

# Federation Matters

The magazine of Hertfordshire Police Federation

Summer 2020



## Policing the pandemic – Pages 9 to 13

## Contents highlights



### 05

#### Pay rise 'a step in the right direction'

Hertfordshire Police Federation welcomes this year's 2.5 per cent police pay award.



### 07

#### Take part in our pay and morale survey

Have your say.



### 09 - 13

#### Policing the pandemic

Officers share their experiences.

*Plus a whole lot more...*

Remember, you can find news updates and more information on the work of the Federation on our website at

**[www.polfed.org/herts](http://www.polfed.org/herts)**

Check regularly to keep fully up to date.

Federation Matters is published by **Hertfordshire Police Federation**

Police Federation Office, Police Headquarters, Stanborough Road, Welwyn Garden City, Hertfordshire AL8 6XF

Telephone: **01707 638096** Web: **[www.polfed.org/herts](http://www.polfed.org/herts)**

Produced by **XPR (UK) Ltd** [www.xpruk.com](http://www.xpruk.com)

# We have risen to the challenge

By Geoff Bardell, chair of Hertfordshire Police Federation

I hope you and your families are all well.

What a very challenging year we have had so far. Who would have thought that we would have to police during a pandemic? Things have changed so much since my last message.



What is clear though is that here in Hertfordshire, and at other forces throughout the country, policing has risen to the numerous challenges,

The office has been staffed throughout this period, with at least one of us four full-timers and either Jane or Pauline in at any one time, and in the last two months this has increased to two full-timers and one of our administration team in the office daily.

We have all been extremely busy during this time, with numerous daily meetings, a high number of individual members' issues and also very sad incidents to deal with.

I believe the Force has done a good job considering officer welfare and the service to the public. Throughout, they have listened, both seeking out and taking account of the suggestions Federation secretary Al Wollaston and I have made.

Up until very recently, we have sat in on daily Bronze, Silver and Gold Groups, as well as the BCH Gold. These have been scaled back in the weeks, but still take up a lot of our time.

We have also continued to work closely with other Federation colleagues in local, regional and national Federation meetings via

Skype and Teams.

Misconduct cases still continue, and conduct lead Paul Coxall and equality lead Danny Howe have taken on most of the new cases that have come in, though both Al and I have taken our fair share also.

Just as a slight piece of reassurance, police officer sickness levels in Hertfordshire sit at around 2.5 per cent. In normal times, they are around four per cent.

Sickness for officers did go up to almost double the normal back at the peak of this crisis but has come down steadily since then to the figures we have now.

Our Force had been planning for there to be 20 per cent plus sickness levels, hence the annual leave embargo and plans for 12-hour shifts being muted. These sickness levels did not happen despite most officers remaining on the front-line and coming to work as normal, while the vast majority of the population were on lockdown in their homes.

This is replicated among all other police forces and personally I find this reassuring compared to what we see in the news. Although, of course, we have to bear in mind the demographic of police forces is different from the rest of the country's workforce, with most officers being below the age of 60.

As we continue the year, let's all hope that we don't see the major resurgence of coronavirus that we are being warned about, and that we can slowly move back to normality, both at work and in our home lives.

Stay safe.

# Your welfare is the most important thing for us

*By Al Wollaston, secretary of Hertfordshire Police Federation*

The last few months have been a unique time for everyone and, as result, it has meant we have all had to work differently. Business as usual can never be as it used to be.

As Geoff has alluded to in his chair's introduction to this magazine, we have been involved with Operation Bullrush from the outset and made representations on a number of issues that have been raised with us by members.

Aside from COVID-19, we have been extremely busy supporting members through performance, misconduct and Fairness at Work issues, ensuring officers are dealt with fairly and that their welfare and wellbeing remains of paramount importance.

Our welfare caravan near Great Yarmouth is back up and running and we are fully booked right through until early October. There are dates still available towards the end of the year and the application form can be found at [www.polfed.org/herts/our-work/welfare-escape-home/](http://www.polfed.org/herts/our-work/welfare-escape-home/)

For those who haven't seen it, all details are on the website – [www.polfed.org/herts](http://www.polfed.org/herts) - it is a beautiful three-bedroom static caravan that sleeps up to eight. The prices are the cheapest you will find anywhere. We also look to use the caravan for welfare cases, specifically for those who are off sick or under OHU as a way of trying to get officers back to work or full duties. Just email me with details – [alan.wollaston@herts.pnn.police.uk](mailto:alan.wollaston@herts.pnn.police.uk) - and I will look at the case.



Our welfare van should also be up and running again soon. We have a policy in place so it can be used where we have a major incident or prolonged scene guard in the future.

I need to remind everyone of the Force Welfare Fund which is there to offer support to both officers and staff, past and present, who need some help. There is an application form on the Force intranet under Force Welfare Fund. I know this is not well publicised and people may not necessarily know about it.

Psychological illness still accounts for the largest proportion of all sickness in the Force and I am doing a lot of work to try to get this recognised and recorded as an injury on duty when it is duty-related. I am seeing more officers coming to us where this has been the case and it has not been recorded historically.

I must remind everyone to ensure they are aware of all the Force's policies, specifically in relation to social media and body-worn video (BWV). It is important everyone adheres to the policies and, in relation to BWV, please remember it is there to protect you and can negate many of the complaints that are made.

As Geoff has said, the office is open Monday to Friday and we always have someone on call 24/7. Everyone is welcome to pop in for a chat, some advice or a tea or coffee.

We know how hard it is out there at the moment and we are doing all we can to support everyone across all departments in these challenging times. Your welfare is the most important thing for us.

Take care and stay safe.

# Pay rise 'a step in the right direction'

**H**ertfordshire Police Federation secretary Al Wollaston has welcomed this year's 2.5 per cent police pay award.

He said it was a step forward in terms of putting right years of below-inflation awards that had seen police officer pay fall by 18 per cent in real terms during the decade of austerity measures.

"I think, particularly when you take into account the economic backdrop to this pay rise due to the coronavirus crisis, we have to take the positives from this announcement and it is significant that the Home Office has accepted in full the recommendations of the Police Remuneration Review Body, the independent organisation that advises the Government on police officer pay," says Al.

"There were several years when this was not the case and that completely undermined the pay review process.

"This award is a step forward for us all but we still need to see better pay increases over the coming years, once the economy allows, so that police officers are fairly paid for the unique role they carry out in our communities and the very real dangers they face."

Al expressed disappointment that the Police Remuneration Review Body (PRRB) did not put forward any increase to the South East Allowance, which could help the Force retain and attract officers.

PRRB concluded that geographical allowances should be reviewed urgently but increased the London Weighting.

"It seems to me that we are one of the forgotten forces," says Al, "While I agree that the South East Allowance needs to be reviewed urgently, any review just can't come soon enough. While it stays as it is, we are losing officers attracted to the better allowances available to them in the Met and, at a time when we are in the midst of one of the biggest recruitment drives in recent years, we are also finding ourselves competing to attract new recruits."

National Federation chair John Apter has welcomed the pay rise. He said: "With the economic vulnerability we face as a country, many colleagues will be relieved to receive a 2.5 per cent pay increase - anything lower would have been completely unacceptable."

The wage rise will mean a constable will receive an extra £1,100 – taking into account salary plus allowances - of pensionable salary a year from 1 September this year.

The Government also announced:

- London Weighting and the dog handlers' allowance would increase by 2.5 per cent too
- The lowest point on the sergeants' pay scale would be removed
- The maximum rate of London Allowance would increase by £1,000 to £5,338 a year for officers appointed on or after 1 September 1994 and not receiving replacement allowance.

In a joint submission to PRRB, the Police Federation of England and Wales and the Police Superintendents' Association had asked for a five per cent pay increase this year.



# Assaults up as crime falls

**W**orrying new figures have shown that assaults on emergency service workers have increased by 24 per cent despite an overall drop in crime.

Police recorded crime across England and Wales fell by 18 per cent in the four weeks until 7 June this year when compared with the same period last year, according to provisional figures released by the National Police Chiefs' Council (NPCC).

However, assaults on emergency service workers have increased by 24 per cent.

Hertfordshire Police Federation chair Geoff Bardell said the overall drop in crime rates were to be welcomed.

"However, the news of a rising number of assaults on emergency services workers is far from welcome. In fact, it shows the lack of respect that a minority of the public have for the work of our brave officers," he added.

"I am disgusted that certain parts of society think it's OK to attack the very people who have been putting their lives on the line to protect others during the COVID-19 pandemic.

"And even more appalling is the fact that some



of these assaults have taken the form of people coughing and spitting at officers while threatening them with the virus.

"This sort of behaviour is totally unacceptable and I hope the people responsible are brought to justice and presented with the toughest punishment our system can give them. They must be taught a lesson."

The provisional NPCC figures also showed crime may be starting to increase again.

## CJS must get tough on officer assaults

An increase in the maximum jail sentence for offenders who assault police and emergency workers must be backed up by the criminal justice system, says Hertfordshire Police Federation secretary Al Wollaston.

Al welcomed the launch of a Government-led consultation into doubling sentences for those who attack blue light workers.

"It's a chance to send out a powerful message to our members and their emergency worker colleagues that attacks on them won't be tolerated," Al said.

"During the pandemic we've seen an increase in the number of assaults in which the coronavirus has been used as a weapon with people spitting or coughing at officers while

claiming to be ill.

"This is all totally unacceptable and should sicken everyone in society, which is why I welcome the review as the current one-year maximum prison sentence for these offences doesn't appear to be acting as a suitable deterrent or punishment.

"But any increase has to be backed up by the courts if we are to see these people deterred from attacking officers."

The four-week review into the Assaults on Emergency Workers (Offences) Act 2018 was launched by justice secretary and Lord Chancellor Robert Buckland and Home Secretary Priti Patel.

The act itself was introduced in November 2018 after the Federation's successful and high-profile Protect the Protectors campaign.

# Take part in our pay and morale survey

All members are being encouraged to take part in the annual pay and morale survey carried out by the Police Federation of England and Wales.

The findings of the survey are used in the Federation's annual submission to the Police Remuneration Review Body (PRRB) – the independent organisation which advises the Government on officer pay.

"I would urge all Hertfordshire Police Federation members to make the most of this opportunity to have their say on officers' pay and morale," says Geoff Bardell, branch chair.

"Nationally, the Federation uses the results as part of its submission to PRRB but also in its dealings with Government and other stakeholders while locally we can also refer to the survey findings when negotiating with chief officers on members' behalf.

"It really is the case that the more officers who take part the better. Our arguments

are strengthened if we can say we are truly representing the views of our members."

Last year's survey revealed:

- 77 per cent of Hertfordshire respondents were dissatisfied with their overall remuneration, including pay and allowances
- 68 per cent felt they were worse off financially than they were five years ago
- 47 per cent reported worrying about the state of their finances every day or almost every day
- 12 per cent reported never or almost never having enough money to cover all their essentials, and
- 72 per cent said Force morale was low.

The survey has been issued via the Federation's National Member Database and will close at midnight on Friday 11 September.

*Contact the Federation office if you need a link to the survey by emailing [policefederation@herts.pnn.police.uk](mailto:policefederation@herts.pnn.police.uk)*



# Uniform Mortgages Ltd

Independent Mortgage Advisers



- Extensive experience in the mortgage market, giving you access to a comprehensive range of mortgage products from across the market
- Experience with Help to Buy/Shared ownerships schemes
- Experience with “New Build”
- Committed to delivering mortgage solutions to match your specific requirements
- Experience with Buy To Let Mortgages.
- For Police Officers & Staff, we do not charge a fee for our service as we are paid by the lender. If you prefer you can pay us a broker fee of up to 0.5% of the loan and receive the lender fee yourself.

Your property may be repossessed if you do not keep up repayments on your mortgage.

**Office Address:** Suite 9, Baystrait House, Station Road, Biggleswade, Bedfordshire SG18 8AL

**call: 01767 316626**

**email: [info@uniformmortgages.co.uk](mailto:info@uniformmortgages.co.uk)**

**[www.uniformmortgages.co.uk](http://www.uniformmortgages.co.uk)**



# Custody sergeant has worked without a break

Lockdown has been a hectic period for Sergeant Mike Dring. Mike, a custody sergeant based in Stevenage, has been on the front-line throughout the pandemic after recovering from COVID-19 symptoms himself.



A Federation rep since 2017, Mike believes the pandemic and the ‘hollow words’ of senior managers have put a strain on front-line officers like himself who have been unable to take time off.

“I’ve been working as a custody sergeant throughout the pandemic with no change to my job at all,” he said. “I’ve worked without a break since 30 March when I returned to work from being off with COVID-19 symptoms for two weeks.

“I didn’t have any concerns for my own health since returning and initially cancelled the odd day’s annual leave to cover custody sergeant shortages

“However, I feel that, despite some of the senior management’s words and encouragement to take leave after working for an extended

period of time, I haven’t been able to do so.

“I’ve applied for and tried to book leave – just the odd day – and failed to get any due to shortages. It feels just hollow words from senior management.”

Assaults on emergency service workers increased by 24 per cent in the four weeks to 7 June when compared with the same period last year, according to provisional figures released by the National Police Chiefs’ Council (NPCC).

And Mike said he has seen at first-hand how offenders have tried to weaponise coronavirus by spitting at his colleagues.

“I’ve worn PPE on a daily basis when necessary and have dealt with violent people spitting at officers,” he said. “I had an incident recently when a female spat in an officer’s face in front of me.”

Mike, who has 19 years’ experience with the Force, said that, on the whole, it had handled the pandemic well.

But he believes there was a divide between front-line officers and those working from home.

“Generally, the Force has dealt with the pandemic well,” he said. “However, there have been a lot of hollow words around officer welfare and getting annual leave.”

**“I didn’t have any concerns for my own health since returning and initially cancelled the odd day’s annual leave to cover custody sergeant shortages.”**

# 'The culture of the police service needs to change'

Sergeant Luke Mitchell says that working from home during the lockdown was not without its challenges for his team.

But he believes that a more flexible approach to working after the pandemic could help improve the morale and wellbeing of officers and staff.

Luke, vice-chair of Hertfordshire Police Federation and a workplace representative, is a community safety unit sergeant who oversees hate crime, anti-social behaviour, schools and licensing for Watford and Three Rivers.

He and his team began working from home about two weeks before the lockdown, with Luke splitting his time between the office and home.

"It was evident to me that things were getting serious and I felt I may be called upon to support the front-line," explained Luke, who normally shares his time between Watford and Rickmansworth stations. "I got all my staff to work from home but be prepared to back fill the front-line.

"During COVID-19, I've worked from home two or three days a week. I needed to keep linked in with officers and staff to get an understanding of what was occurring. As a Fed rep as well, I was keen to be about if needed.

"For the first few months, I supported the main Fed office and tried to be on hand to support our members."

Luke said he was comfortable making the initial transition to working from home, where he converted his spare room into an office, but it was not so easy for other members of the team.



"I quickly adapted to using Microsoft Teams and other platforms to hold meetings," he said. "I know some of my staff struggled with being at home and not having the social element work brings.

"I had my laptop for eight or nine hours a day and we managed to get monitors delivered to them so they could have a fuller screen."

He added: "I've missed my staff. I'm lucky to have a very good little team and, as well as doing the job, we have fun and a giggle while working. I miss those little moments when something funny happens."

Luke said that one of his biggest challenges was staying in touch and communicating with his team.

"My staff are working from home, in the station and at other locations," he said. "Time goes so quickly and, before you know it, you haven't touched base with them.

"Also, not being able to see staff face-to-face isn't always ideal as you can't gauge how they are wellbeing wise."

He added: "We set up a team WhatsApp group to keep everyone linked into each other. We decided to try to spread only positive news on this group.

"To start with, lockdown was tough and everything was really negative, so we all agreed to share good news stories.

"We've had team meetings as well, and I try to keep track of what everyone is doing."

Luke said there have been several personal benefits of working from home, including a better work-life balance.

He explained: "I'm saving a lot of money on petrol but, more importantly, I'm saving two

## POLICING THE PANDEMIC

hours a day in terms of travel. I don't get over-time or unsocial hour payments in my role. I'm also working more days with little to no pay rise for 10 years and about 18 per cent real terms loss over the last 10 years so saving petrol money has made a big impact.

"It's also allowed me to work a bit differently. My hours of work are a bit different. If needed for childcare reasons, I can do split shifts.

"It's allowed me to switch off a bit better and spend more time with my family. I feel mentally a lot better and able to switch off a lot quicker.

"I feel I have more energy to do things," he added.

Luke, who joined the Force as a Special Constable in 2001 before going full-time in 2002, continues to split his time between home and the office as lockdown eases. "It's been nice to have that balance," he said. "I've really enjoyed getting back in the office and catching up with people.

"I can't see this changing any time soon. I do see us working from home for the foreseeable," he added.

And Luke said that he's unlikely to return to his ways of working before the pandemic struck.

"In my role, I can't see me working the way I did before COVID-19," he said. "I used to rush from meeting to meeting, whereas now I'd be a lot more confident using a virtual platform.

"Likewise, I think working from home and having that flexibility is important.

"While I appreciate the need for work-life balance application, I'm a big fan of common sense and having that sort of local arrangement with your line manager.

"If the line manager has concerns then it can be talked through but, moving forward, there needs to be a change in the way we work.

"Wellbeing has been a big talking point for so long, having flexibility to work from home ad hoc should be encouraged and supported."

He added: "It's really important we learn to trust our staff. Being able to work from home doesn't mean you're not working as hard as

anyone else.

"The culture of the police service needs to change. For morale and wellbeing, where needed and where possible, officers and staff should be encouraged to work from home.

"My team have been work as hard during COVID-19 as they did beforehand."



**POLICE/CU**



# Flexible savings and loans with repayments from your salary

Passionate about improving  
the financial resilience of  
those who serve and protect.

[policecu.co.uk](http://policecu.co.uk)

Police Credit Union Ltd. is authorised by the Prudential Regulation Authority and regulated by the Financial Conduct Authority & the Prudential Regulation Authority (Registered No 2133061).

**SERVE  
PROTECT**   
PART OF THE SERVE & PROTECT FAMILY



# 'I was afraid of catching the virus'

Hertfordshire Police Federation representative Kio

Bozorgi admits that he was very nervous while working on the front-line during the pandemic.

He had concerns about his own health and also the impact on policing if his team became ill.

"I was worried. Falling within the high-risk BAME category and having some personal losses due to COVID-19, I was incredibly fearful of the possibility of contracting the virus and also the risk of passing it onto my family if I contracted it while at work," he explained, "I was nervous while on the front-line, concerned with the ever-changing advice from the Government, the initial lack of PPE, which was sorted by our Force immediately, and also concerned that if an infection broke out within my teams then I would have no officers to respond."

Kio, who has 17 years' service with the Force and is now based in the Welwyn/Hatfield & Hertsmere CSPs, was involved in response policing through the lockdown, managing incidents and, in particular, dealing with coronavirus-related sudden deaths, responding to the numerous COVID-19 breach reports but,



above all, responding to a disproportionate increase in domestic abuse cases and helping safeguard the victims.

But he said the biggest change during the crisis was the opportunity for his officers to be proactive and go out looking for criminals rather than respond to incidents after they had happened.

Kio explained: "The lockdown offered us some real opportunity to do some targeted work and disrupt criminality in Hertfordshire. In a selfish way, I miss lockdown and I miss proactive policing.

"But these few months have been hard for my cops due to having to keep the cog running but at the same time being faced with threats of assault by spitting and verbal abuse from some of the usual suspects we often deal with."

He said the Force had been excellent in terms of making sure everyone had access to PPE and he had used this, sanitisers and appropriate social distance measures to help maintain his own health during the pandemic.

Kio concluded: "Demand for our service is now above what it used to be pre-COVID. These are difficult times where officers are having to work in challenging circumstances exacerbated by renewed scrutiny around stop search and BLM issues."

Kio has been a Hertfordshire Police Federation workplace representative since 2014.

**“ I was nervous while on the front-line, concerned with the ever-changing advice from the Government, the initial lack of PPE, which was sorted by our Force immediately, and also concerned that if an infection broke out within my teams then I would have no officers to respond. ”**



# Officer fatigue highlighted in new survey

**A**lmost half the officers who responded to the first national police wellbeing survey revealed they were getting less than six hours' sleep a night.

Around 35,000 people took part in the survey which was carried out by Oscar Kilo, the National Police Wellbeing Service, and the College of Policing.

They will now carry out research with experts from around the world to consider ways to reduce the growing issue of officer and staff fatigue and will involve practitioners and staff associations in the UK.

"This survey gives clear evidence of how fatigue is affecting police officers," says Al Wollaston, secretary of Hertfordshire Police Federation, "Six hours' sleep a night is not enough for the vast majority of people and a lack of sleep can have a detrimental effect on our ability to work which is extremely concerning when you consider the critical nature of the role of a police officer.

"Day in, day out, police officers are making split-second decisions; decisions that can make the difference between life and death. We know that shift working has an effect on them and we now have the evidence to back that up.

"Officer wellbeing should be the number one priority for all police forces. How can we effectively serve the public if we are not looking after our

own officer and staff team? Let's hope this research leads to measures being introduced to reduce officer fatigue not just for the benefit of those individuals but also for the Force and the communities we serve."

The wellbeing survey also found that police officers working in safeguarding and investigations reported lower levels of wellbeing, while police staff reported lower levels of wellbeing in areas such as custody, contact management and incident management.

There were, however, many positive findings:

- 65 per cent of respondents reporting feeling satisfaction in their work.
- The majority of officers and staff reported they felt trusted in their roles and were able to act and make choices which reflected their own personal beliefs and values.
- Both police officers and staff reported feeling high levels of competence in their work, meaning they felt they could be effective, make important contributions and felt valued by their co-workers and supervisors.

Chief Constable Mike Cunningham, CEO of the College of Policing, said the survey would provide a baseline which Oscar Kilo would use to measure progress and help prioritise work nationally and within individual forces.

Read the full survey results on the Oscar Kilo at [oscardkilo.org.uk](https://oscardkilo.org.uk)

# Online service for National Police Memorial Day



An online service will be held to mark this year's National Police Memorial Day.

The event was planned to take place at Lincoln Cathedral on Sunday 27 September but was cancelled due to the pandemic.

The online event, which will be held at 3pm on the planned day of the original service, will also include a tribute wall that has already been launched so people can add their own messages remembering fallen colleagues.

"National Police Memorial Day is one of the most important dates in the policing year and

gives officers of all ranks the chance to stand alongside the families of officers who have died in the line of duty, show their respect and offer their support," says Al Wollaston, secretary of Hertfordshire Police Federation.

"While everyone understands why the service in Lincoln could not go ahead this year, I am pleased the organisers have come up with an alternative way of marking National Police Memorial Day."

To access the online service, you will be asked to provide your name and email address.

National Police Memorial Day was first held in 2004 and has been held at the end of September each year since. It rotates around England, Wales, Scotland and Northern Ireland.

Federation representatives, chief officers and the Home Secretary usually join the families of fallen officers at the service and the Prince of Wales, patron of the National Police Memorial Day charity, often attends.

Find out more about this year's service at [polfed.org](https://www.polfed.org) – simply find the National Police Memorial Day page under the events header.

## Pensions remedy

The Government has announced a consultation on its proposed remedy to the discrimination found when it launched the 2015 Career Average Revalued Earnings (CARE) Police Pension Scheme.

The consultation, which also involves other public service pension schemes, will close on 11 October 2020.

The Police Federation of England and Wales (PFEW) is working with other UK staff associations to form a detailed response to the Government consultation.

"We are fully aware and acutely conscious

of the financial importance of a fair remedy for all our members," says a PFEW statement, "Our position has always been, and remains, that officers should be permitted to remain on the pension scheme they joined, if this is to their benefit."

We will keep you informed as more information becomes available.

You can read the consultation document at the [gov.uk](https://www.gov.uk) website – simply type in public service pension schemes consultation in the search.

# Life cover

## Protecting the things that matter most to you.

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

Prices from just £6.05\*\* per month

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

**£50,000**

£6.05 per month\*

**£75,000**

£9 per month\*

**£100,000**

£12 per month\*



**Call us today**  
**01403 327719**

[www.georgeburrows.com](http://www.georgeburrows.com)

Hertfordshire Police Federation is an Appointed Representative of Gallagher Insurance Brokers Limited. George Burrows is a trading name of Gallagher Insurance Brokers Limited, which is authorised and regulated by the Financial Conduct Authority, Registered Office: Spectrum Building, 7th Floor, 55 Blythswood Street, Glasgow G2 7AT. Registered in Scotland. Company Number: SC108909 [www.ajg.com/uk](http://www.ajg.com/uk)

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

\*\*The premiums quoted are correct at 1 August 2020

GB1401/FP628-2020/V3

  
**GeorgeBurrows**

A Gallagher Company

There's no substitute for experience





# Roads policing 'inadequate'

Cuts to roads policing budgets leading to a drop in the number of dedicated roads policing officers have been blamed for a gradual increase in road deaths after more than 30 years of steadily declining fatalities.

A new report by Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) called "Roads Policing: not optional" highlights the fact that £120 million cuts to roads policing budgets between 2013 and 2019 were reflected in a 'substantial decrease' in police enforcement activity in particular the targeting of the Fatal Four of drink and drug driving, not wearing seatbelts, excess speed and driving while distracted, for example, by using mobile phones.

It found roads policing in some forces was inadequate, that often capability and capacity did not meet demand and that a lack of co-ordination hindered effective engagement with partners and the public. It also called for roads policing to be standardised and accredited, as one of 13 recommendations to improve the effectiveness of roads policing in England and Wales, and urged the Government to include roads policing within the Strategic Policing Requirement.

The report states that since 2013 the number of deaths caused by road accidents in England and Wales has gradually increased, rising from 1,541 fatalities in 2013 to 1,624 fatalities in 2018.

"Roads policing should be a core function of all police forces," says Al Wollaston, secretary of

Hertfordshire Police Federation, "We need to see a significant reinvestment in roads policing so that we can work with partner agencies and the public to improve road safety.

"Cuts to policing budgets have affected all areas of policing but roads policing has been particularly hard hit. This has to be addressed and this report should provide the wake-up call police leaders need."

Tim Rogers, the response driving lead for the Police Federation nationally, has also called for action.

Tim explains: "Roads policing has been allowed to slip down the list of priorities. It has been under-funded meaning that it has become under-resourced and people have been paying for that with their lives.

"I am not sure what it is going to take for the Government, chief officers and Police and Crime Commissioners to realise what a critical role roads policing officers play in helping ensure that people can use our roads safely."

He added: "This report is putting the blame for these figures squarely down to cuts to funding and an apparent decline in the priority given to roads policing."

The report concluded: "There is a clear, and pressing, need for Government, Police and Crime Commissioners, chief officers and the College of Policing to recognise the importance of roads policing in reducing death on the roads."



Authorised and Regulated by the Solicitors Regulation Authority.

**“It’s nice to relax knowing my divorce settlement is sorted.”**

Getting a divorce is never easy, especially on top of the pressures of police work. At Slater and Gordon we offer Police Federation members a free initial consultation, a divorce fixed fee package and discounted hourly rates. We’ll be with you every step of the way so you can focus on your job and let us deal with everything else.

**Slater  
Gordon**  
Lawyers

For all life’s legal needs and with offices throughout the UK.

**0808 175 7710**

[slatergordon.co.uk/police-law](http://slatergordon.co.uk/police-law)

# Roads review

Federation members are being encouraged to make the most of an opportunity to help shape the future of roads policing by submitting evidence to a Department for Transport (Dft) review.

The Dft has published a call for evidence for the review which comes after a decade in which there has been no significant fall in the number of people killed or seriously injured on our roads following years of steady decline.

Geoff Bardell, chair of Hertfordshire Police Federation, is urging members to submit evidence

to the review.

“Police officers are well placed to give evidence to this review,” says Geoff, “They are the ones who understand the realities of policing our roads network and they will also be the ones who deal with the accidents in which people are killed or are seriously injured on our roads.”

To find out more and give evidence, visit the **gov.uk** website and search for roads policing review: call for evidence.

# Survey on women's uniforms

Women officers are being urged to let the Federation know their thoughts on their public order and firearms uniforms.

The national Federation is assessing the suitability of both these uniforms used by female officers and wants to hear their views, both positive and negative.

“I am keen to hear the thoughts from women officers who currently wear the kit but also those who have tried public order and firearms but encountered issues with the uniform and have therefore not continued with

the role,” says National Board member Belinda Goodwin who is involved with this project, along with National Board colleague Gemma Fox.

“In particular, I'd like to know what people think of the fit. Have they been issued with male sizes, unisex or uniform specifically for women? It appears there is a lot of variance across the country. But to bring about change we must look at the evidence base. The more responses we can get the better.”

Please email your comments to Belinda Goodwin at **bgoodwin@polfed.org**

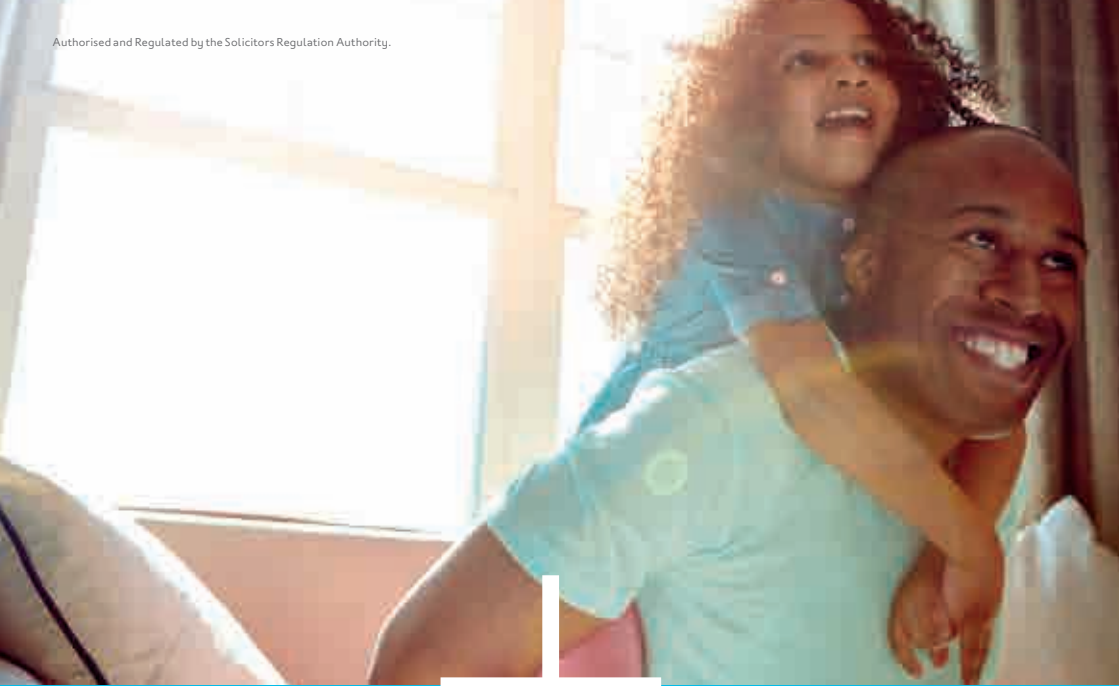
## Free mortgage advice

Officers were offered FREE mortgage advice through Hertfordshire Police Federation's Member Services partner Uniform Mortgages.

Uniform Mortgages offered the free advice between 10.30am and 1.30pm on Thursday 30 July through video conferences and over the phone.

The company has also set up a dedicated phone line just for police personnel.

For more information and to get mortgage advice, please ring **01767 316626**.



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

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

For all life's legal needs and with offices throughout the UK.

**0808 175 7805**

[slatergordon.co.uk/police-law](http://slatergordon.co.uk/police-law)

24h criminal assistance

**0800 908 977**

**Slater  
Gordon**  
Lawyers