

FORUM

The magazine of Gwent Police Federation

SPRING 2023



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REPRESENTING • INFLUENCING • NEGOTIATING

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VIEW FROM THE CHAIR



By Matthew Candy, chair of Gwent Police Federation

Welcome to the spring issue of our members' ezine.

This edition provides a round-up of recent news affecting officers including the results of our recent pay and morale survey.

Thank you to everyone who took the time to complete the survey. It's vital to our campaign work that we understand the issues that are facing our members.

And crucially, it helps us talk to the Government, the public and key stakeholders about the realities of policing.

We're raising many of the issues that have arisen from the report with the chief officer team, and will continue to do so on your behalf.

These include stress, high demand and huge workloads, and respect for your work, as well as concerns about your physical safety at work and your health and wellbeing.

It's clear from the report and from my day-to-day conversations with members that pay continues to be a huge issue – arguably their primary issue. It's certainly a huge focus for the work of the Federation, both locally and nationally.

The cost of living crisis continues to have an impact, with a significant number of our members struggling to pay for the basics such as food, energy and their mortgage or rent while in real terms their pay continues to be cut.

I don't think that many of our members

joined the police to get rich, more out of a sense of duty, a chance to make a difference and civic pride.

But that pride is being challenged daily as some struggle to keep a roof over their heads or fill the car to get in for a shift.

There's a clear link between our financial health and our mental health. Our members have a unique role in society and face unique pressures. They shouldn't be worrying about the state of their finances before each shift.

It's totally unacceptable and this Government should hang its head in shame.

It has to work with the Federation to address the crisis through better pay and conditions and bring a new focus to officer wellbeing.

The irony won't be lost on our members, I'm sure, that they're being asked to police demonstrations and strikes for better pay and conditions in other sectors but that right is not afforded them.

So, it was pleasing to see Sir Mark Rowley, the Met Commissioner, saying that officers must be given a pay award that keeps pace with inflation.

After a decade of real term pay cuts, that's the absolute minimum frontline officers deserve.

And it's not just pay and conditions that are impacting members. There's also the issue of poor funding and resourcing, which has a knock-on effect on frontline officers.

More than a decade of austerity, cuts and under-investment mean we're often playing catch-up because the nature of crime has changed – but the investment required to meet those challenges hasn't happened.

Which is why we're repeating our calls for a new long-term funding system to ensure forces can plan ahead and deliver a more efficient and proactive service.

As a Federation, we're doing everything we can to fight for our members and to make sure your voices are heard.

If you are struggling, there's a range of financial support that officers can access.

And, likewise, if your wellbeing is suffering then please speak up. There are a number of organisations who can provide mental health support.

Please contact the Federation through our office staff, full-time officials, the workplace representatives and our Federation support officers, and they can help you with support and advice.

“ There's a clear link between our financial health and our mental health. Our members have a unique role in society and face unique pressures. They shouldn't be worrying about the state of their finances before each shift. It's totally unacceptable and this Government should hang its head in shame. ”

Federation calls for 17 per cent pay rise for officers

Police Federation calls for a 17 per cent rise for members have been backed by Gwent branch chair Matthew Candy.

The pay claim comes after a study from the independent Social Market Foundation (SMF) think tank showed wages had been lagging behind inflation by around 20 per cent since 2000.

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

It found real-terms pay increases across other public sector organisations had risen by between 1 per cent and 14 per cent in the same period.

Matthew said: "The Police Federation is calling for a pay increase of 17 per cent which reflects the current cost of living crisis but also takes into account years of real-terms pay cuts and the fact that our members are not allowed to take industrial action.

"It has become clear that the historic strike ban puts our members at a disadvantage as our colleagues in other blue light services have used the last resort of industrial action to secure appropriate pay deals this year.

"Police officers have become the poor relations of the public sector over the years and it is time the balance was redressed with an acceptable pay offer that takes all these issues into account.

"Our members didn't join the Force to get rich but they do expect to be treated with fairness, dignity and respect and that starts with better pay.

"They work incredibly hard making sure our communities are kept safe and secure and often put themselves in danger to do so

and that determination and dedication must be properly recognised and rewarded."

The SMF research found other protective services workers had received an average real-terms rise of one per cent since 2000 while other public sector workers had received increases equalling 14 per cent. MPs salaries went up by four per cent in real terms during the same period.

The report said a key factor in discussions of police pay was the "P-factor" which the SMF has suggested should be a figure offered in addition to their 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."

NEWS IN BRIEF

Federation launches new maternity guide

A new guide and pay calculator has been produced by the Police Federation of England and Wales for members planning to take maternity leave.

The [Maternity Guide](#) aims to ensure members get accurate information about their pay and entitlements.

Matthew Candy, Gwent Police Federation chair, said: "This guide is packed with information to ensure members feel supported on maternity leave.

"The new maternity calculator will help members to work out exactly what pay they're entitled to including in the event of having to start maternity leave early because of premature labour or pregnancy-related illness."

[Read the Maternity Guide and use the maternity calculator.](#)

Congratulations, Bryn

Elizabeth Medal campaigner Bryn Hughes has been congratulated by Gwent Police Federation after he was awarded an MBE in the New Year Honours.

Bryn, whose daughter PC Nicola Hughes was murdered in 2012 alongside fellow Greater Manchester Police officer PC Fiona Bone in a gun and grenade ambush, is the driving force behind the campaign for a posthumous award for officers killed on duty.

The former prison officer said Nicola would be proud of his MBE which he received in recognition of his work supporting young people who have lost family members through violent crime.

Gwent Police Federation chair Matthew Candy said: "The campaign for an Elizabeth Medal is very close to all our hearts so we are very pleased that Bryn Hughes' work has been rewarded with this honour.

"He speaks very passionately about what such a medal would mean to the families of police officers who are killed while on duty and we will hopefully receive a positive outcome in the not too distant future."

Cancer support

Gwent Police Federation members are being asked if they'd like to help organise regular meetings for those who have been affected by cancer.

PC Emma Arthurs-Newman created a support network for her colleagues within the Suffolk Force after she was diagnosed with cancer in 2017, and the Suffolk Police Federation workplace representative is looking to help launch similar groups across the country.

Emma said: "I want people - however they have been affected by cancer - to know it's okay to feel how they're feeling. Hopefully, the support network gives people permission to feel guilty, sad or even happy - all of the emotions that people feel if they are experiencing cancer."

[Email Emma to find out more.](#)





One in ten officers planning to quit policing

Almost two thirds of Gwent Police Federation members would not recommend a career in policing to others, according to a new report.

The Police Federation's 2022 pay and morale survey also revealed that one in ten officers planned to quit the Force within the next two years or as soon as possible.

The three main reasons given for wanting to leave were morale, pay and how the police are treated by the public.

But officers across the Force are still among the most satisfied in the country, according to the survey.

It found fewer than half (45 per cent) of respondents felt their morale was low or very low although 84 per cent said they believed morale within the Force was low or very low.

Only Humberside, Dyfed Powys and Nottinghamshire officers said their morale was higher.

The survey also revealed that 92 per cent of respondents did not feel respected by the Government, 64 per cent did not feel valued within the Force and 64 per cent would not recommend joining the police to others.

Just over half (51 per cent) said that they found their job very or extremely stressful while 85 per cent indicated they had experienced feelings of stress, low mood, anxiety or other difficulties with their health and wellbeing over the last 12 months.

Police pay remains a major issue among the Force with almost eight in ten respondents (78 per cent) dissatisfied or very dissatisfied with their overall remuneration (including basic pay and allowances).

Almost all (97 per cent) reported their cost of

FACTORS NEGATIVELY IMPACTING MORALE

	Gwent Police %	England and Wales %
Pay	86	87
Workload and responsibilities	69	64
How the police are treated by the government	91	95
How the police are treated by the public	79	81
Your pension	66	68
Opportunities for development and promotion	32	39

ATTITUDES TOWARDS WORKING IN THE POLICE

	2022 %	2021 %
I would not recommend joining the police to others	64	71
I do not feel valued in the police	64	65

living had increased in the last month, with an increase in the price of their food shop being the most cited reason and 82 per cent of respondents said they were worse off financially than they were five years ago.

The survey found 17 per cent of respondents never or almost never had enough money to cover all their essentials.

Gwent Police Federation chair Matthew Candy said: "It is clear from the report that pay and conditions are still the number one issue for our members which is why our national campaign for fair pay for police will continue throughout 2023.

"We are in the midst of a cost of living crisis and some of our members are genuinely struggling to make ends meet on their current salary and we think that is totally unacceptable.

"The Government has to do the right thing on pay and conditions this year or officer morale - which in fairness is higher in Gwent than most other forces across England and Wales - will take another bashing and the number of good men and women who want to leave the service will continue to rise."

The Police Federation received 269 responses from Gwent branch members, representing a response rate of around 19 per cent, and the findings were broadly in line with those from the other three Welsh forces.

Data from the survey will be used as evidence to help the Police Federation push for improved pay and conditions across the service in England and Wales.

[Read the full report.](#)

Met chief 'right' to call for 10 per cent police pay uplift

Gwent Police Federation chair Matthew Candy has given his backing to comments by the head of the Metropolitan Police, that officers must be given a pay award that keeps pace with inflation - currently running at just above 10 per cent.

Sir Mark Rowley, the Met Commissioner, fired a warning to the Government that he would not be able to meet recruitment targets, or hold on to existing officers, unless police pay was increased to match cost of living pressures.

Matthew said: "We welcome Sir Mark's comments - he is dead right. Police pay has

fallen by 20 per cent for most officers in the last decade - and by more for some on the lowest pay scales, and with inflation still stratospheric we've never had it so bad. We can see why colleagues are saying it's a struggle just to put food on the table.

"Even if forces are able to meet their recruitment targets, there is no way to retain officers and avoid the 'revolving door' effect, unless police officers are properly paid. The job is stressful enough without the added pressure of money worries."

[Read more.](#)



Sir Mark Rowley.

“There is no way to retain officers and avoid the 'revolving door' effect unless police officers are properly paid. The job is stressful enough without the added pressure of money worries.

'We need a new system of funding'

Gwent Police Federation has repeated its calls for a new funding system after the latest annual settlement was announced.

Branch chair Matthew Candy said policing needed a long-term investment model to ensure forces could plan ahead and deliver a more efficient and proactive service.

He was speaking after policing minister Chris Philp announced the 2023/24 settlement would total £17.2 billion - £287 million more than last year - but that a lot of the extra cash was coming from council tax precepts set by local Police and Crime Commissioners (PCC).

The minister told the House of Commons: "Because of the way we are allocating the funding between PCCs who deliver frontline services, versus money spent by the Home Office centrally, the amount of money being received by PCCs will go up by over a half billion, it'll go up by £523 million.

"I would, of course, want to remind the House

and to remind PCCs that before they turn to local taxpayers to increase their contributions, it is important for PCCs and indeed chief constables to seek efficiencies and maximise productivity before increasing levels of tax."

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.

Critics have accused the Government of handing responsibility for the police budget to the council taxpayers.

And shadow Home Office minister Sarah Jones said the grant funding "is down in real terms" and blamed the Government for "further burdening local taxpayers instead of dealing with inflation and properly funding the police".

Matthew said the increase in police funding was welcome but warned the annual settlement model was becoming unsustainable.

He said: "The way police funding is worked

out is no longer fit for purpose. The figures are just too variable so forces can't make long-term plans because they simply don't know how the finances will look in 12 months' time.

"You can't really run a modern, efficient police service based on the existing funding model and we are calling for root and branch reform.

"Raising extra funding through the PCC precept may well be the answer this time round but what about next year and the year after that?"

"We need a sustainable system that provides long-term investment which allows us to work at our most effective and at the moment we don't have that."

“You can't really run a modern, efficient police service based on the existing funding model and we are calling for root and branch reform.





Federation chair welcomes latest cohort of Specials



Officer numbers up as recruitment programme reaches final stages

The Police Uplift Programme helped officer numbers at Gwent Police rise by 47 in 2022, according to a new Home Office report.

Figures released as part of a quarterly update on the Police Uplift Programme showed the Force had 1,480 officers in December compared with 1,433 last January.

The improved headcount was welcomed by Gwent Police Federation chair Matthew Candy.

He said: "Any increase in officers is to be welcomed and it is great to see the number going up instead of going down.

"We accept that the uplift programme is effectively bringing the figures back up to the pre-austerity levels of 12 years ago but it is nevertheless an important step forward in trying to improve the service we deliver.

"The challenge now faced by the Force is making sure those young officers feel safe, supported and secure in their new roles and are given effective training and the proper resources to do their jobs.

"Above all, police officers want to feel valued

and respected for the difficult work they do."

The Police Uplift Programme was a 2019 Government manifesto pledge.

Nationwide figures revealed that 16,753 new officers had now been recruited from funding for the scheme - 84 per cent of the target of 20,000 recruits by March.

There are now 145,658 officers in the 43 territorial police forces in England and Wales.

A Home Office spokesman said: "The Police Uplift Programme's primary focus is to support the recruitment of officers across the 43 forces.

"Recruitment across each force is the responsibility of an operationally independent chief constable and held to account by a locally elected Police and Crime Commissioner.

"The Government has pledged to invest more than £3.5 billion in policing between 2020 and 2023 in order to recruit 20,000 additional officers.

"Additional officers will support forces in tackling crime and making communities safer.

"The Police Uplift Programme is one of a range of initiatives the Government has implemented to support policing."

“The challenge now faced by the Force is making sure those young officers feel safe, supported and secure in their new roles and are given effective training and the proper resources to do their jobs.

Gwent Police Federation chair Matthew Candy said he was looking forward to working with the seven new Special Constables who have made their oath to the King and joined the Force.

The new recruits, who will be supporting policing teams across the county, were formally welcomed by Chief Constable Pam Kelly and senior officers.

Specials have been allowed to join the Police Federation since July under new laws set out in the Police, Crime, Sentencing and Courts Act 2022.

As members, they have access to Police Federation services and the support of trained and accredited workplace reps, legal service providers and other experts who have experience in representing officers.

They will also have access to many other benefits provided locally and nationally by the Police Federation's network across England and Wales.

Matthew said: "We'd like to extend a warm welcome to the new Special Constables that have joined Gwent Police and look forward to working with them in the future.

"Specials are volunteers who give up their time for free to protect their communities and they have always been very important members of the policing family.

"They have a long and rich history of service within society and bring their own unique set of life skills into policing.

"They are very much appreciated by regular police officers and members of the public for the amazing work they do and we were very pleased when the law was changed to allow them to join the Police Federation.

"It is only right that they have the same protection, support, and experience as their full-time colleagues when they need it."

The Special Constabulary was formed in 1831 and in 2020 volunteered three million hours for free.

'Multi-agency approach needed to tackle violent crime'

Gwent Police Federation chair Matthew Candy says the prevention of violent deaths "isn't just a police problem" and needed a multi-agency approach.

He was speaking after [new figures from the Office for National Statistics](#) showed five homicides were committed in the Force area between April 2021 and March 2022, up by one on the previous 12 months.

The homicide rate in Gwent over the three-year period to the year ending March 2022 was 8.4 per million population. The figure is lower than the average for Wales of 9.7 per million population, and for England and Wales which was 10.8 per million population.

Matthew said: "Violent deaths have a devastating impact on families and on communities, and our members are dedicated to protecting the public and making Gwent as safe as they can.

"To do that we need more officers and we need them back in our communities, being visible and engaging with people.

"But we also need help from other areas. Preventing homicides isn't just a police problem, it's the responsibility of other public services such as schools, housing and social services to work together to prevent incidents of violence.

"We need the criminal justice system to hand down tough sentences on violent offenders or those who carry weapons.

"And we need the eyes and the ears of the public as well to help keep our communities safe, because one violent death is always one too many."

Nationally, homicide returned to pre-pandemic

levels in the year to March 2022, according to the ONS figures.

There were 696 victims in the last year, 130 more – or a 23 per cent increase – than the year ending March 2021 when government restrictions meant there was less social contact.

The ONS data also showed:

- **The homicide rate over the three-year period to the year ending March 2022 was 39.7 per million population for the Black ethnic group, approximately four times higher than for the White ethnic group (8.9 per million population)**
- **282 homicides, approximately 4 in 10, were committed using a knife or sharp instrument,**

a 19 per cent increase compared with the previous year, and the highest annual total since the Home Office's homicide index began in 1946

- **There were 69 homicide victims aged 13 to 19 years. Of these, 51 were killed by a knife or sharp instrument**
- **There were 134 domestic homicides in the year ending March 2022, 18 more than the previous year, and a similar number to the average over the last decade of 129**
- **Males accounted for 72 per cent of homicide victims in the latest year, but 93 per cent of convicted suspects.**



Your right to paid leave during teacher strikes



Gwent Police Federation is reminding members of their right to take time off if they have children who will be at home during the teachers' strikes.

Time Off for Dependants' (TOFD) is a benefit that entitles officers to take paid leave in situations such as the ongoing industrial action and could be essential over the coming months, especially for members who are parents or carers.

And, while most officers will be able to make other arrangements, members should remember that TOFD is there as an alternative

to annual leave.

Gwent Police Federation chair Matthew Candy said: "With more strikes on the horizon it's inevitable our members will feel the impact, whether through policing picket lines, or in this case with dependants who are home from school during the teachers strikes.

"It's worth reminding our members of their rights to take time off if they can't make other arrangements and need to stay home and look after children. They do not have to eat into their

holiday entitlement.

"Please, if you feel that you need TOFD, speak to your line manager and if necessary, your local Federation rep can step in if further support is required. The industrial action we're seeing across the public sector shows no signs of ending and may get worse but please be aware of your legal rights."

Here is a basic outline of how TOFD could help you:

- **TOFD was put in place to ensure officers could deal with unexpected situations that affect those who depend on them**
- **TOFD cover a variety of circumstances, including strike days by public services – even if these are known about and understood well in advance**
- **TOFD is classed as duty and therefore entitles officers to paid leave**
- **There is no limit as to how many days an officer can use TOFD, as long as the leave is necessary**
- **Please note, TOFD is not the same as 'carers leave' or 'emergency leave'.**

For more information on TOFD members should [read this document](#).

Wellbeing toolkit available for investigators

A wellbeing toolkit has been developed especially for investigators, and is designed to provide Federation members with continuous mental health support while building their resilience.

It has been created by the national wellbeing of investigators' group, working closely with a number of organisations including Oscar Kilo and the Police Federation of England and Wales (PFEW), to support investigators, their line managers and senior leaders from forces across the country.

It aims to act as an easily accessible and live document that outlines a number of interventions that can take place to protect the wellbeing of investigators while ensuring they feel heard, valued and know where to seek support if they need it.

Cambridgeshire Detective Chief Superintendent Martin Brunning, National Police Chiefs' Council (NPCC) lead for investigator wellbeing, said: "While most detectives and



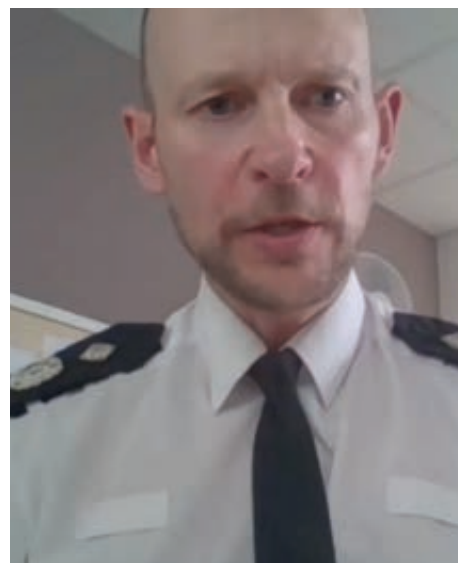
investigators will get support locally, this toolkit is designed to provide national signposts for members.

"The toolkit is a resource for everyone, whether they are an investigator themselves, or a colleague who wants to provide support to their peers."

The intervention techniques covered in the toolkit include building personal resilience and leadership, protecting and preparing the workforce, along with creating the environment and mental health.

"The truth is the thing that really impacts investigators is the stigma. People feel they have to just get on with it, when in fact, it's fundamental that they speak out. If they don't speak out, it could be detrimental to their career," added Sarah-Jayne Bray, project manager of the Recruitment Retention and Wellbeing of Investigators (RRWI) who supported Martin in developing the toolkit.

"And even when they're away from the job, they're still worrying. It's not only how to help colleagues, but people need to know the signs of burn-out too. As we all know, it's not always about the initial trauma, but it's continuous trauma that



Detective Chief Superintendent Martin Brunning.

really impacts investigators - and being regularly exposed to damaging situations.

"This really is all about looking after the teams around us, as well as the families of investigators, and preventing their wellbeing from being damaged any further."

Visit the Oscar Kilo website to access the [wellbeing of investigators toolkit](#).

“The toolkit is a resource for everyone, whether they are an investigator themselves, or a colleague who wants to provide support to their peers.

Federation pays tribute to Force's first PCC

The Police Federation has paid tribute to Ian Johnston, Gwent's first Police and Crime Commissioner.

Mr Johnston, a former Gwent Police detective chief superintendent, and president of the Police Superintendents' Association, died last month aged 70 after a fall.

Matthew Candy, Gwent Police Federation chair, said: "Ian was an exceptional policeman who dedicated his life to the police service.

"He came up through the ranks and at every level made an outstanding contribution to Gwent, always working for the good of the public and our communities.

"He was a great leader, a great public servant, but more than anything he was a great person who cared about people and made time for them.

"He will be hugely missed by everyone who knew him. Our thoughts are with his family and friends."

Mr Johnston grew up in Oakdale and joined the Force as a cadet in 1969 and, after marrying his wife Janet in 1972, he became a detective in 1974.

He became a sergeant in 1979 before a spell lecturing, supervising, and tutoring officers. After returning to CID, he was



Ian Johnston, Gwent's first Police and Crime Commissioner.

promoted to inspector and then served as a detective inspector before, in 1986, he was promoted to detective chief inspector.

A secondment to the Home Office followed before he returned to Gwent Police in 1992. He

became head of CID in 1995 and a divisional commander in 1999.

Mr Johnston was awarded the Queen's Police Medal in 2003 and the following year became vice-president of the Police Superintendents' Association. He was president of the association from 2007 to 2010, and in 2012 was elected Gwent's first Police and Crime Commissioner.

“He was a great leader, a great public servant, but more than anything he was a great person who cared about people and made time for them. He will be hugely missed by everyone who knew him. Our thoughts are with his family and friends.

Keep up to date with all the latest news at www.polfed.org/gwent

MEET THE TEAM

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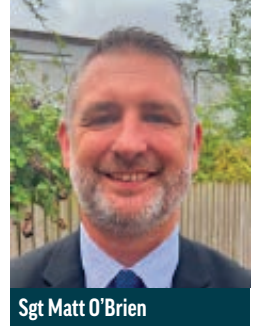


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It is like asbestos of the mind

Here's how our serious injury solicitor, Matthew Tomlinson, helped PolFed member, John Cahill, with his PTSD case.

John, a former detective, now suffers from PTSD as a direct result from his work on child abuse cases, which included analysing photographic and video evidence. But with no psychological training and risk assessments, has experienced years of unprocessed and untreated trauma, affecting his personality, wellbeing and family life.

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, including PTSD claims. Our expert personal injury solicitors at Slater and Gordon offer a number of legal services and support to those injured whilst on duty through the **Police Federation**, who we have worked with for over six decades.

Timeline of John's case

- 2014 – 2016** John was involved in reviewing, investigating and categorising child abuse images.
- 2016** John started showing symptoms of PTSD after a family gathering, which continues to affect his personal life.
- 2018** John got asked to review a further 12 files of child abuse images.
- August 2018** John contacted Slater and Gordon through the Police Federation.
- May 2019** John retired from the police force after 20 years of service.
- August 2019** John was seen by a consultant psychiatrist, who carried out a psychiatric report.
- October 2022** John's case went to a five day trial after liability was denied.
- October 2022** John was awarded compensation for his PTSD.

John Cahill says:

"I can't tell you how much I appreciate the amazing legal work you did on my behalf. Thanks for prioritizing me as a client and doing everything in your power to help me win my case."



Matthew Tomlinson - Head of Serious Injury:

☎ 0330 995 5735

✉ Matthew.C.Tomlinson@slatertgordon.uk

slatertgordon.co.uk

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 affect 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.

**Slater
Gordon**
Lawyers