



Police and Justice Conference

Final Agenda

**Southport Theatre and Convention Centre
The Promenade
Southport
16-18 October 2014**

(Motions contained in this agenda will be debated on 16 October)

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Glossary of abbreviations

ACPO	Association of Chief Police Officers
APA	Association of Police Authorities
APCC	Association of Police and Crime Commissioners
BMH	Black Mental Health
CAFCASS	Children and Family Court Advisory Support Service
CPI	Consumer Price Index
CRC	Community Rehabilitation Company
CSR	Comprehensive Spending Review
GPF	General Political Fund
HMIC	Her Majesty's Inspectorate of Constabulary
IPCC	Independent Police Complaints Commission
LGBT	Lesbian, Gay, Bisexual and Transgender
LGPS	Local Government Pension Scheme
MNR's	Member Nominated Representatives
NEC	National Executive Council
NOMS	National Offender Management Service
NNC	National Negotiating Council
NPS	National Probation Service
PACE	Police and Criminal Evidence Act
PCC	Police and Crime Commissioners
PCSO	Police Community Support Officer
PIDA	Public Interest Disclosure Act
PSA	Political Studies Association
PSC	Police Staff Council
RPI	Retail Price Index
SGE	Service Group Executive
SNP	Scottish National Party
TUPE	Transfer of Undertakings (Protection of Employment)

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Order of Business – 16 October 2014

09:30 – 12.30	<ul style="list-style-type: none"> • Opening Remarks by the Chair of Conference • Standing Orders Committee Report Number 1 • Service Group Executive Annual Report • Motions and Amendments
12:30 – 14.00	<ul style="list-style-type: none"> • Lunch
14:00 – 17:00	<ul style="list-style-type: none"> • Motions and Amendments

Motions and amendments

These are the motions and amendments approved for the 2014 Police and Justice Service Group Conference. Amendments ruled out of order are also included. The following have been identified as possible composites:

Composite A: Code of Ethics and Police and Crime Commissioners (Motions 33 and 34 and amendment 34.1)

Composite B: Privatisation (Motions 25, 26, 27, 28 and 29 and amendments 25.1, 26.1, 26.2)

Composite C: PIMS (Motions 35 and 36 and amendments 35.1 and 36.1)

Composite D: Volunteer PCSOs (Motions 40 and 41 and amendment 40.1)

1.	Health, Safety and Well-being of Police and Justice Members – <i>Police and Justice Service Group Executive</i>
1.1	Health, Safety and Well-being of Police and Justice – <i>National Lesbian, Gay, Bisexual and Transgender Committee</i>
2.	Police and Justice Funding – 2015 General Election – <i>Northern Region</i>
2.1	Police and Justice Funding – 2015 General Election – <i>Lancashire Police Authority</i>
2.2	Police and Justice Funding – 2015 General Election – <i>Lancashire Police Authority</i>
3.	Jobs for the Boys 2014 – <i>Hampshire and Isle of Wight Police and Justice</i>

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3.1	Jobs for the Boys – <i>Police Staff Scotland</i>
4.	Domestic Abuse – <i>Suffolk Police Sector UNISON</i>
4.1	Domestic Abuse – <i>Lancashire Police Authority</i>
5.	Clothing for Everyone – <i>East Midlands Region</i>
6.	Policing the Police – Domestic Violence Policies that Work – <i>Suffolk Police Sector UNISON</i>
6.1	Policing the Police – Domestic Violence Policies that Work – <i>Lancashire Police Authority</i>
6.2	Policing the Police – Domestic Violence Policies that Work – <i>Police and Justice Service Group Executive</i>
7.	Protecting Equality in the Probation Service – <i>National Women’s Committee</i>
8.	Recognising Problems with regards to Hot-Desking – <i>West Midlands Police Staff Branch</i>
8.1	Recognising Problems with regards to Hot-Desking – <i>Police and Justice Service Group Executive</i>
9.	Bullying in the Workplace – <i>West Midlands Police Staff Branch</i>
9.1	Bullying in the Workplace – <i>Police and Justice Service Group Executive</i>
10.	Personal Protective Equipment (PPE) for Police Staff – <i>Hampshire and Isle of Wight Police and Justice</i>
11.	Police Community Support Officers (PCSOs) and Scene Preservation – <i>National Women’s Committee</i>
12.	Police and Justice Staff are Worth It – <i>Police and Justice Service Group Executive</i>
13.	Reform of Police Staff Pay and Conditions – <i>Police Staff Council – England and Wales Committee</i>
14.	Defend National Terms and Conditions – <i>Probation Committee</i>
15.	National Alignment of Terms and Conditions – <i>Sheffield UNISON</i>
16.	Police and Crime Commissioners – The Good, The Bad and the Ugly – <i>Gwent Police and Justice</i>
17.	Uniform Laundering Allowance – <i>Hampshire and Isle of Wight Police</i>

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	<i>and Justice</i>
18.	Overnight Allowance – <i>Hampshire and Isle of Wight Police and Justice</i>
19.	Police Reform and Force Mergers – <i>Police Staff Scotland</i>
20.	Police Performance Statistics – <i>Police Staff Scotland</i>
20.1	Police Performance Statistics – <i>Police and Justice Service Group Executive</i>
21.	Regional Collaborations – <i>North West Region</i>
22.	Transfer of Police Staff from Wiltshire – <i>Wiltshire Police and Justice</i>
23.	College of Policing Must be Independent of Government and Police Leadership – <i>Police Staff Council – England and Wales Committee</i>
24.	Neighbourhood Policing – The Future? – <i>Cleveland Police</i>
25.	Privatisation of Probation Services – <i>North West Region Probation and CAF/CASS</i>
25.1	Privatisation of Probation Services - <i>Police and Justice Service Group Executive</i>
26.	Privatisation of Police and Probation Service – <i>Eastern Region</i>
26.1	Privatisation of Police and Probation Service – <i>national Lesbian, Gay, Bisexual and Transgender Committee</i>
26.2	Privatisation of Police and Probation Service – <i>Lancashire Police Authority</i>
27.	Probation: Stop the Sell-Off – <i>Probation Committee</i>
28.	Future of Probation Service – <i>East Midlands Region</i>
29.	Stop Probation Privatisation – <i>Cymru/Wales Region</i>
30.	Keeping Probation Local – <i>Eastern Region Probation</i>
31.	Probation on Probation – <i>Hampshire and Isle of Wight Police and Justice</i>
32.	Bring All Outsourced Police Services Back Home – <i>South Wales Police & Justice</i>
32.1	Bring All Outsourced Police Services Back Home – <i>Police and Justice Service Group Executive</i>

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33.	Code of Ethics and Police and Crime Commissioners (PCCs) – <i>North Yorkshire Police</i>
34.	Code of Ethics – <i>South East Region</i>
34.1	Code of Ethics – <i>Police and Justice Service Group Executive</i>
35.	Post Incident Procedures – <i>West Yorkshire Police</i>
35.1	Post Incident Procedures – <i>Police Staff Scotland</i>
36.	Post Incident Management and the Role of the UNISON Steward – <i>South West Region</i>
36.1	Post Incident Management and the Role of the UNISON Steward – <i>Police Staff Scotland</i>
37.	If It's an Arrestable Offence, Arrest! – <i>Suffolk Police Sector UNISON</i>
38.	Discipline Investigations and Processes – <i>Merseyside Police</i>
39.	<i>Career Progression in the CRC? – Sheffield UNISON</i>
40.	Volunteer Community Support Officers – <i>Cambridgeshire Constabulary</i>
40.1	Volunteer Community Support Officers – <i>Police and Justice Service Group Executive</i>
41.	Volunteer Police Community Support Officers – <i>East Midlands Region</i>

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16 October 2014

Cuts

1. Health, Safety and Well-being of Police and Justice Members

Conference notes with grave concern the impact which the Government's austerity measures are having on the health, safety and well-being of our members in police, probation and Children and Family Court Advisory and Support Service (CAFCASS).

Conference notes that:

- 1) 20% cuts to policing have led to the reduction of nearly 20,000 police staff across England and Wales;
- 2) Neighbourhood policing in England and Wales has been stripped of over 3,000 police community support officer (PCSOs);
- 3) The creation of Police Scotland has led to the loss of 800 police staff jobs and the closure of police control rooms in many parts of the country;
- 4) The break-up of the Probation Service and the creation of the National Probation Service and 21 Community Rehabilitation Companies have led to significant funding reductions for the new delivery bodies;
- 5) The Probation Voluntary Redundancy Scheme is likely to see significant numbers of probation staff being offered terms to leave the service.

Conference recognises the severe impact that these austerity measures are having on the health, safety and well-being of our members in police, probation and CAFCASS.

Conference therefore calls on the Service Group Executive to seek to:

- 1) Survey members in all our sectors over the impact of the austerity measures on their health, safety and well-being;
- 2) Promote work by employers in all sectors to address the outcomes of these surveys with a view to those employers complying with their legal duty of care for their workers;
- 3) Highlight the issue of workloads and work allocation across all sectors;
- 4) Work with employers to find solutions to high levels of workplace stress;
- 5) Mount a campaign to draw attention to the problem of workplace stress across the Service Group.

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Police and Justice Service Group Executive

1.1 Health, Safety and Well-being of Police and Justice Members

Insert new 3rd paragraph, before 'Conference recognises...':

'Conference also notes the NatCen Social Research report into the effect of austerity on lesbian, gay, bisexual and transgender (LGBT) workers and service users, including police and justice workers, commissioned by UNISON and funded by the GPF. This report highlighted the loss or 'reorganisation' of many specialist LGBT liaison and hate crime posts, leaving remaining colleagues without a source of expertise or advice. It reported a strong sense that the importance of equality is being downgraded across our sectors. Staff experiencing discrimination felt more marginalised and isolated and even felt guilt for asking that attention be paid to LGBT equality.'

Insert new action point b):

'b) publicise other relevant research, including the NatCen research into the effect of austerity on LGBT people

In existing action point c) (new point d)), add after 'work allocation' 'and of the loss or downgrading of specialist equality work'.

National Lesbian, Gay, Bisexual and Transgender Committee

2. Police and Justice Funding - 2015 General Election

Since the election of the coalition government in 2010 the police and justice budget has been disproportionately slashed which has had a severe impact on UNISON members both at work and within the wider community.

Conference believes this unprecedented and imbalanced attack should not be allowed to continue and must be stopped when a Labour Government is elected.

Conference therefore calls upon the Service Group Executive to work with Labour Link to try and influence the 2015 Labour Party Manifesto to seek to ensure it gives a firm commitment that all aspects of policing and the justice system will be properly funded.

Northern Region

2.1 Police and Justice Funding - 2015 General Election

Insert 'new' 2nd paragraph

Conference notes with increasing concern that much of the budget cuts have not been openly challenged by Chief Constables or Police and Crime Commissioners (PCC). Instead they have continued to 'tow the line' of the Home Secretary and this government. This includes many Labour supported PPC's. This conference believes this cannot continue.

Lancashire Police Authority

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2.2 Police and Justice Funding - 2015 General Election

In 3rd paragraph after 'Service Group Executive to' insert ':' and move remaining text to create new paragraph and insert at start '1.' before 'Work with Labour Link'

Insert new '2. Work with all Labour supported PCC's and Labour Link in order that they seek to openly challenge this governments cuts to policing and any future governments agenda to implement further cuts to policing budgets.

Lancashire Police Authority

3. Jobs for the Boys 2014

The cuts to police force budgets have been devastating for the service, and many of our police staff colleagues have been made redundant because of them.

A great many of those who have been made redundant are women.

As the cuts continue, and forces are not able to reduce police officer numbers other than by natural wastage, we are seeing increasing numbers of officers being used in roles previously filled by police staff.

This of course means that public funds are being, or will be used inappropriately, as officers will be paid far more for doing this work than a member of police staff would.

Forces will publish total officer numbers, not mentioning that many are not 'frontline', thereby giving the Home Office and the public a false impression.

This motion calls upon the Service Group Executive to undertake appropriate work to enable UNISON to respond to such inaccurate reports, and to work with other organisations to publicise this inappropriate use of public funds.

Hampshire and Isle of Wight Police and Justice

3.1 Jobs for the Boys 2014

Paragraph 3 Line 3 after "police staff" Insert "In Scotland, this has seen Police Officer numbers in control rooms increase from 20% to 45% and in Custody from 10% to 50% of total staffing levels."

Police Staff Scotland

Equalities

4. Domestic Abuse

The recent Her Majesty's Inspectorate of Constabulary report dated 27th March 2014 into Domestic Abuse did not highlight any issues concerning the cost of service delivery around domestic abuse. The Report has failed to take into consideration Government Cuts and the impact this is having on the ability of Forces to adequately fund and staff departments to the required level necessary to achieve the Public's

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expectation and Governments promise of carrying through the recommendations for improvement within the Forces.

The latest figures for 2012 - 2013 show that at least 3 people are killed a week as a result of Domestic Abuse and this figure has the potential to rise significantly if money is not put back into Policing. The reality is that services have been severely cut and will continue to be reduced over the next 4 years based on the huge Budget Reductions outlined by Home Secretary Teresa May. Establishing a "new national oversight group" which she will chair is not the answer, recognising that reducing funding to the degree she has indicated will have an adverse effect on any Forces ability to protect the most vulnerable in our society.

We call on Conference to reject this report and we call on the Service Group Executive to

- 1) Work with all Police Branches to publicise how these cuts are affecting the ability of Forces to protect the victims of Domestic Abuse in all its forms.
- 2) Work with UNISON Women's Self Organised Group (SOG) to highlight the impact on vulnerable women.

Suffolk Police Sector Unison

4.1 Domestic Abuse

Add new sentence at end of paragraph 2 'Including all sections of the communities which we serve.'

At end of 2) add 'the National Lesbian, Gay, Bi-sexual and Transgender Self Organised Group (LGBT SOG) to ensure that domestic abuse between same sex partners is covered in this work.

Lancashire Police Authority

5. Clothing for everyone

Conference we believe that uniform standards nationally do not reflect current definitions of transgender people. We believe it is the right of employees to wear clothing that is fit for purpose but not gender specific unless it is appropriate to their self identified gender.

Conference calls on the Service Group Executive (SGE) to

- 1) Consult with the national LGBT Committee;
- 2) Provide guidance to branches;
- 3) Make representations to the College of Policing with a view to influencing national policy.

East Midlands Region

6. Policing the Police - Domestic Violence Policies that Work

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Conference recognises that domestic violence is not a new problem but worryingly the age-old crime is being allowed to become a forgotten statistic of the ConDem police cuts.

Statistics show that cases of domestic violence dramatically increase in postcode areas where there is a lack of adequate social welfare support. Austerity measures have diminished household incomes and the ideologically driven attempts to destroy the welfare state by the current government policies by slicing budgets to services is having a devastating effect on the way the police react to cases of domestic violence.

Tireless work by pressure groups - including our own UNISON National Women's Committee – to highlight domestic violence, helped referrals to the CPS rise by 23% during 2007 – 2010.

But by 2012 -2013 the number of successful prosecutions had plummeted because CPS referrals once again reduced, resulting in just one thing - that victims remain victims, trapped in a domestic hell with no hope of getting the justice which they are entitled to from the one place they thought they could get it, the justice system.

The Labour Party released Freedom of Information figures which suggest that in England and Wales since 2010 there has been a decrease of 13% in the number of cases referred by the police to the CPS. Furthermore, statistics show that in the UK one woman is killed through domestic violence every 3.2 days.

What is the point in the Government putting tens of millions of pounds into specialist local domestic violence support services if there is no hope of justice for the victims?

Conference, we are all worried about when we will become workplace victims of the constant battering by the government - but we must never forget the domestic violence victims, who through no fault of their own, have no hope, and must wonder, as the abuse continues to rain down on them, where to go for justice because this government has let them down.

Conference, once we could have said quite confidently 'report it to the police and they'll deal with it for you'. But ConDem cuts have bitten so deeply that this can no longer be an expectation let alone a guaranteed outcome.

So victims continue to be victims.

But we as branches need to be able to look after our members, who if statistics are right, are also suffering daily from domestic violence. Police forces especially seem resistant to implementing internal domestic abuse policies and it is imperative that police branch secretaries influence management to get a domestic abuse policy in place.

Hopefully having an internal domestic abuse policy may influence attitudes and ultimately positively affect the way these acts of violence are responded to, investigated and followed through.

Conference, domestic violence must remain at the top of the agenda and we ask that the Police and Justice Service Group works with Police and Justice branches to

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ensure they are given support in getting the UNISON Domestic Violence model policy in place in branches, thereby ensuring that we, unlike the ConDems, aren't letting victims, our members, down. This crucial work will save lives.

Conference instructs the Police and Justice Service Group to:

- 1) ascertain the number of domestic abuse policies already negotiated and implemented within our police branches;
- 2) provide advice and support to branches negotiating domestic abuse policies;
- 3) work with the National Women's Committee and inform all national committees to broaden awareness of the importance of these policies; and,
- 4) report back to conference in 2015 on progress.

Suffolk Police Sector Unison

6.1 Policing the Police - Domestic Violence Policies that Work

In '3)' after 'work with' delete 'the National Womens Committee' and insert 'all self-organised groups to ensure that any policies are fit for purpose and include domestic abuse in all its forms affecting women, same sex partners, disabled people and men,'

Lancashire Police Authority

6.2 Policing the Police - Domestic Violence Policies that Work

At 3) after "National women's Committee" insert "and LGBT Committee"

Police and Justice Service Group Executive

7. Protecting Equality in the Probation Service

Conference welcomes the campaigning work by our union against the potential privatisation of the probation service.

Alongside concerns about the likely disastrous impact on service delivery are very real concerns about the impact on staff terms and conditions.

The probation service, as a public body, was subject to the Public Sector Equality Duty and as such developed good practice in employment and service delivery, including in areas such as diversity in the workforce; ensuring access for disabled workers; flexible working and enhanced maternity provisions.

The organisations currently lining up as potential bidders have no such record, and there is every likelihood that terms and conditions will be adversely impacted, with equality issues taking a back seat in the drive to improve "efficiency" and to reduce costs.

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Conference therefore calls upon the service group executive to seek to ensure that, whatever the future shape of the probation service, the protection of terms and conditions, including those negotiated under the equality agenda, is paramount.

National Women's Committee

Health and Safety

8. Recognising Problems with Regards to Hot-Desking

Police forces across the country in an attempt to save money due to this governments disproportionate budget cuts are looking to rationalise their estates. This has lead to many forces selling off buildings and moving into a centralised location. These new ways of working have seen more staff moving into open plan buildings with hot desking being introduced in these workplaces. Greater Manchester Police are already using these new ways of working with our own force in the process of introducing what is happening in greater Manchester.

This is particularly true of call centre operations where staff are accommodated on a first come first served basis. However the use of hot desking is now more widespread and affects large number of our members who are forced to desk share simply to avoid unnecessary additional business costs.

Hot desking has two distinct disadvantages. Firstly there is a health and safety issue where staff work in close contact with their colleagues often resulting in an uptake of airborne related illnesses. Secondly the denial of quality personal space has an adverse effect upon our members' well-being who often feel they are treated as the equivalent of battery hens and may find this experience de-humanising.

We call upon the Service Group Executive - to conduct a survey into to how prevalent the use of hot desking has become and to highlight our growing concerns over health issues and the denial of personal space at the workplace which is adding to stress to our members.

West Midlands Police Staff Branch

8.1 Recognising Problems with Regards to Hot-Desking

Paragraph 4

After "has become" insert "and any issues this raises,"

After "to highlight" insert " , to the College of Policing (Workforce Business Area),"

Police and Justice Service Group Executive

9. Bullying in the workplace

Conference due to overwhelming cuts in policing, police staff are facing increased pressure due to the reductions in the workforce. Police staff are being disproportionately effected and bearing the full brunt of this governments cuts agenda. This has lead to managers being under increasing pressure to deliver a service with an ever decreasing workforce. We have seen a massive increase in bullying cases within the police service due to the poor management styles, lack of training and increased pressure to delivery more with less. Forces own policies in

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relation to bullying are ineffective and don't address the wider issue and the impact this is having on our members health.

Conference calls on the Service Group Executive to

- 1) work with Police forces to highlight the importance of retaining police staff numbers;
- 2) to carry out a survey of our members to find out the true extent of the problem;
- 3) to develop a unison policy available to branches to help them deal with the issue of bullying.

West Midlands Police Staff Branch

9.1 Bullying in the workplace

Add: new 1)

"Address workplace bullying in the context of the College of Policing Code of Ethics which requires that police officers and police staff ensure that their '...behaviour and language could not reasonably be perceived to be abusive, oppressive, harassing, bullying, victimising or offensive by the public or policing colleagues".

Renumber 1) , 2) and 3) as 2), 3) and 4)

Police and Justice Service Group Executive

10. Personal Protective Equipment (PPE) for Police Staff

A number of police staff are employed in roles or environments that are confrontational. Many believe that they need to be provided with Personal Protective Equipment (PPE) as a safety measure.

Forces have been issued with guidance with regard to the provision or non provision of PPE for groups of workers that have resulted in some items of PPE being withdrawn.

This motion calls upon the SGE to undertake work to ascertain the current provision in forces, and to have meaningful discussions with the College of Policing about the provision of PPE for certain groups of police staff, so as to agree a standard that ensures our members are protected from injury whilst carrying out their work.

Hampshire and Isle of Wight Police and Justice

11. Police Community Support Officers (PCSOs) and Scene Preservation

Every day somewhere up and down the country a crime will be committed that requires the scene to be preserved for evidence. This could be for a matter of hours, days or weeks dependent on the crime. As police forces face massive cuts in finance police community support officers (PCSOs) are being utilised more and more for this role- therefore freeing up front line police officers. This has led to concern about the health, safety and welfare of PCSOs in these times of austerity for the following reasons:

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- a) PCSOs are lone workers in vulnerable situations at many scenes of crime;
- b) PCSOs often have little or no access to welfare or refreshment facilities whilst preserving evidence at scenes of crime;
- c) PCSOs have employment rights which are often overlooked when being deployed for a length of time on scene preservation;
- d) PCSOs are deployed onto scene preservation scenes for long periods of time in all weathers without due recognition of the Working Time Directive. This includes the loss of rest breaks and exceeding duty hours

Conference therefore calls upon the Service Group Executive to:

- i) agree robust national guidelines with the College of Policing for the deployment of PCSOs on scene preservation;
- ii) issue guidance for branches to assist in negotiating procedures for deployment of PCSOs in scene preservation at local level;
- iii) campaign for better management of PCSOs on scene preservation with more robust training for PCSOs and managers
- iv) seek to ensure that all police forces implement appropriate and robust risk assessments taken from national guidelines.

National Women's Committee

Pay and Conditions

12. Police and Justice Staff are Worth It

Conference welcomes UNISON's 2014 'Worth It' campaign to make sure that the pay of public sector workers stays at the top of the agenda in the run up to the 2015 general election. Police staff, probation workers and Children and Family Court Advisory and Support Service (CAFCASS) employees have all seen the purchasing power of their salaries decline significantly since 2010. With the cost of living crisis set to continue, police and justice members are struggling to make ends meet.

Conference notes with concern:

- 1) The Government's on-going public sector austerity drive means no end in sight for pay restraint for public sector workers.
- 2) The likelihood of police, probation and CAFCASS members being offered a measly 1% pay rise again for 2014.
- 3) The purchasing power of police staff pay has declined by a shocking 13% in real terms since 2010.
- 4) The purchasing power of probation workers pay has declined even more, by nearly 16%, since 2010;

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- 5) If pay restraint continues into the future, the value of our members' salaries will continue this dramatic slide.
- 6) The threat of on-going job losses in all sectors is being used cynically to cap the aspiration of police and justice members to improve their financial position.

Conference recognises that the government is not going to change its policy on public sector pay voluntarily. Conference therefore calls upon the Service Group Executive to:

- a) Vigorously support UNISON's 'Worth It' Campaign for pay in 2014/15.
- b) Work with UNISON's other Service Groups to support the 'Worth It' campaign across the union.
- c) Support each Sector within the Service Group to run pay campaigns which raise the profile of pay for members and encourage members to get active in the campaigns to improve their pay.
- d) Provide support and resources to sectors undertaking campaigning work on pay.
- e) Develop an overarching Service Group campaign on pay in 2014/15.
- f) Support an industrial action strategy as necessary for each Sector, in pursuit of the aims of the Worth It Campaign.

Police and Justice Service Group Executive

13. Reform of Police Staff Pay and Conditions

Conference notes that:

- 1) The Police Staff Council has ensured 18 years of industrial harmony in police forces in England and Wales.
- 2) This positive industrial relations climate has not come about by chance, but is the product of hard work on the part of all stakeholders on the Council.
- 3) The Police Staff Council Handbook (amended in 2004) has stood the test of time, but like any collective agreement requires periodic review to ensure that it is continuing to meet the needs of both employees and employers, and to ensure that it is compliant with equality legislation.
- 4) There remains a big question mark over the record of police forces in carrying out job evaluation and pay and grading reviews to ensure that their pay systems are equality proofed.
- 5) The Winsor Review of police staff remuneration did not provide the basis for a new settlement for police staff pay and conditions, despite the Police Staff Council spending nearly two years work on the project.

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- 6) Police staff have borne more than their fair share of the 20% cuts to police budgets, as redundancies have reduced their numbers to a greater degree to those of police officers.
- 7) Two forces – Surrey and Kent – remain outside the Police Staff Council.

In light of the failure of the Winsor agenda for police staff, Conference further notes that:

- a) The Police Staff Council is committed to re-open talks on potential reforms to police staff pay and conditions;
- b) A survey of police staff pay rates was completed in early 2014 to provide the data for the review of pay and conditions to begin;
- c) A Police Staff Council Working Party is due to begin meeting in the summer of 2014 to scope potential changes to the way in which police staff in England and Wales are paid and rewarded;

Conference believes that UNISON should be open to the potential for reform of police staff pay and conditions and welcomes the opportunity for the Police Staff Council to begin scoping potential ideas for change via negotiation. Conference calls upon the Service Group Executive to seek to ensure that:

- 1) Branches and members are fully informed and consulted at appropriate times in relation to the 2014 Police Staff Council pay and conditions reform project;
- 2) Members are able to vote on any final offer that emerges from the negotiations;
- 3) Equality considerations to be central to UNISON's negotiating strategy;
- 4) A national pay and grading system for all police staff in England and Wales remains part of the Trade Union Side's objective for any final offer on pay and conditions reform;
- 5) Kent and Surrey Police be invited to join the Police Staff Council to enable both forces and their staff to consider any final offer on national pay and conditions, subject to consultation of UNISON members in both forces.

Police Staff Council - England and Wales Committee

14. Defend National Terms and Conditions

Conference welcomes the work done by UNISON, and sister unions National Association of Probation Officers (Napo) and GMB, to negotiate a staff transfer and protections agreement for probation members, that protects national collective bargaining into the National Probation Service (NPS) and the 21 Community Rehabilitation Companies (CRCs).

Conference also acknowledges the protections for the continuation of funding for national and local facility time that are contained in the staff transfer agreement, but

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recognises the threat to facility time contained within the Cabinet Office guidelines on trade union facilities.

Conference is aware that both national collective bargaining and facility time are likely to come under pressure in both NPS and in the CRCs, as the new delivery bodies struggle with cuts to funding and the inevitable pressures that privatisation of the CRCs will place on operating budgets.

Conference therefore calls on the Service Group Executive to seek to defend national terms and conditions going forward in both NPS and the CRCs by:

- 1) Working in partnership with sister trade unions Napo and GMB;
- 2) Strongly pursuing a decent pay rise for both NPS and CRC staff for 2014 in line with the NNC pay claim for an above inflation pay rise;
- 3) Making sure that UNISON's 'Worth It' campaign is mainstreamed in all our pay campaigning work for 2014;
- 4) Maintaining the pressure on the new employers to ensure that the NNC pay ranges do not perpetuate potential pay discrimination;
- 5) Alerting potential CRC owners to the obligations to maintain national collective bargaining if they buy a CRC;
- 6) Campaigning against the emergence of a two tier workforce in CRCs;
- 7) Agreeing new arrangements to protect trade union facility time at both local and national level in line with the staff transfer and protections agreement;
- 8) Recruiting and organising at local employer level to ensure that UNISON is in the strongest position possible to defend members' interests going forward;
- 9) Agreeing, following consultation with regions and branches, appropriate branch arrangements for probation members for the future.

Probation Committee

15. National Alignment of Terms and Conditions in Approved Premises

The Probation Service has just been split into 21 Community Rehabilitation Companies (CRC) and one National Probation Service (NPS). All the Approved Premises (AP) in England and Cymru Wales have been assigned to the NPS and along with the 21 CRCs will be subject to a single table national collective bargaining agreement.

The APs are no longer the bail hostels of old, they now primarily accommodate high risk offenders on release from custody as part of a licence requirement.

Previously probation staff were employed by 35 separate Probation Trusts that were also subject to national collective bargaining. Unfortunately, not all the Trusts acted within the spirit of the National Negotiating Framework and sought ways to

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undermine the most fundamental aspect of national collective bargaining, an agreed price for the job.

Some Trusts brought in outside contractors at cheaper rates of pay to work shifts that would have attracted enhanced payments for our staff. They employed staff on zero hour contracts, created relief contracts on lesser rates of pay, and failed to recognise the very real responsibilities of the role within their local attempts at job evaluation.

This however did not happen in all areas, South Yorkshire does not have any member of staff in APs on less than pay band 3, all relief staff are on band 3, all staff, including relief, get sick pay, annual leave, incremental progression, enhanced payments and unsocial hours payments applied to all staff.

However, when probation staff who worked in the APs transferred from the Probation Trust to the NPS, they transferred under the terms and conditions that they were employed on by that Trust. Because some Trusts chose not to adhere to the spirit of the National Negotiating Framework, staff transferring to the NPS from these Trusts transferred on lesser terms and conditions than those staff from Trusts that did adhere to the National Negotiating Framework. This has created, effectively, a two tier workforce of probation staff working in APs, but now employed by the same employer, the NPS.

Conference, we would like to see all probation staff working in APs for the NPS to be employed on the best terms and conditions as agreed by the National Negotiating Framework, which many Trusts adhered to. We do not wish to see a move to rationalise pay and terms and conditions within the new single national employer, the NPS, which would drag our members' pay and conditions down.

Conference calls on the SGE via the auspices of the National Probation Committee to:

- a) Use information previously gathered at a national level from APs to campaign and publicise the unfairness and vast disparity of pay and terms and conditions across England and Cymru Wales.
- b) To highlight the very difficult role our members play in the rehabilitation of some of the most dangerous and risky offenders at large in the community.
- c) Work at national, regional and branch levels to seek to rationalise pay and terms and conditions in APs up to equal those of the previous Trust employers that have recognised and appreciated the importance of a well paid and well trained work force.
- d) Support the branches and officials at a local level where pay and terms and conditions are the worst.

Sheffield UNISON Metropolitan

16. Police and Crime Commissioners - The Good, The Bad and The Ugly

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Conference notes with concern the apparent lack of knowledge of some Police and Crime Commissioners concerning Police Staff Terms and Conditions of Employment.

Conference therefore calls on the Service Group Executive to:

Campaign for a framework of measures to promote collective bargaining, clear consultation rights and trade union organising.

Gwent Police and Justice

17. Uniform Laundering Allowance

Police staff who are required to launder items of uniform are entitled to claim a tax allowance via Her Majesty's Revenue and Customs (HMRC).

There is a marked disparity between police officers, Police Community Support Officers (PCSO) and other uniformed staff with regard to how much they can claim.

There may be a logical explanation for this disparity, but it has not been explained thus far.

This motion calls upon the Service Group Executive to liaise with HMRC to determine if there is any clear reason for the differences, and if there is none to undertake work with HMRC and the Police Staff Council with the aim of removing what appears to be an unjustifiable disparity.

Hampshire and Isle of Wight Police and Justice

18. Overnight Allowance

Currently police staff who are required to work and/or stay away from home overnight are not allowed to claim the £50 overnight allowance that their police officer colleagues can.

This motion calls upon the Service Group Executive to undertake work with the Police Staff Council to seek to ensure that this provision is extended to police staff.

Hampshire and Isle of Wight Police and Justice

Police Reform

19. Police Reform and Force Mergers

Conference notes with massive concern the continued savage cuts of public expenditure to Scottish policing as a result of the Scottish Government's dogmatic pursuit of its artificial manifesto pledge of an additional 1000 Police Officers as well as the brutal unachievable savings they trumpet will be made of £1.5 billion in 15 years.

This political ideology has led to the loss of 1000+ Police staff jobs across Scotland which has resulted in a diminished public service that cannot provide an acceptable local service to the community's in which they are meant to serve. Perversely, to paper over the cracks, the only way Police Scotland try to maintain some level of

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public service is to utilise these 1000 extra Officers carrying out recently redundant posts such as Citation serving, licensing and traffic warden duty.

On the horizon we will witness a major attack on existing Police Staff terms & conditions of employment aligned with a major job evaluation scheme that will not be favourable due to the savings of £66 million per annum demanded by the Scottish Police Authority.

Conference notes the positive work of the opposition parties who consistently challenge the Scottish Government on the failings of Scottish Policing and continue to fully support our campaign for a balanced workforce of the right mix of Police staff and Officers to provide the best value service from the public purse to best keep Scotland safe.

Many Police Forces in England & Wales are proactively looking at Scotland with an interest no doubt to gauge whether this reform is financially fruitful.

Conference, therefore, calls on the SGE to:

- 1) Raise our concerns of Police Reform in Scotland with all political parties and in particular, through Labour Link across the UK.
- 2) To campaign against imposing financial penalty on an unevidenced artificial number of 17234.
- 3) Continue to promote the benefits of in-house delivery and against attempts to outsource.
- 4) To promote the advantages of localism against the faceless centralisation agenda.
- 5) Develop recruitment materials to recruit new members in existing privatised services such as G4S.

Police Staff Scotland (UPSS)

20. Police Performance and Statistics

The 'Peelian principles' describe the philosophy that Sir Robert Peel developed to define an ethical police force. This philosophy is commonly known as policing by consent.

In the British model of policing, police officers are citizens in uniform. They exercise their powers to police their fellow citizens with the implicit consent of their fellow citizens.

However, Policing by consent is in danger of being replaced by Policing by Performance Standards.

In the rush downhill to appease politicians and justify ever decreasing budgets, the Police are directed to target specific groups to obtain the performance figures required by those in power.

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These statistics are moulded to achieve political aims – downward spirals in specific areas of crime are fated whilst overall trends are masked.

Evidence that officers are now tasked with fulfilling their statistical data targets rather than actual police work in their communities is highlighted by the increase in direct measures, moving the recording goalposts to suit political ends.

The will of communities is being put into second place behind the careers of politicians and senior officers.

The 9th Peelan Principle states:

To recognize always that the test of police efficiency is the absence of crime and disorder, and not the visible evidence of police action in dealing with them.

This conference calls on the Police and Justice Service Group Executive (SGE) to

- 1) Write to the Police and Crime Commissioners in England and Wales and the Scottish Police Authority to ask for them to revisit the need for Performance and Statistical Information in its current format and to put the needs of citizens before those of politicians.
- 2) Actively encourage branches to question Police and Crime Commissioners (PCC's), Police Authorities and Chief Constables reliance on statistical returns rather than positive citizen outcomes and report the results to the SGE.

Police Staff Scotland (UPSS)

20.1 Police Performance and Statistics

In numbered sub-paragraph 1) delete '...Police and Crime Commissioners in England and Wales...' and insert in its place '...the Association of Police and Crime Commissioners, the Home Office, ACPO...'

Police and Justice Service Group Executive

21. Regional Collaborations

Many forces across the country will have an experience of shared service arrangements between forces sometimes known as collaboration. The North West is no exception to this but is concerned at the growth of collaboration arrangements that have, in our experience, proved to be an excuse for empire building and an opportunity to try and reduce jobs, grades and other terms and conditions. Unfortunately despite UNISON in the North West exposing these issues, we believe forces will continue on this path as they try to meet ongoing demand for cuts, by this Tory Government and their lapdog Liberal partners. Furthermore, this will pave the way for the possible creation of regional police forces as part of a Tory objective to retain control whilst pretending to devolve power.

We believe all branches will need to be prepared for this and therefore recommend that national guidance be provided to all branches on key issues that arise from "collaborations/sharing of services" such as:

- 1) Secondments;

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- 2) Reduction of terms and conditions to the lowest level;
- 3) Lead force responsibility;
- 4) Who controls the budget?
- 5) Tenure of contract should be open and transparent;
- 6) Forces to be open and transparent on proposals at earliest stage.

We also recommend that a focus group be drawn up in consultation with branches to advise on materials that give guidance to both members and forces on how to deal with the aforementioned issues.

North West Region

22. Transfer of Police Staff from Wiltshire Police to Wiltshire Council and other Strategic Partners.

At conference in 2013 you will recall a motion was passed highlighting a situation that was developing in Wiltshire Police regarding the transfer of Police Staff to Wiltshire Council.

Conference will remember that the proposal was to transfer staff from the following departments of Wiltshire Police; Project Management, Information Services & Technology, Estates, Finance, Legal Services, Corporate Communications and People Services – some 225 staff in all.

UNISON pointed out to both the Police and Crime Commissioner and Chief Constable the impracticalities and barriers that were posed by such a plan and these were dismissed out of hand as being negative and unsupportive of the Force.

Conference should note that to date only some 30 members of staff have been transferred to Wiltshire Council – five from the Force Project Team and twenty-five from IST. Both are areas that had seen a substantial lack of investment and chief officer accountability over a number of years. Estates, Finance and Legal Services were retained by the Police and Crime Commissioner – interestingly this did not form part of the transfer proposal put forward to the Home Secretary, but she didn't appear to worry about that!

Conference will also note that there is still an intention to transfer all of the outstanding service areas to Wiltshire Council, but the senior management have at last realised that there is still a huge amount of planning and due diligence to be completed before any progress can be made.

Conference notes with concern the lack of real consultation that has taken place around this issue and differs strongly with the Wiltshire Police view that telling the local branch what will happen amounts to consultation.

Conference notes with thanks the assistance given to the Wiltshire Police & Justice branch by both the regional and national office.

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Conference notes that the risk to police staff jobs continues and believes that the position taken by the Chief Constable and Police and Crime Commissioner in Wiltshire shows that they have little or no idea of the complexity of police staff roles and functions.

Conference therefore calls upon the Service Group Executive to:

- 1 Continue to highlight this situation across the Service Group, updating them as necessary.
- 2 Feedback the experiences of Wiltshire Police and Justice branch to all of the branches across the Police & Justice Service Group, highlighting the pitfalls and dangers of such transfers.

Wiltshire Police and Justice

23. College of Policing Must Be Independent of Government and Police Leadership

Conference notes that UNISON:

- 1) Has so far supported the creation of the College of Policing as an independent professional body for all those working in the profession of policing;
- 2) Is represented on the College Professional Committee;
- 3) Has declined a directorship on the College Board on account of concerns over the potential conflict of interest between the role of a College director and an independent trade union;

Conference accepts that the College has not yet had time to mature as a genuine professional body, but notes with concern that the College:

- 1) Is run by a Board appointed by the Home Secretary;
- 2) Does not yet have a governance model which reflects the models of other professional bodies, or Royal Colleges, most of which have an elected Council of practitioners to run them;
- 3) Lacks any means, at present, for securing the democratic buy in of the police workforce;
- 4) Runs the risk of being overly identified with the Home Office, or Association of Chief Police Officers (ACPO), because of its closed governance arrangements;
- 5) Has yet to:
 - a) separate out its role as a professional body, from its previous National Policing Improvement Agency (NPIA) role as a Home Office quango which worked to the orders of Government;

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- b) separate the 'professional' ACPO business areas that it has taken over from those operational/managerial ACPO business areas, that do not belong in a genuine independent professional body;
- c) establish an acceptable consultation machinery to allow the views of workforce representatives to influence the creation of College products.
- f) Has sometimes promoted ideas that seem to have little or no credence in the Service – for example the idea of volunteer PCSOs.
- g) May struggle to persuade the workforce to pay for membership subscriptions when the three year free membership comes to an end, if it cannot evolve into a genuine open, and democratically controlled, professional body.

Conference believes that there is a role for an independent professional body that can raise professional standards, speak with authority on policing matters and support police staff in their careers. In order to make this happen, Conference calls on the Police and Justice SGE to seek to ensure that the College:

- 1) Consults widely within the police service and with outside stakeholders on a more open and democratic governance structure;
- 2) Develops, in the meantime, a proper consultative forum for the trade union and staff associations to have a say in the development of College products;
- 3) Creates a more democratic decision making process that relies on a consensus within the profession;
- 4) Is more open and transparent in the way it consults on key issues;
- 5) Avoids becoming an organisation that speaks only on behalf of the Home Office and/or police leaders;
- 6) Separates off former ACPO managerial work from its remit and concentrates on being a professional body;
- 7) Genuinely involves the whole police workforce in professional networks;
- 8) Strives to demonstrate its offer to police staff whatever their role or seniority.

Police Staff Council - England and Wales Committee

24. Neighbourhood Policing - The Future?

Police Community Support Officers (PCSOs) are the backbone of Neighbourhood Policing.

Due to the abstraction of Neighbourhood Police Officers to support response teams and no longer carrying out any proactive work, this is placing the onus evermore on our overworked PCSO members.

What is the future for Neighbourhood Policing?

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Since this coalition government came to power in 2010 over 3,500 PCSO posts have been lost, already some 20% higher than the total number the Her Majesty's Inspectorate of Constabularies (HMIC's) research predicted would be cut by the end of this Parliament.

Ministers have consistently maintained that there is adequate funding to protect the front line - this is clearly not the case.

The majority of Chief Officers and Police and Crime Commissioners have committed to maintaining and developing Neighbourhood Policing, but are finding this increasingly difficult due to the severity of the budget cuts.

Conference therefore calls upon the Service Group Executive to work with the Home Office, Association of Chief Police Officers (ACPO) and the The Association of Police and Crime Commissioners (APCC) in an effort to reverse these swingeing cuts, to protect and sustain Neighbourhood Policing into the future.

Cleveland Police

Privatisation

25. Privatisation of Probation Services

Conference expresses concern at the actions of the Secretary of State for Justice, in the preparation of the probation service for sale under the mantra of Public is Bad, Private is Good.

This has:

- 1) Seen around 50% of a public service being transferred to a CRC (Community Rehabilitation Company) and ultimately the private sector which threatens to undermine public protection, and engages in a dangerous experiment with public safety whilst seeking to line the pockets of the government's cronies in the stock market.
- 2) A significant impact on the wider community as potential outcomes will be:
 - 1) An increase in serious further crime due to the fragmentation of management of offenders
 - 2) A lack of any cohesive risk assessment on the provision of control. With accountability split between, what is expected to be large private companies, public bodies and the 3rd sector to the detriment of the community.
- 3) A loss of the current support for the victims of crime.
- 4) The obliteration of a public service over 100 years old.

This will further make our members complicit in the denial of the Human Rights of Offenders by directly contravening the International Labour Organisation. A position that would never come about if they remained Public Servants and officers of the courts.

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Conference believes that public money, our taxes, should not be used to increase private company profit margins through privatisation or payment by results, when there is an effective system in place which puts money back into the public purse for reinvestment into the rehabilitation of offenders. We also assert that the monies earmarked to effect staff redundancies, some £60,000,000 should be put to better use providing a well resourced public service, good for another 100 years.

There are alternatives and those alternatives are better;

- 1) If expertise exists within the private sector, which we dispute, then that expertise should be brought into the public sector.
- 2) To leave the well performing, efficient and effective service as it is with (NPS) Civil Servants working alongside (CRC) Public Servants.
- 3) Adopt the model developed with the Government Information Unit, which promotes work between statutory and voluntary providers at a local level under democratic control.

Alternatively, if the government is insistent upon competition then it must allow the public sector to compete on a level playing field, with the removal of financial restraints which, for example,

- 1) Stop the trusts using their own resources to test new and innovative ways of working with offending behaviour.
- 2) Punish effective use of finances by not allowing them to be carried from one financial year to the next, and,
- 3) Constricting trusts into using accommodation, IT and National Facility Management contracts that are ineffective and bureaucratic, instead of allowing them to work collaboratively alongside local partners sharing facilities and promoting local wealth.

Conference calls upon the Police and Justice SGE to work with;

- I) The NEC and the components of the NEC to ensure that our branch structures offer the best coverage to our members going forward.
- II) Labour Link to raise awareness of the very real risks and promote the model developed with the Government Information Unit.
- III) Local Branches to develop events and strategies to recruit and retain members.

North West Region Probation and CAFCASS

25.1 Privatisation of Probation Services

In final section, I) delete ‘...NEC and the components of the NEC...’ and replace with ‘...UNISON Police and Justice Committees and other appropriate committees ...’

Police and Justice Service Group Executive

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26. Privatisation of Police & Probation Services

This Government and likely future Governments agendas for shrinking the State and privatising Police and Probation services is resulting in our members being employed by private companies. The effect of this is the fragmentation of UNISON branches in the Police & Justice sector which will make it increasingly difficult to organise, support, recruit and retain members in the sector.

This Conference instructs the National Service Group to develop a strategy to maintain and increase Police and Probation membership in the growing private sector.

Eastern Region

26.1 Privatisation of Police & Probation Services

Insert new 2nd paragraph:

‘Conference notes that it has always been recognised that “like recruits like”. Conference therefore welcomes the strong community links of our self-organised and young members groups and acknowledges the importance of this in recruitment. Lesbian, gay, bisexual and transgender (LGBT) police and justice workers without an understanding of trade unionism are more likely to respond positively to an LGBT recruiter. LGBT members are more likely to take up activist roles if they know about the LGBT role models within our service group. The same is true for the other self-organised groups and young members organisation.’

Add at end:

‘This strategy should include using UNISON’s community links to recruit and organise, for example encouraging police and justice branches to support local pride and other equality community events.’

National Lesbian, Gay, Bisexual and Transgender Committee

26.2 Privatisation of Police & Probation Services

Insert new second paragraph ‘Conference is aware of, and welcomes the on-going work by the national union to address the issue of fragmented workplaces and how we can follow members into the private sector employers in order to organise, recruit and retain members.’

In final paragraph after ‘National Service Group to’ insert ‘:’ and move remaining text to create new paragraph and insert at start ‘1.’ before ‘develop a strategy’

Insert new ‘2. Liaise with the Assistant General Secretary responsible for Service Groups and highlight the growing membership within the private sector companies undertaking work in the Police and Justice sector.’

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Lancashire Police Authority

27. Probation: Stop the Sell Off

Conference condemns the decision of the Coalition Government to proceed with the split of the Probation workforce into the National Probation Service (NPS) and the 21 Community Rehabilitation Companies (CRCs) on 1 June. Conference notes that the split was undertaken despite:

- 1) A formal request from the probation unions to the Ministry of Justice Permanent Secretary to defer the staffing split in recognition of the dangers inherent in separating the workforce;
- 2) The evidence set out in UNISON's 'Complicating Rehabilitation' report that the split would be un-workable and place probation staff under unnecessary strain;
- 3) Major problems with the staff assignment methodology used to place staff in one or other of the new delivery bodies;
- 4) The obvious inability of the NPS to stand on its own two feet without significant assistance from the CRCs via Section 28 Agreements.

Conference further notes the detrimental impact which the split is having on the well-being of UNISON members working in both the NPS and the CRCs, on account of the increase in workloads and associated stress.

In light of the plans of the Ministry of Justice to now sell the CRCs to private sector bidders by the end of 2014 Conference calls upon the Service Group Executive to seek to:

- a) Campaign against the sell-off of the CRCs to the private sector;
- b) Work with sister unions Napo and GMB to oppose the privatisation;
- c) Continue to lobby politicians over the dangers of the sale;
- d) Publicise the dangers of the sell-off to the general public;
- e) Organise and recruit in the CRCs and NPS to ensure that UNISON is in the strongest possible position locally to oppose the privatisation;
- f) Continue the dialogue with the CRC bidders in an attempt to dissuade them from bidding;
- g) Register local disputes, as necessary, in relation to matters such as workloads, work allocation, trade union facilities etc;
- h) Adopt, if necessary, an appropriate industrial action strategy, in partnership with Napo and GMB, to resolve those trade disputes;
- i) Work via UNISON's Labour Link to influence Labour's thinking on an alternative model to privatisation for a publically run and locally accountable probation service in line with the principles of Primary Justice.

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Probation Committee

28. Future of Probation Service

Probation Trusts across the country have now been abolished and replaced with 21 Community Rehabilitation Companies and a department within the Civil Service. We believe that this will significantly impact on our job roles leaving members uncertain as to what their responsibilities are.

We call upon Service Group Executive to liaise with Labour Link within UNISON structures to campaign to halt or reverse the privatisation agenda.

East Midlands Region

29. Stop probation privatisation

It is Chris Graylings ideological view that private companies can run the probation service better than it is currently being run and he somehow believes that inexperienced private companies and their untrained staff can reduce reoffending in a very short period of time.

This proposal is not just due to austerity this is yet another attack from the ConDem government on the Probation Service and the justice system as a whole.

These cuts are an attempt by the coalition government to reverse years of improvement that have been achieved by the probation service. The lie that Chris Grayling and his Government cronies trot out to justify the privatisation ignore the fact that the rate of reoffending has dropped year on year for the criminals referred to the Service.

The Probation Service may be small in numbers but not in their ability to performance and exceed all targets set out by the Government which has been achieved with a continuously shrinking workforce and within tight budgetary restraints.

The Probation Service nationally has won awards and been recognised as a leading light in the criminal justice system and the rehabilitation of offenders for many years.

Why would anyone or Government want to privatise an award winning Service thus hitting a vital part of the criminal justice system?

We call on conference to urge our Service Group Executive and National Executive Council (NEC) to provide resources and support to take this challenge up locally, regionally and nationally together we can fight this and keep probation public.

Cymru/Wales Region

30. Keeping Probation Local

Since the transforming rehabilitation agenda has forced the former Probation Trusts into two separate entities - the National Probation Service (NPS) and the Community Rehabilitation Companies (CRC's), it has resulted in the fragmentation of the workforce. All former Probation offices have been divided between the two entities and this has not been good for morale or working practices. This fracture makes it

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difficult for UNISON to organise, support, retain and recruit members. The likelihood is that when the former Trust properties finish their current leases then both the CRC's and NPS will look to move the estate to cheaper rental properties in possibly far-flung corners of each County or amalgamate former trust locations and place them in one office covering the former areas. This may result in staff being removed from an area that they are familiar with, the area they may have chosen to work in and possibly leaves them uprooted from the community they belong to. The travel costs for individuals and the added time taken to get to and from work may also impact upon those with caring responsibilities. It will also possibly be detrimental to the service users who may have further to travel and this may lead to a lack of compliance and a further cost to the criminal justice system both financially and through an increase in crime. But it also goes against the localism agenda and possibly takes the service away from the hub of the criminal justice system, the Court and away from the other services offenders may need to use which include the local government offices, the job centre and various different agencies that are linked in with probation that are usually found in town centres.

This conference instructs the Police & Justice Service Group Executive to develop a strategy to keep Probation local in order to ensure members are retained, supported, organised and recruited and to also ensure that strategy allows for Probation Centres to remain in locations that are easily accessible for staff and service users in locations that are either currently utilised or are in areas that are not located large distances away from the current trust office. The strategy should also fight the amalgamation of former trust offices and retain a presence in areas Probation already operates in.

Eastern Region Probation

31. Probation on Probation

The changes to the probation service that took effect on 1 June 2014 are yet another example of the condemn government dismantling and privatising public services.

We believe the changes were not necessary, and that they will ultimately prove to have been a disastrous and costly move. They are quite likely to place the users of the service and the public at risk.

Already, probation members are reporting matters that evidence that the changes have not been thought through .

Undoubtedly, if asked to comment the government, the National Probation Service (NPS) and the privatised Community Rehabilitation Companies (CRCs) will say that everything is ok.

This motion calls upon the Service Group Executive to undertake the necessary work to gather information from branches that can be used to support campaign work and to refute any claim by the government, NPS or CRCs that the new system is without flaws.

Hampshire and Isle of Wight Police and Justice

32. Bring all Outsourced Police Services back home

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South Wales Police and Justice branch demands that conference take forward and Unison encourages all branches with a determined campaign to ensure that even in times of cuts and austerity that it is possible to bring all Police services and staff back in house.

On July 1st this year 100 staff who were previously employed by G4S on an outsourced contract working in our custody units across the force became employed directly by South Wales Police ending this outsourcing.

We want to encourage Unison nationally and other branches to work with your Police & Crime Commissioners and Chief Constables and request that when all outsourced contracts come up for renewal that the cost of insourcing is explored first as this can prove beneficial and even more cost effective on occasions. Police Forces having the added benefit of staff being directly employed by them and subject to their standards, policies and procedures and having to adhere to and meet any targets that the force sets. This is not the case when services are outsourced.

We call on all Police and Justice Branches to scrutinise all costs of outsourcing including all hidden cost and the actual cost the outsourcing has cost the force not the quoted cost when the outsourcing occurred and use this as an argument to Insource all,outsourced contracts.

Together lets undo the wrong encouraged by this government and bring all our Police services back in force and make the Police Service Public again.

South Wales Police and Justice

32.1 Bring all Outsourced Police Services back home

In 4th paragraph after "Police and Justice" insert "Service Group Executive to work with all"....

Police and Justice Service Group Executive

Professional Issues

33. Code Of Ethics and Police and Crime Commissioners (PCCs)

Last years Police & Justice Conference instructed the Service Group Executive (SGE) to seek to ensure that a number of issues were covered by the College of Policing during the development of its integrity programme.

One of these issues was for a single code of ethics for the entire police workforce, including private sector police staff and police support volunteers. The College of Policing published the Code of Ethics in April and on its website the College of Policing lists the individuals and organisations that the Code of Ethics specifically applies to. It is substantive, and includes those "who have entered into a collaboration agreement with the police service" and, "individuals and organisations that provide policing services on a temporary basis". Shamefully, there is one glaring omission from the College of Policing list that the Code of Ethics specifically applies to – Police and Crime Commissioners (PCC).

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In answer to the question, again on its website, about whether the Code applied to PCCs the College of Policing answered, "Police and Crime Commissioners may decide to adopt the Code of Ethics. Many have already indicated they plan to do so".

Why is there no mention of PCCs on the College of Policing list when the Code of Ethics places much emphasis on Chief Constables and other chief officers and leaders to lead by example and to take personal responsibility for promoting and reinforcing the principles and standards set out in the Code?

By adopting the Code PCCs would then be required to abide by and promote all that the Code enshrines including, how it relates to disciplinary matters and especially in regards to promoting, supporting and reinforcing ethical standards and behaviour to their staff, in the same way a Chief Constable is required to do to their officers and staff. PCCs adopting the Code would also set a good example to all staff who work for their force.

Seeing as a failure by a member of police staff to have regard to the standards of professional behaviour in the Code of Ethics may result in disciplinary proceedings and, with PCCs now the employer of many police staff and maybe having a say in their force's disciplinary process, should not the Code of Ethics apply to PCCs too?

To try and ensure all UNISON members who work for the police service, no matter who they are employed by, know that their employer, whoever they may be, including PCCs, is abiding by the same high standards that police staff are abiding by ie. the Code of Ethics.

Conference, therefore, calls on the Service Group Executive (SGE) to make representation to the Home Office and Association of Police and Crime Commissioners (APCC) asking that it be a requirement that PCCs personally sign up to the Code of Ethics to ensure that it applies to them.

North Yorkshire Police

34. Code of Ethics

The newly introduced Code of Ethics applies to ALL those working in the police service.

Many branches will be aware of incidents that occur that fall short of the standards set out in the document, but which go unreported and are almost impossible to challenge.

More often than not these incidents are caused or influenced by high ranking officers and / or senior members of police staff .

This is not acceptable.

This motion calls upon the Service Group Executive to undertake work that would enable police staff to have a means of reporting incidents that come to their attention.

South East Region

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34.1 Code of Ethics

In paragraph 5, after "Service Group Executive to" delete "undertake work" and insert "liaise with UNISON's Legal Department to provide guidance"

Police and Justice Service Group Executive

35. Post Incident Procedures

Conference notes that the Service Group arranged, last year, a workshop facilitated by Thompson's Solicitors at Conference at Brighton to discuss Post Incident Procedures (PIP). This recognised the significant impact and increasing number of instances where Police Staff are involved and/or affected by these procedures in the immediate aftermath of a serious incident and in some cases many months later.

Post Incident Procedures do not just result through firearms incidents, we see more through any "Police Contact" which could result in serious injury or death, as a result of placing Officers, Police Staff and the Public at risk, or through failings in command. A significant number of branches have had to deal with this process through death in custody, but our Control Room Operators, Call Handlers, Police Community Support Officers and in some cases Scenes of Crime staff have also become involved. PIP procedures will involve the Independent Police Complaints Commission (IPCC) and the risk to our members cannot be underestimated if they are later called to court to account for their actions. Be it Criminal Courts or at an Inquest. Irrespective of the fact, being taken to a secure location whilst the initial investigation takes place and not being allowed to confer with your colleagues isn't traumatic enough.

Several Branches have undertaken some training with the assistance of the Police Federation or the Police Firearms Officers Association and do see the risks involved and have taken steps to ensure our members can receive the assistance of the union. But not all of us have had that luxury and more importantly not all of us have that level of understanding. Worryingly, a large section of our membership (who could be affected by this) receive little or no input or awareness from their employers and it is us they turn to in these situations.

Conference therefore calls the Service Group, in recognition of the impact these procedures are having on our members, to work with Thompson's Solicitors and recognised experts in the field to:

- 1) Provide guidance to Branches with regards to our rules and responsibilities with regards to Post Incident Procedures.
- 2) Work with Learning and Organising Services to provide a Police Staff "bespoke" training course on PIP.

West Yorkshire Police

35.1 Post Incident Procedures

Paragraph 2 Line 7 insert after "Independent Police Complaints Commission", "and the Police Investigations and Review Commissioner in Scotland (PIRC),"

Police Staff Scotland

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36. Post Incident Management and the role of the UNISON Steward

Conferences notes that the growth of professionalism and membership of Police Staff across the Police Service has led to an increased risk liability in terms of litigation and investigation by the Independent Police Complaints Commission in relation to deaths or serious injury resulting from police contact.

Police staff fulfil many front facing roles such as Enquiry Officers, Community Support Officers, Detention Officers, Camera Team Operators, Control Room staff and others. Each of these roles carries a very real possibility of playing a part in an incident whereby a member of the public or prisoner might sustain serious injury or death.

Many forces do not have a policy concerning Post Incident Management other than that contained within the College of Policing Authorised Professional Practice Armed Policing Post Deployment guidance. Conference believes that branches should engage with their own Forces and Police Federation colleagues at the earliest opportunity to help formulate policies which protect police staff.

Conference believes that local branches have a role to play in consulting and negotiating with their forces to ensure that they have a proficient PIM policy that enables them quick and unobstructed access to members to give them advice and support at an early stage in the process. Prompt intervention also helps over-intrusive action by investigating officers such as seizing clothing without obtaining suitable replacement clothes and isolating police staff witnesses in interview rooms as if they were arrested suspects.

Training is available to provide an accredited status for stewards to work in this very difficult, demanding and stressful area. The accreditation is necessary to provide the knowledge and credibility necessary to work with senior investigating officers (SIOs) both from forces and the Independent Police Complaints Commission (IPCC).

Conference believes that members would be best protected by a national accredited training scheme and therefore instructs the Service Group Executive to investigate the training options available and to promote them to all branches for the wellbeing of their members.

South West Region

36.1 Post Incident Management and the role of the UNISON Steward

Paragraph 5 Line 4 Delete "And" Insert ", "

Paragraph 5 Line 4 insert after "Independent Police Complaints Commission (IPCC)", " and the Police Investigations and Review Commissioner in Scotland (PIRC)"

Police Staff Scotland

37. If It's An Arrestable Offence, Arrest!

Conference will note the increasing demanding nature of police work as a result of austerity related funding cuts, staff shortages and redundancies that have resulted in

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the expectation of those left behind to do more with less resulting in the workplace being a more stressful environment.

Conference will further note that as a result of politicising policing, members of the public have been conditioned to believe that they are customers and that mistakes, regardless of how minor are never acceptable. And it's only right that members of the public deserve a police service that is accountable, but who protects the police staff?

It's against this backdrop that police staff are increasingly being investigated following allegations by detained persons and hostile members of the public. In many cases, the police staff members themselves are victims of criminal acts, yet no action is taken by police who think it's all part of the job. Police staff are all too often victims of assaults, threats, and hate crimes relating to abusive language involving discrimination to include racial, religious, homophobic, gender, and disability, yet often the police do nothing. Even after prolonged periods of abuse, when our staff react in some way to the abusive treatment, they can find themselves being investigated. Where is the justice in that?

In situations where our members need support they should have it. It is a systemic failure when police staff members are not adequately supported and this leads to increased stress levels, mistakes, and behaving less than professionally.

Conference, our police staff deserve more protection from our employers. Our detention officers, police community support officers (PCSO's), station clerks and other staff deserve to be treated fairly like other members of the public and in accordance with the law. Of course a thick skin and a bit of tolerance is a necessity to work in a demanding police service, but when a member of the public commits a crime, they should be arrested for it. If it's an arrestable offence in the high street, it's arrestable in a police station or cell.

Conference calls on the Service Group Executive (SGE) to:

- 1) Survey our police staff members and determine how widespread police failures to support our members are and how it affects stress and moral; publishing the findings.
- 2) Share the findings with the College of Policing and seek assistance in developing guidance to protect police staff.
- 3) Develop a national UNISON police staff strategy to highlight the problem and assist branches to address the problem locally.

Suffolk Police Sector Unison

38. Discipline Investigations and Processes

Conference notes that the Police Staff Council of England and Wales published Guidance on Police Staff Misconduct Procedures on 15th August 2011. These guidelines, where adopted, provide a reassuring framework for staff that are being investigated for cases of misconduct or gross misconduct.

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However, many investigations are being conducted by warranted police officers in Professional Standards Departments who are more used to investigating crime and dealing with potential criminals than investigating employment issues whilst maintaining a duty of care to the staff involved. Many of these officers will have years of experience and significant levels of training which is put to use when interviewing staff, gathering evidence and producing reports.

Conference further notes that assessments of misconduct or gross misconduct appear to be pitched at a much higher level than the eventual outcome, with allegations of criminal acts being added where possible. Conference believes that this is to grant the investigating officer the ability to gather more information and evidence for the non-criminal misconduct or gross misconduct matters; evidence that would not be accessible were the person employed by any other organisation.

Conference believes that this puts police staff and the UNISON stewards who represent them at a particular disadvantage during any discipline investigation and subsequent hearing.

Conference therefore calls on the Service Group Executive to:

- 1) Work with UNISON's Learning and Organising Services department to develop additional training for UNISON Stewards in Police branches in order to mitigate these issues.
- 2) Seek to influence the employer's representative bodies, as well as the College of Policing where appropriate, over these matters, highlighting the above as bad practice that portrays the police service in a negative light.
- 3) Consider seeking amendments to the published guidance via the Police Staff Council to better protect our members against any questionable practices that place our members at a disadvantage.
- 4) Undertake research, consulting branches and regional service groups over this matter and consider making freedom of information requests to employers if appropriate.
- 5) Publicise our concerns to our members and the public using all available media platforms.

Merseyside Police Unison Br

Volunteers

39. Career Progression in the CRC?

Conference, the Probation Service has now been split into 21 Community Rehabilitation Companies (CRC) and one National Probation Service (NPS). However, the process that saw staff assigned to the CRCs and NPS was not an agreed process, nor was it fair, in many cases it was purely arbitrary with staff names being drawn out of a hat.

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This left a bad taste in our member's mouths, there is a strong feeling from staff in the CRCs that they have been assigned to the 2nd class service, that they have been abandoned and that any chance at career progression has ended.

The assignment process saw Probation Service Officer (PSO) staff currently undergoing training to become a probation officer (PO) automatically assigned to the NPS, as this training provision is only provided by the NPS, whilst their colleagues who had just completed the training, prior to the split, were assigned to the CRC because of the protections put on newly qualified staff working with high risk offenders and the requirement of NPS staff to work solely with high risk offenders.

This injustice was further compounded by an advert from the Ministry of Justice (MoJ) seeking graduates to come and work for the newly formed NPS to train as probation officers whilst being employed as PSOs, whilst CRC staff were denied the right to apply.

Our members in the CRCs who have just qualified are stunned and feel let down, they feel that their noses have been rubbed in it, with many feeling they have wasted the last few years of their life as they worked towards the PO qualification.

The MoJ contract with the newly formed CRCs requires the private sector owners, once the sale of shares in a CRC has been agreed, to train and develop their staff, but, it does not require them to use the nationally accredited and recognized NPS PSO, PO and Admin training programmes.

The private sector CRCs are able to access the training programmes via the NPS, nothing bars them from doing this, just political ideology that the private sector should not be fettered or handcuffed to what training they have to use.

Conference calls on the SGE via the auspices of the National Probation Committee to:

- 1) Campaign across the 21 CRCs for the new private sector employers to adopt the NPS training programme for PO, PSO and Admin staff
- 2) Work with the NPS via the NNC to promote the availability and desirability to the CRC of their training programmes.
- 3) Work with the Probation Institute to promote and develop a single national accredited pathway for all probation staff, at all grades be they CRC or NPS.

Sheffield UNISON Metropolitan

40. Volunteer Community Support Officers

Conference is extremely concerned that Lincolnshire Police have introduced the first Volunteer Police Community Support Officers (VPCSOs) in the country. This is despite Lincolnshire Police losing 4.7% of their paid Police Community Support Officers (PCSOs) during the period 2010 to 2013.

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Conference notes that Volunteers are not accountable to the public in the way paid employees are accountable. VPCSOs are a threat to the jobs of existing paid PCSOs. Conference also fears that the lack of volunteer accountability will lead to further erosions in public confidence in the role of the full time paid PCSO.

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

- 1) Work with police staff branches faced with the threat of VPCSOs.
- 2) Work with other unions with police staff membership to oppose the use of VPCSOs.
- 3) Work to obtain a commitment from the labour party to support the continued use of paid PCSOs only
- 4) Launch a national public campaign against the use of VPCSOs.

Cambridgeshire Constabulary

40.1 Volunteer Community Support Officers

In 3) delete "party" and insert "link"

Police and Justice Service Group Executive

41. Volunteer Police Community Support Officers

Conference we are concerned about the recruitment of Volunteer Police Community Support Officers. These volunteers will be in full uniform and working alongside regular employed Police Community Support Officers (PCSO). They will not have the same powers as the PCSOs but will have the same core objectives and responsibilities.

The main concerns are:

- 1) They have no statutory powers;
- 2) They are not able to patrol independently so employed PCSOs will have to mentor and patrol with them;
- 3) According to a local newspaper the initial cost in one force is 1.8million which could be used for employed staff;
- 4) Potential health and safety issues.

Conference calls upon the SGE to

- a) Step up the campaign against the use of volunteer PCSOs of any nature within the police and justice family;
- b) Raise this issue at national level with the police minister and the College of Policing.

East Midlands Region

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Amendments Ruled Out of Order

Reason: Negative Amendment

Motion 4 Domestic Abuse

Paragraph 3

delete

“We call on Conference to reject this report and”

Police and Justice Service Group Executive

Reason: Negative Amendment

Motion 38 Discipline Investigations and Processes

38.1

Delete 3) "Consider seeking amendments to the published guidance via the Police Staff Council to better protect our members against any questionable practices that place our members at a disadvantage."

and renumber 4) and 5) as 3) and 4)

Police and Justice Service Group Executive
