

Police Federation  
Of England and Wales



Ffederasiwn Heddlu  
Lloegr a Chymru

Established by Act of Parliament

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IR/sg

9 January 2012

The Rt Hon Theresa May MP  
Home Secretary  
Home Office  
2 Marsham Street  
London SW1P 4DF

Dear Home Secretary

The Police Arbitration Tribunal (PAT) has made its decision; one which we are extremely disappointed with and know has angered and dismayed a large number of police officers across England and Wales. Although the findings will cause significant hardship to many of our members, as part of Staff Side of PNB, we entered into the process in good faith and therefore must accept the outcome.

You have previously given a commitment to fairness and the PNB process. The PAT is part of that process and their decision is a PNB agreement binding on both the Official Side and Staff Side. We now ask you to honour your commitment to fairness and the process by ratifying the PAT decision in full as soon as possible, to grant some peace of mind to our members at a very unsettling time for them. In addition to the PAT decision we also ask that you ratify those recommendations from the Winsor Part One negotiations that have already been agreed by both Sides of PNB.

This is your opportunity to prove to police officers that the Government is committed to the independent arbitration process and acknowledge the unique and valuable contribution our members make to society.

Represent · Influence · Negotiate

We ask that you ratify the PAT decision as a matter of urgency and put to an end the uncertainty felt by police officers during one of the most the most difficult and challenging years we have ever faced as a service.

Yours sincerely

A handwritten signature in black ink that reads "Paul McKeever". The signature is written in a cursive style with a long horizontal stroke at the end.

**PAUL MCKEEVER**  
Chairman

A handwritten signature in blue ink that reads "Ian Rennie". The signature is written in a cursive style with a large initial "I".

**IAN RENNIE**  
General Secretary