

Police Federation
Of England and Wales



Ffederasiwn Heddlu
Lloegr a Chymru

Established by Act of Parliament

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FROM THE GENERAL SECRETARY'S OFFICE

AF/sjr

6 November 2014

To: Police Federation of England & Wales

**National Guidance on the implementation of the independent review:
October update, 2014.**

Dear All

Changes that can be made within regulations, and in the spirit of the Independent Review, are encouraged, and this document sets out some initial areas which may help you as you make changes.

If any work has been undertaken by local branches in any of the areas detailed below, please email lynsey.lauer@polfed.org so that best practices can be incorporated into the national templates and guidance.

Examples of changes that can be made within the current regulations include:

1. Local Arrangements and Structure of Branch Boards

- Reducing the number and duration of meetings at local branch level;

- Transition of the activities of separate rank committees to be delivered under a joint model;
- Agreement between respective Chiefs and local branches of core functions such as DLO, ELO, Health and Safety, and in this context a:
 - Review of facility time arrangements;
 - Review of part-time and full-time positions at local branch level;
- Where possible, volunteer to transition some costs from the local force to the local Federation branch, for example costs for attending Conference.

Note: Changing the structure of local branch boards before regulations are changed and before the next Federation elections between October 2015 and May 2016 is not in the spirit of the Independent Review.

Where possible, local branches are advised to await updated regulations and implement changes as part of the next Federation elections. However, it is recognised that some local branches have been subject to considerable pressure to change and where this has happened the advice is to ensure unanimous consensus at local level.

2. Joint Funds

Creating joint funds at local branch level is acceptable within the current regulations and is encouraged.

Note: The transition to a joint fund at National level will be completed as soon as the regulations have changed. The risks should be assessed of acting outside of regulations at this stage .

3. Implementation of the Independent Review

There are a number of recommendations within the Independent Review which do not require regulatory change and will require implementation at local branch level. For all of these areas, national templates and guidance will be provided for consistency, including:

- Annual Public Value report templates;
- Expenses, hospitality, and honoraria policies and reporting processes;
- Publication of committee papers;
- Member Service Commitment; and
- Equality and Diversity assessments.

The dates and detailed plans for the availability of the national templates and guidance in these areas will be available by the end of the year.

We hope this is helpful as you progress changes locally. If you have any questions, contact lynsey.lauer@polfed.org.

Yours faithfully

A handwritten signature in black ink, appearing to read 'A. Fittes', is written over a light grey rectangular background.

ANDY FITTES
General Secretary