

Have you got what it takes?

Working with police officer and staff representative bodies



Home Office

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Important facts

Police officers are not permitted to join a trade union.

Officers up to and including chief inspectors are represented by the Police Federation, which is a police staff association set up in statute. The current Chairman is Steve White, and the General Secretary is Andy Fittes. Their annual conference is held in May and takes place in Bournemouth.

Superintendents and Chief Superintendents are represented by the Superintendents' Association of England and Wales. The Police Superintendents' Association of England and Wales also represents officers in the Superintending ranks in the British Transport Police, Civil Nuclear Constabulary and Isle of Man Police. Their annual conference is held in September. The current President is Irene Curtis who is due to retire in March 2016. The Vice President is Gavin Thomas and the National Secretary is Tim Jackson.

The interests of chief officers are represented by the Chief Police Officers' Staff Association.

Police staff may join a trade union. The main unions representing police staff are UNISON and, in London, the PCS.

Background

Police Federation of England and Wales

The Police Federation of England and Wales (PFEW) is the staff association that represents police officers up to and including the rank of Chief Inspector. In May 2014 the Federation changed its core purpose for the first time since it was established in statute in 1919. The revised core purpose states that "in fulfilling its statutory responsibilities for the welfare and efficiency of its members the Federation at all levels will:

- ensure that its members are fully informed and that there is the highest degree of transparency in decision-making and use of resources;
- maintain exemplary standards of conduct, integrity and professionalism;
- act in the interests of the members and the public, seeking to build public confidence in the police service and accepting public accountability for its use of public money; and
- work together within the Federation and in partnership with others in the policing world to achieve its goals."

More information on the Police Federation can be found at <http://www.polfed.org>.

Police Superintendents' Association of England and Wales

The Police Superintendents' Association of England and Wales (PSAEW) is the professional association that represents the senior police officers in the 43 Home Office Police Forces, British Transport Police, Civil Nuclear Constabulary and Isle of Man Police in the rank of Superintendent and Chief Superintendent. The Association's stated aims are to provide superintendents in England and Wales with a national voice and leadership, support in adversity, and advice regarding conditions of service, to harness and develop the skills, talents and opportunities of their membership, assisting them to maximise their full potential as leaders of the police service, to enable members to contribute their knowledge and expertise to developing a police service that protects and serves our communities, and to provide a clear and authoritative voice of the police service. More information on the PSAEW can be found at: <http://www.policesuspers.com>

Police staff trade unions

PCSOs and police staff are mainly represented by UNISON (around 44,000 members), and in London, the PCS (around 9,000 members). Police staff are also represented by Unite, GMB and Prospect. More information on Unison can be found at: <http://www.unison.org.uk/policeandjustice/police.asp>.

More information

What is the relationship between PCCs and the staff associations and trade unions?

We would envisage that PCCs would wish to engage with staff associations and trade unions both at local level and through national negotiating machinery as appropriate.

