

Police Federation  
Of England and Wales



Ffederasiwn Heddlu  
Lloegr a Chymru

Established by Act of Parliament

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FROM THE GENERAL SECRETARY'S OFFICE

**RESTRICTED - NOT FOR WIDER CIRCULATION**

IR/sg

9 August 2010

Sir Hugh Orde OBE QPM  
President  
Association of Chief Police Officers  
1<sup>st</sup> Floor  
10 Victoria Street  
LONDON SW1H 0NN

Dear Sir Hugh

**Untitled "Restricted" ACPO document V1.3 (JD)**

As you know the Police Federation of England and Wales has been desirous of engaging with ACPO to ensure that the Police Service speaks with one voice on matters of policing. We are all serving Constables, whatever our rank, and we have a duty and responsibility to make sure that the public, and more especially the government in these testing financial times, understands the difficult and demanding role performed by police officers and the special circumstances of both their office and employment, which guarantees their operational independence.

We met on Thursday 29 July to discuss the challenges facing the Police Service in light of the government's planned financial cuts. Yet, less than one week later, I received, from another source, an untitled and undated "Restricted" ACPO document setting out a list of proposals for dealing with the current fiscal crisis, that you have sent to the government as ACPO's response to Police Reform. I understand that this document was presented to the Chief Constables' Cabinet on 16 July. I am frankly appalled that you did not have the decency or courtesy to share this

Represent · Influence · Negotiate

document, or your proposals, with us at the meeting on 29 July; and I have commented as such to the Police Minister when I met with him on 4 August.

I am also disappointed, but not surprised, that the so-called recommendations in the document are a mixture of existing government policies with a few tired ACPO ideas that have previously been brought to the negotiating table and which have failed to get support there for very good reasons. You continue to criticise Police Regulations and Determinations as being restrictive with little understanding of how these provide a minimum guarantee of decent working conditions for officers in exchange for providing Chief Officers with the most flexible and regulated workforce in this country. Your attack on Police Regulations is no more than a desire to reduce the pay received by officers disguised as a proposal to increase flexibility

ACPO rightly expect loyalty and commitment from Federated officers, and it should come as no surprise that Federated officers expect reciprocal support from their senior officers. As the representative organisation for 140,000 officers of the federated ranks, the Police Federation of England and Wales also expects to do business with ACPO in an honest and responsible manner. We may disagree from time to time, but we should be able to discuss matters in an open and transparent way. For you to have produced 49 recommendations to government, many of which, as you are no doubt aware, would have a serious adverse impact on our members, without informing us, clearly indicates that you are not prepared to do business with us in any meaningful way. This is particularly disturbing considering that at our meeting on 29 July you were advocating ACPO, the PSAEW and the PFEW work together more closely in the future.

You will know that ACPO has received considerable criticism in recent years for being a secretive and unaccountable organisation, making millions each year from its position as a limited company at the top of the Police Service. This document does nothing to dispel that notion. In fact it appears to seek to consolidate that position, building on its members' failure to manage effectively within the law by making them unaccountable under a range of legislation from health and safety to equality; ensuring that they remain outside the scrutiny required of public sector bodies; and seeks to remove the negotiating machinery and replace it with a charter to hire, fire and pay officers with no regard to proper employment management practices.

You will not be surprised that the Police Federation will be making quite different suggestions to the government. As the body representing the federated ranks, many of whom are concerned at the open threat to their jobs and conditions of service proposed by their senior officers, we will not be afraid to challenge the tired and negative proposals put forward by ACPO.

It is also particularly disappointing that at a time when this government proposes significant cuts to police budgets, ACPO seeks to reduce their officers' conditions of service rather than challenge the government's belief that these 'eye watering' cuts

will not affect police service provision to the public. You are clearly failing in your duty to support those that you purport to represent as the voice of the service, who after all have the most difficult and demanding job in providing a policing service to the public.

Yours sincerely

A handwritten signature in blue ink that reads "Ian Rennie". The signature is written in a cursive style with a large initial 'I'.

**IAN RENNIE**  
**General Secretary**