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## POLICE STAFF COUNCIL

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**To: Clerks to Police Authorities (copy enclosed for Treasurer)  
Chief Constables (copy enclosed for Force Personnel Manager)**

**cc: PSC Members  
Forces in Scotland and MPS (for information only)**

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11 May 2006

### JOINT CIRCULAR NO 42

Dear Sir/Madam

#### **Amalgamation of police forces**

We are pleased to confirm that at the Police Staff Council meeting held on 26 April an initial agreement was reached to address some of the issues arising from force amalgamation that will affect police staff. The attached human resources framework covers key areas arising from reorganisation including consultation/negotiation procedures and transfer arrangements.

The Council continues to discuss a range of key issues pertaining to the human resources aspects of force restructuring. Any further PSC guidance or agreements will be issued in due course.

If you require any further information on this circular, please contact Emine Ali (020 7296 6746) or Graham Baird (020 7296 6722) at the Employer Side or Ben Priestley (020 7551 1272) or Marian Jeffrey (020 7551 1549) at the Trade Union Side.

Yours faithfully

**Sarah Messenger**

**Ben Priestley**

**National Joint Secretaries**

**POLICE STAFF COUNCIL**  
**AMALGAMATION OF POLICE FORCES**  
**AGREEMENT ON HR FRAMEWORK**  
**FOR POLICE STAFF**

**1. Introduction**

- a) This agreement covers the following aspects of the amalgamation of police forces
- Consultation/negotiation procedures
  - Transfer arrangements
  - National guidance on new Pay and Conditions of Service Arrangements

**Principles**

The purpose of the agreement is to contribute to the smoothest and fairest transfer of police staff as possible in order to maintain the continuity of service provided by police forces. The key principles underlying the agreement are:

- Joint working between police forces, police authorities and recognised trade unions and between incoming and outgoing employing bodies and union representatives
- Adherence to equal opportunity principles in appointing and transferring staff
- Fair and equal treatment of all staff
- Commitment to good personnel and industrial relations practice

**2. Consultation/Negotiating/Procedure**

- a) Where consultation/negotiating arrangements are not already in place they should be introduced without delay. The procedures should allow for full consultation (and, where appropriate, negotiation) on all aspects of restructuring affecting police staff. They should cover consultation/negotiating between police forces and authorities and recognised trade unions acting on behalf of the affected employees. Trade union representatives should be allowed appropriate time off to facilitate the amalgamation process.

### **3. Transfer**

- 3.1 Those staff who are employees of precursor forces on vesting day will transfer to the new strategic forces.
- 3.2 The transfer of staff to the new force will be on the same terms and conditions as those under which the transferee was employed at the precursor force in accordance with the Transfer of Undertaking (Protection of Employment) Regulations 2006, which came into effect on 6 April and the cabinet office statement of practice on staff transfers in the public sector.

### **4. National Guidance to new Pay and Conditions of Service Arrangements**

- 4.1 The Police Staff Council will develop guidance for successor authorities and forces to rationalise the current wide range of grading practices and conditions of service.

**Police Staff Council 2006**