

Federation

# Times

The Newsletter of Hampshire and IOW Police Federation

## Hampshire Police Federation Gets a makeover!

Following the recent elections the Hampshire Police Federation has a new Council with a number of new Reps elected to represent your views. Under the old system Reps represented officers by their geographical location, under the new system we have two constituencies, Hampshire and the IOW. It may be the case if you need help and support that a Rep from a different part of the Force will assist you.

Our Reps will be trained to a high level in representing colleagues in areas of misconduct, equality, performance and Health & Safety. They will have an in-depth knowledge of Police Regulations and will be there to assist across a wide range of areas. We also provide a 24/7 Post Incident call out facility where specially trained Reps can be called out following a death or serious injury incident or any other critical incident where it is deemed a Post Incident process must be implemented.

*Continued inside*



Meet your new Reps - Inside for the full list.

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Paul Robertson - **Secretary**

Nicki Bell - **Treasurer**

Moray Anderson -  
**Misconduct Lead**

Phil Callard -  
**Member Support Officer**

Lizzie Coady -  
**Office administrator**

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# Chairman's foreword



John Apter

## Chairmans Update

**It continues to be an incredibly difficult time for policing. The pressures we face are not subsiding, they are increasing. As we enter the summer months the demand increases, we have even more special events and the business as usual calls for help increases. A lack of resilience is a concern and whilst we talk a lot about wellbeing that must start with managing the demand and managing it properly.**

The pressures all come from a lack of funding which has been going on for 8 years. In recent months we have seen the reduction in Roads Policing officers, a proposed reduction in Police Dog handlers and the disbanding of the Force Support Unit. These are not nice to have departments, they are essential and to cut or disband them is a short sighted decision which I fear the Force will live to regret. When I say such things some say I should come up with solutions rather than just highlight the problems. I have done this and will continue to do so. I have called for a genuine reduction in demand, stop doing certain things, we pretend we do but in reality we I have also asked many times why we have chosen to slash warranted police officer numbers by 1000 but increased PCSO numbers!

I am a supporter of our PCSO's but I find this decision perverse and wrong, it just doesn't make sense. I have lobbied hard

for a fairer funding formula at a local and national level and when the PCC chose to increase the council tax but not put every penny of that increase into policing I challenged it and I challenged hard. I felt strongly that if the tax payer was paying more for policing then they should get exactly that, more policing. They have been short changed and mislead, this was wrong and I stand by those challenges I made. So you will see I do come up with solutions, sadly I can't force the decision makers to listen.

You will read in this edition of Federation Times that the local Federation elections are over and we now have our new Council in place. Please support your local Reps, they are there for you and to ensure your voice is heard.

I am honoured to have been re-elected as your local Chairman, it's a position I am privileged to hold. I have made it clear previously that when the time comes I intend to stand as the National Chairman of the Police Federation of England & Wales. This isn't me turning my back on Hampshire Constabulary, you don't get rid of me that easily! I want to take what I have done locally to a National level. I know it sounds cliché but I want to make a difference, I want to make sure your voice is truly heard at every level. When that time comes I will make sure you are the first to know about my plans.

Thanks for your support, please stay safe.  
John Apter

**Chairman  
Hampshire Police Federation**

The Reps we have come from all strands and all areas of the Force, they are volunteers who carry out this challenging role alongside their normal police role. Officers become Reps for a variety of reasons, the one thing they all have in common is they want to assist colleagues and make sure their voice is heard.

The full list of Reps can be found on our website along with their contact details. If you need a Rep we would ask that you contact the Federation via email or call us on 4726 418.

Reps are there to support and advise officers for any reason, if you need our help please ask.

## Your Federation Reps

**John Apter** – Chairman

**Paul Robertson** – Secretary

**Nicki Bell** – Treasurer

**Moray Anderson** –  
Misconduct Lead

**Zoe Wakefield** –  
Equality Lead

**Alex Charge** – Health &  
Safety Lead

**Kevin Baxman**

**Sunny Bolina**

**Katie Clift**

**Andy Clinton**

**Russell Collier**

**Wendie Douglas**

**Sean Duffy**

**Richard Grant**

**Colin Green**

**Terry Clawson** – IOW Rep

**Jim Holden** – IOW Rep

**Marcus McDevitt**

**Matt Moss**

**Neil Nancarrow**

**Jo Nelson**

**Lee Pitcher**

**Chris Powling**

**Dave Ryan**

**Paul Scott**

**Kirsty Shannon**

**Jo Slocombe**

**Garry Smith**

**Ian Trueman**

**Claire Vincent**

**Brent Vine**

**Chrissie Wall**

**Emma Worthington**

**Spencer Wragg**

**Magdalena Wroblewska-  
Trojanowicz**

## Why I became a Federation Rep

### Newly appointed Federation Rep PC Neil Nancarrow says...

*"I became a Federation rep to help and support people in their time of need. I have seen what Hampshire Police Federation has done for People close to me and I wanted to be a part of it, I wanted to help make a difference. On the 6th March 2017, Hampshire Constabulary lost PC Nev Stokes to Cancer. Nev was a dear friend. I helped him and his family and supported him over those last few months. At that time the help and support I was able to get for Nev and his family through the federation was invaluable and it opened my eyes to a new world. I previously only thought they were there for when you were in trouble, how wrong I was. So that brought my interest in becoming a fed rep, and I hope to be able to help anyone whom I am asked to look after in the future, and I will strive to do so, to the very best of my ability. There is a wealth of experience and support that Hampshire Police Federation can give to its members and I hope in some way I can make a difference"*



PC Neil Nancarrow (Marrow)

Continued over page

# Why I became a Federation Rep cont

## Newley appointed Federation Rep PC Jo Slocombe says...

*"My first experience of Hampshire Police Federation was following an injury on duty which put me out of action for a significant period of time. The support and care provided by the team was second to none. At my lowest point I didn't think I would ever return to front line Policing however it's only down to the fantastic support I received from the Federation that I did in fact return, stronger mentally and physically. I'm proud to be part of the team myself and I'm looking forward to helping fellow colleagues through difficult times and making a difference."*



PC Jo Slocombe

# Police Federation call for 3.4% Pay Rise

**Each year the Police Federation make a submission to the Police Remuneration Review Body (PRRB) in relation to pay and its uprating with the cost of living.**

This year the Police Federation have insisted that an uplift to 3.4% must be considered for all officers. Additionally, the 1% element of last year's uplift that was unconsolidated should now be consolidated, and should not affect this year's uplift. The National Police Chiefs Council and Superintendents Association are also invited to make representations to the PRRB. The PRRB then make their recommendation to the Home Office who subject to signing off by the Home Secretary will reach a decision regarding Police Officer Pay. Any changes in pay are then normally put in place in time for September pay. Last year the Home Secretary delayed signing this off and as a result the pay rise was paid late.



## Update from the Misconduct Lead

**In this article, I want to focus on the work that we do on your behalf. Many of you will be aware that there have been recent elections, most of which are now complete. For the most part, the new Hampshire Police Federation 'Council' has been formed and there are a number of new reps who have been elected and with that comes a new perspective.**

It was when one of the new reps was in the office recently talking to us about our respective roles that he made the observation to me that a perception exists that some that more time and money is spent on the 'defending the obviously guilty' than some are comfortable with.

Most people will be aware of a number of recent high profile cases in Force where either an officer has left the organisation during or following a misconduct investigation, or where an allegation has hit the mainstream media, or both.

I became a Police officer because I believe in fairness or to put it a different way, I do not like injustice. I don't however see that as incompatible with my role. In fact I think it helps. The Federation are here in part to help ensure 'organisational justice.'

For reasons of confidentiality I can't talk about specific cases and so it may be difficult to change whatever perception exists for some. That said there are some things that I can say.

Firstly, there is a longstanding principle in any legal or disciplinary system that everyone has a right to representation. Just as well established a principle is that there should be a presumption of innocence.

My experience, having helped a large number of officers with misconduct allegations over several years, whether investigated by our local professional standards department, or following referral to the IOPC (formerly the IPCC) is that things are rarely as they first seem.

Something like 7 out of 10 complaints are not upheld. For officers who have done something wrong, there almost always a reason behind it. Very often that is a welfare issue such as relationship breakdown or mental health for example. For obvious reasons, we can't highlight this and it would not be right to.



My view is simple. It is the role of a Federation Rep to get the best possible outcome for an officer who is subject of a process. There will always be exceptions, cases that are indefensible. Sometimes, what an officer has done is so bad that they should leave the organisation as their actions simply cannot be defended and are incompatible with their role as a police officer. In those cases the advice will be that the best option for the officer is to resign and whilst this does happen, these cases are the minority.

Whatever moral judgement may be made about the circumstances as they appear to be at the time, it is also worth noting that more often than not the facts that surface are without context, and at times they aren't facts at all.

On a different note, there is an increasing emphasis on welfare in Policing. A key initiative that exists to help officers is the Welfare Support Programme. It has been created for officers who find themselves having to cope with often life changing situations through the course of their duties and is a joint initiative between the Police Federation of England and Wales (PFEW) and the Police Firearms Officers Association (PFOA) – although you do not need to be a firearms officer to access the service.

They provide 24/7 support to officers and their families where needed and it is a service particularly suited to officers who have been involved in a death or serious injury incidents that have led to a post incident investigation which I mentioned in my previous article.

If you want to know more, the following link can be found on the PFEW website and provides more information.

**[www.polfed.org/fedatwork/Welfare\\_Support\\_Programme.aspx](http://www.polfed.org/fedatwork/Welfare_Support_Programme.aspx)**

Moray Anderson

**Misconduct Lead  
Hampshire Police Federation**



# Chief Constable agrees wider rollout of Taser

**After months of discussion it was announced that Taser would be issued to all frontline officers who wanted to carry one. This is a big step for the Chief Constable to make but it is absolutely the right one.**

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*Nothing is more important than the safety of our officers and Taser is an essential piece of equipment to help to keep them and the public as safe as possible.*

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Hampshire Police Federation Chairman, John Apter, welcomed the news. He said:

“This is fantastic news, it’s something we’ve been working hard on with the Chief Constable and her team for some time. Officer safety is so important to me, and I couldn’t be more proud that as a result of our work, our Officers will be provided with this essential piece of equipment. I want to place on record my thanks to CC Olivia Pinkney who has listened to my concerns and acted on them.”

“Over the past few years we have already secured a wider roll out of Taser but this latest decision goes much further and will make a real difference to our members. We hear regularly of the benefits of Taser, without doubt in some cases their use has saved lives. What more evidence do we need that this equipment is not a nice thing to have, it’s essential”.

In the announcement to her Officers, the Chief Constable, Olivia Pinkney, said:

“Anyone with a clear operational need, who wants to, has the support of their line management and is able to carry a Taser, should have access to one.

“Training and rolling out Taser is not a quick process, and it will take some years, but as a clear sign of our commitment, Assistant Chief Constable Dave Hardcastle is now working up a plan within the Joint Operations Unit (JOU) to achieve this ambition, prioritising Response and Patrol (R&P) teams, but mindful of the fact that there are colleagues in other roles who may also have an operational need.”

The National Police Chiefs Council (NPCC) lead on firearms has recently announced his support for a wider roll out of Taser. In an interview with the Sunday Times, Chesterman, who is deputy chief constable of the Civil Nuclear Constabulary, said: “I personally would not want to be a frontline patrol officer now without Taser.

In an interview with the Sunday Times, DCC Simon Chesterman, who is deputy chief constable of the Civil Nuclear Constabulary, said:

*“I personally would not want to be a frontline patrol officer now without Taser.”*

My view is that if an officer wants to carry it and they can meet the standard, they should be allowed to carry it.”

One of the obstacles for a wider roll out of Taser is funding. If Chiefs want to increase the number of Tasers they have to find the money from their current budget. This is wrong, funding for safety critical equipment should come from Central Government. This is something your local Chairman, John Apter is pushing for.

## Police Dependants’ Trust Urgent Assistance Appeal

**The Police Dependants’ Trust (PDT) is a registered charity which offers financial support to police officers and their families in the event of that officer being killed or seriously incapacitated while on duty.**

Over 5,000 frontline colleagues are seriously injured on duty every year in the UK.

We know that those who leave the service because of an injury are more likely to suffer financial hardship, battle anxiety or depression or face difficulties gaining employment. See website for more details: [www.pdtrust.org/help/research/injury-on-duty/](http://www.pdtrust.org/help/research/injury-on-duty/)

The urgent assistance appeal is a campaign by the Police Dependents Trust to raise vital funds to continue to provide the practical support they need, for life. The pin badge, designed by Chris Allen, a serving Police Officer in the Metropolitan Police Service and Ambassador volunteer for the Trust, are based on the orange button on the Police Radios. It is something that



**Police Dependants’ Trust**

catches the eye and prompts discussions with members of the public.

As part of this, we are asking you to wear your urgent assistances pin badge with pride and help us spread the word that we are here to help.

These pin badges are on sale for £3 each and all money raised goes directly to Police Officers and Staff who are injured on duty in the UK.

Hampshire Constabulary currently has four PDT Ambassador volunteers. Sgt Garry Smith, A/Insp Paul Beale, A/Insp Claire Denyer and Sgt Emma Hart. They have been working hard to raise awareness around the force and encourage Officers and Staff who have sustained an injury on duty to register with the trust.

If you would like to support the trust by buying a pin badge please send £3 to Sgt Emma Hart based at Netley with the Equality & Inclusion Team or text POLICE to 70660\*\* and e-mail a screenshot to Emma so she can post you your pin badge.

If you have any questions please email Emma directly. Thanks for your support.

# Not another Survey!!!

**We seem to be bombarded by surveys, it's a common way for companies to get information from you about what you like or don't like. You're not even safe at work! Surveys about wellbeing, pay and morale, 'user experience' and similar are constant and we know from feedback you will only complete surveys if there is something which comes from it.**

Hampshire Police Federation have used surveys for some time. We used one on Taser, the results helped us secure a wider roll out. We used them to ask your views on routine arming, the results lead to a national debate on this contentious issue and is still talked about now. The results of our surveys have made a difference and have ensured your voice has been heard.

It is known that since the introduction of Shared Service (H3) we have had some major problems. We asked you your views (in a survey) and that showed only 5% had confidence in the new system. As a result of that survey and with examples of where things had gone wrong the Force agreed to review the system and fix it. Since then lots of work has been ongoing and a number of improvements have been made. We know it's not perfect but it's much better than it was. As part of the work to fix the system the team from Shared Service want to hear about your experience, good or bad so they can keep improving. There is a genuine desire to listen and act on what you say. However, very few people who use the system are filling in the survey.

We know you are busy but please find time to complete a survey if it comes your way, the results are being used to make improvements. We can't complain in silence, please use the opportunity to have your say.





# Emergency Driving legislation gets delayed

**Hampshire Police drivers remain under the threat of prosecution after the second reading of The Emergency Response Drivers (Protections) Bill was pulled at the last minute. MPs had been due to hear the second reading of the bill, which aims to give emergency response drivers better protection from prosecution, on March 16th.**

However, it was pulled from Parliament's agenda to allow for the completion of an ongoing review which will investigate 'the law and best practice regarding police pursuits.' Hampshire Police Federation Chairman John Apter was angered by the news and is calling on Chief Constables to show their support.

"Politicians don't appreciate and don't seem to care that our colleagues are putting themselves at legal risk every time they pursue an offender or respond to a 999 call. We have worked tirelessly to bring about this legislative change and this delay will put more of our colleagues at risk."

"Chief Constables need to step up and show their support for their officers who are simply doing what they have been trained to do. Emergency drivers must have this support in place, to delay further is a disgrace."

The Police Federation and England and Wales has fought long and hard for a revision to the bill to protect their members from unfair prosecutions.

The Federation's Pursuits Lead Tim Rogers says the delay is a 'bitter blow'. He said; "To get this disappointing news just

hours away from a key legislative milestone, which had already secured cross-party support, is a bitter blow – and all the more devastating.

"What are our members and fellow emergency response drivers to do in the meantime?"

"How many more lives could be ruined going through lengthy legal proceedings – ultimately criminalising officers for just doing their job?"

The current legislation allows no exemptions for police pursuits meaning police drivers can be held liable for 'dangerous driving' even when in pursuit. The law also doesn't take into account the high level of specialised training officers are given.

Tim says it means officers have to try and do their job with 'one hand tied behind their back.'

"We have fought extremely hard for more than seven years to get to this point, liaising with the Home Office, National Police Chiefs' Council, MPs from all parties and many, many other stakeholders," he added.

"We finally thought the end was in sight, with a workable solution which would help protect our 120,000 plus members from prosecution for just doing their jobs, only to have it snatched from us at the last minute.

"The Government says it 'remains broadly supportive of the intention behind the Private Members Bill' and we know a review is ongoing. But this news will be a real blow to our specially-trained police drivers and the other emergency services who will now face an indefinite period continuing to run the risk of possibly losing their jobs if they respond to a 'blue-light' call. We will not stop campaigning for this important legislative change and we will also now have to consider our position and what advice to issue to members. The Government needs to put its money where its mouth is on this."

In December, Policing Minister Nick Hurd supported the bill in Parliament, after it had been introduced by senior backbench MP, Sir Henry Bellingham. The bill was accepted with cross party sponsors and no dissent. Once we have an update we will let you know.

# Secretary's Scribbles



Paul Robertson

## Away From Home Allowance

### What is it?

Police officers, up to and including the rank of Chief Inspector, held in reserve overnight and not training or carrying out routine enquiries may be eligible to claim at the rate of:

**Overnight allowance - £50 per night**

**Hardship allowance - £30 per night**

The allowances are fixed amounts, payable per night and are subject to tax and NI deductions at the relevant rate. The hardship allowance becomes payable if the accommodation provided is either sub-standard or does not include en-suite facilities

### What do Police Regulations Say?

The Away From Home Overnight Allowance is cited in Regulation 34, Police Regulations 2003, Annex U and became statute in Determinations which came into force on 1st April 2012. These Determinations were subsequently expanded upon in Home Office Circular 010-2012, which was published on 16th April 2012, then clarified further in April 2015 – see below.

### **DETERMINATIONS OF THE SECRETARY OF STATE UNDER THE POLICE REGULATIONS 2003**

The Secretary of State, in exercise of the powers conferred by regulation 34 of the Police Regulations 2003 (SI 2003/537), as amended, and having consulted appropriately, makes the following determination.

The Secretary of State has determined that, with effect from 1 March 2015:— In the determination under regulation 34 of the Police Regulations 2003 (Annex U – Allowances), for the section with the heading 'AWAY FROM HOME OVERNIGHT ALLOWANCE', there shall be substituted the following:

#### 11) AWAY FROM HOME OVERNIGHT ALLOWANCE

a) A member of a police force in the rank of constable, sergeant, inspector or chief inspector shall be paid an allowance of £50, to be known as the away from home overnight allowance, in respect of every night on which the member is held in reserve.

b) Subject to sub-paragraph (c), a member is "held in reserve" for the purposes of this paragraph if the member is serving away from his normal place of duty (whether because the member has been provided for the assistance of another police force under section 24 of the Police Act 1996 or otherwise) and is required to stay in a particular, specified place overnight rather than being allowed to return home by reason of the need to be ready for immediate deployment.

c) A member is not "held in reserve" if the member is serving away from his normal place of duty only by reason of being on a training course or carrying out routine enquiries. For the purposes of this paragraph "routine enquiries" means activity which forms part of the member's role or normal duties where due to the nature of that role or duty, or due to the distance from the home station, the member is unable to return home. It is for the chief officer to determine a member's role or normal duties, including whether there is an expectation within that role or those duties that the member is to travel or to work away from home.

The Force Policy is changing as a result of the more recent clarification from the Home Office applying strictly the criteria that before any claim is made the officer must be held in reserve before any claim can be considered.

**What’s the definition of ‘Held in reserve?’**

‘Held in reserve’ is defined as:

- a) Serving away from their normal place of duty, whether in or out of force (for the purposes of this allowance, an officer’s normal place of duty is their current place of duty, whether this is on a temporary or substantive basis).
- b) Required by the force to stay in a particular specified place (location overnight), rather than being allowed to return home.

The Home Office determination goes further to say that Training and Routine Enquiries cannot be interpreted as being held in reserve.

The Federation’s view is that the rules must be applied consistently and fairly. Any officer is not held in reserve is entitled to travel home in duty time and at Force expense and unless there is an exigency they should receive 11 hours between duties.

In future the Gold Commander running the operation which requires a decision to be made regarding ‘held in reserve’ will normally make a decision whether this is or is not the case before the operation commences. If this is not the case we would urge officers to contact Finance Compliance to ask if the duty is covered by ‘Away from allowance’ before working the duty. This will ensure that no one over claims and are subject to an overpayment and also you will know where you stand before travelling away.

Paul Robertson  
**Secretary**  
**Hampshire Police Federation**

# Government launch Pension Calculator

**Following lobbying from PFEW at the police pension schemes' governance body, the Scheme Advisory Board, the Home Office has now issued a pension calculator for members of the police pension schemes.**

The calculator allows officers to get an idea of their projected pension at retirement, to help them plan for the future. The calculator can be found on the Government UK website, the link is [www.gov.uk/government/publications/police-pensions-calculator](http://www.gov.uk/government/publications/police-pensions-calculator)

Members can use their annual pension statements to help them input information into the calculator.

The calculator provides officers with an estimate of their pensions only and it is recommended that they seek independent financial advice before making any financial decisions



# New Treasurer in post

**A huge hello to you all in my first article as the new Treasurer and Wellbeing Lead. It is a highly privileged position to be in, a steep learning curve and busier than I could ever have imagined but I'm loving it.**

The previous Treasurer, Phil Callard, are big shoes to fill and I am fortunate enough that he is only a few feet away from me as our member support officer so his years of experience are not lost and he is here, along with Lizzie Coady, to provide invaluable advice to you all around regulations, complaints, sickness, grievances, the group insurance scheme, Flint House and an array of other things you may have a question about.

When I knew I was taking on this role I asked for it to be a combined role and to take on wellbeing as I am passionate about this, having seen the deterioration of officers' mental health over my 21 years in policing. My own experience of being completely broken in my previous role and also representing officers who have been in the same position only embedded further my belief that I needed to feed into this area. By dipping my toes into the wellbeing meetings over the past couple of months and exploring the wider world of wellbeing I have been overwhelmed at how much is being done to improve wellbeing, with support available to you both within and outside the organisation and it is an exciting journey. There is a long way to go but it is happening and I hope to get a wellbeing page set up on the Federation website in the future to signpost you all and talk about this as it evolves. Whatever strand you are in you will have a wellbeing lead and I would encourage you to find out who that is and find out what is happening in your particular area.

Another part of my role involves managing the welfare fund and I wanted to remind all of you what being a subscriber to this fund means. The main reason most people join is to be able to use Flint House if the need arises and with the recent addition of stays for mental wellbeing it's really valuable. I stayed there



*Nicki Bell*

for the first time last November and was bowled over with the facilities and treatment. Interestingly, I read an article when I was there and it said it would take around 21 years of subscriptions to fund just one visit privately so you can see how worthwhile it is. Of course, this is not all your money goes towards – you also contribute towards a couple of amazing causes – the Police Dependents Trust which offers support for police officers and their families in the event they are seriously injured or killed on duty, the Gurney Fund, which provides support for children of police officers who have died or been ill-health retired and, finally, our own welfare fund which offers valuable assistance for serving and retired police staff and officers in financial need. And don't forget -when you are off sick for two weeks or in hospital for over 48 hours you will receive a £15 gift voucher (and a further £15 voucher for every subsequent four weeks off sick) from the welfare fund. So a gentle reminder please to all line managers out there to email us when your staff are entitled to a voucher or they will miss out.

I have so much more to talk about but as my word count is exceeded it really will have to wait until next time. Until then if you have any questions of me or the office please don't hesitate to call – we are quite a friendly bunch!

Nicki Bell

**Treasurer  
Hampshire Police Federation**

# LOOKING AFTER THE THINGS THAT YOU LOVE!

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# Going through a divorce?

# Call us before your ex does.



**Aman Dhillon**  
Lawyer in Family Law at Slater and Gordon

We've been working with the Police Federation for over fifty years – longer than any other firm. No one understands better the unique pressures of police work, and how to protect your rights – especially your pension.

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# Better Value Private Healthcare from the UK's Market Leader

The **Philip Williams Bupa Healthcare Scheme** offers significantly discounted rates for Police Officers, Police Staff and their families.



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65+	£140.00	£280.00	£280.00	£220.00

These rates are inclusive of Insurance Premium Tax and are valid from 01/12/15 to 30/11/16



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# Federation Welfare Cottages – There for you when you need a helping hand

**The Federation cottages are now well bedded in and have proved a great asset for members and their families. We have put a lot of time and effort into providing these facilities and it is clear from the feedback we receive from those who use them they are really paying back now.**

For those of you who do not know about them we have two lodges at Sandyballs holiday park which is in the heart of the New Forest.

One is a Vista lodge set on the edge of the park with breathtaking views over the surrounding countryside it has a large decked area with bi fold doors and a Jacuzzi set into the decking, a real bit of luxury. It has a double and a twin bedroom and a sofa bed in the lounge so will sleep 6.

The other is the Garden lodge which is set in a quite part of the park, it's a lot bigger than the Vista and is a real home from home; it has a large garden with artificial grass so it is user friendly for children and pets all year around. It also has a large patio area so when we have some sun (it happens occasionally) you can take advantage of it!

The main purpose of the lodges is to provide respite welfare breaks for officers who are going through traumatic times in their lives. We offer the use of the cottages completely free of charge to try and give them the quality time with their friends or family that they need.

If you are a supervisor or friend of an officer who you feel may benefit please contact them and put them in contact with one of their local Federation Reps. The rep will then speak with the officer check availability for the lodges and what dates the officer can do in the next 4 weeks. They will then complete an application form with them, they only criteria is have to be a subscribing member of the federation and have a genuine welfare need.

The form will then be submitted to the office for a panel to decide if the application meets the criteria and hopefully a date will be offered that the officer wants. At certain times of the year we do have high demand, but it is very rare that an application that meets the criteria is not given a stay.

We know officers and their families who have stayed at the lodges really benefit from the break. Life sometimes throws difficulties at us, we can't make them go away but we can give you some quality time with your family which we hope will help in some small way.



## Did you know?

**Injured in the execution of duty? Any officer who incurs NHS medical or dental charges because of an injury received in the execution of duty can claim them back from the Constabulary. This is part of Police Regulations (Regulation 35 Annex V).**



# Date for your diary!

Hampshire Police Federation Open meeting  
is on Tuesday 9th October 2018 at the  
Ageas Bowl near Hedge End.

The doors will open at 6pm.

More details will be circulated nearer  
the time.



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# In Debt? Don't suffer in silence..



Debt is a serious issue and something police officers are not immune from. I have been really concerned with the financial pressures facing officers with some resorting to applying to the Force Welfare Fund for food vouchers. Police officers seeking support from a police charity to buy food, this is the harsh reality we are facing.

I have said for some time that the financial pressures we see are the tip of the iceberg. I know from speaking with many officers that debt is a serious concern and very often they don't know who to turn to. I can't stress how important it is to seek help, get support before the problem becomes too big. The Employee Support Line is a great source of advice and support for managing finances.

The Force Welfare Fund is there to help if you need financial support, they have helped many officers and staff over the years. They truly are a helping hand.

If you are worried and you are struggling to manage your debt you can speak with companies like PayPlan who can provide free help and advice. They can be contacted on 0808 163 3415 (free from landline and mobile). Please don't wait to call them until you think you have a problem, get the advice early to prevent things escalating.

I would urge you not to take out a payday loan, these can have serious consequences for your credit rating and future financial planning. There are alternatives, such as the Welfare Fund, don't be tempted by the ease of a payday loan, you could live to regret it.

Please don't suffer in silence, debt is nothing to be embarrassed about but don't ignore it. There is lots of help and support available, please contact the Federation office in confidence for more details.

John Apter

**Chairman**

**Hampshire Police Federation**



## More ways to keep in touch

It is important to us that we keep in touch with you in the way which is easiest for you. That includes producing this magazine, or sending emails and more recently using social media.

Hampshire Police Federation has been using Twitter for some time but we recognise not everybody enjoys Tweeting! So we have now joined the world of Facebook.

Please like our Facebook page and keep up to date with the ever changing world of policing! You can find us by searching for Hampshire Police Federation on Facebook.



# More mortgage borrowers are moving to fixed rates

More UK borrowers are remortgaging – suggesting that people are increasingly taking the view that the ultra-low interest rate period could be coming to an end.

Many borrowers have benefitted from extraordinarily low rates for five years since the base rate was lowered to 0.5%, but this policy was introduced under exceptional circumstances.

With the economy now firmly in growth mode, employment increasing to record levels and unemployment falling fast, there are calls for the Bank of England to raise rates sooner rather than later to head off future inflationary pressure.

Although the Bank of England has given no specific signal that interest rates will start rising, average mortgage rates have edged up a little in recent months. Despite this, many mortgage products still offer excellent value compared to historic levels and savvy borrowers are taking advantage of this.

In the months ahead, more and more borrowers – including those who have benefited from ultra-low standard variable rates (SVR) – will be increasingly considering their remortgage options.

If you're one of them, talk to our **Mortgage Advice team**, who have access to the whole of the mortgage market – including exclusive deals for the Police family that are not available elsewhere.

Visit our website [policemutual.co.uk/mortgages](https://policemutual.co.uk/mortgages) if your current mortgage deal is ending soon, you're moving house or about to buy your first home and see how we can help.

Your home may be repossessed if you do not keep up repayments on your mortgage.

You may have to pay an early repayment charge to your existing lender if you remortgage.

\*For members, Police Mutual provides free mortgage advice and receives a commission from the mortgage lender which we use to fund this service. The fee payable by non-members is £300 but this will be waived if you take out any Police Mutual Group product during the process.

## Police Mutual's mortgage advice service

With our mortgage advice service, we take the stress out of your big decision.

When you choose Police Mutual to help you find a mortgage, you can rest assured we'll keep you on track and make sure you've got everything you need to make the big decision stress-free.

Why choose the Police Mutual Mortgage Advice Service?

- Access to the **whole of the mortgage market** – over 80 leading UK lenders
- **Exclusive deals** for the Police Family, that are not available elsewhere
- **Free advice** for our members – we only recommend products that are relevant to you\*
- **No inconvenience** – we're here to talk when you're free

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Income Protection/Half Pay Cover	£360	Included
24 Hour Emergency Dental Cover	£48	Included
Accident Benefits	Not available	Included
Hospitalisation Benefit	Not available	Included
Red Arc Independent Care Advisory Service	Not available	Included
Child Critical Illness £3,000	Not available	Included
Child Death Grant £2,000	Not available	Included
<b>TOTAL ANNUAL COST</b>	<b>£1476.00</b>	<b>£252.00</b>

This is a bespoke Insurance Scheme designed specifically to offer our members the best, most comprehensive cover at the most competitive rates available. As you can see, even disregarding the many extra covers not available on the High Street, your scheme gives you tremendous value for money!

## THAT'S AN ANNUAL SAVING OF £1224

### NOW ALSO AVAILABLE TO POLICE STAFF

**If you're not already in the scheme, contact the Federation Office to join on 02380 478916**



# A New Perspective on Disability

## **Do you have a disability?**

## **Do you care for someone who is disabled?**

## **You may not think this applies to you but if it does, there is help and support available.**

When the Equality Act was brought in in 2010, the definition of disability changed and new laws were created.

A person has a disability if they have a mental or physical impairment which has a substantial and long-term adverse impact on their ability to carry out normal day-to-day activities.

This is much more wide-ranging than earlier definitions so more people will fall into this new definition than before. Substantial means more than minor or trivial. Long term means 12 months or more. Certain conditions will always be regarded as a disability – HIV infection, cancer or multiple sclerosis. This is because of the possible stigma associated with these conditions. The ultimate decision on whether or not the person is disabled is one for an employment tribunal to make. OH will make a judgement on whether or not they think a member of staff is likely to be considered disabled or not.

Normal day-to-day activities include things such as walking, driving, cooking, using a telephone, interacting with colleagues. Many aspects of police work, such as arresting people, may not be considered to be a day-to-day activity but it would be a decision for an employment tribunal. Employment Tribunals have found the following to also be day-to-day activities:

- A high pressure written exam for promotion
- Ordinary physical activities during a night shift
- Standing for long periods
- Lighting heavy items in a warehouse at a particular speed

The Equality Act gives protection to those with a disability, those who others perceive to have a disability and for those who have an association with someone who is disabled. There is also protection where a rule, practice or procedure is applied to all employees but disadvantages those who are disabled. The force has a duty to ensure that employees are not discriminated against because of a disability. The force also has a duty to make

reasonable adjustments for someone with a disability. These adjustments should be agreed together with Occupational Health and recorded on a Personal Supportive Passport. Reasonable adjustments can be wide ranging and could include, for example,

- A posting closer to home address
- Different coloured paper in pocket note books
- Flexible working pattern
- Changes to computers and other technical equipment

The Federation is working closely with the Disability Support Network (DSN) to support officers and staff with disabilities and those who are carers for disabled people.

The primary role of DSN is to assist colleagues as and when – the assistance will obviously take various forms:

- Signposting to assistance or relevant departments within the organisation for assistance, including work place assessments, Federation / Unison, OH & Wellbeing, Employee
- Assistance Programme;
- Signposting to external bodies including Defence Medical Welfare and support groups;
- Advice on reasonable adjustments, policy/procedure and current legislation;
- Co-ordination of the buddy network, linking people to someone with the same (or similar) condition.

The Federation and DSN also attend various strategic groups relating to Disability and Equality & Inclusion. The DSN liaise with the necessary departments in respect of force policy relating to disability related issues.

The buddy network is a peer support facility whereby they can link a person to a buddy who has experience of a particular medical condition. There are buddies with various conditions and they are located around the force.

The DSN core group assist with more specific queries, often in respect of reasonable adjustments, personal passports or queries on entitlements.

So if you think you have or may have a disability or you care for someone who has a disability, the Disability Support Network and the Federation can provide you with a lot of advice, information and support.

You can contact the DSN via email (Disability Support Network Mailbox) and likewise the Federation via the Federation Mailbox.

Zoë Wakefield

**Equality Lead**  
**Hampshire Police Federation**

# Health & Safety – It's more important than you think!

Due to some misguided use, Health and Safety has a poor reputation in a lot of people's eyes and prior to my conversion to a Health and Safety Rep, I have often been heard saying "This is Health and Safety gone mad". Well sometimes it is and sometimes it is not, it's just not been explained well, or you are not aware of the risks.

Health and Safety Law is good for us as employees, it's not just a nice to have and there is lots of law that requires the organisation to provide things for you all as employees. Health and Safety Law has recently been used to get Spit Guards issued across the force which is a practical example of Health and Safety Law being used to get operational equipment for our benefit.

It's also the reason you have a locker, somewhere to change, a shower, microwaves, a table to sit at to eat lunch as well as other things like officer safety training, driver training etc.

Managing Health and Safety in the Police is difficult as whilst everyone is running away from the danger, we are running towards it. That's what the public expect, and as our workplace is everywhere the risks often are varied and challenging to control. This is why we have risk assessments, supervisors, Tasers, special training and a load of other things to make our workplace safer.

The really easy bit for us to control is within our Police Stations. The top work related injuries are overexertion injuries, slips trips and falls, falling off, into or onto injuries, vehicle injuries, premeditative motion injuries (RSI) then on the job violent acts.

It's dangerous enough outside the Police station so we should be making our best efforts to make it safe inside it, this includes doing manual handling training and display screen equipment e-learning. A lot of this work used to be done by the numerous "back office staff" that we had prior to OCP (you don't miss them till they are gone).

Commands manage H+S at a command meeting chaired Command Supt's and attended by Chief Inspectors, Dave LEVERETT (the Force H+S Advisor) Rob GRIFFITHS (Force Security) and a Health and Safety Rep from the Fed.

Each command has ownership of certain buildings, for all H+S and Wellbeing issues and Security.

Any key issues can be raised via line managers, Fed reps or direct to Chief Inspectors.

This can be anything Health and Safety based (cleaning, broken furniture, lights, doors that don't work etc). If it is not being fixed or sorted out locally then it can be raised to the command level to resolve.

The Health and Safety and Work Act 1974 (HASWA) applies to all of the Police service and sets specific duties on employers about employees' health, safety and welfare. The key bit being that employers must, as far as reasonably practicable, ensure the Health, Safety and Welfare of its employees whilst they are at work, it's a bit more complex than that but you get the idea.

All employees also have certain responsibilities in respect of HASWA, it's the law so its not optional. Employees must report dangerous incidents or occurrences, report damage, and they must comply with training and instruction.

The key bit is to report it via self service and tell a supervisor, even if you broke it. (Even if you were being a buffoon with the item and broke it accidentally and you might get told off)

Damaged items don't just fix themselves and the fix it fairy left after OCP as well. You have to complete an infra report which can be done via self service and takes moments.

I have received a few complaints that nothing ever gets fixed, from looking into these complaints generally the reason they never got fixed is because they never got reported. I will do my best to help but we need to help ourselves. We need to report issues!

Some of the Estate is old and sometimes there are issues with getting things fixed. If you are finding that items are not being repaired quickly enough or to a sufficient level, please either email me via the federation office

Any Federation Rep can either provide you with guidance, either as a Supervisor or as an employee; about Health and Safety matters and if they don't know they will know a person who does.

Policing can be a dangerous job and its key that we make it as safe as possible so, at the end of each day, we go home safe and then after either 30, 35 or 45+years you can have a happy and healthy retirement.

Alex Charge

**Health & Safety Lead**  
**Hampshire Police Federation**

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## GET IN TOUCH

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