

SUFFOLK
POLICE
Federation



DECEMBER 2018



PFNDF Annual Seminar



Police Memorial Day



White Ribbon Day



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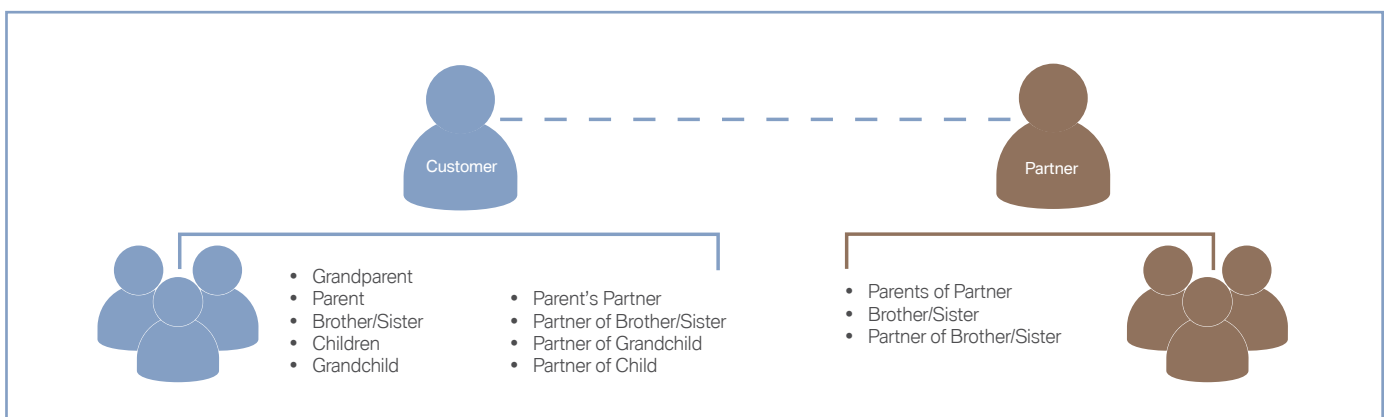
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General Secretary's Report

by *Mark Emsden*



Well, where do I start, I suppose I should begin with a congratulations to Mrs Kearton who has been appointed as our new DCC, she will take post at the end of the year, I look forward to working closely with her going forward.

CC Gareth Wilson



Whilst I am talking about the leadership of Suffolk Constabulary, many of you I am sure will be aware the CC Wilson has announced his retirement next year, again I would like to wish him well with his retirement and thank him for his time as our chief, it is not lost on us that he has had to make some really unpopular decisions in recent years forced upon him by the ever tightening budgets. It does leave me anxious about who will be our next chief, but having worked for 5 different chiefs since I joined I have seen the really good and the perhaps not so, but whatever happens I am sure the professional officers of Suffolk will make the force work no matter what.

Pay Award

The update on this is that PFEW nationally have taken the decision to JR the Home Office over the way in which the Home Secretary discharged his duties when dealing with the recommendation for the PRRB, I will not go into the details of exactly what the JR is asking for as this will be communicated to you directly from PFEW, needless to say however that this decision was taken after obtaining robust legal advice as you would expect as it would be senseless to spend money on it, if the lawyers felt it was frivolous.

I would like to thank those of you who have taken the time to contact me and other reps with your suggestion that we should have done it for the pensions, so you are all aware, legal advice was obtained on this matter also but it was not felt that there was a legal position to be able to challenge on that unfortunately, for those of you who would question my interest in this I would like to point out I have had an extra 12 years added to my service as a result of the changes to the pensions, so please rest assured I take the matter seriously.

For any of you who would like to throw some money away there is always the pension challenge group who will be happy to take you chase I am sure.

National Police Memorial Day

This event was held in Belfast this year and you can read a detailed report in this magazine from Sue Brace, the sister of Cheryl Lloyd who was tragically killed on duty in 2005, Sue came as the guest of the Suffolk Federation, the event was over a couple of days and was hosted brilliantly by the PSNI, who opened their memorial gardens for us and even supplied a guide. Having grown up in the 80's I found it a rather surreal experience being in the centre of Belfast in full No1 uniform, as my memory if filled with pictures of riots and violence often directed at the military and police, however it was clear to see that Belfast has changed and the people on the whole are welcoming and kind, I did ask the question of a local taxi



driver while en-route to the ceremony in full blues “would I be safe walking though one of the estates here in Belfast dressed in my No1 uniform?”, his reply was “to be fair mate they would have no idea what you were dressed like that, they would probably think you were in fancy dress” it then occurred to me that despite the fact that our colleagues in the PSNI are part of the UK, they have had to become much more like a military force, poles apart from the Constabulary we know, armed at all times and dressed all in green with dangers upon them every day that thankfully we often hardly consider.

Cash Machine

Both machines from LMH and PHQ have now been removed.

Diary's

Well, since my item in the last magazine where I told you that due to the issues with GDPR I was no longer able to send you a diary, it would appear that what I was told was a knee jerk reaction to the new legislation, “what” I hear you cry, “the public sector made a knee jerk reaction”, I know it’s hard to believe but they did.

The result of me having now received some updated advice is that I WILL be able to send you all a diary, once we receive them I might add.

Many of you will I am sure be relieved by this as without it you would get nothing at all from the Federation, so I am pleased to have been able to rectify this. As soon as I receive them from the printers I will get them sent out to you.

New National Federation Chair

We are now a few months down the line from John Apter having been elected as the new National Chairman of PFEW, those of you that use social media will have no doubt seen John, who I think it is fair to say, is rather more outspoken than some of the previous National Chairs, he is keen to make the role his own and be the voice of the members. I would urge you to add him to your Twitter @PFEW_Chair as he is always keen to hear your views and has many of his own which I am sure will be of interest.



Remembrance Service

I was honoured to be asked to lay a wreath this year at PHQ as part of Suffolk Constabulary’s memorial to those who have given their lives in the defence of our country, it is worth remembering that a number of serving officers were called up from all over the country during the Great War and World War 2 and sadly never returned, there are 21 officers named on the memorial here at PHQ from Suffolk who made the ultimate sacrifice. I was really pleased that so many people took time out of their very busy work day to attend, it means that 100 years on they are not forgotten.

Being a Federation Rep

We are still operating below the number of Reps that we need in order to cover all the areas of the force that require our attention, we are especially low on Inspectors, the rules state that we should have 5 Inspectors as part of our Council but we only currently have 2.

I would urge those of you who are Inspectors to ask yourself if you have ever thought about being a rep or if you are someone who is not afraid to challenge and likes to stand up for your officers and peers, if you answer yes to either of those questions I would as you to consider becoming a rep. Please feel free to contact me or any fed rep if you would like to have a chat about what is involved as without people willing to become reps we have no seat at the table on key matters.

I know many of you will be concerned about the already massive amount of work you are asked to do and will not want to add to it, but often Federation work will incorporate things you already do and an work completed as a Rep is duty time, something CC Wilson have given his full support of.

Above all being a rep is rewarding and provides you with exposure to people and areas of the force that you may not have come across before, something I know that has helped a number of reps in the past when it comes to applying for roles or even promotion.

Until next time

Mark

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A Federation Rep's Perspective



Matt Paisley

As I write this article, the sky is a warming autumnal blue, with a gentle breeze and the fall of leaves has a crisp texture under foot. The unusually mild temperature for a mid-November morning makes it difficult to contemplate that Christmas is now around the corner.

At this time of year, we begin to reflect upon the past 12 months, and start to think about what resolutions we will make (and often break) for 2019. Before typing this piece, I scanned my email account to see what I was working on in November 2018. I was on the SNT in Sudbury, and had just been privileged to lead the Police Cadets through the Market Hill in the annual Remembrance parade. There were the usual parking complaints, liaisons with Parish Councils and prioritising the threat, risk and harm of our communities against a back drop of PCSO SPOC roles and generally healthy SNT staffing levels.

Over those weeks and months, I have had two postings, experienced my own fair share of stress and tried my best to support colleagues past and present through the process of consultation and implementation of the new Neighbourhood Policing model. Whilst we know we are facing an ongoing battle to make the shrinking budget match the rising demand, what has always impressed me about Policing is that we just get on with it and make it work.

My new role (Neighbourhood and Partnership Team) has been created as part of the new model, and takes on some of the roles previously held centrally under the former Community Safety Unit. Whilst I carry thematic responsibility for the County in the areas of licensing and retail & business crime, I also have a heavy involvement in anti-social behaviour, hate crime and Operation Sceptre. The NPT World is very diverse, challenging and reliant upon the commitment of the staff within its make-up. Initially much of my work is revolving around policy, updating procedures and promoting the Team to the wider area. I would encourage members to contact me, or your respective team, to see how we can help you with any long term issues in your communities that might require some more area based responsibility placed upon it.

So, as I look forward to the New Year, I am relishing the professional challenges that come with my new role. I will be looking to embrace the world of Conduct and Performance having recently completed the Federation training course in this area and continuing with my Federation responsibilities as Deputy for Professional Development.

On a more personal note, I will also be running the 2019 Virgin London Marathon. I am raising money for the charity Tommy's, which carries out research into premature birth, still birth, infant death and miscarriage, as well as supporting families that have gone through such traumatic experiences.

Please donate, or share my story

<http://uk.virginmoneygiving.com/MattPaisley>



Thank you, and I wish you all a very Merry Christmas, and a safe 2019!

Matt

Matt Paisley

South Neighbourhood and Partnerships Team, Landmark House

Road Policing Users Group Meeting

Held at PFEW HQ Leatherhead 27-28 November 2018

Workplace rep Barry Abbott, who is also a RAPT Sergeant, represented Suffolk police federation on the group which aims to provide advice and guidance to PFEW when representing members in the Roads Policing environment. This is the first time Suffolk have been involved with this forum.

The forum agreed terms of reference and welcomed new PFEW Lead for Roads policing Dave Blundell. Also present were representatives from the Department for Transport (DFT) and the Motor Insurers Bureau (MIB). The forum was also addressed by new PFEW Chair John Apter, himself a former Roads Policing Officer.

The agenda was packed with content ranging from The Roads Policing conference (nominations for contribution awards open until 28th December see PFEW website www.polfed.org/events/roads_policing_conference for details) to the Police drivers bill and regional updates.

With regard to the police drivers bill, this is still moving forward despite slow governmental progress. This issue is being and has been spearheaded by the police federation. There is widespread support for this including the DFT.

Operation Venice launched by the Metropolitan Police in response to moped/motorcycle enabled crime. This has had an impact on tackling this criminality, However police officers are still vulnerable, there are more questions than answers at this point.

MIB raised the question over Police collision reporting.

This serves as a reminder to all staff regardless of role, they SHOULD report on duty collisions to their insurers as a failure to do so could leave the individual without insurance in the event of a future claim and then liable for costs, which could run into thousands. (The exception to this would be in the case of TPAC where intended tactics are used, insurers would not record this as a notifiable collision.)

There is discussion around Hybrid Vehicles in policing. Some metropolitan forces are integrating Hybrid fleet however generally the technology in terms of range, performance and rate of charge are not deemed presently fit for purpose as viable replacements to the general policing fleet

The importance of fleet servicing was discussed. Constabularies and their officers must ensure that servicing schedules are taken seriously. It's not the mileage that takes its toll on engines but the running hours (fending off at scenes) where vehicles runs for hours covering a short distance. Some forces report engine failure as a result.

The Roads Policing Users group, working with partners in industry and chief officers of police and constabularies are working extremely hard to improve the working in roads policing and members are encouraged to talk to the federation to progress these matters. Other issues we are talking to government and partners about include:

- | | |
|--|----------------------------|
| ◆ The Police Drivers Bill | ◆ Use of hand-held Airwave |
| ◆ Use of Vehicle screens (ANPR) an data terminals. | ◆ Training |
| ◆ Staffing | ◆ Equipment standards |
| ◆ Fleet | ◆ MIDA's Data base |
| ◆ Inflatable motorcycle vests | |

The list goes on safety is at the heart of roads policing. Nationwide the numbers are declining, roles are being merged and more with less is expected. A sad circumstance not exclusive to Roads Policing.

Sadly enforcement and visibility of Roads Policing is on the decline. More people are being killed or seriously injured on the roads. There has to be a link.

There needs to be a culture change in the way government and forces view Roads Policing. Too many lives are being lost and criminals have no fear of using the network.

Not all road users are criminals, all criminals ARE road users.

Roads policing is not a luxury, it is an essential part of policing for which we all have a part to play.

Barry
Barry Abbott

Driving home for Christmas?



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Police Memorial Day

Sunday 30 September 2018

I was very honoured to have been taken to the National Police Memorial which was held in Belfast this year. This is the first time I have attended with Suffolk Police Federation. On being picked up I was awash with a mixture of feelings. Nervous, apprehensive, sad, emotional I was well out of my comfort zone. I was going with people I didn't really know. In the past I have gone to the memorial with other families who have lost an officer whilst on duty. This year I was by myself, I was worried how Darren and Mark would react to an emotional wreck!

From the moment Darren, Karen and Mark picked me up they made me feel completely at ease. By the time we arrived at Heathrow I felt as if I had known them a long time.

After arriving in Belfast and a quick freshen up we walked into the city centre. A bit of shopping, then lunch and a visit to the Titanic museum. I didn't have time to think about the Evening reception which was being held at the Belfast City Hall, we were the guests of Chief Constable George Hamilton QPM. On arrival we were greeted by a lone piper. The architecture was amazing. What a fabulous place to meet up with families and guests and listen to the speeches.

The service on Sunday was at the Waterfront Hall. As you walked up the stairs you were met with an honour guard. This was made up of police officers from the U.K. and America. It was a proud moment to see Mark representing Suffolk in the honour guard.

Darren, Karen and I found our seats. Tissues at the ready. The service started with the pipes and drums of the police service of Northern Ireland followed by the Book of Remembrance and the three standard bearers. Readings were by the families of the officers who had lost their lives in the current year. Seeing a young widow, with a young baby, up there hit home yet again how dangerous policing has become. Her son growing up without his dad. No memories of them together. The memories he will have will be of memorials and how his dad will never be forgotten.

We will never forget those that died as petals of remembrance, representing all who have lost their lives, descend from the gallery. As well as the familiar blue and green petals this year, red petals were also included as we remember officers who died in the First World War.

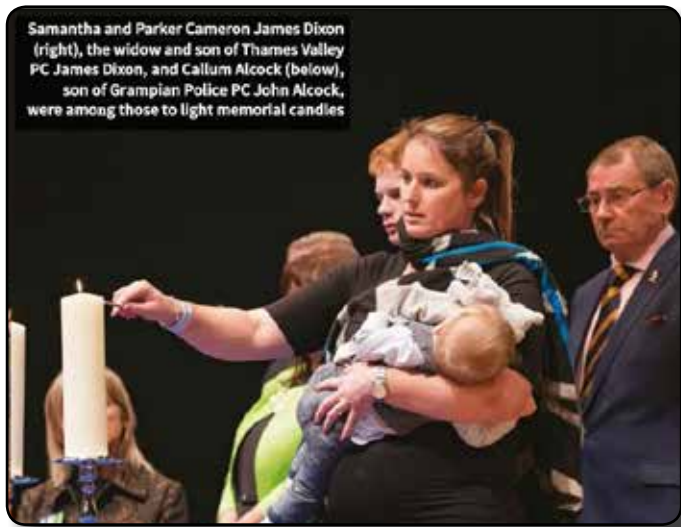


As a sister of PC Cheryl Lloyd I know what that journey of grief and loss has been. Knowing she lost her life doing a job she loved. Sitting there with my Federation I saw the service from a different perspective. This service was just as important to her colleagues as it was for me. For a short time we were all one as we proudly remembered not only our colleagues but all who have died.

After the service we all met up and had a cuppa and a cake, this gave us time to chat to others and to compose ourselves before returning to our hotels. We met up in the evening with the American police officers and made lifelong friendships.

On the Monday morning we were up early as we had to be at PSNI HQ as we had a visit to the RUC Memorial Gardens.

An RUC Retired volunteer called Tommy took us on a tour of the garden, which contains a number of sculptures commemorating various aspects of the RUC's history and a series of information boards detailing the history of policing in Northern Ireland. We were particularly moved by the 'Area of Peace' in which the names of those police officers who died in service or who died as a result of Troubles-related violence when out of service are listed on a series of granite tablets. So many names so many families and colleagues affected. Listening to Tommy as he repeatedly pointed out names of colleagues he worked with, left a lasting mark on us all. But I will never forget how emotional he was telling us about his good friend who was badly injured in the trouble years. He is slowly going down-hill and has suffered from his injuries he sustained. When he passes who will remember him. His name won't be on the memorial! While Tommy is still able to be a guide his friend will be remembered, I will remember him and I know Darren, Mark and Karen will remember him.



We should remember all those who have died whether in service or retired. This is what the police family is about remembering one of their own.

The National Police Memorial Day is an important date, it's a date that we will not forget those who have died.

I was proud to be there to remember Cheryl but more importantly I was proud to stand beside Suffolk Federation as we remembered all officers.

Thank you to Darren, Mark and Karen for caring so much, looking after me and making me feel part of the police family. It was a very emotional weekend with tears but lots of laughter. I will treasure the memories and friendships made. This year I was not a survivor I was police family.

Sue Brace



PFNDF Annual Seminar

The Police Federation National Detectives' Forum (PFNDF) Seminar and Annual Awards ceremony took place in Manchester between 11th and 12th October 2018.

The seminar included a number of extremely interesting and thought provoking topics which included a reformed computer hacker, OP Hornet a £1 Billion corruption and fraud investigation which spanned seven years of investigation, assisted suicide abroad and Investigative Interviewing. The audience were also treated to a fantastic and motivational talk by Paula Craig MBE.

A keen athlete, Paula, had joined the Metropolitan Police in 1986 and between 1995 and 2000 she had run six consecutive London marathons. In 2001, she had a new career opportunity on the horizon to look forward to, but while training for a triathlon in May that year she was involved in a car accident when an 84-year-old man hit her from behind. She went over the bonnet and windscreen and was immediately knocked unconscious. When she woke up she immediately knew she was paralysed from the waist down.

At the time, she knew that the Metropolitan Police didn't take back officers who had been seriously injured on duty, but she was desperate to get back to the job she loved. She explained how during her return to work she encountered issues with the accessibility of police buildings for wheelchair users but she was determined that she would not be seen as a different person to who she had been before her accident. Once she knew she could return to work, it inspired her recovery. She went on to have a highly successful career as a detective, undertaking roles in intelligence work, murder investigation teams and the Counter Terrorism Command, rising to the rank of Detective Inspector. It was through the support of her force and her colleagues that she was able to continue with the job she loved.

The award categories this year were: Smarter Detective, New Trainee Detective, Detective Investigation of the Year and Services to Detectives, as well as the new regional Recognition Award for those who make outstanding contributions to Detective policing, often behind the scenes.

Some of this year's entries included: a team of Detectives from Merseyside who investigated a group of rogue traders who targeted elderly victims, a DC from Wiltshire who oversaw the conviction of a man with more than 600 police reports against him and a team of Metropolitan Detectives who nailed a vicious acid attacker after a nationwide manhunt.

Speaking ahead of the awards, PFNDF Chair Martin Plummer said: "The standard this year has been incredibly high and shows what we know to be true – that we have the best police service in the world. Our officers investigate some of the worst crimes, deal with the worst offenders and bring them to justice through professionalism, integrity and attention to detail. "Nobody does this type of work looking for kudos, but it's appropriate that we give them the recognition they deserve."

A team of Hertfordshire Constabulary Detectives won the Detective Investigation of the Year award for uncovering a global paedophile ring. The investigation, Operation Pendent, was the largest and most complex ever undertaken by the force's child online safeguarding team, and resulted in the ring leader receiving nine life sentences, in addition to lengthy sentences for his accomplices.

The team, led by Detective Chief Inspector Dee Perkins, recovered video material which involved the live streaming of sexual abuse against children. More than 100 suspects were involved but obtaining data from online dating apps was a major barrier due to strict US privacy laws. Investigators had to go to the American Embassy to unlock those barriers.

A Metropolitan DC won Trainee Detective of the Year for his tenacity and victim-focussed approach. Amongst his achievements has been identifying the under-reporting of hate crimes against disabled people. He also obtained the first domestic violence protection order in the capital and has frequently gone beyond his role to build relationships and trust within communities.

Sussex DI Clare Shiel came first in the Services to Detectives category for being an outstanding role model to Detectives of all ranks. She has led numerous investigations and recently was responsible for an operation to recover a victim of modern slavery – a woman who was kept as a slave in appalling conditions for almost two decades. A Suffolk Detective Sergeant was the runner up in this category and it was absolutely fantastic for his dedication and professionalism to be recognised at a national level.

The Smarter Detective of the Year was awarded to DC Darren White from Devon and Cornwall Police, who investigated the abuse of children abroad by a UK national. The officer analysed more than 100 hours of footage and half a million lines of Skype communication to identify more than 46 offenders. The ring leader was sentenced to 18 years.

The overall Regional Recognition Award winner was chosen from a shortlist of impressive regional winners from throughout England and Wales. DC Chris Williams from Avon and Somerset was recognised as overall winner for her unrelenting passion and dedication to safeguard children from abuse. She has given vulnerable victims the confidence and courage to speak out.

Ben

Ben Hudson
National Detective Federation Rep



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KNOW your RIGHTS!



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 be on 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.

Do you know someone who has gone above and beyond?

If the answer to that question is yes, we want to know about it.

Nominations are now being invited for the Police Federation annual bravery awards. Each year the successful nominee or nominees and their chosen partner get to attend an awards ceremony in London following a reception at 10 Downing Street where they meet their fellow nominees from around the country and a senior cabinet minister.

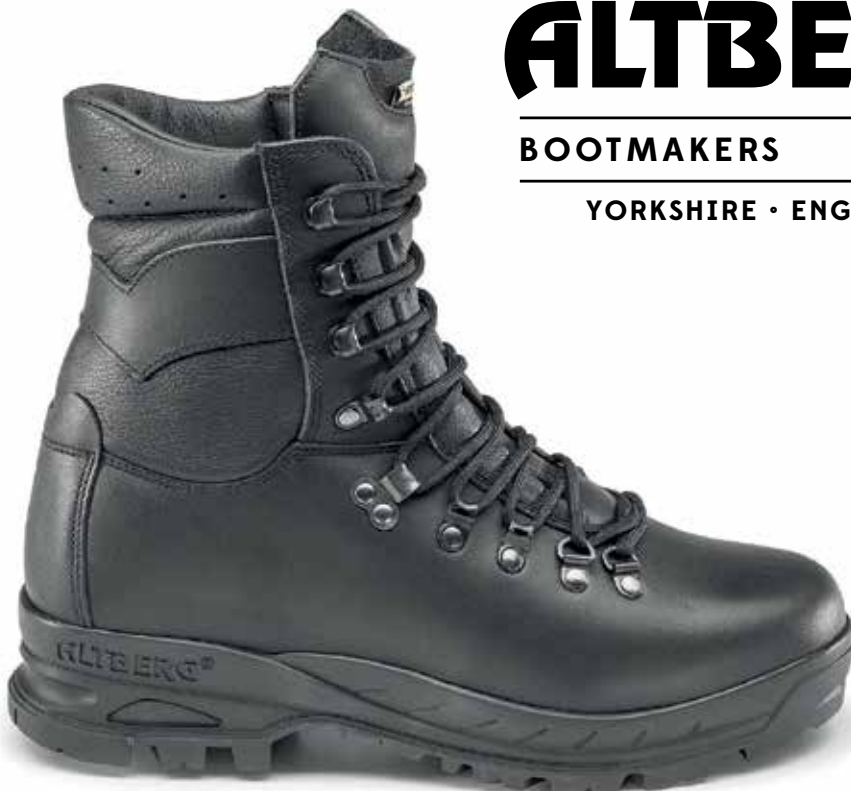
If you can think of a person or persons who have gone above and beyond either on or off duty please get in contact with the Suffolk Federation office before 15 January with details of the situation or event, all the nominations will then be sanitised of names and a decision made on who the successful officer or officers are.

Anyone can nominate and we also accept self nomination.

The judging criteria is below:

In the opinion of the national selection committee, the most outstanding act of courage or bravery by a federated rank police officer from one of the forty three police forces in England and Wales in placing themselves at risk of death or serious injury for which a medal, commendation or other recognition was made during the calendar year under consideration (2018) or the year following the case no longer being sub-judice.

Please do take the time to let us know as I am sure any officer who has been to the event in the past will tell you it is a truly fantastic experience.



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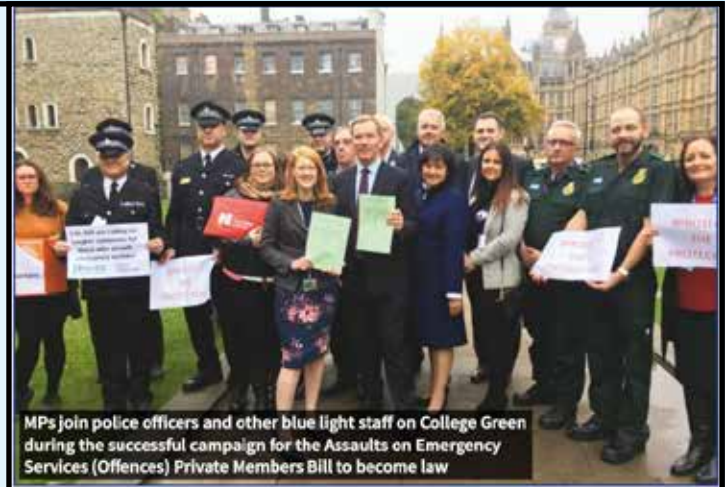
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Federation hails new law to protect emergency service workers

Those who attack police, paramedics, nurses and other blue light workers will face tougher sentences thanks to a new law which takes effect from Tuesday 13 November.

The Assaults on Emergency Workers (Offences) Act creates a new aggravated offence of an assault against a member of the emergency services and doubles the maximum sentence for these cowardly and despicable acts from six to 12 months. We welcome the enhanced protections for blue light workers, which we have worked hard to achieve as part of our 'Protect The Protectors' campaign, while recognising there is still work to do.



John Apter, National Chair, said: "This change in law is the right thing for our dedicated emergency workers – it makes clear that attacks against them will not be tolerated and that those who cross the line will be dealt with robustly. And although the legislation is now in place it means nothing unless it is used by the Crown Prosecution Service and the courts, so I call on them to make full use of these new powers.

"Whilst we acknowledge that we did not get everything we wanted from this new Act – we feel sentences are still not as strong as they need to be – this is a significant step forward in the right direction and we will continue to make the case for a stronger deterrent, for a wider roll-out of Taser, body-worn video and spit and bite guards and the appropriate levels of staffing.

"I hope that this legislation will also help to change a culture which has developed within society that it is acceptable to assault an emergency worker. Let me be clear, it is not. Nobody should be assaulted just because of the uniform they wear or the job they do, to assault an emergency worker is totally unacceptable and there must be consequences for those who commit such crimes."

Our Protect The Protectors campaign was launched at Parliament in February 2017 in connection with a Ten Minute Rule Bill introduced by Halifax MP Holly Lynch. She had joined PC Craig Gallant on patrol in West Yorkshire in summer 2016 and had dialled 999 after witnessing the single-crewed officer being surrounded by a hostile crowd.

The General Election brought the Bill to a premature end, but Labour MP for Rhondda, Chris Bryant, picked up the baton. His Private Members' Bill received cross-party support from MPs and the Lords to become law. The campaign also benefitted from the backing of the Prisoner Officers' Association and British Transport Police Federation as partners.

Last year there were 26,000 assaults on police officers and over 17,000 against NHS staff. Assaults on prison officers are up 70% along with an 18% increase in attacks on firefighters. This is not and should never be regarded as part of the job

Chris Bryant MP said: “The growing tide of attacks on emergency workers – including ambulance workers, NHS staff, fire officers, prison officers and police – is a national scandal. All too often attackers get away with little more than a slap on the wrist. I hope this new law will help put a stop to that attitude. An attack on an emergency worker is an attack on all of us and attackers should face the full force of the law.”

Home Secretary Sajid Javid said: “At a time when our brave police officers and staff are working tirelessly to crack down on violence, I find it despicable that some people think it is acceptable to assault emergency service workers. This Act ensures judges can come down hard on these cowardly individuals and makes clear that we are committed to protecting those who protect us.”

2018 White Ribbon Day

The White Ribbon campaign to stop male violence against women and girls took place in November. This year Suffolk Police UNISON branch, together with the support of the Suffolk Police Federation, Domestic Abuse team and the Suffolk Association of Women in Policing (SAWP) are raising awareness of this campaign internally.

In November the group took a road-show to
Bury & Lowestoft Police Station, Landmark House & Police Headquarters

To raise awareness the group

- Distributed white ribbons to officers and staff
- Provided Information, leaflets and advice
- Gave out free cake!

Suffolk Constabulary’s aim was to have up to 1,000 officers and members of staff wearing white ribbons as part of the campaign to stop male violence against women and girls.

Running annually from 25 November to 10 December, the White Ribbon campaign aims to stop domestic violence against women and encourages men to take a share of the responsibility in putting an end to abuse. Wearing a White Ribbon is a personal pledge *‘to never commit, condone or remain silent about violence against women.’*



As well as wearing the ribbons, it is hoped people will sign the campaign pledge, share their support on social media, get involved in events taking place across the country and become an ambassador. Details on signing the pledge and events can be found at the White Ribbon Website.

In particular the campaign is asking for everyone to take a stand against gender violence in their workplace, schools, communities and families.

The campaign was a great success and many Officers and staff attended the road-show.

More events are planned for the future to support Officers and staff deal with this issue.

UPDATE TO THE QUICK REFERENCE GUIDE TO UNDERSTANDING POLICE REGULATIONS

The Quick Reference Guide to understanding Police Regulations has been updated by the Police Federation of England and Wales

Allowances, Expenses, Overtime, Sick Leave, Family Leave, Duty Time, Acting Up Allowance, Overtime, Leave and Rest Days all feature.

It's part of a new monthly focus on a key theme of police officer entitlements. This will cover subjects including annual leave entitlements, working hours and working away from home.

The aim is to highlight key issues and to make sure serving officers know exactly what they can claim as part of their role.

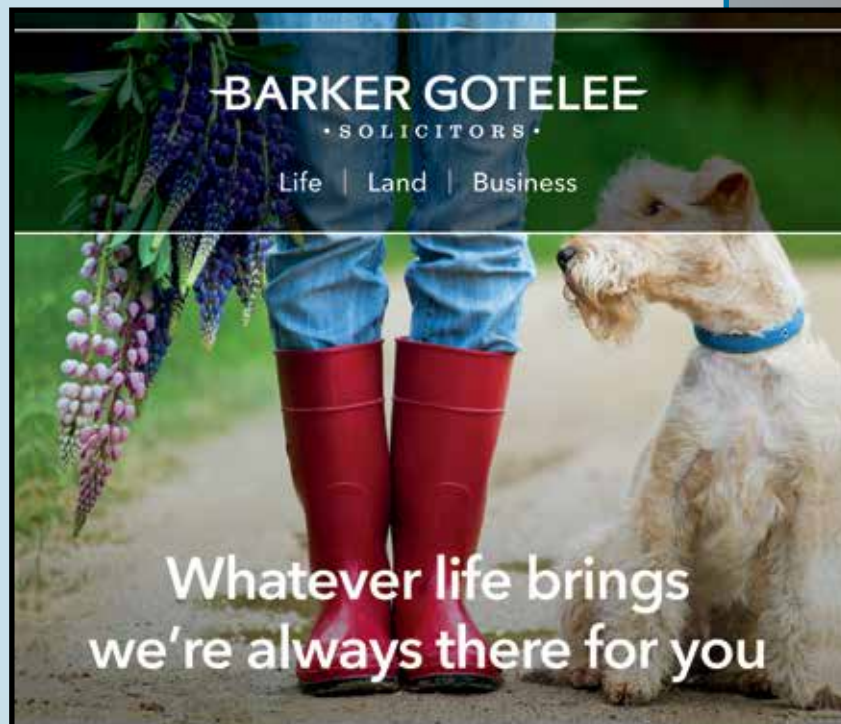
John Apter, National Chair of PFEW, said making sure officers were informed was a key part of the campaign: "Every day officers across England and Wales go over and above the call of duty to protect the public. It's essential that they claim their basic entitlements - especially at a time when their hard work and dedication is not being recognised in their pay packets.

"We will continue to fight for members' best interests, but also hope this campaign will help officers to be aware of - and claim - what is rightfully theirs and help them to understand what support is out there."

"Officers work tirelessly to help the public: that is what they signed up to do and will continue to do, but it is important that if their much-needed day off is cancelled, or they miss an important family event because of work they get that time back or are compensated for it. Being a police officer means other parts of your life are simply put on hold and we need to ensure they are fully supported."

#KnowYourRights

<http://www.polfed.org/flip/quickreferenceguideoct18/mobile/index.html>



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SUFFOLK POLICE FEDERATION

December 2018

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Branch Board Members

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Jane Coe (Landmark House) 1 4 5	Mark Emsden (Secretary) 1 3 4
Mark Green (Bury St Edmunds) 1 2 3 4 6	Darren Harris (Chairman) 1 3 4
Ben Hudson (PHQ) 1 3 4 6	Ailsa Newman (Landmark House)
Matt Paisley (Landmark House) 1	Helen Self (Bury St Edmunds) 1 2 4 6 (Women's Reserve)

Workplace Representatives

Rupert Beynon (Haverhill) 2 2a 3 6	Andy Dibbs (PHQ) 1 4
Iain Forbes (Landmark House)	Martin Johnson (Lowestoft) 3 4 6
Laura Parker (Landmark House)	Kirit Shah (Bury St Edmunds)
Mark Sargeant (Lowestoft) 1	Claire Yates (Landmark House)

SufPolFed 24/7 call-out via CCR

Number in brackets show courses booked but not yet attended

1 - CAPLO Trained	Conduct and Performance Liaison Officer – Darren Harris
2 - Health & Safety Trained - Polfed	Health & Safety Liaison Officer – Helen Self
2a - Health & Safety Trained - Suffolk	
3 - Equality Trained	Equality Liaison Officer – Ben Hudson
4 - Post Incident Procedures	PIP Lead Officer – Darren Harris
5 - Professional Development	PDLO – Jane Coe
6 - Grievance Handling Training	

Branch Board Trustees: Rupert Beynon, Andy Dibbs, Iain Forbes

George Burrows Trustees: Rupert Beynon, Andy Dibbs, Claire Yates

Treasurer: Mark Emsden

Deputy Treasurer: Ben Hudson

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