

Dear [Member of Parliament]

I am writing to inform you that yesterday the Police Arbitration Tribunal (PAT) delivered its decision on the Winsor Part One Report. We are extremely disappointed with the decision and know that many police officers across England and Wales are angry and dismayed about their future.

For many, the PAT decision will mean losing thousands of pounds each year and will have a significant long-term negative impact on their future pensions. These detrimental changes to police pay and conditions are in addition to the two-year public sector pay freeze and the capped 1 percent increase beyond those two years. There is also a proposed increase of 3.2 percent to their pension contributions when most police officers already pay 11 percent.

Police officers understand they must play their part to help tackle the country's financial situation. However, the very fact that the government rejected an alternative proposal from the Staff Side of the Police Negotiating Board, which would have delivered similar savings and avoided such a disproportionate financial detriment, clearly demonstrates this is nothing to do with the fiscal problem and is instead a direct attack on the police service.

In a survey we conducted last year in which 43,000 police officers responded, an incredible 98 percent said they were demoralised; the arbiters' decision will further compound the low morale in what is going to be an extremely difficult and challenging year for policing.

Whilst we are disappointed with the PAT decision, having entered into the negotiation and arbitration process in good faith we must stand by the arbiters' decision, which is a Police Negotiating Board agreement binding on both the Official Side and Staff Side.

There is no obligation on the Home Secretary to do the same and to ratify the PAT decision but we expect her to do so and we would ask you to support ratification of the arbiters' decision in full. For the Home Secretary not to ratify the arbiters' decision in full, other than to accept the Staff Side offer of savings as an alternative, could see officers facing even greater financial detriment. Although unhappy, we must accept the PAT decision.

Looking to the future, in addition to the proposed increase to pension contributions, we face even more changes to our structure, terms and conditions with the publication of the Winsor Part Two report expected within weeks. How much more can police officers be expected to take?

Please show your support for your police officer constituents and their families as we face further uncertainty in the months ahead. It is their good will that ensures the safety and the security of those you are elected to represent.

Yours sincerely,

Paul McKeever

Ian Rennie

Chairman

General Secretary