

UNISON POLICE STAFF

profile

● SPRING 2010

Preserving our national treasure

Plus

- ***Succession management***
- ***Joint branches***
- ***Privatisation and cutbacks***

UNISON
Police Staff

The past and the future

Sometimes policing shifts from the routine, everyday to something quite special. Gold at the end of the rainbow might be a fanciful myth but for one Staffordshire PCSO there was treasure, almost, under his feet.

On page 6 we tell the story of how the world and it's wife descended on Tom Passmore, a probationer PCSO in a Staffs village getting to grips with his new career and dealing with 'boy racers'.

It is a once in a lifetime experience, unless you are very lucky – or unlucky. But Tom rose to the occasion and offered the local landowner the same reassurance, protection and attention that he would show to local residents affected by anti-social behaviour. The ASB on this occasion was down to a global media machine, but Tom's high-visibility presence was up for it.

Elsewhere in this issue of *Police Profile* we feature more mundane matters that are, nevertheless, crucial to UNISON's successful operation as an efficient, responsive trade union both enabling

and protecting its members.

Succession management, subject to the usual democratic protocols, has had little attention in the past. But how many branches have abruptly had to find leadership quickly because a stalwart chair or secretary is no longer available? In North Wales they gave it some thought and preparations were put in hand, as we describe on page 8. And as UNISON's Police and justice sector develops its identity we examine how police and probation members have joined forces in Thames Valley.

As events in policing gather pace, privatisation, mergers, job cuts for instance, a strong union organisation is essential both to show employers that staff have not given up and to operate the industrial relations machinery that does the heavy lifting.

There is precious little treasure around to fund good quality policing and someone has to explain why hard working staff should bear the brunt of any cuts.

Got a story?

In the next issue we plan to report on joint venture proposals and on job evaluation developments.

Send ideas, information, opinion pieces (concise) and letters to me Laurence Pollock, editor, Police Profile, email broadgreen68@btinternet.com or tel 07801 665961 by 21 May.

Please copy in national officer Ben Priestley email b.priestley@unison.co.uk

Got an opinion?

Yes we want to hear about those too. A letter – 150 – 200 words long or a 'debate' article which should be 600 words long. The service group executive has final say on what is published.

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Cover photo: British Museum

CHANGE OF PERSONAL DETAILS

Have you recently changed your name, address or your workplace? Head office cannot effect these changes on the membership records system. Please inform your branch of any changes as soon as possible, so that branch communications are not sent to the wrong address.

Members can also inform the union of changes in their details through UNISON direct. The new number is 0845 355 0845 and lines are open Monday to Friday 6am to midnight and from 9am-4pm on Saturday.

Hearing difficulties? Please use textphone 0800 0 697 968

Please note: Calls to UNISONdirect are confidential but may be recorded for training purposes.

Yes and no, minister

Cheshire UNISON members and branch officers pressed police minister David Hanson on the loss of police staff posts in the Force recently. He had positive messages about the future but also some worrying ones.

The visit reflected a pledge by the minister to meet UNISON branches during force visits.

Branch secretary Liz Morris accompanied by the chair, Lynne Lees, regional organiser, Bob Blundell, PCSO steward Claire Hulse and UNISON note taker Amy Buckley met Mr Hanson on a visit to the Force. Five hundred police staff posts are threatened.

Liz commented: 'Mr Hanson said that police force funding had risen and the next year would see a 2.8% increase for Cheshire, meaning an extra £9.5 million pounds.

'He stated that should the Labour Party win the next election the party had three public service priorities: police, education and health and were looking to increase support in this area. They were looking at savings on procurement and through collaboration and shared services.

'He seemed surprised when we stated that we were facing the loss of 500 police staff posts.'

Liz added: 'He was supportive of the PCSO role and the important part they play in policing the front line, and building the confidence of the public.'

Claire Hulse emphasised that the additional power of reasonable force would help enormously in carrying out their role.

Liz said: 'We highlighted the need for a standard set of powers and the need to recruit the right people for the job. If they leave after six months there is no continuity or stability and many PCSOs join as a stepping stone to becoming police officers.'



David Hanson with (l-r) Bob Blundell, Liz Morris, Lynne Lees, Claire Hulse and Amy Buckley

Asked about plans to develop the police service, Mr Hanson cited improving communication on the frontline and modernising issues. The UNISON delegation pointed out that with cutbacks, more demands on back office capacity might affect ability to deliver the service.

UNISON also highlighted the outsourcing of custody, which

had not worked. Members said outsourcing of control rooms, such as in Cleveland, would be a disaster for police forces as they would lose the loyalty and goodwill.

UNISON national officer Ben Priestley has written to Mr Hanson explaining that the Cleveland outsourcing proposals threaten many of the government's policing priorities.

PCSOs help launch neighbourhood strategy

Thames Valley Police branch played a key role in the recent launch of the Government's Safe and Confident Neighbourhood Strategy.

UNISON PCSO members accompanied by branch secretary Rod Matheson met Prime Minister Gordon Brown at the event in Reading.

The Strategy recognises the success of neighbourhood policing and the work done by PCSOs. It proposes career development and reward prospects for PCSOs and secure funding for neighbourhood policing.

This contrasts with Conservative plans to allow chief constables to



cut back PCSOs.

The Strategy states that neighbourhood policing cannot be sustained without PCSOs' contribution and the service they provide is valued by the public.

There is a government guarantee of funding to protect PCSO numbers to at least 2012/13.

See National Officer's report page 11 for more details.

Have your say in Essex

Essex Police UNISON is pledged to defend members' jobs and conditions in the face of a force cost saving programme called APEX.

The force said it wanted to find enough savings to fund an extra 600 police officers but so far this hasn't happened. It has managed around 240. But Mike Frost, UNISON deputy branch secretary, said it was not clear that all these had arisen from APEX.

The APEX efficiencies have so far not involved any compulsory redundancies but Essex is currently looking for voluntary severances. Although 140 have applied only 18 have been approved so far. Others are pending and will be reconsidered later in the year. There is also natural wastage among PCSOs where match funding is not being maintained and vacancies are not being replaced.

UNISON has engaged with APEX and been fully consulted but Mike stressed that this did not imply approval for what was going on and the union would not support redundancies, voluntary or otherwise, under any circumstances.

The force is currently seeking to clear a £2.3 million debt and so far it appears that withdrawing biscuits and cutting stationery is not having the desired effect. Staff were expecting a further consultation paper as *Police Profile* was going to press.

Any potential collaboration is likely to be with Kent. Currently the departments that are being considered in this context are procurement, serious and organised crime and IT. It is possible that this could result in additional redundancies.

As part of APEX, UNISON has hosted a feedback page on its



'I and my colleagues appreciate the union and realise that a lot of work goes on behind the scenes. I am glad you are in the background and can be called on when needed ...sometimes frustration can boil over'

website. There are comments from individual members, the branch and from the chief constable. Mike stressed that the site was not moderated in any way and reflected what members are thinking.

'It has been running for 18 months. There is no filter, it is really up to the members.'

On the feedback page recent posts included a query about why a crime bureau was needed: 'People lost their jobs because of the cutbacks in service desks and now the crime bureau needs more people - do the maths. We were capable of doing our jobs then and still are now, why belittle staff so much?'

Another post concerned a public perception survey 'commissioned' by Essex Police 'which will obviously cost a considerable amount of money bearing in mind the threat of redundancy hanging over many Essex Police staff members.'

The chief constable replied: 'The

cost, around £100,000 because we wanted a quick, intensive survey, has come from a government grant, not force funds, for the purpose of carrying out public confidence surveys.

The grant will not continue into 2010/11 and the force has allocated money for continuing the surveys - as required by the Home Office. Whether that allocation survives following the discussions around the low precept I couldn't say. Clearly that won't reassure your enquirer who believes the use of public money on this survey is not a sensible use. That is a matter of opinion.'

And one grateful member stated: 'I and my colleagues in the union appreciate the union and realise that a lot of work goes on behind the scenes. I am fortunate that I have not yet had to call on the union, but I am glad you are in the background and can be called on when needed. Sometimes frustration can boil over which shows in the comments.'

SPSA recognition welcomed

UNISON has signed a recognition agreement affecting around 550 members with the Scottish Police Services Authority (SPSA), and fellow trade union, Unite.

Kenny Laing, chair of UNISON's SPSA sub-group said he was delighted that the agreement has been drawn up and signed.

'At a time when there is much work to be done in job evaluation, harmonising conditions and with various modernisation agendas, it is clearly very important that UNISON is able to represent and negotiate with the SPSA as effectively as possible. That is even more important as we face very difficult



times for public sector finances.

'I look forward to working hard, alongside my other UNISON stewards, for the members in this new formal consultation process.

'UNISON has had good relations with this new employer and the structure will enable issues to be addressed in an agreed procedure by both employer and union,' he added.

Passion and concern in Cleveland

At a passionate and packed annual general meeting Cleveland police staff members expressed their worries about the future.

The main item on the agenda was the proposed outsourcing of IT, control room and support functions, and it was the unanimous view of those present that the branch continues to go down a twin-track approach.

Members want the branch to carry on campaigning against the proposed outsourcing while negotiating with the Cleveland Police Authority to get the best possible deal for staff if privatisation eventually happens.

They spoke passionately about being proud to work for Cleveland Police Authority, their loyalty to the force, and their worries and concerns about being outsourced and working for a private company in the future. Members spoke up about deserving better treatment after loyal service that has made the Cleveland force one of the top performers nationally. Members demanded that the Police Authority start meaningful negotiations with UNISON.

Now the branch is sending out a staff petition airing these views. It is encouraging all Cleveland police staff, regardless of whether they are UNISON members or non-members, to sign and return petitions to the UNISON office, so that the Police Authority can be made aware of the strength of feeling over this issue. The union will also be sending leaflets to every household in Cleveland urging the public to support the campaign to keep these vital services under public control.

Stewards sign for a million



Stewards at Hertfordshire Constabulary, pictured, led the way recently in signing up for the Million Voices campaign – and not just for themselves. Branch chair Liz Davidson said: 'We thought it important to sign up not just for our own staff but for all public sector workers in Hertfordshire. We have been to a meeting organised by the county UNISON branch where there are concerns about back office functions. In the constabulary, there is a budget shortfall, we are having to use reserves and to reorganise, and there are going to be job losses but we are trying to ensure that any redundancies are voluntary. We have had a Million Voices stand in HQ and we are seeing a huge rise in membership.'

Buried

A unique treasure trove has been found and you are asked to sort out the world's media who are running amok. It was just another day for Tom Passmore

treasure



Photo: Laurence Pollock

'What was that? The Mail, The Sun and the Express and Star all want pictures?' Tom gets the latest news

Tom Passmore had been a PCSO for less than six months when the inspector called him into his office.

An enormous quantity of anglo-saxon gold and silver had been unearthed on his patch, the village of Hammerwich near Burntwood in south Staffordshire. It rivalled the fabled Sutton Hoo find in 1939. The Staffordshire hoard, as it is now known, was found by a local man with a metal detector on farming land. It was still under wraps.

Tom patrols a very quiet area and at first he was disbelieving. He did not anticipate the wave of public interest that broke when archaeologists announced and explained the find. Soon the Chasetown PCSO was at the epicentre of a global media storm.

'I couldn't believe something so big was happening in my little area,' he says.

The site had to be kept secure but the experts were not yet ready to make an announcement. At this stage just Tom, his tutor Kirstie, the inspector and a sergeant were in on the secret. But the rumour mill was beginning to turn as locals spotted signs of excavations.

Tom and his sergeant entered

into the spirit of the mystery offering harmless decoy explanations including plans for a luxury hotel. Meanwhile the site had to be checked every six hours, night and day to keep it secure and make sure only those with authorisation were there. Tom also kept in touch with the farmer on a regular basis to reassure him.

When the Staffordshire hoard went live, the land was besieged by news organisations. Tom was involved in an operation to clear the land of media who were all trespassing by this stage.

'We reminded them, in a nice way, that this was private property. Members of the public locally showed a lot more respect.'

Tom's interest in the treasure has grown. He says that at first he did not realise its significance but that changed after he spoke to some of the archaeologists on site.

Tom wanted to see the exhibition when it was in Birmingham but shifts made that impossible.

As a result he was fully behind the (now successful) campaign to raise enough money

to keep the collection in the West Midlands.

Now it is back to regular PCSO-ing, with boy racers high on the agenda in Hammerwich.

Tom joined Staffordshire Police after jobs in car valeting and a golf shop. As a PCSO, he says, you are the eyes and ears of the local community - 'you never get bored'.

But it's not every day you are keeping an eye on a huge cache of buried treasure.

Saving the hoard

The collection of 1,500 gold and silver pieces is thought to date from the 7th Century. It contains about 5kg of gold and 2.5kg of silver, making it far bigger than the Sutton Hoo discovery in 1939 when 1.5kg of Anglo-Saxon gold was found near Woodbridge in Suffolk.

Leslie Webster, former keeper at the British Museum's Department of Prehistory and Europe, said: 'This is going to alter our perceptions of Anglo-Saxon England as radically, if not more so, as the Sutton Hoo discoveries.'

There have been temporary exhibitions in the West Midlands and at the British Museum. Almost 40,000 people viewed the hoard at Birmingham Museum and Art Gallery last September, many queuing for hours to see items that included gold plates, jewellery and Anglo Saxon helmets.

Fundraisers worked against the clock to raise £2.7 million to ensure the hoard stays in the West Midlands permanently. Tony Robinson, TV's *Time Team* presenter and a Labour Party NEC member was among stars lending their weight to the campaign.

He told *Police Profile*: 'This collection must not be broken up and it must stay in the West Midlands. It belongs to the people.'

'I have been involved in many breathtaking discoveries through *Time Team* but this is unprecedented – a once-in-a-century find.'

Birmingham City Council, Staffordshire County Council, Lichfield Council and Tamworth Council want to collectively buy the treasure and display it in their museums in the region.



Tony Robinson: 'It belongs to the people'



Photos: British Museum

Altered perceptions: thousands have queued to see the hoard

More than nine to five

For some members becoming branch secretary is a big bang and they spend a while getting used to it. But there are easier ways, as Laurence Pollock found out in North Wales

‘I was dropped into the role overnight and had to get on with it. It was one heck of a learning curve.’

Anne Roberts had always been a rep during 22 years with North Wales Police UNISON and former partner union NALGO. A decade ago there was no assistant branch secretary role and the previous branch secretary and chair had stepped down abruptly - there was a looming void. Anne, already on the branch executive and serving as equalities officer was the only obvious candidate.

She immediately faced concerns about the millennium ‘bug’ which was vastly overrated. But members’ frustration at poor compensation for working the new year holiday period was coming to a head and that did not go away.

‘We failed to win anything at the time but we have since had an agreement.’

‘Membership has doubled during Anne’s period as branch secretary and there are many more challenges, including job losses’

There was barely time for anything. Anne says with a wry chuckle: ‘I never got a branch secretary’s course. UNISON could never get the minimum number needed to run a course and they were always in south Wales.’ The huge mountain range that physically divides the country still defies



Barely time for anything: Anne and friend at the service group conference

political, social and trade union organisation.

Anne was the first branch secretary to have a full time secondment. This opened up the possibility of an assistant shadowing the role. But Anne emphasises that ‘succession management’ must not conflict with members’ freedom to nominate and elect a branch secretary.

Nevertheless she believes the job has become too big for one person and an assistant is essential. For

instance, membership has doubled to 880 during Anne’s period as branch secretary and there are many more challenges, including job losses.

She is conscious that many branch secretaries carry a lot of information in their heads which can be lost when they leave: ‘I have made an effort to brief Eileen (Price) and copy her in on emails so she is fully aware of what is happening.

‘I also do my best to make sure that the branch executive, every

two months, is fully aware of what is happening and we carry out “environmental scanning” - what could be about to hit us.’

Anne acknowledges that it is much more than a nine to five job but says she would never discourage anyone from considering the role: ‘It is a full time commitment but very fulfilling.’

‘I would like to think the branch profile is now much higher than when I started – and for the right reasons. But I also want to see staff profiles raised.’

On both these scores she is vindicated because Anne has been an enthusiastic source of news and ideas for *Police Profile*. Thanks to her good practice and media flair, developments around Welsh language, seized property and police helicopters, among others, have had a good airing. This has benefited both the branch and police staff roles.

Succession, of course, can be looked at in another way. Is there life after North Wales Police and UNISON? For Anne the answer is definitely yes. She and her husband (who has been an unofficial PA) plan to do some travel. They have a passion for sites like Petra in the Middle East and for Tuscany. She might even find it easier than travelling to south Wales for a training course.

In the hot seat

Eileen Price served as assistant branch secretary for 18 months on full time secondment. There was no such role before that because of facility time issues.

‘I started on two days a week but it was quickly clear that that was not enough.’

Eileen has been with the Force for 27 years, 22 of them active in UNISON and previously NALGO, starting as a steward in the control room. Recently she has been welfare officer for the branch. She does not underestimate the scale of

the challenge.

‘I have a longstanding familiarity with the processes but the demands of the role were quite a shock when I started supporting Anne.’

It is the diversity of the work which has struck Eileen most. She lists activities ranging from strategic level meetings, sorting out the computers, checking on health and safety and always being available on the phone. An intranet site for the branch has just started up and that is taking up some time.

‘You definitely have to be comfortable with the computer. I’m fine with that and I also have to be able to update the website.’

‘Communication is crucial – luckily all our members are on email.’

Eileen was not expecting a vacancy at this stage: ‘As it became evident that Anne was going to leave I had to learn about the position and go into different aspects of the role. I also had to become familiar with UNISON at a higher level.’

She has been to national delegate conference but reckons it takes a couple of visits to fully understand what is going on.

Despite the preparation, and

her post post being confirmed at the annual general meeting in February, Eileen is firmly committed to a core UNISON value: ‘We are a democratic union and you have to be open to challenge – anyone can stand for the post whether it is vacant or not.’

Nevertheless many branches have faced a huge vacuum when a longstanding secretary is no longer there – for whatever reason. Eileen stresses the value of continuity:

‘I have been lucky in my role. I have had an excellent grounding from Anne on what is topical and how to deal with a whole range of things.’

‘It is going to be all change. We have a new chief constable, a new ACPO team and the next three years will be difficult because of budget cuts.’

But she is upbeat: ‘With the support of the branch executive and UNISON as a whole, I’m looking forward to the challenge.’

‘We are a democratic union and you have to be open to challenge’



All change: Eileen faces a new management team at North Wales Police

Making Police and Justice a reality

UNISON Police and Justice Service Group is a reality but in Thames Valley they have already been planning the way ahead. Branch secretary Rod Matheson and Lucinda Gwynne, the UNISON probation coordinator, talked about how the group works

‘We were dipping a toe in the water,’ Rod Matheson recalls. ‘Thames Valley Probation staff were split over three county branches and it was disorganised. In particular, stewards were very thin on the ground.

‘It was just Alan Norman, who has now retired, who was keeping it going. He was very experienced but he was struggling because it was all unofficial.’

Rod points out that the geography was helpful as the police and probation staff cover the same area: ‘We wondered if there was any sense in probation joining us for administration and organisation purposes. After meeting the probation reps I felt there might be some merit in it.’

Thames Valley Police UNISON is a well organised branch and Rod felt that it could become more actively involved in probation and help recruit some more stewards.

‘We presented the idea to a branch meeting and it was positively received.

‘It all comes down to how you organise. When I was first became branch secretary the average age of stewards was the mid-fifties and it was clear something had to happen. We realised getting younger stewards in was key.

‘The question was – how closely

‘We have regular meetings and we go through the cases. He is always at the end of a phone’

aligned to the police branch were probation? Before the days of the police service group we were all in local government but probation and police issues usually just came up under any other business.’

Rod’s first step was being up front with Thames Valley Police about the process.

‘I explained there was going to be a Police and justice service group and I would have to give some time to the probation side. However I stressed that I would not be asking a police steward to sort out a probation problem. As far as my own time was concerned that was down to me.’

Rod says the aim is to build participation: ‘Every one of our 1,600 or so members is on email and we can break it down by groups. Our members, police and probation, are pretty switched on.’

An early challenge for Rod and Lucinda is the newly acquired trust status for Thames Valley Probation.

They are still working through the implications but Rod, as branch secretary, is fully focused and a meeting with Gerry Marshall, the chief probation officer is planned.

‘Probation staff want to know what trust status means for them and what impact it will have on job cuts.’

The probation view

Lucinda Gwynne, UNISON probation coordinator in Thames Valley says numbers have risen from 40 to 170 since the link up with police.

Lucinda acknowledges that branch executives can seem very police oriented but there is a pragmatic approach to these issues.

‘When the agenda is completely police related, the probation reps have a side meeting. We rejoin the police to give a report and take part in the more general issues. It’s the most sensible way we can manage. We have a lot more in common than we did with the local authority branches.’

But Lucinda is fulsome in her acknowledgement of the benefits, particularly help from police branch secretary Rod.

‘I took over from my predecessor Alan Norman without any training or experience. Without Rod I really would have been sunk. His experience and the strength of the branch kept me afloat.

‘We have regular meetings and we go through the cases. He has acted as a mentor and he is always at the end of a phone.’

Lucinda also praises the police staff members generally: ‘They have really welcomed us. I have never felt that we are there on sufferance.’

‘I explained that I would have to give some time to the probation side’

Election prospects

By the time you read this, the general election may well have been called and we will be in the middle of the parties' campaigns to win your vote.

UNISON will be using the election campaign as an opportunity to promote our Million Voices campaign to defend public sector services and jobs. The outcome of the election will have a direct bearing on the future of the public sector and the job security of you and your police staff colleagues. Go to www.unison.co.uk/millionvoices for more information.

PCSOs

There is now 'clear blue water' between the two main political parties on the future of PCSOs. The Conservatives have confirmed that they will give chief constables the freedom to reduce PCSO numbers, depending on local decisions. The Labour government will protect the ring-fenced PCSO funding until 31 March 2011, and continue this investment until 2013 if that is what police forces want.

The government's 'Safe and Confident Communities' Strategy,



Photo: Carol Standish-Leigh

launched in March, is a strong restatement of its commitment to neighbourhood policing and the valuable role that PCSOs play in delivering it. The Strategy, if implemented after the next election, would see:

- Police authorities required to consult their communities on the appropriate powers for PCSOs
- The development of a single national uniform for PCSOs
- A professional accreditation scheme for PCSOs
- PCSOs incentivised to stay in particular neighbourhoods

Workforce modernisation

I attended the NPIA Workforce Modernisation (WFM) conference in Leeds in early March. The Deloitte final evaluation of the nine demonstration sites of the National Workforce Modernisation Programme was published at the conference. The results show that workforce modernisation in the pilots has improved performance - although not everywhere - reduced costs and improved 'customer' and stakeholder perceptions and diversity. But modernisation has not been universally welcomed by the workforce, particularly police officers where investigations are concerned.

In addition to reviewing the pilots, the conference looked at terms and conditions of police staff and officers and their link to workforce modernisation. UNISON expressed concern that our proposals to modernise police staff pay and rewards via a national pay and grading system have not received a positive response from the employers.

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Good practice awards

Showcasing our work

The advent of UNISON's Police and Justice Service Group gives us the opportunity to take a wider view of criminal justice and community safety issues than was previously the case.

With this objective in mind, branches and activists may wish to suggest potential nominations for the Home Office 2010 Tilley Awards to their employers. The awards champion the best multi-agency projects across the UK that use problem solving to reduce crime and make communities safer.

UNISON members working for the police, probation and in local government are contributing in a major way to such problem solving approaches.

The 2009 Tilley award entries covered a wide range of crime from anti-social behaviour and youth crime to metal theft, child sexual exploitation and domestic violence.

Short videos and information about the about the 2009 finalists are available at the Tilley awards weblink.

National officer Ben Priestley said: 'The Tilley Awards are an opportunity for UNISON to talk to employers about projects involving our members which could be nominated for the awards. Nominations cannot be made directly by UNISON, but there is an opportunity to influence your employer in so doing.

'Please let us have feedback on

any dialogue you have with your employer on this. In addition send any information about your project (subject to confidentiality) to *Police Profile* so that we can showcase the work that members are doing.'

Employers who are interested in submitting an entry should have attended a Home Office roadshow. Actual entries must be in by 30 April. If your employer is out of time to submit a project which you think merits inclusion mark your diary for 1 January next year and flag it up early.

For further information on the awards, go to: www.crimereduction.homeoffice.gov.uk/tilley/tilley2010.htm

Letters

Go Green

I have just received the latest copy of *Police Profile*. As someone who is keen to get greener, is there a

better way to get this information? All this technology and we are still relying on the printed format to get the message out. I appreciate that you have to accommodate the majority of the members but I would

personally prefer to opt out of receiving printed copies of *Profile* - is there not anyway of sending it out as a PDF newsletter, or embedded in an email, or publishing it on a website somewhere? After all, once read it goes in the recycling but it still seems wasteful to me in terms of resource. If we can put someone in space - surely we can be a bit greener and switched onto technology?

Lucy Jolley
IT Incident Engineer (Mobility)
Essex

Time is valuable

Reading the short article in the last issue (*It's plain time simple*) it seems that plain time for time off and time and a third for payment may be an issue not just in Cheshire but all over the country. As a retired police officer I do not want payment for the extra hours I do. While I am generally content for this, (as these are my terms and conditions of employment) time off is more important to me and any additional enhancement would be welcome. I would like to see more parity between staff and officers where they do similar work.

It may well be worth investigating this in more depth to see what the general interpretation of the rules is at a national level.

Name and branch supplied

