



## Anti-violence Bee creates a buzz

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# A MESSAGE FROM YOUR CHAIR



By Tony Wetton, chair of Derbyshire Police Federation

**W**elcome to this the first edition of the Derbyshire Police Federation members' ezine for 2023.

It's hard to believe that we are already three months into the year, and it has certainly been a very busy period.

In so many ways, it has seemed as if we have just carried on where we left off in 2022, with police officers feeling under pressure, the Government failing to recognise the unique pressures of the role and concerns over pay and conditions serving to make members feel demoralised.

But, there is a whole new set of circumstances to be taken into consideration, and they are just adding to officers' discontent.

All around us, workers are going out on strike, showing their frustration at their own pay and conditions, calling for salary increases and better treatment.

Teachers, ambulance workers, parts of the NHS and train drivers have all taken

industrial action, causing disruption in their wake.

I am not going to comment on the issues that have led them to vote to strike, but I do think there is a certain frustration within policing since we have seen our pay fall by around 20 per cent in real terms in recent years and, without the right to strike, we have limited tools at our disposal to show our own disappointment.

I am not saying any of us would vote to strike even if we had the chance to do so but I don't think the Government should take advantage of the fact that we have no industrial rights.

We are the service that never says no, that steps in when other organisations and services are unable to fulfil their roles and the Government should recognise that, treat us fairly and pay us according to the risks and dangers we face and the unique part we play in the communities we serve.



**We will get on with the job we joined to do, serving and protecting the public, fighting crime, keeping order and looking after the vulnerable.**

I see no sign of the Government doing this. But only time will tell, of course.

In the meantime, we will get on with the job we joined to do, serving and protecting the public, fighting crime, keeping order and looking after the vulnerable.

Each and every day, officers are out and about, putting their own lives on the line while carrying out their duties and all too often being injured or assaulted in the process.

While they do that, the Federation remains committed to offering its members support and advice so please do not hesitate to get in touch if you need help of any sort. We are here for you.

## NEWS IN BRIEF

### LABOUR 'GUARANTEE'

Shadow home secretary Yvette Cooper has unveiled Labour's plans to invest in community-based policing.

Ms Cooper said Labour's "neighbourhood policing guarantee" would be fit for the modern age with a £360 million plan seeing patrols return to town centres and making sure "communities and residents know who to turn to when things go wrong, with new statutory responsibilities on forces to protect and deliver neighbourhood policing".

Ms Cooper said she wanted to modernise the traditional core of British policing - the bobby on the beat - with better training and new technology to provide data which would enable officers to target crime hotspots, react quickly and build partnerships to solve problems.

[Read more.](#)

### SURVEY OF NEW RECRUITS

Derbyshire Police Federation has welcomed the findings of a new survey which showed nearly nine out of ten recruits who joined up under the Police Uplift Programme (PUP) intend to stay in the service until they retire.

The PUP New Recruits Onboarding Survey (2022) painted a positive overall picture with high satisfaction rates and strong intentions to remain within policing.

[Read more.](#)

### FUNDING OVERHAUL

The total police funding settlement adds up to £17.2 billion - a £287 million increase on last year's figure - but a lot of the extra cash is coming from increased council tax precepts set by local Police and Crime Commissioners (PCCs).

Many PCCs have already indicated they will seek to raise the precept by the maximum allowed under a change in the rules introduced by this Government.

[Read more.](#)

### FINANCIAL FACTSHEET

A new factsheet aims to help Derbyshire Police Federation members take control of their financial wellbeing and ease their money worries.

Police Mutual, which provides financial services and welfare support to the police service, has produced its latest Let's Talk Debt factsheet.

[Download the Let's Talk Debt factsheet.](#)

## Contact the Federation office

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The administration team - Jo Johnson, who works Monday to Wednesday, and Pete Roberts, who works from Wednesday to Friday - can be contacted in usual office hours as follows:  
Jo 07583 002 298     Pete 07813 693 638

You can also contact Jo and Pete by emailing [derbyshire@polfed.org](mailto:derbyshire@polfed.org)

Details for the branch officials and workplace reps can be found on our [Meet the team page.](#)

**Cover photo:** The Anti-violence Bee toured the county with its powerful message. See Page 10.



# FEDERATION CALLS FOR 17 PER CENT PAY RISE FOR OFFICERS

**T**he Police Federation has called for a 17 per cent pay rise for members after independent research by a non-partisan think tank revealed the extent of the real-terms decline in their wages.

Derbyshire branch chair Tony Wetton backed the move and said it was time for police officers to be properly rewarded for the work they do and their unique position in society.

Tony said: "Police officers deserve to be treated with respect and dignity and that begins with better pay.

"The 17 per cent increase we are calling for reflects the cost-of-living crisis that many of our members face but also corrects 13 years of real-terms pay cuts and compensates officers for the dangers they're routinely exposed to as part of their job.

"They must be fairly rewarded for doing a job that is so important and unique that they do not have access to industrial rights."

The Police Federation issued its 17 per cent pay claim after a study by the Social Market Foundation (SMF) found wages had

lagged almost 20 per cent behind inflation since 2000.

In that same period, protective services workers saw an average real-terms rise of 1 per cent while other public sector workers received 14 per cent. MPs' salaries went up by 4 per cent in real terms.

The independent SMF report said the decline in pay was likely to be linked to the restrictions on police officers' right to strike, which puts them at a distinct disadvantage to all other workers including other emergency service workers.

A key factor in discussions of police pay is the "P-factor" which SMF has suggested should be a figure offered in addition to its findings.

The report references the P-factor as an element of police pay that reflects the unique obligations and responsibilities police officers experience relative to other comparable roles.

This includes their unique risk of exposure to physical and psychological harm, alongside the restrictions that are

placed upon their private lives.

The P-factor payment does not feature in the report highlighting that the actual figure of degradation of police pay is significantly higher.

Police Federation national chair Steve Hartshorn said the SMF research should act as a "wake-up call for policy-makers in the UK".

He said: "Police officers put their lives on the line every day to serve and protect their communities.

"That is why our National Council has taken the decision to call for a minimum of 17 per cent increase in pay for our officers.

"The Government can no longer sit by and ignore our members' basic needs and must recognise the impact of this independent research.

"In the context of ongoing inflation, indications of a police retention crisis, and reports of officers being forced to turn to food banks, the issue of police pay must be addressed now after more than a decade of being ignored."

**[Backing from Essex Chief Constable.](#)**

# FEDERATION DEPUTY CHAIR MAKES PLEA FOR RETURN TO COMMUNITY POLICING



**We need to bring back neighbourhood policing. It's the bedrock of policing and the root of all policing because we are there in the communities we serve.**



**F**ederation national deputy chair Tiff Lynch has made a passionate plea for an urgent return to community policing.

"Police officers are not out there doing what they are employed to do and what they want to do in terms of helping society," says Tiff.

"What we have not got is officers out there on the street, mixing with the community and talking to the community. We need them listening to the community and finding out the root problems that are happening. This would enable them to be better equipped to both solve and deter crime.

"We need to bring back neighbourhood policing. It's the bedrock of policing and the root of all policing because we are there in the communities we serve.

"From there, it will help us support all other areas of crime."

Derbyshire Police Federation chair Tony Wetton welcomed Tiff's comments.

He said: "There is no doubt that the best way to serve our communities is through a neighbourhood policing model.

"It helps reduce crime and anti-social behaviour and also creates much stronger and more positive relationships between the police and members of the public.

"We have to restore public trust and confidence in the police and we can start that process with properly-resourced community policing."

The role of the police in the community has been heavily featured in the media agenda of late and was again highlighted when shadow home secretary Yvette Cooper said Labour would recruit 13,000 more neighbourhood police, with a named officer for each community, if the party wins the next election.

The plans would be supported by new legislation which would guarantee more community patrols to tackle anti-social behaviour and crime.

Ms Cooper told the BBC: "Too often neighbourhood policing has been seen as a Cinderella service in many forces - always the one that gets squeezed or cut back if there are budget cuts or if there are pressures elsewhere."

Tiff says that a dereliction of community policing over the past few years has led to a distrust of the service, in certain areas, that needs to be built up again as soon as possible.

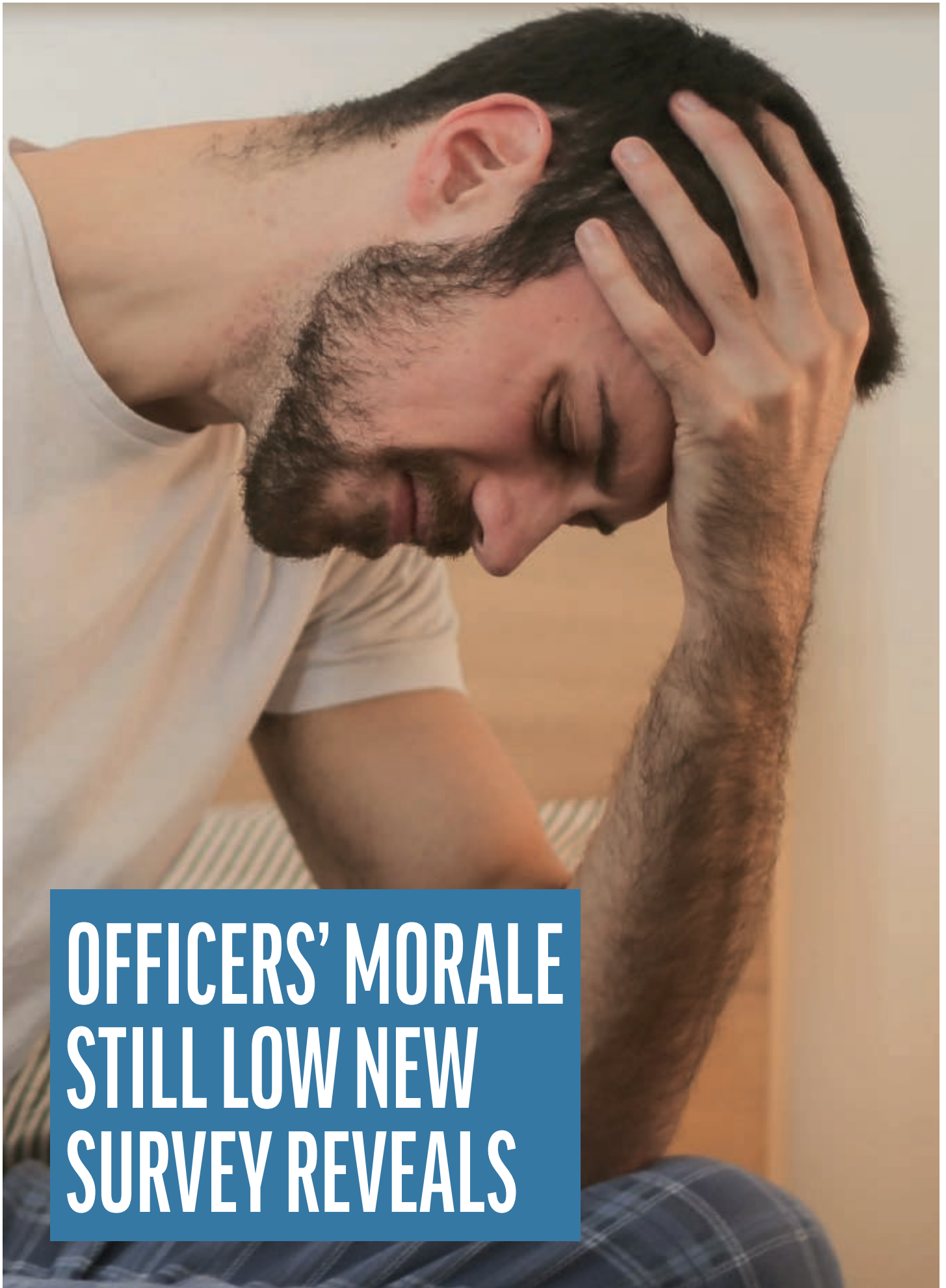
"It's fair to say that policing is through the floor in terms of public trust in the whole service.

"That doesn't, however, mean that every single police officer should not be trusted," added Tiff.

"With ever-increasing levels of cyber-crime and other specialist crime departments needed, our chief constables need to move people around. Every single department will say they are more important than the next, but one thing that doesn't change is our neighbourhoods, because that is where people live and congregate and that's where people talk.

"We need to know who the criminals are and we need to know the people that are having the crimes committed against them. We can only do that by being active in the communities in which they live."

[Watch Tiff's interview.](#)



# OFFICERS' MORALE STILL LOW NEW SURVEY REVEALS

**D**erbyshire Police Federation chair Tony Wetton warned members were at breaking point after a survey found their morale continued to be among the worst in the country.

The Federation’s annual pay and morale survey gathered responses from more than 800 rank and file officers in Derbyshire (41 per cent) and found that 92 per cent felt morale in the Force was low or very low.

This is an increase of one per cent on last year when Derbyshire was found to have the lowest morale in England and Wales. The national figure is 87 per cent.

Personal morale is also among the lowest in the country. This year 63 per cent of Derbyshire Police Federation respondents said their morale was low or very low. Only the West Mercia and Dorset police forces had a higher figure, while the national average was 56 per cent.

**92 per cent of Derbyshire officers felt morale in the Force was low or very low**

The survey found that the main reasons for low morale was how police are treated by the Government (94 per cent), pay (85 per cent), and how police are treated by the public (80 per cent).

A total of 51 per cent of Derbyshire officers disagreed or strongly disagreed that they were treated fairly, the fourth highest score nationwide, behind only Dorset, Staffordshire and Cleveland.

Tony said: “It’s extremely worrying that morale among our members continues to be at this dire level. The response from officers around the country demonstrates just how low they feel, and it’s really important to acknowledge that Derbyshire officers are feeling it keenly. The fact is that more than 800 Derbyshire officers participated in this

**FACTORS NEGATIVELY IMPACTING MORALE**

	Derbyshire Constabulary %	England and Wales %
Pay	85	87
Workload and responsibilities	65	64
How the police are treated by the Government	94	95
How the police are treated by the public	80	81
Your pension	67	68
Opportunities for development and promotion	45	39

**ATTITUDES TOWARDS WORKING IN THE POLICE**

	2022 %	2021 %
I would not recommend joining the police to others	73	78
I do not feel valued in the police	76	74

**OFFICERS’ TREATMENT IN THE POLICE**

	2022		2021	
	‘Agree’ or ‘Strongly agree’ %	‘Disagree’ or ‘Strongly disagree’ %	‘Agree’ or ‘Strongly agree’ %	‘Disagree’ or ‘Strongly disagree’ %
I am respected by the Government	1	91	1	94
I am respected by the public	6	80	3	84
I am treated fairly	24	51	25	46

survey and made it absolutely clear that they do not feel they are treated fairly.

“Officers are at breaking point as they deal with a lack of regard from the Government and respect from some members of the public; the rising cost of living; high workloads and poor pay; a crisis in their mental and physical health, and the legacy of 12 years of underfunding.

“They’ve had a real terms cut to their pay amounting to nearly a fifth in recent years, seen hugely damaging cuts to police officer and support staff numbers, cuts to training and infrastructure, all while the workload has massively increased, respect has plummeted and physical attacks on our members continue to rise.

“No wonder morale is at an all-time low. It’s going to need a huge change in attitude from the Home Office and the Treasury to turn it around, starting with a proper pay award, acceptance that we need a fair

system for negotiating pay and proper long-term funding for the service.

“It is disgraceful that only six out of every 100 police officers think that the Government treats them fairly. These survey results should be a wake-up call for those responsible for looking after a group of professionals who do not have the option of taking the industrial action we are currently seeing being exercised in so many other sectors.

“While the survey results are once again alarming, I want to reassure all Derbyshire officers that the Federation continues to work with the Force to address the issues impacting on its members locally. Those issues are raised with supervisors, senior and chief officers and discussed regularly.”

Tony added: “We hope that some of the work being done in Force will see working conditions improved for our members. For example, the introduction of the Crime Directorate will hopefully ease some of the pressure on overworked detectives. We continue to be heavily involved in Operation Resolve which seeks to improve working practices and develop the quality and effectiveness of internal communication. We have an excellent group of Federation representatives and encourage officers to discuss their concerns with their local rep to inform that work and those discussions.”

Chief Constable Rachel Swann responded to the survey findings. [Read more.](#)

**“It’s extremely worrying that morale among our members continues to be at this dire level. The response from officers around the country demonstrates just how low they feel, and it’s really important to acknowledge that Derbyshire officers are feeling it keenly. The fact is that more than 800 Derbyshire officers participated in this survey and made it absolutely clear that they do not feel they are treated fairly.**

# INTERNATIONAL WOMEN'S DAY: BRANCH SECRETARY AND TREASURER REFLECTS ON CAREER

In celebration of International Women's Day (8 March 2023), branch secretary and treasurer Kirsty Bunn reflected on her 22-year career in the Force.

Kirsty joined Derbyshire Police back in 2001. She was 23 at the time and, although she knew the job would be hard, she was determined to help people and make a difference.

Driven by her degree in medicinal chemistry, Kirsty initially wanted to work in forensics, although she soon discovered an excitement for working out in uniform on the frontline.

"Two years into my career, having spent my probation in Swadlincote, I was relocated to Derby North section and I loved it. I loved the buzz of the city. I loved being out on a Friday and Saturday night, just helping people. I know that sounds bizarre but I really did just love it. I loved being a beacon of help for the community," says 45-year-old Kirsty.

As her career progressed, Kirsty went on to spend time on various safer neighbourhood teams in the Force, before heading back to Derby City, up until 2018, when she was elected to become the full-time Federation branch secretary.

"Being a full-time Fed rep is a hard but rewarding job," Kirsty continued, "I joined the Force to help others and being a Fed rep simply allows me to help a different group of people. As a Fed rep, you're helping your own, and I feel very privileged to be in that position."

"In fact, my daughter - who's almost 11, was around six when I became branch secretary - says that I've gone from a police officer to a police helper, which I love. She's right - I'm here to offer support, guidance and advice to our members, and I take my job very seriously."

Kirsty also represents the branch at the Women's Network monthly meetings and says she is 'determined to keep campaigning' until female officers are equally represented within the Force.

"I'm really proud of the work the Women's Network has done and continues to do. They give female Fed reps and Federation members a voice," said Kirsty, who explained that the average number of female Federation representatives, nationally, is 25 per cent.

"At Derbyshire, seven out of 21 branch council Fed reps are women, which is 33 per cent. And, although this is above the national



**Derbyshire Police Federation branch secretary and treasurer Kirsty Bunn.**

average, it sometimes feels like a daily fight to get better representation for women. Within Derbyshire Force, only 39 per cent of officers are female.

"When I first joined, the number of women was far lower than this but until those numbers rise to 50 per cent, we have to keep going."

"Of course, with so many younger officers joining the Force, the overall attitude is noticeably changing. After all, equality is embedded in them from an early age, which

means that they believe in treating everyone fairly - and I really admire that about student officers."

Kirsty said that having recently celebrated her work anniversary, she found herself reflecting a lot on her career.

She said: "I have enjoyed every role that I've done so far in my career, but I think I'm best suited to the Federation job I do now. I get up every day wanting to do my very best for others and I'm extremely proud of that."

## TIFF SHARES DETAILS OF CANCER DIAGNOSIS

On International Women's Day, Tiff Lynch, the first female deputy chair of the Police Federation of England and Wales, shared her inspiring story.

Tiff Lynch joined Leicestershire Police as an 18-year-old at a time when the Force didn't usually admit anyone under 21.

It was clear from that day back in 1995 that she would have an exciting career ahead of her.

Her roles in the Force have included: beat officer, response driver, tactical support group, informant handling and firearms.

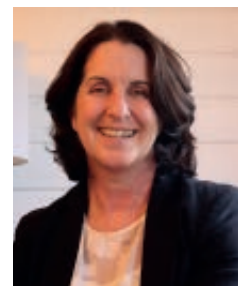
Tiff first sought help from the Police Federation of England and Wales when she needed them most, progressed to chair of the Leicestershire branch and has since progressed to become deputy chair

of the national Federation, working closely with chair Steve Hartshorn.

But Tiff's biggest challenge came after she was flicking through Twitter one night and found a tweet from Sky

Sports News presenter Jacque Baltrao encouraging women to self-check for cancerous lumps. Tiff immediately found two of them and began a battle which put her career firmly on the backburner.

[Watch our interview with Tiff.](#)



**National Federation deputy chair Tiff Lynch.**



# ‘CHIEF CONSTABLES MUST TAKE BETTER RESPONSIBILITY FOR HEALTH AND SAFETY’

The Police Federation has warned chief constables they must ensure their forces comply with health and safety laws.

National health and safety lead Mark Andrews said members were still being exposed to significant risks every day and called on senior officers to use all available information to assess risk and put in place control measures to reduce the danger attached to each role.

He said: “As the health and safety lead for the Police Federation of England and Wales (PFEW), I continue to be shocked by the information sent to me by Fed reps around the country, detailing the health and safety failings by forces and the risks this presents to our members.

“This ranges from not recognising obvious risks leading to a direct threat to life, to the lack of the provision of basic facilities to maintain the dignity of officers seeking toilet breaks or to change sanitary products. This is not good enough.”

Mark stated the Federation is working to remind forces of their legal obligations to treat their employees with dignity, consideration and understanding.

He added: “In short, PFEW will hold police forces to account and make sure police employers do better.”

In response to Mark’s comments, Steve Reid, health and safety lead at Derbyshire Police Federation, said: “Health and safety here at Derbyshire has got a lot better over the past year, but there is always room for improvement.

“Health and safety needs to be taken seriously. It plays a massive role in the Force, and in fact, throughout everything we do.

“Ultimately, we need the correct structure, training and equipment in place, to ensure officers can continue to do their job safely and effectively. And we need proper backing from the Force too.”

Steve said the Force has a responsibility and a duty to ensure all equipment, vehicles, training and uniforms are up to standard.

He continued: “I work closely with the Force’s Health and Safety Forum, which is held regularly. We proactively pick up on any occurring issues and tackle them as necessary.

“As the branch’s health and safety lead, I want to assure all members that I am continuously pushing and driving to improve health and safety at Derbyshire.”



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*Steve Reid, health and safety lead at Derbyshire Police Federation,*

# ‘ANTI-VIOLENCE BEE’ GETS CONVERSATION BUZZING

An anti-violence campaign that involved an 11-foot bee sculpture visiting Derbyshire has been hailed a ‘huge success’ after the monument prompted engagement from thousands of school children and members of the community.

The thought-provoking bee, which was created using seized knives and firearms, toured the county at the end of last year, starting with Derbyshire Police and Fire Headquarters.

As part of the campaign, schoolchildren were encouraged to enter a competition, which resulted in more than 1,000 entries being sent in, while local crafters sent in hundreds of knitted bees to be given out to those who visited the sculpture.

“The impact the bee had went above and beyond our expectations. We are all very pleased at how successful the campaign was,” said Inspector Ellen Lovatt, from Derbyshire Constabulary’s Operational Support Department.

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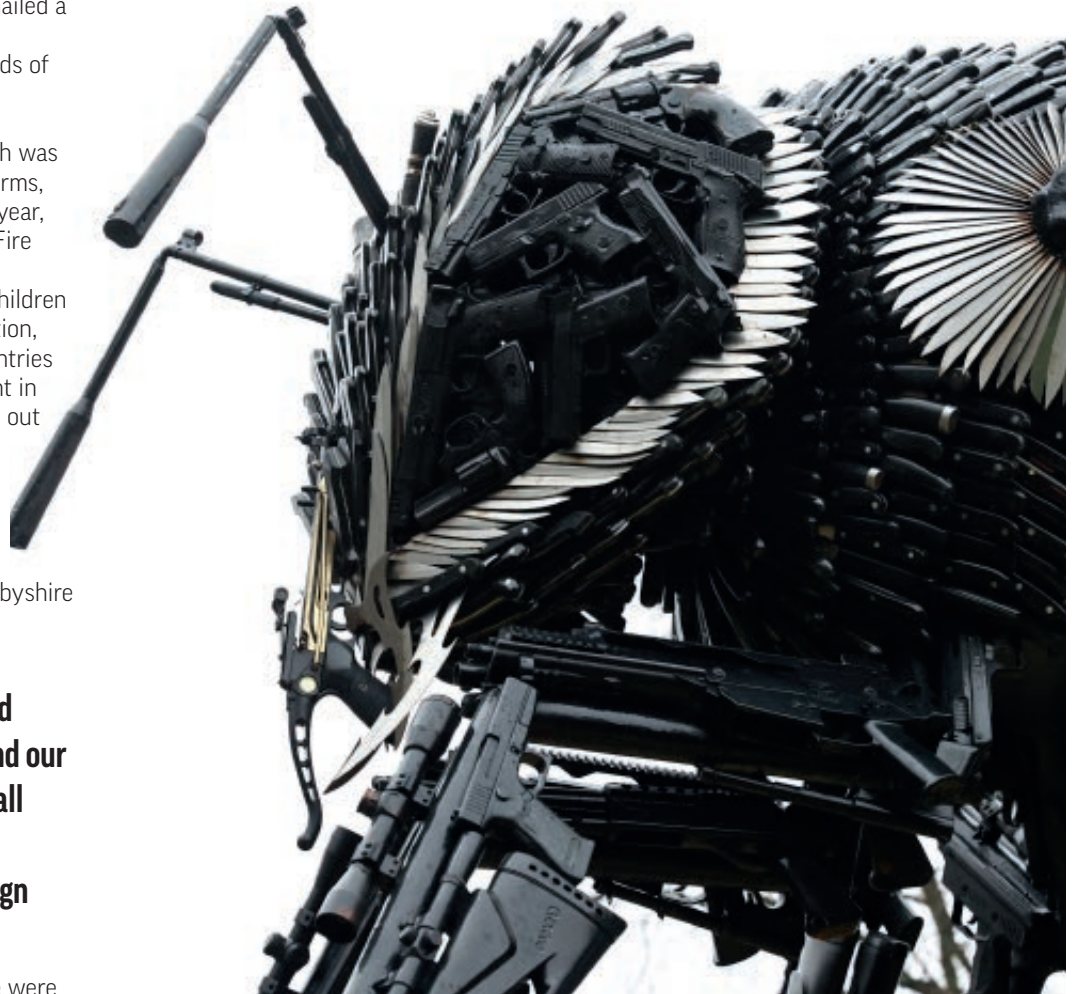
“Even our team here at the police were quite shocked when we saw the sculpture for the first time, it was really impactful and definitely helped to send home a very powerful message.

“What I found so striking was the fact that the bee was created using some really violent weapons, yet it was still such a beautiful sculpture.”

Created at the British Ironwork Centre, the bee was two years in the making, echoing the same message the ‘Knife Angel’ did when it was made by the same team and launched back in 2018.

Along with visiting schools, the bee could be seen at Derbyshire Christmas Market, as well as a number of other local tourist attractions and community venues.

“Campaigns like this definitely help to bridge the gap between the police and the



community. The bee acted as a tool for us to have important conversations with members of the public, helping us to spread the anti-violence messaging and secure long-term engagement with communities,” said Ellen.

“And better still, it prompted conversations between members of the public. By supporting the campaign, they were sharing messages on our behalf using the #beeunitedagainstviolence hashtag, which often proves to be much more effective than the police doing it.”

Cherry Tree Hill Primary School, in Chaddesden, was chosen as the winner of the bee artwork competition, with Colonel John Wilson OBE DL, Vice Lord-Lieutenant for Derbyshire, being part of

the judging panel.

The school was awarded a visit from the Anti-violence Bee, the Force’s dog section and other Operational Support officers including drones.

Ellen continued: “We were blown away by the response we received from the public, especially the youngsters involved with the competition. The creativity we saw from both children and adults across Derbyshire was amazing.

“The bee did exactly what we wanted it to do - and that was to get the conversation going about the impact of violence and how we can all work together to prevent it. It was extremely encouraging to see people of all ages wanting to be involved with the campaign.”

# SPECIAL SERGEANT SPEAKS OF 'BUZZ' HE GETS FROM VOLUNTEERING

"I still get such a buzz during every shift," says Special Sergeant Rob Jones, who admits volunteering with the Force from the age of 20 has 'definitely changed me as a person'.

With an ambition to become a police officer, Rob, now 26, joined Derbyshire Constabulary as a Special in February 2016, to gain experience in the role.

Almost seven years later and Rob, having decided to take a paid position at Rolls Royce after completing an apprenticeship with the aerospace manufacturer, says he 'gets the best bits of the job' as a volunteer.

"For me, this is the perfect balance. I get to give back to the community and come away knowing that I've hopefully made people's lives better. And that's what I'm passionate about, that's what keeps me motivated," says Rob, who was promoted to sergeant around 18 months into the role.

"Almost seven years on, and I still get a buzz from every shift, and I still really enjoy it. Of course, like with everything in life, whatever you put into the role, you'll get out of it."

A highlight for Rob was late last year when he attended a house following reports of domestic abuse.

Rob, who says he was able to help the victim, explained: "As we left the house, the victim said to me 'you've given me the opportunity to live my life again'. She said we'd given her the strength to finally leave



*Special Sergeant Rob Jones.*

the relationship and look towards a better future.

"It's times like this, that on reflection, show just how rewarding the role is."

Rob says the position has 'absolutely changed' him as a person, and has given him skills and confidence, that he has taken into his paid role at work.

He added: "Being a Special opens you up to a world that many others do not know exists. I think having the responsibility that

comes with being a Special has definitely made me grow up quicker.

"I've met so many people and formed some really strong friendships. And some of those are from such a variety of backgrounds, including the likes of doctors and dentists - all walks of life.

"And as a sergeant, I now look after a team of Specials as well. For me, that comes with its own set of challenges - managing people who are not being paid to undertake the role, so constantly trying to find new ways to drive them. I'm always looking for ways to maintain their passion."

Since he started volunteering, Rob says he has noticed a shift in the attitude towards Specials.

"In my opinion, there's barely a divide anymore. There's no longer 'them and us' when it comes to Specials and regular officers," continued Rob, whose comments come after it was announced last year that Specials would be allowed to join the Police Federation as members.

"Becoming part of the Police Federation is just narrowing the gap between volunteers and regulars even more. There's so much we can get involved with now.

"Of course, being part of the Police Federation is a great step. Just because we're volunteers, doesn't mean the role comes without risk, so knowing the support - especially any legal support we might ever need - is there, is definitely peace of mind."

“Being a Special opens you up to a world that many others do not know exists. I think having the responsibility that comes with being a Special has definitely made me grow up quicker.”



# PTSD AND ITS EFFECT ON LAW ENFORCEMENT

PTSD can widely affect those who work in law enforcement and our expert personal injury lawyers can help those in need

Post-traumatic stress disorder (PTSD) is a delayed and often devastating response to trauma that can provoke behavioural change, suicidal tendencies and recurring distressing memories, nightmares and flashbacks.

Common sounds such as children shouting in the street and sirens blaring can cause terrifying repercussions to those suffering with the disorder.

Once commonly used to describe a condition soldiers developed after being at war, the disorder can affect anybody who has been exposed to trauma, and that includes those who work in law enforcement. Though dealing with traumatic scenes is somewhat part of the job role, daily views of traumatic scenes with little time to process them can have a lasting impact on the officers.

Close to one in five police officers and staff in the UK have symptoms consistent with PTSD, and with so many officers reporting feelings of stress, fatigue and anxiety, it's up to the police force to ensure that there are support, risk assessments, psychological training and other resources in place to ensure the mental and emotional wellbeing of those in law enforcement are looked after.

However, that isn't always the case, and many officers can be left dealing with PTSD, which can lead to a harrowing effect on their day-to-day lives.

Did you know that Slater and Gordon handle PTSD cases? Under our personal injury services for Police Federation members, our experts are here to help you take the next steps when it comes to making a personal injury claim, for both physical and mental issues, which includes PTSD claims.

Recently, our head of serious injury, Matthew Tomlinson, handled a landmark case for retired detective, John Cahill, who suffers from PTSD, a result from prolonged exposure to child abuse images.

With no psychological training and risk assessments in place, John has experienced years of unprocessed and untreated trauma, affecting his personality, wellbeing and family life.

After working closely with medical professionals to produce a comprehensive psychiatric report, and a subsequent five-day trial, it was concluded that John should have been screened throughout his time working on the child abuse cases, which would have identified measures to mitigate stress, trauma and harm

caused to John's mental wellbeing.

#### How can Slater and Gordon help?

Your personal injury claim will be covered by the Police Federation, and you won't be required to have legal expense insurance. Your claim will not cost you or the Police Federation anything, even if the claim isn't successful; we take all the risk. If your claim is successful, you will retain 100 per cent of the damage we recover on your behalf.

Most lawyers will charge up to 25 per cent of a client's damages if they bring a claim for injuries caused by other people's negligence.

We're specialists in personal injury and ensuring the right amount of compensation for police officers injured on and off duty is awarded.

**To speak to one of our experts in personal injury lawyers, please call 0330 107 6484.**

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**"Now the pressure's gone, I can get back to my police work."**

You never know when you're going to need legal advice. Slater and Gordon have been advising and supporting Police Federation members for more than 60 years, taking the legal stress away and leaving you to focus on keeping people safe.

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