



Association of Chief Police Officers of England, Wales and Northern Ireland

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Vice President: Chief Constable Tim Hollis CBE, QPM

Mr Ian Rennie,
General Secretary,
Police Federation,
Federation House,
Highbury Drive,
Leatherhead,
Surrey, KT22 7UY

10th August, 2010

Dear Ian

I write to you in the absence of Sir Hugh on leave and in confirmation of our telephone conversation on 9 August 2010.

Given the scale and speed of events confronting the Police Service, it may be helpful at this juncture to make some general points on your letter. The Association of Chief Police Officers has always held the Police Federation in high regard. As you say, we are all serving constables, whatever our rank, charged with the duty and responsibility of keeping people safe. In these challenging times it is particularly important that that ACPO, the Police Federation and the Police Superintendents Association continue to work together and I welcome your recognition and support of this.

It is important that our relationship is up front and, no matter how challenging the issues, it is vital that we retain the ability to engage in honest, open communication. This is the spirit in which Sir Hugh and I met with you in Leatherhead on the morning of 29th July 2010. The meeting was, I felt, a very positive one during which we discussed the current financial climate in the normal, determined, 'can do' police fashion. As I recall, we agreed that the three associations have far more in common than we do differences.

During that meeting we all recognised the indisputable fact that less money would inevitably have significant implications for the Service, as it will right across the public sector. It is incumbent on Chief Officers to do all in our power to ensure that we preserve the front line of the Service. We will continue to work with our colleagues in the Police Federation and the Superintendents' Association to deliver on that commitment.

Sir Hugh also made clear that ACPO supports a review of pay terms and conditions. Chiefs fully accept the need to reward hard working police officers and to recognise their unique status as office holders who must be available to respond to need at any time and have no ability to strike. Notwithstanding these points, ACPO believes that the development of a modern pay and reward framework is essential and timely. An overhaul of the reward mechanisms that are

The Association of Chief Police Officers (ACPO) is an independent, professionally led strategic body. In the public interest and, in equal and active partnership with Government and the Association of Police Authorities, ACPO leads and coordinates the direction and development of the police service in England, Wales and Northern Ireland. In times of national need ACPO, on behalf of all chief officers, coordinates the strategic policing response.

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currently in place could provide chief officers with critical flexibility needed to respond to the current financial challenges, keep the public safe and reduce the impact on the numbers of officers and staff they are able to employ.

The pace and scale of the changes we now confront is daunting. The document to which you refer in your letter was a fast time piece of work, prepared to short timescales, in advance of the Government consultation. As you are aware, the situation has moved on since then and the consultation document *Policing in the 21st Century* has now been published. It is to that document we have now all turned our attention. ACPO is currently working on a formal response to the Home Office consultation. I know Sir Hugh, will be happy to speak to yourself and your Chairman in the coming weeks about the detail of our response.

There are a number of other issues touched upon in your letter which Sir Hugh will want to discuss with you presently. I consider it important, however, to make completely clear that ACPO is not, as you stated in your letter, 'a secretive and unaccountable organisation making money as a limited company'. Rather the organisation is about providing strategic leadership and ensuring the development of the police service. Since his appointment, Sir Hugh has made clear publicly and privately on many occasions the desire for change in ACPO's constitutional status. This is a point which has been recognised and noted in *Policing in the 21st Century*.

In conclusion, I would like to reiterate the high regard which ACPO has for both the Police Federation and the Police Superintendents' Association. We give you our commitment to open and frank discussion in the weeks and months ahead. This has always been our position and it is regretted that you have had grounds for thinking otherwise. That was not the intention.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Timothy J. Hollis', with a long, sweeping underline that extends to the right.

Chief Constable Tim Hollis
Vice President
Association of Chief Police Officers