

CHAPTER EIGHT

ACCOUNTS OF SUBMISSIONS RECEIVED

Introduction

8.1 The submissions we received from the disciplined services departments varied in detail and scope. Letters from individual officers described, often in frank terms, how pay and conditions of service affected their personal situations. Submissions from staff associations were often detailed and extensive with points and recommendations that we explored (and will continue to explore) further in oral evidence. We also received submissions from each department's management supported by statistics, and proposals which were made in the overall interests of the department.

8.2 We have not yet completed our examination of all submissions. Our purpose here is to present an account of the major issues raised by the submissions we have received from each disciplined service. The account includes pertinent points raised in oral evidence, where it has been taken. It has not been possible to describe all the detailed points we have received, a number of which applied to specific circumstances or fell well outside our terms of reference (as was often recognised by those who made them). Our pruning process particularly affected individual submissions which however, are no less the valuable, for they have given us the human perspective that must be an important factor in a review of this kind. As we invited all submissions on a confidential basis, the accounts which follow summarise a variety of views without attribution.

8.3 By virtue of our terms of reference, the principal focus of this account is the police. However, we have also tried to cover as far as possible, the various points raised in submissions from the other disciplined services. In accordance with our consultative intentions, this account of the submissions should not be regarded as comprehensive and definitive but rather as a first presentation of the main arguments that have been put to us, and a stage in our dialogue with the bodies we are consulting.

8.4 We should also emphasise that this account of arguments put to us in no way represents our own position or views on the issues that have been raised. Our intention here is to summarise the main issues and views that have been submitted to us and to invite, through this Preliminary Report, further comments, particularly on omissions or corrections that we should consider.