

Federation

MATTERS

THE NEWSLETTER OF
HERTFORDSHIRE POLICE
FEDERATION



Issue 20 SUMMER 2018

A man in a dark suit and light-colored shirt is speaking at a podium. The podium is white with a blue top and has the "Police Federation" logo on the right side. The background is a stage with blue and purple lighting.

Conference 2018

'I get it', says Home Secretary -
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Chair's keynote speech -
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By Vojislav Mihailovic
Hertfordshire Police Federation

The theme of this year's Police Federation national conference was Protecting the Protectors; the realities of policing and it was one that created a thread through most of the sessions and debates.

It echoed the Federation's successful Protect the Protectors campaign on officer assaults but actually went a lot further than that. And, in fact, it could easily have had the theme of cuts have consequences, another Federation campaign first launched a few years ago.

The over-riding message of conference was that more needs to be done to protect police, those very people who dedicate their working lives to protecting others. If we don't protect police officers, how can they be expected to protect our communities?

Yes, within the police service, we must support our own and ensure forces have policies in place to do that but, on the issue of assaults, we need some external help too. We need to see tougher sentencing for those who attack us to serve both as a punishment and a deterrent. We also need better protective equipment – spit guards, Taser, body-worn video.

Thankfully, we have won cross-party support from MPs on this issue, and in particular that of Holly Lynch, Philip Davies and Chris Bryant, but there is still a way to go and we must keep the pressure on our local representatives in Parliament to fight our corner on this one.

Assaults on police officers – and other emergency service workers – have risen at a time of increased demand and reduced resources and it's hard not to think that is yet another consequence of the Government's cuts programme.

However, it's not physical injuries that have become a sadly all too often accepted part of the job; we are also seeing unprecedented levels of stress and mental illness among officers too.

They are, to steal a phrase from one of a particularly interesting speaker at conference, 'breaking on our watch'. We must address this. And we must address this now.

It comes as no great surprise to me that we

are seeing officers' mental wellbeing suffering. Police officers join the service to serve their communities but in recent years it has become more and more difficult for them to do their job effectively. Demand has soared, officer numbers have plummeted. Fewer and fewer officers are trying to be all things to all people, filling in the gaps as other public and voluntary sector organisations fail due to their own funding issues, and being pulled from pillar to post as the one organisation that never says no.

The cost to our officers is immense. Long shifts, cancelled rest days, and an inability to book holiday will all take their toll on wellbeing.

But it's not just our officers who are paying the price. Crime – and particularly violent crime – is rising and for every crime there is another victim left picking up the pieces.

Again, it's hard not to link this to the cuts programme – even if the previous Home Secretary tried to pass this off as being unconnected.

For me, and I welcome the fact that the new Home Secretary seemed to acknowledge this too, it's now time for a re-investment in policing. I genuinely hope that Sajid Javid fulfils his promise to give us the resources, tools and backing to do our job.

We need to restore our neighbourhood policing teams. All parts of the police service are creaking but neighbourhood policing is the foundation stone on which we must build.

You simply cannot over-estimate the importance of the good, old-fashioned bobby on the beat; our eyes and ears in our communities, a figure recognised and trusted by the public.

They have an invaluable role to play in the fight against crime, be that burglaries, violent crime, counter-terrorism, modern day slavery or cyber-crime.

While we may not have always agreed with Sir Thomas Winsor, as the head of Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services he is right when he says that chief constables must produce Force Management Statements.

These will ensure forces have a true understanding of the demands placed on them and the resources they have. These, he said, can then provide the evidence to PCCs, the Government, and particularly the Treasury, in terms of what funding is required to effectively balance demand and capacity.

Chiefs need to tell it as it is in those statements, move away from trying to fit what we do to what we are given. They have to say what we need to do and leave it to the PCCs to then decide what they are going to give. Forces can, in turn, then advise what they can do with what they are being given leaving PCCs to make the final choice and tell the public if they decide forces are not going to deal with certain things.

The PCCs are the ones who should accept that public accountability, not the officers. Officers accept accountability for what they do with each member of the public, not the financial and political decisions.



‘I am listening and I get it’ – Home Secretary tells officers

The new Home Secretary said he understands how ‘hard and horrible’ a police officer’s job is and pledged to do all he can to give police forces and their officers the resources they need.

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

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

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

He called for a ‘reset’ of the relationship between the Government and the police, gave his support to the Federation’s Protect

the Protectors campaign on assaults and vowed to ‘totally transform the welfare provision for officers’.

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

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

“I will prioritise police funding in the spending review next year. But this isn’t all about money. You have a job like no other. You never know what you’re going to be faced with. It might be a murder scene, a child abuse investigation or a serious car

accident. And it’s not surprising that dealing with all that takes its toll on you. We need to Protect the Protectors.”

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

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

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

“And I fully support those officers who want better protective equipment like spit and bite guards. It’s ridiculous that you can’t restrain those who physically abuse you. If

you don't feel you're getting the tools you need, I want to know about it. It's perfectly reasonable that you should want to protect yourself from harm when you're out on the beat."

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

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

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

He spoke about how at the age of 11 he was in a gang, a gang of two consisting of himself and his nine-year-old brother - they were called 'The Crimestoppers'. Their mission was to fight crime in their neighbourhood. His brother became a police officer 25 years ago and is now a chief superintendent at West Midlands Police.

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

"Long before I was a politician, he took me out on a ride-along in the back of his police car in Bristol city centre. I thought it would be an interesting insight into his job.

“ When you're out in public trying to do your duty, you should be protected. That's why I'm backing the Assaults on Emergency Workers' Bill which will include tougher penalties.

But I wasn't prepared for the abuse he and his colleague received: teenagers giving them the middle finger, swearing and spitting. And worst of all, as his car approached the lights and slowed, one teenager leaned over and yelled at my brother 'You Paki bastard'.

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

He pledged to set up a formal front-line review to get officer feedback about what officers really think, telling conference: "Your ideas and responses will inform what happens next in policing. Because I understand that no-one knows more about policing than you do. But I also know that the public demand - and quite rightly expect - a high standard of support from their local police. And, ultimately, I want to reach a place where every member of the public is served by a force which is at least rated 'good'."

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

"It's often said that British policing is the envy of the world. Everyone in this room

wants to keep it that way.

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

OUR REP SAYS...

"The room appeared to be impressed with what he said, he seemed to want to engage with us and support us. My view is that he's been put in place by Mrs May to rebuild bridges with us, the damage to policing has already been done over the last eight years by the two previous Home Secretaries. He was hardly going to come and impose further pain, not when crime is increasing and knife crime is out of control.

"Clearly, he has only been in post for a few weeks and he was able to use this as a crutch at times. The proof will be in the pudding, he has made pledges which we as a Federation need to hold him to account for." **Luke Mitchell**

Support for spit guards

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

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

She said: "I've been listening to you saying 'I pledge, I will give you, I promise you' so I'm going to ask you a question and it's a yes or no answer question: some forces have both formed body armour for both women and men and spit guards.

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

She added: "I'm asking you to pledge

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

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

"I've already started work on it and I will pledge to you that I will do everything in my power to make that come about and if that

means I can mandate them to do it then I'm going to look at that. But hopefully I don't need to. Hopefully, the message is very clear to chief constables. I need to understand body armour a bit more, but you made a very good point today about women and body armour and making sure it's the right type. Your question was will I look into that and I will."

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

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



‘Who’s crying now?’ – Federation chair asks Home Secretary

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

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

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

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

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

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

"We have argued that the sentence should be 24 months yet it was felt by some in Government to be unreasonable. Unreasonable? Unreasonable to offer better legislative protection for those who run



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

towards danger when others run away. Unreasonable - for those who protect society from criminals who rob, burgle and assault indiscriminately. Is that really unreasonable, Home Secretary?

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

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

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

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

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

"This all takes its toll on police officers and their families. Particularly as we have seen police numbers fall and demands increase. Annual leave and rest days cancelled. No guarantee of back-up when

needed. Unprecedented levels of officers suffering stress and anxiety. And then cheap shots if an officer dares to take five minutes out to sit and have a cup of tea in a local café.

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

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

And he called for the Government's backing on work around demand and capacity, stating: "This valuable piece of work can make a real difference to find shared solutions to deliver a service to the public that we can all be proud of."

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

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

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

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



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

OUR REP SAYS...

"Calum's speech felt very scripted, he made some good points but lacked detail in my opinion." **Luke Mitchell**



SOMETIMES, THE SCARS ARE MORE THAN SKIN DEEP

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Delegates warm to Home Secretary during Q and A

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

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

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

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

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

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

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

"I agree absolutely and it is time we dealt with this properly," Mr Javid replied.

"The Emergency Workers' bill is going to change things and I want to look at magistrates' powers as well. Magistrates have had more powers since 2003 but it hasn't been enacted so I want to look at that. Any kind of attack on any emergency



Sajid Javid listens to the chair's speech as facilitator Ian Collins looks on.

worker is completely unacceptable and we will do what we can do."

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

John Apter, Hampshire chair, told the Home Secretary: "I find myself liking you a little. But you've asked for evidence; we've lost 998 officers which is 25 per cent of our force, as well as hundreds of police staff. We are struggling. The demand on my

colleagues is drowning them and they are breaking. You say you'll prioritise funding but you need to give policing a lifeline now."

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

'We could do more with more'

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

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

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

expect, is that we do more with more. That is the only thing that makes sense and that will protect us and the public," Nick said.

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

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

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



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'You have won the funding argument'



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

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

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

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

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

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

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

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

He pledged to work with the Federation and others to make 'the strongest possible case' for investment in policing in the Comprehensive Spending Review to increase capacity. But work also needed to be done to

make best use of officers' time.

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

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

While Theresa May had told the police to concentrate on crime, 83 per cent of calls were not about crime, Ms Haigh said, asking if this was what the public wanted of the police, and pledging £718 million investment in policing under a Labour Government for extra officers while also investing in other public services.

The national chair said the police service was in the midst of a perfect storm – public safety had been compromised, officer wellbeing had been compromised and people were suffering as neighbourhood policing had been decimated. Public confidence in the service was affected because people were not seeing the police.

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

Sir Thomas argued: "What the Treasury needs is objectively prepared, fairly and independently assessed hard evidence of what the demand the public is putting on the police, what is the state of the assets and how much money does the police have and if it doesn't add up that is the prioritisation debate to be had."

All chief constables will now be required to submit Force Management Statements, which should give ministers hard evidence to present to the Treasury.

The police minister stressed things were changing: "There is a very important recognition underneath that which is the Government understands the system you are part of and very proud of is very stretched at the moment and we need to increase capacity and part of increasing capacity is increasing public investment in our police system."

Minister asked for PRRB pledge

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

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

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

But Matt came back by saying the police service hadn't either but it would accept the recommendations in full.

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

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



Shadow police minister Louise Haigh.

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

Officer assaults: let's keep going



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

MPs and the Federation insist the fight must continue to increase penalties for those who assault officers.

The theme of conference was Protecting the Protectors: The reality of policing and Day 1 included a session on the Federation's Protect the Protectors campaign on officer assaults just weeks after a private members' bill received cross-party support in its third reading in the House of Commons. The bill aims to provide better protection for officers, through kit such as spit guards, and stronger deterrents and punishments in terms of improved legislation.

While that saw possible punishments for common assault offenders rise from six months to 12 months, there was disappointment sentencing did not go further.

Labour MP for Rhondda Chris Bryant played a huge role in getting the bill to Parliament and told conference there was 'no reason' why the punishments should not stretch to five years.

"We have put a really good case forward. An attack on an emergency service worker is an attack on every one of us," he said. "Just 18 months ago, the Government was saying there was no need for this legislation. Now, there is no reason why this should not be in place by the end of the year."

Conservative MP for Shipley Philip Davies, a big supporter of the Protect the Protectors campaign, said the Federation had done a fantastic job.

"It is great that sentencing has doubled but it needs to go further," he told delegates. "We need to get it up to five years. We are winning the argument so let's keep going. In politics, things happen frustratingly slowly but people should be properly punished for the crimes they commit. I will not be satisfied until there are proper punishments for those who assault police officers and I will not rest until we get them."

Halifax Labour MP Holly Lynch played a pivotal part in bringing the campaign to the attention of MPs. She explained: "This has been achieved on the back of public support and the support of your members. We are very

nearly there."

The harsh realities faced by police officers were highlighted by the harrowing account of West Yorkshire PC Laura Gargett who detailed injuries she suffered in an assault.

She was kicked in the face during an arrest on Christmas Day, had her head stamped on and was knocked unconscious. She told how her children now see her off to work hoping she doesn't get killed.

Nick Smart, chair of West Yorkshire Police Federation and a member of the Federation's Parliamentary Working Group, said amendments to the assaults bill had weakened its original provisions: the 24-month sentence proposed had been lowered to 12 months, spitting as an aggravated offence was not included and the requirement for those who spit to be blood tested was also removed.

But he perhaps best summed up the general consensus when welcoming the new animal cruelty legislation which could lead to someone guilty of abusing a pet being given a five-year sentence by asking: "Why then have we as police officers only got 12 months? That tells me that those in power care more about cats and dogs than they do about you, us, our front-line colleagues."

The Protect the Protectors session also drew attention to the plight of police response drivers who are judged by the standards of careful and competent drivers in law despite their unique role in protecting the public and the advanced training they receive.

Legislation to change that had recently stalled and the Federation's pursuits lead, Tim Rogers, said: "Officers are trained to break the law and the law has to change to reflect that fact. The Government has confirmed that the law needs to change, and the ball is now firmly in its court. We have waited long enough."

West Midlands Police response driver Vaughan Lowe gave a moving description of being subject to criminal proceedings and a lengthy IOPC investigation after a pedestrian who stepped out in front of his police car died.

Powerful testimony



Facilitator Ian Collins interviews PC Laura Gargett.

"I was kicked in the face. I was stamped on. It was Christmas Day. My eyes were blackened. My face was swollen and my children were devastated."

Those were the impactful words of West Yorkshire PC Laura Gargett, one of a number of assaulted officers featured in a video produced by the Police Federation to raise awareness of the impact of assaults on their members.

Laura was interviewed by conference facilitator Ian Collins who said he had expected her assailant to have received a sentence of perhaps five years.

His perception was wrong, she told him. The sentence the woman who attacked her received was 16 weeks on a tag and a £150 compensation order, an amount the PC knew she would not receive as the woman did not work.

She told him: "We are not super heroes; we do get bruised, we do get battered."

But she also admitted that being assaulted was too commonplace.

"It's a known risk of the job, it's something we all face when we go out day to day on our beats. I just get a little disheartened that the legislation is not in place to support us when these types of events happen, and I think that's because the criminal justice system is currently shackled by legislation."

OUR REP SAYS...

"There is lots of good work going on to support officers post-assault, however, it was apparent that the speakers didn't fully grasp the reason for assaults in the first place, this being officers being expected to attend incidents alone or not getting timely back-up. The root cause of a lot of assaults is the fact that officers are alone and offenders feel they can escape.

"Clearly, there is a need for tougher punishment on offenders who assault emergency service staff, the bill going through Parliament should give us some ground to secure tougher action. However, it is still down to your local Federation to go public when weak sentences are handed out."

Luke Mitchell

Years of uncertainty

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



Vaughan Lowe.

As a response driver in West Midlands Police, he was responding to reports of a stolen vehicle when he collided with a pedestrian who stepped in front of his car and subsequently died. He was charged with dangerous driving and acquitted after a 10-day trial at court in Warwick.

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

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

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

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

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

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

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

Jury's out on the IOPC



Conduct and performance lead Phill Matthews.

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

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

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

However, Phill argued that while there had been improvements in some areas – the removal of Regulation 10A and changes to the culture within PSDs – there was still a way to go with work ongoing to take out of the system a large chunk of what used to be classed as misconduct so these matters could now be treated as performance issues.

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

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

He admitted: "We need to be better as an organisation and a number of changes are already underway to speed up our processes."

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

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

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

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

The session ended with the panel answering delegates' questions.

OUR REP SAYS...

"It's clear the IOPC is trying to change, the speakers shared data which indicated that the cases they are now dealing with are completed more timely. They appear to have had a huge increase in staff and their budget has increased, all at a time when those at the front-line are under immense pressure and all too often have to make split seconds decisions while highly stressed.

"It was concerning to hear that the lead of the IOPC doesn't fully appreciate officers' right to remain silent after an incident and he seems to feel that officers should be compelled to make comment. My impression was that the IOPC still doesn't appreciate, understand or respect the pressures front-line officers are under and still seems to go for the higher sanction in every case even when this isn't agreed by the local force." **Luke Mitchell**

Time to tackle fatigue

The detrimental effects of fatigue on the performance of police officers were laid bare during conference.

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

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

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

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

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

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

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

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

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



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

and diabetes.

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

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

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

Jayne described a trip back to her home

force of West Mercia to see for herself the effects of fatigue on officers.

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

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

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

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

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

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

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

OUR REP SAYS...

"I don't think the importance of this issue was lost on either Jayne Willetts nor Dr Paul Jackson. I had the distinct impression that Adrian Smiles, who holds the health and safety portfolio for the Federation, was making excuses for forces. The length of shifts and frequency of shifts forms an important part of this issue, as a Federation we should be ensuring that there is a limit to the length of shift patterns. The Accenture report and PNB agreements should be complied with, working beyond shifts of 10-hour duration has a greater detrimental impact upon officers' long-term health. As a Federation, we need to get a grip of this on a national basis." **Vojislav Mihailovic, Hertfordshire Police Federation secretary**

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

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

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



Sheldon Thomas.

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

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

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

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

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

Having been shot at four times in a London nightclub in the 1970s, he outlined how the issues surrounding violent crime

were complex and said both families and communities had a strong part to play in dealing with the situation. He explained how their involvement could change current attitudes as particularly knife crime takes a dramatic increase.

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

Sheldon said the police could play a huge part in tackling the problems at source but insisted those officers had to fully understand the communities they policed.

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

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

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

OUR REP SAYS...

"An interesting debate about stop and search, knife crime and youth-related crime. I find with a lot of these talks everyone has an opinion as to who is to blame and a way of finding a solution. My view is that, due to the budget cuts, safer neighbourhood teams haven't operated as neighbourhood teams for the last eight years. This has seen a generation of young people going unpunished or unengaged; they have fallen through the large gaps and have gone on to serious crime. It's time for investment in SNTs and for police officers to return to being neighbourhood bobbies and doing early intervention with youths so we can steer them away from a life of crime early."

Luke Mitchell

Detectives in Crisis

Police chiefs and Government leaders are being urged to tackle the crisis in detective policing.

Martin Plummer, chair of the Police Federation's National Detectives' Forum, led a break-out session centred on the Detectives in Crisis campaign on the Wednesday of conference.

Morale among detectives was at rock bottom, he told delegates who were also shown two videos.

The first highlighted the pressure on officers to be superhuman despite the fact that they too could be victims.

Staffordshire DC Gary Cliffe, a former Manchester City junior side player who waived his anonymity to tell his own story after the trial of football coach Barry Bennell, talks of the trauma of being seriously sexually abused over a four-year period and the support he had since received from his colleagues.

"I have got to say the support has been immense," he said, adding of his Force colleagues, "I can't thank them enough."

He added: "Members of the public do think we are invincible and perhaps lack feelings but that is not the case," he said, "Police officers, we're normal people, we have got feelings. But we still get on and we want to do the best we can for the public."

The second video focused on the role the Family Liaison Officer (FLO) provides to victims. Amanda Richards witnessed her step-father's murder on Boxing Day in 2012. T/DS Mark Petrovic, of Nottinghamshire Police, who works on the Major Crime Team, helped Amanda and her family cope with the murder and the investigation afterwards.

In the video, Amanda explains: "For us, he was there to listen and to talk to us and to answer questions and to liaise and to be that bridge between what was happening and the important role that the police were doing but also to keep our lives as normal as they could be within that."

Mark highlighted the toll the role could have on officers.

"What you are hearing and recording in witness statements and accounts from those witnesses is quite harrowing. So, it is very difficult but nonetheless, it's an important role," said Mark, who has 25 years' service, 18 in CID.

Chief Constable Matt Jukes, of South Wales Police and national lead for investigative resilience, also gave an overview of work at a national level to tackle the issues of recruitment and retention in detective policing since there is a national shortage of 5,000 detectives.

Cuts hitting fight against terrorism



Leicestershire's Chief Constable Simon Cole.

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

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

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

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

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

Other speakers included Amanda Morris of the Muslim Council of Britain and Simon Kempton, the Federation's lead for operational policing.

OUR REP SAYS...

"Quite simply, the answer is yes to the question posed in the title of this session: have reductions in neighbourhood policing impacted on our ability to tackle terrorism? However, the question focused this to a very small topic area of community policing. While vital it does not cover all the aspects of policing that good community policing can help with: drugs, modern slavery, child abuse and domestic violence to name but a few." **Vojislav Mihailovic, Hertfordshire Police Federation secretary**

'People are breaking on our watch'

The police service cannot deliver a service to adequately keep the public safe.

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

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

"Cancelled rest days, leave embargoes, single crewing, reductions in neighbourhood policing and unworkable, unsocial and unmanageable shift patterns. All of these are attempts to meet the current demands being placed on the service. All of them are failing and all of them impacting on the health and wellbeing of our members and our ability to protect and serve the public.

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

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

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

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

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

"I spent more than 25 years working with heroes and what troubles me at the moment is that some of those heroes are



Former Met chief superintendent John Sutherland.

breaking. People are breaking on our watch."

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

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

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

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

Pay and conditions under scrutiny

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

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

"The only reason that the police service has not crashed is because of the efforts of the Police Federation members, the men and women out on the streets and we must actually listen to them very carefully," he explained.

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

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

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

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

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

Not surprisingly, he was backed up by Dr Joan Donnelly, the Federation's head of research and policy, who argued that the starting salary of £23,000, which was paid at the time of the Winsor review, would now stand at £26,500 if it had increased in line with inflation.

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



Durham Police and Crime Commissioner Ron Hogg.

necessarily the right approach to policing.

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

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

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

Another theme that Federation representatives returned to in their

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

OUR REP SAYS...

"This was a good debate, I feel lots of questions were put to the speakers. It felt rather insulting that the Thames Valley Chief felt officers didn't understand their payslips. What is clear is that police officers have seen a huge decrease in wages over the last eight years and we are overdue an above inflation pay rise. Again, I heard the speakers say, 'we can't afford both an increase in wages and an increase in staffing numbers'. I hear this argument too often from senior officers. Police officers deserve a pay increase. We shouldn't be held to ransom, it's for PCCs and chiefs to have that argument with the Home Office. Officers have put up for far too long with pay reductions, increases in workload, and reductions in conditions. Chief officers need to take up this argument with the Home Office."

Luke Mitchell

“The only reason that the police service has not crashed is because of the efforts of the Police Federation members, the men and women out on the streets and we must actually listen to them very carefully.

Just a garden ornament?

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Women share their stories



Holly Lynch, MP for Halifax.

By Karen Potton, Hertfordshire Police Federation representatives

Three key speakers in the 'Women standing shoulder to shoulder' break-out session on Day 1 of conference talked about their journey through their careers and it was interesting to note some of the comparisons.

Firstly, Annita Clarke, a Bedfordshire inspector, described her unconventional way of choosing which force to apply to, her slow journey through her career promotions and the impact her choice of having children had. She ended her presentation talking about her work with the British Association for Women in Policing (BAWP) and the International Association of Women Police (IAWP) and in coaching others to achieve what they want from their careers.

By comparison, Holly Lynch, MP for Halifax, explained she had only six weeks to adjust to being nominated, electioneering, being elected and thrust into her new role. She was a key part of the Government's response to locals and party members in the aftermath of the murder of Jo Cox MP and talked of the toll that took on her emotionally.

Emma Hawsworth moved away from the usual legal updates from Slater and Gordon and instead talked about the early cases she took on supporting Federated women and how issues affecting women have progressed in her time as a solicitor.

It was a very interesting session.

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

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

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

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

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

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



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

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



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Fallen officers remembered

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

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

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

"They will never be forgotten," said Calum.

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

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

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

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

Taking the Fed forward



Retiring general secretary Andy Fittes.

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

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

Current electoral reform of the Federation is helping to drive the organisation forwards, he added. The initial electoral focus has been on addressing inequalities in gender and BME representation, but in response to a question on LGBT and disabled representation, Andy confirmed these too would be addressed.

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

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

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

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

The treasurer

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

Part of that reduction is due to greater support to achieve value for money across all business services – from recruitment to IT support.

The advisor

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

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

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Your Police Federation Claimline

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

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



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

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

What is the PF Claimline?

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

Who provides the PF Claimline?

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

What does the PF Claimline cover?

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

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

How do I start a claim?

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

How much will I be charged?

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

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



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