# Police Superintendents Association (PSA)

Superintendents are key senior leadership ranks within the Police Service. They are pivotal in translating strategic direction into operational delivery on the ground. They are also operation leaders, performing the function of Force Gold and Silver Commander as well as leading on specialist operations such as Major Crime, Public Order, Firearms and Professional Standards. They carry significant levels of risk and responsibility, alongside wide spans of command and large teams of people.

The Police Superintendent Association represents Police Superintendent and Chief Superintendents. It celebrated its centenary in 2020.

At a national level there is the National Executive Committee – the key committee members are seconded full-time to represents 49 police forces and including 43 home office police forces. Functions of the national executive include: -

* Remuneration recommendations around pay reform - Stretch, demand, risk, command decisions
* Benchmarking public sector to private sector evidence disparity biggest gap at C/Supt rank.
* Targeted bonus payments used as interim approach prior to finalised pay reform.
* Health and wellbeing – Project Cadmium, definition of working week
* National Executive – engage and influence at govt level and with NPCC leads.
* NEC 2 groups – operations business area and criminal justice business area.

## Locally

* Executive committee (4 members) who are elected by local members and undertake the role in addition to their day jobs. The functions undertaken include:-
* Engage with Chief Officer Group
* Connection with other staff associations
* Force Executive is decision making body – support and engage
* Maintain good relationships
* Visibility and support through participation in key command and governance forums (gold groups etc.)
* Connection to regional and national colleagues to both inform national discussion and keep local members updated on national issues

## Current key issues

* Hants – very strong in wellbeing and rest and recovery. The Police superintendents Association is connected to members during Covid and working to ensure it is embedded
* Supporting retention and progression of underrepresented work force through coaching and mentoring
* Changing working practices as a result from learning from Covid and impact on estate in terms of safe working environment and added pressure from Uplift programme
* Public sector pensions
* Performance related pay and targeted bonus payments
* Leadership roles to support the uplift
* Superintendent resilience and working hours