negotiations took to be resolved. The very small gains that were known in January 2018 were consulted upon in February 2018. These small concessions were largely lost due to the amount of time it took to consult with our committees, members and fellow unions.

This overly bureaucratic and seemingly unnecessary drawn out consultation, has greatly angered our members and been the source of great frustration.

This Conference instructs the Service Group Executive to review the consultation and negotiation process for the 2017 pay award and in doing so seek to:

## **2018 Police & Justice Service Group Conference**

### **UNISON PRELIMINARY AGENDA**

- 1) Introduce where possible, a system that embraces the use of electronic communication for the purpose of consultation in a timely fashion with the Police Staff Sector committee, negating the need for face to face meetings;
- 2) Agree a defined timetable with Unite and GMB that is timely and reasonable for the purpose of maintaining a unified consultation ballot and system of reporting outcomes expeditiously.

***Leicestershire Police***

---

#### **8. Achieving pay equality for women in the police service**

Conference welcomes the start of Part 2 of the Police Staff Council (PSC) Pay and Reward Review Part 2 which will look at how police staff basic pay is determined by forces in England and Wales and whether such arrangements remain fit for purpose. The review will look at job evaluation and pay and grading systems in forces.

Conference also welcomes the recent survey of police forces in England and Wales to gather the necessary pay data to inform the Review, and in particular to help the Review examine the relative pay position of male and female police staff, of full and part time workers, black police staff and police staff who are disabled.

Conference recognises that equal pay considerations will lie at the heart of Part 2 of the PSC Pay and Reward Review. Conference is aware that some police forces in England and Wales have not carried out a full job evaluation of police staff roles for many years and that the Review will provide an opportunity to examine whether police force pay and grading systems are equality proofed.

Conference notes that the recent publication of gender pay gap data for police forces in England and Wales indicates that women are being paid less than men across the board.

Conference recognises that women make up 60% of the police staff workforce. Conference is also aware that a recent financial survey of our police staff members in England and Wales indicated that 30% of members are the primary wage earner in a single income household and 38% are the primary wage earner in a joint income household. So it is clear that many of our women members in the police service are the main breadwinner and it is essential that they are paid fairly.

In light of the above, Conference calls upon the Service Group Executive to work with the Police Staff Council Sector Committee for England and Wales and the National Womens Committee to:

- 1) Prioritise equal pay in Part 2 of the Police Staff Council Pay and Reward Review;
- 2) Seek to ensure that all proposals coming out of the Review are fully equality impact assessed.

***National Women's Committee***

---

#### **9. The Unrepresented**



## **2018 Police & Justice Service Group Conference**

### **UNISON PRELIMINARY AGENDA**

We have a group of employees who have fallen through the cracks. These are a unique group of staff who find themselves unable to join a union or be represented by the Police Federation. Many of these staff employed by the Police Service want to be able to join a trade union and have the rights of other employees in taking part in the activities of the union and the benefits of membership.

These employees are police officers who have taken career breaks to take up employment as police staff in areas of the business that they would never get access to as a police officer. The status of these individuals is not clear and the Home Office have been unable to provide exact evidenced detail of why these employees cannot join a union. This unique situation leaves them in a vulnerable position without anywhere to turn should the need arise.

Conference therefore requests that the Service Group Executive make representations to the Police Staff Council of whom the Home Office are a member, with a view to resolving the situation of trade union membership for these employees.

***Leicestershire Police***

---

#### **10. Suspension is not a Neutral Act**

Conferences notes with concern that UNISON members who are under investigation by their force or the Independent Office for Police Conduct (IOPC) appear to be facing longer periods of suspension for misconduct reasons, where they are removed from their workplace, isolated from their colleagues and generally left to look after their own welfare and mental health needs.

Members who aren't suspended from work but remain under investigation with restrictions, which can still include being removed from their workplace and required to work in another location with another team, face the same welfare and mental health needs. This could easily be construed as 'in work' suspension.

The impact of misconduct investigations and suspension on members is serious and long term and its effects can spread wider than the individual, being felt by families, friends and colleagues.

In the police service in particular, suspension and 'in work' suspension may be more readily considered due to the high reputational risk that misconduct can have on the police service and also due to the sensitive nature of many roles, with access to official and sensitive systems becoming a more and more routine part of roles within the organisation.

The ACAS Discipline and Grievances at Work handbook states that 'any period of suspension should be as short as possible' however it is not unusual for members to be suspended from work or suspended 'in work' for over a year. In many cases, these are protracted investigations being carried out or managed by the now IOPC.

When investigations are completed and if members have no case to answer, they may well be put back into their workplace and expected to continue business as usual.

## **2018 Police & Justice Service Group Conference UNISON PRELIMINARY AGENDA**

Conference calls on the Police and Justice Service Group Executive to:

- 1) Consider ways to measure the impact suspension has on UNISON Police and Justice members, with a view to conducting research if appropriate and disseminating the findings and recommendations to branches and employers;
- 2) Campaign in whatever way the SGE sees fit for a maximum suspension period of 12 months;
- 3) Work with regions and branches to develop processes to monitor and if appropriate intervene in cases where members have been suspended from work for disciplinary reasons for more than 12 months;
- 4) Work with regions and branches to identify, collate and circulate best practice for supporting members suspended or placed on restricted duties in or out of work.

***Merseyside Police***

---

### **11. Barred Advisory List**

The introduction of the Barred & Advisory list in December 2017 is a disgrace. It is yet another attack on police staff.

This motion calls upon the Service Group Executive to publicise how this piece of legislation adversely impacts on police staff and to co-ordinate activity amongst branches to raise awareness of this with MPs and media sources.

***South East Region***

---

### **12. Barred and Advisory Lists**

The introduction of the Barred and Advisory lists is yet another attack on police staff and needs to be exposed and, wherever and however possible, challenged.

They add to the increasing repertoire of restrictions placed on us as employees of police forces.

Further, the impact the legislation could have on those of us who are both police staff and Special Constables deserves particular scrutiny.

We recognise that barring those who are dismissed for acts of serious misconduct is appropriate and necessary, but the all-encompassing legislation captures those who are ill or underperforming, and that is definitely inappropriate .

This motion call on the Service Group Executive to co-ordinate action in branches affected by the legislation and to highlight, using media sources, the unfairness and unjustness of the Barred and Advisory lists. Additionally it calls on the Service Group Executive to survey forces to ascertain what effect it has had on its ability to retain police staff as Special Constable volunteers.

***Hampshire and Isle of Wight Police and Justice***

---

### **13. Raising the profile of equalities in the police service**

## **2018 Police & Justice Service Group Conference**

### **UNISON PRELIMINARY AGENDA**

Since the advent of austerity, equalities and diversity have become less of a priority in the police service. Training where it exists, is no longer the quality that we would expect and our members have suffered as a consequence. Prior to 2010, equalities training was seen as the bedrock of delivering a fair and discrimination free service. Staff were trained to a level that enabled them to have sufficient understanding of how issues effected both themselves and the public. The implementation of the McPherson report recommendations saw the interaction with the black community improve considerably. Eight years of austerity have eroded much of that good work.

Conference therefore instructs the Service Group Executive to:

- 1) Make contact with the College of Policing to ascertain its plans for equality and diversity training;
- 2) Once information from the college has been forthcoming, to seek to be involved in the development of said training;
- 3) Write to the National Police Chiefs Council to seek their support in raising the profile and importance of equalities training within the police service.

***Leicestershire Police***

---

#### **14. Formalising the link between UNISON and the LGBT police network**

UNISON has always appreciated and worked with allies, whether individuals, or organisations, but most of these have been external to members' places of work.

The National Lesbian, Gay, Bisexual and Transgender (LGBT) Police Network started from the Gay Police Association, and for over 30 years has worked with forces to encourage diversity and to fight against LGBT inequality in the workplace.

Fighting for LGBT equality, encouraging diversity, ensuring that there are policies in place to protect our LGBT members are what UNISON and the national LGBT committee campaign for. We know that some of our LGBT members in the police sector are also members of the National LGBT Police network.

Conference, the national LGBT committee believe that we could be much more powerful and effective if we worked together.

We believe that we gain more by joining our allies and 'Speaking in UNISON'.

Conference calls on the national Police and Justice Service Group Executive committee to:

- 1) Formulate a strategic plan to engage with the National LGBT police network and established local LGBT police networks;
- 2) Work with local LGBT police networks to develop a common approach that brings all parties to the table when developing equality strategies, and policies;
- 3) Conduct research with local LGBT police networks to identify good practice in terms of equality and diversity policies and procedures in order to 'spread the word', and challenge those forces who are lagging behind.

## **2018 Police & Justice Service Group Conference UNISON PRELIMINARY AGENDA**

### ***National Lesbian, Gay, Bisexual and Transgender Committee***

---

#### **15. Young Members in the Police Service**

Young members are the future of our union and it is important that we provide as much support as possible within the workplace, enabling them to see the value of trade union membership within the Police Service.

Not only do we need to support young members at work, we need to encourage them to become activists so that they can participate within the wider activities of the union.

When young members are confronted with misconduct, complaints and grievances, they are often vulnerable. It is this vulnerability that we need to overcome and to infuse them with the strength and confidence that comes from trade union membership.

Conference instructs the Service Group Executive to:

- 1) Liaise with the National Young Member's officer to seek information regarding young members in the police service, seeking their support in developing a strategy;
- 2) Encourage branches to hold young member events;
- 3) Consider a mechanism for ensuring that young member issues are raised as part of the bargaining agenda in the police service.

***Leicestershire Police***

---

#### **Campaigning**

---

#### **16. The Future for Probation after Transforming Rehabilitation**

Conference recognises that the government's Transforming Rehabilitation reforms to the Probation Service have failed and that plans need to be put in place now to design a local, sustainable and democratically accountable service going forward.

Conference notes successive reports over the course of 2017/18 by Her Majesty's Inspectorate of Probation, the Public Accounts Committee, the National Audit Office and the Justice Select Committee which show just how badly the 21 Community Rehabilitation Companies (CRCs) and the National Probation Service (NPS) are operating. In recognising this, Conference makes clear that the failure of Transforming Rehabilitation is not the fault of our members who struggle every day against enormous odds to deliver essential services to clients and to communities. The fault of Transforming Rehabilitation lies squarely at the door of the former Justice Secretary and those Ministry of Justice officials who drove through the reforms against all advice and reasoning at the time.

In 2014/15 the Ministry of Justice (MOJ) broke up and part privatised the probation service in England and Wales leading to a disastrous fall in performance and an increase in risk to communities.

## **2018 Police & Justice Service Group Conference**

### **UNISON PRELIMINARY AGENDA**

According to Her Majesty's Inspectorate of Probation, many of the private community rehabilitation companies are no longer providing effective levels of supervision or community protection. Offenders are simply not being rehabilitated and communities are being put at risk.

The NPS, although not performing as badly as the CRCs, is yet to become a high performing organisation and its aim to merge significant probation functions into the Prison Service, will destroy the distinct values and strengths of probation. The NPS has been unable to provide adequate internal corporate services, cannot pay its staff correctly or on time, has been referred to the Pensions Regulator for pension maladministration and cannot connect with local justice partners on account of its remote central command and control ethos.

Despite the failure of its probation reforms, in March 2018 the MOJ carried out a further controversial outsourcing and privatised night waking supervision in National Probation Service hostels. As predicted by UNISON and others, this contract has not been a success and is putting residents, staff and communities at risk. Conference therefore believes that the future of probation is simply not safe in the hands of Her Majesty's Prisons and Probation Service or the MOJ.

Conference acknowledges that we agreed at our Conference last year to campaign for local democratic control of probation across England and Wales and welcomes the work which UNISON has done in the interim to help build a consensus among key stakeholders on the need for local democratic oversight of a reformed Probation Service.

Conference therefore asks the Service Group Executive to campaign for:

- 1) The dismantling of the whole failed Transforming Rehabilitation project;
- 2) The re-unification of the Probation Service;
- 3) The delegating of political control/commissioning of probation from the Ministry of Justice/Her Majesty's Prisons and Probation Service to Police and Crime Commissioners, or elected Mayors, at local level;
- 4) Separate discussions to take place in relation to the appropriate democratic oversight of probation in Cymru/Wales;
- 5) The re-creation of local public sector delivery bodies for probation, first by returning the CRCs to public ownership and then by assimilating the current work of the NPS into the new local delivery bodies;
- 6) The creation of the new local delivery bodies for probation to be the subject of consultation with probation members, activists and branches;
- 7) The protection of job security and pay and conditions of staff working for the CRCs and the NPS during and after the end of Transforming Rehabilitation and during and after the creation of the new local delivery bodies, subject to consultation with probation members, activists and branches;

## **2018 Police & Justice Service Group Conference**

### **UNISON PRELIMINARY AGENDA**

- 8) New national collective bargaining machinery to support staff in the new delivery model;
- 9) Political support for our proposals for the future of probation via UNISON's political funds.

#### ***Police and Justice Service Group Executive***

---

### **17. Failure of the Transforming Rehabilitation (TR) Reforms**

Conference notes that communities, service users and probation staff are all being put at risk because of the systemic failure of the Transforming Rehabilitation (TR) reforms.

Conference further notes the reports over the last 24 months by Her Majesty's Inspectorate of Probation (HMIP), and the experience of our members who work for the Community Rehabilitation Companies (CRCs) and the National Probation Service (NPS), which prove beyond doubt that TR has failed. There is no evidence that the problems identified by HMIP are being adequately addressed. Conference also notes that neither the CRC contracts, nor the centralised command and control model of the NPS have been a success, and that both need to change. The artificial split of probation has led to all the problems of communication and 'them and us' which our members and others predicted before TR was imposed.

In recognising this, Conference wishes to emphasize that the failure of Transforming Rehabilitation is not the fault of our members who come to work every day committed to deliver essential services to clients and to communities, but rather the former Justice Secretary who is solely to blame.

Conference believes that Her Majesty's Prisons and Probation Service (HMPPS) is unfit to play any part in the future of probation provision after the end of Transforming Rehabilitation because: firstly, it is dominated by Prison Service issues and Prison Service priorities; secondly, probation is not a priority for MoJ Ministers or officials; thirdly, the Offender Management in Custody (OMiC) plans of the NPS are an attempt to force probation under the managerial control of prison governors; and fourthly the values of Probation are very different to the values of HM Prison Service and are at risk in the OMiC plans.

Conference also notes that last year's Service Group Conference agreed to campaign for local democratic accountability for probation, and that it would be impossible for HMPPS to continue to provide probation services and allow democratic accountability of probation by Police and Crime Commissioners and/or elected Mayors.

Conference therefore instructs the Service Group Executive to work with relevant Service Group sector committees, UNISON's Labour Link, sister trade unions and other relevant stakeholders to campaign for:

- 1) The Probation Service to be re-unified;
- 2) The CRCs to be brought back into public ownership upon termination of the existing contracts;

## **2018 Police & Justice Service Group Conference UNISON PRELIMINARY AGENDA**

- 3) The re-creation of local public sector delivery bodies for probation which could be based, either on the existing CRC boundaries, or different boundaries subject to local consultation with staff, unions and statutory partners;
- 4) All NPS work in England to be transferred into the new local delivery bodies under full public ownership;
- 5) Employment arrangements for the new local probation delivery bodies to be the subject of consultation with staff, unions and statutory partners;
- 6) Police and Crime Commissioners to be given full democratic accountability and funding for the delivery of all probation services provided by the new local public sector delivery bodies;
- 7) In Wales, the Welsh Government to consult all relevant stakeholders on the appropriate structure(s) for a publically owned and democratically accountable probation service;
- 8) A guarantee of no compulsory redundancies for staff in NPS and CRCs and the protection of pay and conditions via a national collective agreement with the employers;
- 9) Funding from the Treasury to provide for the reconstruction of probation in recognition of the failure of the TR experiment, including funding for reform to probation pay and conditions.

### ***National Probation Sector Committee***

---

#### **18. The privatisation experiment has failed....now what?**

Conference will be aware that from the very beginnings of the Transforming Rehabilitation (TR) experiment, we have warned against the dangers of introducing a privatised model into Probation delivery services.

It is now absolutely clear that this model has failed and has resulted in a diminished service for both our service users and for our communities.

The Justice Select Committee report published on the 22 June 2018 has stated that the Ministry of Justice (MOJ) has to undertake a Probation Review to consider alternative models for Probation to replace TR.

In order for any future model to be successful it is crucial that it involves the views and the expertise of practitioners.

We also know that it is only a matter time before we have a Labour government in place.

We therefore call on the Service Group Executive to work with Labour Link in order to keep the views of our members, those that actually do the work, at the top of the agenda of any future Justice ministers and to influence the future probation review.

### ***Eastern Region Probation***

## **2018 Police & Justice Service Group Conference UNISON PRELIMINARY AGENDA**

---

### **19. Police Resources, the cuts and the impact on staff**

The ideological swingeing cuts that have been placed on the police service for more than seven years have had a profound impact upon our members' health and well-being. With up to 25% of force budgets being cut, we have seen a vast reduction in the service to the public, and to police officers and staff numbers. We have seen rising crime and in particular violent crime as a consequence.

Our members strive against these cuts to maintain as good a service as possible to the public, however with less of us to do this; it is taking its toll.

Our members are dedicated to the public they serve, but these cuts have increased the burden of responsibility. which in turn is causing stress and anxiety. They are being asked to do more with less.

Conference calls on the Service Group Executive to:

- 1) Make contact with Labour Link to raise the issues facing our members and the impact on the service;
- 2) Write to the Policing Minister and Home Secretary outlining the effect the cuts are having on our members and the police service as a whole;
- 3) Mount a campaign to influence press and politicians as to the seriousness of the effects of austerity on Police Staff members.

***Leicestershire Police***

---

### **Efficient and Effective Union**

---

### **20. Feeling Vulnerable**

Working conditions in the Community Rehabilitation Companies (CRCs) have brought their problems. Service users are quite often let in to the building without the ability to identify who they are, who they are with, or, to subject them to any level of scrutiny. Reception areas are quite often open with little waiting space, offering little if any protection for staff.

Service users are often seen in open booths where they are asked and expected to discuss extremely sensitive and personal information.

The people who use our offices are more likely to have substance misuse issues, problems with their mental health and can quite often present in distress or in an agitated state.

Instances of actual violence are not the norm, but, staff feeling vulnerable quite often is. Every day staff face the possibility of confrontation, having to ask difficult questions and quite often being unable to provide immediate assistance or intervention, with nowhere to go and no immediate protection should things go wrong.



## **2018 Police & Justice Service Group Conference**

### **UNISON PRELIMINARY AGENDA**

Staff should feel safe in their workplace. We shouldn't have to wait for things to go wrong before we look at what we should have done. Staff should know what to do, before it happens. Employers should have safe working practices and contingency plans in place.

Conference calls on the Service Group Executive to:

- 1) Work with the relevant bodies to seek to ensure that all the new employers have fully functioning H&S committees that work at all levels;
- 2) Work with all the relevant bodies to campaign for safe working environments and safe working practices in all offices;
- 3) Work with all the relevant bodies to seek to ensure that frontline staff have safe working practices and contingency plans specific to their environment should they be presented with threats or violence.

***Yorkshire and Humberside Region  
Sheffield Metropolitan***

---

#### **Motions Ruled Out of Order**

---

Action not specific to the Conference

#### **The Lammy Review**

This conference welcomes the report and publication of 'The Lammy Review'. An independent review into the treatment of, and outcome for Black people in the criminal justice system.

The eradication of discrimination in the criminal justice system is enshrined in UK legislation. However, since the introduction of the Equality Act 2010, report after report has shown that racial bias continues to exist throughout the justice system in the UK.

The Report by David Lammy MP contains 35 comprehensive far-reaching recommendations including a key principle that racial disparity must be "explained or changed" and the importance of achieving a workforce in the criminal justice system that is diverse and representative.

Conference welcomes the acknowledgement in David Lammy's report of the failings of the privatised Community Rehabilitation Companies and the barriers that privatisation presents to the accountability of the private companies in relation to the collection and publication of data concerning protected characteristics.

However, it is disappointing that the government has decided not to set targets for the delivery of a representative judiciary and magistracy by 2025. This decision should be reversed if the government is truly committed to transforming the justice system to make sure it works better for Black Communities.

## **2018 Police & Justice Service Group Conference**

### **UNISON PRELIMINARY AGENDA**

The over-surveillance and over-policing of Black people in the UK, with the recent report of the Metropolitan Police being four times more likely to use force against a Black person than a white person, this issue continues to be an emotive subject for UNISON Black members and the wider community.

UNISON recognises that it is an issue much wider than the workplace, but can be used to engage members and the wider Black community in important campaigns for justice as well as challenging racism in the workplace.

A justice system that works better for Black communities will work better for all.

We therefore call on the Police and Justice Service Group Executive to:

- 1) Work with the National Black Members Committee to explore how to address the specific recommendations relating to the Probation Service, and to our members who work for the National Probation Service and the Community Rehabilitation Companies, as outlined in the Lammy report;
- 2) Consider writing to the Secretary of State for Justice to ask the Government to accept Recommendation 16 in the Lammy Review to set a clear national target to achieve a representative judiciary and magistracy by 2025;
- 3) Work with the National Probation Service, the Community rehabilitation Companies and the Probation Diversity Support Network to seek to ensure tangible and fair outcomes for Black people in the judicial system;
- 4) Explore how we might engage with sister trade unions to look at some joint work across the trade union movement.

#### ***National Black Members' Committee***

##### **Realising the value of staff, even those through the menopause**

Conference notes with concern that little account is taken of factors which affect women working in the police and probation service who are going through the menopause.

For some women the menopause presents particular difficulties, which may include insomnia, tiredness, loss of concentration and forgetfulness, as well as the potentially lower levels of physical fitness which can affect both women and men.

There are clear implications for women in policing for whom fitness may be a crucial factor in their ability to work, and for all women staff whose ability to be effective and efficient is essential to their role.

Conference further notes that the impact of menopause-related conditions may also cause the employer to lose the valuable skills and experience of older women staff, and the investment by the employer in the training of those staff is lost forever.

Conference believes that training of managers and senior staff in how to deal with women going through the menopause in a sympathetic and supportive way is key to challenging the myths and misconceptions around this issue.

## **2018 Police & Justice Service Group Conference UNISON PRELIMINARY AGENDA**

However, funding cuts have impacted hugely on training budgets:

- 1) Cover for shift patterns to facilitate training is often not available;
- 2) Training on issues such as the menopause are low priority and unlikely to be supported, despite the numbers of staff affected;
- 3) Staff covering for vacancies, sickness etc are often not trained to the same level as permanent managers;
- 4) Redeployment of staff may mean that skills and expertise in dealing with such health issues are lost.

However, conference also notes that there are many experts in the field who are able to deliver training, run workshops and presentations which are tailored to the organisation, as well as innovative and effective practices in some forces where this issue has been addressed.

Conference therefore calls upon the Service Group Executive to:

- a) Promote the UNISON and TUC guidance on dealing with the menopause at work, and share good practice where this exists;
- b) Produce and promote guidance for branches on how to enter into discussions with employers on supporting women going through the menopause;
- c) Use all means possible to seek to ensure that the menopause is covered in appropriate training, such as diversity and health related training, both for managers and other staff.

### ***National Women's Committee***

#### **Support for Transgender people leaving the police force**

Across policing the acceptance and inclusion of our transgender colleagues has been growing. Virtually every force has recognised the importance of managing successful transitioning for members of their workforce and have appropriate policies and procedures in place.

Many transgender colleagues find that leaving the service is harrowing. Not because they have to find a new job or because of the pension changes, but because they may be suddenly plunged into a world where there is no challenge to anti-trans bigotry.

There are too many companies that have no trans policies. Where new work colleagues will not be reprimanded for bullying and transphobic behaviours. While we all know that changing jobs is hard, it can be made harder through the unforgiving circumstances a trans member may find themselves in.

UNISON's National LGBT Committee believes that this can be addressed by having better support available to trans police staff members when they leave the service.

Conference calls on the Service Group Executive to:

## **2018 Police & Justice Service Group Conference**

### **UNISON PRELIMINARY AGENDA**

- 1) Undertake research to understand the full scale of the problem and possible solutions;
- 2) Work with local police forces to amend trans policies to include support after the member has left employment;
- 3) Work with local police forces to develop best practice for trans leavers;
- 4) Identify best practice from around the country and work to spread this approach nationally.

#### ***National Lesbian, Gay, Bisexual and Transgender Committee***

---

Beyond remit of the Conference

#### **Enough is Enough**

Staff working in the Probation service, both within the Community Rehabilitation Companies (CRCs) and the National Probation Service (NPS) have had a rough ride over the last ten years with regards their pay. The last time they had an actual pay rise was back in 2009 where they got the paltry amount of 1%, probably the worst deal in the public sector. Not only have Probation staff not had a pay rise, it can take 20 years to progress through their pay band!

This cannot be right, it has to change and it has to change now.

Conference calls upon the Service Group Executive to:

- 1) Work with the relevant bodies to campaign and negotiate fair and equitable pay structures for CRCs and NPS;
- 2) Work with the relevant bodies to explore any legal implications or solutions of overly long pay bands.

#### ***Sheffield UNISON Metropolitan***

#### **Enough is Enough**

Staff working in the Probation service, both within the Community Rehabilitation Companies and the National Probation Service have had a rough ride over the last ten years with regards their pay. The last time they had an actual pay rise was back in 2009 where they got the paltry amount of 1%, probably the worst deal in the public sector. Not only have Probation staff not had a pay rise, it can take 20 years to progress through their pay band!

This cannot be right, it has to change and it has to change now.

Conference calls upon the Service Group Executive to:

- 1) Work with the relevant bodies to campaign and negotiate fair and equitable pay structures for CRC's and NPS;
- 2) Work with the relevant bodies to explore any legal implications or solutions of overly long pay bands.

## **2018 Police & Justice Service Group Conference UNISON PRELIMINARY AGENDA**

*Yorkshire and Humberside Region*

### **PIP Accreditaion for Branches**

Conference the Post Incident Process will probably be the most stressful time for our members. They deserve to have the best support available to them. Through the hard work of Debi Potter we now have a properly accredited course for our representatives to attend. This is not a course you attend to tick a box, it is hard work, thought provoking and extremely rewarding.

We believe that it is now time for branches to have accredited representatives. The argument about whether or not branches should have accreditation is over. We **MUST** have accreditation. If you were to find yourself in a PIP situation, your whole world at that moment falling down around you, would you not want to have the best assistance available? Wouldn't you want to feel the burden of the process lift as you speak to your accredited rep, guiding and advising you? Ask yourself, do you really know what you need to do when (not if) you are called to a member involved in a PIP incident?

We all want to do our best for our members, help, assist and guide them through a truly awful time, but we do not want to hinder the process through well-meant wrong advice. There are things you may do and say that could hinder a process and also put you in the witness box. As a service group we need to stand together and decide we will have a standard process for all our branches to follow.

It is appreciated that not all branches have the finances readily available to send reps on the accredited course and we would ask the Police and Justice Service Group to consider asking the union to centrally fund courses for each branch in order to ensure that accreditation is met, this would include re-accreditation. We would also ask for a time scale be put in place (say 12 months) for each branch to have accredited reps in place.

With Police Forces making major decisions about budgets, it can mean that more police staff will be in roles that bring them into contact with the public, through intelligence to Call Taking and Dispatch staff, PCSOs and Detention Officers. Let us make a big decision and ensure our branches have accredited reps because the likelihood of our members needing our help in PIP is only going to get greater.

We would ask the Service Group Executive to:

- 1) Seek to ensure that each branch to have accredited PIP trained reps;
- 2) Secure funding to support this training to every police branch;
- 3) Centrally designed cards and literature to give to our members.

***West Midlands Police Staff Branch***

### **Time to Stamp Out Sexual Harassment in the Police Service**

Conference notes with concern that research carried out with UNISON by the London School of Economics shows clearly that:

## **2018 Police & Justice Service Group Conference**

### **UNISON PRELIMINARY AGENDA**

- 1) The rates of experiencing sexual harassment amongst police staff are greater than in other sectors;
- 2) Operational police staff are more likely than their non-operational colleagues to have witnessed, or experienced sexual harassment;
- 3) The presence of sexualised banter predicted that more serious forms of sexual harassment were more likely to occur;
- 4) Police staff are suffering stress as a result of exposure to sexual harassment.

Conference recognises that sexual harassment in the police service is bad for staff, bad for morale and bad for police performance. Conference reminds all forces that they have a duty of care to their employees and are legally liable for any sexual harassment which takes place at work, particularly if they have failed to take reasonable steps to prevent it.

In light of the research, Conference calls upon the Service Group Executive to work with the National Police Chiefs Council (NPCC), the College of Policing, the Association of Police and Crime Commissioners and other relevant police stakeholders to seek to:

- a) Develop an action plan to root out, and create a zero tolerance policy towards all sexual harassment in the police service; such an action plan to include:
  - i) A personal commitment from police leaders;
  - ii) The refresh of anti-harassment policies to make explicit the prohibition on sexual harassment;
  - iii) Appropriate training for managers and supervisors;
  - iv) A review of reporting channels to ensure that staff are confident in their ability to report any sexual harassment without fear of reprisal or victimisation;
  - v) Regular evaluation of the effectiveness of action against sexual harassment via regular staff surveys on dignity at work.
- b) Mainstream work to tackle sexual harassment in the NPCC led project on Wellbeing;
- c) Ensure that the need to tackle sexually exploitative behaviour inside the police workforce is included in the eventual strategy on Appropriate Workplace Behaviour that has already been commissioned by NPCC via its Professional Standards and Ethics Portfolio;
- d) Review UNISON's own policies and guidelines on sexual harassment;
- e) Ensure that our representatives are appropriately trained in dealing with sexual harassment cases;

## **2018 Police & Justice Service Group Conference UNISON PRELIMINARY AGENDA**

- f) Encourage branches to work constructively with police forces to negotiate effective policies and procedures to tackle sexual harassment;
- g) Encourage branches to seek to ensure that force level policies to tackle sexual harassment are regularly reviewed and monitored.

### ***Police Staff Council - England and Wales***

#### **Police Staff PSC Pay award 2017**

Police staff have faced an exceptional delay in receiving their pay award from 2017.

For many this has created additional hardship.

Whilst it is recognised that the employers side of the Police Service Commission (PSC) may be in no hurry to finalise the annual pay award, the union needs to be doing everything in its power to ensure that we don't face an unacceptable delay in implementation as we have this time.

This motion calls upon those who undertake our pay negotiations to seek agreement with the employers and the other unions on a reasonable time frame to hold, and with luck conclude negotiations, and for the union to provide branches with frequent updates on the progress of those negotiations.

### ***Hampshire and Isle of Wight Police and Justice***

---

Conflicts with an Existing Rule

#### **Legal Support for ex UNISON members subjected to IOPC Investigation in connection with matters that took place whilst employed as Police Staff and fully qualified UNISON Members.**

The eastern Region police and justice committee were pleased to see that the Post Incident Procedure (PIP) helpline has been introduced and that 1 PIP training course at national has been held, however, we are concerned that some of our members are 'slipping through the net' and not getting the legal advice and support they were expecting having paid their UNISON membership.

Police staff members who in their substantive police staff role are subject to an Independent Police Complaints Commission) IOPC investigation and before the investigation is concluded have resigned and joined as regular police officers.

They have secured their UNISON membership in accordance with UNISON rules but latterly told they can't remain a member of UNISON as they are now a police officer and this in direct breach of police regulations.

All UNISON support is withdrawn and they are left in the precarious position of either no legal support or having to fund it privately.

The Police Federation can't support them as they weren't police officers at the time of the incident - just as with UNISON's rules.

Conference calls on the SGE to work with Service to Members Committee to research a fair way in which these members can still access legal support if they

## **2018 Police & Justice Service Group Conference**

### **UNISON PRELIMINARY AGENDA**

move onto become a police officer before the investigation is concluded and provide legal support at any inquest or formal proceeding in much the same manner as those members who are subjected to a Nursery and Midwifery Council Investigation that commenced prior to their resignation.

#### ***Eastern Region***

---

Not sufficiently clear

#### **Night Cover in Approved Premises**

Conference notes it has been nine months since the Ministry of Justice (MOJ) sold half of the night provision in Approved Premises, putting the health and safety of our members and the public at risk, in the name of profit.

Conference also notes that it has done anything but create a profit. The private contractors hired to provide night waking cover have struggled to staff their rotas in Approved Premises and the National Probation Service (NPS) is covering shifts that should be covered by contractor staff, from their own sessional pool. Paying sessional staff, on average £180 for a night shift, on top of the cost of the contracts to the taxpayer is a very poor way to run a service. Is it any wonder the MOJ were put under special measures by the Treasury for its failure to adhere to a budget?

Whilst not expecting it to be a totally seamless process, the TUPE process for NPS members who transferred to the private contractors has been a fight from start to finish for our members. Money being taken from wages for pension, and not actually being put into a pension pot. Unsocial hours payments not being made. Taking three months to establish holiday entitlement, something simple that should have been transferred over as a basic TUPE right. Managers taking two months to introduce themselves to their new staff, because they work office hours, and are managing permanent night shift workers. Managers that openly admit to staff that they actually don't know what an Approved Premises is. How can they manage staff in a function, they have no idea over? Private contractor managers asking NPS staff what it is their staff do, and if they are doing a good job. The list of failures goes on and on and on.

The public have no idea that their safety is being put at risk by this cut throat need to put profit before their safety.

Conference calls on the Service Group Executive to work with the National Probation Service Sector Committee to:

Launch a formal investigation on the failures of the private contractors in looking after our members;

Report the private contractors for failing to provide an appropriate pension for our members;

Work with our sister unions to promote these decisions to undermine public safety to the public, to enable them to make a better decision come election time.

#### ***Eastern Region Probation***