

# federation



West Midlands Police Federation

June/July 2018



## 'The worst time'

– see Page 16

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# Welcome

Welcome to the June/July 2018 edition of *federation* - the magazine for members of West Midlands Police Federation.

We are always on the look-out for good news stories so please get in touch if you have something to share with colleagues. It does not have to relate to your policing role – though we are definitely interested in hearing about what's going on around the Force. Do you have an interesting hobby or perhaps you are involved in sport locally, as a player, a manager, a coach?

Just get in touch and let us know.

We would also be interested to hear what you would like to see featured in your magazine.

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# A change in direction could bring extra funding for policing

By **John Williams**, acting chair of West Midlands Police Federation

**B**irmingham was once again the host city for this year's national conference organised by the Police Federation of England and Wales and attended by Federation representatives, invited guests and many of the big decision-makers in the police service.

Perhaps the most notable speaker this year was Sajid Javid who just three weeks ahead of conference took over as Home Secretary following the sudden departure of Amber Rudd in the wake of the Windrush scandal.

It was a little disconcerting in the run-up to conference to think that Mr Javid may choose to either not attend conference or to hide behind his short time in post.

Even more pleasing was the fresh approach he took to his conference appearance. Theresa May was Home Secretary for six years, taking over the post in May 2010. Relations between Mrs May and the Federation always appeared strained. At conference in 2012, officers booed her off the stage and three years later she accused officers of 'crying wolf' and 'scaremongering' when warning of the consequences of cuts.

Most years during her tenure at the Home Office, her keynote address to conference felt more like a strict headmistress scolding errant students. And, it's fair to say Ms Rudd did not signal any great change in direction when she delivered her speech to delegates last year.

However, enter Mr Javid who right from the outset seemed to want to steer the Federation – Home Office relationship

into clearer waters. The night before his conference appearance, copies of his speech began to circulate and there was a change of tone, a change of content, a change of style.

Anyone who had not seen the advance coverage of the speech must have been pleasantly surprised; for once it was not a case of slipping down in your seat waiting for the teacher to finish telling you off or pointing out your failings.

Mr Javid said he wanted to reset the relationship between the Government and the Federation, he wants to give us the funding, tools and resources to do our job. Of course, it is early days and he has much to learn about his new role. Sadly, he won't have too much time to get on top of it all. Policing is in crisis – something pointed out by many speakers, and not just delegates, at conference, and he has to act

## 'Conference firmly focussed on members'

This year's conference would focus on the realities Federation members and the public face on a daily basis. delegates were told in the national chair's opening speech.

Calum Macleod set the tone explaining: "The reality of how each day police officers place themselves in harm's way for the public, for young and old alike, for your families and for mine. The reality that the pressure being placed on officers is unprecedented; the reality that keeping the public safe is becoming increasingly difficult to achieve.

"Quite simply conference, we are here for them. We are here so that their voice can be heard. We all have a duty to represent them... to be their voice. To air their concerns, to seek solutions on their behalf and to challenge where challenge is needed. We should never take for granted what they do and why they do it, sometimes paying the highest possible price."

He urged delegates to play a full part in conference.

"Over the next two days we will have an opportunity to question those in policing and politics who are joining us in our panel debates and sessions. We will all have an opportunity to make our voice heard and to do what our members expect from us," Calum said.

His welcome session included footage of officers at last year's national Police Bravery Awards.

The new chair also told conference there would be a minute's silence at 2.30pm to remember the Manchester Arena bombing on 22 May 2017 when he said "indescribable evil again descended on our country" and during which off-duty Cheshire officer Elaine McIver lost her life.

He also remembered drummer Lee Rigby on the fifth anniversary of his murder.

quickly if he serious about dealing with that.

The funding crisis has caused a massive gap between demand and capacity but it has also put officers – and therefore the police service – under immense pressure. As officer numbers have fallen, we have seen more and more strain heaped on those who remain. Officers are stretched to their limit – and beyond.

We have increased physical assaults on officers – and other emergency service workers for that matter – but we are also seeing more and more officers reporting that the stress they are under is affecting their mental health. That leads them to take time off work and the cycle continues with fewer and fewer officers to go around. Cancelled rest days, longer shifts and inability to book holidays are also side-effects of the current more for less culture.

This cannot continue. We have to Protect the Protectors, not just in terms of the assaults campaign and calls for better legal protections for response drivers, but also in the wider sense of officer wellbeing.

This message was brought home to conference in many of the key sessions and debates. We heard about the crippling effects of fatigue, officers run ragged trying to cope with the demands they faced and the impact of the nature of police work on their mental health.

One of the highlights of conference was the address by former Met chief superintendent John Sutherland. He told of how the job he loved, and still loves, brought him to his knees, forcing him to take ill-health retirement. His speech was exceptionally well-delivered and had many delegates hanging on his every word. I would recommend anyone who has not already done so to read his book 'Blue'.

So, all in all, I think conference successfully delivered in terms of highlighting the need to protect the protectors and spell out the realities of policing.

We may well have seen the dawning of a new era; an end to austerity and a re-investment in policing. There were encouraging signs – both from the police minister and the Home Secretary – that the Government may have realised that the cuts have been too hard on policing and have impacted on our ability to protect our communities and our own people.

## 'Nothing is as important as our wellbeing'

By **Rich Cooke**, chair of West Midlands Police Federation

I was delighted to find out I had been successfully elected as chair of West Midlands Police Federation.

I want to thank John Williams who had been acting chair for everything he has done to support colleagues over many years. John and I will continue to work closely together in the future.

I've had some time to reflect on what was a hectic few weeks of election campaigning. I managed to get around most stations in the Force and spoke to a few hundred colleagues which was something I thoroughly enjoyed.

Those meetings and team briefings brought home to me that officers do not feel their voice is being heard strongly enough by the powers that be whether locally or by the Government. Some feel sadly distant from their Federation. Re-engaging with these colleagues, being open and transparent in what we do and why we are doing it, will be important for us to gain and keep trust in the future.

As a Force, we are dealing with unprecedented levels of demand. We're struggling to deal with the sheer volume of calls from the public and are trying to organise scarce resources in the most efficient way.

Quite rightly, the Force wants to put the public first in everything it does. However, the message I want to drive home is that officers are human beings first and foremost. They have loved ones and families to look after, they get physically and mentally tired and, occasionally, sick due to the relentless demand they face.

They are sometimes traumatised by the often nasty and horrific things they see and hear. Officers need time to take stock, regain their composure, and get that simple undisturbed break and bite to eat the law expects.

The truth is this simply isn't happening with the regularity it should. Most colleagues love 'The Job'. It's a very important part of who they are but nothing is as important as our own wellbeing and family.

When 'The Job' starts to conflict with these fundamental aspects of our lives we naturally recoil and look for an escape route.

That's one reason why I think recently we've seen the loss of swathes of experienced officers across the country. That experience cannot easily be replaced.

So, my message will be that to genuinely put the public first, we need to genuinely put our officers and staff first in all we do. We may then retain our vital experience and skills base, saving money in the long run.

Pensions was another subject that repeatedly came up in conversation. Officers forced on to the 2015 CARE Scheme feel a strong sense of betrayal, the bargain they felt they made with Queen and country at the time they joined the job has, many feel, been reneged on.

Colleagues, including myself, angry about this have joined what has become known as the 'Pensions Challenge' which centres on challenging the legality of protections given to some officers over others.

This has been an emotive issue within the Federation, for obvious reasons. However, as the challenge progresses through the courts and time passes by, the opportunity for the Federation to influence a new and improved settlement, or potentially gain a valuable uplift in pension rights for most officers looms larger. I believe this is a potential opportunity the Federation must prepare for now so it can act for the benefit of all Federated ranks should the need arise.

Naturally, there is so much more affecting policing in the West Midlands that the Federation and I will be looking to influence on behalf of members and the public. The planned closures of police stations along with some response bases and custody blocks is one.

The increased distances involved in responding mean the continued work my Federation colleague, Tim Rogers, has undertaken to get better legal protection for police drivers is of paramount importance.

I also want to maintain a sharp focus on the nationwide Protect the Protectors campaign, making sure offenders who assault emergency workers are prosecuted and suitably sentenced.

I therefore intend to continue the good work started by my predecessors in this area. I want our Fed reps to be very active in ensuring this happens and also supporting colleagues who are victims.



# 'I am listening and I get it' – Home Secretary tells officers

**T**he new Home Secretary said he understands how 'hard and horrible' a police officer's job is and pledged to do all he can to give police forces and their officers the resources they need.

Making his maiden keynote speech to conference, Sajid Javid told delegates he was committed to reviewing public funding for policing at the next spending review and assured officers on the front-line he would be standing with them.

He told a packed conference: "My pledge to you is this – I will prioritise police funding in the spending review next year. I will give you the tools, the powers and the back-up that you need to get the job done.

"I'm not arrogant enough to turn up here after three weeks in the job and tell you how to do yours. What I will say is that I am listening and I get it. I get that there's increased demand."

He called for a 'reset' of the relationship between the Government and the police, gave his support to the Federation's Protect the Protectors campaign on assaults and vowed to 'totally transform the welfare provision for officers'.

He admitted the Government has had to make 'difficult decisions' since 2010 but it was now time to prioritise public investment in policing.

He said: "Since becoming Home Secretary, I've spoken to front-line officers about your experiences of crime and policing. You've told me you're feeling stretched, over-burdened and not sufficiently rewarded. I know it's frustrating when your days off get cancelled – often at short notice. And I know your work can take its toll on your mental and physical health. And you deserve to be respected and valued, but all too often what you get is abuse.

"I will prioritise police funding in the spending review next year. But this isn't all about money. You have a job like no other. You never know what you're going to be faced with. It might be a murder scene, a child abuse investigation or a serious car accident. And it's not surprising that dealing with all that takes its toll on you. We need to Protect the Protectors."

He continued: "When you're out in public trying to do your duty, you should be protected. That's why I'm backing the Assaults on Emergency Workers' Bill which will include tougher penalties for those who attack police officers and other emergency service workers.

"That's why I'm also supporting changes to the rules on police pursuits; to make it clear that a criminal is responsible for their decision to drive recklessly, not the police.

"That's why I'm making sure you have the right kit and the right technology to do your jobs effectively. It makes no sense that while many of you update your mobiles every couple of years, at work you use technology dating back to the 1990s.

"And I fully support those officers who want better protective equipment like spit and bite guards. It's ridiculous that you can't restrain those who physically abuse you. If you don't feel you're getting the tools you need, I want to know about it. It's perfectly reasonable that you should want to protect yourself from harm when you're out on the beat."

And he said he supported an uplift in the use of stop and search powers following the rise in gun and knife crime across England and Wales.

"If stop and search can mean saving lives from the communities most affected, then that has to be right," he said.

"Some of you don't feel comfortable using it - and that's not how it should be. I have confidence in your professional judgement. So, let me be clear - I support the use of stop and search. You have to do your job and that means protecting everyone."

He spoke about how at the age of 11 he was in a gang, a gang of two consisting of himself and his nine-year-old brother – they

were called 'The Crimestoppers'. Their mission was to fight crime in their neighbourhood. His brother became a police officer 25 years ago and is now a chief superintendent at West Midlands Police.

"Over the years, I've heard what he has to say about policing," he explained, "I know the tricky situations he's been in. He's been hospitalised more times than I know from being assaulted on duty. I remember him missing Christmas one year after having his jaw dislocated. I've seen the impact the job has on family life. And, as you would expect from a brother, he doesn't shield me from the truth.

"Long before I was a politician, he took me out on a ride-along in the back of his police car in Bristol city centre. I thought it would be an interesting insight into his job. But I wasn't prepared for the abuse he and his colleague received: teenagers giving them the middle finger, swearing and spitting. And worst of all, as his car approached the lights and slowed, one teenager leaned over and yelled at my brother 'You Paki bastard'.

"That was the first time it really hit me just how hard and horrible it can be being a police officer."

He pledged to set up a formal front-line review to get officer feedback about what officers really think, telling conference: "Your ideas and responses will inform what happens next in policing. Because I understand that no-one knows more about policing than you do. But I also know that the public demand – and quite rightly expect – a high standard of support from their local

“When you're out in public trying to do your duty, you should be protected. That's why I'm backing the Assaults on Emergency Workers' Bill which will include tougher penalties for those who attack police officers and other emergency service workers.”

police. And, ultimately, I want to reach a place where every member of the public is served by a force which is at least rated 'good'."

And he concluded: "I don't want any of you to believe that some changes belong in the 'too hard to fix' box. I want you to be bold and ambitious and to change the bits which don't work – or put pressure on your bosses to make it happen.

"It's often said that British policing is the envy of the world. Everyone in this room wants to keep it that way.

"Let's reset the relationship between the Government and the police. I will give you the tools, the powers and the back-up that you need to get the job done. For those of you who stand on the front-line, be in no doubt, I will be standing with you."

## OUR REP SAYS:

"The proof will be in his actions, although he said a lot of positive and supportive things. It was probably one of the most encouraging speeches I've heard. He's clearly looking to make a positive impact and build bridges. He talked to us, not at us, which a number of previous Home Secretaries have done. He says he understands the issues and he probably does get it more than others may have. Next year will be telling - if he's still in post!"

**West Midlands representative  
John De-Hayes**

# 'This time it can be different'



Rich Cooke, new chair of West Midlands Police Federation, told the Home Secretary officers are sick and tired of politicians 'paying lip service to policing and then pulling the rug out from under us'.

"We are suffering under relentless demand and a high concentration of traumatic incidents with younger officers going through that. We are also having to do regular 10 to 15-mile response drives with lights and sirens which involves intense concentration and I think that's a safety issue. One reason for that is police station closures so the police are disappearing from the communities we serve," Rich told the Home Secretary and then asked, "So, what's different with you, sir?"

Sajid Javid replied: "That's a fair question. What's different? This is about me, not my predecessors. I do get it and I hope you'll make up your own minds and think this Home Secretary gets the problems and challenges and issues. At the same time, I need you to understand I don't have a magic wand, it doesn't work like that. But to try to give you more confidence I talked earlier about three different departments I ran; I had a clear plan and in the past I've been able to get most of what I wanted.

"You've heard what my priority is in policing and what I've said about spending and the spending review so I would just say you should judge me with delivery but look at my track record and hopefully you'll think this time it can be different."

A man with short brown hair, wearing a dark grey suit, a white shirt, and a red tie with white polka dots, is speaking at a podium. He has a small microphone clipped to his tie and a badge on his lapel. The background is blurred with blue and white lights.

# 'Who's crying now?' – Federation chair asks Home Secretary



Federation chair Calum Macleod issued a stark warning to the new Home Secretary urging Sajid Javid to 'learn the lessons your predecessors failed to'.

In his keynote address on the second day of the annual conference, he also spoke of his frustrations with the weakening of the provisions of the Assaults on Emergency Workers (Offences) Bill, his concerns around officer welfare and the clear correlations between dwindling officer numbers and the rise in crime.

Delivering his speech to a hall full of delegates and sharing the platform with Mr Javid, who was appointed just three weeks previously, Calum warned: "It is important that you listen here today to the voices of experts with years of operational policing experience. Learn the lessons your predecessors failed to. Three years ago Theresa May accused us of 'crying wolf'... Yet what have we seen? Robbery offences up 29 per cent, knife crime up 21 per cent and violent crime up 20 per cent. These are not just statistics – every number is a real person – a real victim," he said, "Who's crying now? Let me tell you who – thousands of families who became victims of crime as a result of budget cuts – that's who."

He spoke of his frustrations with the assaults bill saying it was 'intended to show emergency service workers that they are not society's punch bags for those fuelled by drink and drugs, or trying to evade arrest. But it has been watered down to such an extent that it gives nowhere near the level of protection we expected for police officers'.

He said the deterrents in the bill were nowhere near strong enough, explaining that a maximum six-month sentence issued by a magistrate could easily become eight weeks after deductions for an early plea and automatic reductions of sentences by a third.

"Before you know it - in little over eight weeks - they are back on the streets, free to re-offend," he said.

"We have argued that the sentence should be 24 months yet it was felt by some in Government to be unreasonable. Unreasonable? Unreasonable to offer better legislative protection for those who run towards danger when others run away. Unreasonable - for those who protect society from criminals who rob, burgle and assault indiscriminately. Is that really unreasonable, Home Secretary?

"And yet, at the same time the Animal Welfare Bill, which increases the maximum prison sentence for animal cruelty 10-fold, from six months to five years, quite rightly receives Government support. That is the reality, Home Secretary. But this approach to our safety just adds to how the rank and file feel – expendable, undervalued, worth less than an abused household pet."

The chair, making his first keynote speech to conference, implored the Home Secretary to 'do what is right for police officers' and give magistrates the power to issue 12-month sentences for officer assaults.

“ You have the opportunity to show that you understand, respect and appreciate police officers and the difficult job we do. To stop hollow words and show us through your actions. You have the opportunity to do what is right to ensure we have sufficient numbers, sufficient resources and sufficient funding to help keep the British public safe. Home Secretary, you have the opportunity. Take it. ”

He also spoke of more frustration over the Emergency Response Drivers (Protections) Bill. After seven years of campaigning for a change in the law to allow better protection for response drivers, the Government had failed to support Sir Henry Bellingham's Private Members' Bill, and said it would consult on the change in the law.

He said: "We ask you today - as a matter of urgency - prioritise the legislation needed to protect officers and to protect the public."

And he continued: "Home Secretary, you may only be three weeks in office, but you know that policing is far more than just fighting crime. You know the pressure that police officers are under – dealing with human trauma, the sorrow of victims of crime and helping the most vulnerable people in society.

"This all takes its toll on police officers and their families. Particularly as we have seen police numbers fall and demands increase. Annual leave and rest days cancelled. No guarantee of back-up when needed. Unprecedented levels of officers suffering stress and anxiety. And then cheap shots if an officer dares to take five minutes out to sit and have a cup of tea in a local café.

"Yet, despite all of this, we know that policing is about being there for the public. An arm to support someone who has come home to find their house burgled. A shoulder to cry on when someone is involved in a road traffic incident. A symbol of strength, reliability, safety and compassion. Policing is all of these things. Not just some of the time, but all of the time."

He also touched on police pay, saying members needed to have faith that the recommendations of the review body will be implemented in full after the previous Home Secretary 'passing the buck' and 'completely ignoring' the recommendations of the Police Remuneration Review Body on officer pay last year.

And he called for the Government's backing on work around demand and capacity, stating: "This valuable piece of work

can make a real difference to find shared solutions to deliver a service to the public that we can all be proud of."

He concluded by issuing a rallying cry to the Home Secretary to take his opportunity to make a difference for the public and the police service.

Calum told Mr Javid: "You hold the most important political position when it comes to the safety and security of this country. The responsibility for the safety of the British public is firmly at your door. And we are the people who do this for you – day in, day out. We all join the police service to serve and protect the public.

"You have the opportunity to make a difference for the public and for the police. To put right the wrongs of the past. To value the fact that we police by consent in this country – that the police are the public and the public are the police – and to keep politics out of policing.

"You have the opportunity to show that you understand, respect and appreciate police officers and the difficult job we do. To stop hollow words and show us through your actions. You have the opportunity to do what is right to ensure we have sufficient numbers, sufficient resources and sufficient funding to help keep the British public safe. Home Secretary, you have the opportunity. Take it."

## OUR REP SAYS:

"Not as slick as previous chairs (for example, Paul McKeever) but the content was appropriate. I think he got the balance about right. It does us no favours with the public for us to simply go on about pay and conditions, although they are important to us. The fact that we aren't able to do our job in protecting the public needs to be spelled out."

West Midlands representative  
John De-Hayes

# Delegates warm to Home Secretary during Q and A



**T**he Home Secretary told conference he was prepared to put colleagues under increased pressure in order to reduce demand on the police service.

In the Questions and Answers that followed his speech, Sajid Javid also agreed to a number of other actions prompted by delegates' questions.

Nick Smart from West Yorkshire explained the burden of mental health issues on police forces.

"We can't say no, we're accountable. People go missing from A & E departments and we have to find them. That is extra demand on us," he said.

The Home Secretary replied: "I take it very, very seriously and part of the answer has to be better cross-co-ordination of this in Government. I want to set up a group that can follow through with results. My colleagues might complain and say I'm

putting them under pressure but I will put them under pressure."

John Apter, Hampshire chair, told the Home Secretary: "I find myself liking you a little. But you've asked for evidence; we've lost 998 officers which is 25 per cent of our force, as well as hundreds of police staff. We are struggling. The demand on my colleagues is drowning them and they are breaking. You say you'll prioritise funding but you need to give policing a life line now."

The Home Secretary responded: "You have given me a challenge. There was a big budget problem in 2010 for the Government so it's right that that was looked at and that has put us in a stronger position now. All I would say is that the starting point of action is that I need to first get the issues, understand them and not argue with people, then work with my colleagues, understand their pressures but then get collective agreement."

## 'We could do more with more'

"One of your predecessors, who is now in quite a powerful position, suggested that we should do more with less," Nick Hawe from North Wales Police told the Home Secretary during the Questions and Answers that followed the keynote speeches.

"Your predecessors came here and told us how we should deal with the cuts, how we should police and do more with less. That was never going to work because it didn't make any sense," he told Sajid Javid.

"The suggested answer now is that we do less with less, so not do the things we shouldn't be doing such as picking up the pieces from other organisations, or maybe not even turning out for some crime types. But none of us here want that and that's not the service that the public expect – they expect to ring the police and get some kind of response. My suggestion, and what the public expect, is that we do more with more. That is the only thing that makes sense and that will protect us and the public," Nick said.

The Home Secretary replied: "I recognise the increase in demand and your capacity hasn't been able to keep up so more needs to be done. I made clear that long-term funding and resources need to be looked at and policing prioritised."

Calum Macleod, Federation chair, added: "We are here to provide a service for the public. The crisis in policing is ongoing. Anything that needs to be done to protect the safety and security of the public and our membership needs to be done quick time."

He told the Home Secretary: "I appreciate you may need a longer outlook but this is having a devastating impact and effect on communities up and down England and Wales."

## 'Time we dealt with assaults properly'

In a question recorded outside the ICC while he was on duty, West Midlands PC Mitch Derby told the Home Secretary about an incident he was involved in where an offender subjected him to a sustained assault but only received a £100 fine and a six week curfew.

"Isn't it time the sentence for assaulting a police officer reflected the seriousness of the offence?" he asked.

"I agree absolutely and it is time we dealt with this properly," the Home Secretary replied.

"The Emergency Workers' bill is going

to change things and I want to look at magistrates' powers as well. Magistrates have had more powers since 2003 but it hasn't been enacted so I want to look at that. Any kind of attack on any emergency worker is completely unacceptable and we will do what we can do."

Calum Macleod, Federation chair, added: "Clear messages and clarity need to be sent through the whole justice system. Emergency services are under attack day by day and that can't be an accepted part of society because it's a slippery slope."

## OUR REP SAYS:

"Lots of the same questions have been asked to different people. The one about the (apprenticeship) levy was a good one - where else is that money being 'lost'?"

"He's a politician - he's never going to commit unless he's absolutely certain. He was forthright about his opinion on spit guards though. He admitted that he didn't know it all. How many of us could say that we learned our job inside out in three weeks?"

**West Midlands representative**  
John De-Hayes

# Support for spit guards

The Home Secretary said it was 'plainly ridiculous' that chief constables would put public perception above officer protection and not issue spit guards to officers.

Sajid Javid was asked about spit guards and body armour by Lisa Stanhope, a Federation representative from Thames Valley Police.

She said: "I'm going to ask you a question that, if it's in your gift, is going to be a yes or no answer: some forces have already got both formed body armour for women and some men and also spit guards. Spit guards have been my passion because I'm working within the realms of health and safety and I've seen the consequences and the wellbeing and welfare that's given to officers after they've been spat at.

"The research on spit guards has been done and it's available but chief constables are still saying they put public perception around spit guards above the safety and welfare and wellbeing of their officers. That is unacceptable. Public perception is of concern to forces and chief constables because it's our accountability and it can go wrong, we know that, but research has moved on."

She added: "I'm asking you to pledge to

my members today that you will mandate chief constables to properly provide spit guards without any further delay, without any further nonsense that it's some kind of operational decision when they've already been provided in other forces, and quickly and effectively look into the provision of proper body armour for women, and I understand some men, who need that type of formed body armour."

He replied: "I do know chief constables can make that decision about spit guards today and I think 33 of 43 forces have made the decision which shows it is possible. I cannot understand why any chief constable would put public perception before the welfare of officers, I think it's plainly ridiculous. I met with Staffordshire Police last week and one officer mentioned it to me and I just couldn't understand it. I left there, got back in my car and said I can't understand why any police officer would reject it.

"I've already started work on it and I will pledge to you that I will do everything in my power to make that come about and if that means I can mandate them to do it then I'm going to look at that. But hopefully I don't need to. Hopefully, the message is very clear to chief constables. I need to understand



body armour a bit more, but you made a very good point today about women and body armour and making sure it's the right type. Your question was will I look into that and I will."

Later, in the Q and A session, Ken Marsh, chair of the Met, said Diane Abbott MP was one of the main reasons his members did not have spit guards and that it was absurd that British Transport Police did have them when his officers did not. He asked the Home Secretary if he fully endorsed their use so that he could go back and tell the Commissioner this.

The Home Secretary said: "Diane Abbott is wrong on this, like she is wrong on many things." He added that not only should Ken go back to the Commissioner on this issue, but he would take it up with her too.

# Rep raises Taser issue after officer wife is assaulted

"We are not here to rely on miracles, we are here to make sure police officers are properly equipped," the Home Secretary told Mark Jones from North Wales Police Federation.

During the Questions and Answers after the keynote speeches, Sajid Javid heard Mark's story about a violent attack on two officers.

"The two officers were sent to a domestic incident and on arrival they were confronted by a male with a huge pick axe," Mark explained, "He went on to violently attack the police car with the officers in it and listening to the body-worn video really hit home. The nearest back-up was miles away and the nearest officer with Taser was miles away.

"The screams for help from the officers were appalling. Thankfully, they weren't harmed but it was a pure miracle that they weren't killed or seriously harmed. One of those officers was my wife. So, I ask you and plead to you; every officer who wants Taser and is fit to carry it should be afforded that opportunity and the funding should be put in place by the Home Office to allow chief constables to adequately equip their officers."

Mr Javid thanked Mark for sharing his story and said he was committed to making sure officers are properly equipped.

"I want to look at Taser more closely. I spent time with Staffordshire and London officers recently and can see the difference it makes. I think my predecessor allowed a new type of Taser and that is good but it's no good allowing that and then not making sure that officers have it. So, I do want to look at it and I want to look at the best way to do it and it goes to my commitment to make sure that you, as officers, have the equipment that you need," he said.



North Wales Police Federation representative Mark Jones questions the Home Secretary.

# Police minister tells officers they have won the argument on funding

Police minister Nick Hurd waved something of a verbal white flag when he repeatedly told conference that the Police Federation had won the argument about 'stretch and demand' and needing more funding.

In his Question Time session on the first day of conference, he said more funding had indeed been, and still is, necessary, and that 'the first step has been taken'.

But he also repeatedly asked for recognition that the UK is still paying an annual interest bill of £50 billion.

He was joined on the panel by Calum Macleod, the Police Federation chair, Louise Haigh, the shadow minister for policing, Chief Constable Sara Thornton, chair of the National Police Chiefs' Council, and Sir Thomas Winsor, HM Chief Inspector of Constabulary.

Richard Eccles from North Wales then asked Mr Hurd if he could introduce him to the man sitting on the left of him on the panel who has some quite good views on under-resourced services (Sir Thomas Winsor) before asking a more serious question about what he was planning to do about the impact that under-resourcing was having on officers saying, 'we are breaking good people on a daily basis'.

The police minister said he had visited every police force in England and Wales since being appointed last year and had a 'very clear picture' that the 'police system we rely on was very, very stretched' due to increased and more complex demand.

"Some forces are genuinely really struggling to manage existing demand," he admitted, saying that a common theme from meeting front-line officers was one of frustration from professionals who did not feel they could do their job properly because they were being pulled all over the place.

The impact of that was that he went back and won an argument for more money for policing and, as a first step, £460 million was invested and £1 billion more than two years ago due to improvements in the economy.

He pledged to work with the Federation and others to make 'the strongest possible case' for investment in policing in the Comprehensive Spending Review to increase capacity. But work also needed to be done to make best use of officers' time too, he said.

The shadow police minister, who had served as a special with the Met, shared



*The Question Time panel (left to right): the police minister, Sir Thomas Winsor, Louise Haigh and Calum Macleod.*

officers' concerns, and said: "It's great to hear the police minister acknowledge that the police are struggling to meet demand and a large part of that, of course, is about resources."

She told conference: "You cannot do the same as you used to do when you have had 21,000 officers cut, 18,000 police staff and 6,800 PCSOs, that is just a matter of fact. But whilst you have had those numbers cut from your ranks, we have seen crime rising and we have seen demand placed on you increase exponentially."

Calls to service had also risen, she said, with the number of calls received every day now at the same level as it used to be on New Year's Eve. Demand was also coming from 'creaking public services across the spectrum' with the police service picking up work for mental health services, the ambulance service and the NHS.

While Theresa May had told the police to concentrate on crime, 83 per cent of calls were not about crime, Ms Haigh said, asking if this was what the public wanted of the police.

"The next Labour government will invest

“ I have gone out on a limb on this. I absolutely see the case for additional investment in policing, I have made that case, I have won that case and I will continue to make that case as we approach the really big conversation about the next spending review. ”

*Nick Hurd, police minister*

in you in order to reduce the demand and the pressures that you face. We will invest £718 million over the next Parliament to fund 10,000 neighbourhood police officers but crucially we will also invest in other public services... to ease those pressures on you, to reduce that demand you face day in, day out."

Although it was only six years since she had been a Special, she said the service was now 'unrecognisable' and she wanted to invest in policing so officers could concentrate on their basic duty, fighting crime.

The national chair said the police service was in the midst of a perfect storm – public safety had been compromised, officer

wellbeing had been compromised and people were suffering as neighbourhood policing had been decimated. Public confidence in the service was affected because people were not seeing the police.

"The situation needs to be addressed and it needs to be addressed now," Calum told conference.

Chief Constable Thornton said chiefs were aware of the problems and it was good to hear the police minister and his shadow cabinet colleague recognise the issues, with officer numbers at 1985 levels.

Sir Thomas explained all chief constables will now be required to submit Force Management Statements, which should give

ministers hard evidence to present to the Treasury.

But Louise Haigh questioned how much more evidence the Government needed, saying it needed to wake up and realise that the police service was not sustainable in its current form.

The police minister said he had already outlined that change and investment were happening: "I am speaking but no-one is listening."

And he made a plea to the Federation: "We can sit here and have the same conversation we have had for years or we can actually look forwards."

## West Mids DI puts police minister on the spot

West Midlands DI and Federation representative Warren Hines told the police minister he was concerned that he had quoted a figure for funding that had been subject to a formal complaint to the Statistics Authority.

"Maybe I misunderstood what you said about the extra £460 million of police funding but I understood Theresa May was criticised by the Statistics Authority for saying that was extra money that was going into policing," he told Nick Hurd.

"I recollect it was £270 million that was going to be made up from PCCs increasing the council tax precept. And this is the heart of the problem with the police: until there's some absolute honesty and clarity around how the police is being funded and where the funding is coming from, we are going to continue to fail.

"So, I ask you to update the room on exactly where that £460 million is coming from because that has been subject to a complaint and I'm concerned that you've come here and quoted it again today."

In response, Mr Hurd warned DI Hines and all delegates that there is no such thing as 'Government money'. He also reminded them about the annual interest bill.

"I've said £460 million over and above last year and that is genuinely new money," he clarified, "Around £280 million



*West Midlands DI and Federation representative Warren Hines.*

comes from council tax precept and the rest comes from central Government. But let's be clear about something, and you know this as well as I do; this is a totally artificial conversation because there's no such thing as Government money. If we want more money into policing, it's the tax payer who pays. There is no such thing as Government money. "As tax payers we are investing around £1 billion more than we were two years ago and I know it takes a while for a

police force that has been subject to cuts and freezing to recognise that something has changed but something has changed and that's changing across the country with PCCs doing things with this additional money.

"This additional funding will result, in many places, in additional officers. That is the change. The Government understands that you are stretched and to increase capacity we need to increase public investment and that is £13 billion this year. But don't forget that big number - £50 billion a year on just interest that was racked up by previous governments."

He added: "This is always going to be a discussion about priorities – doctors and headteachers would be making the same argument."

Sir Thomas Winsor, HM Chief Inspector of Constabulary and HM Chief Inspector of Fire and Rescue Services, said: "The Treasury needs objectively prepared, fairly and independently assessed hard evidence of what demand the public and public services is putting on police, the state of assets and how much money the police has and how it adds up. That is quality and reliability and that is near perfect means for ministers to go back to the Treasury and say these are the hard facts in detail and now we have to make a political decision."

## Minister asked for PRRB pledge

The police minister has promised that he will always fight for fair pay for police officers.

He was repeatedly asked by the chair of Sussex Police Federation, Matt Webb, if he would go on record to say he would argue on officers' behalf for the Government to accept in full the recommendations of the Police Remuneration Review Body (PRRB) on pay this year, after the Government failed to do so in 2017.

Apparently, lost for words initially, he said he could not agree since he hadn't seen them.

But Matt came back by saying the police service hadn't either but

it would accept the recommendations in full.

Last year, he said there had to be a compromise on the recommendations due to affordability.

Nick Hurd finally said he would put that on record and undertake to do so with the caveat that it was as long as they weren't 'bonkers'.

Shadow police minister Louise Haigh said the PRRB was a 'complete joke' since it was supposed to be independent but the Government then ordered it to keep any pay rise under one per cent. Labour would either return to negotiation on pay or would accept in full the recommendations, the shadow minister said.

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*Simon Shippam, serving police officer, 2018*

GeorgeBurrows 

# Protect the Protectors: brave officers speak out

By Al O'Shea, West Midlands Police  
Federation representative

The Protect the Protectors session held the audience captive and was well received and informative in its entirety.

The panel were excellent and it was very positive for the room to hear of the support offered by MPs Holly Lynch, Chris Bryant and Philip Davies for this campaign. It was important that delegates, observers and guests had the opportunity to understand the hard work they are doing on our behalf and credit must be given where it is due.

Equally, we were able to acknowledge the great work of regional Police Federations in bringing the issues that surround the Protect the Protectors campaign to those who can make change on our behalf which was a message I am certain got out to the room.

It was highlighted by speaker Nick Smart, chair of West Yorkshire Federation, that it is our responsibility as reps to get the message back to our members and let them know of the incredible work the Federation is doing in bringing about change.

I would expect that many in the room prior to this session might have agreed the wheels at Westminster turn slowly in relation to bringing about change, however, having had a small contribution to Protecting the Protectors, I would agree with MP Holly Lynch that, in terms of bringing about new legislation to better protect emergency workers, the wheels at Westminster have turned rather rapidly in this instance. I am disappointed that the inclusions where spitting is concerned were not adopted and the increase in sentencing for those who assault emergency workers, however, the hard work in relation to that continues.

It is without a shadow of a doubt that the speakers who stood out in this session were the brave officers who put themselves forward to recount incidents that had happened to them during their duty. We heard from PC Laura Gargett (West Yorkshire) who was seriously assaulted on duty and told of the personal impact it had on her family and young children. Laura returned to work as soon as possible out of a sense of duty and loyalty to her team.

However, before doing so she had to endure the emotional trauma of listening to her children ask her 'please don't die today'.



Supporters of the Protect the Protectors campaign (left to right) MPs Holly Lynch, Philip Davis and Chris Bryant, with Federation response drivers' lead Tim Rogers and West Yorkshire Police Federation chair Nick Smart.

That should never be accepted as part of the job and should always be a consideration when dealing with those offenders who assault emergency service workers.

We listened to the awful treatment of West Mids PC Vaughan Lowe at the hands of an IOPC investigation following a pursuit that resulted in a fatal traffic collision that has seen him endure to date a six-year investigation. It was clear to everyone in the room of the impact this has had on him and he should know that he has the support of all who heard his account. It was no surprise that an online question that asked the room in the absence of support from the Government changing legislation to protecting police drivers, what would they do in regard to police driving saw over 70 per cent say we should not pursue.

It was encouraging to hear of the support offered by panel member Chief Constable Dee Collins and I was particularly interested at her thoughts around Taser and that conversations need to be had around it being the 'less than lethal option' or 'personal protection' use. I have my own view on Taser and I agree with the thought of being issued for personal protection. I agree those conversations need to be had, however, they need to happen as a matter of urgency. It is my belief that in the absence of a robust roll out of Taser at a time of perilously low numbers of officers, single crewing and the ever-increasing

level of violence offered to us, officers find themselves more vulnerable now than ever before and are at risk of serious harm.

I would summarise this session as encouraging, and I am pleased that there is very hard work being done by the Police Federation and the MPs they work with on a daily basis. However, I would like to see our Force make a significant increase to Taser-trained officers, if not a roll-out to all that volunteer. I believe there is a lasting appetite for better PPE in light of the threats we face and officers concerns must be heard.

## OUR REP SAYS:

"I thought the speakers were excellent in this session. It was clear that PFEW has forged good links with MPs and they are supportive. I feel the work being done is excellent and should be continued. I liked how this helped showcase all the hard work that has been done to get the changes we have achieved so far.

"My role and the areas I have most contact with don't respond drive or pursue. But I wouldn't be confident pursuing until legislation is changed."

West Midlands representative  
Dan Chappelow

# West Midlands officer seeks closure from IOPC after years of pain and uncertainty

Vaughan Lowe bravely took to the stage at the annual Police Federation conference in Birmingham to describe the events that have dominated his life since a tragic incident in 2012.

As a traffic officer in the Force, he was responding to reports of a stolen vehicle when he collided with and killed a pedestrian who stepped in front of his car. He was charged with dangerous driving and acquitted after a 10-day trial at court in Warwick.

Yet, just 20 minutes after being found not guilty, the IPCC (now the IOPC) announced he would be facing a gross misconduct hearing.

The painfully lengthy processes used during the IPCC's investigation had a profound effect on Vaughan, his career and his family.

Even though he was, once again, cleared of misconduct, the uncertainty surrounding the events left him deeply affected and an ensuing report into his case is yet to bring any closure for him or his family.

With the help of the Police Federation, he is now pursuing a complaint against the IOPC to 'make sure this does not happen to another officer'.

"To listen to the verdict, it was the worst time. For five seconds, your life is in the balance and you are either guilty or not guilty. It's something I wouldn't wish on anybody, especially a police officer that's done nothing wrong," said Vaughan.

"Then the IPCC stood on the steps of the court and said I would face a gross misconduct hearing. To go through that (another 18 months) and be found not guilty, was something I would also not wish on anybody.

"There was a review by the IOPC and the West Midlands Police to see how I had been dealt with. That review was concluded but to me, it was (just) a paperwork exercise. They said they got it wrong - but after six years - that's no answer for myself or my family.

"The review that was conducted didn't cover anything we were told it was going to cover. We have to pursue a complaint against



*Vaughan Lowe, Force traffic officer.*

the IOPC ourselves so this does not happen to another colleague."

Vaughan continued by claiming that the IPCC had not taken any evidence from Crown Court to the misconduct hearing. He found it astonishing that after two weeks of statements and expert witnesses at Crown Court, the IOPC did not produce any of that evidence at a later date and that they ignored all of that evidence.

"If you are investigating the police, you have to be as good as the police," said

Vaughan.

Accompanying him on stage was Tim Rogers, the Federation's lead on pursuits and the West Midlands Police Federation's deputy secretary. He is at the forefront of attempts to change current legislation to help police pursuits drivers, through a bill in Parliament.

He added: "Vaughan has suffered with an inexperienced investigator. It was appalling. There are still a lot of unanswered questions."

“If you are investigating the police, you have to be as good as the police.”



# 'Cautious welcome' to Government plans to consult on pursuit drivers law changes



Tim Rogers.

**W**est Midlands Police Federation's deputy secretary Tim Rogers has given no more than a 'cautious welcome' to news that the Government is to consult on proposed changes to the law in relation to trained pursuits drivers.

Doubling up in his role as the Police Federation of England and Wales (PFEW) pursuits lead, Tim was active at the national Police Federation conference in Birmingham and reacted to the news from the Home Office.

Yet, while he said the announcement was a step in the right direction, he voiced concern over the amount of time it was taking to reduce the threat of prosecution for officers in pursuit of dangerous threats.

Officers can currently be prosecuted for simply doing their job and the changes they had hoped for when the Emergency Response Drivers (Protections) Bill was due to be read in Parliament on 16 March never arrived because the bill was delayed at the 11th hour.

Under current law, the same legal test for careless and dangerous driving offences is applied to both police officers and the general public.

Police have expressed concern that officers have to rely on Crown Prosecution Service (CPS) discretion to avoid prosecution and face lengthy Independent Office for Police Conduct (IOPC) investigations and suspension from duty, only to be cleared eventually.

Tim, who has been spearheading the Federation's campaign for legislative change, said: "We welcome this announcement as it is unacceptable to have officers trained to drive in a way that exposes them to prosecution merely for doing the job the public expect of them.

"But I stress this is a cautious welcome. This has been an issue we have been campaigning on now for seven years, and although it is a positive step that the Government have finally agreed that a legislation change is required, they must now act quickly to prevent more officers suffering unnecessary and often mendacious prosecutions.

"It is crucial we protect the people who protect us and give them the confidence to

be able to do their jobs and keep the public safe."

In announcing the consultation, the Home Office says that the changes it is considering would send a clear message that criminals cannot escape arrest simply by driving recklessly. They aim to 'smash the myth' that officers cannot pursue riders who are not wearing helmets by making it clear that a suspect is responsible for their own decision to drive dangerously, and that blame should not be attached to the pursuing officer.

The Government is consulting on a separate test for police drivers that would require:

- an officer to drive to the standard of a careful and competent police driver of a similar level of training and skill; and
- that the driving tactics employed, including any exemptions from road traffic legislation, such as speed limits, or contact with a suspect vehicle, are authorised appropriately and are both necessary and proportionate.

Police minister Nick Hurd, said: "Police officers must have the confidence to pursue suspects where it is safe to do so and criminals should be in no doubt that they will not get away with a crime by simply driving recklessly. Our proposed changes will make sure that skilled police drivers who follow their rigorous training are protected, while ensuring the minority of officers who do cross the line are robustly held to account."

## OUR REP SAYS:

"The session was good, clearly Chris Bryant stood out, probably because he was very pro-police.

"I think the Federation is doing all it can to protect people given the challenges it faces with legislation. I do feel that we should promote some good cases where we have successfully supported members; people are not aware of the ongoing support that is given.

"If they were aware, we may get some more general positive feedback.

"Vaughan, obviously, was very impactive and his input was

heartfelt, a case I had not actually heard of until joining the Federation. It was very raw and his emotion really hits you. His case should be highlighted more as it's not the first and won't be the last I'm sure. Maybe consideration for him to present to new starters? Or his story at least? Just to raise awareness? And also to highlight the positive impact the Federation can have as he spoke very highly of the support we had given him.

"I am concerned regarding driving for all members, and I have been feeding back not to do it until legislation has changed to protect

people.

"Tim delivered a good speech, however, I don't think he promoted himself enough as to how hard he has fought and how hard he has worked to get new legislation for everyone. He represents the organisation and, in my opinion, needs to let people know the extremely hard fight he has had and what he has done for serving officers across the country and future officers. What he has achieved, and has fought for, is massive and will change policing for the better."

West Midlands representative  
Dawn Murkett

# IOPC chief: we need to be better as an organisation

The Federation remains unconvinced that the Independent Office for Police Conduct (IOPC) fully understands the effects of being subject to lengthy investigations not just on officers but also their families, according to its conduct and performance lead Phill Matthews.

But he did admit, after a very busy and encouraging year in the conduct world, there were signs of change and reform at the IOPC with a move towards learning and improvement rather than the blame and retribution culture to make the system better for the public and for police officers.

The IOPC replaced the former Independent Police Complaints

Commission in January this year and the Federation has been keen to work with the re-structured body, under the leadership of new director general Michael Lockwood, to change the way it conducted investigations, in terms of timeliness and interactions with officers.

"We knew that there was recognition from all sides – the Federation, the NPCC, the Home Office and the IPCC that things needed to change and I have to say that since then I have been really impressed with everybody's willingness to engage," Phill said in his opening address to the first session of conference, 'IPCC now IOPC – What's in a name?'

However, Phill argued that while there had been improvements in some areas

– the removal of Regulation 10A and changes to the culture within PSDs – there was still a way to go with work ongoing to take out of the system a large chunk of what used to be classed as misconduct so these matters could now be treated as performance issues. The Federation has also put forward 36 recommendations to the Home Office for improvements to the conduct regulations.

He said it had not all been plain sailing, however, with the announcement of the Jermaine Baker decision the week before highlighting the issues with the 'case to answer' test and raised concerns about drawn out investigations.

"We have been assured this is something the IOPC is working hard to

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address. We are yet to be completely convinced that they have fully resolved that or fully understand the implications of the case to answer decisions or long time delays have for all our officers that are involved in investigations. The recent decisions on the Sean Rigg case in the Met after a 10-year wait and the Thomas Orchard case in Devon and Cornwall after nearly six years cause us huge concern.”

And he made it clear he was expecting Mr Lockwood to tackle this: “The ball is now firmly in your court. Our 120,000 plus police officers up and down the country are looking to you to prove that if they’re investigated they will be treated fairly, proportionately and a lot quicker by your organisation than they have been in the past.”

In his responding address, the director general responded to the title of the session, explaining: “Changing from the IPCC to the IOPC will not just be about a new logo but a new strategy and a new approach; one that I hope will be respected on all sides of the policing debate.”

Improvements were needed, with one of his priorities being to tackle the problem of lengthy investigations. He pointed out: “We need to be better as an organisation and a number of changes are already underway to speed up our processes.”

He highlighted improvements that had already been made in terms of timeliness, roughly one third of cases had been closed in six months, and around two thirds within a year, for the first time more cases had been closed than opened and case closures were up by more than 60 per cent.

“We are getting quicker,” he told conference, but conceded that some legacy cases were complex, and also said that it was about the quality of investigations not just speediness.

Mr Lockwood also urged the

Federation to encourage officers to be co-operative at an early stage since it made a huge difference.

“The new IOPC will do all it can to improve timeliness and quality but in the case of the former we are not the only players in the system and we need your help and support from others,” he said.

A former council chief executive, he said he had been listening and learning from people within the IOPC but also Federation members and other stakeholders. As an organisation, he argued, the IOPC would be impartial and follow where evidence led it but that he wanted to build up confidence within the system. The IOPC is not the judge and jury but was about accountability in the police service.

He wanted his staff to understand what it means to be a firearms officer, a police driver, a custody sergeant or a constable on the beat to make them more effective and insightful in their work and more aware of the context in which decisions are made.

While officers who committed the worst misconduct are not fit to wear the police uniform and damage the good name of the majority of brave and committed officers, he did not want officers pursued for making a mistake under pressure.

“Like you, I don’t want to see officers



sanctioned because of a genuine mistake which could be better dealt with as an opportunity to learn and improve.

However, the line between mistake and misconduct is not clearly drawn. Many of those I have spoken to have supported the need for an improved approach to addressing unsatisfactory performance within the police, so that mistakes and poor performance are recognised and treated as such – and the disciplinary route is focussed on the most serious matters,” the director general told delegates.

But he added: “We will not always agree and the IOPC will not always be popular but I hope that an unwavering focus on impartiality, combined with better listening and improved relationships with communities, and yourselves will help us earn respect from all sides even in disagreement.”

The session included an input from Thea Walton, head of knowledge and oversight at IOPC, who outlined how the organisation gathered and responded to feedback.

It concluded with a question and answer session involving delegates.

“ Changing from the IPCC to the IOPC will not just be about a new logo but a new strategy and a new approach; one that I hope will be respected on all sides of the policing debate. ”

# Federation seeks national policy on fatigue to tackle 'burnt out' officers



Jayne Willetts, the Police Federation's roads policing lead.

**T**he detrimental effects of fatigue on the performance of police officers were laid bare during conference.

The Federation set out plans to push for a national policy on fatigue and make forces across the country aware of their responsibility towards trying to alleviate the problem of 'burnt out' officers.

With the police service stretched to the limit and recent media reports of thousands of rest days being cancelled across all forces, guest speaker Dr Paul Jackson from the Transport Research Laboratory, a psychologist specialising in fatigue risk management, said officer fatigue was 'too important an issue to ignore'.

Addressing the conference floor during the 'Fatigue in our Forces' session, Dr Jackson said: "Fatigue can result in reduced alertness, procedural errors and impairment in risk perception.

"We are not talking about police officers feeling a bit tired, what we are dealing with is officers reaching the point that their decision-making could be impaired.

"Fatigued people don't follow the rules but they do have their judgement affected and a fatigued person is more likely to make mistakes. All of this can be exacerbated by operational demands placed upon officers

such as shift work and interrupted sleep patterns."

In addition to shifts, extended work days, working at times of the day when you should be sleeping, and then sleeping at times when we are naturally most alert, contrary to the Circadian sleep pattern rhythm, working on rest days when you should be recovering and preparing for your next shift, would all take their toll.

Under the current doing more with less reality of policing, there were staffing issues such as single crewing, the pressure to do longer hours, unrealistic time pressures, unachievable deadlines and leave requests being refused, all of which led to higher workloads and police officer fatigue and stress.

This, in turn, lowered morale, had an effect on wellbeing and created more sickness and absenteeism, creating a vicious circle.

The long-term effects, he explained, could include injury and serious illness with higher levels of the stress hormone cortisol leading to obesity, cardiovascular conditions and diabetes.

Jayne Willetts, the Police Federation's roads policing lead, said fatigue levels among officers were getting so bad that action needed to be taken immediately.

"People are shattered before they go out for work," she said, "We need to ask senior officers: 'what are you doing to support your officers out there?'"

"This is the elephant in the room and we need to be aware of it. We can't carry on the way we are because we will have a burnt out police force. Other industries have recognised the importance of addressing this issue and it must be mirrored in policing. Something has to be done, and it has to be done now."

“ We are not talking about police officers feeling a bit tired, what we are dealing with is officers reaching the point that their decision-making could be impaired. ”

Jayne described a trip back to her home force of West Mercia to see for herself the effects of fatigue on officers.

"They are telling me how frequently they are called in early and off late, and how many rest days they are having cancelled. They were saying quite openly 'we are knackered', 'we are burnt out' and they feel that they can't provide the service to the public they want to," says Jayne.

She added: "This is unacceptable. It is no wonder that people are off sick because they know when they come back, they will be in exactly the same position they were before they went off."

The panel, which also included Adrian Smiles from the Police Federation's health and safety sub-committee, agreed that management needed to provide officers with the tools to help them get good levels of sleep and rest.

Issues were raised around officers taking work home with them and working on annual leave just to catch up with their workload. They were booking leave off work instead of admitting occupational health problems.

Jayne and Adrian said the Federation was now planning to promote awareness around the causes of fatigue and around the legal requirements for forces. They said there should be a shared responsibility from both individuals and organisations to tackle the situation.

Members are being encouraged to look out for the Federation's demand, capacity and welfare survey which will be issued in the summer in a bid to get an accurate assessment of officers' views on these issues.

The results of this year's survey will be analysed and compared to a similar survey two years ago.

# 'People are breaking on our watch'



John Sutherland, former Met chief superintendent.

**T**he police service cannot deliver a service to adequately keep the public safe.

That stark and worrying admission came from the Police Federation's vice-chair and welfare lead, Che Donald, during a conference session called 'Protecting our service: the demand and capacity imbalance'.

Che said: "With the increased demand and decreased numbers, we cannot deliver a service we can be proud of. We cannot deliver a service to adequately keep the public safe. If our members are not adequately protected, how can we expect them to protect the public?"

"Cancelled rest days, leave embargoes, single crewing, reductions in neighbourhood policing and unworkable, unsocial and

unmanageable shift patterns. All of these are attempts to meet the current demands being placed on the service. All of them are failing and all of them impacting on the health and wellbeing of our members and our ability to protect and serve the public.

"There is glaring, unequivocal evidence. It's not scaremongering, just facts. Cuts do have consequences. How do we resolve this for the sake of our members and the safety of the public?"

The vice-chair's views were echoed throughout the auditorium and, when delegates were asked: 'Is there enough police to keep the public safe?', there was an overwhelming answer of 'No' from 97 per cent of delegates who voted.

Another speaker in this session was former Met chief superintendent John

Sutherland who was medically retired in February after the stresses of the job had taken too much of a toll on his health. He has written a book entitled 'Blue' on his experiences and spoke emotionally about a mental breakdown.

"I love this job. I really love this job and I love the people who do it," he said, "For 25 years, it was a privilege to serve because when you strip away all of the things that don't matter, this remains as extraordinary as any job can be.

"These are the most challenging times for policing in this country since the end of World War Two. It's more complicated and the risk is rising while numbers are falling to their lowest levels in a generation. Every single one of you remains a terrorist target and this job remains more dangerous than at any point in my lifetime.

"I spent more than 25 years working with heroes and what troubles me at the moment is that some of those heroes are breaking. People are breaking on our watch."

The head of HMICFRS, Sir Thomas Winsor, said police face 'enormous risks' every day and the wellbeing of those officers should be at the forefront of everyone's mind for the police service and the minds of the communities they serve.

"As the head of the inspectorate, we will be putting the welfare of officers and their wellbeing at the top of our agenda, both mental and physical," he said.

"As well as the person armed with a weapon, officers also have the stresses and mental strain that goes with the job. That can come with being run ragged but also the appalling things that they see and hear in their working lives likes suicides, sudden deaths and road traffic accidents. They can have a serious detrimental effect on officers."

Sir Thomas added that changes were needed to alleviate this situation and they are happening too slowly.

## OUR REP SAYS:

"I thought this session was very relevant. I particularly enjoyed John Sutherland's input. I am concerned about the demand capacity imbalance. It appears to be getting worse with no let-up. I think it is a problem in the West Mids and I am concerned that I have been told we are getting rid of staff from occ health when they already appear very stretched. I felt there was time for delegates to get involved. The questions were OK but I don't think any real answers were given in terms of addressing the problem."

West Midlands representative  
Ade Murray



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# Protecting our streets: Does stop and search reduce knife crime?

## Former gang member says officers need to understand the communities they police

An address by a former gang member provided a fascinating back-drop for a break-out session asking if stop and search reduced knife crime.

Sheldon Thomas spoke from experience, when addressing the national Police Federation conference in Birmingham, outlining the mindset of a gang member.

He has since moved on to launch Gangline – a helpline and prevention service for anyone involved in gang culture.

He also lectures, advises and consults police forces and governments and his insight could be very useful for a force battling rising violent crime in areas of the country.

At the seminar entitled 'Protecting our Streets – Does stop search reduce knife crime?' Sheldon spoke of the need for society to change and for communities to take their fair share of responsibility for reducing violent crime.

Having been shot at four times in a London nightclub in the 1970s, he outlined how the issues surrounding violent crime were complex and said both families and communities had a strong part to play in dealing with the situation. He explained how their involvement could change current attitudes as particularly knife crime takes a dramatic increase.

He believed that many of society's problems exacerbated the situation, like poor mental health and the on-going difficulties faced by drug selling and drug use among inner-city populations.

Sheldon said the police could play a huge part in tackling the problems at source but



*Sheldon Thomas, former gang member.*

insisted those officers had to fully understand the communities they policed.

And those police had to be properly resourced and funded if they were to truly tackle the current issues.

Other speakers during the session included the Federation's operational policing lead, Simon Kempton, and Roger Pegram, vice-chair of the Society of Evidence-Based Policing.

Everyone agreed that the much discussed issue of stop and search had a role to play in reducing violent crime and that it was a tactic that should always be deployed at the right time and place.

### OUR REP SAYS:

"For some time, I was involved in Force in the debate about disproportionality and its impact in certain communities. I am aware that in recent times there have been voices saying we have lost the streets due to the lack of stop and search. I was interested to hear the thoughts of my national colleagues on this matter. Additionally, I was ground commander during the initial phases of the stabbing death in Sutton Coldfield and knife crime is also a live topic in the community I hail from.

"I thought the speakers were all relevant and seemed to have a cohesive message, engagement, community and out of this will come intelligence that will make stop and search a power that will be effective when applied lawfully and proportionately.

"Sheldon Thomas explained that the stop and search debate has moved away from blame to what can we do to ensure the power is effective today as if it is not effective as a preventative tool it becomes part of the problem. Stop and search is not the whole solution.

"Delegates were able to ask questions and, in the most part, they were relevant. One question was about the legalisation of drugs as this is a driver for a lot of street-related knife crime. This put speakers on the back foot but they were able to answer in a limited fashion.

"This break-out was topical and relevant. I thought speakers were well balanced and, if possible, this would be a topic that could be addressed at Force level to bring into training days. Some input and discussion would be interesting to see what the feelings are on the ground."

**West Midlands representative**

**Winston Christie**

# Concern over starting salaries in pay and conditions debate

**D**urham Police and Crime Commissioner Ron Hogg argued that it was thanks to Police Federation members that the police service had not collapsed.

Speaking out in the pay and conditions session in the opening segment of Wednesday's conference, Mr Hogg also agreed that proposed starting salaries for new recruits were now too low and that he had not dropped them to the £18,000 level put forward under Theresa May's time at the Home Office as he did not feel it was right to do so.

"The only reason that the police service has not crashed is because of the efforts of

the Police Federation members, the men and women out on the streets and we must actually listen to them very carefully," he explained.

The service needed to reform but it needed to learn from its mistakes, the PCC said, pointing to the divisive effect of CRTF and SPP, although they were well intentioned. Skills had to be recognised along with hard work and commitment.

He expressed concern that change was being driven by the Treasury and concluded, to widespread applause, that pay reform needed to bring: "The right change, for the right reason, to get the right results."

The issue of starting salaries was a

theme throughout the session with Andy Fittes, general secretary, starting by criticising the £18,000 figure for apprentices: "We have a fundamental issue over the starting salary for that; we think it's too low. And I still think it's wrong that we are asking people to do a job we all do at such a low level of pay."

Apprenticeship pay would be 'paypoint -1', he said.

There needed to be a joined-up plan on recruitment, pay and career progression that was fair to all.

Not surprisingly, he was backed up by Dr Joan Donnelly, the Federation's head of research and policy, who argued that the

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*Pay and conditions panel (left to right): general secretary Andy Fittes, Federation head of research and policy Dr Joan Donnelly, Durham Police and Crime Commissioner Ron Hogg and Chief Constable Francis Habgood, the National Police Chiefs' Council lead for pay and conditions.*

starting salary of £23,000, which was paid at the time of the Winsor review, would now stand at £26,500 if it had increased in line with inflation.

Dr Donnelly said the Treasury seemed to be dictating that pay should be linked to some kind of productivity and that was not necessarily the right approach to policing.

And there was widespread concern about how the lower salary would attract the right recruits and also recognise the pressure they would face in training in the challenging role of being a police officer and also completing more academic studies.

The session began with a dry presentation from conference regular, Chief Constable Francis Habgood, the National Police Chiefs' Council (NPCC) lead for pay and conditions, who talked about the link between workforce transformation and officer pay structures.

He outlined a national pay structure, local supplements, links between pay and contribution, pay and competence and pay and specialist skills, a review of increments, consolidation of allowances and consistency between police staff and officers doing similar work.

He talked about the College of Policing and NPCC Workforce Transformation in the Police Service project which was looking at attracting and recruiting people into the police service, professional development, wellbeing and engagement, leadership, pay

and grading and organisational development. The aim was to give a clear framework for career development and progression through the police service.

Unique elements of policing should be reflected in the P-factor – perhaps formerly referred to as the X-factor – which refers to physical, psychological, legal and socio-economic issues, including the restrictions on an officer's use of social media.

Andy said that police pay was not easy to sort out and admitted, if it was easy, it would have been dealt with a long while ago. There were many variations on the theme of recruitment across forces and this did not help consistency. Leaders, he said, the Home Office, chief constables and PCCs, should be consistent and should

have a plan in place.

Dr Donnelly questioned the validity of the pay data used to calculate the entry level starting salary used in the submission made to the NPCC, stating that it contained data from apprenticeships that did not fall into the same high-level apprenticeship that would be used in the police service.

Another theme that Federation representatives returned to in their questioning of the panel was whether it was right to put an emphasis on recruits needing a degree to join the service. Later in the day Home Secretary Sajid Javid was asked if he thought a police officer needed a degree - he replied: "No, I don't."

“ We have a fundamental issue over the starting salary of £18,000; we think it's too low. And I still think it's wrong that we are asking people to do a job we all do at such a low level of pay. ”

# Neighbourhood policing cuts hit fight against terrorism

**L**eicestershire Chief Constable Simon Cole cut straight to the chase when he took part in the conference break-out session centred around counter-terrorism.

The session, on Day 2 of conference, was headed up 'Protecting our communities: have reductions in neighbourhood policing impacted on our ability to tackle terrorism?'

And Mr Cole, the National Police Chiefs' Council lead for local policing, began by putting up a slide showing that question and the answer, 'yes'.

He said that with 33 million fewer deployable officer hours each year, neighbourhood policing had been hit as forces tried to prioritise as the cuts hit.

Mr Cole's starting point was that communities defeat terrorism and policing needed to be part of those communities. He also referred to the new College of Policing document Modernising Neighbourhood Policing which set out the principals of community policing.

Mr Cole highlighted research showing that those concerned about a loved one being drawn into terrorism would turn to a relative, a friend or the local police.

"That local police, that boots on the ground, call it what you will, is really, really important and that figure from the police is more likely to have something shared with them than a teacher or perhaps even a community leader," he explained, adding that the police needed a local presence, with an officer in the community sensing what is going on within their area was important.

As the NPCC lead on Prevent too, he also talked about the safeguarding work it involved and some of the benefits of its initiatives.

The Chief concluded: "We have a capacity challenge around neighbourhood policing; it does impact on our engagement with communities."

Other speakers in the session were Simon Kempton, operational policing lead for the national Federation, who said neighbourhood police officers should have the time to build up the trust with communities that could help tackle terrorism.

He told delegates: "The wholesale reduction of neighbourhood policing



*Simon Cole, Leicestershire Chief Constable.*

endangers us all. It undermines all our efforts in fighting extremism of all sorts where ever it's found, what ever it looks like. We know from our own experience that neighbourhood policing builds trust; trust in what we do; trust in why we do it. We know that where there are strong community links between those who we serve and our neighbourhood policing teams, that we are far more likely to be able to work together to solve those community issues, rather than the police simply constantly reacting to problems and putting a plaster on them – parachute in, parachute out."

"Our neighbourhood teams, properly resourced, can introduce other agencies to help deal with those issues rather than the police service being that service of first resort where we all too often find ourselves."

He concluded: "I believe that cuts to policing, which have undoubtedly decimated neighbourhood policing across our country, have not just impacted on our ability to tackle terrorism but have fundamentally

undermined those efforts," he said.

He was joined on the panel by Amanda Morris, community liaison officer at the Muslim Council of Britain, who said the Prevent agenda was not working since it was not built on evidence, created suspicion in the Muslim community, it fuelled Islamophobia and was not transparent. She argued that building relationships with communities was key.

People who developed violent tendencies, the council had found, tended to have some kind of grievance with wider society. The Prevent agenda was creating more grievances not alleviating them, it was a blunt tool and should be reviewed.

She said: "There obviously is a need for counter-terrorism strategies, there is a need for policing and there is a need for more policing on the ground and I believe the solution to this is to increase funding to community policing."

“ We have a capacity challenge around neighbourhood policing; it does impact on our engagement with communities. ”

# Taking the Federation forward

**T**he future of the Police Federation of England and Wales (PFEW) is all about becoming a responsive organisation for members, with democracy and governance at its core, general secretary Andy Fittes said in what was his last speech at a Federation annual conference due to his forthcoming retirement.

In the speech, which earned him a standing ovation, he gave the Annual Value Report which replaced the AGM. Describing a year of managing positive change, he said the aim was to improve processes so that Federation representatives have more time to spend with members, and there is more money to spend on services for members.

Current electoral reform of the Federation is helping to drive the organisation forwards, he added, and he welcomed the many new reps attending conference for the first time.

The initial electoral focus, using a number of positive actions, has been on addressing inequalities in gender and BME representation, but in response to a question on LGBT and disabled representation, Andy confirmed these too would be addressed.

He explained: "We have a legal obligation to become more representative," and added, "We have made a good start, but we need to keep doing more."

The electoral change process will be completed in September with the selection of his own successor.

Andy also highlighted the value of the pay and conditions survey and the esteem it is held in outside the organisation – with its results last year helping to win the backing of the pay review body for a pay rise above one per cent.

He also listed progress on a wide range of issues:

- After much asking, the Police Pensions Scheme Advisory Board now provides a pensions calculator and in some parts of the country there is now better access to clear pension statements although work continues to provide consistency
- The Through Life Research Project is helping to shape resourcing as it follows police officers and tracks their aspirations at every step of their career
- Invaluable welfare work is being carried out every day by representatives
- A sustained and award-winning communications programme has handled more than 1,000 media enquiries in the year and made more information easily available to members
- The Believe in Blue and Protect the Protectors campaign, the flagship Police Bravery Awards keep the work of the Federation in the public eye
- Specialist support available to firearms officers through work with the Police Firearms Officers' Association, and



*Andy Fittes, retiring general secretary.*

- Training was provided to more than 500 people last year to help them carry out representative work.

He concluded that with new rules and regulations now in place, the spotlight is shifting to Governance and how the Branch Board Service Centre (BBSC) activities develop.

In an emotional finale, he thanked all those in Leatherhead and the branches who have worked for the Federation, often in voluntary capacities, and his family for their support.

## **The treasurer**

Tim Packham revealed the hard work of the BBSC to help drive efficiencies in costs and processes means a predicted £9 million budget deficit this year was on track now to be much less - around £5 million - with next year's deficit likely to be cut further to £1 million.

Part of that reduction is due to greater support to achieve value for money across all business services – from recruitment to IT support. An expanded team of in-house legal experts, with the skills to deal with claims against police officers, means less work is having to be outsourced.

Tim said: "It's about reduced costs and better management... about getting quality service at a good price."

Looking ahead, reforms of the Claims Management System – a project which will replace systems at Leatherhead and across branches with a single system - is expected to be cost neutral in 18 to 24 months.

There is also a commitment to provide more training for all branch trustees and treasurers.

## **The Advisory Group report**

Jim McAuslin outlined the remit for the PFEW Advisory Group as a 'critical friend' to look at the work of the PFEW and to offer advice.

The idea of a 'critical friend' had first been suggested in the Normington report and Jim said that in many ways the role could be compared to that of non-executive directors on Boards.

The six-strong Advisory Group members, drawn from a wide range of specialisms, began their work in December to look at progress the Federation has made on issues such as standards, health and wellness, equality and diversity, pay and conditions and public trust.

Giving the Federation credit for opening itself up in such a way, he said they had already 'seen some areas to challenge, to add to your thoughts'.

For example, he warns elections are only one step on a long road to transparency as the Federation takes on what he described as the 'huge agenda' of change.

All members of the Advisory Group, he said, care about the role of the Federation and its future and were committing to building a relationship based on trust in coming years.

## **Where will the Fed be in five years' time?**

In answer to this question: Andy said: "I want to be invited back to see a more representative organisation with the enthusiasm and the skills of the existing one!"

Tim pledged it would have 'financial stability'.

Jim responded: "Bigger, have more influence and will be attracting quality people."

# Women standing shoulder to shoulder



Holly Lynch, Halifax MP.

**L**about MP for Halifax Holly Lynch was one of three speakers to talk about their careers in the 'Women standing shoulder to shoulder' break-out session on the opening day of conference.

Holly, who first championed the Federation's Protect the Protectors campaign on assaults after seeing for herself the dangers faced by officers when she joined a West Yorkshire officer on patrol, told delegates she had just six weeks from being nominated as an election candidate to starting her new role as an MP. She also touched on the emotional toll of liaising with the local community and party supporters following the murder of Jo Cox, the MP for Spen in June 2016.

Bedfordshire Police Inspector Annita Clarke, another of the guest speakers, described her unconventional way of picking which force to join, her career path and the effect having children had on that.

She also mentioned her work with the British Association for Women in Policing (BAWP) and the International Association of Women Police (IAWP) and in coaching colleagues.

The third speaker was Emma Hawksworth from Slater and Gordon who has regularly given legal updates to conference but talked about the way in which she had supported women members of the Federation and how things had progressed.

## PC receives award for her work with city's sex workers

The winner of this year's national Women in Policing Award told conference "it doesn't feel right that I'm singled out" and paid tribute to her colleagues.

Avon and Somerset PC Tina Newman received the award for her work with sex workers in the Bristol area and, in particular, re-defining the way they are policed.

The attitudes of both the police and the local community were very different 20 years ago; the women sex workers had no confidence in the police and, despite being extremely vulnerable, were misunderstood and misinterpreted.

Tina worked hard to engage with local community groups and in doing so built relationships and trust. She became a role model for other police officers and staff and, prior to the introduction of Independent Sexual Violence Advisers, helped women navigate the rape conviction process, from the initial report through to court appearances, to secure convictions against dangerous offenders.

She has participated in regional and national consultations and initiatives, one of which was working on the Home Office consultation on the legislation used to manage prostitution.

As well as organising two operations which have tackled both on-street and off-street sex work, Tina has also been instrumental in a regular inter-agency perpetrator programme which has had a 93 per cent success rate.

Holly Lynch, MP for Halifax, presented the award and said: "Tina has worked for the last 17 years as a sex worker liaison officer for her force and it is for this work that she is being recognised. Tina works with women trapped



Sam Roberts, regional Federation rep, Holly Lynch MP and Tina Newman with the Women in Policing Award.

in the street sex industry through addiction and has built up a trust with these women by identifying potential violent offenders to them, encouraging them to report attacks and explaining what special measures are available to them. She has been pivotal in securing convictions against dangerous offenders and she supports local groups tackling sex work and modern slavery by fund-raising, co-ordinating donations and attending meetings.

"Her reputation as the Force lead in this rarely spoken about area is described as second to none."

The support she offered to these women, both in her own and work time, was helping to make a positive difference to their lives.

Tina said: "It's a real privilege to win this Women in Policing Award 2018 but it doesn't seem right that I should be singled out. I am proud that in Avon and Somerset we have a true partnership approach to how we police our streets."

She praised the work of the One25 charity which also supports these women and acknowledged the support she had from her sergeant, Emma Slade, praising her for her infectious passion and enthusiasm.

# Fallen officers remembered

**B**oth the Home Secretary and national chair paid tribute to the two officers who had died in the line of duty since the last conference.

Calum Macleod asked conference to pause for a moment in honour of PC James 'Dixie' Dixon (39) from Thames Valley Police, a motorcyclist killed in a road accident while on a training exercise on 5 December 2017, and PC Dave Fields (45) from South Yorkshire Police who died in a crash in a police car in Sheffield on Christmas Day.

He also remembered PC Steven Jenkins from Gwent Police who died while on duty on 6 October at Pill Police Station in Newport after being taken ill.

"They will never be forgotten," said Calum.

Sajid Javid remembered the officers and the families they left behind.

And he added: "This week, we also remember the extraordinary acts of police

bravery in the aftermath of the Manchester Arena terrorist attack a year ago. We remember those officers who ran in to help and protect the many innocent people who found themselves caught up in the attack. We remember DC Elaine McIver who lost her life in the attack whilst off-duty. And we must also remember those officers who got to London Bridge in eight minutes, saving countless lives.

"I am also hugely grateful to Detective Sergeant Nick Bailey; one of the first at the scene in Salisbury who put himself at great risk helping others. Every single day, you make the brave decision to pull on your uniform and go out to work not knowing what you'll have to deal with on your shift. People call policing a 'job like no other,' but you simply call it 'The Job'."

Conference observed a minute's silence for the victims of the Manchester bombing at 2.30pm on the Tuesday, a year to the day since the terrorist attack.

# Roadshow rolling into Coventry

Officers from Coventry LPU are being urged to attend the next West Midlands Police Federation roadshow to find out more about the benefits of membership and discuss any issues of concern with the Federation's reps and officials.

The roadshow is being held in the Gavin Carlton Room at Coventry Police Station on **Monday 9 July** between 10am and 3pm.

Member services providers will be available to talk to members and discuss the services they can provide.

Free Federation merchandise will also be on hand and there is no need to book just go along on the day.

Members can also enter a prize draw to win a £50 Amazon voucher.

The Federation is hoping to run further roadshows during the year, please keep an eye on the website and social media for further updates or contact the office if you would like the Federation roadshows to come to where you are based.

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# Inspectors: know your rights

Inspectors – particularly those newly promoted to the rank - are being reminded of their rights and entitlements.

A 'Facts and Myths' document is being re-circulated to help prove or dispel some of the rumours and common misconceptions about what inspectors are and aren't entitled to.

The booklet covers everything from unpaid over-time, working hours, rest days owed, time off in lieu and on call. It was originally produced by the national Federation's Inspectors' Central Committee and is broken down into facts and myths with an explanation.

West Midlands Police Federation's rep Paul Ford said: "We have been approached by members and inspectors querying what their right and entitlements are. It is vitally important that whatever your rank, you know just what is expected and what you are entitled to.

"While we are always more than happy to take calls and answer questions, hopefully this information will inform people a little bit more."

The booklet states: "There has been much confusion since the introduction of the 1994 Agreement and many of our colleagues appear to know very little about what that actually meant - labouring under many misunderstandings which are making their actual working conditions more arduous than they really need to be.

"Sadly, in today's climate of 'more for less' such misunderstanding is eagerly exploited by many of our senior managers. This has resulted in the inspecting ranks becoming arguably the most 'put upon' in the service."

**FACT:** Inspecting ranks can take owed rest days off at any time (exigencies of duty permitting) within 12 months of the actual day being accrued.

"The 1994 PNB agreement brought about a significant change in relation to rest days worked. Whereas the other Federated ranks should be notified within four days of when the new rest day is to be taken, that day to be re-rostered to a date within 28 days of the day worked, we can take them off at any time (exigencies of duty permitting) within 12 months of accruing them. Obviously, the only compensation we get for working a rostered rest day is the day off in lieu back so you should carefully consider using days owed when it comes to balancing your hours if you are approaching the WTR limit.

"Any outstanding days over 12-months-old may, however, be LOST."



**FACT:** Time spent prior to or immediately after a tour of duty 'handing over' to a colleague is NOT casual over-time and should be recorded as duty time.

"It is common for many within our ranks, who perform the duty officer role, to start their shift early in order to receive a hand-over from an outgoing colleague and similarly they then have to stay on at the end of the shift to hand over to the incoming duty officer. These hours must, like all other hours, be accurately recorded on whatever means in use.

"We would actually go further and say that technically it should form part of your roster, but we appreciate that senior managers are unlikely to concede that there is a need for anyone to either come to work earlier or stay beyond the conclusion of their shift and hence agree to its inclusion in any roster."



**FACT:** All inspectors and chief inspectors who are working part-time should be paid for any hours worked in excess of their agreed hours, up to 40 hours in any one week. As annual leave will be calculated in hours for part-time inspecting ranks, this may need to be re-calculated to ensure you receive the correct entitlements.



**FACT:** Officers unwilling or unable to do so cannot be required to undertake 'on-call'.

The legal position of 'on-call' is set out in the Determinations of the Secretary of State as: *A member of the rank of constable, sergeant, inspector or chief inspector shall receive an allowance of £15 in respect of each day on which he spends any time on-call.*

A 'day' means a period of 24 hours commencing at such time or times as the chief officer shall fix after consultation with the Federation, and the chief officer may fix different times in relation to different groups of members."

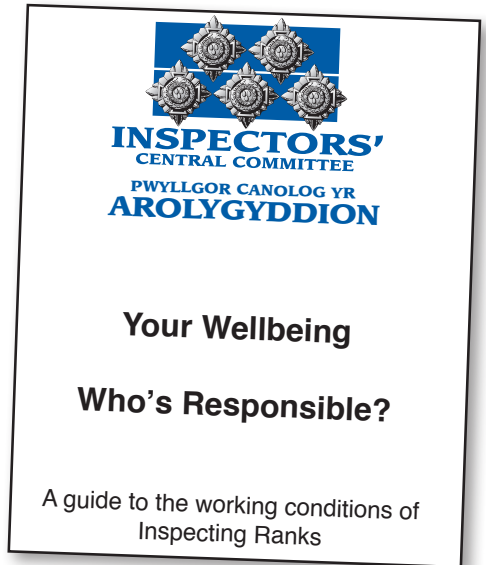
Colleagues who do volunteer to be 'on-call' need to carefully consider the effects of their Force alcohol testing policy.



**MYTH:** When we became salaried we accepted working long hours for no extra money.

Contrary to popular belief neither side in the negotiating process ever intended the agreement to worsen the working conditions of the inspecting ranks.

No police officer should be required to work regular excessive hours; this is a particular consideration in the case of inspectors and chief inspectors who are not



paid for over-time.

The increase in our pay agreed in 1994 was never meant to compensate you for regularly working long extended hours.

At the time of the agreement, the then vice chair of ACPO, Paul Whitehouse, wrote to his colleague stating: "Inspectors and chief inspectors, no less than other members of police forces, need to be able to plan for their work and for their personal and family commitments. Consequently, it is important that they should be given, so far as the exigencies of duty permit, reasonable notice of when they will be required to be on duty.

"For sound reasons to do with health and welfare of the officer, the safety of others and effective working, no police officer should be required to work regular excessive hours, and over a period of time, each officer should be allowed to take the full entitlement to days free from the requirements of duty. This is a particular consideration in the case of inspectors, chief inspectors and higher ranks who are not paid for over-time."

In September 1994, basic inspector wages were increased by £3,250 a year in return for a change in entitlements. These included:

#### What went in 1994?

- Compensation in pay for working over-time, bank holidays or rest days
- Formal concept of 'time off in lieu'
- Having a duty roster (unless you are part-time)
- Set working day of eight hours.

#### What you got:

- Re-rostered days for bank holidays and rest days worked
- Flexibility in managing and balancing your hours
- Option of pay at double time for recall from annual leave.

# New dates available for Ben Fund's seaside holiday home

The West Midlands Police Benevolent Fund has

released new dates for 2018/19 for its members to stay at its popular Peel's Retreat holiday home in Weymouth, Dorset.

The fund is offering its members the chance to bid for a week-long break to stay at the three-bedroom townhouse at a discounted rate.

Sleeping up to six people and with parking for one car the property is ideally located on the south coast of Dorset to explore the pretty harbour, sandy beach and local attractions.

There are lots of great things to see and do during your stay. Weymouth is a gateway to the Jurassic Coast, a World Heritage Site, and only a few miles from Chesil Beach where a causeway leads to Portland Island.

The holiday home was snapped up by members last year with visitors giving it the thumbs up for a great seaside location and home from home.

For more details about the Weymouth holiday home visit [www.wmpben.co.uk](http://www.wmpben.co.uk) or call the Benevolent Fund office on **0121 700 1212**.



**Take a break in Peel's Retreat, our *new holiday home* by the sea!**

We are offering our members discounted weekly rates. Book your week's stay via [www.wmpben.co.uk](http://www.wmpben.co.uk)

## Don't say goodbye to the Ben Fund!

### WMP Benevolent Fund urges its members to remain in touch when new data law arrives

West Midlands Police Benevolent Fund is asking its members to stay connected once the new data protection Laws (GDPR) come into force on 25 May.

In order to be GDPR compliant, the Benevolent Fund will need the permission of its 6500 plus members to stay in touch even if they are already receiving information about its member benefits and services. If members don't give consent to stay in touch, unfortunately all communication from the Fund will end after this date.

WMP Benevolent Fund currently holds personal data of all its members, including details of a nominated beneficiary.

Every month it provides help and support to serving officers, police staff and retired members in their hour of need.

If you're a member of WMP Benevolent Fund and are happy for the Fund to remain in contact with you about your membership please give consent via the link here: <https://www.wmpben.co.uk/consenttocontact/>

For more details about WMP Benevolent Fund and how to join visit [www.wmpben.co.uk](http://www.wmpben.co.uk)

## Ongoing terror threat adds to strain placed on Force

The strain of policing such a wide metropolitan area during a period of high terrorist threats has added to the pressure placed on West Midlands Police's front-line resources.

A recent Freedom of Information (FOI) request by the Press Association revealed that more than 23,000 rest days were owed to West Midlands officers on 17 September last year, giving a snapshot of the extent of the problem.

Other forces that responded recorded similarly startling figure with the likes of Kent owing 12,995, Thames Valley owing 26,873 and the Met a staggering 184,000 rest days to its officers.

The Met had a string of major terrorist incidents to deal with such as Westminster, Finsbury Park, Parsons Green and London Bridge.

And while West Midlands did not have any major terrorist atrocities to police, that ongoing threat, along with major concerts, football matches, marches and events, still led to an already stretched force being asked to do even more.

Acting chair of West Midlands Police Federation John Williams said: "One of the main reasons why our members have been asked to work on rest days and Bank Holidays is because of the work and numbers needed to prevent terrorism.

"The threat level has been at 'critical' and that means officers have had planned time off cancelled by chief officers who have struggled with the demands placed on the Force's shoulders by a Government that has been intent on cutting resources.

"The continued commitment and dedication of our West Midlands members during such a difficult time never ceases to amaze me."

The Police Federation of England and Wales says that any rest days cancelled more than 15 days prior to an event should be re-allocated within four days of that notification being received.

# Life cover

## Protecting the things that matter most to you.

Top up life cover from George Burrows. Developed specifically for serving officers, and their partners, who subscribe to the Federation Group Insurance Scheme.

Prices from just £6.05\*\* per month

- Cover for you and/or your partner
- Payable on death by any cause
- Choose from 3 levels of cover:

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£6.05 per month\*

**£75,000**

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**£100,000**

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\* Benefit levels reduce and premium rates increase on retirement. Terms and conditions apply. Cover ceases at age 65. Full details are available from the Federation or George Burrows.

\*\*The premiums quoted are correct at 1 January 2018.

GB1401/FP50-2018/V3



# Police staff: Don't miss out on our insurance cover

**P**olice staff can join the West Midlands Police Federation Group Insurance Scheme giving them, their partners and their families' access to a wide range of benefits at a competitive price.

Staff can subscribe to the scheme for £29.25\* per month entitling them to life insurance cover of £100,000, critical illness and personal accident cover, world-wide family multi-trip travel insurance and RAC breakdown cover. Please see table below for a full list of the cover and benefits.

A member's partner can join the scheme for £8.99\* a month.

In addition to providing a range of the more traditional insurance products, the Federation has ensured the scheme also provides practical help and advice through a specialist counselling service which is available to a subscribing member's family too.

Full details of cover, including the limitations, exclusions and terms and conditions can be found in the policy wordings, which are available from the West Midlands Police Federation website, but an overview appears below.

<b>Employee</b>	<b>Benefits</b>
<b>Life assurance</b>	£100,000
Advance from death benefit on terminal prognosis	£20,000
Child death grant (aged between 6 months and 17 years)	£3,000
<b>Best Doctors service®</b>	<b>Family cover</b>
<b>Critical illness insurance</b>	<b>£6,000</b>
Child critical illness cover (aged between 30 days and 18 years)	£1,500
<b>Sickness benefit (up to 26 weeks, member only)</b>	<b>£120 per week</b>
Personal accident benefits (member only)	
Permanent total disablement	£100,000
Permanent total loss of sight in one eye or loss of one limb	£20,000
Permanent total loss of hearing in one ear	£10,000
Permanent total loss of sight in both eyes or hearing in both ears	£40,000
Permanent total loss of limbs	£40,000
Permanent total loss of speech	£30,000
Temporary total disablement (per week, max 104 weeks, seven-day excess)	£25
Hospitalisation (per night up to seven nights)	£50
<b>Worldwide annual multi-trip travel insurance</b>	<b>Family cover</b>
<b>Legal expenses insurance (children over 18)</b>	<b>Family cover</b>
<b>Care First Counselling Service (children over 18)</b>	<b>Family cover</b>
<b>RAC motor breakdown: (UK and European)</b>	<b>Member only</b>
<b>Calendar monthly premium:</b>	<b>£29.25*</b>

Optional cover available for partners at additional premium:

<b>Partner</b>	<b>Benefits</b>
<b>Life assurance</b>	<b>£50,000</b>
Includes 20 per cent advance of benefit on terminal prognosis	£10,000
<b>Critical illness insurance</b>	<b>£4,000</b>
<b>Personal accident benefit</b>	<b>Member only</b>
Permanent total disablement	£50,000
Permanent total loss of sight in one eye or loss of one limb	£10,000
Permanent total loss of hearing in one ear	£5,000
Permanent total loss of sight in both eyes or hearing in both ears	£20,000
Permanent total loss of limbs	£20,000
Permanent total loss of speech	£15,000
<b>RAC motor breakdown (UK and European)</b>	<b>Member only</b>
<b>Calendar monthly premium:</b>	<b>£8.99*</b>

## A final thought

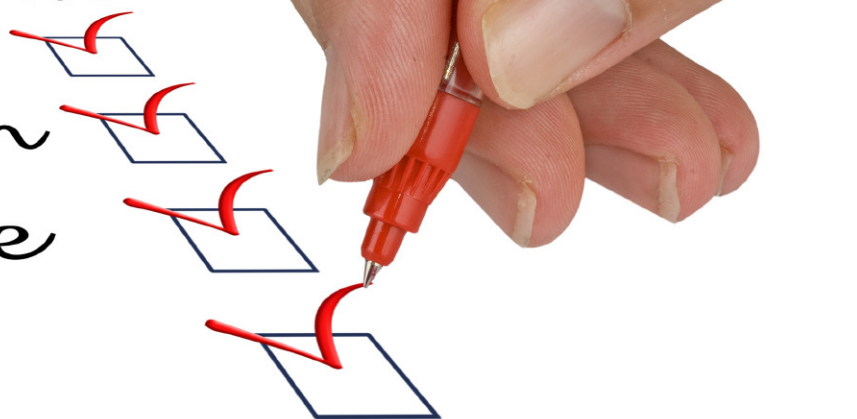
You may be adequately protected but you need to make sure the right people receive the benefits. This is a simple process of making sure your named beneficiaries are up to date and is something you should bear in mind throughout your membership of the scheme.

If you would like to know more about West Midlands Police Federation Group Insurance Scheme or update your beneficiary details, please call the Federation office on **0121 700 1200** or email [westmidlandspf@polfed.org](mailto:westmidlandspf@polfed.org)

\*Premiums quoted are correct at 1 May 2018. The premiums include Insurance Premium Tax (IPT) and the Federation's administration fee.

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# You protect us. **We protect you.**

At Slater and Gordon, we understand that police work can be challenging and stressful, but with us by your side, dealing with legal issues needn't be.

For over 50 years, we have been defending, advising and representing thousands of police officers just like you.

With offices throughout the UK, we are the only firm to offer a full range of legal services to the Police Federation.

## Legal services:

- Crime and misconduct allegations
- Personal injury claims - on or off duty
- Family law
- Employment law
- Police pensions
- Wills, trusts and estates



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## GET IN TOUCH

**0808 175 7805**

**24h Criminal Assistance number:  
0800 908 977**

**[slatergordon.co.uk/policelaw](http://slatergordon.co.uk/policelaw)**

# Your Police Federation Claimline

By Richard Langton, principal lawyer in personal injury at Slater and Gordon

Accidents happen, especially in police work. Injuries can happen at the worst of times and treatment can sometimes go wrong. And it may not only be you who's affected – your loved ones, your colleagues and even your finances may feel the pain too.



Over five decades working with Police Federation members we've gained a wealth of practical experience across a wide range of personal injury cases. We have detailed knowledge of the police service, including police pay structure, pensions, promotion prospects and issues related to medical retirement.

Through our successful partnership with the Police Federation we provide members with a dedicated PF Claimline for personal injury cases. The service is provided as a benefit of your Federation membership and covers you and your family members. We've put together some of the most commonly asked questions by Federation members about the PF Claimline.

## What is the PF Claimline?

The PF Claimline is a telephone and on-line based service provided as part of your Federation membership, which members and their family can access to start a claim for any type of personal injury accident free of charge.

## Who provides the PF Claimline?

The Police Federation works in partnership with Slater and Gordon to provide the PF Claimline. We've been working with the Police Federation for over 50 years. During that time we've developed extensive experience of the problems faced by police officers and have a proven track record of providing the guidance and support required as well as fighting and winning difficult cases.

## What does the PF Claimline cover?

You are covered for injuries and accidents both on and off duty, this includes members of your family injured in the same or separate incidents. Your cover includes:

- Road Traffic Accidents (either on or off duty)
- Fatal accident claims
- Defective equipment
- Dog bites
- Accidents in the workplace
- Training injuries
- Tripping or slipping
- Occupational deafness
- Clinical negligence claims

## How do I start a claim?

If you have suffered a personal injury, either on or off duty you can simply call the PF Claimline and one of our advice team will take down the details and verify with the Joint Branch Board that you're a contributing member of the Federation. A lawyer will look at your case within 24 hours of you making the call. Your claim will be handled quickly and efficiently by a specialist.

## How much will I be charged?

You will retain 100% of the damages we recover on your behalf. Most lawyers will charge up to 25% of a client's damages if they bring a claim for injuries caused by other people's negligence. By way of example if the damages awarded were £4,000 then you may only receive £3,000, through the PF Claimline you would receive the full £4,000. We regularly speak to officers at Federation roadshows who are unhappy they lost 25% because they had gone elsewhere.

If you or a family member wishes to bring a claim please contact the PF Claimline on Freephone **0800 917 1999** or visit [pfclaimline.com](http://pfclaimline.com) where you will get advice free of charge. We hope you don't need us, but if you do, we are here to support you.

## Prepare for retirement

Is retirement just around the corner? And are you wondering what your options are?

West Midlands Police Federation is hosting a number of seminars for people in their last three years of service. The sessions will cover a number of topics and can be attended by an officer's husband, wife or partner.

Topics covered include managing change and uncertainty, CV writing and interview techniques, police and state pensions and taxation, savings and investments.

The next available sessions are on **16 August, 18 October** and **22 November**.

In 2019, they are on the following dates 7 February, 14 March, 11 April, 23 May, 18 July, 15 August, 12 September, 17 October, 21 November and 19 December.

To book your place, please email [westmidlandspf@polfed.org](mailto:westmidlandspf@polfed.org) with your name, collar number, work and personal email addresses, personal phone number, dietary requirements, proposed retirement date and the number of places required since you are welcome to attend with your partner. Please put 'retirement seminar' and the date you wish to attend in the subject line.



# Going through a divorce?

# Call us before your ex does.



**Kaleel Anwar**  
Associate 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. If you're going through a divorce, we offer a free initial consultation, fixed fee packages, discounted rates and flexible payment options plus give you access to some of the country's best family lawyers.

If you think we could help, call us on **0808 175 7710**

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