

## President Trump Visit & World Cup 2018



The only thing that 'came home' during 2018 was another example of just how the police service cannot cope with

large-scale public events. We simply do not have enough officers to police these events for any length of time. We had to cancel all officers RD's over the summer- something that should only be reserved for terrorist attacks or natural disasters. During July 2018, President Trump visited the UK, before and during the President's visit Norfolk Police Federation (NPF) made a number of representations to the Constabulary regarding welfare and conditions for officers policing the visit. After the visit, NPF continued to engage the Constabulary regarding compensation for the duties completed by its members.

Officers had voiced mixed views during the visit on the accommodation standards and conditions provided. All opinions needed to be taken into account; nonetheless, the terms of Regulations and Determinations governing the rights of officers during the deployment had to be included.

It is important that officers receive their entitlements and their rights are preserve. The Federation should never acquiesce and allow such rights to be eroded as all compensation and terms and conditions are justified.

Officers received the £50 held in reserve payment whilst kept at accommodation in Essex. Since the Winsor, review from 1<sup>st</sup> April 2012 the payment relates to an officer being deployable immediately if required for exigencies and no longer just serving away from home.

Officers also received a further and separate £30 hardship payment for sleeping in accommodation that provided no single occupation of the sleeping quarters and no on-suite toilet.

However, some officers suffered with heat, and had disturbed sleep in accommodation that fell far below the health welfare and safety standards required for civilian workers, Police Officers should not be in accommodation which lacked basic fire safety standards and sleep in rooms not meant for sleeping when suitable facilities do exist subject to a payment.

Norfolk Federation highlighted in the news and to the Chief Constable that living conditions had been poor for our officers and that something had to be done. Many of the officers were moved to hotels/B&B but some were left at the barracks to stay another night. On speaking to some of these officers, they were more comfortable to stay as the majority of officers had moved on making the accommodation slightly improved. They were extremely grateful for the hospitality given to them by the armed services personnel on site at the barracks.

---

### ***Airwave Radios Users – Please take note!***

A question on a public website has highlighted Regulation 110 of the Road Vehicles (Construction and Use) Regulations 1986, which states, a dual or multi-purpose device used whilst driving is prohibited. Prohibited whether the device is being used as a 2-way radio or as a mobile phone. The exception is when the hand held Airwave radio is being used in a vehicle-mounted cradle in hands free mode. In order to operate radios clipped to stab vests etc., officers will have to hold the radio in their fingers and would then commit an offence. Please find an alternative method of communicating whilst you are driving.

*Force Policy Document – DRIVERS OF POLICE VEHICLES section 2.21 also highlights this point.*



### On-call

When federated rank officers receive a request to perform on-call duties, the appropriate on-call allowance can be claimed.

Regulations do not provide for compulsory on-call, as on-call duties are always voluntary.

---

### Travelling Time

Where an officer is required to duty on a public holiday or on a rostered rest day the officer's period of duty shall include the time occupied by him/her travelling to & from his/her place of duty. **This travelling time will be disregarded where the period of duty exceeds 6 hours.**

---

### Working over into a rest day

If you are required (*you therefore have the line managers agreement, Inspector (Oscar 1) or above*) to work over following a night shift and this duty is going into your rest day, you are entitled to claim up to 1 hour overtime at time & a half in 15 minute increments.

If after that first hour you still are required to remain on duty, you will get a minimum of 4 hours at time & a half even if the period of overtime is less than 4 hours. You also do not lose the first half an hour.

- Do not accept a lower rate of entitlement
- To be offered something different to your entitlement is against Regulations (Law)
- It is your choice whether you choose to take your compensation as payment or time off in lieu.

---

### What leave entitlements can I have back on return from sick leave?

Officers can claim up to 20 days (total in a year) back if they have been sick whilst on their annual leave.

Officers often ask to claim for other days such as Public Holidays and Rest Days which are not included as these are days are not working days within the calendar year (they are unpaid days of rest).

When Rest Days and Public Holidays are compared to Annual Leave days, the difference is that you earn A/L whilst working for the Constabulary.


You can claim back your A/L for each day you are sick whilst on A/L, as you are not able to be sick and on A/L.

RD's & RDIL cannot be claimed back while you are sick.

Recording sickness is paramount and allows the RMU to manage your entitlements.


---

### Mileage Claim (performing a duty on a Rest Day)



The mileage rate of 45 pence per mile splits into 2 parts:

1. FUEL
2. WEAR & TEAR ETC..



Travelling expenses (mileage) to and from an officers' home address to their place of work are claimable back from the force when officers are performing a duty on a Rest Day (with less than 15 days' notice).

For example a RD worked cannot be one in which the day is then re-allocated as a RDIL. You can backdate claims for the mileage described over the last 3 months. Must be claimed as taxable mileage.

---

## INJURY+DUTY

### Reimbursement of medical charges

If you have received an injury on duty and completed the Injury on Duty notification form (IOD), as a result of an injury which was not your fault and have subsequently been charged for a prescription and/or medical charges by the NHS, regarding dental charges, medication etcetera then these charges can be claimed back from the force. You can claim this via the expenses system, ERP/EBS.

---

***If you have difficulty claiming your entitlements please contact your local Federation representative.***

## Stress needs management



Small amounts of stress stimuli are good for you but if you are stressed for a long period, you might find you have **physical symptoms**, including tiredness, headaches or an upset stomach. Heard this before...

Stress causes our bodies to release various hormones including cortisol and adrenaline to trigger responses in the body. This is the body's automatic way of preparing to respond to a threat (sometimes called the 'fight or flight' response), designed to deal with the urgent need of a threat, these chemicals also shut down the non-essential functions of the body including digestive, reproductive and the immune systems whilst the body focuses on the threat.

If you are often stressed then you are probably producing high levels of these hormones, which could affect your health in the longer term, it certainly ages you as skin, hair and other physical signs start to show. Stress also effects the prefrontal cortex, the brain's executive command centres, which normally hold our emotions in check by sending signals to tone down activity in the primitive brain. During stress, the inhibitors that keep us focused shut down and we exhibit unusual behaviours.

The more the brain is under chronic stress, the more the prefrontal cortex is permanently shut down, and it actually becomes damaged and behaviours change permanently... Alcohol and nicotine will enforce this effect, damaging the frontal part of the brain even more.

Dehydration (resulting from stress) is one easy sign to check, do this by pinching the skin on the back of your hand, if that skin immediately returns flat then you are ok, if it remains folded for a moment then drink fluids.

## Flint House



The Police Rehabilitation Centre (Flint House) have ceased the 12 Month Rule. The Board of Trustees of the Police Rehabilitation Centre (Flint House) have agreed, that since 8<sup>th</sup> August 2018, officers who donate to Flint House with a declared pre-existing condition will not have to wait 12 months to receive treatment.

The Board recognised that the 12-month rule is a potential hurdle to timely treatment for both physical and mental health conditions and that Flint House needed to evolve to meet the needs of those officers who require support. Officers can now "sign-up" directly with Flint House via a form that can be accessed on the Flint House website. [www.flinthouse.co.uk](http://www.flinthouse.co.uk)

For officers wishing to access the excellent facilities at Flint House and have a pre-existing condition this is good news and all aimed at getting your wellbeing back on track.

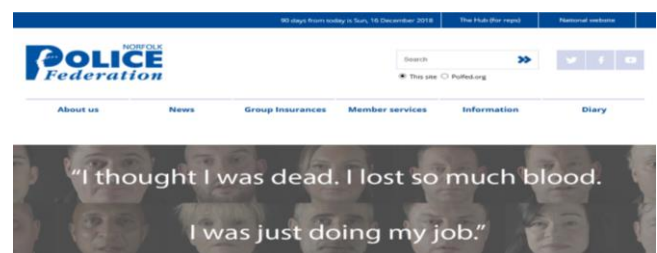
### IMPORTANT

Please complete the survey hosted by the Police Dependents Trust who are helping to champion your wellbeing, for example, 86% of officers have said the service must prioritise mental health needs following a major incident.

Complete the survey on their website at: <http://www.thejobthelife.co.uk/>

### New POLFED website for Norfolk

This branch of the Police Federation has a new website, which holds all of the documents for the members services along with much more useful information for its members. *Have a browse.* Check out [www.polfed.org/norfolk](http://www.polfed.org/norfolk)



## New Group Insurance Scheme launched

# GeorgeBurrows



With the launch of the new Group Insurance Scheme (GIS) on 1<sup>st</sup> August 2018. Serving officers who subscribe now can access the following benefits for just £24.00 per month; you simply cannot find this value anywhere else.

To add partner or additional life assurance and for more details here, including application forms visit; <https://www.polfed.org/Norfolk/group-insurances/serving-officers-scheme/>

**Life assurance** increased cover from £110,000 to £120,000

**Personal accident:-** Permanent total disablement benefit increased from £110,000 to £120,000 and including the following new benefits have been included:

- Temporary Disablement weekly benefit £25 per week for up to 104 weeks
- Hospital Benefit £50 per night for up to 7 nights
- Occupationally acquired HIV/AIDS/Hepatitis B lump sum benefit of £55,000 where infection has been caused by a documented work related incident
- Firearm assault lump sum benefit £2,500
- Stabbing assault lump sum benefit £1,500
- Unrecovered Court Award Compensation benefit £500
- subscribing members residing in the EU.

### Worldwide Family Travel insurance:

- New car hire excess waiver cover – insurers will pay up to £1,000 per claim for any monetary excess in respect of loss or damage to a rental vehicle whilst on holiday.
- Travel cover has also been extended to include subscribing members residing in the EU.
- Sickness Benefit:- in addition to the existing half pay benefit of £150 which is payable for up to 26 weeks, if you are placed on No Pay a new benefit of £300 per week will be payable for a further 26 weeks.

In addition to the cover enhancements listed the package also includes:

### Mobile phone/gadget insurance

Accidental damage, theft, accidental loss (mobile phones only), breakdown, liquid damage, fraudulent call use. **This particular element has been wholly funded by the Norfolk Police Federation for the first year.**

### UK & European RAC Motor Breakdown assistance

Home, Roadside Recovery and onward travel subject of terms and conditions.

### Legal Expenses Protection Insurance

Telephone legal advice in respect of any legal matter and will provide cover for legal costs as per its terms and conditions.

### Best Doctors

The reassurance of a confidential expert second medical opinion when facing a worrying medical condition.

---

### National Bravery awards one of our own



Congratulations to our own Frances Peters who won the regions award at the National Bravery awards.



Watch the video [here](#).

---

### IMPORTANT

### Use of Force – eForm

Each officer must complete a form for their actions, or complete on behalf of another officer *but* complete separate forms for each officer's activity therefore no Use of Force eForm should have multiple officers' actions combined in one submission.

The Home Office requires this data and the data informs Federation of the demand officer's face.