



METROPOLITAN POLICE FEDERATION

Our Ref: JEC 55

17th January 2012

Mr I Rennie
General Secretary
Police Federation of England & Wales
Federation House
Highbury Drive
Leatherhead
Surrey KT22 7UY

Dear Ian,

Thank you for forwarding the letter from the Home Secretary in which she tells you that she will be taking further time to decide on the Police Arbitration Tribunal (PAT) recommendation.

It has long been the aim of the Police Federation to achieve binding arbitration. By delaying her decision it is apparent that Ms May does not regard the arbitration decision as binding.

In 2008 a ballot of all Federation members produced an overwhelming mandate to endeavour to achieve binding arbitration. The second vote, again by an overwhelming majority, was in favour of seeking Industrial Rights, should arbitration prove unachievable.

The Metropolitan Police Federation has long contended that as a prerequisite, an education programme must be undertaken to explain to all members all the implications of achieving industrial rights. This must emphasise the impact it could have on the Office of Constable and our current position as Crown Servants. To date this has not been completed and with many very angry rank and file officers now calling for these rights, never has a time been so right to inform them of the pros and cons of such a move.

We now again request that the PFEW tell members the exact position in relation to Industrial Rights. In this process an explanation should include what action has been taken so far in relation to pursuing this mandate and how this issue is to be addressed in the very near future. We also wish to know if the issue is to be debated at Conference and whether or not a further ballot of the membership is envisaged. It is now four years after the last ballot and we firmly believe it's time to settle this issue.

In the past, Police Negotiating Board (PNB) and Police Arbitration Tribunal (PAT) have served us well. However recent events show that the current economic crisis, coupled with a Government determined to use that crisis to push through drastic reform to the Police

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Service have exposed the limitations of the current negotiating arrangements. An approach that merely relies on negotiation and a hope that fairness will prevail cannot succeed in today's conditions.

We would, therefore, be grateful for an indication of the specifics of the PFEW plan to address the current position, how is it envisaged that we will tackle the issues arising out of Winsor II? What plans there are to involve the membership in any campaign action?

We are also concerned about PFEW's decision to cease direct contact with Mr Tom Winsor. As you will realise the potential implications of Winsor II for our members cannot be overstated. Therefore we urge the PFEW to re-open all lines of communication with Mr Winsor and his team in order to represent – influence - negotiate, as is your responsibility.

The Metropolitan Police Federation has been inundated with messages from our members. Officers are deeply concerned and angry about the threats to their pay and standard of living, from the pay freeze/pay cap, pension contributions increase, implications from Winsor I and, of course, the further future threat from Winsor II.

We share their deep concern and look forward to working with the PFEW to try and deal with the members' justified anxiety and ensure we achieve the best possible results for all police officers.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Peter Smyth', written in a cursive style.

Peter Smyth
Chairman