



Spring 2011

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Outsourcing – What’s Happening In Lincolnshire Police

The Police Authority gave approval for the Force to start exploring the private sector market to see what a possible public/private sector strategic partnership could look like for Lincolnshire Police. This is sometimes referred to as Outsourcing. This approval was given in March 2011. A 'Bidders Day' was held at the Epic Centre at the Lincolnshire Showground on 8th April 2011 and approximately 120 'Bidders' attended the day, together with Function Leads from Lincolnshire Police and we were also in attendance.

The decision at the moment is to explore various options, which includes both strategic partnerships (Outsourcing) and Regional Collaboration, this exploration will continue until the end of October. At that point, the Police Authority will be presented with various options and asked to make a decision about which way the Force should proceed.

So, over the next few months don't be surprised when various 'Bidders' are allowed access (following vetting) to various different function areas within Lincolnshire Police to allow them to scope the type/size/cost etc of those functions, to establish whether they wish to bid for them.

So what are we doing as a Union?

- We are liaising closely (where possible) with Management/Police Authority.
- We aim to present a Charter, which will include various requests in relation to employment conditions etc
- Answering as many questions as we can from members
- Employing the services of a TUPE expert
- Plugging into any services, which can be provided as support i.e. General Political Fund
- Ensuring that UNISON Regional Office provides the right level of support, at the right time and in the right place
- Ensuring that UNISON as a whole provides guidance and support
- Encouraging people to join UNISON at a time when they will most certainly need support
- Encouraging an **OPEN, HONEST AND TRANSPARENT** management of all aspects of the proposals for Outsourcing
- Attending as many meetings as possible in relation to Outsourcing and asking questions on behalf of our members

AGM 2011

The 2011 AGM was a success once again and the number of members attending increases year by year.

We have already started planning for next year's AGM. It is scheduled for 15th February 2012, so please get the date in your diary. We are looking for suggestions for a guest speaker so if you have any ideas please contact the branch office on Ext 8375.

Winsor Recommendations – Raw Deal for Police Staff

Recommendations from the Winsor review of pay and conditions are likely to leave Police Staff feeling unfairly treated, says Ben Priestley, UNISON's National Officer for Police Staff.

The union leader spoke out after the publication of Tom Winsor's report which has reviewed pay and conditions across the board.

"UNISON had expected some changes to Police Staff pay to be recommended, but with officers appearing to gain from additional allowances not offered to staff, Police Staff will feel angry at the apparent unfairness of the package," he said. While the review recommends that officers continue to enjoy a non-compulsory redundancy deal, UNISON members are asked to sacrifice key terms and conditions in return for vague promises that this might save some jobs in the future.

In his recommendation for a two-year freeze on pay increments starting from September 2011, Winsor suggests that UNISON will 'recognise the opportunity to safeguard a significant number of Police Staff jobs by agreeing to the suspension of progression increments for the next two years.'

However, with most Forces paying the 2011/12 contractual pay increments to staff by 1st April, the review team seems to have misunderstood the timing of pay progression for staff.

The report also recommends:

- **the introduction of a performance related pay scheme for the future award of increments**
- **the abolition of weekend working allowance**
- **the reduction of Sunday over-time working allowance from double time to time and a half**
- **the reduction of standby allowance from £28.26 to £15.00**

"I am surprised by the lack of balance in this first report of the independent review", said Ben, "Our Police Staff members will react angrily to what is in the report. It gives us nothing to take to them to sell the suggested pay reforms and does nothing to change the reality that Police Staff will continue to bear the brunt of wholesale cuts to police budgets by losing their jobs".

UNISON will be negotiating nationally on this issue and Ben points out that any changes to Police Staff terms and conditions need to be negotiated at the Police Staff Council.

"Only a balanced package would receive the assent of our members," he said.

Pensions Report Presents Further Threat to Conditions

The Government will use the Hutton report on pensions to cut costs and benefits, according to UNISON's general secretary Dave Prentis.

The UNISON leader has spoken out in interviews with BBC TV, Channel 4, ITV, the Today programme, 5 Live, regional radio and newspapers, saying the Government is placing pensions at risk.

"The coalition Government has shown contempt for Hutton," he said, "Even before he finished his inquiry, the Government decided to increase pension contributions for Police Staff by more than 50 per cent; at a time when pay is being frozen, inflation is rising and jobs are threatened with cuts and privatisation." He went on: "Hutton is recommending a move from a final salary scheme to career average and that you will work longer for it. This will mean a lower pension because it is based on your average earnings each year rather than on your final salary."

In an additional blow, the value of pensions is reduced because the Government has changed the way it calculates annual inflation increases, so your pension will increase by less than retail prices. Dave Prentis says, "I am convinced that the Government will use this merely to cut costs and benefits. Whatever Hutton says about fairness in his report, it will be used by the Government to cut the value of our pension schemes." According to the general secretary, the changes are unnecessary. He says the NHS scheme is rich and pays £2billion into the Treasury each year, and there are no problems with the local government scheme that would justify this change.

"We have already negotiated with the previous government new schemes that reflect people living longer and have made sure they are affordable and sustainable," he said. "Talks with the coalition Government to protect and defend your pensions will be tough and we need your support."

He is calling on all members to pass on this message to colleagues and to encourage those who are not already members to join the union to add strength to its voice. Keep up to date with developments on this issue at:

www.unison.org.uk/protectourpensions