



PSC TRADE UNION SIDE

STATEMENT ON WINSOR PART 1 NEGOTIATIONS

No.3

The Police Staff Council Pay and Reward Working Party, which is negotiating the detail of the Winsor recommendations for police staff, met again on 12 January 2012. The working party considered two questions in particular:

- **Does the suggestion, in Part 1 of the Winsor Report , that savings from cuts to police staff terms and conditions could protect police staff jobs from redundancy, have any credibility?**
- **Does the Winsor proposal to freeze police staff incremental progression for two years have any discriminatory effect?**

Following investigations into these two questions by the Trade Union Side, we reported to the Employers' Side at the meeting on 12 January that:

- **We could find no credible evidence that the Winsor cuts to terms and conditions would save police staff jobs from redundancy at force level**
- **Our analysis of the equality dimension of the proposed increment freeze shows it would have a disproportionate impact on female police staff, and therefore likely to be unlawful.**

As a result of these findings, the Trade Union Side has informed the Employers' Side that we are unable to accept the cuts to police staff terms and conditions, as set out in Part 1 of the Winsor Report, because nothing is being offered in return and because we cannot sign up to proposals that are discriminatory.

We indicated to the Employers' Side that we remain willing to enter substantive negotiations to discuss potential reform to police staff terms and conditions, as set out in the Police Staff Council Handbook, but only in the context of a fundamental review of police staff pay and grading. Such a review must include the option of a national pay and grading scheme for all police staff in England and Wales. This has always been our position from the start of the Winsor negotiations and we restate it here for the record.

The Trade Union Side noted that Part 2 of the Winsor Report into police pay is due to be published by the end of January 2012, and that this may provide some helpful recommendations to allow these substantive negotiations on the future of police staff pay and conditions to get underway without further delay.

Background

Branches, activists and members will remember the list of cuts to terms and conditions proposed by Tom Winsor in Part 1 of his Report:

- **Recommendation 3:** police staff to lose the time and a half weekend working allowance; TOIL for bank holiday working to be abolished
- **Recommendation 9:** reduce the rate for working overtime on a Sunday or a public holiday from double time to time and a half
- **Recommendation 10:** for working public holidays, police staff should receive double time for working on 25 December and on seven other days chosen for the following financial year by the employee by 31 January
- **Recommendation 20:** a two year freeze on police staff pay increments with effect from 2011
- **Recommendation 31:** a team bonus for staff and officers worth £50- £100 per person, for outstandingly important, unpleasant or demanding work
- **Recommendation 49:** police staff standby allowance, of £28.36, should be reduced to £15

Would Implementing the Recommendations Save Police Staff Jobs?

In making the case for his recommendations, Tom Winsor stated in his Part 1 Report:

'For members of police staff, it will be for the relevant trade unions to obtain assurances from police forces that the savings achieved by these reforms will enable them to retain significant numbers of police staff jobs which would otherwise have been lost.'

In order to test this statement, the Trade Union Side asked the Employers to provide data which would show the savings achieved for each of the above recommendations, and the number of jobs identified for redundancy, in each force in England and Wales. We would then ask each force to state how many of their police staff redundancies would be mitigated if the Winsor savings were made? The Employers Side gave us data from the following forces to allow us to test the above statement from Tom Winsor: Greater Manchester, West Yorkshire, Devon and Cornwall, Dorset, Essex, Humberside, Kent, Leicestershire, Norfolk, North Yorkshire, Suffolk, Surrey, Thames Valley, Wiltshire and South Wales Police.

None of the branches, from the above forces, to which we sent the data on Winsor savings and job cuts, was able to get any clarity from their force on the offer set out by Tom Winsor above. In other words, no force has been able to say how many police staff redundancies would be saved if the Winsor recommendations were implemented. The Trade Union Side has therefore rejected the above statement from Tom Winsor as unachievable and unrealistic. It provides no safe basis on which to start detailed negotiations.

Is the Winsor Recommendation to Freeze Police Staff Increments Discriminatory?

The short answer to this question appears to be 'YES'. This is not perhaps surprising, because in his own Equality Impact Assessment of his Part 1 recommendations, Tom Winsor stated:

'...the progression freeze will disproportionately impact on female and white or unstated (police) staff members.'

With these words to the forefront of our minds, the Trade Union Side asked the Employers for data which would allow us to test the potential discriminatory effect of a two year pay freeze on police staff increments. The Employers provided us with gender and pay data from the following forces to allow us to conduct our own equality impact assessment of the proposed two year pay freeze: Wiltshire, North Yorkshire, Norfolk, Surrey, Leicestershire, Humberside, Greater Manchester, Suffolk, West Yorkshire, Dorset, Devon and Cornwall, Kent, Essex and South Wales.

The outcome of our analysis shows very clearly that, in many of the forces for which we were given data, a two year increment freeze would have a disproportionate impact on female police staff. The data shows that in these forces, female police staff would suffer more disadvantage than their male colleagues from the freeze. In one force, women were 55% more likely to be affected by the increment freeze than men, 40% more likely in another force, 19% in two other forces and 14% in another. What this indicates is that there is a risk, significant in some forces, that women would face unlawful discrimination if the Winsor recommendation to freeze increments were implemented. On this basis, the Trade Union Side has told the Employers that the increment freeze is likely to be unlawful in a range of forces and therefore totally unsuitable for a Police Staff Council agreement. The Employers Side has undertaken to run its own analysis on this data.

What Next for the Negotiations?

The Trade Union Side has reiterated that it is prepared to enter, without prejudice, talks to fundamentally review the way in which police staff are paid and rewarded. Both the trade unions and employers may bring any issue they wish to the negotiating table. As for the trade unions, we remain committed to the development of a single national pay and grading scheme for all police staff in England and Wales. This would involve all police staff jobs being evaluated through the Police Staff Council job evaluation scheme and then placed on a set of new national pay grades. Changes to police staff terms and conditions might accompany this process.

Tom Winsor will publish his Part 2 Report, on long term changes to police pay and conditions, at the end of January. We look forward, on behalf of our members, to finding out what positive recommendations he makes regarding the future. We hope his Part 2 Report will be progressive and forward looking, not rooted in the old-fashioned local pay and grading schemes that exist in most forces in England and Wales.

Whatever Tom Winsor recommends, his views are simply there for the Police Staff Council negotiators to reflect on, and adopt, or reject, as we see fit.

No Local Negotiations on the Winsor Recommendations!

Branches are reminded that, under no circumstances, should they enter into local negotiations with forces on any of the Winsor recommendations, either from Part 1 or Part 2 of his Report. In addition, there should be no local negotiation on any of the terms and conditions set out in the Police Staff Council Handbook. Please refer any attempt by your force to implement any of the Winsor Report to your Regional Organiser immediately.

Negotiations on the future of police staff pay and conditions will continue at the Police Staff Council, taking appropriate account of the views of the trade unions and employers. The Trade Unions have asked the Employers Side of the Police Staff Council for these further talks to start immediately.