

Police Federation  
Of England and Wales



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Lloegr a Chymru

Established by Act of Parliament

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30 November 2011

Dear Home Secretary,

## **WINSOR REVIEW OF POLICE OFFICERS' AND STAFF REMUNERATION AND CONDITIONS**

On 24 November, we met with Tom Winsor and his team as part of the consultation for Part 2 of his Review of Police Officers' and Staff Remuneration and Conditions. Regrettably we had to terminate the meeting soon after it began because of Winsor's refusal to acknowledge and apologise for his misrepresentation of a statement he said had been made by our General Secretary.

At the Police Superintendents' Conference in September, Winsor said that he had been told by a "senior Federation official" that the standards required to join the service had been reduced to increase the recruitment of BME officers. These comments were reported in the national media at the time. He confirmed at our meeting on 24 November that he was referring to comments he alleged were made by the General Secretary at a meeting with Winsor and his team on 2 August 2011.

At the meeting on the 2 August the General Secretary had explained to Winsor that standards for recruitment need to reflect the requirements for the role of a police officer in order that any discriminatory impact on people from the protected equality groups can be justified. He was informed that there had been a discussion at the (then) Home Office Advisory Group on National Recruitment Standards that recommended an increase in the pass mark of the Search Assessment to reduce the number of successful candidates going through the process. The Police Federation believed that the increase in the standard could not be justified. In the event this increase had a disproportionate adverse impact on BME candidates and the original, justifiable standard was reintroduced, and is the current pass mark.

Represent · Influence · Negotiate

Winsor said “so you are saying that the standard was reduced to get BME candidates in”. Winsor was told categorically that that was not what the General Secretary had said and he was not to quote him as saying that. However, that is precisely what he did.

Although we note that he chose not to name an individual in the public arena, we believe his intention was to damage the reputation of the national Police Federation by misrepresenting these comments in a highly offensive and derogatory way.

Winsor’s refusal to acknowledge his misrepresentation of the conversation and apologise, questions our honesty and integrity. We therefore, had no choice but to terminate the meeting.

The misrepresentation of the comments of the General Secretary follows a number of instances where we have raised concerns with Winsor about the veracity of some of his statements.

The General Secretary wrote to Winsor on 30 September and again on 17 November to challenge assertions he made in an open letter to the Chairman of the Home Affairs Select Committee, that he had spoken to “over 200 individual police officers and staff” and that he had “received over 7,100 comments from officers and staff to (his) online consultation.”

In fact only 69 federated rank officers were named in Winsor’s Report, including three officers who do not exist and a fourth who was on holiday at the time. Another officer who spent a considerable amount of time with him is not mentioned in his Part 1 report. The “over 7,100” comments reportedly received to his on-line questionnaire appear to be made up by adding together each comment received to each question rather than being comments from individual respondents; and there is no way of knowing what proportion of these comments came from police officers or indeed people working in the Service in any capacity.

We have yet to receive a satisfactory response to our requests for Winsor to provide evidence of his statements in these matters.

We had welcomed Winsor’s statement at our first meeting that all conversations were to be “on the record” as this meant that his conclusions would be based on clear and verifiable evidence. The fact that on at least two occasions Winsor has said to us ‘that if ever there was a need for a royal commission it’s now’ which was not included in his Part 1 Report, together with these latest examples means that this is clearly not the case, we have therefore placed this letter to you on our website so that our members are fully aware.

Home Secretary, I can assure you that the Police Federation is committed to the reform of police pay and conditions in order to deliver an appropriate and robust system of remuneration and conditions of service that reflects the needs of the public and the Service in the 21st century. This is clearly evident by our submission to Part 2 of Winsor’s Review, which is supported by several independent reports.

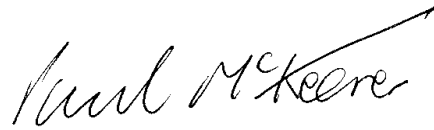
As the representatives of the 136,000 federated rank police officers in England and Wales, it is important that anyone reviewing their terms and conditions has our full trust and confidence. We, as well as you in government, need to be assured that Winsor is relying on hard evidence to determine the outcome of his Review.

We regret to say that this is not currently the case.

Yours sincerely

Handwritten signature of Ian Rennie in blue ink.

**IAN RENNIE**  
General Secretary

Handwritten signature of Paul McKeever in blue ink.

**PAUL MCKEEVER**  
Chairman