

The newsletter of the Derbyshire, Leicestershire, Lincolnshire, Northamptonshire and Nottinghamshire Police branches of UNISON

Your newsletter

This is the second edition of Force Five, the newsletter for UNISON members for the police forces in the East Midlands.



Members of the UNISON Regional Police Committee, which is made up of representatives of all five forces – Derbyshire, Leicestershire, Lincolnshire, Northamptonshire and Nottinghamshire – have continued to consider the implications of the East Midlands Collaboration Plan for Policing 2009 – 2012.

We all know that the collaboration project will have an impact on the working lives of police staff and as a committee, we want to keep our members fully informed as plans unfold.

Since the last edition of Force Five was published in November 2009, there have been a number of developments which will be outlined in this newsletter.

However, if you need any further information or have concerns you would like to discuss, please do not hesitate to get in touch with your UNISON branch.

We plan to publish further editions in the summer, autumn and winter.

Staff lose jobs as forces impose budget cuts

Around 150 staff at Leicestershire Police face redundancy over the next five months as the Force tackles its £15 million funding shortfall.

Leicestershire is the second force to announce job losses with news of Derbyshire's plans to "streamline services", move from four divisions to three and reduce senior officer and police support staff numbers hitting the headlines around Christmas time.

In Leicestershire around 100 clerical jobs are under threat and 50 managerial and technical posts.

UNISON has pledged to seek ways to minimise the effects of the redundancies and has already suggested a number of initiatives aimed at reducing job cuts including voluntary lay-off periods, career breaks and reduced hours.

Chris Hanrahan, UNISON branch secretary, said: "It is disappointing that hard working dedicated police staff will have to pay the price for poor funding. These cuts mean that more strain will be put upon the officers and staff that remain.

"UNISON has put the protection of jobs and services as its number one priority and will be working with the Force to identify where redundancies can be minimised and the service to the public maintained, however, it is difficult to see how the service will not suffer with such a large number of staff cut from the establishment."

Before the redundancies at the end of March, around 30 people had signed the

Force's voluntary redundancy register.

The first redundancies are in July with more coming in September.

UNISON will be meeting with the Force towards the end of this month and is hoping more details will be available to enable formal consultation to begin.

Temporary Assistant Chief Constable Chris Garnham, who is leading Leicestershire's Delivering The Changes programme, explains: "We face some difficult financial challenges in the forthcoming months and we are looking at a number of ways to address these, which includes re-shaping the Force to deliver a more cost effective and efficient service.

"It is essential that we maintain frontline services, where possible, but this unfortunately comes at a cost and ultimately some police staff will face redundancy."

Meanwhile, Derbyshire Police have promised that frontline services will not suffer as they try to save £3 million during 2010 – 2011 and as much as £10 million the following year.

Senior officer posts will be reduced through natural wastage, 114 police staff have been put at risk and 62 banked vacancies have been lost although the Police Authority has increased funding by £5 million.

For the first time Northamptonshire offered staff voluntary redundancy and nine people were accepted. The Force issued a notice of potential redundancies on February 9 with up to 24 jobs affected.

New Deputy Chief Constable heads project

Derbyshire's former Assistant Chief Constable Peter Goodman has been appointed as the Deputy Chief Constable to lead collaboration between the five forces.

The new post is one of the first appointments of its kind in the country.

DCC Goodman will manage regional operational teams

including the East Midlands Special Operations Unit and the Counter Terrorism Intelligence Unit and will also run the region's collaboration programme covering all support services.

Mr Goodman was ACC (Operations) for Derbyshire from 2007 and previously served in West Midlands Police where he was a divisional commander and in Nottinghamshire where he worked his way up to the rank of DCI having served both in uniform and detective roles.

Two branches land BOTY award recognition



Two of the five police branches of UNISON were in the honours at the East Midlands region Branch of the Year (BOTY) awards.

The Northamptonshire and Nottinghamshire branches both won runners-up awards for the top accolade at the ceremony.

The Branch of the Year award, which was presented by UNISON's general secretary Dave Prentis, went to Bassetlaw

local government branch and a third runners-up place was won by UNISON Power.

The Nottinghamshire Police branch was praised for its "huge progress" over the past year, meeting its recruitment target developing a team of 27 activists and having 100% of stewards ERA accredited.

The Northants branch was judged to have done 'really well' across all criteria

and were "exemplary" in activist training.

"We are delighted that the success of these two branches has been recognised," says Roger Young, Regional Organiser for UNISON East Midlands.

"Both are performing very well during what is a very difficult time for union representatives. We hope that all of our branches can share best practice so that we can all give the very best service to our members."

Major case review team

The five chief constables for the East Midlands forces have decided to set up a major case review project.

It is planned to have the team in place by June this year.

The setting up of the team is being overseen by the East Midlands Police Collaboration Team at Newark with work having started last year under the project management board chaired by Deputy Chief Constable Peter Goodman.

"I fully understand that change at any time, and particularly at a time of financial restraint within the region's forces, may cause concern and unease to your members. I am sensitive to the implications of this project for people working in major case review teams and I will do what I can to ease those concerns where ever possible," says Deputy Chief Constable Peter Goodman.

JOIN UP

If you are not a member of your local branch of UNISON, you can join by visiting the national UNISON website at www.unison.org.uk and click on the "Join" tab at the top of the page.

Membership of UNISON will ensure that you are kept up to date with all the developments as the collaboration project gathers pace and will also help you to make sure your voice is heard and that your employment rights are protected.

Third plan for collaboration

Collaboration is here to stay and needs to help the East Midlands police forces address the financial pressures they and their police authorities are facing while also building both capacity and capability, according to the collaboration plan.

The plan, which is now the third published by the region, sets out progress to date, the desired outcomes of collaboration, the long term management of the project, and areas of work.

While early collaborative work concentrated on strengthening protective services, the plan spells out that support services, such as human resources, information technology, procurement and operational support, would all be considered for collaboration between all five forces or a smaller number of forces where appropriate.

"Greater emphasis will be placed on saving money, whilst maintaining or improving service. Our aim is to maximise the potential from collaboration within the region," the plan states.

It also re-affirms the projected outcomes of successful collaboration:

- **Improved public confidence**
- **Improved public safety**
- **Cash releasing and non-cash releasing – ie freeing up officer/staff time for re-investment**
- **Improved effectiveness**
- **Improved resilience**
- **Police structures and operating methods fit for purpose**

Force Three?

Business leads from Derbyshire, Lincolnshire and Nottinghamshire have met to discuss priority areas of work for possible sub-regional collaboration.

The meeting, which was held in February, followed the announcement of an agreed statement of intent on joint working from Leicestershire and Northamptonshire who are researching combined teams for:

- **Command and control**
- **Firearms**
- **Professional standards**
- **Hi-tech crime**
- **HR and training**
- **The Police National Database.**

Work between the two forces is already being seen as the basis for a region-wide approach to firearms.

Health and safety lead

Responsibility for the health and safety

of police staff and officers should pass with the transfer of direction and control, according to the Police Advisory Board for England and Wales (PABEW).

A working group of the PABEW has been closely involved with developing statutory guidance on collaboration and responsibility for health and safety has been a key area of concern.

It is now recommending an amendment to the Police (Health and Safety) Act 1997 so that the "relevant officer", who is treated as the employer under the Health and Safety at Work Act, should be the police officer having direction and control over the officer/staff member in question.

John Randall, independent chair of the PABEW and the Police Negotiating Board, has written to Home Secretary Alan Johnson about the issue.

and meeting foreseeable demands for three to 10 years.

All chief constables and police authorities across the region are committed to collaboration but, to date, no forecast has been made about the effects on police staff – or indeed officer – numbers.

"While we accept that collaboration may be here to stay, we are not yet receiving any details about what it means for staffing levels. We are aware that all forces are facing cuts to their funding and clearly these savings have to be found somewhere but we want to work with chief officers to minimise the impact on our members," says Pat Earnshaw, chair of the Regional Police Committee.

"At force level, we are putting forward alternatives to compulsory redundancies, including part-time working, career breaks and flexible working arrangements.

"We will do all we can to protect our members."

Find out more

Copies of the collaboration plan can be found on each of the force's police and police authority websites.

A printed version can be obtained from the East Midlands Police Collaboration Programme office by telephoning **01636 685208** or email eastmidlandscpt@nottinghamshire.pnn.police.uk.

The Vision

The collaboration project has updated its vision to put more emphasis on improving public confidence in policing.

The Vision now states:

"By working together we will help to improve public confidence in the police by improving public safety and improving our productivity."

News in Brief

Mobile data

With more applications being added to mobile data terminals, the devices are being used more and more across all five forces.

Evaluation of the benefits is being carried out through the National Policing Improvement Agency.

Around 100 front-line supervisors attended a regional mobile data conference to discuss best practice and identify any barriers to cross-force usage.

Festive plans

All five branches are considering developing a regional approach to Christmas working arrangements.

Committee members

The UNISON East Midlands Regional Police Committee is made up of UNISON representatives across all five forces.

The committee is chaired by Pat Earnshaw, who is chair of the Leicestershire police branch of UNISON, and its vice-chair is Mariano Kaminski, who is the branch secretary at Derbyshire police.

Profiles of many of the other members of the committee appeared in the November edition of Force Five.

Nottinghamshire representative Gary Morphus is profiled here and other members will be featured in future editions.

NOTTINGHAMSHIRE

UNISON regional committee member Gary Morphus was a traffic warden when he became the first PCSO to be appointed for Nottinghamshire Police in 2003.

Before joining the Force, Gary was in the RAF as an electrician serving in Northern Ireland, Germany and the Falklands. After leaving in 1993 he worked for two years as a forklift engineer before joining Nottinghamshire Police.



In 2007, Gary joined UNISON as a steward as he "wanted to make a difference to the way staff were being treated at work".

He is Nottinghamshire's branch secretary. He sees the biggest challenges for police staff branches of UNISON as being increased workloads, not having maximum resources to provide the right level of service and getting agreements in place for improved recognition and facility time.

As for the future, he thinks that job losses, changes in government and public sector funding as well as working with the employer for better terms and conditions for members are the biggest challenges affecting police staff.

UNISON East Midlands Regional Police Committee 2010

NAME	BRANCH	COMMITTEE POSITION
Bill Bilton	Lincolnshire Police	Full Member - (Job Share) General Seat
Alison Bucklow	Northamptonshire Police	Full Member - Women's Seat
Marie Davey	Derbyshire Police	Full Member - Women's Seat
Pat Earnshaw	Leicestershire Police	Full Member - Women's Seat Chair of the Regional Police Committee 2010
John Gooding	Lincolnshire Police	Full Member - (Job Share) General Seat
Chris Hanrahan	Leicestershire Police	Service Group Executive Representative
Maggie Hewitt	Leicestershire Police	PCSO Representative
Gillian Hitch	Nottinghamshire Police	Full Member - Women's Seat 1
Gary Jacques	Leicestershire Police	Full Member - General Seat
Mariano Kaminski	Derbyshire Police	Full Member - General Seat Vice chair of the Regional Police Committee 2010
Peter Lake	Northamptonshire Police	Full Member - General Seat
Julie Law	Northamptonshire Police	Full Member - Women's Seat
Gary Morphus	Nottinghamshire Police	Full Member - General Seat
Lesley Panton	Leicestershire Police	Full Member - Women's Seat
Debbie Parker	Lincolnshire Police	Full Member - Women's Seat
Elaine Porter	Derbyshire Police	Full Member - Women's Seat
Helen Ridley	Nottinghamshire Police	Full Member - (Job Share) Women's Seat 2
Carol Standish-Leigh	Derbyshire Police	Service Group Executive Representative
Rachel Thackray	Nottinghamshire Police	Full Member - (Job Share) General Seat
Mark Walker	Northamptonshire Police	Regional LGBT Delegate
Helen Wilkie	Lincolnshire Police	Full Member - Women's Seat

Secretary to the Regional Police Committee: Roger Young (Regional Organiser)

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 Derbyshire Police Branch: Tel: 01773 572030
 Leicestershire Police Branch: Tel: 0116 248 2404

Lincolnshire Police Branch: Tel: 01522 558375
 Northamptonshire Police Branch: Tel: 01604 703149
 Nottinghamshire Police Branch: Tel: 0115 967 2578

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