



**Federation celebrates  
centenary** – See Pages 2 to 5



# 'I'm on your side and I've got your back'



John Apter, national chair of the Police Federation, listens to Home Secretary Priti Patel's speech to the event.

The 'bravery, commitment and sacrifices' of police officers have been praised by the Home Secretary.

Priti Patel said it had been 'humbling' to meet some of the 'most remarkable officers' from across the country, during her three months in post.

She was addressing 700 officers and invited guests included chief constables and PCCs at a Police Federation of England and Wales celebratory event organised to mark the organisation's 100-year anniversary. The event was held at Methodist Central Hall in Westminster, London where the Federation's first conference was held in 1919.

The Home Secretary said: "Your courage, dedication and public service has been truly moving. I'm hugely honoured that my job is to help you do all of yours. From physically taking on violent and ruthless criminals, to breaking heart-wrenching and tragic news to bereaved families.

"From handling some of the most devastating and atrocious tragedies to bringing safety and security to the communities in which we all live. You are always there. And for that, I salute you all."

The Home Secretary recalled that when her parents first moved to the UK they set up a corner shop and were victims of theft, abuse and burglary, before adding: "I will never forget the support shown back then to my family by the police, as well as the local

community."

Speaking about the dangers officers face, she said: "Each day, I ask myself, do people truly understand how unpredictable, dangerous and challenging the work of a police officer is?

"Because, I worry the people posing the threats you face are ever more callous. The job we ask you to do is ever more complex and dangerous. That is why I want to make it clear that I am on your side and that I've got your back.

"I recognise the bravery, commitment and sacrifices of both serving and former officers. And I stand with you; the brave men and women of our police."

She paid tribute to PC Andrew Harper, the Thames Valley officer killed while on duty earlier this year, describing him as a hero.

She praised the Police Federation for the 'key role' it plays saying: "Whether it is engaging with Government, supporting families or, helping officers who have been assaulted, the organisation continues to work tirelessly to represent the interests of the rank and file."

And the Home Secretary said she was committed to strengthening the relationship between the Police Federation and the Home Office, adding the 100-year anniversary of the Federation was a 'remarkable achievement'.

She also spoke about how one of her highlights as Home Secretary, so far, had

been working with Federation chair John Apter, saying it is 'completely right that he is holding myself and the Government to account on our commitments'.

One of her first acts as Home Secretary was to begin the recruitment of 20,000 extra police officers and she also said she believed it was the job of the Home Secretary to give police officers the protection they need and empower officers to do their jobs, hence the £10 million of ring-fenced funding for Tasers.

She told the hall: "As crime becomes more violent, the assaults are increasingly brutal. Many of you will have been hurt. Many of you will have seen friends and colleagues subject to abuse in the line of duty.

"It takes extraordinary courage to keep running to the front-line to face that threat, day in day out. But, for you, your sense of duty comes first."

She concluded: "As long as I am Home Secretary, I will always give you the backing you need to keep yourselves and the public safe. So that, together, we can stand for the forces of right, and against the forces of evil.

"Policing is a job like no other. Every day, in every town or city, police officers perform thousands acts of bravery, humanity and compassion.

"You are the ones society expects to run towards danger, to protect the vulnerable and to keep us safe."

## Our representatives say

*"It was a special venue, a really spectacular hall and the historic uniforms worn by the City of London Police was a great touch.*

*"The Home Secretary's speech was warmly received highlighting the importance of effective communication between the Federation and the Home Office.*

*"I would have liked to have heard more good news stories and maybe organisers taking the opportunity to award some members or Fed reps in recognition of their*

*hard work, which would have been fitting in the day's theme."*

**Mark Wright, Derbyshire Police Federation's health and safety lead and workplace representative**

*"I felt very proud to be part of this amazing organisation."* **Helen Gallear, Derbyshire Federation workplace representative.**

*"I was quite impressed with the venue and, on speaking with some of the City of*

*London Police, it was nice to see them in the traditional uniform that would have been worn 100 years ago. But I expected it to be more a celebration of the Federation and felt that many of the group talks were negative so it would have been nice to have had some more good news stories. However, I thought the Home Secretary was quite refreshing in her speech, she came across as supporting the police."* **Charlie Watson, Derbyshire Police Federation workplace representative.**

# Is it time for a Royal Commission on policing?

The national chair of the Police Federation of England and Wales believes now is the time to shape policing for the next 100 years and pave the way for change.

John Apter was speaking in front of Federation members and reps from across England and Wales, as well as the Home Secretary, to mark the centenary event.

The national chair heaped praise on Fed reps, calling them the 'backbone' of the organisation, and said 60 years on since the last Royal Commission he believed the time was right to ask the public what they wanted from their police.

"In that 60 years the UK population has increased by more than 14 million people, who all need the police. That's why I genuinely believe that the time has come to ask the public what they want from their police: is the current model of policing right for the next 100 years?" he asked.

"We have a funding formula which sees a disparity in what people in one force area can get compared to those from another. It's a postcode lottery of funding that is grossly unfair. We have a structure of 43 separate forces. Is this right?"

Much of his speech was centred around the Federation reps, as without them the Federation would not exist as it does.

"The welfare of our colleagues is what drives us; it motivates us all. Looking out for, and looking after our colleagues, is what we do. And let's not be ashamed to say, we do it really well," he said.

"I know many of you juggle your day job as a police officer with that as a Fed rep, very often working in your own time for those you represent, often without thanks or recognition. Well, today we give you that thanks, and that recognition."

Looking back at the last 100 years, John spoke about how the early years of the

Federation were consumed with police pay, with little time for welfare and support issues.

He went on to highlight the most recent successes – the increase in funding for Taser, the Police Covenant, which will provide greater protection and support for officers suffering physical or psychological trauma, and the Protect the Protectors campaign which resulted in harsher sentences for those who assault blue-light workers.

And he paid tribute to officers who have lost their lives in the centenary year:

**PC Andrew Harper**, Thames Valley Police

**PS Colin Fox**, Metropolitan Police

**PC Kevin Flint**, Thames Valley Police.

He concluded by saying the Federation would continue to work with the Government but in return officers needed to be treated with the recognition and respect for the difficult, dangerous and demanding job they do and should be paid fairly.

He said: "The Fed reps of 100 years ago built the very foundations of our organisation. We are now building the legacy. Together, united, we will continue to do the very best for those we represent: our colleagues and our members who deserve nothing less."

“The welfare of our colleagues is what drives us; it motivates us all. Looking out for and looking after our colleagues, is what we do. And let's not be ashamed to say, we do it really well.”



A backdrop to the stage showed a photo taken at the Federation's first meeting at Central Hall in 1919.



Officers at the centenary event re-staged the 1919 photo.



# ‘What matters most’: officers give their views of Federation support



The panel session ‘What matters most’ (left to right) Mick Johnson, James Holden, Federation vice-chair Ché Donald and Zoe Bradstreet.

Three officers who had received excellent support from the Federation gave an insight into how the organisation makes a difference to its members in a centenary event session called ‘What matters most’.

Custody Sergeant Zoe Bradstreet from Surrey Police explained how the Federation was continuing to provide support during a four and a half year – and ongoing – case involving a death in custody.

On Day 1, she said, the Federation was there for her, offering her a comfort blanket and virtual hug. Crucially, Zoe explained, the Federation could see the signs of stress within her and the impact the case was having on her husband and her children, pointing her towards counselling which had helped give her strategies to cope. The Federation, Zoe added, had become like family to her, providing support 24 hours a day when she needed it.

Ché Donald, vice-chair of the Federation, said the impact of such cases on individual officers was phenomenal with many being made to feel like criminals when they were just doing their jobs. The psychological impact could last a long time, he explained, with there being nothing worse than being

accused of something you hadn’t done.

This was also picked up on by James Holden, a Hampshire response driver, who was prosecuted for dangerous driving after what he felt was an ‘uneventful pursuit’ involving an offender with 150 convictions.

His Fed rep was the now national chair John Apter.

“I can’t thank John enough,” said James, who is now a Fed rep himself on the Isle of Wight.

Acquitted at court after an eight-day trial, he said the build-up to the hearing really took its toll on his mental health and that of his wife, also a serving police officer.

Ché told the audience that while it was right for there to be inquiries to find out what has happened, particularly in relation to the loss of life, it shouldn’t be a witch-hunt and nor should it be assumed that someone has done something wrong rather than it being appropriate police action in dangerous situations. Inquiries into officers were often taking longer than murder investigations.

Mick Johnson, a Cleveland officer with 28 years’ service, explained how he was treated for PTSD after an incident in which

he ended up with a relatively minor physical injury but a massive impact on his mental health.

Repeated exposure to traumatic incidents meant that around 20 per cent of officers are thought to be suffering from PTSD and this is why the Federation, Ché said, believed there should be a wraparound welfare provision for all officers, something that had been developed over the last 10 years through mental health support programmes, for example, at the Flint House rehabilitation centre and the Welfare Support Programme.

He also called on officers to support each other, by asking colleagues if they are OK and encouraging them to talk about how they are feeling but urged forces to invest in preventative tools rather than reacting when someone has a mental health crisis.

Some forces were talking the talk, he said, but not walking the walk with policies in place but no evidence of what they were actually doing. The Police Covenant could help to ensure there is not a postcode lottery in terms of the support available to officers.

## Pledge to increase sentences for assaults on police

Sentences for those who chose to assault police officers could be doubled, the Home Secretary has announced.

Violent offenders who assault officers, and other emergency service workers currently get up to 12 months in prison but this could rise to two years, following the announcement by Priti Patel.

She made the pledge at the centenary event in London, saying: "One of the first acts of the next Conservative Government will be to consult on doubling the maximum sentence for assaulting police officers and other emergency service workers, taking the maximum sentence from 12 to 24 months in prison.

"We are going to make the thugs who attack police officers think twice."

The Assaults on Emergency Workers (Offences) Act 2018 was introduced in November 2018 following the Federation's successful Protect the Protectors campaign which called for a two-year sentence where assault or battery was committed against a colleague.

Ms Patel said: "I've been appalled by the increasing numbers of assaults on our brave



police officers and am not going to stand for it.

"Part of the solution is giving police the resources and powers they need to keep themselves safe but we also need to make sure that the punishment for assaulting an officer truly fits the crime."

In the last year alone, there were more than 30,000 assaults on police officers in England and Wales – up 18 per cent. As many as one in four serving officers were attacked.

## Policing priorities considered in panel session

The starting salary for new recruits is 'unrealistic' and will 'definitely' make recruiting 20,000 new officers harder – according to the chair of the National Police Chiefs' Council (NPCC).

Chief Constable Martin Hewitt made the comments when he was part of a panel session on policing priorities at the centenary event in London.

He was asked whether a starting salary of £18,000 will affect the ability to recruit 20,000 officers and replied 'definitely'.

He continued: "What we've found is starting salaries differ considerably around the country, but I don't think that figure is a realistic figure for someone who is coming into policing.

"When we put the bid in to the Home Office for the funding, we set a mid-level range. We've got to have those conversations because we want people to come in with certain skills and aspirations.

"We've got to work to get to a point where the starting salary is an acceptable starting salary and the ability for someone to earn more as they progress in their career is there."

Sir Thomas Winsor, HM Chief Inspector of Constabulary, who was also on the panel, said to improve diversity within the police service recruitment had to be based on merit and policing had to be made as attractive as possible through pay and conditions.

He also said that reforms on over-time and linking pay rises to performance in terms of skills and contribution could have 'been more radical' when he was asked if he would change anything in the two reports published following his independent review of police officer and staff remuneration and conditions, in March 2011 and March 2012.

Earlier in the session, he was critical of the state of the whole justice system, calling it dysfunctional and citing, among other things, the state of prisons and the outsourcing of probation. The key challenges ahead would include implementing the 20,000 new officer uplift and the increased complexities of crime and he called investment in new technology 'the golden key' to tackling crime. He also expressed concerns around officer welfare.

Other topics discussed in the panel session included increasing pressure put on officers to respond to mental health call-outs, with the director of the College of Policing, Bernie O'Reilly, saying officers were not the best equipped to do so.

Sir Thomas warned the pressure being put on forces is 'unsustainable' with officers under 'intolerable strain' due to failures within other public services.

The panellists also gave their views on the need for investment in technology, whether 43 forces was the right model for policing and boosting diversity within the service.

## National award for pioneering sergeant



Sergeant Hana Alayi-Moore (left) receives the Women in Policing Award from Dame Cressida Dick, Metropolitan Police Commissioner.

Lancashire custody sergeant Hana Alayi-Moore has received the Police Federation's National Women in Policing Award for her tireless work for colleagues.

Hana introduced 'Maternity Buddies' - a training scheme for male and female volunteers to support colleagues expecting a child or going through the adoption process. She also chairs a Menopause Action Group and a Divisional Wellbeing board and these, along with the 'Maternity Buddies' scheme, have been adopted as best practice.

On receiving her award from the Metropolitan Police Commissioner Dame Cressida Dick at the Federation's centenary event on 21 November, Hana said: "I feel privileged and proud and somewhat overwhelmed."

## Derbyshire reps

Derbyshire Police Federation was represented at the centenary event by Adam Bryan, Brian Collins, Jim Cook, Helen Gallear, Leigh Gyte, Bekki Smith, Charlotte Watson and Mark Wright. They were joined by the Deputy Chief Constable Rachel Swann.



# Three quarters of officers dissatisfied with pay package

Three quarters of Derbyshire officers who responded to the Police Federation’s annual pay and morale survey said they are dissatisfied with their overall pay package.

A total of 88 per cent of Derbyshire respondents said they did not feel they were fairly paid for the stresses and strains of their job and 81 per cent did not they were fairly paid for the hazards of their role.

A shocking 40 per cent said they worried about the state of their personal finances either daily or almost every day, with 70 per cent revealing they felt they were worse off financially than they were five years ago and eight per cent reporting never or almost never having enough money to cover essentials.

“Officers join the police service to serve their communities and often put themselves in harm’s way to serve the public,” says Tony Wetton, chair of Derbyshire Police Federation.

“I think at the very least, police officers should receive a basic pay and allowances package that reflects the role they play in society and the dangers they face as part of their role.

“It seems wrong to me that so many of our members are admitting they are struggling to make ends meet and I hope the Government and other decision-makers take on board the findings of this survey.”

The survey also revealed that 73 per cent of Derbyshire respondents felt morale within the Force is currently low (compared to 87 per cent nationally), with 48 per cent saying their own morale is currently low, the 11th

lowest in the country with the national figure being 57 per cent.

The reasons given by Derbyshire officers for low morale were how the police are treated as a whole (77 per cent), pay and benefits (76 per cent), management of change within the police (67 per cent), workload and responsibilities and health and wellbeing (both 53 per cent), work-life balance (49 per cent), opportunities for development and promotion (43 per cent), day to day job role (40 per cent) and treatment by senior managers (31 per cent).

The Derbyshire members’ responses also reveal that 62 per cent would not recommend joining the police service to others and one in 10 intended to leave policing within the next two years or as soon as possible.

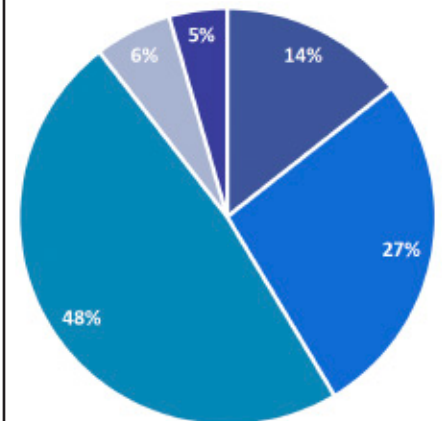
Morale was cited as the main reason for wanting to leave (75 per cent) with pay and benefits and the impact of the job on health and wellbeing being given as the key factor for 69 per cent of respondents and how the police as a whole are treated for 66 per cent.

The pay and morale survey is carried out by the Police Federation of England and Wales each year with the responses being used to provide evidence in its negotiations with the Government, forces and other stakeholders.

A total of 425 responses were received from Derbyshire Police Federation members this year, a response rate of 24 per cent compared to a national response rate of 16 per cent.

The survey opened on 10 June this year and closed on 30 August.

How often do you find yourself worrying about the state of your personal finances?



- 48% Every day
- 27% Almost every day
- 14% Occasionally
- 6% Almost never
- 5% Never

“It seems wrong to me that so many of our members are admitting they are struggling to make ends meet and I hope the Government and other decision-makers take on board the findings of this survey.”



# Force prepares for new PEQF

Derbyshire Constabulary is moving over to the new Policing Education Qualifications Framework (PEQF) being led by the College of Policing.

This means, as an early adopter, the Force is currently in the transitional stage between the current framework and the new PEQF.

The focus is now on the move from the Initial Police Learning and Development Programme (IPLDP) as the main entry route to a balanced selection of the different entry routes. IPLDP training programmes will cease after June 2020.

Sergeant Rachael Delaney, team leader in the Force core training team, explained: "It is the College of Policing that has made the changes and created the new entry routes at degree level entry.

"All forces have agreed and signed up to the changes and Derbyshire was one of first forces to go live with the Police Constable Degree Apprenticeship in September last year. Our second intake of students started in October this year and we are still developing

our Degree Holder Entry Programme with partner HEI."

She said, under the changes, entry routes to police constables will be through phased transition while the Force is still using the IPLDP programme. The entry routes after June 2020 will be via:

## Police Constable Degree Apprenticeship (PCDA)

The PCDA is for recruits who want to join, but do not currently hold a degree. The three-year course combines practical apprenticeship with the theory and study required for the degree element. Candidates need GCSEs in mathematics and English and to gain a Level 3 qualification (A-level or equivalent) by the time the training starts.

Rachael said Derbyshire now has 17 students in their second year of training. They undertake 24 weeks of initial training, with time spent at university. During years two and three the students have further periods at university to complete their academic studies and work.

## Pre-join route

Pre-join students complete a three-year, self-funded degree in professional policing at university. This provides an entry route into a police force.

"We currently have 12 officers who have completed their degree in policing and joined us straight from university in June 2019," Rachael explained, "They still have to complete a two-year probation period and also work towards a diploma to evidence 'full operational competence'."

## Degree holder (graduate holder) entry

Candidates joining through this route already have a degree in any subject and complete a further converging, work-based programme enabling them to achieve a graduate diploma in professional policing practice. The additional learning is completed within the two-year probation period.

Derbyshire is currently in the development stages for this programme, with a view to launching its first Degree Holder Entry Programme (DHEP) in November next year.

## Lewis makes the grade with career switch

After 12 years as a teacher, Lewis Wagner signed up to become Derbyshire Constabulary's first direct entry inspector.

He has been with the Force for two years and during that time has spent four months as a PC and as a sergeant to learn the ropes.

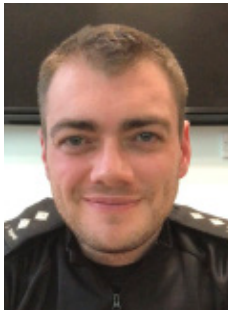
He is now a reactive inspector, where he has had sole charge of his staff for the past eight months.

Talking about his experiences so far, he explains: "Being the first direct entry, I'm not sure colleagues knew what to expect or how to treat me. However, I cannot fault Derbyshire's reception at all.

"I have felt welcomed from Day 1 and it never ceases to amaze me the level of support I get. I did expect some resistance but I can honestly say I have not experienced it.

"I think with a reactive post you have to take every day as it comes. Every shift there is a new challenge, something I haven't seen before but the teacher in me loves learning, and if I don't know the answer, I make sure I find it.

"Inspectors normally have many years in the job, with all that experience behind



them. I have just two years in and it has been two years of constant studying, watching, learning, getting involved. On top of this, there are all the requirements for the course that I have to complete. It's been a very tiring, but rewarding, process."

Lewis had considered policing as a career in the past but chose teaching, working his way up to assistant head teacher in a large secondary school.

Then, he saw an advert for the direct entry post on social media, and couldn't shift it from his mind.

He explains: "It was a difficult decision. When I first saw the advert, it was just over a week until the application deadline. But it was one of those things that you just can't get out of your head. I knew how challenging a career it could be, having seen the impact of things that can happen on family members, and I knew how tough the process would be, but it seemed an interesting idea in trying to bring other skills and ideas in from the outside.

"I hope that I can bring some working knowledge of what schools can bring to the table in helping out the police. What responsibilities they have, how they should manage the behaviour of their students inside and outside of school, and how they can help police when they come across those students, whether as a missing person, suspect, or victim of crime.

"I'm also a strong believer in looking after

your staff and making sure they are the best they can be, and that is an area that the education sector has got right. There's a real drive on self-improvement and reflection, and I hope I can bring some of that with me."

There was a tough application process with a form that focussed on the Competency and Values Framework for policing, a telephone interview that was conducted with the College of Policing and a serving senior rank officer and then a two-day assessment centre at Ryton in Warwickshire with role plays, in tray tasks, presentations and problem-solving.

There was then a final interview with Derbyshire Constabulary.

So what has he enjoyed most so far?

"My time as a response sergeant was easily the best. Not only do you get to experience the breadth of jobs that the police deal with, the volume of incidents that have to be managed, but you also get to spend the time with some of the funniest, kindest, most knowledgeable people you could ever work with," Lewis says.

"There is still a lot to learn, and I think being a reactive inspector is the perfect place to do it. I don't have any long-term plans or ambitions, but there are lots of different inspector roles throughout the Force that I'd like to try at some point. I'm often asked about whether I'd be looking for promotions but at this time I just want to learn to be a good inspector."

# ‘I hope me and my fast-track colleagues will change minds’

Inspector John Tanner is something of a pioneer in terms of Derbyshire Police.

He was one of the first entrants to make it to the rank of inspector through the fast-track scheme launched in 2014.

Perhaps not surprisingly, he believes the scheme brings benefits, not just to those individuals who are part of it but also policing itself.

“I hope that in my case it has allowed me to progress quickly to a stage whereby my skills and experience can be used at a strategic level within policing,” he explains.

“For others, it has allowed natural leaders to progress to a stage where they can put these skills to good use and I hope that this is a good thing. Entrance to and progression within the police are changing, and the fast-track scheme is just one part of this overall programme of change.”

Having volunteered as a Special and then joined the Force as a regular in 2012, he has had the usual shares of ups and downs you would expect.

One highlight was working in the control room which he described as ‘brilliant’ and one every inspector should experience.

“But the main non-specific highlight for me has been working with loads of different people all over the county. I’ve found that my colleagues really want to make a difference for the people of Derbyshire and beyond, and I have been humbled by their commitment to the job,” he explains.

His respect for colleagues may explain why some people’s attitudes towards the fast-track scheme has been so frustrating for him.

“There have been a small number of colleagues who have decided to make their negative feelings about the scheme known, in sometimes rather unsubtle and potentially hurtful ways. I’m lucky that I’ve got thick skin and broad shoulders, and I do hope that my fast-track colleagues and I will be changing minds. This scheme is now fully embedded and is open to anyone at the rank of constable to apply for,” he says.

Pushed to come up with any other negatives about his progression with the

Force, he admits that moving between roles on a fairly frequent basis isn’t for everybody, and is something that anyone who is considering the scheme should fully consider but adds: “That said, after our experiences on the initial cohort, a lot of lessons have been learned and the scheme is much more focussed on understanding the development needs of the individual, rather than rigidly adhering to the College of Policing’s timetable.”

His current role - staff officer to the Chief Constable - has also been interesting and eye-opening, making him re-consider his own career plans.

“I once had a vision of being the Chief Constable but, having now worked closely with the Executive and seen how hard they work and how often they are away from home, I’m not so sure. If I made it to chief superintendent then I’d be very happy but I also haven’t ruled out moving away from policing using the College of Policing’s flexible exit and entry scheme to gain experience that would benefit policing elsewhere,” John explains.

He first joined the Force as a Special in 2009. He was based at Bakewell working in the Safer Neighbourhoods Team for the area in which he lives. John found the role rewarding but it also opened his eyes to the fact that the Peak District was not quite as tranquil as he had assumed.

With a background in scientific research and previous roles in NATO and the Ministry of Defence, at the time of joining the Specials he was working for the Peak District National Park Authority within its policy and research unit and his policing role helped him shape and influence its management plan, putting thriving and vibrant communities at the heart of its five-year plan.

John admits that he had never even



*Insp John Tanner with a not so furry friend. A nature lover, he was on patrol one night and came across a hedgehog sat in the middle of the A515 in Buxton. The anti-needle, stick/knife proof gloves worked perfectly to allow him to move it to nearby woodland.*

considered being a police officer but a family tragedy spurred him into wanting to make a difference in his community.

“Some people reading this will know my family’s story but, for those who don’t, I lost my brother in a knife-point street robbery in 2005,” he says, “I developed an interest in making sure that this type of thing didn’t happen again and becoming a police officer seemed to be a good way of achieving this.

“Due to the financial down-turn in 2007/08 the National Park Authority reduced staff hours to save money and, as such, I found myself with some spare time every Monday. I applied to become a Special after seeing a poster in the tea room at the authority and ended up spending nearly three years on patrol around Bakewell on Mondays

“I hope that in my case it has allowed me to progress quickly to a stage whereby my skills and experience can be used at a strategic level within policing.”



(market day) providing reassurance and a familiar face to the public.”

In 2012, when the Force re-opened recruitment into the regulars after a hiatus of several years, it also decided to run an experimental 10-week fast-track process to convert Specials to regulars due to the significant amount of knowledge that overlapped between the two roles. John applied, and was accepted - after all the usual tests – and joined the Force as a PC in September 2012 when he was 34.

It was Inspector Martin Coey at Buxton, his inspector at his first section as a regular, who suggested he considered the fast-track scheme which replaced the HPDS he had expressed an interest in.

He applied for the scheme in the autumn of 2014 and, after interviews with the B Division Commander and his deputy in the early winter, then the DCC and the head of HR, attended a two-day assessment centre run by the College of Policing.

John recalls: “While I was going through this process, I was also studying for my sergeants’ exam and actually found out that I’d got onto the scheme as I walked out of the Winding Wheel in Chesterfield having just sat this very same exam.”

The fast-track scheme essentially guarantees that, after two years of being a sergeant, officers will be promoted to the rank of temporary inspector. The two-year period is designed to maximise operational exposure, ensuring each candidate is ready for their first inspector posting and beyond. The scheme does require each candidate to sit the inspectors’ exam at the first opportunity, therefore in Year 1, and to pass it. Everyone so far has achieved this hurdle but it is by no means guaranteed and progression onto the scheme is dependant on this.

John considers himself to have been lucky to have been part of the first cohort on the scheme, with Chris Whiteley, so the ground rules for Derbyshire were very flexible since in essence it was ‘terra incognita’.

To date, he has been a response sergeant in Chesterfield and North East Derbyshire, and SNT sergeant in Amber Valley, a DS in the north west of the county and a FIM in the control room.

So what next?

“This is largely down to me now as I moved off the formal scheme when I was promoted to inspector and took up the role of FIM. I expect I’ll continue to be the staff officer to the Chief Constable for a short time and then look to move into a role either at headquarters or on a Division next year,” John explains.

“I know that my strengths lie within navigating the relatively opaque world of policy and politics, and also within my ability to conduct empirical research so something along those lines would be great.”

## Extra funding for Welfare Support Programme

The Welfare Support Programme which offers a round-the-clock helpline to officers and their families who are going through life-changing circumstances has been given a cash boost.

The Police Federation of England and Wales (PFEW) is putting an extra £175,000 in to the programme, taking its funding for the initiative to a maximum of £335,000 a year.

This will help set up a proactive phone line that will reach out to officers who may be in need, and a bespoke counselling service.

The expanded services, which are also aimed at better supporting Federation reps as they continue to serve in multiple roles and with a wide variety of responsibilities, will be trialled for a year.

John Apter, chair of PFEW, said: “This is exciting news and underlines the support given to our members and reps by the Federation. It’s fitting that in our 100th year we have made the decision to enhance the programme which helps so many of our members and their families. Wellbeing and the support we give to our colleagues is essential and this will ensure the good work of the

Welfare Support Programme not only continues but is enhanced.”

The helpline, which is available 24/7, 365 days a year is manned by staff who have had training in police discipline, Post-Incident Procedures (PIPs) and are certified in mental health first aid.

In the three years since it was set up the programme, which is run by the Police Firearms Officers’ Association on behalf of the Federation, has supported more than 1,000 officers and saved at least six from taking their own lives.

The Welfare Support Programme can be accessed by officers:

- Involved in a death or serious injury incident at work that results in Post-Incident Procedures
- Suspended from duty
- Served with gross misconduct papers; or
- Deemed in need of the programme following a consultation with their Federation branch and the Welfare Support Programme.

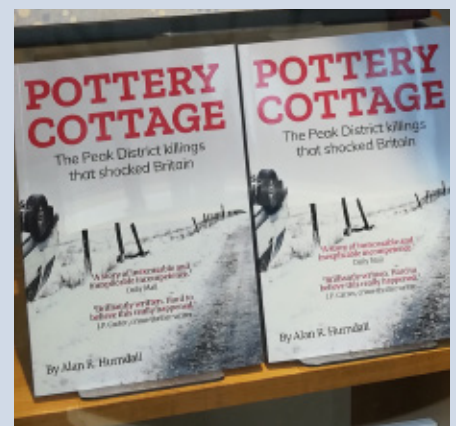
It is also available for partners, dependants and immediate family members of officers entered onto the programme and any person living in the same household as the officer.

## Former reporter publishes Pottery Cottage book

A former journalist at the Sheffield Star has written a book on the murders at Pottery Cottage in Eastmoor in the 1970s.

Alan Hurndall, who is an award-winning writer and film maker, lives in Derbyshire, not far from Pottery Cottage and reported on what is possibly one of the most notorious crimes in the history of Derbyshire Constabulary.

“Many of your retired officers would have worked on the murders at Pottery Cottage, Eastmoor in 1977,” says Alan in a message to Derbyshire Police Federation, “I have spent nearly a decade researching the facts and offer an insight into the crime and the police operation. I’ve had several police officers compliment me on the book and suggesting their colleagues would be interested.”



More details about the book can be found on [Alan's website](#) and he has offered Federation members a discount on the purchase price of the book.

# Chair issues statement on pensions

The Police Federation will continue to do the best it can for all members in relation to the ongoing legal process regarding the 2015 pension scheme, national chair John Apter re-iterated in his latest statement on the issue.

John also confirmed that the Police Federation of England and Wales (PFEW) will represent the interests of all members, ensuring no one is left behind.

"The whole pension situation is a complex one and there are still many unknowns. However, I give you my word that PFEW will continue to do the best we can for all our members in what is a difficult and challenging situation," said John.

"Once I am in an informed position to announce how these changes will affect you directly, I will let you know."

The Federation published the blog at the start of November just days after it was one of seven staff associations representing officers across the UK to be granted interested party status in the Employment Tribunal considering the remedy over discriminatory aspects of the scheme.

The Government has also confirmed that the remedy will apply to all officers discriminated against not just those who



National Federation chair John Apter.

have lodged a claim.

The national chair wrote: "This is also good news as it effectively means that the same benefits will be received for all officers who were discriminated against, without the need to submit a claim to receive this benefit.

"What is yet to be decided upon is whether any compensation will be awarded to the claimants in addition to the discrimination being remedied. This will be decided by the Employment Tribunal during the course of 2020 after they hear and consider evidence of any suffering caused by the discrimination."

[Read John Apter's full statement.](#)

# Financial surgeries a success

Three financial surgery events organised by Derbyshire Police Federation proved to be a resounding success with members.

Pension administrators XPS were on hand to answer members' questions while staff from No 1 Copperpot offered information on savings, loans and mortgages.

In addition, solicitors Cartwright King attended to give informal advice on divorce.

"We had some great feedback from members," says Kirsty Bunn, secretary of Derbyshire Police Federation, "Having the various Member Service providers together made it a great opportunity for officers to get all the information they need to make decisions on their finances."

The events, the first of their kind organised by Derbyshire Police Federation, were held at St Mary's Wharf, Derby, Ripley and Chesterfield over a two-week period.

# Trained to support members

Helen Gallear, one of Derbyshire's newest workplace representatives, has now completed her initial rep's course at the Federation's Leatherhead headquarters.

All reps are given a solid grounding in the work of the Federation during the course to help them give the best possible advice and support to colleagues.

"I completed my initial course in October and loved it," says Helen, "It was very informative and gave me a great insight into the Federation although I left feeling quite ill-equipped on how to deal with things. But it has been a very quick learning curve.

"Since returning to Force, I have realised that we have a brilliant Federation team and I can ask for advice on any matter from any of the other workplace reps. I have done this often!"

Having completed the initial training, Helen would now like to further her knowledge by undertaking welfare and health and safety courses and has already met with another rep to find out more about getting health and safety information out to members.

"Although it is early days, I am really enjoying my time as a workplace rep," Helen adds.

# Tax relief on Fed subs

Members can claim tax relief on their Federation subscriptions.

The amount you can claim in each tax year varies slightly as subscriptions are revised annually. Normally, the tax relief will be applied through an allowance in your PAYE code.

Uniformed police officers are also entitled to claim an allowance of £140 (from 6 April 2008) to cover the costs of renewals and repairs of footwear conforming to Police Regulations and also the cost of dry cleaning and laundry of

uniforms.

In theory, if the costs exceed £140 in a tax year, then an officer can write to the Inland Revenue to claim a further allowance but they would be required to produce receipts to support the extra expenditure claimed.

Simply download the relevant letter below, add your details and send to your local tax office to get the rebate on your subscriptions.

[Tax relief](#)  
[Tax relief for new recruits](#)