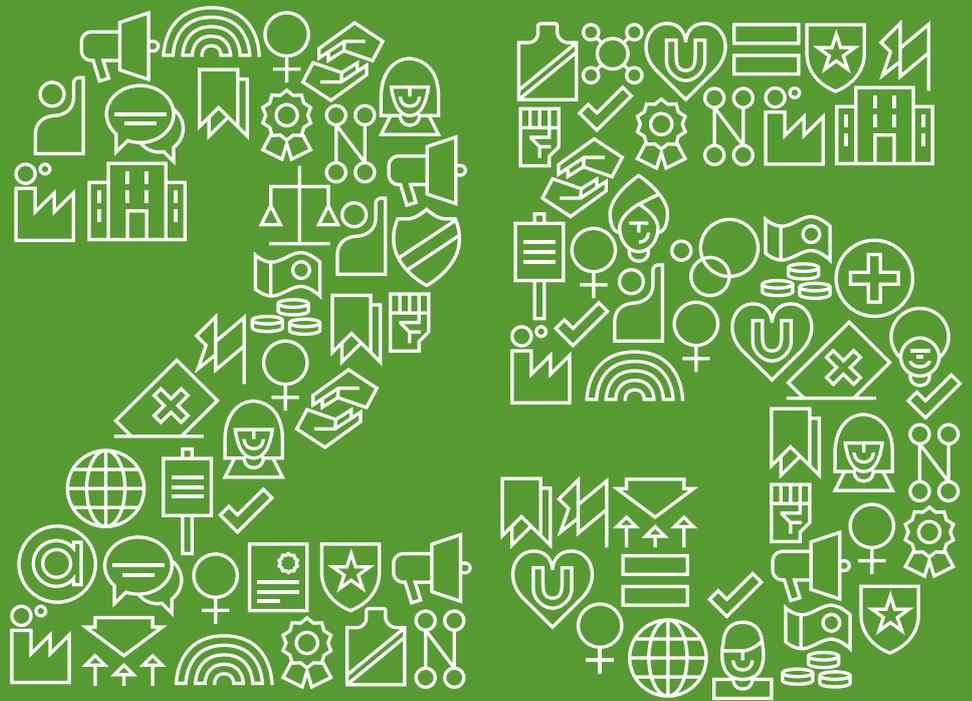


# Supporting members Strengthening communities



Celebrating 25 years in UNISON

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**Police and justice service group**

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Annual report 2017/18

# **Contents**

## **Chair's Welcome**

## **Introduction**

### **Section 1: Meeting the NEC objectives**

### **Section 2: National and Regional reports**

### **Section 3: Action on 2017 service group conference motions**

### **Section 4: Appendices**

- **Appendix A** SGE Members
- **Appendix B** Sector Committee Members
- **Appendix C** Representation on Negotiating Bodies
- **Appendix D** Representation of SGE on internal and external bodies
- **Appendix E** SGE attendance record
- **Appendix F** Service Group Meetings/Negotiating Meetings
- **Appendix G** Branch Circulars
- **Appendix H** Press Releases
- **Appendix I:** Service Group Staff

## Chair's Welcome

I would like to welcome everyone to Bournemouth for our Police and Justice Conference.

The last year has been extremely challenging for all of our members in Police & Justice. We are still living in very difficult economic times; this government continues to make public sector workers pay for their failed economic policies. We are all having to cope with cuts to budgets, reduction in staff numbers, employers expecting more and more from the staff that remain. Government cost-cutting has slashed the value of all of our pay, whilst our day to day expenditure increases. Our members are finding it hard to manage on their current salaries.

In Probation, Transforming Rehabilitation has failed. HMPPS has now come up with a new plan but this looks to be more of the same. The Justice Select Committee has informed the Ministry of Justice that Transforming Rehabilitation will never work and actually confirmed what UNISON had been saying for some time. We will continue to make the case for a re-unified, publically owned and operated probation service.

We continue to face threats to national collective bargaining in all of our sectors and we need to keep reminding our members of the benefits of national collective bargaining.

Once again in the coming year there will be many challenges for our service group as employers look to make further savings and our members will continue to be the first to suffer regardless of which sector or country they work in. Thanks to each and every one of you for continuing to fight on behalf of our members in these tough times.

Our annual report shows our achievements over the last year and it is something that we all should be proud of.

Caryl Nobbs  
Chairperson  
Police and Justice Service Group  
Executive

## **Introduction**

This report is a summary of the work of the Police and Justice Service Group Executive and its committees from the close of last year's service group conference in October 2017 and August 2018.

The report is presented for approval to the 2018 Police and Justice Service Group conference, which brings together police, probation and CAF/CASS delegates from England, Scotland and Wales.

Our report summarises the main areas of work undertaken by the Service Group, both in response to the decisions reached at Service Group conference 2017, and in relation to events over the last 12 months. The report covers the work of UNISON in all three home nations and in our regions.

The thanks of the Service Group, as ever, go out to the activists, branch officials and regional staff who make the work of the Service Group such a success across all three nations; and of course to our members who support the work of the union in so many different ways.

**Section 1** of the report covers the work of the service group and its sectors against each of the NEC's four objectives. The sectors are as follows:

- **Police Staff (England and Cymru/Wales)**
- **Police Staff (Scotland)**
- **Probation Staff (England and Cymru/Wales)**
- **CAFCASS (England)**

**Section 2** of the report provides national updates from UNISON Scotland and UNISON Cymru/Wales and from each of the regional police and justice committees.

**Section 3** of the report gives an update on the work in progress on delivering the actions in respect of motions passed at the 2017 Service Group Conference.

**Section 4** contains information on:

- Membership of the Service Group Executive (SGE)
- Membership of the Service Group Sector Committees
- Representation on negotiating bodies and external stakeholder groups
- SGE attendance record
- Meeting record
- Service Group circulars/joint union communications/e-communications/press releases
- Service Group Staff

## **Section 1: Meeting the NEC Objectives**

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### **1.1 Objective 1: recruiting, organising, representing and retaining members**

#### **1.1.1 Membership and Density**

- **Membership**

As at August 2018 Police and Justice membership was:

Police Staff (England & Wales):  
31,112

Police Staff (Scotland):  
2,406

National Probation Service:  
1,209

Community Rehabilitation Companies:  
1,539

Other Probation members:  
254

CAFCASS:  
257

Total Police & Justice Membership:  
36,777

#### **1.1.2 Recruitment and Retention**

The Service Group produced new recruitment leaflets for the National Probation Service and the Community Rehabilitation Companies. Work has started on a new recruitment leaflet for police staff.

UNISON and Napo drafted a statement for the National Probation Service to

issue to all staff providing background to the probation unions and the services which we offer.

The Community Rehabilitation Company Sector Committee worked with UNISON's Strategic Organising Unit as part of the Unit's Sodexo project which led to some successes in member and steward recruitment in the Sodexo CRCs.

#### **1.1.3 Probation Branch Organisation**

The Service Group Executive undertook a consultation of branches and regions to assess whether our current branch structures for our probation members remains fit for purpose. In July 2018 the SGE agreed to continue the consultation to ensure a full return from branches and regions.

#### **1.1.4 National Probation Service Divisional Convenors**

Representatives were re-nominated to the UNISON NPS Divisional Convenor roles in 2018.

#### **1.1.5 Sodexo and OCS Night Cover and Facilities Management Contract Recognition**

In June 2018 UNISON submitted draft recognition agreements to Sodexo and OCS in relation to their Double Waking Night Cover and Facilities Management contracts for the Ministry of Justice. Both companies undertook to recognise UNISON during TUPE consultations prior to members transferring from NPS onto these contracts. At the time of

writing neither company had responded formally to the draft agreements.

### **1.1.6 Police Post Incident Procedures (PIP)**

The bespoke branch training course has continued to run over the course of year. There are now 145 UNISON branch representatives who have been accredited as PIP representatives as a result of attending the course. 64 representatives have been accredited and 11 representatives have been re-accredited during 2018. Four PIP training courses have taken place already this year and another is planned for September.

### **1.1.7 Police Branch Legal Guide**

The Service Group Executive commissioned Thompsons to write a Legal Guide for UNISON Police Branches. It is intended to consult on a first draft of the guide at the 2018 Police and Justice Service Group Conference.

## **1.2 Objective 2: negotiating and bargaining on behalf of members and promoting equality**

The following reports relate to each of the negotiating sectors which are responsible for bargaining members' pay and conditions.

## **1.2.1 Police Staff Council (PSC) England and Wales**

### **1.2.1.1 Pay 2017**

The Police Staff Council 2017 pay negotiations were significantly delayed as a result of the Government not confirming the police officer pay award until September 2017. This award was unfunded by Government and this led to the Employers going back to the Home Office to seek more cash. As a result the PSC Employers made no offer to the Trade Unions until 24 October 2017. The offer when it arrived was as follows:

- A 1% increase in basic pay
- A 1% non-consolidated payment
- A 1% increase in standby allowance

This offer was not acceptable to the unions and at further pay talks on 21 November 2017 we asked for the offer to be improved. The Employers refused to move, so the unions indicated that we would consult members with a recommendation to reject the offer and to take industrial action to seek to improve it.

As a result of these actions by the Trade Union Side, on 17 January 2018 the Employers improved their offer, by agreeing to pay the 1% non-consolidated payment as an up-front lump sum and to delete pay points 4 and 5 from the bottom of the PSC pay spine. February and March were spent on sorting out some technical questions on the application of the non-consolidated payment.

Members of the three PSC Trade Unions were then consulted on the offer at the end of March 2018. UNISON's member ballot on the offer closed on 10 April. UNISON members voted by a margin of 61% in favour of accepting the offer. Following completion of the other unions' consultation process, the offer was finally accepted in May 2018. There was considerable frustration among members at the drawn out nature of the pay negotiations.

### 1.2.1.2 Pay 2018

Unfortunately, submission of the 2018 pay claim was significantly delayed as a result of the delays to the settlement of the 2017 award. However, after consultation with members in each union, the Trade Union Side of the Police Staff Council (PSC) submitted the following one year pay claim in August 2018:

- **A 5% increase , or £1,000, whichever is the greater on all PSC pay points from 1 September 2018**
- **A 5% increase in standby allowance from 1 September 2018**
- **A 5% increase on the away from home overnight allowance from 1 September 2018**
- **Consolidation of the 1% non-consolidated element, or £200, whichever is the greater, of the 2017 PSC pay award**

- **The deletion of PSC pay points 6, 7 and 8 by no later than 1 April 2019**
- **An increase in the minimum annual leave entitlement in the Police Staff Council Handbook from 23 to 24 days on appointment and from 28 to 29 days after 5 years service**
- **All police staff posts offered as apprenticeships to be:**
  - the subject of job evaluation
  - paid within a pay grade appropriate to the job evaluation outcome
  - offered on full PSC conditions of employment as per the 2017 PSC Handbook

At the time of writing, negotiations over the claim had yet to start.

### 1.2.1.3 PSC Pay and Reward Review

- **Part 1**

The 2017 version of the Police Staff Council Handbook came into effect on 1 April 2017. The Police Staff Council Pay and Reward Working Party has continued to meet over the last 12 months and part of its work has been to try to deal with some 'snagging' issues arising from implementation of the 2017 Handbook. These issues include: cancellation of rest days, maternity support leave entitlement and the away from home overnight allowance. Unfortunately the rest day and

overnight allowance issues remain outstanding at the time of writing.

UNISON's legal claims on behalf of women who were on maternity leave at the time of the introduction of the 2017 Handbook, in relation to eligibility for the improved maternity pay entitlement in the Handbook, began to pay dividends. *Hardy and others v Chief Constable of Greater Manchester Police* eventually became the lead case. It was heard by Tribunal on 10 April 2018 and was found in favour of the UNISON members.

- **Part 2**

Part 2 of the PSC Pay and Reward Review will look at police staff basic pay, including job evaluation. Part 2 of the Review got underway with a survey of police forces on pay and grading, which was sent to forces in July 2018.

#### **1.2.1.4 Contamination Elimination Database (CED)**

In August 2018, the Police Staff Council finally agreed a response to the Home Office proposal to apply police officer regulations regarding the use of profiles derived from DNA samples to police staff who come into contact with the physical evidential chain. The agreement reached was that it should be a requirement on appointment for all new police staff in this category to provide a DNA sample, but voluntary for all existing police staff. DNA profiles, obtained from the samples, will be retained on the elimination data base for 12 months following the departure of the member of police staff from the

force, or a move by the member of staff to a role with no contact with the physical evidential chain.

#### **1.2.2 Police Advisory Board for England and Wales (PABEW)**

UNISON represents the Trade Union Side of the Police Staff Council on PABEW. The main area of interest to the unions on the PAB relates to the agenda for the Board's Misconduct Working Party which has been working on implementation of the Barred and Advisory Lists created by the 2017 Police and Justice Act.

UNISON lobbied long and hard for changes to the draft regulations which brought in the Barred and Advisory Lists, in particular to protect police staff undergoing capability, or ill-health, proceedings and police staff who are also special constables. The government chose to ignore our representations and those of other stakeholders. The Barred and Advisory List Regulations came into effect on 15 December 2017.

#### **1.2.3 Police Force Pay and Conditions Reviews**

- **Leicestershire Police** continued to work on its job evaluation/pay and grading review in 2017/18, with the Service Group providing advice and guidance to the Leicestershire Police branch and East Midlands Region. Negotiations are on-going locally.
- **Sussex Police** proposed major changes to its unsocial hours policy during 2017. The Service Group

provided advice and guidance to the UNISON Sussex Police Branch and South East Region in relation to the proposals.

## **1.2.4 Equality and Diversity**

### **1.2.4.1 Police Sexual Harassment Survey**

A survey of sexual harassment among police staff was undertaken in association with the London School of Economics in May 2016. The results clearly indicate that there is a problem with sexual harassment in the police service. UNISON and the LSE were invited to share the results with a meeting of the National Police Chiefs Council (NPCC) on 11 July 2018. Following the presentation, the NPCC agreed to work with UNISON to address the problem. The results were press released in August and sent to branches at the same time.

### **1.2.4.2 UNISON/National Black Police Association (NBPA) Protocol**

Discussions with the NBPA to agree a joint working protocol were concluded with an agreed draft in May 2018. At the time of writing the protocol was due to be considered by relevant NEC committees in September 2018.

### **1.2.4.3 Black Members Survey**

In the police service UNISON continued to work with the National Black Police Association (NBPA) on the potential for us to collaborate on a joint survey of our black members' experience in the workplace. UNISON also invited our sister probation union Napo, plus

ABPO (Association of Black Probation Officers) and RISE (Her Majesty's Prisons and Probation Service Black, Asian and Minority Ethnic support group) to join in a survey of our respective Black members in the National Probation Service, the 21 Community Rehabilitation Companies and CAFCASS over their experience in the workplace. (2016 Service Group Conference Motion 6 and 2017 Service Group Conference Motion 21 refer.)

### **1.2.4.4 National Police Chiefs Council (NPCC) 'Enhancing the Diversity of Policing'**

UNISON participated in two workshops held at Ryton by NPCC to assist with the work of NatCen Social Research in support of the NPCC 'Enhancing Diversity in Policing' Police Transformation Fund project. At the time of writing the project has yet to report.

### **1.2.4.5 Service Group Sessions at Self Organised Group Conferences**

The Service Group facilitated sessions for police and justice delegates at the following Self Organised Group Conferences which fell in the period covered by this report:

- Disabled Members Conference: Manchester - 29 October 2017
- LGBT Members Conference: Brighton – 17 November 2017
- Black Members Conference: Liverpool – 19 January 2018
- National Women's Conference: Liverpool - 1 February 2018

## 1.2.5 Probation Negotiations in England and Wales

### 1.2.5.1 New Bargaining Arrangements

- **National Probation Service:** a monthly NPS Trade Union Engagement Forum has been the only consultative body in existence in the NPS since the organisation was created in 2014. This is not a formal bargaining body and continues to present difficulties in the relationship between the unions and the NPS. There are agreed proposals to create a formal Joint Negotiating Council (JNC) and a Probation Professional Practice Forum, but the NPS has insisted that these cannot be put in place until a disputes procedure has been agreed. At the time of writing the disputes procedure was yet to be agreed.
- **CRCs:** negotiating bodies are now in place in all the CRCs.

### 1.2.5.2 Pay Claim 2018

UNISON's National Probation Service Sector Committee and Community Rehabilitation Company Sector Committee agreed to submit a unified pay claim, with our sister union Napo, for 2018 on behalf of members across the NPS and the CRCs. The claim was as follows:

- **Reform of the existing pay and grading system in the NPS**

and CRCs to start in the current pay year to provide:

- **The same new probation pay and grading system for both NPS and the CRCs**
- **Shortening of all pay bands in this new system to allow for progression to top of pay band in no more than 5 years**
- **Full equality proofing of the new pay and grading system**
- **Deletion of pay band 1 to acknowledge the impact of the National Minimum Wage in the NPS and in those CRCs which still retain this pay band**
- **Immediate Payment of the Contractual Increment for 2018**
- **An increase of up to £2500 for all staff currently below the top of their pay band, to allow some immediate catch-up, whilst incorporating a mechanism to avoid "overtaking" those at the band maxima already.**
- **A minimum increase of £1500 for all staff, including those at the top of their pay band.**
- **A 3.5% increase in all NPS and CRC allowances**
- **An increase in London Weighting to £5,000**

- **The introduction of a South East Pay Allowance of £3,000**

### **1.2.5.3 National Probation Service Negotiating Issues**

- **Pay 2017**

As with the Police Staff Council pay negotiations for 2017, talks to resolve the 2017 pay claim for NPS staff were slow to get off the ground.

In the end, in February 2018 the NPS imposed an award which comprised the bare minimum of one increment for all eligible staff. This left the 20% of staff on the top of their pay band with absolutely nothing.

The reason for this very low outcome was the financial crisis at the heart of the Ministry of Justice and the fact that it had 'overspent' on the 1.7% pay rise for prison staff in 2017 and also on market forces payments in its South East Division. It did not go un-noticed that whereas the prison service is a predominantly male workforce, the NPS is predominantly female.

- **Pay and Grading Reform**

The NPS opened talks with UNISON and Napo in early 2016 over its intention to reform the current pay and grading structure for NPS staff. The National Committee agreed a position paper on pay reform which seeks to bring the CRCs into the NPS pay modernisation talks in order to ensure that the same principles apply to any reform of the pay and grading structure across all the current probation

employers. This position continues to be reflected in the 2018 pay claim.

Despite some progress being made in the pay reform talks over the course of 2017, in October 2017 the NPS confirmed that it was unable to take these negotiations any further pending a remit to formally start talks from the Treasury.

This remit was not forthcoming until 19 June 2018. Negotiations over pay reform restarted at the end of August.

- **18 May Pay Protest**

UNISON and Napo organised a joint day of Pay Protest on 18 May 2018 to demonstrate our members' anger at both the delay in the 2017 pay award and the delays to the NPS opening pay reform talks with the unions. A successful day was had, with activists and members holding protest action outside NPS offices across England and Wales. The action was taken in association with activists and members in the Community Rehabilitation Companies.

- **National Job Evaluation Appeals**

At the end of August 2017, UNISON submitted a national appeal in relation to the Band 2 outcome of the Mappa Administrator job evaluation. This appeal was eventually heard on 23 November 2017 and UNISON was successful in achieving a Band 3 outcome for members.

- **Claim for backdated pay adjustment North West Approved Premises Managers**

In February 2018 UNISON submitted the following claim on behalf of members in the North West Division who are employed as Approved Premises (AP) Managers. Said members previously worked as Pay Band 4 AP Managers for the former Lancashire Probation Trust (LPT).

The claim was that:

- These employees had been working at Pay Band 5 level, to the same job description since before the commencement of the NPS.
- Had their post been evaluated when first requested by the post holders, they would have enjoyed 3 ½ years of pay at NNC Pay Band 5, including the relevant incremental progression to which they would have been entitled in this Pay Band.

As with similar previous claims, NPS turned the claim down in April 2018.

- **Approved Premises (AP) Pay Grievances**

In November 2017, UNISON advised members working in APs to submit individual grievances over the failure of NPS to pass on the value of annual increments in 2014/15/16 to unsocial hours pay. In July 2018 NPS finally wrote out to AP staff to confirm that 1-2-1 meetings would take place to confirm what back-pay members are entitled to.

As part of the investigation into this payroll failure, UNISON believes that NPS discovered a much larger payroll error, that it had failed to pay **any** regular payments to AP staff during periods of annual leave from 1 June 2014! This is symptomatic of the general failing of NPS pay systems.

- **Holiday Pay Claims**

NPS has dragged its feet for the last 12 months over its willingness to comply with legal judgements regarding the payment of regular earnings during periods of leave. UNISON first submitted a claim to NPS in January 2017 in respect of staff entitlement to receive regular earnings during periods of annual leave, following the Lock vs. British Gas and Bear Scotland vs. Fulton legal judgements. As a result of this inaction, in June 2018 UNISON advised members to submit grievances and case forms to explore whether they were entitled to unpaid holiday pay. NPS eventually responded to the claim in July 2018 to confirm that it would be looking into individual holiday pay entitlement.

- **Pensions Maladministration**

It is believed that the NPS was reported to the Pensions Regulator over its failure to deduct the correct local government pension scheme contributions for a 9 month period in 2017. In March 2018 UNISON took up this matter with the Pensions Regulator to try to find out whether any enforcement action had been taken against the NPS by the Regulator. This

information was unfortunately not in the public domain.

- **Enforcement Officer Harmonisation of Terms and Conditions**

In May 2017 the NPS undertook a consultation with UNISON over proposals to harmonise the pay and conditions of ex-private sector enforcement officers who had transferred into NPS in 2014. UNISON objected to the harmonisation proposals at the time, but NPS continued with its proposals. These proved very unpopular with enforcement officers, as expected, and UNISON tried repeatedly to get the employer back to the negotiating table in 2018 to resolve the dispute over the harmonisation terms. At the time of writing the dispute remains outstanding.

- **Market Forces Supplements (MFS)**

The NPS introduced market forces supplements in a number of locations in the South East Division during 2017. UNISON advised members in the South East, who were not in receipt of MFS to submit individual grievances to seek remedy.

- **National Minimum Wage**

The National Minimum Wage increased on 1 April 2018 to £7.83 an hour. This meant that pay points 10, 11, 12 and 13 in pay band 1 of the NPS pay and grading scheme had to be deleted with effect from 1 April 2018 and all staff on

these pay points moved immediately to pay point 14, which has an hourly rate of £7.87. UNISON and Napo wrote to the NPS to set out this requirement. The NPS complied with the new legal requirement to the letter of the law, but confirmed that *‘There will be no change for 12 staff members aged 21 to 24 as pay points 10, 11, 12 and 13 are currently compliant with the National Living Wage for this age group which is now £7.38.’*

The unions wrote back in disbelief that the NPS was prepared to treat its youngest and lowest paid staff in such a disrespectful way and asked for a change of mind. None was forthcoming.

- **Pay Claim for Privatised Approved Premises Workforces**

In June 2018, UNISON and Napo submitted pay claims on behalf of members and non-members working for Sodexo and OCS on the Approved Premises Double Waking Night Cover and Facilities Management contracts.

- **Ex-Interserve FM, now Sodexo FM, Members**

UNISON has continued to represent the interests of a small group of ex-Interserve FM members who transferred to Sodexo on 1 March 2018 on the MOJ FM contract. We are seeking confirmation that the 2017 increment has been paid to these staff.

## 1.2.6 CRC Negotiating Issues

### 1.2.6.1 Sodexo

The Sodexo Pan CRC forum has met quarterly with sub committees established for Pay and Reward and

Policy Harmonisation across Sodexo CRCs. At the time of writing pay negotiations are still continuing.

#### **1.2.6.2 Interserve**

The Interserve Justice Joint Negotiating and Consultation Committee has met quarterly with sub committees established for Pay and Reward, Policy Harmonisation across the Interserve CRCs, Stress Management and Wellbeing. At the time of writing pay negotiations are still continuing.

#### **1.2.6.3 Other CRCs**

Information relating to the bargaining situation in the other CRCs can be found in the Regional reports in Section 2. The reason for this lies in the fact that negotiations with the other CRCs are undertaken by UNISON Regional officials.

### **1.3 Objective 3: Campaigning and promoting UNISON on behalf of members**

#### **1.3.1 Police Staff England & Wales**

##### **1.3.1.1 'Cuts Mean Crime' Campaign**

In August 2018 we published fresh data on the link between the decline in the police workforce and the rise in serious crime against the person. We broke this data down on a force by force basis and allowed this to be analysed by visitors to the UNISON web-site.

##### **1.3.1.2 Norfolk PCSO Cuts Campaign**

The Service Group supported the UNISON Norfolk Police Branch and UNISON Eastern Region in the campaign to oppose the decision of the PCC and Chief Constable of Norfolk Constabulary to completely disband the PCSO workforce. The National Office wrote to all key national stakeholders to raise concern over the cuts, raised the campaign with other police branches and provided assistance to local campaign initiatives including taking part in leafleting Norwich on 2 December 2017.

##### **1.3.1.3 Suffolk PCSO Cuts Campaign**

The Service Group supported the UNISON Suffolk Police Branch and the UNISON Eastern Region in the campaign to oppose major cuts to the PCSO workforce at Suffolk Constabulary. The National Office wrote to all key national stakeholders to raise concerns over the cuts, raised the profile of the campaign with other police branches and worked with the branch on the response to the internal force consultation.

##### **1.3.1.4 College of Policing**

UNISON has continued to represent members' interests at the College of Policing in relation to an increasing range of College business. UNISON has seats on the following College representative bodies: Professional Committee, Consultative Committee, Representative Forum, Members Forum, Policing Education

Qualifications Framework Project Board (PEQF), and the Leadership Review Oversight Group.

UNISON has responded to the following College consultations on behalf of members over the last 12 months:

- **Future of Neighbourhood Policing**

UNISON responded to the College consultation on the future of neighbourhood policing in February 2018. We asked the College to be honest about the damage to local policing from the cuts and highlighted the drop in BME PCSOs.

- **Licence to Practice**

In early 2017 UNISON first responded to College proposals for a licence to practice for police staff by opposing the suggestion that Chief Constables should be the deciding body for awarding/rescinding the licence. The College went away to reconsider, but in January 2018 it published a second 'Engagement Paper' on the licence which continued to propose awarding/rescinding rights for Chief Constables. UNISON responded in the same way, by opposing any role for Chief Constables in the licensing process. UNISON attended two College 'stress testing' workshops for the licence in July, including the involvement of UNISON's Head of Professional Representation Unit. At the time of writing the outcome of the consultation has not been published.

### **1.3.1.5 Her Majesty's Inspectorate of Constabulary, Fire and Rescue Services(HMIC)**

UNISON consulted branches on HMICFRS's proposed 2018/19 inspection programme in January 2018. Following consultation we asked HMICFRS once again to undertake a thematic inspection of neighbourhood policing.

### **1.3.1.6 Independent Office for Police Conduct (IOPC)**

UNISON has continued to attend the IOPC's Staff Association and Trade Union working party.

Following the attendance of IOPC representatives at our 2017 Service Group Conference, the National Office continued to meet with the IOPC to seek to improve the working relationship between branches and investigators. This culminated in a branch seminar organised jointly with the IOPC which was held on 24 July at the UNISON Centre.

### **1.3.1.7 National Police Chiefs' Council (NPCC)**

- **Workforce Transformation Board**

UNISON attends the NPCC convened Workforce Transformation Board which draws together all the current strands of workforce reform from across the Service, as well as directing the outcome of others. The work of the Board is directly relevant to the PSC Pay and Reward Review Part 2.

- **Fitness Testing Working Group (FTWG)**

UNISON is represented on this working group. The latest position is that the NPCC is due to contact the Police Staff Council to find out the Council's position on mandatory fitness testing for police staff.

- **National Uniform Specification Group**

UNISON is represented on this group on behalf of police staff.

- **Appropriate Relationships Guidance**

In June 2018 UNISON responded to an NPCC consultation on a draft 'Appropriate Relationships Guidance' document. Following consultation with branches, we raised serious concerns over the potential for the draft policy to breach the Human Rights Act. We used the response as an opportunity to re-emphasise the need for a policy to deal with non-consensual sexual relationships in the workplace.

- **Sexual Harassment**

The NPCC has given strong support to the findings of the LSE/UNISON sexual harassment survey findings. UNISON and LSE were invited to brief the July 2018 meeting of the National Police Chiefs' Council on the survey. Council agreed to work with UNISON to agree policy and procedures to deal with sexual harassment.

- **Consultative Committee**

UNISON attended the quarterly meetings of the NPCC Consultative Committee at which the NPCC Chair meets with the Staff Associations and UNISON.

### 1.3.1.8 Home Office

UNISON was invited to participate in two Home Office initiatives during 2018:

- **Front Line Review**

The Home Secretary announced a Front Line Review at Federation Conference 2018. Ministers are keen to understand the '*...lived experience of frontline officers and staff, so that the workforce can be better supported and enabled.*' From July 2018, UNISON was invited to sit on the Front Line Review Steering Group. We argued for a comprehensive, confidential on-line survey of police staff to capture this 'lived experience'.

- **Well-being Roundtable**

UNISON attended this event, chaired by the Police Minister Nick Hurd, on 3 July 2018.

### 1.3.1.9 Police Arboretum Memorial Trust

UNISON has continued to represent police staff on the board of the Memorial Trust.

### 1.3.1.10 Privatisation

The Service Group continues to send out contract alerts, on a regular basis, to all police branches to equip branch officials with early warning of any

significant procurement activity which might have implications for services or jobs in particular forces.

#### **1.3.1.11 Protect the Protectors**

The Service Group Executive has continued to support the parliamentary campaign to press for tougher penalties for those who assault emergency service workers going about their duties. Chris Bryant MP has sponsored a private members bill which has government support to bring in these tougher penalties. At the time of writing, the bill is going through the House of Lords.

#### **1.3.1.12 Fire Service Governance**

UNISON remains opposed to the Government's proposals that Police and Crime Commissioners should take over the running of fire and rescue authorities. We organised a joint meeting with the Local Government Service Group of branches affected by such proposals on 26 March 2018. Later in the year, we ran a fringe meeting at National Delegate Conference on the same subject.

#### **1.3.1.13 Meetings with Key Stakeholders**

UNISON met with the following key police stakeholders over the year:

- **16 February 2018: David Lloyd** - Chairperson, Association of Police Authorities
- **27 March 2018:** Sara Thornton, Chair, NPCC

- **24 April 2018: Mike Cunningham**, CEO, College of Policing

### **1.3.2 Probation Staff**

#### **1.3.2.1 National Probation Service**

- **UNISON submission to Justice Select Committee Transforming Rehabilitation Inquiry**

On 30 January 2018 UNISON appeared in front of the Parliamentary Justice Select Committee to provide evidence to the Committee in relation to its inquiry into Transforming Rehabilitation (TR). We surveyed NPS and CRC members with questions from the Committee in advance of the hearing to allow probation staff to tell their side of the TR story direct to the MPs on the Committee. We subsequently wrote up the survey results and provided these to the Committee in February 2017 as part of our formal response to the inquiry.

UNISON provided further advice to the Committee in March 2018 by responding to a further set of questions about staffing in the probation service.

The Justice Select Committee report into Transforming Rehabilitation was eventually published in June 2018. The report confirmed that TR had failed and that the Committee was of the opinion that it would never work in its current format.

On 29 August UNISON launched a major consultation with members over the Ministry of Justice proposals to replace TR. We proposed our own

rescue plan for probation which would see the re-creation of local probation services under the democratic control of Police and Crime Commissioners/Elected Mayors.

- **National Audit Office**

UNISON and Napo wrote to the National Audit Office in August 2017 to raise concerns over the £342 million bail out of the Community Rehabilitation Companies in July 2017. This initiative led to the NAO undertaking a detailed investigation into the contracts which was published in January 2018. UNISON met with the National Audit Office on 5 March to discuss the NAO Investigation into the changes to the Community Rehabilitation Company contracts. We produced a summary of the NAO report for branches and members in February 2018.

- **Public Accounts Committee**

UNISON and Napo wrote to the Public Accounts Committee in August 2017 to raise concerns over the Ministry of Justice bail out of the Community Rehabilitation Companies in July 2017. UNISON also commissioned the Association of Public Sector Excellence (APSE) to produce an analysis of the Ministry of Justice bail out. The APSE report was published in January 2018 and allowed UNISON to input into the Public Accounts Committee investigation into the changes to the CRC contracts.

The Public Accounts Committee, National Audit Office and Justice Select

Committee reports on TR set out such serious concerns over the failures of the probation reforms that it was inevitable that the Ministry of Justice had to act.

- **Privatisation of Approved Premises Night Waking Cover**

Despite a long running UNISON campaign to oppose Ministry of Justice plans to privatise night waking cover in approved premises, on 1 March 2018 this service was duly privatised. The contract start date was delayed because the contractors were not ready.

As predicted, the two contracts have not been a success and the Ministry of Justice continues to chase performance levels. UNISON continues to raise serious health and safety concerns over the operation of the contracts.

UNISON had to challenge the withdrawal of free meals to AP staff by the incoming contractors, pointing out that this is a contractual entitlement.

- **Referral of UK Government to the International Labour Organisation (ILO)**

The joint unions' ILO referral makes the case that the privatisation of unpaid work is in breach of the ILO's Forced Labour Convention. This is because forced labour that is the result of an order of a court, and only complies with the Convention if it is delivered by a public sector body. UNISON has continued to press the ILO to release the UK government's response to our

referral, which is still not in the public domain, and to raise concern over the apparent acceptance by the ILO of the UK government's claim that private companies carrying out public contracts are 'public authorities'.

administration of the Service Group at a national level.

The Service Group has also bid for a further £28,000 for campaigns and projects.

### **1.3.3 Branch and Regional Visits**

The National Officer made the following visits to police and justice branches/UNISON regional events in the last 12 months:

- 29 November 2017: UNISON Eastern Region Police & Justice Committee
- 15 March 2018: UNISON West Midlands Probation Branch AGM
- 16 March 2018: UNISON Probation in London Branch AGM
- 21 March 2018: UNISON North Yorkshire Police Branch AGM
- 18/19 April 2018: Cymru/Wales Police and Justice Seminar
- 26/27 April 2018: East Midlands Region 24 hour Police and Justice Event

## **1.4 Objective 4: developing and efficient and effective union**

### **1.4.1 Police and Justice Service Group Budget**

The Police and Justice Service Group was allocated £98,200 by the NEC to cover the cost of Service Group Executive and national sector committee meetings and the

- **Section 2: National/Regional Reports**

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## **UNISON Scotland**

### **Objective 1 - Recruiting, Organising and Representing Members**

Our branch continues to negotiate new terms and conditions for police staff as part of the Staff Pay, Reward and Modernisation (SPRM) project. Originally due to be implemented in October 2016 this issue is of paramount importance to our members and a dedicated branch negotiating team spends most of its week on this project. Our membership density remains high and we expect an influx of new members as the job evaluation and SPRM projects reach their peak.

### **Objective 2 - Negotiating and Bargaining / Promoting Equality**

We always strive to maintain proportionality in our negotiating teams and continue to encourage female activists in recognition of the gender profile across our membership and continue to fight to remove inequality in the workplace. We have healthy engagement with a variety of different equality groups such as SEMPER, Scottish Carers Association and the Scottish Woman's Development Forum (SWDF) as well as holding our own self organised branch Women's Group.

### **Objective 3 - Campaigning and promoting UNISON**

We lobby journalists, politicians and academics to campaign for police staff and have consistently been proven to

be accurate in our views of the true picture of Scottish Policing. We engage with the Scottish Government through the Holyrood Justice Sub Committee where we present the views of our members on a number of matters affecting policing and the public in Scotland. We also meet regularly with the Scottish Government's Justice Minister.

### **Objective 4 - Developing an efficient and effective union**

Our branch stewards and activists cover all of Scotland which, while presenting challenges, we are able to facilitate through local surgeries and arranged branch road-show events. Our learning and organising officer ensures our stewards are fully trained with a wide variety of skills and knowledge to assist and represent our members.

### **Policing 2026**

The Scottish Police Authority and Police Scotland continue to pursue their "Policing 2026" agenda which seeks to maximize capacity of the workforce by rebalancing the workforce, utilising police officers in roles better suited to the requirements for warranted powers.

Most recently the media has begun to highlight what they see as a loss of police officer numbers rather than recognise what we support as a more efficient method of policing by utilizing police staff for best value.

We will endeavour to highlight this through our wider engagements with press and public.

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## **UNISON Cymru / Wales**

All four Cymru/Wales Police & Justice branches are on track to meet their recruitment targets this year, and branch representatives should be congratulated for their achievements in the face of continual re-organisations and other significant demands. Whilst the number of posts being lost due to reduced budgets has slowed, we continue to experience relatively high levels of leavers attributable to the continued impact of austerity.

The Cymru/Wales Service Group Committee has met regularly and recently held its annual branch seminar. One of the themes of the seminar was the potential for the devolution of Police and Justice to Wales. The four Police Forces in Wales are collaborating on an ever expanding range of policy and operational matters, with the direction and accountability for more areas of policing falling to devolved bodies in Wales. Concurrently clear evidence of the failed transformed probation services has provided an opportunity to make the case for justice services to also be devolved.

Increased collaboration between Police Forces has raised various workplace issues, and to assist with developing an all Wales approach, the Committee has started to collate all key policies and non National Handbook terms and conditions to identify differences. We believe the employer on an all Wales basis will be seeking to harmonise policies and procedures where

possible. Job Evaluation and Pay and Grading will present a significant challenge, and again, the Committee has started to map benchmarked posts within the four different grading structures.

The seminar identified a need to consider in detail the implications of engaging with job evaluation and pay and grading structures, and a two day training session was organised to improve the understanding of the principles of job evaluation and developing new grading structures. Whilst there was some scratching of heads, the feedback was positive.

Our members working in Probation services, CRC's and NPS, have experienced renewed activity by our representatives. A number of new representatives have been recruited and trained which has started to be reflected in our recruitment figures. CRC members have been receiving regular updates in respect of a number of ongoing disputes with the employer over pay and other working conditions. A number of events were arranged in Wales to promote the pay campaign, including a joint UNISON/NAPO Picnic for Pay held in Swansea attended by two local Labour MP's. Our lead Probation representatives are developing a work plan to ensure we respond as positively as possible to the current crisis within their respective services.

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## **East Midlands Region**

### **Recruitment, Organising & Representation**

This year, despite a slow start, recruitment in Police Branches is picking up and induction events have been very popular. The Probation Branch has been steadily growing despite a disappointing drop in membership figures due to data cleansing, and they are going from strength to strength.

As usual, most branches are extremely busy, with restructures, potential redundancies and shift changes occupying most branch officers and stewards full time.

The standard of representation remains very high in all 5 Police Branches and East Midlands Probation Branch. The winner of caseworker of the year award was Lyndsay Smith, Branch Secretary from Northants Police Branch.

### **Fair Pay, Terms & Conditions**

The Job Evaluation for Leicester Police and pay modelling continues this year. We are presently discussing the equality advice and hope to move forward shortly. On top of this, Nottinghamshire Police are going through a great deal of upheaval whilst each department goes through changes and restructures.

In the Community Rehabilitation Company there has been, and continues to be, a great deal of change and many proposed redundancies, imposed pay deals, building closures

and general unrest. We continue to work with colleagues in the West Midlands and with Napo, our sister union in probation, to fight for our members working in these challenging conditions. Members in the NPS do not fare any better, as they continue to deal with staff shortages, unreasonably heavy workloads, IT and sick leave issues.

It is all sounding a little bleak at the moment but all the branches work extremely hard and continue to assist and reach good results for the members.

### **UNISON Structures**

This year our second 24-Hour Police and Justice Event was held centrally to the Region at the Hilton Hotel in Leicester. National Officer for Police and Justice, Ben Priestley was again able to join us and it proved once more to be an informative, successful and enjoyable event.

The Probation Branch also held a very well organised and successful team away day.

The Police branches have at least one trained PIP Officer and most have had subsequent officers trained or booked into training in the near future.

All in all, a very busy and testing year but the branches here are up for the challenge!

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## **Northern Region**

### **Objective 1: Recruitment, Organising and Representing Members:**

Despite the slowdown in the cuts facing policing, the government funding restrictions are still causing difficulties for our members.

The branches have successfully negotiated what have now become established procedures to deal with reviews and reductions in staffing levels. As a consequence, where these have taken place, all job losses have been through voluntary redundancies, early retirement and natural wastage.

Collaborations between the three North East forces and North Yorkshire continue although these are not as widespread as it was first envisaged. The main areas of collaboration to impact on police staff over the last year are surveillance operations and legal services.

Branch representatives are involved in these discussions and while the general terms and conditions are not contentious there has been some difficulties moving forward around local variations and salary levels for specific posts.

The forces have realised that in a number of staffing areas, such as PCSOs and detention, the staffing reductions since 2010 have resulted in shortages. PCSOs and detention officers have also been recruited into police officer roles and subsequently limited recruitment has taken place in these areas.

Branches have been successful in recruiting these new employees and along with other initiatives density levels have been maintained and in some cases increased. The Post Incident Procedures (PIP) support initiative continues to be a very useful recruitment tool, particularly with public facing staff.

Recruitment within probation, both in the National Probation Service and the two Community Rehabilitation Companies, is proving to be difficult while the service continues to be subject to continuous change and upheaval.

Hopefully the recent condemnation of the separated service will result in something more positive based on UNISON's recommendations.

### **Objective 2: Fair Pay and Terms and Conditions:**

The region's police branches and probation members have been active in their respective pay consultation exercises.

The majority of the comments received from police staff members were for a timely settlement to the 2018 pay talks.

Members in the regional probation services are hopeful this year's pay talks will give them the much needed increase they deserve after years of essentially pay freezes.

### **Objective 3: Support Public Services:**

With the introduction of the Police and Crime Act 2017 which increases the remit of the PCCs, it will be more

important than ever to continue the existing working relationships.

All the three forces are honouring their commitments not to award any new private contracts however there is still a push to use volunteers which branches will continue to monitor and challenge where appropriate.

#### **Objective 4: UNISON's Structures:**

The regional service group continues to meet on a regular basis with full participation from all three police branches and delegates from the local government branches with probation members.

Delegates from the service group continue to be active within the region and this has ensured that the police and justice issues always have a high prominence and receive full support from UNISON colleagues from across the region's other service groups.

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### **North West Region**

#### **Objective 1 – Recruitment & Organising**

Recruitment within the Regional Police and Justice Service Group is currently running 60% higher than the prior year-to-date figures.

This has been achieved via improvements to branch communication and a variety of organising strategies including stalls, attendance at staff inductions and training, walkabouts, membership incentives for apprentices and

campaigning around local issues such as mental health week.

Branch Assessments were used to target departments to increase density. Steward recruitment and engaging younger members has seen success in a number of forces. Involvement in National PIP training is a target to improve stewards' knowledge and skills. Branches in the region used consultation on 'pay and reward' to recruit members and talent-spot activists.

The region has experienced a growing number of IOPC referrals which has also impacted on recruitment.

Although the service group continues to report impressive recruitment figures, branches are engaged with the Region's Recruitment and Retention Strategy and are working to develop retention plans to reduce membership turnover and build bargaining power.

#### **Objective 2 – Bargaining, Negotiations and Equalities**

Consultation has taken place in relation to the Regional Technical Surveillance Unit. The harmonisation process and standardisation of job descriptions has been generally positively received by members who have secured an improved salary.

Negotiation and bargaining continues at a local level, mainly affecting Corporate Services, HR, Front Desk Services, Finance and IT.

Negotiations on Shared Services across Cheshire Fire and Police have resulted in protections, despite the

application of recent legislation changes.

Branches have successfully brought a number of maternity claims against local Forces with the support of Thompsons. GMP Branch won their Employment Tribunal claim and other claims are being settled locally.

### **Objective 3 – Campaigning**

Branches have campaigned and organised around pay claims, organising workplace meetings and electronic consultation.

An increase in bullying and harassment complaints, some at the highest levels, has, as a consequence, meant branches campaigning for greater accountability, transparency, equal treatment for members.

Lancashire, GMP and Cheshire Police Branches have all successfully campaigned for the implementation of the Foundation Living Wage and its introduction is imminent in Merseyside.

Cumbria Branch secured the return of catering services in-house and Cheshire Branch successfully campaigned for the return of cleaning services in-house with support of the PCC. The branch also won an award for campaigning at the region's Skills for Strength Organising Convention for their campaign around mental health awareness.

### **Objective 4 – Resources**

Branch assessment processes continue to assist branch improvements in efficient working arrangements.

Facility time arrangements have also been protected.

### **Probation - NPS**

Phase 2 of the E3 changes has been implemented and members are receiving support throughout this process. Structural changes have mainly occurred in approved premises, which have meant some members being TUPED over to the private contractor. Agency staff have become an issue in approved premises and UNISON is addressing this with senior management.

### **Probation - CRCs**

Difficulties of court reports being rejected are occurring on a regular basis which the CRC intends to address with the NPS.

Members are reporting increased workloads and understaffing. The CRC structure as it stands will change in 2020. It is proposed that the 21 companies will become 10 and a consultation process will begin at a national level to address how UNISON will respond to these changes. UNISON's stance continues to be that the service needs to be under one umbrella and this point was strongly represented by UNISON at the Justice Select Committee.

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## South East Region

### Objective 1 - Recruitment & Organising

This Region's five Police and Justice branches had a total line count membership of 4401 at the end of September 2017. 2017 saw a slight increase in new members with 748 joining UNISON, up 25 from the previous year. 21 new stewards and 5 health and safety representatives were recruited during 2017. By the beginning of August 2018, 491 new members had joined and 427 left; a net increase of 79. This is a slight improvement on 2017 figures and the majority of branches have already reached 80% of their recruitment rate target.

### Objective 2 - Bargaining, Negotiations and Equalities

Hampshire and IOW Police & Justice branch worked with the police employer to implement the Police Staff Council (PSC) Handbook, however Sussex Police have not implemented it. Kent, Surrey and Thames Valley Police are not part of the PSC so negotiate locally. Kent Police confirmed a pay award of 1% added to each pay point, plus a 1% non-consolidated bonus. Surrey Police members accepted a 2% rise. The branch involved members in the formation of the pay claim and publicised consultation opportunities, visiting workplaces and holding meetings. Thames Valley Police Branch are seeking a radical change in their local pay arrangements for next year. In probation, a 2% pay increase had been imposed by Kent, Surrey and Sussex Community Rehabilitation Company.

Members of Sussex Police & Justice Branch voted in favour of variation to their scheme of unsocial hours payments. 63.4% of members voted in favour of the proposal from a turnout of 36.4%. Members received extensive information from their branch about the proposal and the negotiations which took place with the employer.

Thames Valley, Sussex and Surrey Police are collaborating in a joint Human Resources project with new dedicated standard computer driven processes. Much work is now in train concerning this in each branch.

Two representatives from the region attended the *Senior Women in Police Conference*, held in Brighton.

### Objective 3 - Campaigning

The use of volunteers in unpaid roles within the Region continues to be a concern and the branches are actively challenging their use and recruitment. Several national pilots are being undertaken in the Region and these are being closely monitored.

### Objective 4 - Resources

Part-funded by Sussex and Hampshire branches, a Fighting Fund Area Organiser was undertaken an 11 month project focusing on building the organisation of probation members. Contacts were developed, casework undertaken and support in negotiations provided to members within non-Police employers. Stewards with paid release were established in three out of the four probation employers; representatives to both UNISON's NPS and CRC National Committees elected and; the post of

NPS South East and Eastern Divisional Convenor has been filled by a member within this Region. New members resulted but the membership did not activate as hoped and this area remains of concern to the Region's service group. A meeting to discuss the future organisation of probation members took place in July with a view to providing the most effective representation and support structures for our membership.

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### **South West Region**

The merger between Dorset Police and Devon and Cornwall Police has now moved to public consultation. The result will help inform the final business case due to be presented to the Home Office in autumn 2018.

The two Forces have been collaborating through a strategic alliance since 2015 which is resulting in 25% of staff working across all three counties.

The merger is expected to take place in 2020 and this would create the fifth largest Police Force in the country serving around 2.5 million people. Merging the two Forces is promoted as the only option in response to the impact of austerity on national funding for the service. The efficiency savings resulting from the combined Force is anticipated to benefit front line services although critics of the merger claim the process will result in a spending review and subsequent funding reduction.

Wiltshire Police Force has never been in the news so much as recently due to the Novichok nerve agent crisis. Wiltshire branch members have been under immense pressure as a result of the unprecedented poisonings in Salisbury. Unfortunately just as the pressure was subsiding from the first two cases, a third and fourth case of poisoning occurred which caused the death of one of the latter victims. The investigation continues.

Probation continues to struggle since the introduction of the Community Rehabilitation Companies in 2014. Despite continuing concerns, these companies were the benefactors of significant financial funding this year to prop them up in spite of the evidence indicating a wholesale review of probation service would have been more appropriate. A recent announcement by the latest Justice Secretary suggests that this long awaited review will take place by 2020, although the review will still place private companies in charge of the rehabilitation of some offenders.

Throughout the region, the branches are contending with cross Force collaborations and strategic alliances alongside the routine branch activities of representation, negotiation, recruitment and retention. The South West region is pleased to note that the Police Staff Council Handbook maternity claims are nearing resolution.

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## **West Midlands Region**

The main issue across both parts of the Police and Justice Service Group has been pay.

Police Staff have voted to accept the 2017 pay offer of 1% plus 1% unconsolidated pay back in April.

Probation staff in both the National Probation Service and in the Community Rehabilitation Companies have not been offered a pay rise, instead they have been told that they can continue to move up the incremental ladder. Those at the top might be offered an unconsolidated lump sum.

Probation staff took part in a lunchtime protest on 18<sup>th</sup> May outside central workplaces.

The other issue concerning the Police and Justice Service Group relates to the training and support for dealing with Police “Post Incident Procedures” which are instigated whenever there is a death, or serious injury, following police contact. UNISON members can be involved in these situations and require legal representation and specialist representation from Branch activists.

Recruitment continues to be an issue as austerity continues to cut staffing numbers. The Branches continue to recruit, but at the same time are losing members who either retire, or move into the ranks of Police Officers, and so out of UNISON. However, analysis of the union density within the Forces has also shown up the potential for greater recruitment in some areas.

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## **Yorkshire & Humberside Region**

Branches in the Yorkshire & Humberside Region have focused heavily on retention of membership density to ensure influence with the respective employers is maintained. Both Humberside and North Yorkshire Police branches have two of the highest density levels within UNISON. West and South Yorkshire Branches have seen a slight increase in membership during the last year.

Within the Probation Service UNISON have been particularly active following the appointment of a Fighting Fund Organiser; a number of activities have been undertaken which concluded at the end of 2017.

Within NPS UNISON continues to have a Convenor with facility time release which is helping to maintain a level of representation and support within that service area. For Probation members employed by Sodexo, UNISON has secured a negotiating forum with the Employer and will hopefully reap benefits from this arrangement for members. This is seen as maintaining membership levels within this area.

### **South Yorkshire Police Branch**

A number of changes have taken place within the branch during the last 12 months with a new Branch Secretary. The Branch is facing a number of challenges on different fronts. The Force proposed significant changes to the work arrangements for Investigating Officers in the form of changes to their shift patterns. A campaign was launched to oppose the changes and

UNISON successfully persuaded the Force to withdraw proposals. A big issue facing the Branch was a decision by the Force to put pictures of PCSO's on the internet so that the community could identify those officers. UNISON objected to this idea with a considerable number of PCSO members refusing to give authorisation to their face being shown due to security worries.

A big challenge facing the branch was the imposition by the Force of a Standards Policy which determined amongst other things that visible tattoos were no longer acceptable in any circumstances and that front line staff must ensure that they are covered at all times. It will also affect future applicants to the force where the visible tattoo cannot be concealed by standard uniform. The policy also has an effect upon the wearing of make-up, jewellery and hair. It is felt that these arrangements are far more draconian than the guidelines issued by the College of Policing.

### **West Yorkshire Police**

West Yorkshire Police continues with the process of reorganisation with 3 significant reviews in 2018 as follows:

- Neighbourhood policing
- Contact Management
- Back Office functions

The first two have only resulted in a small number of redundancies in Neighbourhood Support. For PCSO and contact management posts the changes led to reorganised shift patterns and/or working locations with no reduction in staffing; in actuality a

slight increase. The final review will have caused at least 150 plus posts to have gone through redundancy process, concluding late 2018.

Further reviews continue to take place and further collaboration work is higher on the agenda. Whilst our PCC does not want to take responsibility for Fire and Rescue we are collaborating in a Tri-Service arrangement with Fire and Ambulance to see where we can work more closely together, e.g. in occupational health and fleet services. Further work with regards to Regional Crime Units and finally a project called NECTIC which is a working party on collaboration proposals for between 2 and 7 forces from the Y&H and Northern Regions.

Other than that, membership levels continue to increase against a programme of staff reductions and competition in a multi-union workplace.

### **North Yorkshire Police**

Staffing numbers remain static with an increase to the number of PCSOs. The Force has no plans to make any staffing cuts at this time, but it is feared that they have plans to do so within the near future.

The Conservative Police & Crime Commissioner has now taken on the governance of North Yorkshire Fire & Rescue Service. The business case for the take-over set out more than £6M of savings which will see an increased sharing of buildings between the two services and cuts to senior management roles. UNISON nationally has criticised the decision to allow

Police & Crime Commissioners to take over the governance of Fire & Rescue Services.

### **Humberside Police**

The Branch expects further significant cuts to PCSO numbers in the next few years. The Force is undertaking a number of staff reviews and moving towards more collaboration with the Fire Service and less regional collaboration with other Forces.

### **National Probation Service (NPS)**

The situation in the National Probation Service still remains difficult in terms of industrial relations. Since losing our previous probation national bargaining machinery, we still have no bargaining machinery in the NPS as a national service, never mind a local/regional one. There exists a Trade Union engagement forum at the national level but with no power to negotiate.

The current process of change that was called Transforming Rehabilitation has clearly failed and the government has taken high performing Probation Trusts and split them; reducing their efficiency and cohesive working.

In approved premises (probation hostels) there are continuous breaches of the Approved Premises Manual and the UK Working Time Regulations to mention but two. The night care that was previously provided by Probation is now in the hands of a private company and throughout this area there have been on-going contract difficulties. We are advised that this obvious business risk will hopefully sort itself out as there are always teething problems with new

contracts. This is of small value to staff who find themselves affected.

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## **Section 3: Action on 2017 Service Group Conference Motions**

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This section of the report provides an update to Conference on the action taken since the last Service Group Conference on motions passed at our last conference.

### **Motion1: Working Together with the IPCC**

- Met with IOPC officials in early 2018
  - Organised joint UNISON/IOPC branch seminar on 24 July 2018
- 

### **Motion 2: Workload Management**

- Action pending
- 

### **Motion 3: Her Majesty's Inspectorate of Constabulary Come Clean About Cuts to Policing**

- Consulted branches on HMICFRS inspection schedule for 2018/19
  - Responded to HMICFRS with call for a thematic inspection into neighbourhood policing to identify the risks that cuts to PCSO numbers etc pose to the service.
- 

### **Motion 4: Police Staff and the Independent Police Complaints Commission**

- Raised the prohibition of police staff reporting their own force in relation to private life

infringements with IOPC early 2018

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### **Motion 6: Cuts and Crime**

- Updated UNISON web-pages on cuts and crime
  - Continued to collect Home Office Police Strength data and Office for National Statistics Crime data
- 

### **Motion 8: The Integration of British Transport Police into Police Scotland**

- Referred to Police Scotland
- 

### **Motion 9: Police Scotland's VAT – The lost millions**

- Referred to Police Scotland
- 

### **Motion 10: An End to False Hope Apprenticeships**

- Incorporated our 'Fair Deal for Police Staff Apprentices' in the 2018 PSC TU Side Pay Claim.
- 

### **Motion 11: Police Staff Apprentices**

- See action for motion 10
- 

### **Motion 12: Opposing Police Officer Fitness Tests on Staff**

- Action pending
- 

### **Motion 13: Police Staff Careers for Life**

- Action pending

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**Motion 14: Assistive Technology**

- Action pending
- 

**Motion 15: Probation- Short Staffed and Short Changed**

- UNISON submission to Justice Select Committee TR Inquiry
- 

**Motion 16: Should We Go For It?**

- Pay negotiations taking place with individual CRCs for 2018 pay award
- 

**Motion 17: Fair Pay for All Probation Staff**

- Joint 2018 pay claim with Napo for members in NPS and CRCs
- 

**Motion 19: Beyond the binary in police and justice**

- Responded to Police LGBT National Network consultation on Stonewall Transgender Guide for Police Forces
- 

**Motion 20: Promoting hope and saying no to hate in police and justice workplaces**

- Action pending
- 

**Motion 21: Black Equality, A Time for Action**

- Member survey agreed with Napo, ABPO and RISE for the NPS, CRCs and CAFCASS
- 

- Discussion underway with National Black Police Association over survey of members in police forces
- 

**Motion 22: Suicide Rates in the Police Service**

- Action pending
- 

**Motion 23: Austerity and the Impact on Police Staff Wellbeing**

- Police staff pay survey undertaken December 2017
- 

**Motion 25: Workplace Mental Health**

- Action pending
- 

**Motion 28: Dealing with the menopause in the workplace**

- Action pending
- 

**Motion 29: Building Relationships with the Fire and Rescue Trade Unions**

- Action pending
- 

**Motion 30: The effects of austerity on our members and the service they provide**

- Action pending
- 

**Motion 31: The Case for Democratic Control of Probation**

- UNISON submission to Justice Select Committee TR Inquiry
-

- Discussion with key stakeholders over proposals for bringing back probation under local democratic control
  - Consultation with members in NPS and CRCs in August 2018 over UNISON rescue plan for probation
- 

**Motion 32: Shared Services:  
Implications for police staff**

- Joint meeting of police and local government branches over fire and rescue mergers
- 

**Motion 33: Format of Police and Justice Service Group Conference**

- 2018 Conference to follow format set out in motion
- 

**Motion 35: Police Staff Council Pay and Reward Review**

- Action pending
- 

**Composite A: Police and Justice Staff Wellbeing**

- Action pending
- 

**Emergency Motion 2: HM Prison and Probation Inspectorate Report on Through the Gate Programme**

- UNISON submission to Justice Select Committee TR Inquiry
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## Section 4: Appendices

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### Appendix A

#### Composition of the Police and Justice Service Group Executive (w.e.f July 2018)

**Chair: Caryl Nobbs**

**Vice-chair: Mark Trask**

#### Police Staff Regional Representatives

Eastern	Mark Trask	General Seat
	Annie Powell	Female Seat
East Midlands	Chris Berry	General Seat
	Lyndsay Smith	Female Seat
Northern	Keith Malcolm	General Seat
	Mel Elliott	Female Seat
North West	Maz Jeffery	General Seat
	<i>Vacancy</i>	Female Seat
Scotland	<i>Vacancy</i>	General Seat
	<i>Vacancy</i>	Female Seat
South East	<i>Vacancy</i>	General Seat
	<i>Vacancy</i>	Female Seat
South West	Sophie Jones	General Seat
	Debi Potter	Female Seat
Cymru/Wales	Phil Williams	General Seat
	<i>Vacancy</i>	Female Seat
West Midlands	Jill Harrison	General Seat
	<i>Vacancy</i>	Female Seat
Yorkshire & Humberside	Tony Green	General Seat
	Jane Wilkinson	Female Seat
<b>NEC members</b>	Chris Hanrahan	General Seat
	Maureen Le Marinel	Female Seat
<b>Police Staff Council (Eng &amp; Wales)</b>		
<b>Sector Committee Chair</b>	Caryl Nobbs	
<b>Police Staff Council (Scotland)</b>		
<b>Sector Committee Chair</b>	Drew Livingstone	
<b>Probation Sector Committee</b>	Neil Richardson	General Seat
	Jenny Martin	Female Seat
	Helen Cottam	Female Seat
	<i>Vacancy</i>	Female Seat
<b>Cafcass Sector Committee</b>	<i>Vacancy</i>	General Seat
	<i>Vacancy</i>	Female Seat

## Appendix B

### Sector Committee Membership

#### Police Staff Council (England & Wales) Sector Committee

Eastern	Mark Trask Carol Johnson
East Midlands	Chris Hanrahan Lesley Panton
Northern	Keith Malcolm Caryl Nobbs
North West	<i>Vacancy</i> Maureen Le Marinel
South East	Andy Stenning Kathy Symonds
South West	Sophie Jones Debi Potter
Cymru/Wales	Alyson Thomas Kim Shurmer
West Midlands	Jill Harrison Rob Birch
Yorkshire/Humberside	Tony Green Jane Wilkinson

#### National Probation Service Sector Committee

Eastern	Frank Radcliffe <i>Vacancy</i>
East Midlands	<i>Vacancy</i> Chelsea Skervin
Greater London	Trevor Bernard Ramutu Dukuray
Northern	Stephen Monsarratt <i>Vacancy</i>
North West	Sam Blyth Steve Buckley
South East	<i>Vacancy</i> Chris Dunn
South West	Wendy Stuart <i>Vacancy</i>
Cymru/Wales	Steve Allender <i>Vacancy</i>

West Midlands	Jenny Martin Steve Cowley
Yorkshire & Humberside	Farzana Naheed Larry Whyke

### **Community Rehabilitation Company Sector Committee**

Eastern	Elisa Vasquez-Walters <i>Vacancy</i>
East Midlands	Audrey Dinnall Wayne Lambert
Greater London	Cheryl Deane Errol Wallace
Northern	Lee Middlemass <i>Vacancy</i>
North West	Zoe Todd <i>Vacancy</i>
South East	Wendy Wheeler Ian Craig
South West	Mavis Palmer Barry Pitt
Cymru/Wales	<i>Vacancy</i> Rob Robbins
West Midlands	Donna-Leigh Gardner-McLean Imtiaz Khan
Yorkshire & Humberside	Helen Cottam Neil Richardson
Interserve Rep	Martin Carney-Woods
Interserve Rep (Sub)	Steve Timmins

### **NPS Divisional Convenors**

South East	Ian Croskel
Midlands	Chelsea Skervin
North East	Larry Whyke
North West	Steve Buckley

## **Appendix C**

### **Representation on Negotiating Bodies**

#### **Police Staff Council (England & Wales)**

- **Trade Union Side**

Chris Hanrahan  
Maureen Le Marinel  
Caryl Nobbs  
Debi Potter  
Mark Trask

- **Pay & Reward Working Party**

Chris Hanrahan  
Caryl Nobbs

#### **Police Staff Scotland**

- **JNCC Negotiating Committee**

Michelle Brewster  
Lucille Inglis  
David Malcolm  
Donnie Taylor

#### **National Probation Service TU Engagement Forum**

- **Trade Union Side**

Jenny Martin  
Trevor Bernard  
Chelsea Skervin

#### **Interserve Justice Joint Negotiating and Consultation Committee**

Martin Carney-Woods  
Phil Taylor  
Steve Timmins

#### **Sodexo Pan CRC Forum**

Lee Middlemass  
Neil Richardson  
Zoe Todd  
Elisa Vasquez-Walters

## Appendix D

### Representation by Service Group Executive Members/Staff on Internal Bodies

<b>Appointment to:</b>	<b>Current representatives and substitutes</b>
Service Group Liaison Committee	Caryl Nobbs
UNISON National Health & Safety Committee	<i>Vacancy</i>
UNISON Self-Organised Groups Liaison :	
• Black members	Mark Trask
• LGBT members	Sophie Jones
• Women members	<i>Vacancy</i>
• Disabled members	Debi Potter
Rule I Appeals Panel	Caryl Nobbs, Mark Trask

### Representation by Police Staff Sector Committee (England & Wales) members/ Staff on External Bodies

<b>Appointment to:</b>	<b>Current representatives and substitutes</b>
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<b>Police Advisory Board</b>	Caryl Nobbs / Ben Priestley
<b>IOPC Trade Union and Staff Association Liaison Committee</b>	Caryl Nobbs
<b>College of Policing:</b>	
Professional Committee	Caryl Nobbs
Members Committee	Caryl Nobbs
Representative Committee	Ben Priestley
Consultative Committee	Ben Priestley
Workforce Transformation Board	Ben Priestley
PEQF Implementation Reference Group	Debi Potter
EDHR Co-ordination Committee	Debi Potter
Citizens in Policing	Andy Stenning
National Policing Complaints & Misconduct Group	Caryl Nobbs
National Policing Professional Standards & Ethics Group	Caryl Nobbs

**Appointment to:****Current representatives and substitutes**

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**College of Policing:**

Professional Development	Caryl Nobbs
National Policing Vetting Working Group	Jill Harrison
Initial Entry Routes Working Group	Andy Stenning
Gender Working Group	Debi Potter
Menopause Working Group	Debi Potter

**National Police Chiefs Council**

Consultative Committee	Ben Priestley
Workforce Committee	Caryl Nobbs
National Policing H & S Working Group	Mark Trask
National Race, Belief and Religion Advisory Group	Debi Potter
Finance & Resources	Tony Green
National Uniform Specification Group	Mark Trask
National Fitness Testing Working Group	Mark Trask
Emergency Services Mobile Communications Programme	Rob Birch
Apprenticeships Trailblazer Group	Andy Stenning

**Diversity Support Organisations**

Disabled Police Association Board	Debi Potter
LGBT Network	Sophie Jones
National Black Police Association	Carol Johnson
British Association for Women in Policing	Kim Shurmer

**Representation of NPS and CRC Sector Committee members/staff on External Bodies**

NPS Health and Safety Committee	Jenny Martin, Larry Whyke
Probation Qualifications Assurance Board	<i>Vacancy</i>

## Appendix E

<b>Police and Justice SGE Attendance Record 2017-18</b>							
1 = attended A = apologies received N/A = not eligible to attend 0 = non attendance/apologies not recorded *Newly appointed July 2018							
			<b>2017</b>		<b>2018</b>		
<b>Members</b>		<b>Basis of Representation</b>	<b>11-Oct</b>	<b>07-Dec</b>	<b>22-Feb</b>	<b>03-May</b>	<b>12-13 July</b>
Bell	Stephanie	North West	1		1	1	N/A
*Berry	Chris	East Midlands	N/A	N/A	N/A	N/A	A
Brewster	Michelle	Scotland	1	A	A	A	N/A
Clune	Declan	South East	1	1	1	1	N/A
Cottam	Helen	CRC Sector Committee	1	1	1	1	1
*Elliott	Mel	Northern	N/A	N/A	N/A	N/A	1
Green	Tony	Yorkshire & Humberside	1	1	A	1	A
Hanrahan	Chris	NEC Service Group Rep	1	1	1	1	1
Harris	Abi	East Midlands	A	A	A	A	N/A
*Harrison	Jill	West Midlands	N/A	N/A	N/A	N/A	1
*Jeffery	Maz	North West	N/A	N/A	N/A	N/A	1
Jones	Sophie	South West	1	1	A	1	A
Le Marinel	Maureen	NEC Service Group Rep	1	A	A	A	1
Livingstone	Drew	Chair, Police Staff Scotland Committee	1	1	1	1	1
*Malcolm	Keith	Northern	N/A	N/A	N/A	N/A	1
Martin	Jenny	National Probation Service Sector Committee	N/A	N/A	1	1	1
McIrvine	George	Scotland	1	1	A	A	N/A
Middlemass	Lee	CRC Sector Committee	1	1	1	1	N/A
Nobbs	Caryl	Northern / Chair, Police Staff (E&W) Sector Committee	1	A	1	1	1
Potter	Debi	South West	1	1	1	1	1
Powell	Annie	Eastern	1	1	1	1	1
Richardson	Neil	CRC Sector Committee	1	1	1	1	A
*Smith	Lyndsay	East Midlands	N/A	N/A	N/A	N/A	1
Symonds	Kathy	South East	1	1	1	1	N/A
Thomas	Alyson	Cymru Wales	1	1	1	1	N/A
Trask	Mark	Eastern	1	1	1	1	1
Wall	Susan	West Midlands	1	1	1	N/A	N/A
*Williams	Phil	Cymru Wales	N/A	N/A	N/A	N/A	A
Wilkinson	Jane	Yorkshire & Humberside	1	A	1	1	1

## **Appendix F**

### **Service Group Meetings / Negotiating Meetings**

#### **Police & Justice Service Group Executive**

11 October 2017  
7 December 2017  
22 February 2018  
3 May 2018  
12-13 July 2018

#### **Police Staff Sector Committee (England & Wales)**

8 November 2017  
15 February 2018  
7 June 2018

#### **Police Staff Council (England and Wales)**

23 November 2017  
6 February 2018  
26 April 2018  
25 July 2018

#### **Police Staff Scotland JNCC Negotiating Committee**

5/19 October 2017  
9/23 November 2017  
21 December 2017  
18 January 2018  
1/15 February 2018  
15 March 2018  
12/20/26 April 2018  
15/24 May 2018  
7/14/21/26 June 2018  
19 July 2018  
8 August 2018

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

8 December 2017  
31 January 2018  
23 May 2018

#### **Community Rehabilitation Company Sector Committee**

6 December 2017  
24 January 2018  
17 May 2018

**Interserve Justice Joint Negotiating and Consultation Committee**

21 December 2017

29 March 2018

21 June 2018

20 September 2018

**Sodexo Pan-CRC Forum**

14 December 2017

22 March 2018

28 June 2018

19 September 2018

## Appendix G

### Service Group Circulars – October 2017- August 2018

Over this period, the Service Group sent out numerous formal communications to branches, regions and activists. Here is the full list of what was sent out, plus a list of Service Group press releases.

#### UNISON Police and Justice Circulars

<b>Circular No.</b>	<b>Title</b>	<b>Date Sent</b>
PJ/01/2018	P& J Conference requests for guest speakers/ workshops	17/04/2018

#### UNISON Police Staff Circulars

<b>Circular No.</b>	<b>Title</b>	<b>Date Sent</b>
POL/25/2017	Maternity Claims	13/12/2017
POL/26/2017	Defending the PCSO Workforce	13/12/2017
POL/01/2018	Barred and Advisory Lists	08/01/2018
POL/02/2018	UKPPS Cosop extract	15/01/2018
POL/03/2018	Changes to rest days	26/01/2018
POL/04/2018	HMICFRS Policing Inspection Programme 2018-19	01/03/2018
POL/05/2018	Draft Neighbourhood Policing Guidelines	01/03/2018
POL/06/2018	PCC Plans to Merge Fire and Rescue and Police:	07/03/2018
POL/07/2018	Licence to Practice proposals	08/03/2018
POL/08/2018	Postponement of UKPPS	08/03/2018
POL/09/2018	Consensus statement - Policing, Health & Social Care	08/03/2018
POL/10/2018	PSC Maternity Claims update	15/03/2018
POL/11/2018	Police Staff Pay Offer - consultation process	19/03/2018
POL/12/2018	Fire & Rescue and Police Meeting	22/03/2018
POL/13/2018	Volunteer Roles - Branch confirmation request	29.03.2018
POL/14/2018	NDMC briefing (sent via post only)	30/04/2018
POL/15/2018	Appropriate relationship guidance - Formal consultation	04/06/2018
POL/16/2018	Maternity Claims - Update June 2018	05/06/2018
POL/17/2018	Police Staff Council England & Wales Pay Claim	13/06/2018
POL/18/2018	UNISON-IOPC Seminar: 24 July	13/06/2018
POL/19/2018	Sexual Harassment Research Findings	14/08/2018

#### Police Staff Council Trade Union Side Circulars

	<b>Date Sent</b>
PSC T U Side Pay bulletin - Employers Improve Pay Offer	26/01/2018
PSC T U Side Pay Bulletin - Pay 2017 Ballot Result	09/05/2018
PSC T U Side Pay Bulletin - Pay Claim 2018	02/08/2018

## **Police Staff Council Joint Circulars**

		<b>Date Sent</b>
PSC Joint Circ 97	Pay Award 2017	11/05/2018
PSC Joint Circ 98	(Revised) Pay Award 2017	11/05/2018
PSC Joint Circ 99	PSC Joint Circular 99: Non-Con Payment Advice	26/06/2018
PSC Joint Circ 100	PSC Pay Survey	26/06/2018

## **UNISON Probation Circulars**

<b>Circular No.</b>	<b>Title</b>	<b>Date Sent</b>
PROB/01/2018	Workload Management	27/02/2018
PROB/02/2018	Branch Review 2018	18/04/2018

## **Probation Pay Bulletins**

	<b>Date Sent</b>
NPS Pay Bulletin December 2017	04/12/2017
Interserve CRCs Pay Bulletin March 2018	
NPS Pay Bulletin May 2018	09/05/2018
CRC Pay Bulletin May 2018	09/05/2018

## **UNISON Probation Bulletins**

<b>Title</b>	<b>Date Sent</b>
NPS Update – October 2017	10/10/2017
Sodexo CRC News – November 2017	01/11/2017
NPS AP Bulletin	11/01/2018
Interserve CRCs Newsletter – January 2018	11/01/2018
Interserve CRCs Newsletter – February 2018	26/03/2018
AP News	28/01/2018
NPS Update 10 May 2018	10/05/2018
NPS Update 24 May 2018	24/05/2018
NPS Update 25 June 2018	25/06/2018
NPS Bulletin – Enforcement Officers	25/06/2018
NPS Update July 2018	04/07/2018
NPS/CRC Update July 2018	27/07/2018
NPS Update 1 August 2018	01/08/2018
AP News August 2018	02/08/2018
NPS/CRC Update – Survey on the Future of Probation	29/08/2018

## **UNISON/Napo Joint Circulars/Letters**

<b>Circular No.</b>	<b>Title</b>	<b>Date Sent</b>
JTU-28-17	Joint Pay Bulletin	30/11/2017
JTU-01-18	NAO Report: CRC Bail Out	04/01/2018
JTU-02-18	Letter to David Gauke	15/01/2018
JTU-03-18	Letter to Michael Spurr - Interserve	17/01/2018
JTU-04-18	Letter to David Gauke	19/03/2018
JTU-05-18	Sodexo Pay Offer Consultation	21/02/2018
JTU-06-18	Letter to Sonia Crozier	19/03/2018
JTU-07-18	Letter to David Gauke , further to APs	

<b>Circular No.</b>	<b>Title</b>	<b>Date Sent</b>
JTU-08-18	Advice for PSO/PO Members	29/03/2018
JTU-09-18	Sodexo CRC 2017-2018 Pay Award	27/03/2018
JTU-10-18	Letter to David Gauke DWNC	12/04/2018
JTU-11-18	Letter to Sonia Crozier DWNC	12/04/2018
JTU-12-18	Letter to Jude Gray NMW	12/04/2018
JTU-13-18	Working Links – Diane Powell letter	
JTU-14-18	Working Links – Statement on 24 April meeting	26/04/2018
JTU-15-18	Glenys Stacey DWNC	
JTU-16-18	Bob Neill DWNC Justice Select Committee	
JTU-17-18	NPS Notice of 18 May Pay Protest	03/05/2018
JTU-18-18	CRC CEO Notices of 18 May Pay Protest	03/05/2018
JTU-19-18	(number not used)	
JTU-20-18	Michael Spurr – joint pay claim	
JTU-21-18	NPS Pay claim cover letter	
JTU-22-18	CRC Chiefs – cover letter, pay claim	
JTU-23-18	Letter to Rory Stuart - Future of CRC Contracts	31/05/2018
JTU-24-18	Joint Union Pay Claim 2018 Bulletin	25/07/2018

## **UNISON e-communications**

<b>E-comm</b>	<b>Title</b>	<b>Date Sent</b>
E87-17	Vote on New Negotiating Arrangements for Sodexo	02/11/2017
E88-17	Briefing on Enhanced Probation Practice	06/11/2017
E89-17	AP Members Grievance Follow Up	09/11/2017
E99-17	TU Engagement Forum Papers for 7 November	13/11/2017
E100-17	UKPPS Update	13/11/2017
E101-17	TUPE Transfer and Night Waking Cover: facility time	17/11/2017
E102-17	TUPE Transfer and Night Waking Cover: measures	17/11/2017
E103-17	NPS Update November 2017: Advice for AP Members	20/11/2017
E104-17	Advice re AP Cooks and Cleaners and TUPE	20/11/2017
E01-18	Mappa Appeal Update	02/01/2018
E02-18	Neighbourhood Policing Guidelines	04/01/2018
E03-18	UNISON Submission to Justice Select Committee	04/01/2018
E04-18	Police & Justice SGE Election Timetable.	08/01/2018
E05-18	Courses for members of National Committees	10/01/2018
E06-18	Public Accounts Committee hearing notice	11/01/2018
E07-18	Free Meals in APs: Sodexo Withdrawal	22/01/2018
E08-18	NPS Committee call for evidence: Justice Select Committee	25/01/2018
E09-18	Probation Recruitment Leaflets	26/01/2018
E10-18	PIP Course	31/01/2018
E11-18	Comments on NPS JNC etc	05/02/2018
E12-18	PQ answers on Aps	13/03/2018
E13-18	HMPPS sickness stats	14/03/2018
E14-18	Sonia Crozier Letter AP DWNC	20/03/2018
E15-18	Letters to Sec of State and Sonia Crozier re DWNC	13/04/2018
E16-18	Request for AP risk assessments	17/04/2018
E17-18	Request to branches for info on misconduct hearings	17/04/2018
E18-18	18 May Pay Protest Pay Up Now materials advert	04/05/2018
E19-18	18 May Pay Protest Model MP letter	04/05/2018
E20-18	Online NNC and SCCOG Resource	18/05/2018
E21-18	UNISON Napo letter to Bob Neill	22/05/2018

<b>E-comm</b>	<b>Title</b>	<b>Date Sent</b>
E22-18	UNISON Napo letter to HMIP	22/05/2018
E23-18	OMiC HR Guidance	06/06/2018
E24-18	OCS SIA Advice 1	12/06/2018
E25-18	College of Policing Chairs Report June 2018	19/06/2018
E26-18	NPS Overpayment recovery consult	21/06/2018
E27-18	PSC Joint Circular 99: Non-Con Payment Advice	26/06/2018
E28-18	PSC Joint Circular 100: PSC Pay Survey	26/06/2018
E29-18	Holiday Pay Committee/ Branch Enquiry	26/06/2018
E30-18	UNISON-IOPC Seminar Registration	27/06/2018
E31-18	Michael Spurr Enforcement Officer Letter	29/06/2018
E32-18	Sodexo and OCS AP Pay Claims 2018	29/06/2018
E33-18	Draft NPS Bulletin Holiday Pay Claims	04/07/2018
E34-18	NPS Update July 2018 Holiday Pay Claims	05/07/2018
E35-18	Sexual Harassment Survey Action Plan Pre-Release	05/07/2018
E36-18	NPS AP Pay 1-2-1s	09/07/2018
E37-18	Force Budget Figures Request	17/07/2018
E38-18	Police & Justice Conference preliminary Agenda	17/07/2018
E39-18	Force Budget Figures Request Reminder	26/07/2018
E40-18	Police Staff Council Trade Union Side 2018 Pay Claim	03/08/2018
E41-18	NPS Pay Talks Announcement	15/08/2018
E42-18	PSC Pay and Reward Chase Up	20/08/2018
E43-18	Front Line Review Taster	20/08/2018
E44-18	Norfolk Police Branch info request	21/08/2018
E45-18	Rest Day Cancellation 90+ days notice	24/08/2018
E46-18	PSC Circular 96: Contamination Elimination Database	30/08/2018

**Press Releases**

**UNISON and National Police Chiefs' Council to tackle worrying levels of sexual harassment**

Monday 2 October 2017

**Pay cap must be lifted for police staff too say unions**

Thursday 12 October 2017

**UNISON's Dave Prentis speaks at police and justice conference in North Wales**

Thursday 19 October 2017

**Axing Norfolk's PCSOs will make the county a less safe place, says UNISON**

Monday 5 March 2018

**Privatising overnight supervision in probation hostels risks public safety, warns UNISON**

17 May 2018

**UNISON and Napo probation workers in day of protest over pay**

21 June 2018

**Probation service is not fit for purpose, says UNISON**

17 July 2018

**Cutting Suffolk's police community support officers risks public safety, says UNISON**

27 July 2018

**'Lacklustre' probation rescue plan will fail, says UNISON**

## APPENDIX I

### Service Group Staff

- **National**

Ben Priestley	National Officer
Dave Bryant	Assistant National Officer
Helen Raymond	Committee Administrator

- **Regional Heads of Police & Justice**

Eastern	Paul Farley
East Midlands	Rachel Boynton
Northern	Peter Chapman
North West	Dan Smith
Scotland	Gerry Crawley
South East	James Smith
South West	Mike Cracknell
Cymru/Wales	Simon Dunn
West Midlands	Charlie Sarell
Yorkshire & Humberside	Kevin Osborne

