



# Agenda

# Conference

# 2007

15-17th May 2007  
Blackpool

In partnership with  
Police Federation Mortgages



# Welcome to conference 2007

Mrs Jan Berry

Chairman

Police Federation of England and Wales

Dear colleague,

Welcome to Blackpool and to the Police Federation of England and Wales's 83rd Annual Conference.

Conference is our opportunity to consider all policing issues from the viewpoint of those who actually deliver policing on the ground. This year it is important to debate and consider the way forward in 2007 as we face yet more challenges and uncertainty. With the presence of the Home Secretary, the Police Minister, the Tory and Liberal Democrat leaders and the Lord Chancellor we have the ears of those in power, and must ensure our voices are heard.

This time last year we faced the uncertainty of proposed force amalgamations, a haphazard approach to workforce modernisation reforms, growing pressure on 24/7 response police officers, fears that police officer numbers would fall, increased numbers of assaults and, to top it all, a pay crisis looming. This year, with the exception of force amalgamations, the same uncertainties and concerns still face us. The shape of the problem has grown and with party manifestos waiting to be penned we must ensure policing is a prominent feature. Conference is the perfect platform from which to highlight issues; with the attention of the national media and key figures from each of the political parties present. This is your conference; it's important that you play your part and have your say.

After the success of our pay campaign last year who would have thought we would be embarking on yet another battle for fair pay so soon? We have already encountered the direct intervention into the workings of the Police Negotiating Board by the Home Secretary. This is unacceptable and conference provides us all with the opportunity to deliver that message courteously and professionally to Dr Reid. Police officer pay reflects the unique role and status of the Office of Constable, the fact that we are accountable for our actions on and off duty every day of the year, and cannot take industrial action. This week we must demonstrate to the politicians, media and guests present at our conference that all we are seeking is fair pay to reflect the daily dangers we face, the restrictions on our public and private lives and that we wish to negotiate through an independent Police Negotiating Board.

There will be many other interesting debates this week including reviewing the resilience of the service, and whether things have improved since we highlighted concerns in our 24/7 policing report, published last year. We will also look at the growing menace of human trafficking to ensure officers have the right awareness training and know the right procedures to follow. Debate continues over workforce modernisation, the constantly changing goalposts and the urgent need to get the policing mix right. In the absence of any clear direction from our leaders we need to come up with a coherent lasting vision that is workable in all forces. Knee-jerk reaction and lack of evaluation is not good enough. We need a proper assessment of what we are doing, what works and doesn't work and where we are going. Again we will invite the government and chief officers to work with the Federation to achieve this.

On your behalf I would like to thank all the conference exhibitors and partners of this year's conference for their continued support. Please do take the time to visit the exhibition; there is plenty to see and do.

At such a critical time in policing with the future so uncertain, let's ensure our voices are heard and our messages are delivered to those who need to hear them.

I hope you enjoy conference 2007.

Best wishes  
Jan Berry



15-17 Langley Road, Surbiton, Surrey, KT6 6LP  
Telephone: 020 8335 1000  
Fax: 020 8390 2249

# SECURITY INFORMATION

The following advice is intended to ensure that your stay is safe. You are requested to follow this advice in your own interest.

Search procedures will operate at the entrance to the Wintergardens. We are assisted by NARPO Stewards and Police Federation Stewards who will check that you are wearing the correct admittance pass. As part of our security measures any bags will be searched. If you have any problems or require advice please talk to those on duty, who will do their utmost to assist.

Please be kind enough to co-operate with the security personnel as their sole purpose is to ensure your safety.

Please do not leave bags, briefcases, cameras or anything else unattended at any time. Please arrive in good time to minimise delays.

## **Admittance Passes**

The Wintergardens will become an "Island" site and you will not gain admittance without a pass issued by the Police Federation Accreditation Unit.

Do wear your identification pass when entering or within the Conference Areas so that it is available for inspection at all times. You will not be allowed through the checkpoints without it. If you lose your pass or require late accreditation please make your way to the Police Federation Accreditation Unit situated in the Wintergardens Box Office at the Victoria Street entrance.

## **Wintergardens – Entrance**

During normal Conference Admission Hours everyone will use the Victoria Street Entrance at the side of the building. This will gain admittance to the Police Federation Exhibition Area with 70 Exhibition Stands or you may wish to proceed direct to the Conference Halls.

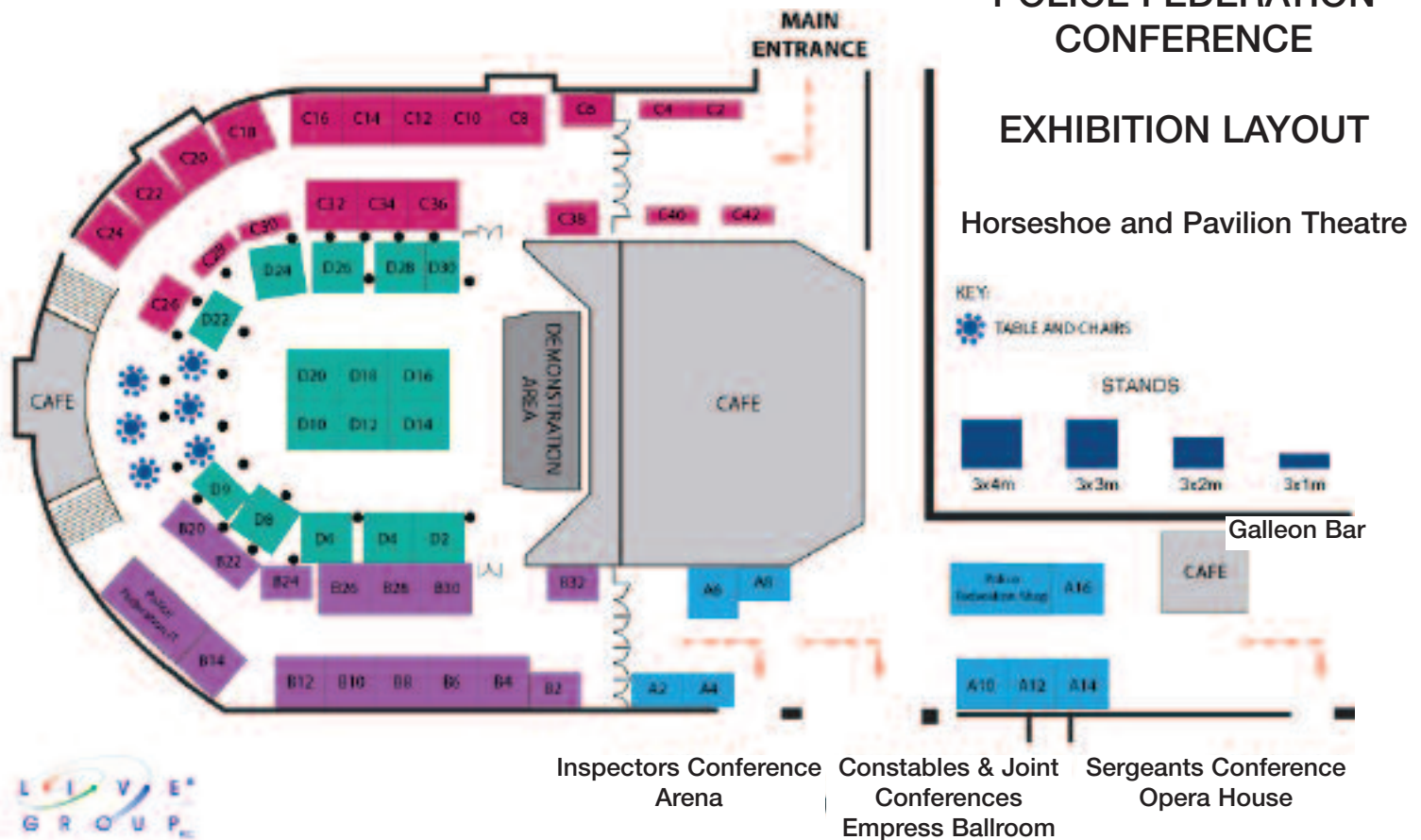
Note – The usual 'Church Street front entrance' will not be in use for this Conference.

## **Lost Property**

Ask any of the Stewards or support staff and you will be directed to the Police Federation Conference Office which retains any found property.

# POLICE FEDERATION CONFERENCE

## EXHIBITION LAYOUT



### Stand No.

### Organisation

A10	TASER
A12	TASER
A14	TASER
A16	PF Mortgages
A2	OCR
A8	Tussauds
B10	Russell Jones & Walker
B12	Voice
B14	DJ Talbot & Associates Ltd
B2	DMA
B20	Optomise Systems
B22	Beneden Healthcare
B24	Co-operative Bank
B26	Gorvins, Solicitors
B30	Police Credit Union
B32	RIG Police Recruit
B4	DMA
B6	DMA
B8	Russell Jones & Walker
C10	MH Ltd for W.L. Gore & Ass. (UK) Ltd
C12	Pay Plan
C14	Nscase (Home Office)
C16	Police Review
C18	Federation Against Copyright Theft and BPI
C20	No1 Copperpot Credit Union
C22	Home Office

### Stand No.

### Organisation

C24	RJW
C26	BAWP
C28	Bristol Uniforms Ltd
C30	Vision Express
C32	RH Form
C34	Nu-Life Spanish Dreams
C36	Reflexite UK Ltd
C38	S.Yaffy
C6	Police Mutual
C8	MH Ltd for W.L. Gore & Ass. (UK) Ltd
D10	Linder Myers
D12	National Savings and Investment
D14	West Mids Police Federation
D16	Cooneen Watts and Stone
D18	George Burrows
D2	MC Products UK LTD
D20	Roland Smith Ltd
D22	Abric Europe
D24	Philip Williams and Company
D28	George Hay
D30	ILASCO / KEELA
D4	Whittles Solicitors
D6	Plowman Craven
D8	Police Reform, Neighbourhood Policing
D9	Forresters



## POLICE FEDERATION 2007 EXHIBITION

Wintergardens, Blackpool

15th – 17th May 2007

### Demonstration Timetable

Time	Organisation	Stand No	Demonstration
Tuesday lunch	D J Talbot and Associates Ltd	B14	Demonstration of member services database and integrated scanner.
Wednesday 12.30pm	Keela / Ilasco	D30	Demonstrating the myths of breathability in REAL conditions. The ISO 11092 test standard designed to measure breathability in wet weather jackets is a fallacy which is not fit for purpose. We will be demonstrating what happens to materials when they are used in REAL conditions and how by testing against this test standard gives unrealistic results.
Thursday 12.30	QinetiQ LTD	C40	We would like to deploy and demonstrate the capability of the X-Net TM vehicle arresting device. This will give end users the opportunity to see the product up close.
Thursday 1pm	Abric Europe Ltd	D22	To illustrate how security seals have developed during the last 10 years, to accommodate the growing needs for higher security, while improving health and safety requirements.

# CENTRAL CONFERENCES

Wintergardens, Blackpool

Tuesday 15th – Thursday 17th May 2007

**Key Conference Areas** - see location plans on following pages

Constables Central Conference – Empress Ballroom

Sergeants Central Conference – Opera House

Inspectors Central Conference – Arena

Joint Central Conference – Empress Ballroom

Seminars – Arena

Mayors Concert / Social Evening – Spanish Hall

Conference Exhibition – Horseshoe, Pavilion and Floral Hall

Main Catering Area – Horseshoe, Pavilion and Floral Hall

## Media

Press Briefing Room – Ice Lounge

National Press Room – Ballroom Dressing Room

## Communications Team/'Police' Magazine — Ballroom Dressing Room

Metin Enver – Head of Communications

Sarah Aspinall – Communications Officer

Rachel Barnet – Communications Officer

Syreeta Lund – Deputy Editor, Police Magazine

## Joint Central Committee

National Committee Lounge – Link Room South

Chairman / General Secretary / Treasurer – Diana, Princess of Wales Suite

## Administration

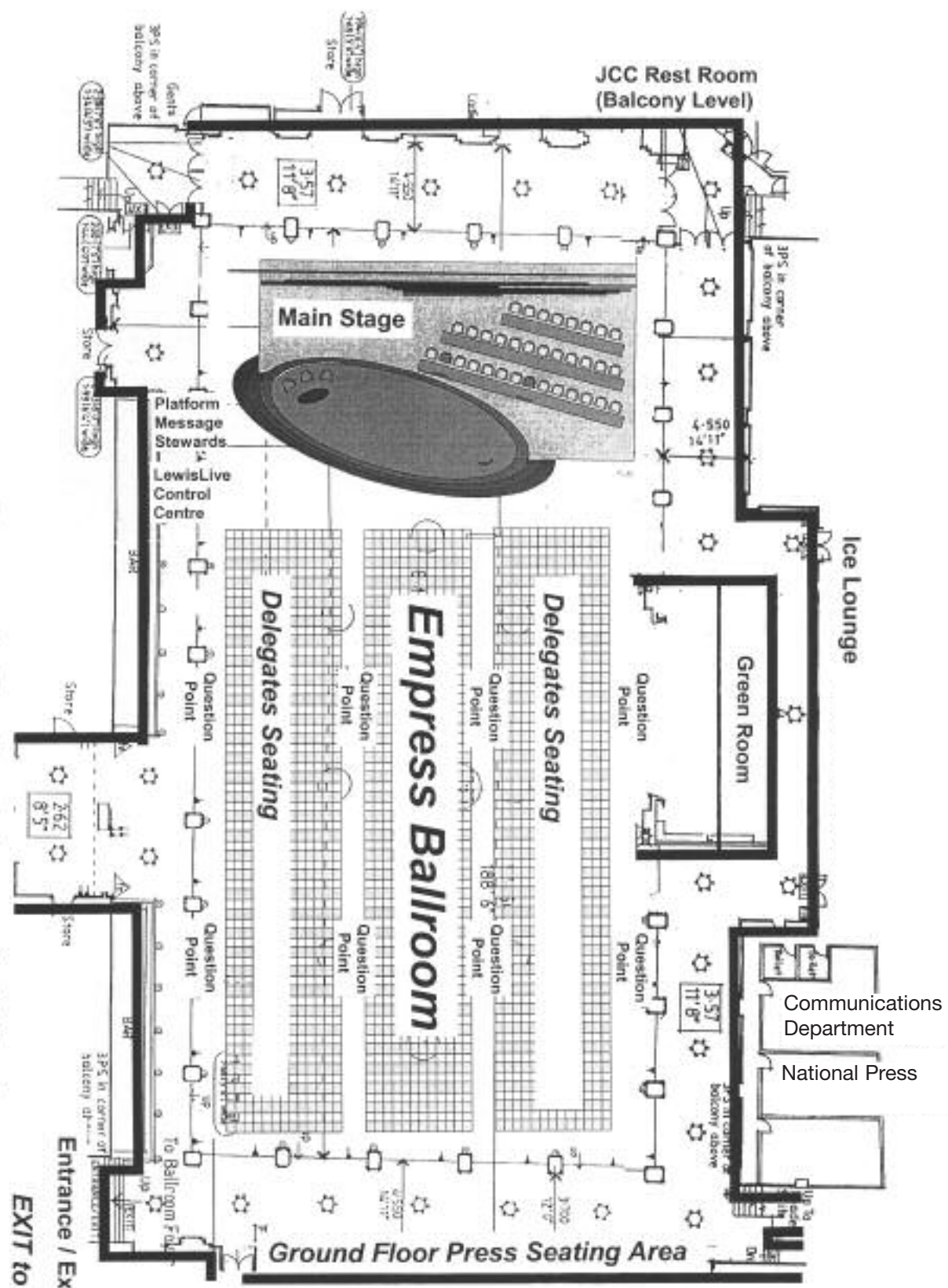
Accreditation Unit – Victoria Street, Box Office

Constables Central Committee Office – Empress Ballroom Foyer

Sergeants Central Committee Office – Empress Ballroom Foyer

Inspectors Central Committee Office – Empress Ballroom Foyer

Police Federation Conference Office / Information – Empress Ballroom Foyer



**2007 Police Federation Conference  
Facilities location plan**

**Observers in first floor balcony and additional seating upstairs**

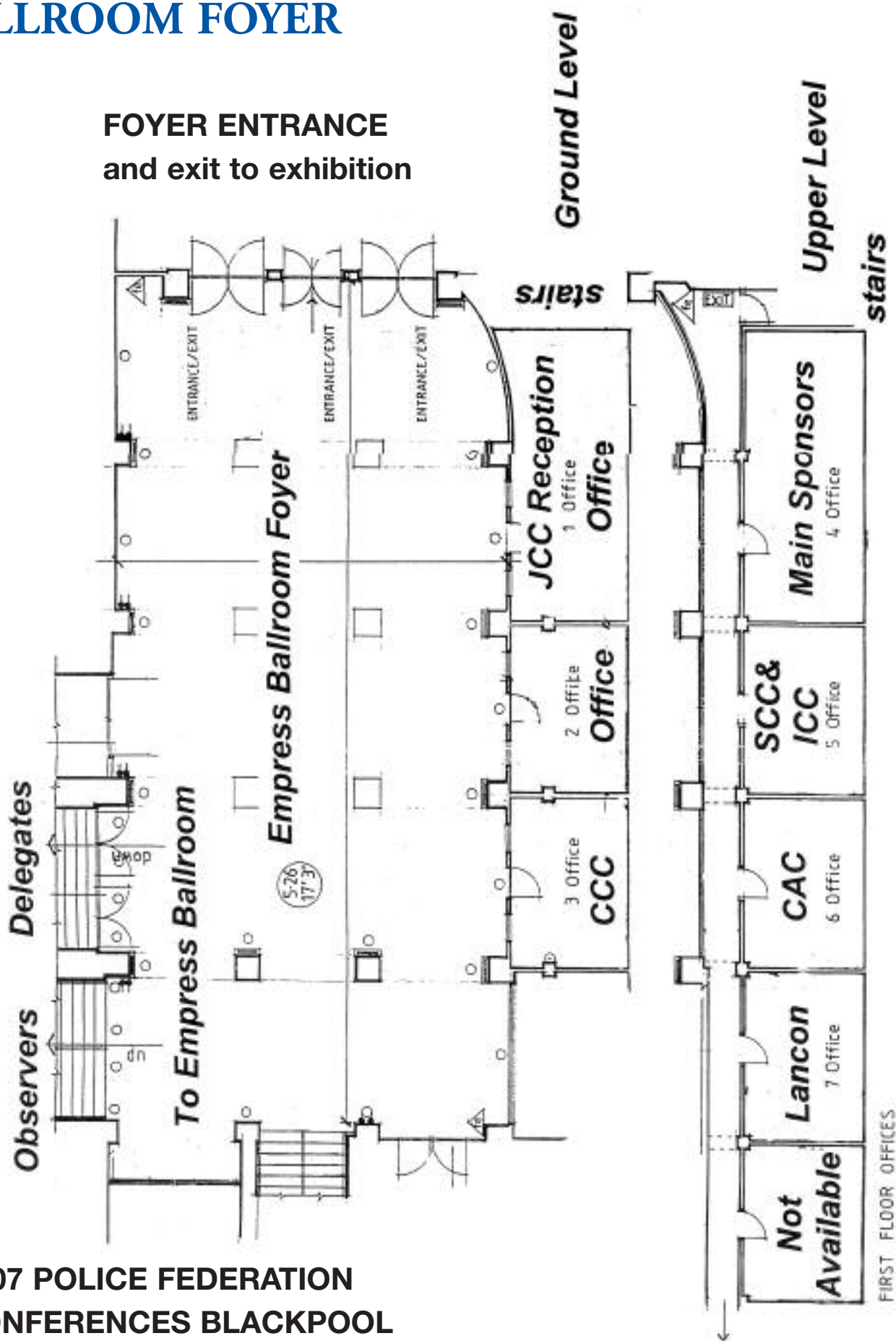
# Blackpool Wintergardens 2007



- Main entrance - Victoria Street
- Constables Central Conference - Empress Ballroom
- Sergeants Central Conference - Opera House
- Inspectors Central Conference - Arena
- Tuesday Concert - Spanish Hall
- Conference Exhibition - Horseshoe and main foyer
- Main catering area - Floral Hall
- Accreditation and passes - Victoria Street entrance box office

# BALLROOM FOYER

FOYER ENTRANCE  
and exit to exhibition



2007 POLICE FEDERATION  
CONFERENCES BLACKPOOL

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## Biographies

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**Cindy Barnett, Chairman**  
Magistrates' Association

National experience: member of Council March 2001; member of the Criminal Justice System Committee October 2001; Deputy Chairman of the Association 2002 – 2005; Chairman of the Judicial Policy and Practice (formerly Criminal Justice System) Committee 2002 – 2005. Elected Association Chairman and Chairman of Board of Trustees 2005. Member of all Association standing committees; Association Representative on Criminal Enforcement Policy Advisory Group, Effective Trial Management Programme, National Bail Issues Group, Criminal Case Management

Framework Group, Intermittent Custody Project Board, Integrated Domestic Violence Courts National Implementation Project Board, National Sentencer/NOMS Consultation Group, JSB Magisterial and Family sub-committee, Judges' Council working groups on jury summoning and criminal targets.

Magisterial experience: appointed 1986; deputy chairman in Adult, Youth and Family courts; Family Panel Chairman 2000-2002. Elected Deputy Chairman of Bench, 2002. Committee work:- Juvenile Justice Liaison, Probation Liaison, Bench General Purposes, Croydon's MCC; South East London Probation Committee; Lord Chancellor's Advisory Committee (9 years); Croydon Area Child Protection Committee; Croydon Domestic Violence Joint Planning Team.



**Jeremy Browne, MP**  
Liberal Democrat Home Affairs Spokesperson

Jeremy Browne, elected Liberal Democrat MP for Taunton in 2005, is a party spokesman on home affairs.

Jeremy's first work with the Liberal Democrats was as personal assistant to Alan Beith MP in 1993. Jeremy was the Liberal Democrat candidate in Enfield Southgate in 1997, and then worked closely with party leaders Paddy Ashdown and Charles Kennedy as the Liberal Democrats' national Director of Press and Broadcasting.

Selected as candidate for Taunton, he regained the seat from the Conservatives for the Liberal Democrats in May 2005 with a majority of 573. Following his election Jeremy was appointed a spokesman on Foreign Affairs by Charles Kennedy and continues in that role under the leadership of Sir Menzies Campbell.

Jeremy and his wife Charlotte live in the middle of Taunton, and Jeremy takes a hands-on approach to constituency affairs. He has visited all the secondary schools and most of the primary schools in the area, worked on a farm, in a supermarket and as a postman, and has gone on patrol with the local police.



## **David Cameron, MP**

Conservative Party Leader

David Cameron was elected as Conservative leader in December 2005.

Having previously served as Shadow Education Secretary under Michael Howard's leadership, Mr Cameron's election as leader confirmed his rapid rise in front-line politics. Mr Cameron was first elected as MP for the Oxfordshire constituency of Witney in 2001.

Often described as the leading member of the so-called Notting Hill set of young Conservatives, including George Osborne, Ed Vaizey and Michael Gove, Mr Cameron is a self described 'liberal' on the issue of drugs decriminalisation and has a similar attitude toward other social issues. Indeed, constant questioning during his leadership campaign on whether he had used drugs threatened to derail his campaign.

Educated at Eton and Oxford University, David Cameron enjoyed a high profile backstage role in the last Conservative administration before being elected to Parliament. He worked in the Conservative Research Department and John Major's Question Time briefing team, as a special adviser in the Treasury and finally, as a special adviser to the Home Secretary Michael Howard.

Mr Cameron later worked as the Head of Corporate Affairs of Carlton Communications, before being elected MP for Witney, inheriting the safe Conservative seat after Shaun Woodward defected to the Labour Party. He was particularly scathing of his predecessor's performance at Central Office in forming a strategic plan for the 1992 election.

David Cameron is related to many British aristocratic families and is a fifth cousin, twice removed, of Queen Elizabeth II. His wife Samantha is a descendent of King Charles II.



## **Menzies Campbell CBE QC, MP**

Liberal Democrat Party Leader

Sir Menzies Campbell was elected as Liberal Democrat leader in March 2006. He previously served as Liberal Democrat deputy leader and as foreign affairs spokesman, solidifying his reputation with opposition to war in Iraq without a second UN resolution.

Educated at Glasgow University, he was a close friend of the late Labour leader John Smith, despite coming from a background in the Liberal Party and having served as Chairman of the Scottish Liberal Party. Indeed, he was once seen as the leading supporter of closer collaboration between the Liberal Democrats and the Labour Party.

In 1970, Menzies married Elspeth, they had been fixed up on a blind date. Within two weeks of meeting Ming had proposed, although before accepting, Elspeth wanted her father's approval, which was immediately forthcoming.

Menzies Campbell was awarded a knighthood in the 2004 New Year Honours for "services to Parliament."

Since becoming leader Sir Menzies has come under considerable criticism for his performances in the House of Commons during Prime Minister's Question Times. In early January 2007, Sir Ming called on his critics to come forward rather than brief against him.



## **Steve Corkerton**

Programme Director, National Workforce Modernisation

Steve Corkerton has spent 20 years in human resources roles in both the public and private sectors. He has worked in a variety of disciplines including training and development, recruitment, compensation and benefits, employee relations, change management and generalist personal.

Steve joined the police service in 2000 having previously worked for two large international companies – Rolls Royce and the BOC Group. Between 2000-2005 he led the human resources function at Surrey Police. In September 2005 he was seconded to ACPO to run the National Workforce Modernisation Programme. Steve is Chair of the Skills for Justice Policing Committee and a portfolio holder on the Race and Diversity Business Area. He is a chartered fellow of the CIPD and a school governor.



## **Lord Falconer of Thoroton**

Secretary of State for Constitutional Affairs and Lord Chancellor

Regarded as bringing zeal and a ‘razor-sharp’ mind to his work. He has become a regular feature in the "power lists" drawn up by newspapers of the most important and influential, despite criticisms that he was never democratically elected.

Charlie Falconer was educated near Perth and at Queens’ College, Cambridge, becoming a barrister in 1974. He married Marianna, another successful barrister in 1985, and has four children.

Before the 1997 election, he was actively encouraged by Tony Blair to seek selection as a parliamentary candidate for a safe Labour seat in Dudley. He was turned down - his decision to educate his children at private school went down badly with Labour’s grassroots. Despite this minor set-back, he was quickly elevated to the peerage after Labour’s election win and has held a number of prominent positions since, most notably as Lord Chancellor.



## **Sir Ronnie Flanagan, GBE, QPM**

Her Majesty’s Chief Inspector of Constabulary

Sir Ronnie (born 1949) joined the Royal Ulster Constabulary in 1970 and served as a Constable and Sergeant in Belfast, spending time in uniformed and CID disciplines.

Sir Ronnie was awarded the OBE in Her Majesty’s 1996 New Year Honours List; on 4 November of the same year he took up office as Chief Constable. Sir Ronnie received a Knighthood in the New Year Honours List, December 1998.

On 31 March 2002, Sir Ronnie retired from the PSNI and on 1 April 2002 was appointed Her Majesty’s Inspector of Constabulary for London and the East Region.

Sir Ronnie was awarded a Knight Grand Cross of the Order of the British Empire in the Queen’s Birthday Honours List, 2002. He was awarded the Queen’s Police Medal in the New Year Honours List, December 2006.

A married man, he has three sons. His interests are reading – with a particular love of Yeats’ poetry, music of all sorts, and sport – particularly rugby, which he played and coached at senior level.

On 1 February 2005 Sir Ronnie was appointed Her Majesty’s Chief Inspector of Constabulary.



## **Nick Hardwick**

Chair of the Independent Police Complaints Commission (IPCC)

Nick Hardwick was appointed as the first Chair of the Independent Police Complaints Commission (IPCC) in December 2002.

Prior to his appointment, Nick was Chief Executive of the Refugee Council from 1995 to 2003 - the largest refugee agency in Europe. He was Chair of the European Council on Refugees and Exiles from 1999 to 2003. He has also been a member of the Social Security Advisory Committee, the Prince's Trust Ethnic Minorities Advisory Group and the Holocaust Memorial Day Steering Group.

From 1986-1995, Nick worked as Chief Executive of Centrepoint - a charity and housing association for young homeless people. During his time at Centrepoint, Nick was seconded to the Department of the Environment for 6 months to advise the Housing Minister on the implementation of the Government's Rough Sleepers Initiative.

Nick has also worked for the National Association for the Care of Resettlement of Offenders (NACRO) from 1980 to 1986. He held a number of positions in NACRO's Youth Training Section including a period from 1984 to 1986 where he was based in Wolverhampton and responsible for a group of training schemes in the West Midlands.

Nick has a BA (Hons) from Hull University in English Literature and has an Honorary Doctorate in Social Sciences from the University of Wolverhampton.



## **Nick Herbert, MP**

Shadow Minister for Police Reform

Nick Herbert was elected Conservative MP for Arundel & South Downs in May 2005 and appointed Shadow Minister for Police Reform that year. Prior to his election he was Director of Reform, the independent think tank which he co-founded in 2002. Reform, which aims to “set out a better way to deliver public services and economic prosperity”, has been described by commentators as “the most important think tank to emerge for a decade”.

Nick was previously Chief Executive of Business for Sterling, where he launched the successful ‘no’ campaign against the euro, and Director of Political Affairs for the British Field Sports Society. He played a leading role in setting up the Countryside Movement which became the Countryside Alliance. In 2002 he was described in the Daily Telegraph as “one of the most effective political campaigners of recent years.”



## **Chief Superintendent Ian Johnston QPM**

President, Superintendents' Association of England and Wales

Ian Johnstone is the President of the Police Superintendents' Association of England and Wales having been appointed in March 2007 after serving for 3 years as the Vice President. He previously served as the Gwent Police Branch Chair for 5 years, District Chair and National Executive Committee Member of the Association for 4 years.

Ian completed 33 years police service with the Gwent Police before taking up a full-time position with the Police Superintendents' Association in 2004. The majority of his career with the Gwent Police was as a Detective Officer where he served as the Head of CID for 4 years. He was a B.C.U. Commander for 4 years immediately prior to taking up his appointment as Vice President with the Association.

Within the Association he has chaired the Basic Command Unit Liaison Business Area and the Crime Business Area and sits on various Home Office Committees and Steering Groups.

In 2003 he was awarded the Queen's Police Medal in the Queen's Birthdays Honours.

Ian is married to Janet and has three grown up children.



## **Bob Jones**

Chair, Association of Police Authorities

Bob Jones was born and bred in Wolverhampton and has been a Labour councillor since 1980 for Blakenhall Ward. He has been a member of West Midlands Police Authority since 1986, chairing the Authority from 1995-2000.

In 2004 he was Deputy Chairman of the Association of Police Authorities and was elected Chairman in July 2005. He is a member of the National Policing Board, National Criminal Justice Board, and senior Appointment Panel.

Bob has also held the following posts:

Chair of the Wolverhampton Community Safety Partnership;

Member of the service authorities for the National Crime Squad (NCS) and National Criminal Intelligence Service (NCIS) and Chair of the Disciplinary Committee for both authorities;

Cabinet member for Community Safety Wolverhampton City Council;

Chair of Regeneration and Transportation and Sustainable Communities Scrutiny Board;

Chair of the Education, Finance, Youth Committees plus many others as Wolverhampton City Councillor.

He is now Vice Chair of the Wolverhampton Primary Care Trust; Chair of various local Community organisations and trusts and Campaigning Strategy Director for the Campaign for Real Ale.



## **Katie Ledger**

Communications Coach and BBC Click reporter

Katie is a highly respected communications facilitator and presentation coach. She helps people and organisations to build on their strengths and communicate in a natural way that has high impact with audiences.

Katie spent 12 years as a television news presenter anchoring for Five News, ITV News Channel and BBC. She now reports for the BBC technology programme CLICK.

With a vast experience of facilitating and coaching, Katie has worked with Europe's leading players in the technology, finance, motoring and public sector fields - including Microsoft, MSN, PC World, Sony, Colt Telecom, Xerox, Zurich Insurance, Royal Sun Alliance, RAC, Skoda, DTI and The Police Federation.



## **Dr Bill Lucas**

Bill is one of the UK's leading facilitators and motivational speakers. He is Head of the Faculty of Facilitation at the Live Academy.

Bill is an expert on learning and development, motivation, leadership, change, communication, and the operation of the mind. He was the first CEO of the Campaign for Learning where he created the national awareness raising event Learning at Work Day.

His clients include the Cabinet Office, the DfES, the DWP, the National College of School Leadership, Job Centre Plus, learndirect, the Probation Service, LINE Communications, Lloyds TSB, Microsoft, NHSU, the NHS Modernisation Agency, JCB, Select Education, the British Film Institute, Southampton Solent University, various Learning and Skills Councils and local authorities, and the Australian National Training Authority.

Bill appears regularly on TV and radio, including The Moral Maze, Newsnight, Night Waves, The Learning Curve, Start the Week and Woman's Hour. In 2001, he was the international guest of Australia's Adult Learners' Week, touring the continent with his irrepressible message about the importance of lifelong learning.



## **Tony McNulty, MP**

Police Minister

Tony McNulty has been MP for Harrow East since May 1997.

He was born in 1958, and was educated at Salvatorian College, Harrow and Stanmore Sixth Form College, before going on to gain a BA (Hons) in Political Theory and Institutions from the University of Liverpool and an MA in Political Science from Virginia Polytechnic Institute & State University.

Before becoming an MP, he was Principal Lecturer in Organisational Behaviour at the University of North London.

His first Ministerial post was Parliamentary Under-Secretary in the Office of the Deputy Prime Minister from 2002 to 2003, with responsibility for neighbourhood renewal, housing and planning. He had previously served as a Whip (1999-2002) following a period as Parliamentary Private Secretary to David Blunkett.

Tony joined the Department of Transport in June 2003 as Parliamentary Under-Secretary with responsibility for aviation, local transport and London. He was then promoted to Minister of State with responsibility for rail and London in September 2004.

In May 2005 he became a Home Office Minister with responsibility for immigration, nationality and citizenship. In May 2006 he was appointed Minister for policing, security and community safety.



## **Grahame Maxwell**

Dep Chief Constable, South Yorkshire Police

Grahame Maxwell joined Cleveland Constabulary in July 1983 and was posted to Middlesbrough as a Patrol Constable and later to Stockton where he became an authorised firearms officer. During his career he has worked in various roles including Custody Officer, CID, Staff Officer to the Chief Constable, and District Commander at Middlesbrough. In 1997 he attended the FBI National Academy. This year he successfully completed the Royal College of Defence Studies Course.

On promotion to West Yorkshire Police, Grahame became ACC Operations Support until June 2003 when he changed portfolios to Territorial Operations.

After being educated at the local Grammar School in 1980 he attended Newcastle upon Tyne University and obtained in 1983 a BSc (Hons) First Class degree in Chemistry.



## **Dermot Murnaghan**

Presenter, BBC Breakfast

After obtaining an MA in History from Sussex University Dermot went on to complete a post-graduate course in journalism at City University. He joined the Business Programme on Channel 4 first as a researcher, then reporter. Four years later he moved to Switzerland to work on the European Business Channel as reporter and presenter until he was called back for the launch of Channel 4 Daily, a live breakfast programme. He fronted the programme throughout the Gulf War.

Before joining ITN's Lunchtime News, Dermot regularly presented Channel 4 News and fronted The Big Story. He also co-presented ITV's Sports Awards.

He fronted ITV's lunchtime, nightly and, most recently, evening news bulletins for 11 years and was a key part of the presentation team covering the 2001 General Election for ITV. Dermot also fronted the Most Wanted series for LWT and Sieges.



## **Dr John Reid, MP**

Home Secretary

Born in Scotland in May 1947, John Reid went to school at Coatbridge. He read History at Stirling University, staying to take a Doctorate in Economic History.

He worked as a research officer for the Labour Party from 1979 to 1983. He acted as political adviser to Neil Kinnock from 1983 to 1985 and organised Scottish Trade Unionists for Labour from 1986 to 1987.

He has held the following posts in Parliament: Opposition Spokesman on Children; Opposition Spokesman on Defence; Minister of State for Defence; Minister for Transport; Secretary of State for Scotland; Secretary of State for Northern Ireland; Minister without Portfolio and Party Chair; Leader of the House of Commons and President of the Council.

Following a spell at the Department of Health, he took over as Secretary of State for Defence in May 2005. He moved to the Home Office in May 2006.



**James Slack**  
Home Affairs Editor, Daily Mail

James was born in Sheffield and went to university and journalism college before starting in local papers in December 1996. He worked for two years on the Mansfield Chronicle & Advertiser and then moved to Nottingham Evening Post in January 1999. In February 2001 he moved to the House of Commons to work in the Lobby for a press agency and spent just over three years providing political coverage to local newspapers, covering Worcester, York, Cambridge and Brighton, among others.

In June 2004 James moved to the Daily Express as Home Affairs Correspondent which was when he started covering the Federation. In May 2005 he moved to the Daily Mail as Home Affairs Correspondent and has been Home Affairs Editor since September 2005.



**John Stapleton**  
GMTV News Hour Presenter

John Stapleton is last year's Royal Television Society's Presenter of the Year. He was presented with this prestigious award for his work on GMTV's News Hour and his contributions to the rest of the programme from the scene of major news events.

John, a journalist with nearly 40 years experience in newspapers and television, presented ITV's daily discussion programme 'The Time...The Place' for eight years. He also co-presented the successful BBC consumer awareness programme 'Watchdog' for seven years with his wife Lynn Faulds Wood.

John began his career in local and national newspapers, and from 1975 until 1980, worked as a reporter and presenter on BBC's 'Nationwide' programme. He later became a foreign correspondent for both 'Panorama' and 'Newsnight'. John spent a month in Kuwait reporting on the war with Iraq in 2003, and at the beginning of the year, reported on the tsunami from South East Asia.

John co-hosted ITV's 'The Monarchy' and 'The Hunt' debates with Sir Trevor Macdonald and was a regular contributor to the BBC's peak time current affairs programme '4X4 Reports' and its successor 'Real Story'. John has also hosted numerous regional programmes including: 'Central Weekend Live'. He has interviewed every Prime Minister since James Callaghan in the 1970s.



**John Steele**  
Crime Correspondent, Daily Telegraph

John has been Crime Correspondent for The Daily Telegraph since 1996 and is a member of the Crime Reporters Association (CRA). Before that he spent six years at the Old Bailey as Courts Correspondent, covering criminal trials. He's 47, married with two sons and lives in London.



**David Williams**  
Director of Personnel, West Midlands Police

As the first civilian Director of the force, he has contributed to corporate policy formulation as a member of Policy Group/Command Team. He revised the Force's approach to Personnel/HR Management, with emphasis on devolution to local operational areas.

A Personnel Director with extensive experience of management services, industrial relations, employee communications, management and career development and training practices in public and private sector organisations, coping with major organisational change programmes, integral to declared business strategies and development plans.

# VOTING HANDSETS



Voting technology enables audience members to impart their opinions and vote in polls. Responses and votes can then be displayed instantly on a screen. The handsets will be in use at each of the Police Federation conferences this year.

## **Guidelines for Use**

- Please do not remove your handset from the main room. We need to charge the batteries between sessions.
- Please note that an alarm may sound if the handsets are accidentally removed from the auditorium.
- On departure, please return your handset to a crew member, located at each entrance / exit.
- If your Separate rank is using the 'smart' cards, please retain your card for the full duration of the Conference.
- Handsets work with and without the smart cards. If the smart card is not inserted the vote is anonymous.
- Data held on the smart cards is limited to delegate ID number and force which will enable only the votes of those delegates eligible to vote in an election to do so.

# Central Conferences

# AGENDA

**The Wintergardens, Blackpool**

**15th - 17th May 2007**

**Policewomen's Eve of Conference**



**Constables' Central Conference Agenda**



**Sergeants' Central Conference Agenda**



**Inspectors' Central Conference Agenda**



**Joint Central Conference Agenda**





*Patricia Kirk  
Chairperson*

# **POLICEWOMEN'S EVE OF CONFERENCE MEETING AGENDA**

**2pm Monday 14th May 2007**

**The Royal Suite  
Blackpool Hilton Hotel**

**In partnership with**



*Julie Nesbit  
Secretary*

- 1. THE CHAIRPERSON WILL OPEN THE MEETING**  
Notification of any other business
- 2. STANDING ORDERS**  
The meeting will be controlled by the chairperson. As a guide members should not speak more than once in any debate or for more than five minutes
- 3. MINUTES OF THE LAST MEETING**  
To note that the last meeting held on Monday 15th May 2006 in Bournemouth was recorded and a copy provided to the Secretary of each Women's Regional Conference
- 4. WORK/LIFE BALANCE**  
Presentations by:
  - a) Madeleine Bunting
  - b) Sue Woolfenden

**BREAK**

  - c) Emma Hawksworth
  - d) Sue Snape
  - e) Tricia Bealham
- 5. ANNUAL UPDATES**
  - a) Women's Health Issues
  - b) Uniform/Body Armour
  - c) Diversity
  - d) Pensions

- e) PNB/PAB
- f) Monitoring
- g) Maternity
- 6. POLICE CONVALESCENT HOMES**
  - a) Northern Police Charities
  - b) Flint House
- 7. KEYNOTE ADDRESS**  
“Getting Out of Uniform”  
Suzanne Tongue
- 8. ANY OTHER BUSINESS**
- 9. TIME, DATE AND PLACE OF THE NEXT MEETING**  
To note the next meeting will commence at 2pm on Monday 19th May 2008, at the Royal Bath Hotel, Bournemouth.

N.B. Secretaries of regions are requested to notify the Secretary prior to the opening of the meeting, of the names of any persons attending their last conference, pending retirement or any other reason.



Constables'  
Central  
Conference Agenda



Julie Nesbit  
Chairman

# CONSTABLES' CENTRAL CONFERENCE AGENDA

9.00 am Tuesday 15th May 2007

EMPRESS BALLROOM, WINTERGARDENS, BLACKPOOL



Ray Coster  
General Secretary/  
Treasurer

(9.00)

**Item 1 CHAIRMAN'S WELCOME**  
Ms J Nesbit.

## ROLL CALL

**Item 2 ADOPTION OF CONFERENCE REGULATIONS AND STANDING ORDERS: CAC TERMS OF REFERENCE AND CAC CONSTITUTION**  
To adopt the Conference Regulations and Standing Orders: CAC Terms of Reference and CAC Constitution as they appear in the 1st, 2nd and 3rd Reports of the Conference Arrangements Committee.

**Item 3 EXPLANATION OF USE OF ELECTRONIC VOTING SYSTEM**

**Item 4 APPOINTMENT OF STEWARDS**  
The Stewards have been appointed, as detailed in the 4th Report of the Conference Arrangements Committee. To approve.

**Item 5 APPOINTMENT OF SCRUTINEERS**  
The Scrutineers have been appointed, as detailed in the 4th Report of the Conference Arrangements Committee. To approve.

**NOTE:** Scrutineers cannot be nominated as candidates for election to any other position. They alone will be responsible for each count in voting and will announce the result in open conference.

(9.15)

**Item 6 APPOINTMENT OF TRUSTEE TO THE JOINT CENTRAL COMMITTEE FUND**  
Nominations to close for this position.

**Item 7 APPOINTMENT OF THREE RESERVE TRUSTEES TO THE JOINT CENTRAL COMMITTEE FUND**  
Nominations to close for these positions.

**Item 8 APPOINTMENT OF TRUSTEE TO THE CONSTABLES' CENTRAL COMMITTEE FUND**  
Nominations to close for this position.

**Item 9 APPOINTMENT OF RESERVES TO REGIONAL POSITIONS**  
Nominations to close for these positions.

**Item 10 APPOINTMENT OF 2ND & 3RD RESERVE TO THE CAC (PROVINCIAL FORCES)**  
Nominations to close for these positions.

**Item 11 CONFERENCE ARRANGEMENTS COMMITTEE**  
To accept the Fourth Report of the Conference Arrangements Committee for the separate Conference.

(9.30)

**Item 12 MOTIONS**

**Motion 1 TRUSTEES' REPORT**

**C.C.C.**

“That this Conference receives and accepts the report of the Trustees of the funds under the control of the Constables' Central Committee.”

**Motion 2 TREASURER'S REPORT**

**C.C.C.**

“That this Conference receives and accepts the report of the Treasurer of the Police Federation (Constables) Fund.”

**Motion 3 ANNUAL REPORT**

**C.C.C.**

“That this Conference receives and accepts the Annual Report of the Constables' Central Committee for the year 2006, together with verbal reports as may be necessary to ensure the delegates be informed of the up-to-date position.”

(10.00)

**Item 13 ELECTION OF TRUSTEE TO THE JOINT CENTRAL COMMITTEE FUND**

**Item 14 ELECTION OF THREE RESERVE TRUSTEES TO THE JOINT CENTRAL COMMITTEE FUND**

**Item 15 ELECTION OF TRUSTEE TO THE CONSTABLES' CENTRAL COMMITTEE FUND**

**Item 16 ELECTIONS OF RESERVES TO REGIONAL POSITIONS**

**Item 17 ELECTION OF 2ND & 3RD RESERVE TO THE CAC (PROVINCIAL FORCES)**

**Item 18 CHAIRMAN'S KEYNOTE SPEECH**

Ms J Nesbit.

(11.00)

**Item 19 TALKBACK**

To be chaired by Mr Dermot Murnaghan and, on the panel: Mr Nick Herbert MP, Shadow Minister for Police Reform; Mr Bob Jones, Chair, Association of Police Authorities; Mr James Slack, Home Affairs Editor, Daily Mail and Ms Julie Nesbit, Chairman CCC.

(12.15)

**Item 20 ANY OTHER BUSINESS**

**Item 21 CLOSURE**

Date of next meeting: Tuesday 20th May 2008, BIC, Bournemouth.



Sergeants'  
Central  
Conference Agenda



Paul McKeever  
Chairman

# SERGEANTS' CENTRAL CONFERENCE AGENDA

9.00 am Tuesday 15th May 2007

OPERA HOUSE, WINTER GARDENS, BLACKPOOL



Ian Rennie  
General Secretary/  
Treasurer

- Item 1 ATTENDANCE**
- Item 2 ADOPTION OF CONFERENCE REGULATIONS AND STANDING ORDERS:  
CAC TERMS OF REFERENCE AND CAC CONSTITUTION**  
To adopt the Conference Regulations and Standing Orders: CAC Terms of Reference and CAC Constitution as they appear in the First, Second and Third Reports of the Conference Arrangements Committee.
- Item 3 APPOINTMENT OF STEWARDS**  
The Stewards have been appointed, as detailed in the Fourth Report of the Conference Arrangements Committee. To approve.
- Item 4 APPOINTMENT OF SCRUTINEERS**  
The Scrutineers have been appointed, as detailed in the Fourth Report of the Conference Arrangements Committee. To approve.
- NOTE:* Scrutineers cannot be nominated as candidates for election to any other position. They alone will be responsible for each count in voting and announce the result in open conference.
- Item 5 NOMINATIONS FOR THE SERGEANTS' CENTRAL COMMITTEE**  
Nominations to close for a Representative to the Sergeants' Central Committee for No. 4 Region.
- Item 6 NOMINATIONS FOR RESERVES TO THE SERGEANTS' CENTRAL COMMITTEE**  
Nominations to close for Third Reserves to the Sergeants' Central Committee in No. 2 and No. 3 Regions and Second and Third Reserves to the Sergeants' Central Committee in No. 4 Region.
- Item 7 NOMINATIONS FOR THREE RESERVES TO THE CONFERENCE ARRANGEMENTS COMMITTEE**  
Nominations to close for three Reserves to the Sergeants' rank of the Conference Arrangements Committee (Provincial Forces).
- Item 8 CONFERENCE ARRANGEMENTS COMMITTEE**  
To accept the Fourth Report of the Conference Arrangements Committee for the Separate Conference.
- Item 9 CHAIRMAN'S ADDRESS TO CONFERENCE**  
Mr. Paul McKeever
- Item 10 ELECTION TO THE SERGEANTS' CENTRAL COMMITTEE**  
To elect a Representative to the Sergeants' Central Committee in No. 4 Region to serve until Conference 2008.
- Item 11 ELECTION OF RESERVES TO THE SERGEANTS' CENTRAL COMMITTEE**  
To elect Third Reserves to the Sergeants' Central Committee in No. 2 and No. 3 Regions and Second and Third Reserves to the Sergeants' Central Committee in No. 4 Region.

**Item 12 ELECTION OF THREE RESERVES TO THE CONFERENCE ARRANGEMENTS COMMITTEE**

To elect three reserves to the Sergeants' rank of the Conference Arrangements Committee (Provincial Forces).

**Item 13 MOTIONS**

**Motion 1 ANNUAL REPORT** **S.C.C.**

"That this Conference receives and accepts the Annual Report of the Central Committee for the year 2006, together with further verbal reports as may be necessary, to enable all Delegates to be informed of the up-to-date position."

**Motion 2 TRUSTEES' REPORT** **S.C.C.**

"That this Conference receives and accepts the report of the Trustees of the Police Federation Sergeants' Central Committee's funds."

**Motion 3 TREASURER'S REPORT** **S.C.C.**

"That this Conference receives and accepts the report of the Treasurer of the funds under the control of the Sergeant' Central Committee."

**Item 14 CUSTODY OFFICERS' FORUM**

To receive a report from Mr. Ian Springett, Secretary of the Custody Officers' Forum.

**(10.30) COFFEE BREAK**

**Item 15 FORUM DISCUSSION**

(11.00) Discussion on "The Role of the Sergeant within the developing Police Reform and Modernisation Agenda" to be facilitated by John Stapleton. The panel consists of Tony McNulty, MP, Minister of State for Policing, Security and Community Safety, Huw Jones, Assistant Inspector of Her Majesty's Inspector of Constabulary, Chief Constable Bob Quick, QPM, MBA, Head of ACPO Workforce Modernisation Business Area, Jon Gaunt, radio presenter and Paul McKeever, Chairman of the Sergeants' Central Committee.

**Item 16 ANY OTHER BUSINESS**

**Item 17 CLOSURE OF CONFERENCE**



# Inspectors' Central Conference Agenda



Paul Ginger  
Chairman

# INSPECTORS' CENTRAL CONFERENCE AGENDA

9.00 am Tuesday 15th May 2007

ARENA, WINTERGARDENS, BLACKPOOL



George Appleby  
General Secretary/  
Treasurer

(9.00)

**Item 1 CHAIRMAN'S WELCOME**

Mr P Ginger

**ROLL CALL**

**Item 2 ADOPTION OF CONFERENCE REGULATIONS AND STANDING ORDERS: CAC TERMS OF REFERENCE AND CAC CONSTITUTION**

To adopt Conference Regulations and Standing Orders; CAC Terms of Reference and CAC Constitution as they appear in the 1st, 2nd and 3rd Reports of the Conference Arrangements Committee.

**Item 3 APPOINTMENT OF STEWARDS**

The Stewards have been nominated, as detailed in the 4th Report of the Conference Arrangements Committee. To approve.

**Item 4 APPOINTMENT OF SCRUTINEERS**

The Scrutineers have been nominated, as detailed in the 4th Report of the Conference Arrangements Committee. To approve.

**NOTE:** Scrutineers cannot be nominated as candidates for election to any other position. They alone will be responsible for each count in voting and will announce the result in open conference.

(9.05)

**Item 5 NOMINATIONS FOR REGIONAL RESERVES TO THE INSPECTORS' CENTRAL COMMITTEE (WHERE VACANCIES APPLY)**

Nominations for Reserves to the Regional Positions on the Inspectors' Central Committee where applicable (Chairman to announce list of vacancies as shown in ICC records).

**Item 6 NOMINATIONS FOR 2ND AND 3RD RESERVES INSPECTORS RANK (PROVINCIAL) TO THE CONFERENCE ARRANGEMENTS COMMITTEE**

Nominations for the election of two members – Inspectors Rank (Provincial) for the 2nd and 3rd reserve positions to the CAC.

**Item 7 CONFERENCE ARRANGEMENTS COMMITTEE**

To accept the 4th Report of the Conference Arrangements Committee for the Separate Conference.

Mr Tony Rayner

**Motion 1 TREASURER'S REPORT**

"That this Conference receives and accepts the report of the Treasurer of the Funds under the control of the Inspectors' Central Committee, for the year 2006."

Mr George Appleby

(09.10)

**Item 8 GENERAL SECRETARY'S UPDATE**

Mr George Appleby

(09:20)

**Item 9 CLOSURE OF NOMINATIONS FOR REGIONAL RESERVES TO THE INSPECTORS' CENTRAL COMMITTEE (WHERE VACANCIES APPLY)**

Closure of nominations for Reserves to the Regional Positions on the Inspectors' Central Committee where applicable.

**Motion 2 ANNUAL REPORT I.C.C.**

"That this Conference receives and accepts the Annual Report of the Inspectors' Central Committee for the year 2006, together with verbal reports as may be necessary to enable delegates to be informed of the up-to-date position of items contained therein."

Mr Paul Ginger

**Motion 3 TRUSTEES TO THE INSPECTORS' CENTRAL COMMITTEE FUNDS**

"That this Conference instructs the Inspectors' Central Committee to elect three trustees and three reserve trustees to its funds from appointed delegates to its Annual Conference's, with the first election being held immediately following this motion, if passed. The three trustees and the three reserve trustees will be elected to hold office for one year until the triennial elections in 2008, following which they will be elected to hold office for three year periods."

Mr Chris Green

**Item 10 IF APPLICABLE - NOMINATIONS FOR THREE TRUSTEES TO THE FUNDS OF THE INSPECTORS' CENTRAL COMMITTEE**

Nominations for the election of three trustees to the funds of the Inspectors' Central Committee.

**Item 11 IF APPLICABLE - NOMINATIONS FOR THREE RESERVES TO THE TRUSTEES TO THE FUNDS OF THE INSPECTORS' CENTRAL COMMITTEE**

Nominations for election of three reserves to the trustees to the funds of the Inspectors' Central Committee.

**Item 12 IF APPLICABLE - CLOSURE OF NOMINATIONS FOR THE ELECTION OF THREE TRUSTEES TO THE FUNDS OF THE INSPECTORS' CENTRAL COMMITTEE**

Nominations to close for the election of three trustees to the funds of the Inspectors' Central Committee.

**Item 13 IF APPLICABLE - CLOSURE OF NOMINATIONS FOR THE ELECTION OF THREE RESERVE TRUSTEES TO THE FUNDS OF THE INSPECTORS' CENTRAL COMMITTEE**

Nominations to close for the election of three reserve trustees to the funds of the Inspectors' Central Committee.

**Item 14 ELECTION OF REGIONAL RESERVES TO THE INSPECTORS' CENTRAL COMMITTEE (WHERE VACANCIES APPLY)**

To elect Regional Reserves to the Inspectors' Central Committee Delegates from all the delegates (including reserve seat holders).

**Item 15 IF APPLICABLE - ELECTION OF THREE TRUSTEES TO THE FUNDS OF THE INSPECTORS' CENTRAL COMMITTEE**

To elect three Trustees from all the delegates (including reserve seat holders).

**Item 16 IF APPLICABLE - ELECTION OF THREE RESERVE TRUSTEES TO THE FUNDS OF THE INSPECTORS' CENTRAL COMMITTEE**

To elect three reserve Trustees from all delegates (including reserve seat holders).

**Item 17 CLOSURE OF NOMINATIONS FOR THE ELECTION OF 2ND AND 3RD RESERVES INSPECTORS' RANK (PROVINCIAL) TO THE CONFERENCE ARRANGEMENTS COMMITTEE**

Nominations to close for the election of 2nd and 3rd reserve positions Inspectors' Rank (provincial) to the CAC.

**Item 18 ELECTION OF 2ND AND 3RD RESERVES INSPECTORS' RANK (PROVINCIAL) TO THE CONFERENCE ARRANGEMENTS COMMITTEE**

To elect 2nd and 3rd reserve positions Inspectors' Rank (provincial) to the CAC from all delegates (including reserve seat holders).

(09:30-09:40)

**Item 19 METROPOLITAN IBB PRESENTATION ON 'REDRESSING THE BALANCE'**

Mr Mark Crake

(09:40-10:00)

**Item 20 CHAIRMAN'S ADDRESS**

Mr Paul Ginger

(10:00-10:45)

**Item 21 PRESENTATION ON 'CHANGE MANAGEMENT'**

Dr Bill Lucas

**10:45 COFFEE BREAK**

(11:15)

**Item 22 CHANGE MANAGEMENT – MANAGING CHANGE**

Panellists

Dr Bill Lucas	Chairman of the Talent Foundation & Best Selling Author
Ian Johnston	President, Superintendents' Association
David Williams	Director of Personnel, West Midlands Police
Steve Corkerton	ACPO National Workforce Modernisation
Paul Ginger	Chairman, Inspectors' Central Committee

Ms Katie Ledger Facilitator

(12:15)

**Item 23 ANY OTHER BUSINESS**

**Item 24 PRESENTATION TO DELEGATES ATTENDING THEIR LAST CONFERENCE**

Mr Paul Ginger

**Item 25 CLOSURE**

Mr Paul Ginger



Joint  
Central  
Conference Agenda

# JOINT CENTRAL CONFERENCE AGENDA

2.00 pm Tuesday 15th May 2007  
EMPRESS BALLROOM  
WINTERGARDENS, BLACKPOOL

## SESSION 1: 2pm – 3.15pm

### WELCOME FROM CHAIRMAN

To include recognition of fallen officers.

### IN MEMORY VIDEO

### ADOPTION OF CONFERENCE REGULATIONS AND STANDING ORDERS: CAC TERMS OF REFERENCE AND CONSTITUTION

Conference Regulations and Standing Orders: CAC Terms of Reference and Constitution as printed in the 1st, 2nd and 3rd Reports of the Conference Arrangement Committee.

### APPOINTMENT OF STEWARDS

Approve appointed stewards as detailed in the 4th Report of the Conference Arrangements Committee.

### APPOINTMENT OF SCRUTINEERS

Approve appointed scrutineers as detailed in the 4th Report of the Conference Arrangements Committee.

**Note:** Scrutineers cannot be nominated as candidates for election to any other position. They alone will be responsible for each count in voting and will announce the result in open conference.

### NOMINATED TRUSTEES FROM ALL RANKS

Note the nominated Trustees from Separate Central Committees.

### CONFERENCE ARRANGEMENTS COMMITTEE

Accept the 4th Report of the Conference Arrangements Committee for the Separate Conference.

If any delegate has a grievance about any aspect of Conference then please report it to the Vice-Chairman in the first instance.

### UPDATES

- Officer safety
- Firearms indemnity
- Perceptual distortion
- Taser

### CUSTODY OFFICER

Presentation by John Coppen, JCC and Kevin Huish, Thames Valley JBB, regarding roll out of civilian staff custody officers.

### IPCC

Presentation by Nick Hardwick, chairman of the IPCC. Opportunity for questions.



**SESSION 2: 3.45pm – 5.15pm**  
Facilitated by John Stapleton

**RESTORING DISCRETION**

Is a target-driven police service eroding the discretion of the Office of Constable?

Less than 10 years ago a minor scuffle or incident involving someone not known to police would likely have resulted in words of advice. This meant the criminal justice system was not clogged up with minor issues and not criminalising middle England.

Now the drive for performance targets that can be counted and measured means that many of the people who would have been spoken to and sent on their way are now dealt with as a crime statistic. Whether it's the instant justice of fixed penalty notices or penalty notices for disorder, formal caution or an arrest.

- Does the pressure to demonstrate performance make a mockery of the criminal justice system?
- Do sanction detections erode officers' discretion?

Every week the newspapers highlight the idiocy of some of the arrests/detections that have been made. To the public it appears that police officers have lost the plot, penalising the easy targets and avoiding the bigger issues. Can we blame them for thinking that?

This debate will focus on the issues of instant justice and the increasing loss of discretion with which officers are allowed to operate. Delegates will view incidents before deciding how they would deal with them. Does this provide a better service to the public? Is this really tackling crime or are we merely chasing performance targets and massaging statistics?

**SPEAKERS**

Simon Reed, JCC and Chairman of Legislation Sub-Committee  
John Turton, Chief Superintendent North Wales Police  
Cindy Barnett, Chairman Magistrates Association  
Lord Falconer, Lord Chancellor



**NOTES**

**Civic Reception with Mayor of Blackpool: 9pm – midnight**

Spanish Hall, Wintergardens.

Hosted by comedian Tom Bright.

Acts include violinist Michelle Lawson, illusionists Latin Magic and comedian Adrian Walsh.

Followed by DJ and dancing until 1am.

All delegates are invited, conference pass required.

# JOINT CENTRAL CONFERENCE AGENDA

9.00 am Wednesday 16th May 2007

EMPRESS BALLROOM  
WINTERGARDENS, BLACKPOOL

**SESSION 3: 9am – 10.30am**  
Facilitated by John Stapleton

## CRIME RESILIENCE RESPONSE The thin blue line getting thinner?

Against a backdrop of falling crime, rising detection rates and record police numbers, focus groups held around the country with frontline practitioners developed a true picture of response policing. Last year at annual conference the Police Federation presented its interim findings highlighting the pressures and demands on 24/7 police officers and the issue of dwindling resilience. In December last year the full report was published and widely circulated to police opinion formers and stakeholders, including politicians and the media.

The findings of the report indicated that officers on the ground are battling with staffing problems and low morale; they are chasing government targets for sanction detections and are not able to use their own discretion. Officers are prevented from frontline policing by mountains of paperwork and red tape; face pressure from call centres to run from job to job and probationers are often thrown in at the deep end. The report concluded that the police reform programme and the pace at which it is being implemented is at the root of the problem of 24/7 response policing.

The report received widespread coverage and featured on the ITV Tonight programme with Trevor McDonald successfully raising awareness of the difficulties faced by frontline officers. Many forces have subsequently undertaken a review of 24/7 response teams and the HMIC intend to use the report for their thematic review of frontline supervision. The NPIA/ACPO are to form project boards to look at response policing of which the Federation will be a key stakeholder and an ACPO lead on response policing has been appointed. It was interesting to see that the report also features heavily in the recent Tory document on policing 'Interim policy review'. It is disappointing that many forces have taken no action and many did not even respond to enquiries from their own ACPO council. To date there has also been no direct response from government or the APA.

This session will review progress since the publication of the 24/7 report and also examine the initial findings of the research the Police Federation has undertaken looking at the CID, and hear the early findings which demonstrate that resilience and retention issues are just as serious a problem within CID as they are for 24/7 officers.

### SPEAKERS

Alan Gordon – Vice-chairman, Police Federation of England & Wales  
Wayne Baker – South Wales, JBB secretary  
Ian Leyland – Merseyside, JBB secretary

### PANEL

Tony McNulty, MP – Police Minister  
Jeremy Browne, MP – Home Affairs spokesperson, Liberal Democrats  
Nick Herbert, MP – Shadow Police Minister, Conservative Party  
Ian Johnston – President, Superintendents' Association  
John Steele – Crime Correspondent, Daily Telegraph



NOTES

**SESSION 4: 11am - 12.30pm**  
Facilitated by John Stapleton

**POLICE BRAVERY AWARDS – A chance for delegates to see the 2007 nominees**

**KEY NOTE SPEECHES**

**Jan Berry – Chairman, Police Federation**  
**Rt Hon. Dr John Reid – Home Secretary**

There will be an opportunity for delegates to ask questions.



**NOTES**

**LUNCH**

**SESSION 5: 1.30pm – 2.30pm**

**HUMAN TRAFFICKING**  
**Policing cross border exploitation...**

In March the government signed a European Union treaty to tackle the growing menace of human trafficking. At the same time, together with the police service, a UK action plan was launched in a bid to stop the misery of hundreds of helpless individuals brought into this country by organised gangs to face a future of exploitation and brutality.

The media often portrays trafficking as just another immigration issue. That is not the case; often trafficking is the root of serious and organised criminal activity. This session aims to raise awareness of the issue amongst police officers. How do you recognise a victim of trafficking? What to do if you find trafficking victims? Who should you inform? The presentation will help delegates understand the wider implications of what may often appear to be just an isolated incident or crime.

Many police forces nationwide have set up specific teams to deal with the problem of trafficking and work alongside child protection and human rights agencies to rescue these victims and to assist the prosecution of traffickers.

The Home Office estimated in 2003 that 4,000 women were trafficked into the UK for sexual exploitation. It is believed this figure has grown significantly since. Many women rescued from the sex trade have said they were sold, or strongly encouraged into heading for the UK, by boyfriends or family members. Many think they are coming to work in jobs such as cleaning, child care and home help.

There will be an opportunity for delegates to ask questions.

**SPEAKER**

Grahame Maxwell – Deputy Chief Constable, South Yorkshire Police and ACPO lead on human trafficking.



NOTES

**SESSION 6: 2.30pm – 3.30pm**  
Facilitated by John Stapleton

**POLICE SPECIFIC VEHICLES**  
**One for all and all for one?**

With an increasing number of vehicle incidents in England and Wales, protection for police drivers, passengers and members of the public must be a key priority.

Officers spend many hours in police vehicles. It is therefore imperative that police vehicles are not only comprehensively equipped but also ergonomic issues are considered to support officers. The work place is given routine safety assessments that cover safety, functionality, space and comfort and it is imperative this rigour is applied equally to vehicles. Vehicles must also be fit for purpose to carry the equipment needed.



The other major issue the Federation is concerned with is technology; evolving rapidly with equipment becoming obsolete at an often dramatic pace. The 43 forces, each with their own vehicles, need to be at the forefront of these changes and developments.

Do we need consistency across the whole of the police fleet? Are current on-board technology provisions fit for purpose? Do we need a cohesive and collaborative policy on police specific vehicles? Do we need to work with fleet managers and chief officers to achieve this? Safety for all must be a priority – can this only be delivered by a central procurement policy?

**SPEAKERS**

- Alan Jones, JCC – Police Federation
- Jim Hammond, Chief Superintendent – Sussex Police
- Andrew Buxton – BMW
- Ian Godolphin, Head of Transport – Thames Valley Police

**NOTES**

**SESSION 7: 4.00pm – 5.30pm**

**TERRORISM (Closed Session)**

This session aims to raise awareness about the current terrorist threats.

***NO MEDIA AND NO EXHIBITORS ALLOWED.***

# JOINT CENTRAL CONFERENCE AGENDA

9.00 am Thursday 17th May 2007

EMPRESS BALLROOM  
WINTERGARDENS, BLACKPOOL

## SESSION 8: 9am – 9.30am

Facilitated by John Stapleton

Sir Menzies Campbell - Leader, Liberal Democrats

Speech followed by question and answer session



## SESSION 9: 9.30am – 10.00am

**Policing Profession – Do we want a professional register?**

A presentation by John Giblin from the JCC on professionalising policing

## SESSION 10: 10.00am – 10.30am

Facilitated by John Stapleton

David Cameron - Leader, Conservative Party

Speech followed by question and answer session



## SESSION 11: 11am – 12.30pm

**GENERAL SECRETARY'S PRESENTATION**

Update by John Francis on PNB and related matters

## ANNUAL GENERAL MEETING

- Motion 4*      **CONFERENCE WORKING PARTY**      J.C.C.  
(Executive)  
“That this Conference receives the report of the Conference Working Party 2007 and considers each of the new recommendations contained therein.”  
**See Annex A**
- Motion 1*      **TRUSTEES REPORT**      J.C.C.  
(Treasurers)  
“That this Conference receives and accepts the report of the Trustees of the Police Federation (Joint) Fund.”
- Motion 2*      **FEDERATION FUNDS – TREASURER'S REPORT**      J.C.C.  
(Treasurers)  
“That this Conference receives and accepts the report of the Treasurer of the funds under the control of the Central Committee.”
- Motion 7*      **APPROPRIATE ADULT ATTENDANCE AT CUSTODY CENTRES**  
**SERVICE AGREEMENT**      Sussex  
(Legislation)  
“Conference requests the Joint Central Committee to negotiate with the Home Office for specific enabling legislation within the criminal justice system to ensure that the provision of appropriate adult attendance at custody centres becomes a statutory requirement linked to a service level agreement as to response time for attendance.”

**LUNCHTIME SEMINAR — The Arena**  
**Roads Policing**

**SPEAKERS**

Chris Green  
Alan Jones  
Adele Kirkwood

This seminar will focus on issues relating to roads policing, ahead of the joint Police Federation/ACPO roads policing conference in November.

Light refreshments will be available.

**Motion 25**    **AMENDMENT TO POLICE FEDERATION (AMENDMENT) REGULATIONS 2004**

**Wiltshire**

**(Executive)**

“That the Joint Central Committee of the Police Federation of England and Wales seek the following amendments and proposals to the Police Federation (Amendment) Regulations 2004.

To remove Section 6A 3 (c) ‘in the case of a person elected in accordance with regulation 6(2), he ceases to belong to the electoral constituency for which he was elected’.

That the following section should be added to Section 6A:

Subject to Section 6A, 3 a and b, A person so elected shall remain in post until the end of the triennial period.”

**AMENDMENT**

**North Yorkshire**

In the fourth line delete the word “remove” and insert “change”. After the words “was elected” insert the words “because the representative wished to further their career, or had to be moved for disciplinary reasons”.

Then insert “c” in penultimate line.

**The motion to read:**

“That the Joint Central Committee of the Police Federation of England and Wales seek the following amendments and proposals to the Police Federation (Amendment) Regulations 2004.

To change Section 6A3 (c) in the case of a person elected in accordance with regulation 6(2), he ceases to belong to the electoral constituency for which he was elected because the representative wished to further their career, or had to be moved for disciplinary reasons.

That the following section should be added to Section 6A:

Subject to Section 6A, 3 a, b and c, a person so elected shall remain in post until the end of the triennial period.”

**Motion 26**    **REPRESENTATION OF SPECIALIST OFFICERS**

**Sussex**

**(Executive)**

“Conference urges the Joint Central Committee to review representation to ensure that all levels of the Police Federation, locally, regionally and nationally there is adequate specialist representation, in particular for detectives, road policing and custody officers.”

**Emergency Motion 1**    **MONITORING OF AIRWAVE POLICE COMMUNICATION NETWORK**

**Metropolitan**

**(Health & Safety)**

“Conference instructs the Joint Central Committee to enter into negotiations with the Home Office and NPIA to ensure that the Airwave police communication network, in its entirety end to end, is monitored on a 24/7 basis and that the network provider be required to inform the relevant force of any issues as they occur, outlining the necessary timescales of their response and repair schedule.”

- Motion 10**    **AMENDMENT TO FEDERATION FUND RULE 1 –  
NEW SUB-PARAGRAPH (f)**    **J.C.C.**  
**(Treasurers)**  
“That this Conference agrees to amend Federation Fund Rules by the addition of a sub-paragraph (f) to Rule 1 in the following words:
- 1(f) By the receipt of commissions, introduction fees or administrative charges on any member services arranged by or on behalf of the Police Federation of England and Wales for the benefit of members their partners and families; and where agreed by the branch board or central committee the benefit of non-members who are or were employed by the police authority, branch board or committee and the partners and families of such non-members.”
- Motion 11**    **AMENDMENT TO FEDERATION FUND RULE 1 –  
NEW SUB-PARAGRAPH (g)**    **J.C.C.**  
**(Treasurers)**  
“That this Conference agrees to amend Federation Fund Rules by the addition of a sub-paragraph (g) to Rule 1 in the following words:
- 1(g) By receiving the income raised by the Federation from commercial use of its premises.”
- Motion 12**    **AMENDMENT TO FEDERATION FUND RULE 1 –  
NEW SUB-PARAGRAPH (h)**    **J.C.C.**  
**(Treasurers)**  
“That this conference agrees to amend Federation Fund Rules by the addition of a sub-paragraph (h) to Rule 1 in the following words:
- 1(h) By the sale of items of Federation memorabilia.”
- Motion 13**    **AMENDMENT TO FEDERATION FUND RULES –  
NEW RULE 4.7**    **J.C.C.**  
**(Treasurers)**  
“That this conference agrees to amend Federation Fund Rules by the addition of Rule 4.7 in the following words:
- 4.7 For the avoidance of doubt, the allocation of 70% to the appropriate Central Committee fund as referred to in Rules 4.2 and 4.3 will only apply to the sums raised from voluntary contributions from members and shall not apply to funds raised by any other means permitted under these rules (including where relevant Rules 1(a) – 1(h)).”
- Motion 14**    **AMENDMENT TO FEDERATION FUND RULES 5.1A.1(i),  
5.1B.(g) OR 6(g)**    **J.C.C.**  
**(Treasurers)**  
“That this Conference agrees to amend Federation Fund Rules by amending Fund Rules 5.1A.1.(i), 5.1B.(g) or 6(g) in the following words:
- 5.1A.1.(i) On the arrangement and operation of insurance, medical and superannuation and similar schemes and any other service for the benefit of its members their partners and families and committee staff; and where agreed by the Joint Central Committee the benefit of non members who are or were employed by a police authority and the partners and families of such non-members.
- 5.1B.(g) On the arrangement and operation of insurance, medical and superannuation and similar schemes and any other service for the benefit of its members their partners and families and committee staff; and where agreed by the central committee the benefit of non members who are or were employed by a police authority and the partners and families of such non-members.
- 6(g) On the arrangement and operation of insurance, medical and superannuation and similar schemes and any other service for the benefit of its members their partners and families and branch board staff; and where agreed by the branch board the benefit of non members who are or were employed by the police authority and the partners and families of such non-members.”

**Motion 15**    **AMENDMENT TO FEDERATION FUND RULES 5.1A.1.(h),  
5.1B(d) and 6(j)**  
**(Treasurers)**

**J.C.C.**

“That this Conference agrees to amend Federation Fund Rules by amending Fund Rules 5.1A.1.(h), 5.1B(d) and 6(j) in the following words:

5.1A.1.(h) To make payment to members of such an amount as the Joint Central Committee may, in its discretion decide, in respect of their out of pocket and other expenses in attending Federation meetings, any Charity or Benevolent event, any Federation event, any Chief Officers’ event, any National Police Memorial Day event and any other event approved by the Joint Central Committee that is for the benefit of the members, and commitments falling within the jurisdiction of the fund.

5.1B.(d) To make payment to members of such an amount as the Central Committee may, in its discretion decide, in respect of their out of pocket and other expenses in attending Federation meetings, any Charity or Benevolent event, any Federation event, any Chief Officers’ event, any National Police Memorial Day event and any other event approved by the Central Committee that is for the benefit of the members, and commitments falling within the jurisdiction of the fund.

6(j) To make payment to members of such an amount as the Branch Board may, in its discretion decide, in respect of their out of pocket and other expenses in attending Federation meetings, any Charity or Benevolent event, any Federation event, any Chief Officers’ event, any National Police Memorial Day event and any other event approved by the Branch Board that is for the benefit of the members, and commitments falling within the jurisdiction of the fund.”

**Motion 16**    **AMENDMENT TO FEDERATION FUND RULE 6(M)**  
**(Treasurers)**

**J.C.C.**

“That this Conference agrees to amend Federation Fund Rules by the addition of Rule 6(m) in the following words:

6(m) On the first year’s subscription to the National Association of Retired Police Officers (NARPO) for retiring members.”

**AMENDMENT**

**Staffordshire**

Delete the words “the first year’s subscription to the National Association of Retired Police Officers (NARPO) for retiring members” and replace with “subscriptions to the National Association of Retired Police Officers (NARPO) for retiring or retired members for a period of time to be determined by Branch Boards”.

**The motion to read:**

“That this Conference agrees to amend Federation Fund Rules by the addition of Rule 6(m) in the following words:

6(m) On subscriptions to the National Association of Retired Police Officers (NARPO) for retiring or retired members for a period of time to be determined by Branch Boards”.

**Motion 17**    **AMENDMENT TO FEDERATION FUND RULES 6(N)**  
**(Treasurers)**

**J.C.C.**

“That this Conference agrees to amend Federation Fund Rules by the addition of Rule 6(n) in the following words:

6(n) On the provision of Courses and Training approved by the Branch Board.”

- Motion 18**     **AMENDMENT TO FEDERATION FUND RULES 5.1A.1.(u), 5.1B.(t) and 6(o)**     **J.C.C.**  
**(Treasurers)**  
“That this Conference agrees to amend Federation Fund Rules by the addition of Rules 5.1A.1.(u), 5.1B.(t) and 6(o) in the following words:
- 5.1A.1(u) On the arrangement and operation of any Federation event approved by the Joint Central Committee for the benefit of the members.
- 5.1B.(t) On the arrangement and operation of any Federation event approved by the Central Committee for the benefit of the members.
- 6(o) On the arrangement and operation of any Federation event approved by the Branch Board for the benefit of the members.”

- Motion 19**     **AMENDMENT TO FEDERATION FUND RULES 5.1A.1.(v), 5.1B.(u) and 6(p)**     **J.C.C.**  
**(Treasurers)**  
“That this Conference agrees to amend Federation Fund Rules by the addition of Rules 5.1A.1.(v), 5.1B.(u) and 6(p) in the following words:
- 5.1A.1.(v) On the provision of welfare, support and facilities approved by the Joint Central Committee.
- 5.1B.(u) On the provision of welfare, support and facilities approved by the Central Committee.
- 6(p) On the provision of welfare, support and facilities approved by the Branch Board.

- Motion 20**     **AMENDMENT TO FEDERATION FUND RULES 5.1A.1.(w), 5.1B.(v) and 6(q)**     **J.C.C.**  
**(Treasurers)**  
“That this Conference agrees to amend Federation Fund Rules by the addition of Rules 5.1A.1.(w), 5.1B.(v) and 6(q) in the following words:
- 5.1A.1.(w) On the purchase of items of Federation memorabilia for sale.
- 5.1B.(v) On the purchase of items of Federation memorabilia for sale.
- 6(q) On the purchase of items of Federation memorabilia for sale.”

- Motion 21**     **AMENDMENT TO FEDERATION FUND RULES – NEW FUND RULE 9**     **J.C.C.**  
**(Treasurers)**  
“That this Conference agrees to amend Federation Fund Rules by the addition of a Rule 9 in the following words:
9. In the event of the merger of two or more Police Forces, whether voluntary or otherwise, all assets held by the Branch Boards or Joint Branch Board of the forces merging shall be transferred to the new Branch Board or Joint Branch Board (or in the case of the Metropolitan Police, the JEC). Where on such a merger existing Branch Board members are split between 2 or more new Branch Boards or Joint Branch Boards then the assets as above shall be transferred pro rata the number of members involved.”

- Motion 22**     **AMENDMENT TO FEDERATION FINANCIAL REGULATION 16(4)**     **J.C.C.**  
**(Treasurers)**  
“That this Conference agrees to amend Federation Financial Regulations by amending Regulation 16(4)) in the following words:
- 16(4) If at the end of any year the funds held by a Branch Board exceed -
- (a) £1,800 where the number of subscribing members is less than a hundred;

(b) £18 for each subscribing member, where the number of such members is a hundred or more but less than five hundred or, in the case of the Metropolitan police force, a hundred or more but less than a thousand;

(c) £9,000 where the number of subscribing members is five hundred or more or, in the case of the Metropolitan police force, £18,000 where the number of such members is one thousand or more, the board may pay such sum as they think fit to the joint branch board and, after making such payment shall pay the excess to the appropriate Central Committee.”

***Motion 23***      **POLICE FEDERATION OF ENGLAND & WALES TRUST DEED**      **J.C.C.**  
**(Treasurers)**

“That this Conference agrees to update the 1960 Joint Fund Trust Deed with the proposed 2007 Joint Fund Trust Deed attached.”

***Motion 3***      **ANNUAL REPORT**      **J.C.C.**  
**(Executive)**

“That this Conference receives and accepts the Annual Report of the Central Committee for the year 2006.”

**ANY OTHER BUSINESS**

**END OF CONFERENCE**

## MOTIONS AND AMENDMENTS NOT ACCEPTED BY C.A.C.

**Motion 5**      **RECORDING OF DETAILS AND RETENTION OF DNA AND FINGERPRINTS OF THOSE ARRESTED BUT NEVER CHARGED OR CAUTIONED**      **Surrey**  
**(Legislation)**

“This Conference instructs the JCC to seek appropriate changes to the relevant legislation and guidance in respect of people arrested and subsequently not charged or cautioned, so as to create a more open and transparent appeals process as regards destroying samples taken during this process and to ensure any PNC entry reflects their status of innocence as regards this particular incident.”

**Not accepted – already JCC policy.**

**Motion 6**      **EARLY INTRODUCTION OF BORDER POLICE**      **Sussex**  
**(Legislation)**

“Conference acknowledges that politicians from both major parties have plans for the development of an effective border police, but the earliest start date mooted has been 2010. This Conference urges the Joint Central Committee to press the Home Office and all politicians for an earlier introduction to effective policing of our borders, by a Home Office border police force, or realistic expansion of existing police forces, particularly in the light of now acknowledged wide scale illegal immigration and the current terrorist threat.”

**Not accepted – already JCC policy.**

**Motion 8**      **PACE CLOCK**      **South Wales**  
**(Legislation)**

“That the Joint Central Committee of the Police Federation of England and Wales seek a change to the Police and Criminal evidence Codes of Practice in respect of the detention clock being stopped where a detainee requires the attendance of: i) an Interpreter; ii) Mental Health Professional; iii) Medical examiner.

This change would prevent abuse of these services and prevent detainees intentionally running the PACE Clock down which impacts on the quality of the investigation and welfare of investigating officers.”

**Not accepted – already JCC policy.**

**Motion 23**      **AMENDMENT**      **J.C.C.**  
**To amend the Trust Deed on:**

1. Page 1 at (2) where it should read ‘under the Police Federation Regulations 1969 (as amended).
2. Page 3 at 1.2 where it should read ‘The Regulations’ means the Police Federation Regulations 1969 (as amended).
3. Page 4 at 2.1 ‘Deeds of Amendment’ should be lower case and read ‘deed of amendment’.”

**Not Accepted - submitted after the closing date for receipt of amendments.**

**Motion 24**     **REMUNERATION OF JCC OFFICE HOLDERS**     **Leicestershire**  
**(Executive)**  
“This Conference requires the Joint Central Committee to review the Joint Central Committee Officers’ enhanced salary payment policy, honoraria and expenses.”  
**Not accepted – already JCC policy.**

**Motion 27**     **COMPENSATION FOR CANCELLED ANNUAL LEAVE**     **Sussex**  
**(Executive)**  
“Conference requests the Joint Central Committee to negotiate with the Home Office for a change to Police Regulations and Determinations to bring into law the content of PNB Advisory notices 01/10 and 03/15, the effect being that officers both recalled from annual leave and having previously authorised and scheduled annual leave cancelled prior to its start are compensated appropriately and in accord with those notices.”  
**Not accepted – already JCC policy.**

## **MOTIONS WITHDRAWN**

**Motion 9**     **AMENDMENT TO POLICE FEDERATION FUND RULES –**  
**JBB FUNDS – ON THE MERGING OF FORCES**     **Greater Manchester (Treasurers)**  
“Conference instructs the Joint Central Committee to seek an amendment to the Fund Rules of the Police Federation of England and Wales to read as follows: -  
“Joint Branch Board Funds – on the Merging of Forces:  
In the event of the merging of two or more Police Forces, and therefore the dissolution of those separate Joint Branch Boards that were part of the merging Forces, all monies, assets, buildings, investments and any other properties that were held in each of those Joint Branch Board Funds shall be transferred in total to the new Joint Branch Board, (or in the case of the Metropolitan Police JEC), formed within the new merged Force”.”  
**Motion withdrawn by the Sponsoring Board.**



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