

**Association of Chief Police Officers Response to Winsor Review Part 1  
8 March 2011**

ACPO workforce development lead Chief Constable Peter Fahy said: "Chief officers welcome Tom Winsor's first report and hope that it will lay lasting foundations for the police service. The key to reviewing pay and conditions is fairness. Change must take account of the impact on individual members of staff, but people will accept change if it is seen to be fair.

"Bonuses for chief officers have been unpopular all the way through and we are pleased they are suspended. We are also pleased to see that Winsor found no evidence to suggest abuses of overtime are prevalent in the way has been suggested in some parts of the media.

"We have a great workforce that is very dedicated to the public. We want to allow frontline staff to build expertise and be rewarded for doing that. There are hugely difficult decisions to be taken in forces across the country but the majority of the police service are realistic that sacrifices will have to be made. There is a huge amount of detail in this report and we will take time to study it carefully."