

Have you got what it takes?

**Working with negotiating bodies
for police officers and staff**

archived

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Important facts

The Police Negotiating Board (PNB) is the body that negotiates the hours of duty, leave, pay and allowances for UK police officers, and negotiates how police clothing and equipment can be used. They also make recommendations on these matters to the Home Secretary, the Northern Ireland Minister of Justice, and Scottish ministers.

There is also a legal duty to consult the PNB on any proposed changes to police pensions and related matters, though not through a formal negotiation process.

The Police Advisory Board of England and Wales (PABEW) advises ministers on matters not covered by the PNB, including recruitment and appointment, conduct and discipline, and promotion arrangements.

These bodies make recommendations to and advise the Home Secretary, who has the legal power to decide on these matters. If the PNB cannot reach agreement, it can refer the matter to the Police Arbitration Tribunal (PAT). A finding from the PAT has the same status as a recommendation from the PNB.

The Police Staff Council (PSC) negotiates national agreements on the pay and conditions of service for police staff (including police community support officers) in England and Wales, but not those in the Metropolitan Police, City of London, Surrey and Kent police forces.

Background

The role and functions of the PNB and PABEW are set out in sections 61 to 63 of the Police Act 1996. The Police Negotiating Board (PNB) was set up by Act of Parliament in 1980. It is governed by a constitution, which you can find at www.ome.uk.com.

The people involved in the negotiation are the 'official side', made up of representatives of the Secretaries of State, police authorities and chief police officers, and the 'staff side', made up of representatives of the police staff associations. From November 2012, PCCs will be represented on the board instead of police authorities. Each side appoints a secretary who is the main contact (and main negotiator) on all matters relating to the PNB. The PNB has a full board – made up of 22 members on each side – which considers matters affecting all ranks, and three smaller standing committees dealing with matters affecting specific ranks, in other words, the 'federated ranks' (constable to chief inspector, including cadets), superintendent ranks, and chief officers.

The Police Negotiating Board

The PNB has an independent chair and deputy chair, appointed by the Prime Minister, whose role is to supply a neutral, independent voice in the negotiations and to help bring both sides to an agreement, through support, informal mediation and conciliation. It also has an independent secretariat, based in the Office of Manpower Economics (OME), London, which arranges meetings and does research on pay and other matters. Since 2001 the chair has to make an annual report to the Prime Minister on the work of the PNB.

PNB meetings are normally held every three months at the offices of the OME. If the sides fail to agree on a particular issue, the matter can be referred to arbitration by the PAT.

The Police Advisory Board of England and Wales

The PABEW was set up in 1965 and is organised in line with its constitution, which you can find at www.ome.uk.com.

The PABEW considers draft regulations which the Secretary of State proposes to make under section 50 or section 52 of the Police Act 1996 for matters other than hours of duty, leave, pay and allowances, police clothing and equipment, and makes any representations it thinks are needed.

It may also consider any matter relating to non-negotiable conditions of service (as defined in sections 50 and 52 of the Police Act 1996 but not including those listed above), and any other matter affecting the police which the Home Secretary has referred to it.

The following are members of PABEW

- **The Association of Police Authorities (APA)**
- **The Association of Chief Officers (E&W)**
- **The Chief Police Officers' Staff Association**
- **The Police Superintendents Association (E&W)**
- **The Police Federation (E&W)**
- **Members nominated by the Home Secretary**

From November 2012, PCCs are likely to replace representatives of APA on the board.

There is an independent chair and deputy, supported by an independent secretariat based in the OME. There are separate PABs for Scotland and Northern Ireland and these are run by the respective home departments.

The Police Staff Council

The Police Staff Council (PSC) is not a statutory body. The PSC is made up of 14 members, seven from the employers' side and seven from the trade union side. The national agreements of the PSC are only binding if police authorities and chief constables include them in the contracts of employment of their employees.

More information

What is the role of PCCs when it comes to negotiating on behalf of the police?

The Mayor's Office for Crime and Policing is already represented on the PNB and the PAB. From November 2012, PCCs are likely to replace representatives of APA on the board.

What will the proposals on reform of police pay and negotiations mean for PCCs?

We imagine that PCCs will have an interest in police officer pay and want to provide evidence to a pay review body.

The Winsor Review

The final report of the Winsor Review, which was published in March 2012, made recommendations for long-term changes to police pay and conditions of service. The report made the following recommendations on negotiations. They suggested:

- **replacing the PNB with an independent pay review body;**
- **the PABEW making its recommendations within six months of considering an issue;**
- **the PABEW taking on consideration of police pensions and promotion standards;**
- **transferring consideration of chief officers' pay to the Senior Salaries Review Body; and**
- **forces making a financial contribution to the PSC to pay for regular surveys of the pay and conditions of police staff.**

On 27 March, the Home Secretary announced that the Government would consult on proposals for changing how police officer pay is negotiated.