



WHAT OUR POLICE STAFF NEED



#whatourpoliceneed





What our Police Need

GMB, the Union for Police Staff is committed to campaigning on the 5 key priorities identified to us in a recent survey of GMB Police Staff members.

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Celebrating the role of Police Staff and campaigning for sufficient staffing levels.

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ASK 1: More **FUNDING** for Pay and Services

GMB, your union of choice for police staff, commits to campaigning for more funding for police forces for fairer pay and more services.

More funding for pay is needed. Our Police Staff members have received below inflation real terms pay cuts since 2010. As jobs have been lost and pay has eroded, the workloads and demands have increased. This directly impacts on staffing levels as police forces struggle to retain loyal staff and fail to recruit new staff.

Our Police Forces are in need of more funding, after a decade of austerity and cuts to funds. What they don't need, is to be told how to spend the extra funding. Recent announcements made regarding 20,000 Police Officers are welcomed but are in fact only a replacement of what the Government cut.

However, what Police Forces also need are more Police Staff. Although the Government have committed to ensuring that adequate numbers of Police Staff will be appointed, failure to give Police Forces the money up front for both Officers and Staff, means that more 'back office' cuts will be made in order to meet the commitment. Police Forces should be allowed to determine exactly how they spend any extra funding – they know what resources they need locally, not the Government.

Increased funding, allocated to Police Forces, could be used to:

- Employ more Police Staff who are fundamental in the smooth running of any Police Force, including Public Service Community Support Officers who are being reduced in numbers as Police Forces make cuts.
- Tackle knife crime and other local issues as required.
- Better support staff who are being forced to deal with vulnerable members of the public, suffering with mental health issues, who have been so badly let down as mental health services throughout the country are at breaking point.
- Invest in resources and technology to assist Police Staff in their day to day duties.





LOBBY YOUR MP!

Your Union, the GMB, will continue to campaign for increased funding for pay and services, both industrially and politically. But we need your support. As a police staff employee, you need to act too.

Contact your local MP with your concerns for Police Staff, ask them what their position is on funding for Police Forces. You can find details of who your local MP is and how to contact them at

<https://www.parliament.uk/mps-lords-and-officers/mps/>

Remember to CC a copy of your letter, and any replies to GMB, to

PublicServices@gmb.org.uk

so we can keep the pressure on too.

Speak to your colleagues about this campaign and pass this newsletter onto a non trade union member and ask them to join the GMB and be a part of the campaign – www.gmb.org.uk/join





ASK 2: CELEBRATING the role of Police Staff

GMB, your union of choice for police staff, is committed to celebrating the role of police staff and campaigning for sufficient staffing levels.

GMB Members are...



The above is a non exhaustive list of just some of the jobs that Police Staff do. They are fundamental in the smooth and efficient running of any Police Force. Almost a decade of cuts has seen the numbers of Police Staff drastically cut. Since 2010, we have lost **23,000** Police Staff and the numbers of Public Community Support Officers (PCSOs) continues to fall. The Home Office published estimates in January 2020 that the number of PCSOs in England and Wales **fell from 9,791 to 9,547** between September 2018 and September 2019 – a fall of **5.1%**. Commitments from the Government to employ **20,000** Police Officers will only be successful if there are sufficient numbers of Police Staff also.





LOBBY THE HOME OFFICE!

Your Union, the GMB, will continue to campaign for sufficient Police Staff levels, as well as to champion the role of this vital part of the Police Force workforce. But we need your support. As a Police Staff employee, you need to act too.

Contact the Home Secretary Priti Patel with your concerns for Police Staff, challenge the minister on cuts to staffing levels for Police Forces.

You can contact the Home Secretary directly at:

public.enquiries@homeoffice.gov.uk

Remember to CC a copy of your letter, and any replies, to GMB at:

PublicServices@gmb.org.uk

so we can keep up the pressure too.

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ASK 3: Challenge the **CULTURE** and address Stress and Mental Health

GMB, your union of choice for police staff, is committed to campaigning for a culture change within the police forces by challenging all bullying and working to improve working environments for our members.

GMB members are reporting to us their concerns about the extent of bullying and harassment within their Police Forces. Cuts to services and staffing levels, as well as poor management styles, have resulted in a culture in some Police Forces of “you’re lucky to have a job”. Stress levels are on the increase as a result of longer working hours and greater demands.

All of these can easily be linked to the deteriorating mental health of many Police Staff employees. Management know that there is an issue, but little is being done. Addressing the issues on the ground will reduce sickness levels and assist in the staffing levels crisis being felt by some of our members.

Managers need better training and education in how to deal with staff and spot the signs of poor mental health and stress before the situation gets too severe.

70% of respondents to a recent GMB survey stated that they felt stressed at work, with the majority stating they were stressed above a level 7 on a sliding scale of 1 to 10 (with 1 being not very stressed and 10 being extremely stressed). The main reasons given for feeling stressed at work were:

- **34%** workload and hours.
- **19%** insufficient staffing levels.
- **12%** management styles.
- **10%** job insecurities due to reviews, restructures and redundancies.

Other reasons given were: additional work; shift working; inequality of roles between Police Officers and Staff; poor and inferior working equipment and environments; pay; feeling undervalued; unable to take leave.





KEEP A RECORD, KNOW YOUR REP, CALL OUT BULLYING!

Your Union, the GMB, will continue to challenge any bullying culture within Police Forces and campaign for improved working environments for our members. The GMB will also continue to campaign to change IOPC rules that prevent Police Staff from making complaints against Police officers employed in the same Police Force in the same way that a member of the public would be able to. As a Police Staff employee, you need to act too.

If you are being bullied at work, speak out and contact your local GMB representative immediately. Keep a diary of all incidents – dates, times, witnesses, your feelings, etc, as this will assist your case should you decide to pursue it.

- **Call out any incidents** of bullying you witness. Let colleagues know you will support them in making a complaint.
- **Complete the GMB Mental Health Survey** – Coming Soon! Keep checking the Police Staff Noticeboard on the GMB website or Facebook Page:
gmb.org.uk/network/public-services-section/police-staff-noticeboard [facebook.com/GMBPoliceStaff/](https://www.facebook.com/GMBPoliceStaff/)
- **Speak to your colleagues** about this campaign and pass this newsletter onto a non-trade union member and ask them to join the GMB and be a part of the campaign – www.gmb.org.uk/join





ASK 4: Protect our members from **VIOLENCE** at work

GMB, you union of choice for police staff, is committed to campaigning for safe working environments for all our police staff members.

Incidents of assaults (physical and verbal) are on the increase against all emergency service workers, despite legislation being introduced to protect them.

This fact, is no different for Police Staff, who are often put at risk of assaults in their day to day jobs.





CHALLENGE ABUSE!

Your Union, the GMB, will continue to campaign for a safe working environment for all Police Staff. As a Police Staff employee, you need to act too.

Report and challenge all incidents of violence and abuse against yourself or colleagues, to your employer and your local GMB Representative.

Ask your employer what their policy is regarding assaults at work. Inform your local GMB representative if there isn't a policy in place at your police force.

Speak to your colleagues about this campaign and pass this newsletter onto a non-trade union member and ask them to join the GMB and be a part of the campaign – www.gmb.org.uk/join





ASK 5: Challenge **PRIVATISATION** and **Outsourcing**

GMB, your union of choice for police staff, is committed to campaigning against all forms of privatisation and outsourcing and calling for current contracts to be brought back in house. This includes collaborations which may lead to a detrimental impact on police staff terms and conditions of employment.

Privatisation and **Outsourcing** can lead to a two-tier workforce, and creates inefficiency. Private companies are free to determine the pay and terms of affected staff, sometimes resulting in a deterioration of terms and conditions for policestaff.

Collaborations between Police Forces can result in Police Staff being forced to move workplaces which can be impossible for some staff, especially those with caring responsibilities.

GMB are:

Against all privatisation and outsourcing in Police Forces as it undermines workers' terms and conditions and impairs public services.

Opposing all vehicles for privatisation, including challenging collaborations that will have a detriment impact on police staff.





LOBBY LOCAL GOVERNMENT!

Your Union, the GMB, will continue to campaign against privatisation, outsourcing and collaborations that have a detrimental impact on Police Staff. As a Police Staff employee, you need to act too.

Cuts to policing have impact on every level of government. Contact your local Councilor or Police & Crime Commissioner with your concerns around privatisation, outsourcing and collaborations within Police Forces and the impacts these have on Police Staff, ask them what their position is on these. You can find details of who your Councillor or Crime Commissioner is, and how to contact them at:

<https://www.gov.uk/find-your-local-councillors>

<https://www.gov.uk/police-and-crime-commissioners>

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