

Stronger together

Police and justice service group

Annual report 2015 / 2016



POLICE AND JUSTICE SERVICE GROUP

ANNUAL REPORT 2016

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Chair's Welcome

Welcome to all delegates, visitors, guests, speakers and staff to our 2016 Conference here in Southport. Your participation in conference is the key to its success, so whether you are a first time attendee, or a seasoned conference goer, please get involved, speak up and make your voice heard.

We are still living in very difficult economic times, with a further year of this government making all public service workers pay for the economic crisis through further reductions in budgets, services and jobs; and it is not over yet. There are many more challenges to come in police, probation and in CAF/CASS, and our members will continue to be in the firing line regardless of which sector they work in.

In all of our sectors there have been, and still continue to be, threats to national collective bargaining and we need to continue to remind our members of the benefits and value of national collective agreements. We also need to remind our members that unions were created to fight for working people, not just for the good times, and we will continue that fight within our service group and across our union.

We have many challenges to face in the coming year – collaboration, outsourcing, austerity, pay restraint to name but a few.

Our annual report shows how much we have achieved in our service group during the past year and it is something that we all should be proud of.

Enjoy conference.

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 2015 and August 2016.

The report is presented for approval to the 2016 Police and Justice Service Group conference, which brings together police, probation and CAF/CASS delegates from England, Scotland and Wales in Southport.

Our report summarises the main areas of work undertaken by the Service Group, both in response to the decisions reached at service group conference 2015, 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. It has been another very eventful year.

Continuing cuts to the police staff workforce and the removal of check-off for our members in the National Probation Service has impacted negatively on membership levels, but local organising has kept membership density at very respectable rates. Our activists continued to do a magnificent job representing members despite the challenges we have faced.

Negotiations on part 1 of the Police Staff Council Pay and Reward Review came to an end in England and Wales with proposals out to branches and regions for comment at the time of writing. This is the culmination of two years patient negotiations. Plans to harmonise the pay and conditions of the former eight Scottish Police Forces have been put on hold. In Probation, the Employers Side of the National Negotiating Council (NNC) set out proposals to wind up the national machinery to be replaced with local bargaining arrangements. The National Probation Service (NPS) served notice on its intention to negotiate a new pay and grading scheme for its staff. The privatised Community Rehabilitation Companies (CRCs) continued with their staffing cuts and controversial operating models.

Pay settlements and offers across the Service Group sectors averaged 1% in line with government public sector pay policy. Industrial action in the National Probation Service and the 21 Community Rehabilitation Companies over the 2014 pay dispute was eventually called off in December 2015.

The Service Group ran a major campaign to encourage member turnout in the 2016 Police and Crime Commissioner elections in England and Wales. Labour gained four new PCC seats and held onto key marginal constituencies. This was a real success. At Westminster, we lobbied MPs and Lords in relation to the Policing and Crime Bill which is going through Parliament and which holds many threats to our members working in the police service in England and Wales.

We have continued to make the case for a publically owned and operated probation service, by documenting the continuing damage of the Transforming Rehabilitation revolution.

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 reports from each of the regional police and justice committees.

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 3 of the report gives an update on the work in progress on delivering the actions in respect of motions passed at the 2015 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

Section 1: Meeting the NEC Objectives

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

1.1.1 Membership and Density

Membership

Membership in all sectors of the Service Group has continued to decline as a result of cuts to the workforces in which we organise. In July 2016 our membership was:

Police Staff (England and Wales):	30,323
Police Staff (Scotland):	2,707
National Probation Service:	1,382
Community Rehabilitation Companies:	2,070
CAFCASS;	262
Total Police & Justice Membership:	36,744

Membership Density

Where we have accurate and current establishment data, we have been able to calculate the following UNISON membership density rates for 2016:

Police forces in England and Wales:	46%
Police Scotland:	49%

1.1.2 Organising /Negotiating in Police Force Private Custody Provision

In line with the Service Group strategy on organising the fragmented workforce, agreed in May 2015, the Service Group organised a meeting in February 2016 for police branches with custody members working in the private sector. Unfortunately, there was poor take up of places at the meeting, which had to be postponed.

In May 2016, UNISON wrote to both G4S and Tascor to ask for a meeting to discuss the national relationship between UNISON and the companies, both of which provide privatised custody and other services to police forces. This led to a meeting with

G4S on 21 June and a discussion about the possibility of UNISON being recognised by the company at a national level. Talks are on-going.

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.

1.1.3 Post Incident Procedures (PIP)

The Service Group Executive commissioned Thompsons to design a bespoke training course for police branches in how to handle post incident procedures. A pilot course was run by Thompsons for branches on 27 April, but the Executive decided not to proceed to roll out the training course on account of some issues regarding the coverage of the syllabus. Talks are on-going at the time of writing on how to progress this matter.

1.1.4 Sign Up Campaign in the National Probation Service

In October 2015, the National Probation Service withdrew DOCAS as the method for trade union members to pay their union subscriptions. This was part of the overall government attack on trade unions in the civil service. The Service Group worked with the UNISON membership system team, UNISON Democratic Services, UNISON communications, Regions and branches to run a major campaign to encourage NPS members to switch their subs from DOCAS to direct debit. Sign up rates varied from region to region, but in the end we were successful in achieving an average switch rate of 70%.

1.1.5 New National Convenors for National Probation Service

In May 2015 the inaugural meeting of UNISON's new NPS Divisional Convenors took place. These new roles were nominated by branches/Regions covering each of the 7 NPS Divisions.

1.1.6 Facility Time in the National Probation Service

UNISON has faced on-going challenges over facility time in the NPS as a result of the Ministry of Justice being bound by the Cabinet Office restrictions on trade union facility time in the civil service. Total facility time is capped at 0.1% of total pay bill. At a meeting with the NPS in August 2016 it was agreed to work towards a new national agreement on facility time in the Service by October.

1.1.7 Facility Time in the Community Rehabilitation Companies

UNISON has established positive working relationships with the CRCs in relation to facility time with agreements in place with the owners for appropriate facility time for our activists.

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. We ran a fringe meeting at National Delegate Conference on 23 June 2016 on pay issues for all sectors within the Service Group, which was very well attended.

1.2.1 Police Staff Council (PSC) England and Wales

1.2.1.1 Pay 2016

Following consultation with members the Trade Union Side of the Police Staff Council (PSC) submitted the following two year pay claim in April 2016:

Year One (2016/17)

- A 2.5%, or £500, increase on all PSC pay points, whichever is the greater
- A 2.5% increase in PSC Standby Allowance
- The deletion of the bottom pay point in the PSC pay spine

Year Two (2017/18)

- A 2.5%, or £500, increase on all PSC pay points, whichever is the greater
- A 2.5% increase in PSC Standby Allowance
- The deletion of the bottom pay point in the PSC pay spine

In July 2016, the Employers responded with an offer to increase all pay points by 1% and increase standby allowance by 1% with effect from 1 September 2016. The offer was put out for consultation with members in August with a recommendation from UNISON to accept as the best achievable without recourse to serious and sustained industrial action. Member consultation on the offer was underway at the time of writing.

1.2.1.2 PSC Pay and Reward Review

Negotiations over Part 1 of the PSC Pay and Reward Review, which looked at the terms and conditions in the Police Staff Council Handbook, concluded in July 2016 with a final proposal to amend key provisions in the Handbook. A joint union seminar was held on 28 July 2016 at the UNISON Centre to showcase the proposals. At the time of writing, these proposals were out to consultation by the three PSC trade unions with a view to deciding whether the Trade Union Side could recommend the proposals to members at a ballot later this autumn.

1.2.1.3 Holiday Pay

Police Staff Council joint circular 85 was published on 17 May 2016 to implement the outcome of the Bear Scotland vs. Fulton employment tribunal decision regarding the payment of certain police staff earnings for the 20 statutory days leave to which staff are entitled under the Working Time Regulations.

1.2.1.4 Political Restriction

Police Staff Council Joint Circular 86 was published on 1 March 2016, in advance of the elections which took place in May 2016, to set out the rights of police staff as employees to undertake political campaigning in their free time.

1.2.1.5 Future Funding of the Police Staff Council

It was confirmed in July 2016 that, via the offices of the Association of Police and Crime Commissioners (APCC), funding had been secured for the secretariat of the Police Staff Council for the next three years.

1.2.1.6 Centralised Elimination Database (CED)

In April 2016, the Home Office proposed to apply police officer regulations regarding the use of DNA profiles derived from DNA samples to police staff who come into contact with the physical evidential chain. At the time of writing, the final proposals were still the subject of consultation.

1.2.2 Private Sector Pay Claims

In line with motion 7, passed at the 2015 Service Group Conference, the Service Group Executive provided a model two year pay claim for police branches to submit to private contractors providing services to police forces where we have members working for those companies; POL/07/2016 published on 6 May 2016 refers.

1.2.3 Police Advisory Board (PAB)

UNISON continues to be a member of the PAB, but most of the agenda is now exclusively concerned with police officer regulations and the police officer pension scheme, which makes the meetings of limited interest from a police staff perspective. However, the PAB continues to have oversight of police misconduct procedures and UNISON has been involved in the PAB Misconduct Working Party which has been working on the potential harmonisation/alignment of the police officer and police staff misconduct procedures.

1.2.4 Police Force Pay and Conditions Reviews

Cleveland Police continued to work on its job evaluation/pay and grading review in 2015/16, with the Service Group providing advice and guidance to the Cleveland Police branch and Region.

Norfolk and Suffolk Police implemented its pay and grading reforms last year, but the two branches have continued to liaise with the Service Group over appeal issues which have arisen since.

1.2.5 National Police Chiefs Council (NPCC) Leadership Review Recommendation 2

On 23 June 2016 UNISON attended an NPCC Workshop which focused on some of the pay implications of the College of Policing Leadership Review recommendation 2, which advocates the simplification of the police officer and police staff rank/grade structures. UNISON promoted the idea of a national pay and grading scheme for all police staff in England and Wales as a rational response to recommendation 2.

1.2.6 Equality and Diversity

1.2.6.1 Police Sexual Harassment Survey

The survey of sexual harassment was undertaken in association with the London School of Economics in May 2016. At the time of writing, the results are in the process of being analysed.

1.2.6.2 Home Affairs Committee Police Diversity Report (2016-17)

In August 2016 UNISON submitted comments on the Home Affairs Committee report on police diversity to raise concern over the lack of any reference to police staff diversity matters in the report.

1.2.6.3 UNISON/National Black Police Association (NBPA) Protocol

Discussions were on-going with the NBPA to agree a joint working protocol.

1.2.6.4 UNISON/Association of Black Probation Officers (ABPO) Protocol

Discussions were on-going with the ABPO to agree a joint working protocol.

1.2.6.5 Service Group Sessions at Self Organised Group Conferences

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

1.2.7 Probation National Negotiating Council

1.2.7.1 Pay Campaign 2014

Following earlier industrial action in July 2015, UNISON probation members in both the NPS and CRCs took strike action and action short of strike action in September 2015 in support of the on-going campaign to improve the 0% pay offer for 2014. Support for the action was mixed and in December 2015 the National Probation Committee agreed to end the action and seek early settlement of the 2015 pay award on the basis of all staff receiving their contractual increment. The eventual pay settlement for 2014 gave staff their contractual increment, with staff at the top of their pay band receiving a non-consolidated payment instead.

1.2.7.2 Pay 2015

Following the ending of our 2014 pay dispute industrial action campaign, UNISON called for early settlement of the 2015 pay award on the same basis as the eventual award for 2014. Staff in the NPS and the CRCs subsequently received their contractual increment, or non-consolidated payment if at the top of their pay band.

1.2.7.3 Future of the National Negotiating Council (NNC)

During the spring of 2016, the NNC Employers Side (representing both the NPS and the CRCs) served notice on the Trade Union Side that it wished to wind up the NNC and replace it with appropriate local bargaining machinery. UNISON's National Probation Committee considered this at a special meeting in July 2016 and agreed to explore a national collective agreement to protect members' interests in relation to the plans to reform the machinery.

1.2.7.4 Future of the NNC Pay and Grading Scheme

In January and March 2016, UNISON and Napo jointly served requests on the NPS and each of the CRCs for detailed pay and grading data to enable us to undertake equality audits on the existing NNC pay and grading scheme. Only three CRCs responded with the data requested. At the time of writing, UNISON is considering an application to the Central Arbitration Committee (CAC) for disclosure of the data from all the other employers.

1.2.8 National Probation Service Negotiating Issues

1.2.8.1 Pay and Grading Reform

The NPS opened talks with UNISON and Napo in early 2016 over its intention to reform the current NNC pay and grading structure for NPS staff to bring it in line with civil service pay models. At the time of writing, talks are still at a relatively early stage. UNISON's National Probation Committee agreed at a special meeting in July 2016 that we should engage with the review on the basis of equality principles and seek full disclosure of pay data to this end from NPS. 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 NNC pay and grading structure across all the current NNC employers.

1.2.8.2 Harmonisation of Terms and Conditions

NPS began talks with the unions in late 2015 over proposals to introduce the civil service mobility policy, civil service resourcing policies and the civil service permanent transfer policy to replace the former Probation Trust policies which NPS staff brought with them on transfer in June 2014. These proposals were rejected by UNISON NPS members in an on-line ballot conducted in May 2016, which produced a significant majority of members voting against acceptance of the proposals, as follows:

- | | | |
|----------------------------------|------------|------------|
| • Civil Service Mobility Policy: | Accept 19% | Reject 81% |
| • Permanent Transfers Policy: | Accept 22% | Reject 78% |
| • Resourcing Policy/Bundle: | Accept 20% | Reject 80% |

On 15 June 2016, UNISON wrote to NPS to confirm these ballot results

1.2.8.3 E3 Implementation Agreement

In May 2016 UNISON and the other probation unions negotiated an E3 implementation agreement to protect members' interests in the working out of the NPS E3 proposals to create a new operating model.

1.2.8.4 Trade Union Engagement Forum

UNISON is a member of the NPS Trade Union Engagement Forum which was created in the autumn of 2015 to enable formal engagement between the NPS and its recognised trade unions. The Engagement Forum meets on a fortnightly basis and has concentrated its work on:

- E3 implementation
- Harmonisation of terms and conditions
- Sessional worker contracts

1.2.9 CRC Negotiating Issues

Since the privatisation of the 21 CRCs in February 2015, UNISON has been working alongside our sister trade unions in probation to forge negotiating relationships with the 8 new owners of the companies. We now have Cross CRC Forums for the:

- 6 Sodexo CRCs
- 5 Purple Futures CRCs
- 3 Working Links CRCs

as well as appropriate negotiating and consultative machinery for the remaining smaller CRC owners.

Much of our negotiating work over the last year has been dealing with the CRCs' new operating models and the major job cuts which have affected most, if not all, the 21 CRCs.

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

1.3.1 Police Staff England and Wales

1.3.1.1 2016 Police and Crime Commissioner (PCC) Elections

The Police and Justice SGE put in a major bid to the General Political Fund in December 2015 for funding to support campaigning work with UNISON members around the 2016 PCC elections. We were successful in realising a substantial GPF

grant for this work, which led to the Service Group running a very effective election campaign to raise awareness of the elections among UNISON members from all service groups.

On 3 March 2016 the Service Group ran a branch seminar at the UNISON Centre in order to prepare for the PCC election campaign. The seminar was very well attended and was addressed by Shadow Police Minister Jack Dromey, as well as UNISON GPF and Labour Link speakers.

The campaign comprised the following elements:

- Two letters to members, across all service groups, in key constituencies from the General Secretary in the run up to the elections, encouraging voter registration and also highlighting the important public safety issues which were at stake.
- An election postcard for members, across all service groups
- PCC Election Toolkit for branches
- Model questionnaire for branches to put key questions to PCC candidates.
- UNISON's Press Office circulated figures to regional press which showed the link in each force area between police cuts and increases in serious crime.

The campaign was a great success and saw Labour increase its share of PCC seats, winning in the former Conservative-held seats of Cheshire, Humberside and Leicestershire, as well as retaining key seats in the midlands and elsewhere. Labour also won the London Mayoral election, so London also now has a Labour PCC.

1.3.1.2 Cut Crime Not Police Staff

The key election message which UNISON put across in our PCC election campaign to members was that police cuts during the last Parliament led to major increases in serious, violent and sexual crime between 2014 and 2015.

In the run up to the PCC elections, UNISON published the latest in our series of 'Cut Crime, Not Police Staff' reports, called 'No Time for Community Policing Anymore.' This was a hard hitting report which set out the responses of UNISON PCSO members to the impact of the government's 25% cut to police funding on their ability to carry out their original mission of bringing back community policing to the streets of England and Wales. We sent the report to the Police Minister, Mike Penning, to HMIC and the College of Policing.

1.3.1.3 Campaign Against Trade Union Bill

In August 2015, police branches were asked to write to their PCC and Chief Constable to lobby them to support UNISON's campaign to retain check off for the deduction of trade union subscriptions.

UNISON also wrote to the Police Minister in August asking him to reconsider the proposal to remove check off for police staff trade union members in light of the government's intention to not remove the same from the police staff associations.

In September 2015, the General Secretary wrote to all PCCs and Chief Constables to ask for their support to defeat proposals in the Trade Union Bill which would have required police forces to take a far more interventionist role in policing industrial action.

1.3.1.4 UNISON Police Staff Bullying Survey Report

During the autumn of 2015, the Service Group undertook an on-line survey of police staff members to better understand the impact of workplace bullying and harassment on our members.

Just over 1,000 police staff members responded to the survey. Their responses showed very clearly that there is a problem with bullying and harassment in the police workplace:

- 6% of respondents said that bullying is a very serious problem at work
- 20% of respondents said that bullying is quite a serious problem at work
- 36% of respondents said that bullying is a minor problem at work

UNISON also investigated whether there was a gender dimension to bullying in the workplace, by separating out the responses of male and female police staff. On all counts, women were more likely than their male counterparts to say that bullying was a problem in their workplace. UNISON took these findings very seriously, and called upon key stakeholders in the Service to acknowledge that there is a problem with bullying in the workplace and work with us to find a permanent solution. Copies of the report were sent to NPCC, HMIC and the College of Policing.

1.3.1.5 College of Policing

UNISON has represented 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: recommends policy to College Board and assesses proposals for new College work, ensuring that it is consistent with the College's strategic priorities which are:

- Setting standards of professional practice.
- Identifying, developing and promoting practice based on evidence.
- Supporting the professional development of those working in policing
- Supporting police forces and other organisations to work together to protect the public and prevent crime.
- Identifying, developing and promoting ethics, value and standards of integrity.

Consultative Committee: formally consults with trade unions and staff associations on policy

Representative Forum: allows for dialogue between College and trade unions and staff associations.

Members Forum: The main purpose of this forum is to promote and support the development of membership of the College. On-going work in which UNISON is involved includes:

- Eligibility criteria for membership,
- Membership fees,
- Complaints against members.

The committee is an advisory committee to the College Board.

Policing Education Qualifications Framework Project Board (PEQF)

PEQF is a standardised national framework that sets minimum education qualification levels by rank or level of practice. It is a long term project and it is intended to form a key step towards recognising policing as a profession and supporting the professional development of everyone who works in policing. The Project Board provides:

- Overall guidance and direction to the PEQF project.
- Support to develop options and products throughout the PEQF project.
- Advice and feedback on behalf of groups represented by the Project Board members.

Leadership Review Oversight Group

In December 2015 UNISON responded to the College of Policing Leadership Review (POL 12/2015). The review made 10 recommendations all of which are still being worked on within the College.

College consultations

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

- Leadership Review
- Higher Level Apprenticeships (HLA)
- Advanced Practitioners
- Valuing Difference and Inclusion Strategy

1.3.1.6 Her Majesty's Inspectorate of Constabulary (HMIC)

UNISON consulted branches on HMIC's proposed 2016 inspection programme in early 2016. In February 2016 we submitted our response to the proposed inspection programme, asking in particular for neighbourhood policing to be the subject of a major thematic inspection following years of government cuts.

1.3.1.7 Independent Police Complaints Commission

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

1.3.1.8 National Police Chiefs Council (NPCC)

- **National Policing Vision**

In May 2016, UNISON consulted police branches on the draft National Policing Vision drawn up by the NPCC. Following this consultation we sent in our response to the Vision at the end of June 2016.

- **Police Reform Board**

UNISON wrote to the NPCC Chairperson in December 2015 to lobby for UNISON engagement with the new Police Reform Board which has been set up between the NPCC, APCC and the Home Office to drive the police reform agenda forward

- **The Equality, Diversity and Human Rights Coordination Committee:**

This committee deals with the policing of groups with protected characteristics and some mental health issues. Some of the work is around communities and others around staff issues. Via membership of the committee UNISON seeks to ensure that police staff have an equal voice to police officer colleagues.

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

The group meets quarterly and is working through the implementation of the job related fitness (JRF) testing as imposed by the Winsor Review. The group is

working to address equality impact assessments associated with the tests, alternative testing methods, pass/fail statistics, health and safety, gender specific concerns with testing and many other subjects. To date, UNISON has successfully kept fitness testing of police staff roles off the agenda and we're opposed to the introduction of any JRF testing for our members without a business based reason.

1.3.1.9 2016 Policing and Crime Bill

The Policing and Crime Bill 2016 set out a controversial reform agenda for the police service including:

- The abolition of Fire and Rescue Authorities
- Transfer of accountability for fire and rescue to PCCs
- PCCs, or chief constables, to employ the fire and rescue workforce
- Greater use of police support volunteers and volunteer PCSOs
- The provision of CS and PAVA spray to volunteer PCSOs

UNISON worked with Shadow Police Minister Jack Dromey to table appropriate amendments to the Bill in the Commons to prevent the forcible merger of the fire and police services. We were called to give evidence to the Bill Committee on 15 March alongside the police staff associations and provided briefings to opposition MPs on the dangers in the Bill proposals.

UNISON met the Police Minister on 4 May to put over our concerns on the Bill which we followed up in a letter on 27 May.

At the time of writing the Bill is in the Lords and UNISON has provided a briefing on the Bill to the Labour chief whip in the Lords with a view to working with Labour when the Bill goes into Committee stage in September.

1.3.1.10 Police Community Support Officers

As well as the work we undertook on the impact of on-going cuts on the PCSO workforce, UNISON also undertook two additional surveys of our PCSOs members in the last year:

- **Scene Guarding:** Over 1,000 PCSO members responded to an on-line questionnaire regarding their health, safety and welfare whilst undertaking scene guards. The results were very worrying and indicated that forces are not taking their duty of care towards their PCSOs seriously enough. We sent the report to NPCC, HMIC and the College of Policing. NPCC has responded to acknowledge the issues raised in the report which will now be taken up on the NPCC Health, Safety and Welfare Committee on which UNISON is represented.

- **CS and PAVA Spray:** As a result of the proposal in the Policing and Crime Bill to equip both directly employed PCSOs and volunteer PCSOs with CS and/or PAVA spray, in early 2016 we surveyed our PCSO members on line to see what their views were on such equipment. 2/3rds of respondents indicated that they were in favour of being equipped with the sprays. A follow up branch consultation later in the year confirmed this outcome.

1.3.1.11 Labour Home Affairs Commission

UNISON consulted police staff branches on Labour's Home Affairs Commission proposals for police reform in May 2016 and gave evidence to the Commission alongside the police staff associations on 24 May. We submitted our formal response to the Commission on 8 June 2016.

1.3.1.12 Police Arboretum Memorial Trust

Following approval and launch of the design of the new UK Police Memorial in February 2016, a committee of police family stakeholder representatives has been established, including UNISON, to examine how permanent names will be included on the Memorial. The committee will submit a report to the Trustees by September 2016 detailing:

- Criteria for inclusion of names and the rationale behind it
- Rationale for the exclusion of any category of names
- Recommended criteria for the inclusion of names for the future

1.3.1.13 Meetings with Key Police Stakeholders

The following meetings took place over the last 12 months:

23 February 2016: Jack Dromey, Shadow Police Minister

17 March 2016: Jack Dromey's office

4 May 2016: Mike Penning MP, Minister of State for Policing

1.3.2 Probation Staff

1.3.2.1 UNISON response to E3

UNISON consulted NPS members twice in the last 12 months in relation to the proposed E3 reforms. In February 2016 we submitted a detailed critique of the E3 Blueprint following an on-line consultation with NPS members. In May 2016 we submitted a full response to the E3 Operating Model following a similar process. On

11 May 2016 UNISON wrote to Colin Allars, Director of Probation at NOMS, to ask for the E3 operating model to be piloted prior to implementation.

In June 2016, UNISON submitted an appeal against the NPS decision to grade Approved Premises Residential Workers at pay band 2 and Victim Liaison Officers at pay band 3. Appeal hearings took place on 5 and 10 August and outcomes are expected at the time of writing.

1.3.2.2 UNISON submission to NOMS Probation Systems Review

In June 2016, UNISON made a detailed submission to the NOMS Probation Systems Review which is looking into the impact of the Transforming Rehabilitation Reforms 12 months following privatisation.

1.3.2.3 UNISON submission to Public Accounts Committee Transforming Rehabilitation Inquiry

Also in June 2016, UNISON made a submission to the call for evidence from the Parliamentary Public Accounts Committee in relation to its Inquiry into the value for money of Transforming Rehabilitation

1.3.2.4 Joint Union Referral of UK Government to the International Labour Organisation (ILO)

The joint unions' ILO referral made the case that the privatisation of unpaid work is in breach of the ILO's Forced Labour Convention, because forced labour that is the result of an order of a court only complies with the convention if it is delivered by a public sector body. The UK government responded with the claim that the CRCs are 'public authorities' and that therefore there is no breach of the convention. The joint unions met in February 2016 to discuss our on-going campaign in relation to the ILO referral and are continuing to challenge this.

1.3.2.5 Probation Qualifications Assurance Board

UNISON nominated a representative onto the Probation Qualifications Assurance Board in July 2016 to ensure that the interests of UNISON members are looked after.

1.3.2.6 Probation Institute

UNISON met with the Chair of the Probation Institute in July 2016 to discuss matters of common interest with a view to developing a formal partnership. Discussions on these matters are on-going.

1.3.2.7 Meetings with Key Probation Stakeholders

7 June 2016: Jo Stevens MP, Shadow Probation Minister

27 July 2016: Liz Truss MP, Justice Secretary

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:

- 9 February 2016: Gloucestershire Police Branch AGM
- 10 February 2016: South West Probation Branch Training Course
- 29 February 2016: Eastern Region Probation Branch AGM
- 31 March 2016: Probation in London Branch AGM
- 20/21 April 2016: Cymru/Wales Police and Justice Seminar

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 £94,300 by the NEC to cover the cost of Service Group Executive and national sector committee meetings and the administration of the Service Group at a national level.

A further £54,000 has been made available for campaigns and projects.

Section 2: National/Regional Reports

UNISON Scotland

UNISON Police Staff Scotland continues to campaign against the Scottish Government's outdated pledge of 17,234 Police officer establishment posts combined with the uncosted efficiency savings of £1.1billion by 2026, both targets unrealistic and placing inappropriate and financial imperatives at the heart of Scottish Police Reform. This is compounded by Government's poor planning, short lead in time and lack of a full and proper business case underpinning Reform.

Majority of media commentators and staff within policing already accept, that with only year 4 into the journey of Police Reform already views it as 'in crisis', the major concern is with another 10 years of continued cuts facing the loyal and long serving staff who are trying to 'make it work' under extreme pressure.

Objective 1 - Recruiting, Organising and Representing members

The Branch represent the members' interests via continued negotiations with the harmonisation of 9 sets of terms & conditions from legacy employers as well as detailed consultation on achieving the best policy / SOP positions. Maintain engagement with key stakeholders such as Scottish Police Authority Board, Police Scotland, Justice Secretary and civil servants in relation to organisational change, harmonisation, budget savings that directly impact on members who feel increasingly marginalised and threatened by financial and job insecurity.

Objective 2 - Negotiating and Bargaining / promoting equality

We continue to strive to satisfy the need for proportionality in our negotiating teams and in recruitment of female's activists in recognition of the gender profile across our membership and remove inequality that exists in the workplace. Negotiations with a wider range of bodies / agencies such as Audit Scotland, HMICS and SIPR has allowed the Branch to better inform others as to the current concerns facing the members. One of our successes has been greater engagement with Stonewall, SEMPER and Scottish Women's Convention.

Objective 3 - Campaigning and promoting UNISON

We continue to maintain an effective online presence through social media and wider engagement in the local / national press, sending out clear messages of UNISON's activity in representing Police staff in 'best value' and raising the profile of 'who we are' and 'what we do'. This public platform has only served to evidence how prophetic UNISON has been in the messages released regarding the whole shambolic proceedings of the Scottish Government's 'Police Reform' project.

Objective 4 - Developing an efficient and effective union

We have an established network of Branch stewards and activists covering Scotland serviced by local surgeries, roadshow events and the use of technology, such as 'Facetime' to better improve communication. The Branch carry out an effective training programme to ensure activists are fully versed in a wide variety of skills and knowledge to fully assist and represent the membership.

UNISON Cymru / Wales

The PCC elections coincided with those of the Welsh Government, and as a result the turnout in the PCC elections was higher than previously. It resulted in a change from 2 Independents, 1 Labour and 1 Tory PCC to 2 Labour and 2 Plaid Cymru PCCs. UNISON is looking to work positively with all four.

The four police forces in Wales continue to reorganise their departments in response to the cuts. The negative agenda of cuts in hours and posts is still being dealt with, but in spite of this, our membership has remained relatively stable. This is because of the hard work and dedication of the branch leaderships and representatives. Collaboration projects are dealt with in the Welsh Forum we helped to create and, to date, apart from the South West Wales/Gwent Police Joint Scientific Investigation Unit have not involved many of our members. What has manifested itself is the reversal of civilianisation in some services, as staff/management posts are deleted within reorganisations and police officers are put in place, as chief constables are desperately determined to maintain police officer numbers in the "thin blue line".

In the National Probation Service, it has felt like a cold war this year. This E3 project has the potential to attack our members' terms and conditions. It has started with the introduction of night time private security in approved premises, which has changed shift patterns and staffing levels for our members. E3 also threatens the roles and grades of our members' jobs.

The three Trade Unions, UNISON, Napo, and GMB/Scoop have declared a dispute with Working Links, the company which owns the Welsh CRC, and two others in the South West of England. Short of finances, Working Links were recently taken over by Aurelius, an investment company which also owns Allied Healthcare.

UNISON has lost key activists in Working Links, as the workforce is being massively reduced. The trade unions have no confidence in the private owners being able to deliver a competent, efficient service which meets the needs of our communities, rather than the needs of company shareholders. Despite the difficult circumstances, we continue to recruit members and rebuild our leadership in the Wales CRC, enjoying a good working relationship with our sister union Napo.

Eastern Region

Recruitment

There are regional recruitment and organising projects in all Eastern region Community Rehabilitation Companies in order to support the Eastern region probation branch with organising and recruitment. The regional staff working with the Eastern region probation branch activists, continue to increase membership and encourage members to become active in their union. Where possible this work has been done jointly across the local NPS offices.

Police branches continue to recruit well with each police branch holding or improving their membership.

Local campaigns

Police

UNISON Police branch activists have this year organised to fight cuts in services proposed by their employers. These have included targeted campaigns in Norfolk, Suffolk and Essex.

In Norfolk and Suffolk, in response to the closure of 15 out of 18 police stations, and the reduction of PCSO's from 168 FTE to 98, the two UNISON branches created a campaign to draw the public's attention to the adverse impact on community policing. The branches used a combination of social media, specifically using a video they produced, entitled 'The Threat to Community Policing', as well as public engagement, media engagement, a petition and door-to-door leafleting. More than 80,000 people watched the video, and the branches had some successes with the number of station clerks being increased from 9 to 12.8 (FTE) and PCSO numbers from 98 to 107 (FTE).

In October, Essex Police announced that it wanted to slash the number of PCSOs from 251 to just 60 across Essex. There were further plans to close 15 police stations to the public across Essex, making another 62 staff redundant and severely reducing the opening hours of the 10 stations that will remain. The branch activists organised a campaign to fight the proposals using social media, petitions and engaging with the community.

Collaboration

Police forces in Eastern region continue to collaborate with two, three or more forces seeking to collaborate their services. The police branches continue to provide vital support to UNISON members faced with these challenges. Collaboration across the region is monitored at the Regional Police and Justice Committee meetings and activists continue to learn from and support each other.

Job Evaluation

In Norfolk and Suffolk the PSC 13 Factor Job Evaluation was implemented. From start to implementation, it took 7 years to finally complete the scheme in Norfolk and Suffolk including more than 15 months of negotiations to harmonise the terms and conditions of staff in the two forces. More than 70% of staff received either an immediate pay increase, or will now have incremental headroom as a result of the new scheme. Sadly, 17% of staff suffered a detriment as a result of the scheme. For those staff suffering a detriment, the two police branches negotiated two-year pay protection, a very fair appeal process and a Market Supplement Policy. Approximately 35% of the appeals were upheld for staff that challenged the initial result.

Probation

UNISON members working in probation continue to experience huge changes and challenges imposed by their employers. Issues include moving work places, changes to working practices and a large number of health and safety issues. The branch and regional staff continue to support members to deal with these challenges, while encouraging and supporting the members to become active.

The Eastern region probation branch supported their members taking industrial action following the 0% pay offer in 2015 on picket lines and in their workplaces, and in the media and social media.

National Campaigns

UNISON members and activists engaged with and supported the national campaign against the Trade Union Bill. This included encouraging members to write to their MPs, and lobbying their MPs in person and via social media. The activists have also made sure that their members know what the Trade Union Bill means for them.

Ongoing issues

Eastern Region Police and Justice Branches continue to face cuts to budgets, reductions in funding, threats to services and redundancies. The activists on the Police and Justice Committee continue to support the branches which make up this service group, providing leadership and support.

The committee regularly review and update their work plan for the forthcoming year ensuring that where possible they are ready to meet the challenges that are forced upon them.

The members of the Eastern Region Police and Justice Committee continue to work hard to support and provide leadership to the members and activists in this service group.

Northern Region

Following the terrorist attacks at the end of 2015 and the subsequent pressure from the trade unions and Labour Party, the government backed away from the planned budget cuts for 2015 to 2017. However this has still been another difficult year for police and justice members.

Representatives in both police and probation have had to deal with workforce reductions, restructures and collaboration issues. As in previous years the branches, with the support of regional staff have responded positively and effectively to the challenges they have faced.

Objective 1: Recruitment, Organising and Representing Members:

The branches now have established procedures in place to deal with reductions in staffing levels and as a consequence the vast majority of job losses have again been through voluntary redundancies and early retirement.

In the Cleveland Police branch where SopraSteria employ approximately half the UNISON members, the savings the force has had to make have been passed onto SopraSteria. The stewards employed on the contract have successfully negotiated with the company on redundancies and ensured a successful outcome.

Collaborations between the three North East forces and North Yorkshire have been increasing throughout the year and while in most cases these have involved police officers there are a number of areas where planned collaborations will have an impact on police staff.

The branch representatives are involved in these discussions and although the general terms and conditions are not contentious we do expect some difficulties moving forward around local variations and salary levels for specific posts.

The forces have eventually realised that in a number of staffing areas, such as PCSOs and detention the staffing reductions since 2010 have resulted in shortages and limited recruitment has taken place. This has also occurred where forces have recruited police officers from police staff 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 PIMs support initiative continues to be a very useful recruitment tool.

Recruitment within probation, both 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.

Objective 2: Fair Pay and Terms and Conditions:

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

As reported previously the introduction of the 13 factor job evaluation scheme at Cleveland Police continues to be difficult and an agreement is unlikely this year.

Objective 3: Support Public Services:

The three Police and Crime Commissioners within the Northern Region have worked closely with UNISON since they were initially elected in 2012 and have among other achievements stopped further privatisation, registered as Living Wage employers and introduced a number of groundbreaking initiatives on domestic violence and community cohesion.

At the February meeting of the Regional Committee they all signed up to UNISON's Election Manifesto and this was then widely circulated and used to encourage members across all service groups to vote.

The police branches engaged actively with the regional committee and Labour Link and played an active part in the election campaign which resulted in all three PCCs being re-elected with sizeable majorities.

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 Northumberland and Middlesbrough local government branches with probation members.

Delegates from the service group are also active within the region and this has ensured that the police and justice issues always have a high prominence at regional level. The service group campaigns have been given a very high profile and received full support from UNISON colleagues across the region's other service groups.

The branches all sent delegates to the 2016 National Delegate Conference and this year's Police and Justice Service Group Conference will see a full contingent from the region.

North West Region

Objective 1

Branches in the North West have continued to focus on retention of membership density to ensure influence is maintained, and the current figure of 58% average density is above the national average. Force restructuring and associated consultations have been a target area to recruit non-members again this year, alongside member surgeries, campaign work, and increased communications. Branches in Cumbria and Cheshire have benefitted from Fighting Fund project work in 2016 which has impacted on numbers of members and stewards.

Welfare provision by branches has also contributed to membership recruitment, as forces have reduced their own provision, leaving a gap that stewards and branches have been forced to fill.

Members affected by the flood disaster in Cumbria in 2015/16 received support from many quarters including their UNISON branch who provided support by successfully negotiating paid time off to deal with the many hardships faced by members and their families at that time.

Earlier this year, Cheshire branch used the Big Prize Draw to recruit new members and engage current ones and won first place in this national competition.

Objective 2

Forces continue to prepare for any review of the police funding formula and negotiations have continued as a consequence for so called “back office “ staff. Reviews of Admin, HR, CJU, Neighbourhood Provision, IT, Custody and Estates have been the focus for many branches, in addition to day to day casework , and negotiation over shift changes, cancellation of rest days, stress at work, particularly in control rooms, and projects being led by senior police officers who have little experience in handling negotiations.

Branches have had successes with counter-proposals for reviews, challenges in casework particularly in IPCC cases, and have ensured improved treatment of members off sick and finding themselves in capability proceedings.

Collaboration is a growing concern within the region. Forensic collaboration is ongoing, combining provision in 3 forces - Cheshire, Merseyside and North Wales - into a single unit, location yet to be identified, which has major implications for our members.

Proposals to create a Shared Service encompassing IT, Procurement, Fleet, HR, Payroll, Admin and Finance operating from a single HQ proposed by Cheshire Fire and Rescue Service and Cheshire Police commenced in April this year. Despite this being a corporate-services collaboration it is called a “Blue light”

collaboration by both employers, in order to pave the way for a full merger of these services in Cheshire in the future. Issues on the application of the TUPE regulations and the impact of different vetting processes between the two employers are two major concerns, and are being challenged by the regional leadership and branch officers as they have implications for future negotiations.

Negotiation on collaboration on NICHE provision affecting Criminal Justice, Intel, Forensics, Property, IT and Custody has just commenced and the agenda for NICHE to be the "enabler" for centralisation of these services has presented difficulties from the outset.

As with many other regions, collaboration with local councils and future devolution to "the northern power house " means the collaboration issue is likely to grow in size and impact for our members in the coming years. The North West has had a very proactive approach to UNISON involvement in devolution discussions and this will assist in managing the impact of this agenda on the police sector.

The creation of the National Police Air Service, which has closed air bases in the North West, continues to affect services as predicted.

Bargaining on terms and conditions harmonisation for members working within a ROCU regional collaboration (TITAN) is ongoing.

Negotiations on the use of apprentices in Cheshire have resulted in £7.20 hourly rate regardless of age.

Objective 3

In January this year the North West region organised a meeting with the then Shadow Home Secretary, Andy Burnham, providing a report on job cuts, service deletion, and the important role of our members within the Police and Criminal Justice sector. A full and frank discussion took place and this political lobbying is part of the regional plan for 2017.

In March, in order to address increasing pressure on branches to deal with referrals to the IPCC, a region wide briefing / training event took place to address how branches deal with post incident management (PIM) and the role of Thompsons solicitors.

In April the region campaigned, particularly in Lancashire, to ensure PCC elections returned Labour PCCs and on UNISON agendas. Toolkits were provided to the two target branches (Lancashire and Cumbria) and the regional Service Group ensured that the wider membership was aware and participated in these elections, which included motions to Regional Council and letters to members in key areas.

Lancashire returned a Labour PCC following extensive campaigning, and local lobbying in Cheshire by Labour Party members resulted in a Labour PCC being elected there for the first time.

In July UNISON participated in a Justice Devolution Conference organised by the Greater Manchester PCC and the Justice and Rehabilitation Board. This is a key area of focus within the region, given the Greater Manchester combined authorities have agreed to merge the PCC and mayoral positions in 2017. This conference dealt with future goals of a joined-up justice system involving CPS, Police, Courts, Prison and Police which will impact on our members across the sector.

Also in July, LGBT members participated in a number of successful Pride events and successfully bid for increased funding for future events and engagement with members that aim to cover other areas including education.

Objective 4

Branches began preparations within the branch assessment process for the impact of the Anti Trade Union Bill with a focus on withdrawal of DOCAS. Whilst this issue has abated, branches used this opportunity to review branch organisation in membership data and the creation of contacts and key officer work such as that of communications and education officer.

Probation – National Probation Service (NPS)

2016 has seen major changes for our members and pressure on the North West Probation and Cafcass branch officers and stewards.

For members working in NPS another year of zero percent pay rises has reinforced a government led perception that increments = pay rises.

Almost 2 years after the split of Probation into the NPS, and numerous private sector employers, proposals resultant from this has reinforced NW members and activists view that the continuance of the Probation National Negotiating Council (NNC) is vital for the protection of existing terms and conditions. Whilst there is recognition that different employers may require different pay bargaining arrangements, the current NNC terms and conditions resist the creation of a two tier workforce. However, this year has seen the joint submission of PAY claims to employers on an individual basis.

Concerns on pay ranges, and the Civil Service desperate attempts to harmonise terms and conditions to facilitate their IT and HR systems are at the forefront of negotiations.

The Civil Service drive to complete the race to worsening terms and conditions for UNISON NPS members has been met by an overwhelming majority vote to reject

harmonisation proposals this year, which left employers in no doubt that there is no collective agreement in place on worsened terms with UNISON.

Nationally and regionally UNISON has been involved in the reorganisation of operational practices (E3) and has secured important safeguards for members including a no redundancy position. Members in the North West were particularly concerned about relocation, improved grade protection, and the ability, in the approved premises sector, to continue to work within their chosen field of employment. Negotiations have addressed some of these matters and we continue to obtain assurances for approved premises members. Overall, redeployment will be within the current organisation with appropriate training.

Probation – Community Rehabilitation Companies (CRCs)

Following on from the 2015 sell off, 2016 continues to present challenges as the numerous CRCs compete with disparate approaches all affecting our members.

Purple Futures which won 5 of 21 CRC contracts, of which 2 are in the North West, announced redundancies this year which is being considered alongside the loss of large numbers of agency and FTCs. TUPE transfers in IT are on the horizon, as is the secondment of staff into a professional service centre based in Liverpool.

Purple Futures has agreed to the NNC enhanced voluntary redundancy scheme terms for staff who are made redundant, following negotiations with the unions.

Sodexo, which is the other big CRC owner with 6 CRCs under its name, made big job cuts in 2015.

The North West branch is fully engaged in national bargaining for members across regions holding the position of national convenor for Purple Futures.

The effect of devolution in this region as referred to earlier in the Manchester Conference on Justice Devolution holds more challenges ahead as the Combined Authorities Mayoral goals include greater influence over Cheshire and Manchester CRC, local flexibility, a regional role in community offenders services and to work with all agencies.

CAFCASS

CAFCASS members are serviced by a national branch based in the North West region which continues to represent members both collectively and individually across England. Negotiations with the employer have this year resulted in improvements to a workload weighting system introduced a few years ago by the employer, which now takes into account diversity and complexities of workloads and cases. Many members were struggling with excess workloads which impacted on sickness levels and demonstrated the need for improvement.

A large section of members in Business Support were involved in a review, and negotiations have been successful in ensuring no compulsory redundancies, members being placed on permanent contracts, and upgrades for some.

Pay negotiations for 2016 are ongoing.

South East Region

Objective 1

The Region has five Police and Justice branches, with a total line count membership of 4560 at the end of September 2015. 737 new members joined in 2015 and there was a net increase of 85 members over the year.

By the end of July 2016, 304 new members had joined and 503 left; a net loss of 48. Sussex Police and Justice Branch presently have the best recruitment rate. Branches have seen a decline in the number of stewards in recent years, however 16 new stewards had been recruited by July 2016. Branches are encouraging membership activity in their union and Kent Police recruited a full complement of branch officers at their 2016 AGM.

Objective 2

Police forces across the south east continue to undertake collaborative working. The collaboration pairings of police forces are Kent and Essex; Surrey and Sussex and Thames Valley Police and Hampshire Constabulary.

Each branch has supported members through a range of workforce reorganisations.

A restructure of IT services has been completed at Kent Police and of vetting staff at both Surrey and Sussex Police. Sussex Police and Justice Branch have supported members through employer reorganisations of PCSOs and of Criminal Justice staff, negotiating several concessions on the original proposals. They will also soon share premises with the Fire Service.

Hampshire Constabulary is exploring its own variation of unsocial hours payments whilst also considering the national negotiations on changes to the Police Staff Handbook. A shared-services collaboration with Hampshire County Council and Hampshire Fire and Rescue has proven problematic and resulted in significant payroll problems.

Departmental structures within Thames Valley Police headquarters are likely to be modified under a restructure of Governance and Service Improvement. Previously contact management underwent a reorganisation.

With few exceptions, Police employees within Surrey Police, Kent Police and Thames Valley Police are not in the National Police Council and their members voted in favour of acceptance of a 1% pay award for 2016/17.

The National Probation Service and the Community Rehabilitation Companies are undertaking extensive national reorganisations. These will result in changes to roles, terms and conditions and in some cases, relocations and redundancies at local level.

Objective 3

Despite the organisation of a seminar attended by Jack Dromey MP, UNISON national officers and Labour's PCC candidate for Sussex, the Police and Crime Commissioner elections saw a clean-sweep across the region for Conservative Party candidates. Independents were replaced by Tory candidates in Kent, Hampshire and Isle of Wight and Surrey. Incumbent Tory PCC's retained their seats in Thames Valley and Sussex.

Objective 4

The Regional Police and Justice Committee had a bid accepted to employ a Fighting Fund Area Organiser whose focus will be on organising probation members. This appointment will also provide casework and negotiation support to members within non-Police employers.

The Committee is currently planning its annual seminar on 30 November 2016 in London.

At the time of writing, all five branches are registered to attend the National Police and Justice Conference taking place during October.

South West Region

Police Staff

Within the Police Sector the pressure to identify more and more efficiencies increases to meet budget pressures. Across the five forces in the South West region several consultations are underway to gain savings through collaborative working. The tri force collaboration between Wiltshire, Gloucestershire and Avon and Somerset Police is developing a Strategic Outline Programme (SOP) on scoping out joint working on Enabling Services.

Negotiations are ongoing in respect of the two strategic alliances- one between Devon & Cornwall and Dorset and the second between Avon & Somerset, Gloucestershire and Wiltshire.

In addition there is a two force and a three force collaboration reviewing Control and Command.

Operation Sprite to introduce a regional Forensic Team has highlighted an anomaly in that salaries across the forces involved have a disparity of £8,000 per annum.

Branch recruitment levels are difficult to assess meaningfully due to the creation of the 300 member strong probation branch and a number of two way staff transfers between forces. However, the overall picture indicates that there are positive recruitment gains, but some of these have been offset by the movement of membership.

Probation Staff

The transition from DOCAS to Direct Debit went extremely well thanks to Ros Etheridge, the Local Fighting Fund Organiser supported by the South West Police & Justice Regional Service Group. From 1 July 2016, the South West has a new regional probation branch. In recognition of the geography and dispersal of the membership it operates as a virtual branch, which creates a host of opportunities.

Efficiency savings have been at the top of the Probation Service agenda with the NPS rolling out the E3 Blueprint to increase mobility and flexibility of the workforce to minimise redundancy payments.

Regionally, NPS is trying to introduce interim measures to minimise facility time whilst waiting on Cabinet Office guidance on limiting facility time to 0.1% of the pay bill. Initially, this is being challenged locally as it seems only being pushed through in this region. The reduction will inevitably frustrate industrial relations.

On a positive note, Roberts and others v Ministry of Justice 2015 resulted in a ruling that sessional workers within Approved Premises should acquire employment rights such as the accrual of leave etc. This ruling forced the NPS to compensate back pay for their accrued leave, which remains outstanding to date. A briefing has now been circulated providing guidance on how NOMS will address this issue nationally.

The Community Rehabilitation Companies (CRC's) have had to make efficiency savings of up to 40% on both establishments and staffing. Enhanced voluntary severance has helped in the reduction of staff. Remaining staff will be located in central 'hubs' which has raised health and safety concerns regarding the public places where staff are expected to meet with ex-offenders.

The CRC's were owned by Working Links and were subject to acquisition by Aurelius on 29 June. Aurelius is described as an investor with 'a long term horizon'.

West Midlands Region

2015/16 has been a year of organisational changes. As members working for NPS were contacted to switch from DOCAS to Direct Debit, the threat of the Trade Union Bill loomed over the rest of the Police & Justice sector along with the rest of the public sector.

Staffordshire Police Branch took the initiative in October 2015 and started a campaign to switch members over and in the process recruited a considerable number of new members to UNISON. Other branches watched with interest learning what was successful, or not, from both the NPS members and Staffordshire Police.

The Probation CRCs emerged from the shadow of the parent Probation trusts. In Warwickshire and West Mercia CRC, the shortfall in funding caused by the privatisation led to redundancies alongside the office moves caused by the break-up of the former Probation Service.

In Staffordshire and West Midlands CRC, which is owned by the Reducing Reoffending Partnership which also own the East Midlands Derbyshire, Leicestershire, Nottinghamshire and Rutland CRC, office moves and co-location of staff from across both CRCs has caused issues. Both UNISON branches have met to discuss joint concerns.

The 4 Police Branches were anticipating more draconian cuts to their budgets in the lead up to the Comprehensive Spending Review, but the events in Paris in particular, forced the Government to rethink and “protect” the police budgets. There are still significant cuts being made, however, as the previous reductions are still being worked through.

The Police & Crime Commissioner elections ended the period of independent PCCs, as the Tories took control of Warwickshire and West Mercia, as well as holding on to Staffordshire. The re-election of David Jamieson for Labour for the West Midlands Force ended speculation about the privatisation of the cleaners, who now remain in house, and doubts over the continued presence of PCSOs on the street, which is also now assured.

Unfortunately the return of the Tory Government and the Brexit vote continues to raise the prospect of more cuts to both policing and probation budgets, so the future for 2016/7 and beyond does not look good. UNISON continues to work hard to protect its members and the service they provide to the public at large.

Yorkshire & Humberside Region

The Regional Service Group has continued through the year to meet on a regular basis with full participation from all four Police Branches and representatives from the Probation Service.

Police Service

The most serious issue facing police members once again continues to be job security. In South Yorkshire it has been a troubled and difficult year with many challenges facing the Force following the Hillsborough verdict. The membership has been in a steady decline largely due to the number of staff leaving the Force due to cuts. Regionalisation has also meant a large number of members transferring out of the South Yorkshire Police Branch. Some better news potentially is that the recently appointed Chief Constable has hinted that consideration will be given to holding off the proposed 2016 redundancies, although, in the current climate of uncertainty, this may turn out to be a temporary hold, before jobs are lost again in 2017.

In West Yorkshire there are a number of large scale reviews under way in Criminal Justice, Communications and Support Services. Whilst the intention of the Force is to seek to improve the way that work will be undertaken in the future, it is also being used to streamline the number of jobs within each of these departments at all levels. The Force still has £26m savings to find by the end of 2017, but because the CSR wasn't extended to 2020, the Force is recruiting police officers and PCSO staff over the next 18 months.

In North Yorkshire the situation looks markedly better. There are no planned cuts and the Force is recruiting PCSOs, Force Control Room staff and also Custody staff.

In Humberside the Branch were delighted with the successful election of Labour PCC Keith Hunter who removed Tory PCC Matthew Grove. Keith's successful campaign was assisted greatly by UNISON's campaign against cuts to police staff causing crime to rise. Keith Hunter has given a commitment to working alongside UNISON throughout his term and has already made some positive changes for the members.

Humberside has also pulled back from collaboration work with South Yorkshire Police and other Forces for the moment, which the Branch has welcomed.

The Branch has started to recruit more staff in a majority of roles, with density levels now at 57%; this against a backdrop of the Force losing the highest percentage of both staff and officers since austerity cuts began in 2010. During this period the Force has lost 600 police staff, including 70 Police Community Support Officers.

Probation Service

Yorkshire and Humberside has an active Probation Sector Committee. Probation staff who are in the union are members of Local Government Branches, with a mixed result across the piece. Probation stewards in this Region occupy 2 seats on the National Probation Committee, 2 seats on the Service Group Executive and 1 seat on the Regional Council. In addition one of the newly elected NPS Divisional Convenors and the National Probation Committee Chair are also from this Region.

This year our Probation stewards have dealt with restructures and redundancies in the local CRCs which are owned by 2 of the largest private sector owners, Sodexo and Purple Futures (Interserve).

Pan CRC structures are now in place in Purple Futures and Sodexo with active representation from this Region.

The NPS stewards within the North East Division are struggling at the moment to set up a communication framework for members and to gain appropriate facility time. We do however have a newly elected NPS Divisional Convenor who is actively engaged in national meetings with regards E3 and the creation of a fit for purpose NPS JNCC.

The Probation Service has been beset with problems since the inception of Transforming Rehabilitation (TR), which was the reform process which abolished the former Probation Trusts and split the workforce into the National Probation Service and 21 Community Rehabilitation Companies. TR has also fractured our previously functional stewards' network. The Region is currently working with the Local Government Branches in our Region which service our Probation members with a view to processing a bid for an Fighting Fund Organiser who will work with Probation activists to restructure a functional stewards' framework in both the North East NPS and the local CRCs.

Section 3: Action on 2015 Service Group Conference Motions

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.

Composite A: Volunteers vs. Citizens in Policing

- Continued membership of College of Policing Citizens in Policing working group to monitor and comment on volunteering proposals
 - Lobbied MPs/Lords over opposition to the proposal to create a volunteer PCSO role in the Policing and Crime Bill
 - Consulted PCSO members on proposals to equip volunteer PCSOs with CS/PAVA spray which led to a policy of opposition
 - Other action pending
-

Motion 3: Vetting

- Action pending
-

Motion 4: College of Policing

- Lobbied for the establishment of Members Committee and Representative Forum
 - Commented on College to hold the College accountable when making proposals without reference to police staff (section 1.3.1.4 above refers)
-

Motion 5: Protecting National Collective Bargaining for the National Probation Service and Community Rehabilitation Companies

- Worked with sister unions in probation to develop a position paper to defend the benefits of national collective bargaining for members in the NPS and CRCs
 - UNISON National Probation Committee agreed policy position at meetings in 2015
-

Motion 6: Defending National Collective Bargaining in Police and Justice

- Worked with PSC Employers Side to secure 3 years funding for the Council's secretariat
 - Provided a question in the PCC candidate election questionnaire regarding support for national collective bargaining
 - Put forward proposals with Napo in early 2016 for arrangements to protect collective bargaining in probation in England and Wales
-

Motion 7: Co-ordination of pay claims for all police staff in England and Wales

- Police branches in England and Wales asked to submit pay claims on behalf of private sector members: POL/8/2016 refers
-

Motion 8: Future of the Police Staff Council

- See action points for motion 6 above
-

Motion 9: Future of Police Force Structures in England and Wales

- Action pending
-

Motion 10: Protecting members in the National Probation Service

- Consulted NPS members twice over E3 Blueprint and E3 Operating Model via on-line surveys
 - Published formal UNISON responses to E3 Blueprint and Operating Model in 2016
 - Responded to NOMS Probation System Review on behalf of NPS and CRC members
 - Responded to 2016 Parliamentary Public Accounts Committee review of Transforming Rehabilitation on behalf of NPS and CRC members
 - Consulted NPS members via on-line ballot on proposals to harmonise former Probation Trust terms and conditions in May 2016
-

Motion 11: Attack of Facility Time

- In August 2015, police branches were asked to write to their chief constable and PCC to ask for support in defeating the proposal in the Trade Union Bill to remove check off for trade unions organising in the public sector
 - In September 2015 the General Secretary wrote personally to every PCC and Chief Constable to ask for their support to oppose key provisions in the Trade Union Bill regarding restrictions on trade union activity and facility time
-

Motion 12: Changes to Shift Allowances – don't think this will not affect you

- Fringe meeting at 2016 National Delegate Conference to provide feedback to branches in relation to the PSC Pay and Reward Review
 - Joint Union Branch Seminar held on 28 July to brief branches on the outcome of negotiations on the PSC Pay and Reward Review
-

Motion 13: Bring Back Diversity

- Action pending
-

Motion 14: Equal Marriage – Equal Divorce

- Action pending
-

Motion 15: A Shift in Equality

- Action pending
-

Motion 16: Assistance Dogs as Reasonable Adjustments for Disabled People Working in Police and Justice Services

- Action pending
-

Motion 17: Health and Safety

- Nominated representative onto NPCC Health, Safety and Welfare Committee
-

Composite B: Health and Wellbeing

- Published PCSO scene guarding survey report
 - Raised issues from report with College of Policing and NPCC
-

Motion 20: Workplace Mental Health Issues in Police and Justice Services

- Action pending
-

Composite C: Stress in the Workplace

- Action pending
-

Motion 23: Protecting Members in the Community Rehabilitation Companies

- Cross CRC Forums set up for majority of CRCs
 - Legal action threatened to gain members contractual redundancy rights in some CRCs
 - Achievement of NNC enhanced redundancy package terms in some CRCs
 - Referral of one CRC owner to Information Commissioner regarding breaches of data protection
-

Motion 24: Recruiting and Organising in Police and Justice

- Convened meeting for branches organising in the private custody sector
 - Provided material for police branches to submit pay claims on behalf of members working in the private sector
 - Campaigned against the Trade Union Bill
 - Ran major campaign to get NPS members to switch to direct debit to pay subs
-

Composite D: Neighbourhood Policing Under Attack

- Published ‘No Time for Community Policing Anymore’: report on the impact of cuts on the delivery of neighbourhood policing
 - Ran our PCC election campaign around the message that cuts to community policing was damaging community safety
-

Motion 27: Police Staff are Worth It

- Action pending
-

Motion 28: Police Knowledge and Experience

- Promoted workforce modernisation in UNISON response to NPCC Policing Vision consultation
 - Made case for UNISON representation in the work of the Police Reform Board
-

Motion 29: Modernisation Revisited

- See action points for Motion 28 above
-

Motion 31: Opposing the Closure of Public Access Points at Police Stations

- Action pending
-

Motion 32: Opposing the Collaboration of Force Control Rooms

- Action pending
-

Motion 33: National Air Support

- Action pending
-

Motion 34: Retention of Police Staff Jobs

- UNISON PCC Election Campaign highlighted the impact of police cuts on rising crime
-

Motion 35: Police and Crime Commissioner Elections 2016

- Major Service Group PCC election campaign (section 1.3.1.1 above refers)
-

Motion 36: Service Group and Link Liaison

- Regional Labour Link leads co-ordinated UNISON input into Labour PCC candidate selection process in autumn 2016
 - Hosted visit of Shadow Police Minister to Sussex in April 2016
-

Composite E: Privatisation of the Probation Service

- See action for Motion 10 and 23 above
 - Contact with Shadow Probation Minister
 - Parliamentary Questions
 - ILO referral on-going
-

Motion 39: It's the End of Centralisation as We Know It!

- Action pending
-

Motion 40: Police Force Alliances and Shared Services – learning the Lessons

- Action pending
-

Motion 41: Loss of Localism

- Action pending
-

Motion 42: Employment not Service

- Employment status of police staff highlighted in all UNISON responses to Home Office, NPCC, College of Policing consultations.

Motion 43: VAT Liability for the Police Service of Scotland

- Action pending
-

Motion 44: Regional Devolution – The Implications for police

- Action pending
-

Composite F: Regional Collaboration

- Action pending
-

Motion 47: Collaboration

- Action pending
-

Motion 49: Facts not Fiction

- All statistical content of UNISON campaign materials checked against official Home Office/Government data.
-

Motion 51: Police Staff as victims of crime

- Action pending.
-

Motion 52: Supporting our Activists

- Action pending.
-

Emergency Motion 1: PCSOs an endangered workforce

- See action for Composite D above
-

Emergency Motion 2: Reforming the Powers of Police Staff and Volunteers

- See action for Composite A above
-

Emergency Motion 3: Computer Says No

- Action pending
-

Emergency Motion 4: Force Funding

- Action pending

Section 4: Appendices

Appendix A

Composition of the Police and Justice Service Group Executive

Chair: Caryl Nobbs

Vice-chair: Debi Potter

Police Staff Regional Representatives

Eastern	Mark Trask	General Seat
	Annie Powell	Female Seat
East Midlands	Liam Michie	General Seat
	Abi Harris	Female Seat
Northern	Arthur Dickinson	General Seat
	Caryl Nobbs	Female Seat
North West	Clive Haslam	General Seat
	<i>Vacancy</i>	Female Seat
Scotland	<i>Vacancy</i>	General Seat
	<i>Vacancy</i>	Female Seat
South East	Declan Clune	General Seat
	Kathy Symonds	Female Seat
South West	Sophie Jones	General Seat
	Debi Potter	Female Seat
Cymru/Wales	<i>Vacancy</i>	General Seat
	Alyson Thomas	Female Seat
West Midlands	Susan Wall	General Seat
	<i>Vacancy</i>	Female Seat
Yorkshire & Humberside	Tony Green	General Seat
	Jane Wilkinson	Female Seat
NEC members	Chris Hanrahan	General Seat
	Maureen Le Marinel	Female Seat

Police Staff Council (Scotland)

Sector Committee Chair Lucille Inglis

Probation Sector Committee	Neil Richardson	General Seat
	Kev Allsop	General Seat
	Lee Middlemass	Female Seat
	Helen Cottam	Female Seat
	<i>Vacancy</i>	Female Seat
Cafcass Sector Committee	<i>Vacancy</i>	General Seat
	<i>Vacancy</i>	Female Seat

Appendix B

Sector Committee Membership

Police Staff Council (England & Wales) Committee

Eastern	Mark Trask Carol Copeland
East Midlands	Chris Hanrahan Carol Standish-Leigh
Northern	Arthur Dickinson Caryl Nobbs
North West	Bill Burton Maureen Le Marinel
South East	Andy Stenning Kathy Symonds
South West	<i>vacancy</i> Debi Potter
Cymru/Wales	Alyson Thomas Kim Shurmer
West Midlands	Jill Harrison Susan Wall
Yorkshire/Humberside	Garry Bull Kimberly Orwin

Police Staff Scotland Sector Committee

Michelle Brady
Michelle Brewster
Stevie Diamond
Pamela Dowds
Mags Gilmurray
Lucille Inglis
Linda James
Tom Kane
Drew Livingstone
Eileen MacLennan
David Malcolm
George McIrvine
Keith Scott
Neil Stewart
Donnie Taylor
Frank Winston

National Probation Sector Committee

Eastern	<i>Vacancy</i> Elisa Vasquez-Walters
East Midlands	Julie Preston-Oliver Paul Page-Smith / Audrey Dinnall (Job Share)
Greater London	Errol Wallace Cheryl Deane
Northern	Gay Neale Lee Middlemass
North West	Kev Allsop Zoe Todd
South East	Lucinda Gwynne Carol Lee
South West	Wendy Stuart Ian Donohue
Cymru/Wales	Robert Robbins Maria Hannington
West Midlands	Jenny Martin Imtiaz Khan
Yorkshire & Humberside	Neil Richardson <i>Vacancy</i>

National Probation Service Divisional Convenors

Steve Allender	Cymru/Wales
Trevor Bernard	London
Neal Brookes	North West
Katie Kennington	South East
Jenny Martin	West Midlands
Des Richardson	South West
Chelsea Skervin	East Midlands
Larry Whyke	North East

CAFCASS Sector Committee

Penny Foreman
Bernard Toland
Shama Hayat
Dettie Gould

Appendix C

Representation on Negotiating Bodies

Police Staff Council (England & Wales)

- **Trade Union Side**
Chris Hanrahan
Jill Harrison
Caryl Nobbs
Carol Standish-Leigh
Mark Trask
- **Pay & Reward Working Party**
Chris Hanrahan
Caryl Nobbs
- **Pay & Reward Technical Working Group**
Caryl Nobbs

Police Staff Scotland

- **JNCC Negotiating Committee**
Michelle Brewster
Lucille Inglis
Drew Livingstone
David Malcolm
George McIrvine
Frank Winston

Probation National Negotiating Council

- **Trade Union Side**
Jenny Martin
Lee Middlemass
Julie Preston-Oliver
Neil Richardson

Appendix D

Representation by Service Group Executive Members/Staff on Internal Bodies

Appointment to:	Current representatives and substitutes
Service Group Liaison Committee	Caryl Nobbs
UNISON National Health & Safety Committee	<i>Vacancy</i>
UNISON Self-Organised Groups Liaison :	
• Black members	Jenny Martin
• LGBT members	Andy Stenning
• Women members	Kathy Symonds
• Disabled members	Debi Potter
Rule 1 Appeals Panel	Caryl Nobbs, Clive Haslam

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

Appointment to:	Current representatives and substitutes
Police Advisory Board	Caryl Nobbs / Ben Priestley
IPCC Trade Union and Staff Association Liaison Committee	Caryl Nobbs
College of Policing:	
Professional Committee	Caryl Nobbs
Members Committee	Caryl Nobbs
Representative Committee	Ben Priestley
Consultative Committee	Ben Priestley
Policing Education Qualifications Framework Project Board (PEQF)	Caryl Nobbs
Citizens in Policing	Andy Stenning

National Policing Complaints & Misconduct Group	Caryl Nobbs
National Policing Professional Standards & Ethics Group	Caryl Nobbs
National Policing Vetting Working Group	Jill Harrison
National Wellbeing & Engagement Working Group	Caryl Nobbs

National Police Chiefs Council

Consultative Committee	Caryl Nobbs/Ben Priestley
Workforce Committee	Caryl Nobbs
National Policing H & S Working Group	Alyson Thomas
Equality, Diversity & Human Rights	Debi Potter
Finance & Resources	Carol Standish-Leigh

Representation of National Probation Sector Committee members/staff on External Bodies

Probation Consultative Forum	Neil Richardson/Ben Priestley
NPS Health and Safety Committee	Jenny Martin
Probation Qualifications Assurance Board	Paul Page-Smith

Appendix E

Police and Justice SGE Attendance Record 2015-16

1 = attended A = apologies received N/A = not eligible to attend 0 = non attendance/apologies not recorded

Members			2015		2016		
Surname	First name	Basis of Representation	07-Oct	02-Dec	25-Feb	12-May	13-14 July
Allsop	Kevin	Probation Sector Committee	N/A	N/A	N/A	N/A	1
Bell	Stephanie	North West	1	1	1	A	N/A
Brewster	Michelle	Scotland	1	1	A	A	N/A
Bull	Garry	Yorkshire & Humberside	1	1	1	1	N/A
Clune	Declan	South East	N/A	N/A	N/A	N/A	1
Cottam	Helen	Probation Sector Committee	1	1	1	1	1
Dickinson	Arthur	Northern	1	1	1	1	1
Grant	Tracy	Eastern	1	A	A	1	N/A
Green	Tony	Yorkshire & Humberside	N/A	N/A	N/A	N/A	1
Hanrahan	Chris	NEC Service Group Rep	1	1	1	1	1
Harris	Abi	East Midlands	N/A	N/A	N/A	N/A	1
Harrison	Jill	West Midlands	1	1	1	1	N/A
Haslam	Clive	North West	1	A	A	1	1
Inglis	Lucille	Scottish PSC Sector Committee	1	A	A	1	A
Jones	Sophie	South West	N/A	N/A	N/A	N/A	1
Le Marinel	Maureen	NEC Service Group Rep	1	A	A	1	A
Martin	Jenny	Probation Sector Committee	1	A	1	A	N/A
McIrvine	George	Scotland	1	1	1	1	N/A
Michie	Liam	East Midlands	N/A	N/A	N/A	N/A	1
Middlemass	Lee	Probation Sector Committee	1	1	1	1	1
Nobbs	Caryl	Northern	1	1	1	1	1
Orwin	Kimberly	Yorkshire & Humberside	1	A	1	1	N/A
Parker	Mike	South West	A	A	A	N/A	N/A
Potter	Debi	South West	1	1	1	1	1
Powell	Annie	Eastern	N/A	N/A	N/A	N/A	1
Price	Eileen	Cymru Wales	1	1	1	0	N/A
Richardson	Neil	Probation Sector Committee	1	1	1	1	1
Standish-Leigh	Carol	East Midlands	1	1	1	1	N/A
Stenning	Andy	South East	1	1	1	1	N/A
Sweet	Linda	Cymru Wales	A	A	A	N/A	N/A
Symonds	Kathy	South East	1	1	1	1	1
Thomas	Alyson	Cymru Wales	N/A	N/A	N/A	N/A	A
Trask	Mark	Eastern	1	A	1	1	1
Wall	Susan	West Midlands	1	1	A	1	1
Wilkinson	Jane	Yorkshire & Humberside	N/A	N/A	N/A	N/A	1

Appendix F

Service Group Meetings / Negotiating Meetings

Police & Justice Service Group Executive

7 October 2015
2 December 2015
25 February 2016
12 May 2016
13-14 July 2016

Police Staff Council Sector Committee (England & Wales)

25 November 2015
2 March 2016
8 June 2016
5 July 2016
24 August 2016

Police Staff Scotland Sector Committee

6 June 2016
4 July 2016
1 August 2016

Police Staff Council Trade Union Side

3 September 2015
14 April 2016
7 July 2016

Police Staff Scotland JNCC Negotiating Committee

15 / 29 October 2015
12 / 26 November 2015
10 December 2015
7 / 21 January 2016
4 / 18 February 2016
3 / 17 / 31 March 2016
14 / 28 April 2016
12 May 2016
9 / 23 June 2016
7 / 21 July 2016
4 / 18 August 2016

National Probation Sector Committee

18 November 2015

27 January 2016

18 May 2016

20 July 2016

Probation Service National Negotiating Council

7 December 2015

10 March 2016

8 June 2016

5 September 2016

NPS Divisional Convenors Meetings

3 May 2016

19 July 2016

Appendix G

Service Group Circulars – October 2015- August 2016

Over this period, the Service Group sent out 130 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 Staff Circulars

Circular No.	Title	Date Sent
POL/09/2015	UNISON Response to Emergency Services Consultation	28 October 2015
POL/10/2015	UNISON Response – Reforming Powers of Police Staff	28 October 2015
POL/11/2015	UNISON Report – Police Privatisation and How to Stop It	4 November 2015
POL/12/2015	UNISON Response – College of Policing Leadership Review	14 December 2015
POL/13/2015	Branch Seminar – Private Custody Members	21 December 2015
POL/01/2016	PCSO Scene Guarding Survey Report	5 February 2016
POL/02/2016	Police Staff Bullying Report	
POL/03/2016	Police Staff Pay Claim 2016	15 March 2016
POL/04/2016	PIP Training Pilot Course	24 March 2016
POL/06/2016	Survey Evaluating Sexual Harassment in Police	5 April 2016
POL/07/2016	Police Staff Council Agreement on Holiday Pay	20 May 2016
POL/08/2016	Private Sector Pay Claims 2016	27 May 2016
POL/09/2016	NPCC National Policing Vision	27 May 2016
POL/10/2016	Policing and Crime Bill – Powers for PCSOs	7 June 2016
POL/11/2016	UNISON Response to Policing and Crime Bill	15 June 2016
POL/12/2016	Police Staff Pay Offer Consultation	2 August 2016
POL/13/2016	PSC Pay and Reward – Branch Consultation	3 August 2016
POL/14/2016	PCSO members vote for CS and PAVA spray	16 August 2016

UNISON Police Staff Pay Bulletins

Title	Date Sent
Police Staff Council (England & Wales) Pay Claim	11 May 2016

Police Staff Council Trade Union Side Circulars

	Date Sent
Police Staff Council Pay and Reward Review Bulletin	October 2015
Police Staff Council Pay and Reward Review Bulletin	February 2016
Police Staff Council Pay and Reward Review Bulletin	July 2016

UNISON Probation Circulars

Circular No.	Title	Date Sent
PROB/11/2015	Future Pay Strategy for NPS and CRCs	19 October 2015
PROB/12/2015	Future of the NNC in the Probation Service	27 October 2015
PROB/13/2015	Nominations for NPS Divisional Convenors	21 December 2015
PROB/01/2016	Consultation on 2015 Pay offer	27 April 2016
PROB/02/2016	Future of National Collective Bargaining	23 August 2016

UNISON Probation Pay Bulletins

Title	Date Sent
Future Pay Strategy Consultation	19 October 2015
UNISON Members vote to end industrial action	17 December 2015
2015 Probation Pay Claim	26 January 2016

UNISON/Napo Joint Circulars

Circular No.	Title	Date Sent
JTU 01	NNC Pay Data Request	27 January 2016
JTU 02	Future NNC / SCCOG	28 January 2016
JTU 03	Purple Futures Joint Union bulletin	February 2016
JTU 04	NNC Pay DATA (2)	14 March 2016
JTU 05	Future NNC / SCCOG (2)	1 April 2016
JTU 06	Michael Gove TU meeting	5 May 2016
JTU 07	-----	
JTU 08	NNC Restructuring	6 May 2016
JTU 09	Sodexo booths	24 May 2016
JTU 10	SSW Working Links / Innovation Wessex	15 June 2016
JTU 11	Data protection breach Sodexo`	15 June 2016
JTU 12	Working Links Dispute 28 06 16	28 June 2016

UNISON Police and Justice Circulars

Circular No.	Title	Date Sent
PJ/01/2016	PCC Elections	5 April 2016
PJ/02/2016	State Pension and NI Important Changes	5 April 2016

UNISON e-communications

Title	Date Sent
Sodexo Agrees to Reopen Talks on Voluntary Redundancies	21.08.2015
NNC Job Evaluation Guide	24.08.2015
NNC Job Evaluation Guide revised May 2015	24.08.2015
NNC Job Evaluation - summary of main changes	24.08.2015
NPS Direct Debit Switch Postcards	24.08.2015
Sodexo Joint Union Bulletin 3	26.08.2015
Letter from Michael Gove	26.08.2015
NPS Facility time for Police & Justice Conference	03.09.2015
Letter to Colin Allars and Response from UNISON	03.09.2015
Probation Strike Guide	03.09.2015
Purple Futures IR Framework Consultation	04.09.2015
Probation Strike Call	10.09.2015
Police Contracts / Awards August 2015	10.09.2015
Request from NASUWT - Cost of Education Survey	10.09.2015
Government to Expand Police Support Volunteers	10.09.2015
Update on national talks with Sodexo	14.09.2015
Letter to Michael Gove: organisational change	15.09.2015
Thompsons Law Advice Surgery at Conference	23.09.2015
All-Party Parliamentary Group on Alcohol Harm Inquiry	23.09.2015
Blue Light Collaboration: Legislation Planned	23.09.2015
Facility Time for Probation Unions Conferences	25.09.2015
IPCC policy on the naming of police officers and police staff	19.10.2015
PCSO Cuts - Branch Survey	19.10.2015
NPS Mobility Policy Proposals	20.10.2015
Police Privatisation - contract alerts Sept 2015	23.10.2015
Threat to Check-Off - model letter to PCC and CCs - reminder	04.11.2015
NPS - Rate of Overnight Subsistence	04.11.2015
Police Privatisation - contracts alert October 2015	05.11.2015
NPS E3 Blueprint	09.11.2015
Mind - Blue Light Programme summary	11.11.2015
John McDonnell letter to George Osborne on resources for the security services	17.11.2015
Police & Justice SGE General Secretary Nomination	25.11.2015
PSC Joint Circular 83 - Bank Holiday Working Arrangements	30.11.2015
Community policing put at risk by government cuts, says UNISON	04.12.2015
T U E3 Design meetings	08.12.2015
Police Privatisation - contracts alert November 2015	10.12.2015
NPS and CRC new recruitment materials	10.12.2015
SGE Elections 2016 - Early notice	16.12.2015
2016 Service Group elections	11.01.2016
Reminder NPS and CRC new recruitment materials	11.01.2016
UNISON survey - Have your say on E3	12.01.2016
PCC Elections - Police branch seminar	19.01.2016
UNISON opposes extension of powers to volunteers	20.01.2016
Branch Seminar - Private Sector Custody - POSTPONED	25.01.2016
UNISON Press release - Emergency Services Mergers	26.01.2016
Police Privatisation - contracts alerts January 2016	03.02.2016
UNISON E3 Consultation Response	03.02.2016
PCC Elections - Police branch seminar Registration	05.02.2016
HMIC Consultation and response sheet	08.02.2016

Title	Date Sent
UNISON Press Release - Police Staff Bullying Survey	11.02.2016
Reminder: PCC Elections Seminar registration	15.02.2016
Populus online survey for IPCC	24.02.2016
Mind Blue Light Survey	24.02.2016
Branch Consultation: Central Elimination Database	24.02.2016
Police and Crime Bill: PCSO Survey	09.03.2016
Police Staff Holiday Pay Claims	10.03.2016
UNISON Response to HMIC Consultation	10.03.2016
PCC Elections Toolkit	17.03.2016
Serious Crime Rises as Police Numbers Fall	18.03.2016
UNISON PCC Election Campaign: 'Police Cuts/Crime Up' Postcard	22.03.2016
Police Staff Sector Committee minutes	30.03.2016
Save the LGPS - Parliamentary Petition	05.04.2016
Vote for your local PCC on 5 May	05.04.2016
Police Contracts / Awards March 2016	08.04.2016
Changes to Public Sector Exit Payments	08.04.2016
Cuts to Community Policing - PCSO Survey	08.04.2016
Pay rise for Interserve FM Cleaners and Cooks	14.04.2016
UNISON Report - Impact of Cuts on Neighbourhood Policing	22.04.2016
Reminder : Sexual Harassment Survey	28.04.2016
National Audit Office Report - Transforming Rehabilitation	03.05.2016
Police Contracts / Awards April 2016	06.05.2016
Terms and Conditions of Staff working in PCCs Office	10.05.2016
UNISON E3 Response	10.05.2016
Sexual Harassment Survey - FINAL REMINDER	17.05.2016
Probation Pay 2015	18.05.2016
Labour Party Policing Policy consultation	23.05.2016
UNISON Police Staff Quarterly Update - Spring 16	23.05.2016
Police and Justice Communications Survey	09.06.2016
UNISON Response to Labour Home Affairs Commission	15.06.2016
Public Accounts Committee -Transforming Rehabilitation Inquiry	16.06.2016
Police Contracts / Awards May 2016	16.06.2016
Higher Level Apprenticeships for Police Constables	24.06.2016
Police Reform and Transformation Board	24.06.2016
UNISON Response to NPCC Vision 2020	04.07.2016
Police and Justice Conference Preliminary Agenda	08.07.2016
Police Contracts / Awards July 2016	15/08/2016

APPENDIX H

Press Releases

Title	Date released
Further Cuts to Police Forces Could Jeopardise Public Safety	8 October 2015
Police Cuts Threaten Neighbourhood Policing	24 November 2015
UNISON Reacts to Police Budgets Announcement	25 November 2015
Extra Powers for Police Staff	20 January 2016
Emergency Control Room Mergers	26 January 2016
Female Police Staff more likely to be bullied	12 February 2016
UNISON Calls for overhaul of guarding of crime scenes	27 February 2016
Police Volunteers	7 March 2016
Serious Crime Rises as Police Numbers Fall	21 March 2016
No Let-up in Serious Crime Rise	21 April 2016

