

# FEDERATION EXPRESS



The magazine of North Yorkshire Police Federation

Annual Report

A photograph of a man in a dark police uniform, smiling. He has several medals pinned to his chest. The background is a light-colored, textured wall.

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<b>COUNCIL AND BOARD MEMBER</b> Helen Scholefield Harrogate		



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# Chairs foreword

**W**elcome to your Federations Annual Report covering the year 2017/2018. The independent review of the Police Federation of England and Wales continues to have a considerable impact on the way the Federation conducts its business locally and nationally. We welcome that reform and the requirement to publish an annual public value report is one of the recommendations of the review. This report will give you an idea of the breadth of our work and the progress we are making on your behalf. It is also an opportunity to highlight some of the other achievements we have made over the course of the last year. I hope it gives you an insight into the work of North Yorkshire Police Federation, its workplace representatives, its staff and member services providers.

One of the most topical changes, from the review, has been the recent elections for the Branch Council and the Branch Board. We had an excellent turnout in the elections which demonstrates that our membership are engaged with the Federation and we want to thank all those that participated. The key strands of our work are representation, influencing and negotiation. We want to build on your participation and welcome your views on how we can improve the ways we represent you and influence and negotiate on your behalf. We encourage members to visit us, discuss our work, and share their views.

The most significant factor affecting Policing nationally and in North Yorkshire has been the ongoing cuts to police budgets. In North Yorkshire the number of officers has fallen from a high of



**Rob Bowles**

1650 to just 1293 officers in Federated ranks today. In 2007, there were 2.1 police officers for every 1000 residents today there are just 1.5 police officers for every 1000 residents. This has had a real impact on service delivery, our Officers mental health and general wellbeing. North Yorkshire Police Federation has been busy in supporting and representing individual Officers that are suffering from mental health and wellbeing problems. We understand the difficulty that Officers experience in getting counselling services and some physical treatments and in response we have launched the 'Just say it'

**In 2007, there were 2.1 police officers for every 1000 residents today there are just 1.5 police officers for every 1000 residents. This has had a real impact on service delivery, our Officers mental health and general wellbeing.**

campaign which provides officers an opportunity to discuss their concerns with a trained counsellor provided by the Federation and in confidence. We are reviewing the services we provide with a view to extending what your Federation can do for you. We have also been active in raising public awareness of the impact that budget cuts are having on services and on Officers. We are working to develop relationships with our local Members of Parliament to influence national decision making. This was particularly effective in securing support for the Protect the Protectors legislation; increased sentences for Offenders who assault members of the emergency



# Protecting our members – Ill Health Pensions and Injury Awards

**N**orth Yorkshire Police Federation provides advice, guidance and representation to our members who due to ill health or injury are facing early retirement. The process, from the point at which the force refers a member to the selected medical practitioner (SMP) to the point where the SMP decides that they are permanently disabled from performing the duties of a constable can take over 6 months.

Where a member is eligible for an Injury in Duty Award then the application process can involve obtaining and providing detailed medical evidence. There are also a range of complex appeals processes regarding ill health retirement and Injury on Duty awards which ultimately can involve building the case for, and representing the member, at a Police Medical Appeals Board.

In 2017/2018 we provided advice, guidance and representation for 9 new cases where members were considered for an ill health retirement. In 7 of these cases we also submitted applications for Injury on Duties and represented one retired member in a Police Medical Appeals Board.

## CIVIL CLAIMS

The Police Federation covers civil personal injury claims for members and/or their families. Injury or property damage does not automatically entitle claimants to compensation; it has to be proved that someone was legally liable for the injury or damage. In 2017 North Yorkshire Police Federation concluded 7 claims. The total

recovered for members and/or their families was £38,669.54

## SUPPORTING OUR MEMBERS – MEMBER SERVICES AND HEALTH CARE SCHEME

Our Member Services team have been working hard to bring you the best Group Insurance cover for the best price.

2017 claims year saw numerous claims for:

- Life insurance
- Critical Illness
- Personal Accident
- Reg 28 sick pay
- Travel Claims
- Motor Breakdown
- Mobile phones
- Legal Expenses

The telephone support service Red Arc continues to prove to be of great support to our members and their families in times of serious illness, bereavement and stress.

We recently made a change to the Annual Travel cover. Single cover under the Group Insurance – now covers partners/spouses without having to hold partner/married level of cover. Single cover therefore now covers partners/spouses for Motor Breakdown, Mobile Phone and Annual Travel.

A recent “spend to save” document we produced demonstrates that the services offered by our Group Insurance scheme save our serving officers £1,266.20 pa and our retired officers £891 pa compared to similar product costs offered by the High Street.

We have also merged our Private Health Scheme into the Northern Police Healthcare Scheme. The new scheme is as before, a self-funded scheme set up by a Trust

**We continue to hold popular pre-retirement courses as well as Will Surgeries and Financial Advice Surgeries.**

Deed of which we are also a Trustee. The scheme is based on the age of the member (no longer serving/retired rates) and is open to all serving Police Officers and Police Staff. For Serving Officers – the scheme also pays their subscription to the Police Treatment Centres and offers fantastic value for Private Health cover.

We continue to hold popular pre-retirement courses as well as Will Surgeries and Financial Advice Surgeries. We have also recently launched “Just Say It” sessions. “Just Say It” sessions provide our members the opportunity to speak to a trained counsellor about anything that may be causing them stress or worry. All our surgeries are held monthly and the dates are available on the “About us” Events Calendar on the North Yorkshire Police Federation Website.

Our website shows various discounts – all under the Member Services heading. These can be for gym memberships to leisure attractions to special offers on new cars under Motoring and all are updated regularly.

# Core Purpose

**W**e in the North Yorkshire Police Federation are here to assist in and to promote the welfare and efficiency of the force and our colleagues, and to assist in the ongoing development of North Yorkshire Police.

We aim to protect and support North Yorkshire's police officers and families every day.

**LOCAL FEDERATION STRUCTURE**

The independent review has also dictated a change in the Joint Branch Board Structure. The old rank based Board structure has now been replaced by local Federation Councils and Boards. The Council consists of 20 work based representatives who are your local point of contact for advice and support. From the Council we have elected a Board which consists of 10 Representatives. The Board is the decision making body for your

local Federation. From the Board we have elected 3 full time Officials; the Chair, Secretary and Treasurer.

The election process ran between February and May 2018 and has returned the following Council, Board and full time representatives.



	Position	Location
Brad Jackson	Treasurer/ Board Member	Knaresborough
Rob Bowles	Chair/ Board Member	Knaresborough
Will Eastwood	Secretary / Board Member	Knaresborough
Helen Scholefield	Council and Board Member	Harrogate
Lucy McNeill	Council and Board Member	Scarborough
Mick Lynch	Council and Board Member	Boroughbridge
Charlotte Coles	Council and Board Member	Scarborough
Jerry Perrin	Council and Board Member	Bedale
Tony Barnes	Council and Board Member	York
Matt Hagen	Council and Board Member	Custody
Martin Scott	Council Member	York
Mark Hawes	Council Member	Scarborough
Matthew Mitchell	Council Member	Northallerton
Steve Paxton	Council Member	Scarborough
Andy Stow	Council Member	Northallerton
Kevin Kelly	Council Member	Operations
David Anderson	Council Member	Northallerton
Mark Hughes	Council Member	Richmond
Bill Burns	Council Member	Harrogate
Paul Richardson	Council Member	Operations
Dave Hunter	Council Member	York
Mark Proctor	Council Member	York
Sarah Sanderson	Council Member	Headquarters



# North Yorkshire Police officer nominated for national bravery award

**A** North Yorkshire Police officer has been nominated for a Police Bravery Award for detaining a violent knife suspect in busy traffic.

PC Richard Farrar has been nominated to win an award at the 23rd Police Bravery Awards in London on 12 July. The awards are held by the Police Federation of England and Wales to honour and recognise police officers who performed outstanding acts of bravery while on or off duty, and are sponsored by Police Mutual.

PC Farrar was confronting a suspected bicycle thief by a busy road, when the man became aggressive and violent and tried to escape.

As the officer tried to restrain him, the two men ended up struggling into the road, into the path of oncoming traffic. During the scuffle PC Farrar heard metal hit the ground - later discovering it was an eight inch kitchen knife that had

been hidden in the suspect's waist band. A member of the public saw the officer was in danger, and helped PC Farrar restrain the suspect.

Stephen Mann, CEO of Police Mutual, said: "Police Mutual is very proud to be supporting the Police Bravery Awards for the tenth consecutive year. To all of you who have been nominated, be proud of yourselves and your achievements. When it mattered most, you stepped up. You proved that your commitment to keeping the public safe did not waver, even when tested in the most trying of circumstances. At Police Mutual, my colleagues and I are deeply honoured to be able to show our appreciation for your bravery in keeping us safe."

"The bravery and professionalism shown by PC Farrar went above and beyond the normal call of duty. He showed exceptional bravery, putting his own life at risk."



**Rob Bowles, Chair on North Yorkshire Police Federation said: "We are proud to nominate Rich for the National Bravery Awards. His selfless and brave actions exemplify the best traditions of British Policing and he is a credit to North Yorkshire Police. We wish him the very best in his retirement".**





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# Conduct and Performance Lead Officer (CAPLO) Update

**W**hen an officers professionalism is called in to question, whether they have made mistakes or not, it is always an unpleasant process, to say the least. In the vast majority of cases, there has been no deliberate intention to do anything incorrectly and often the initial investigation finds no misconduct at all. But we recognise that it is not just the officer who suffers as a result of the disciplinary process, it is also all of those closest to them. It is right that considerable effort and resource are invested in ensuring that at the best possible support is made available across the board.

To this end, in addition to all of the work and negotiation ongoing nationally, we at a local level engage at every level to negotiate and influence for the fairest processes and outcomes possible. We have had constructive meetings, with Professional Standards, the Independent Police And Crime Commission (now IOPC), Regional and National practitioners and even the College of Policing. This has resulted in reviews of working practices and some shared initiatives, some of which I will detail within this report.

We recognise that to continue providing the highest possible quality of advice and representation, that the best training available is essential. In the last year, we have trained four additional workplace representatives, through the Police Federation approved Conduct

course. These representatives are Michael Lynch, Dave Anderson, Matthew Hagen and Tony Barnes, who will assist in extending the accessibility of help on hand to our members every day; every minute.

Three Representatives last year gained further development, through regional training arranged by the Federation, which was also attended by members of Professional Standards Departments. Amongst many other benefits, learning about the whole process in this way, enable improved transparency and understanding.

We have also taken this a step further, identifying a training need for those Chief Inspectors and Superintendents most likely to Chair Discipline Meetings. We have sourced and arranged external training through a nationally recognised trainer, who had recently worked in this field with the College of Policing. This has now been arranged for later this year, in collaboration with the Force to assist in finding appropriate candidates. This move will benefit all officers, by creating a shared understanding of arrangements for Discipline Meetings, which will improve officer confidence in determinations and sanctions.

The development of these colleagues will go even further this year, as we look to accredit them in Post Incident Procedures. These procedures set out how the force will consider the welfare of officers following the most serious



**Will Eastwood**

incidents. It is our intention, that more trained Federation Representatives will assist us in spreading the essential awareness and understanding of such procedures, as well as provide support when they are implemented. Further to this, we will be looking this year to repeat the last years initiative of jointly funding a larger number of colleagues to attend Post Incident Awareness days.

All of this training is being put to good use, with over 50 officers supported with discipline investigations and in excess of £52000 paid in legal fees in the last year. Our experience is that even where the officer concerned is confident that they have done no wrong, there is considerable stress and anxiety experienced by most officers subject to a disciplinary investigation. This is why our support cannot be measured in numbers, as it does not detail the on going personal support or the many other Federation supported schemes and initiatives, designed to support colleagues at these times.

Protecting the Protectors goes beyond the assaults that you suffer. **Will Eastwood – NYPF Conduct and Performance Lead Officer**

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# Equality Update

**N**YP Federation has been working together with the force to ensure that all of our members are treated equally and fairly.

The recent changes to our shift patterns have been a huge challenge to successfully implement within a very short time frame. The Federation were consulted at the outset and we raised a number of concerns and observations. The main concern we had was the suggested time scales and the ability for flexible workers to be able to view their new shift patterns and submit renewed flexible plans for consideration and approval on time. Although a small number of officers experienced delays in agreeing a new plan the majority were agreed and in place for the implementation date.

We also argued that the organisation could not try to “balance” male / female officer numbers when allocating shift bands as this would be seen as discrimination under the Equality Act.

We have recently been representing the inspector ranks

during the restructuring of the Critical Incident Inspector Cover (CIIC). Discussions took place with the heads of departments and the Chief Officer Team (COT) outlining why we believed the suggested procedure was unfair and would have a greater negative impact on a small number of inspectors. Lengthy negotiations have now resulted in the organisation reviewing and adjusting the procedure to allow fair implementation for all.

We still see some delays with officers receiving specialist equipment who have been assessed as requiring reasonable adjustments within the workplace. We continue to push the organisation to review their purchasing processes to enable these officers to utilise the equipment at the earliest possible opportunity. We have had to take positive action against the force, on behalf of a member, on one occasion this year which highlights how seriously any failings in this area are taken.

In conclusion, we as a Federation have developed a



**Brad Jackson**

healthy working relationship with the senior management and the COT in NYP. They welcome our observations and feedback and act positively on most occasions.

We will continue to represent our members robustly where we believe they have been discriminated against because of a protected characteristic or treated unfairly.

**Brad Jackson - NYPF Equality Lead.**



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# Back on the Beat

## Cycle Sportive 2018 Review

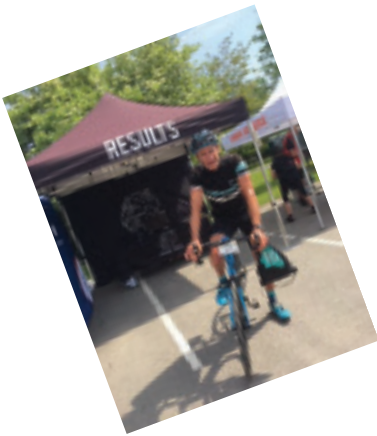
*Supporting The Police Treatment Centres*

The Back on the Beat Cycle Sportive is over for another year.

Once again, the event was a fantastic success with over 100 riders taking part in the epic challenge around the stunning scenery of North Yorkshire. Riders could either take part in a 50km or a 99.9km route, with many taking on the gruelling 99.9km route.

The event has raised an amazing **£4,454.95** for The Police Treatment Centres, with many fundraising pages still open for donations! Planning is also well under way for Back on the Beat 2019! If you would like to keep up to date with BOTB19 and other activities at The Police Treatment Centres, sign up to our newsletter online at:

[www.thepolicetreatmentcentres.org](http://www.thepolicetreatmentcentres.org)



**3 free places still available to run  
and raise for the PTC at the  
Manchester 1/2 Marathon**



The PTC had five free places available for the Manchester 1/2 Marathon, with only three left! If you would like to become a PTC Fundraising Hero and run the Manchester 1/2 Marathon on 14th October in aid of The Police Treatment Centres, please contact us on:

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