

frontline

THE MAGAZINE OF HUMBERSIDE POLICE FEDERATION

SPRING 2020



Responding to the coronavirus crisis - see Page 3

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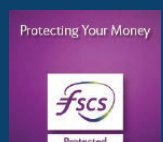
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frontline

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Responding to the coronavirus crisis

By Helen Collier, secretary of Humberside Police Federation

Welcome to the spring edition of our members' magazine.

Of course, given the current crisis, we have included a round-up of stories relating to coronavirus but, as this is a rapidly changing situation, please keep up to date by visiting our new website at polfed.org/humber and our Facebook page.

There is no doubt that the spread of coronavirus has put pressure on policing. As an emergency service, we are, of course, in the front-line of the nation's response. In the space of a weeks, like the rest of the country, we have had to adapt to Government restrictions and also police new legislation.

Usually, when new laws are put in place, we have months and, in some cases, years to get to grips with them, we attend briefings, we get training, we get guidance on how to interpret their provisions.

Understandably, we have not had that luxury this time and, in a small minority of cases, officers have got things wrong. But, in the vast majority, they haven't.

While the media has been quick to jump on the times when some officers might have seemed over-zealous, I think the public as a whole has realised the difficulties we have faced. What part of 'stay at home', do people sunbathing in parks, cycling in large groups, holding house parties or gathering for barbecues, not understand?

Police officers are doing their best to help protect the public by advising people when they appear to be flouting the Government guidance. As a last resort, they are having to enforce the law.

But, all the time, they are putting their own health on the line and also risking their family's wellbeing. Thankfully, our Force has been doing all it can to ensure they have the right protective equipment. Stay safe, stay well.

Pension discrimination

Members of public service pension schemes with relevant service will be automatically entitled to the remedy to the unlawful age discrimination within the transitional arrangements identified by the Court of Appeal, it has been confirmed.

Economic secretary to the Treasury John Glen announced in a Written Ministerial Statement all relevant members will benefit from the remedy to the discrimination, regardless of whether they have made a claim.

This means the remedy will apply to every Police Federation of England and Wales (PFEW) member subject to the discrimination and they will not have to bring a claim to ensure that their pension receives the same treatment as those who have already brought claims.

Mr Glen said: "I would like to reassure members that their pension entitlements are safe."

After 'constructive engagement with trade unions, staff associations, public service employers and other stakeholders', the Government is continuing to work

through the details of the technical design elements of the proposals.

Detailed proposals will be published later this year and will be subject to public consultation.

The announcement follows the Government's decision in July 2019 to take steps to remove the discrimination retrospectively.

The Court of Appeal previously ruled the Government's transitional protections introduced for judges and firefighters were discriminatory on the grounds of age.

The announcement confirms PFEW's previous communications and belief that members who had been discriminated against by the transitional arrangements would be entitled to the remedy without the need to make a claim.

This statement does not cover compensation for claims involving hurt feelings or for any other financial loss.

Further information about the remedy can be obtained from the update and FAQs issued by PFEW at www.polfed.org

Oscar Kilo: wellbeing service launches COVID-19 hub

Chief in plea to the public

COVID-19 - SOCIAL DISTANCING IN A PUBLIC FACING ROLE

“ I’M WORRIED ABOUT SOCIAL DISTANCING AS I WORK IN A PUBLIC FACING ROLE ”

Our job brings us into contact with the public and each other every day, we must be realistic and simply do our best.

Aim to keep a 2M DISTANCE

Reposition yourself, if this isn’t possible try taking the conversation outside

WASH YOUR HANDS AS OFTEN AS YOU CAN

Use a hand sanitiser and wipe down your vehicle before driving away

Your force will be putting their own advice and policies in place and COMMUNICATING THOSE CLEARLY TO YOU

LOOK AFTER YOURSELVES AND STAY SAFE THANK YOU

For more details and up-to-date information visit: oscar kilo.org.uk

COPING WITH CORONAVIRUS QUARANTINE

Keep a routine

Even if you are at home and not having a routine or structure to your day, get up, rest, cook, clean and always meant to do but never get to. Photographs, writing your life history. Sitting doing nothing creates time.

Maintain social contact

Even though you are in quarantine, be in contact with friends and family. A home office where you can work on an important project or develop a skill.

Avoid family arguments

If you are sure, persuade the person to see the other side.

Plan ahead

If you are quarantined, think about the things you need or resources you will need.

Don’t watch too much news

Restrict the amount of time you spend watching news. Think about anything else you can do to distract yourself from the virus, you increase your strength through using it.

Manage your fears

It is natural for people to feel nervous when in quarantine, but try to distract yourself. Write down your fears and put the paper into a box or envelope with the instruction you can only look at them again for at least six hours.

Developed by Dr Noorain Tehrani from the BPS Crisis, Disaster and Trauma Psychology Section



Humberside Chief Constable Lee Freeman.

Humberside Chief Constable Lee Freeman asked the public to work with officers in an attempt to make enforcing the Government’s measures to stop the spread of coronavirus easier for all concerned.

Since the Government’s announcement on new powers for forces to fine people who are making ‘non-essential journeys’, officers have been out on the streets passing on information to make the current situation as clear as possible.

In a YouTube video, Mr Freeman said officers would be supporting their communities but told the public: “If you have to go out, stay six feet away from each other and I ask that you take these measures very seriously to support our NHS and save lives. We want to make our communities safe.

“Where we see people not complying, we will engage with them and explain what is required and seek cooperation because only by working together, can we protect each other.”

He added: “Enforcement is a last option, but it will be used if necessary. I believe everyone understands the gravity of the situation and the risks on how our individual behaviour can help reduce the spread of the virus.”

Humberside Police Federation chair Pete Musgrave said: “All our officers would rather not have to use any of the new powers that have been introduced by the Government. If we all work together and stay at home unless absolutely necessary during these testing times, they won’t have to do so.”

The latest coronavirus guidance and resources have been brought together in one place in an online hub by Oscar Kilo, the National Police Wellbeing Service.

Members can access a range of advice from the Government, the NHS and the World Health Organisation by visiting the Covid-19 Coronavirus Hub.

The hub also includes specific work to support and guide forces through the crisis and help them to communicate key messages to officers and staff.

And there is also advice on self-isolation, social-distancing in a public role and coping with quarantine.

Humberside Police Federation chair Pete Musgrave said: “We’re in an

unprecedented crisis and the situation is constantly moving and evolving. Oscar Kilo is advising the National Police Chiefs’ Council response around workforce welfare and wellbeing and is providing support to all forces by taking existing Government guidance and translating it into a policing context.

“It’s a really useful resource, and it’s free. With so much going on and the landscape of public health and Government advice evolving all the time, we would encourage members to visit the Oscar Kilo hub for easy access to all available advice on the coronavirus.”

Visit the Oscar Kilo Coronavirus Hub.

The national Federation also has a coronavirus section on its website.

Force 'doing its best' with PPE

The chair of Humberside Police Federation has welcomed efforts by the Force to ensure it gets PPE to officers.

Pete Musgrave was speaking after the Federation's national operational lead, Simon Kempton, gave evidence to the Parliamentary Home Affairs Select Committee and spoke of the need for officers across the UK to have the right protection available when doing their jobs.

"I believe our Force is doing the best it can to get equipment to officers and staff; there seems to be a lot available and I am told more is on its way," says Pete, "I just hope other forces are now able to up their game as it is vitally important that officers have protective equipment so they can continue to serve their communities and also help support the NHS by ensuring the public sticks to the Government's current restrictions on day to day life."

Addressing MPs, Simon Kempton also raised the issues of coronavirus testing for officers and told them that problems with domestic violence and child abuse are likely to be on the increase with people asked to stay indoors for several weeks.

He said officers would need additional support during the outbreak as they respond to incidents in which people with coronavirus have died and concluded by explaining to MPs how difficult it was for forces across the country to deal with policing new legislation around the public's restricted movements.

"When I joined the service 20 years ago, I was never taught how to police a pandemic. Me and my colleagues are continuing to learn. We now have consistent training and it's working – but the messaging from the Government to the public needs to be consistent as well," he said.

"This isn't business as usual, but our day job goes on alongside COVID-19 and we have got to do everything that we usually would – this increases burden on colleagues."

Concerns raised about officer wellbeing

The Federation's national wellbeing lead has warned that members could become mentally and physically overwhelmed by the ongoing coronavirus crisis.

Belinda Goodwin said officers were facing an unprecedented challenge which could have a long-term impact on their wellbeing.

Writing in a blog, Belinda said: "For some it may be easy to forget that behind the uniform they are mums, dads, sons and daughters who are facing the same issues as people within their communities; whether that being caring for vulnerable relatives or sadly being off ill themselves," Belinda wrote in a blog post.

"A combination of juggling family life and paying the bills while working long, often 12-hour shifts, is a perfect storm for officers to feel overwhelmed, mentally and physically torn."

She added: "As more people tragically pass away from this virus, officers are also having to respond to more deaths. We are concerned about the long-lasting impact this will have on their mental wellbeing over

the coming months as they are repeatedly exposed to these traumatic scenes."

Humberside Police Federation chair Pete Musgrave urged members to speak out if they found themselves suffering mentally, emotionally or financially during the crisis.

"It's a tremendously challenging and uncertain period for all of us, not least those members who are at the forefront of the response to this pandemic. They're doing an incredible job in often difficult conditions.

"As a Federation, we're working closely with the Force and doing everything we can to support members and to look after their welfare. If you are struggling with mentally, physically or financially, please don't suffer in silence. Help is available for members, and we can signpost you to organisations for support and advice.

"And if you think one of your colleagues is struggling, then a word of support could make all the difference."

[Read Belinda's blog.](#)



Community gets behind police officers

Officers have been grateful for the public's support during the testing conditions posed by the COVID-19 crisis.

Rainbows in windows and messages of goodwill have lifted members as they continue to do their jobs on the front-line to keep communities both safe and informed.

Every little gesture can make a difference and there have been plenty of those made with little gifts of free food and drinks from

outlets over the past few weeks including Morrisons supermarket in Bridlington which kindly donated a box of goodies to thank the emergency services for their hard work and dedication to keeping everyone safe.

Humberside Police Federation chair Pete Musgrave said: "In these ever-changing times, officers are under more pressure than ever so goodwill messages and kind gestures really have been well received."

Concerned about money? Help is available

Police officers should seek support if they run into financial difficulties during the coronavirus crisis, says Humberside Police Federation chair Pete Musgrave.

With the threat of the outbreak being very much financial, as well as physical, many families have seen their household income drastically reduced due to the loss of a job or self-isolation.

"We are fully aware that police officers face incredibly testing times at the moment with the financial uncertainty of the situation adding to the stresses and strains of their role," says Pete.

"But we want them to know they are not alone and that there are a range of organisations which can offer them help and advice during these difficult times.

"Whether that help takes the form of a loan, a mortgage holiday or some advice and support, I would urge officers to speak up if they are struggling to make ends meet. There is plenty of support available for them to access."

Belinda Goodwin, national wellbeing secretary for the Police Federation of England and Wales, has admitted the growing crisis will bring 'unprecedented financial, mental

health and physical problems' for officers and their families.

"There's no escaping the fact finances will be stretched to breaking point and we'll all be placed under a new type of pressure which none of us has ever experienced before," she explained.

"As police officers, we cope with the unimaginable every day. This though is a brand new, unknown challenge which we'll face together and head-on as always. At this difficult time, there's one piece of advice the Federation can give members which will have far-reaching consequences: please don't bury your head in the sand and think this will just pass over."

Belinda added: "For many years the Federation has worked alongside business partners to offer member benefits and discounts on a range of products. These partners are now stepping up to the mark to help you with your finances and wellbeing."

Visit the national Federation's coronavirus section at polfed.org for more information or contact the Humberside Police Federation office staff, full-time officials or workplace representatives if you are worried about your finances.

Let's Talk Money: how to cope financially?

Police Mutual has produced a special edition of its 'Let's Talk Money' newsletters to focus on coronavirus.

**Police
Mutual**

Police Mutual originally launched the newsletters as part of the Police Federation of England and Wales' ongoing officer wellbeing campaign.

The special edition gives an outline of Government measures to help people through the financial effects of the pandemic and includes a list of top tips for keeping your finances in check.

It also offers suggestions for looking after your physical and mental health.

Police Mutual is keen to support the police service during the current crisis and, in addition to the newsletter, also gives access to a Care Line Service and a health and wellbeing e-portal.

[Read the newsletter.](#)

Calls for tougher sentences on 'coronavirus cough' attacks

Humberside Police Federation chair Pete Musgrave has thrown his weight behind calls for more stringent laws to be introduced if people continue to 'coronavirus cough' in officers' faces.

There have been a number of incidents nationwide in which police officers have been coughed or spat at with the threat or intent of passing on COVID-19 in the process.

This has led to the Crown Prosecution Service (CPS) threatening a charge of common assault to those who do it.

And the Police Federation of England and Wales (PFEW) has called for even more robust laws if the situation worsens with national chair John Apter calling it a 'disgusting act'.

In response to the attacks, Max Hill QC, Director of Public Prosecutions, said he was 'appalled' and confirming that anyone who threatens a key worker as they do their job will be prosecuted.

Pete said: "Officers are under enormous pressure at the minute as they occupy the thin blue line in some of the most testing conditions they will have ever faced. They

are out there doing their job, protecting and informing the public during the coronavirus outbreak while putting others first.

"So, I find it very hard to comprehend how some people can find it acceptable to cough or spit at them in the current climate. It's a disgrace.

"Our job is to protect those officers so they can protect others and so we fully support John Apter's views around the introduction of tougher laws to offer a harsh deterrent to anyone thinking of doing this again."

John said: "Reports of a vile minority using the virus as a weapon against police officers trying to keep them safe beggars belief. Coughing and spitting, threatening to spread COVID-19 to my colleagues is a disgusting act and must not be tolerated on

any level.

"I have raised this serious issue of people using the virus as a weapon or to cause fear with the Home Secretary this week – suggesting there must be emergency legislation put into place if we see an increase of these kind of incidents."

He added: "Yes, there are offences already available, but they are generally minor and do not attract the level of seriousness they deserve.

"We need to see a strong response for those who assault our 999 colleagues in this way - those dedicated men and women who are putting their lives on the line during this crisis.

"Until then, I will keep pushing this as an issue because our emergency service workers deserve nothing less."

“ Officers are under enormous pressure at the minute as they occupy the thin blue line in some of the most testing conditions they will have ever faced. They are out there doing their job, protecting and informing the public during the coronavirus outbreak while putting others first.

120 more officers to get Taser

The Force has been given the funding it sought to give 120 more officers access to Taser.

The Police and Crime Commissioner had earlier this year submitted a bid for £99,000 of the £10 million ring-fenced funding for the devices announced by the Government late last year and, along with 41 other forces across England and Wales, was successful in securing the amount it wanted. Two forces did not seek any of the money.

"The Police Federation has long been calling on the Government to give forces the money they need to roll out Taser training to more officers and then equip them with these devices so, of course, we are pleased about this funding," says Pete Musgrave, chair of Humberside Police Federation.

"Rarely a day goes by when we don't hear of a police officer being injured while carrying out their duties so it is critically important that we ensure they have the equipment they need to protect themselves and the public. Taser is part of that and regularly prevents officers – and the public – being injured.

"We know that officers want to be able to carry Taser. In 2017, when the national Police Federation carried out a survey of all its members, more than 80 per cent of

Humberside respondents said they wanted to have access to Taser at all times but, at that time, only 20 per cent of them actually had that.

"The same survey revealed that less than a third of Humberside Federation members wanted all officers to be trained to be armed at all times when on duty."

In bidding for a share of the £10 million budgeted by the Government, Police and Crime Commissioners across England and Wales sought a total of 7,923 Tasers at a cost of £6.5m. The new money is intended to cover until March 2021.

Neither North Yorkshire or Staffordshire made a bid for funding. The lowest bid was made by Gloucestershire (30) followed by Cleveland (48) and West Mercia and Wiltshire (52 each).

A total of £150,000 has been allocated to support the training of Taser instructors with the remainder of the £10m being used to tackle serious violence and county lines drug gangs.

John Apter, the national chair of the Police Federation of England and Wales, has welcomed the funding allocation.

He said: "I have campaigned for ring-fenced funding for more colleagues to have access to Taser and it's refreshing that the

Home Secretary has listened and acted. It's because of our lobbying that there will be almost 8,000 more Tasers available for my colleagues, this can only be a good thing."

And he continued: "This was a unique opportunity for forces to secure extra protections without shouldering the majority of the cost. I would have liked to have seen every penny of the £10m funding used to fund more Tasers. At a time when officer safety is dominating the headlines, I am surprised that some forces chose not to take advantage of this extra funding."

Home Secretary Priti Patel, announcing the allocations, said: "Our brave police officers put themselves in harm's way to protect us all and Taser is an important tactical option in potentially dangerous situations.

"This funding forms part of our commitment to ensure forces have the powers, resources and tools they need to keep themselves and the public safe."

A recent snap-shot poll conducted by the national Federation suggested 89 per cent of officers would want to routinely carry Taser after being given appropriate training with nearly 97 per cent saying their colleagues should be allowed to carry the devices.

New conduct regs aim to promote learning and development

New conduct and performance regulations aimed at changing the blame and punishment culture to one of learning and development came into effect on 1 February.

The new regulations provide officers with the chance to undertake reflective

practice with their line manager if their performance requires improvement, by discussing how the issue can be avoided in the future, accepting what happened and then moving forward - instead of facing punitive action for minor issues.

There is also a higher threshold for

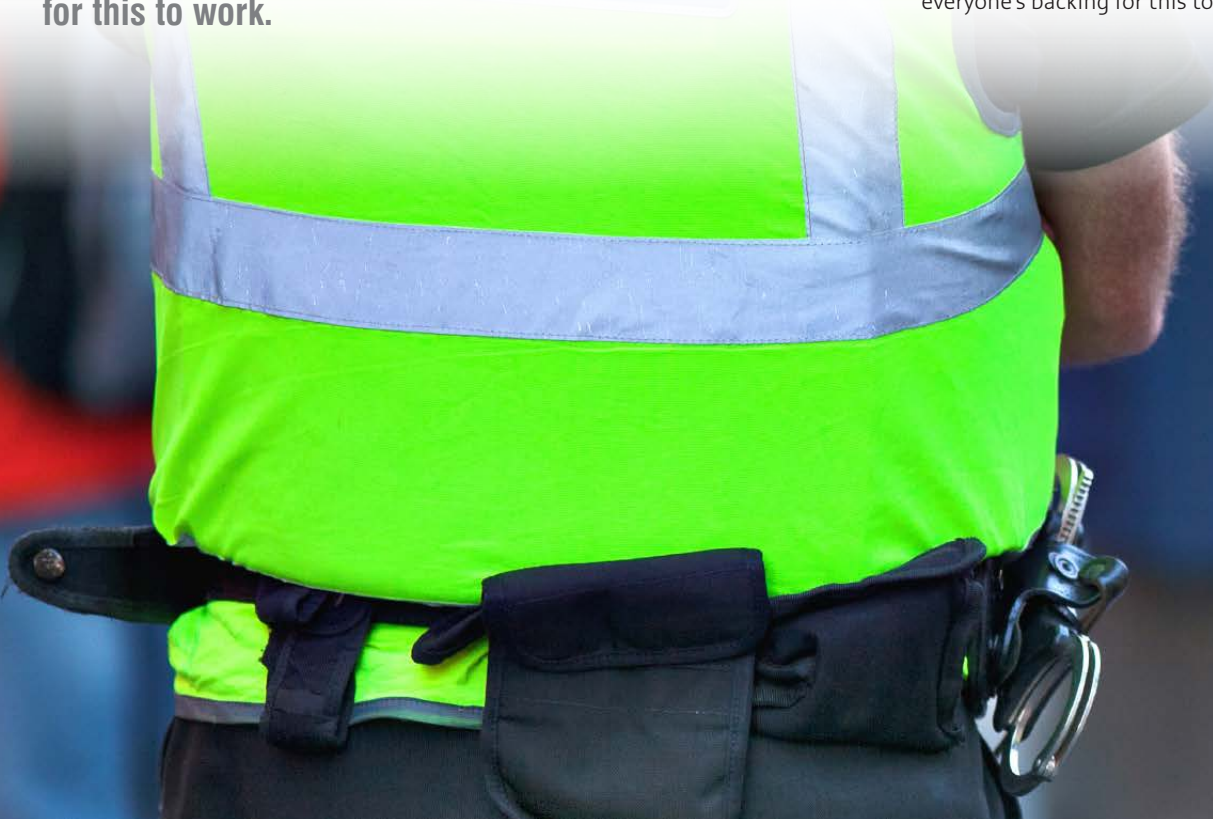
disciplinary action, meaning conduct proceedings will only be triggered if the wrongdoing warrants at least a written warning, while low-level outcomes have been removed.

The harsher outcomes are balanced by the fact that more officers will be diverted away from the misconduct arena and only serious matters will be escalated.

Phill Matthews, the Federation's national conduct and performance lead, said: "The Federation has spent many years lobbying for a culture change in police discipline - away from blame and punishment and towards learning and performance.

"There needs to be a shift in mindset whereby forces are alive to the fact that mistakes, errors or poor working practice can be corrected and learned from - not just by the individual but by the whole service - and learnt from quickly. But culture change does not happen overnight and we will need everyone's backing for this to work."

“ There needs to be a shift in mindset whereby forces are alive to the fact that mistakes, errors or poor working practice can be corrected and learned from - not just by the individual but by the whole service - and learnt from quickly. But culture change does not happen overnight and we will need everyone's backing for this to work.



Reflective Practice Review Process for reviewing officer and participating officer

Officer account

- You will ask the officer for their account and you may undertake proportionate fact finding to satisfy yourself that you fully understand the issues and that the matter is still suitable to be dealt with by Reflective Practice
- If in the unlikely event during your fact finding you discover that the breach is far more serious that it may justify formal disciplinary action you should stop your fact finding and refer the matter back to the AA

Meet with officer

- In all circumstances following your fact finding you will need to arrange a meeting with the officer concerned

Agree pros and cons of the incident

- This discussion should be arranged as soon as practicable and be a constructive dialogue, reflecting on what happened, why, lessons learnt and actions to prevent a recurrence
- Learning points can be established at this stage for both the officer and the organisation

Agree any further action if necessary

Report back

- After the discussion stage you will need to write this all up to send to AA

Close

- Your written report will close the Reflective Practice process and should summarise the previous stages
- Identifying the lessons learnt, remedial actions taken to date and, if appropriate, remedial actions still to be taken along with basic time scales

Move on

- Once you are happy and have submitted your report that is the end of the matter and, apart from reviewing any outstanding action plans both, you and the officer can move on

Referral

Information for participating officer

Fact Finding

Referral back to AA

Discussion stage

Reflective Review Development Report

Move on

- You will be referred to the Reflective Practice process by your line manager or PSD for underperformance or conduct not amounting to misconduct or gross misconduct

- You must be told either orally or in writing
- You will be invited to give an account within five working days
- Be open, reflective and consider what you could have done better
- This is about learning not disciplinary proceedings

- Your line manager can, if they believe it would be helpful to the process, conduct a process of factfinding of the circumstances

- If during fact finding substantial new evidence comes to light which suggests the matter is more serious than had previously been thought your manager may refer back to PSD for reassessment

- The discussion should be as soon as practicable
- Constructive dialogue
- Reflection
- Actions to put matters right if appropriate
- Learning points may be identified for both you AND the organisation

- The report can include actions such as:
- Management meetings/mediation
 - Shadowing/mentoring by other officers
 - Proportionate restorative action
 - Training and learning action plan/PDR entry
 - Or no further action if appropriate

- Once your line manager submits the report that is the end of the matter and, apart from a review of any outstanding action plans, you can move on

Disciplinary action outcomes under the new regulations starting with the least severe

Misconduct meeting

- A written warning - 18 months
- Final written warning - two years.

Misconduct hearing

- Final written warning two to five years
- Reduction in rank in exceptional circumstances where the rank was an issue
- Dismissal.

The new regulations also bring in other changes including opportunities for early review of allegations. This means that if at any time before a meeting or hearing it appears the allegation no longer meets the high threshold test for disciplinary proceedings the matter can be reassessed and discontinued or moved into the Reflective Practice Review Process

They also set time limits. If an investigation is not completed in 12 months a report detailing why must be sent to the police and crime commissioner from the appropriate authority, and every six months after that detailing why there has been a delay and what is still required.

Phill has particularly welcomed this development.

He explained: "We are massively encouraged the Home Office has acknowledged investigations should normally be dealt with within a 12-month period which is something we will continue to push for through our Time Limits campaign.

"Protracted, disproportionate investigations are hellish for officers and have ruined both the working and home lives of some due to the enormous amount of stress and anguish they are put through.

"But there is still more work to be done and we will continue to work with the Home Office, chiefs, HMICFRS and the Independent Office for Police Conduct to monitor how it's being implemented across forces, so our members are treated more fairly in the future."

All Federation conduct and performance liaison officers have been fully briefed and trained in the new regulations. Members with any concerns should contact the Federation office.

[Home Office Guidance](#) on how they should be interpreted has now been published.

IOPC chief outlines progress

Humberside Police Federation chair Pete Musgrave has once again stressed that it is in nobody's interests to have long-standing police conduct investigations dragging on, and insists IPCC legacy cases should be assessed to see if they should be closed off.

He was responding to a new report by Michael Lockwood, the director general of the Independent Office for Police Conduct (IOPC) on its efficiency, effectiveness and profile.

Pete said: "We have long called for investigations to be completed within 12 months of the allegation and will continue to push for this through the national Federation's Time Limits campaign.

"While we must continue to maintain and to improve professional standards, there must be consideration as to the welfare of officers and to the timeliness of investigations.

"It's not in the interests of the public, the police service or individual officers for investigations to drag on. They can have a huge impact on officers' lives."

Mr Lockwood's report was responding to a letter from the Home Secretary, Priti Patel, asking him to provide a comprehensive plan for delivering improvements in the timeliness and quality of investigations as

well as better scrutiny around any decision making.

Proposed actions included in the report include:

- **A new streamlined investigation process for lower-risk cases, which has helped to reduce the average time it takes to complete investigations.**
- **Engaging extensively with the Federation and other staff associations to develop a respectful relationship and greater co-operation to action any concerns.**
- **A multi-disciplinary Critical Case Panel, chaired by the director general, which now oversees particularly complex or high-risk cases to ensure cross-organisational support and assurance that work is properly resourced.**
- **New opportunities for users to feedback and challenge the IOPC's work, including the introduction of restorative practice debriefs, which will allow users to discuss any concerns directly with IOPC staff.**
- **An External Stakeholder Reference Group, consisting of a range of statutory and non-statutory external stakeholders, to challenge and influence work.**

Pete said: "We look forward to



Michael Lockwood, director general of the IOPC.

maintaining and building on our relationship with the IOPC to ensure the best outcomes for our members in the future. It's encouraging to see Mr Lockwood acknowledge some of the IOPC's investigations have taken too long and that he's looking to address it.

"That should include a focus on training investigators – particularly around disclosure – and for all outstanding legacy cases to be urgently reviewed to establish if they can be closed off sooner rather than later."

Mr Lockwood said the report highlights the significant progress the IOPC is making in its work to make a real difference to policing, operationally, organisationally and culturally.

"Our plans are ambitious, and we are determined to bring about continued further improvements in our own work and across broader policing practice," he said.

“ We have long called for investigations to be completed within 12 months of the allegation and will continue to push for this through the national Federation's Time Limits campaign.

Time for review of legacy conduct cases

All legacy conduct cases should be reviewed by the Independent Office for Police Conduct (IOPC), according to the Police Federation's national conduct lead.

Phill Matthews was commenting after the IOPC withdrew a direction to

compel Bedfordshire Police to hold a gross misconduct hearing following the death of a man in custody which left five police



Phill Matthews.

officers in limbo for almost seven years.

"This matter must be a catalyst for change and all long-running cases must now be reviewed with the same vigour before they too come to hearings - particularly outstanding legacy cases from the IPCC era."

He added: "If ever there was a case that exemplified the need for Time Limits on police misconduct investigations, this is it."

Phill also called for better disclosure training for investigators.

Leon Briggs (39) died in hospital on 4 November 2013 after becoming ill at Luton Police Station where he had been detained under the Mental Health Act.

In March 2018 the Crown Prosecution Service decided none of the five police officers and the one detention officer who

had been in contact with Mr Briggs before his death should face criminal proceedings.

The IOPC pressed on with misconduct proceedings against the officers, directing their force to hold a gross misconduct hearing due to have run from 7 February to 28 February.

But on 21 February, the IOPC announced it had rescinded its decision, after the Federation had flagged numerous failings regarding the disclosure process which meant the officers could not be guaranteed a fair hearing.

You can find out more about the Federation's Time Limits campaign at www.polfed.org/campaigns/time-limits



Federation campaign puts focus on mental health

Officers' mental health must be seen as important as their physical wellbeing, according to Humberside Police Federation chair Pete Musgrave.

Pete spoke out on the issue on the day that the national Federation launched a wellbeing campaign encouraging officers to talk about their mental health.

The campaign, called Hear 'Man Up', Think 'Man Down', was launched to coincide with Time To Talk Day on 6 February.

"As a Federation, we have noticed a marked increase in the number of officers who are showing signs of mental ill-health and we are working with the Force and other partners to make sure that we are doing all we can, not just to give people access to support but also to ensure that line managers and supervisors can recognise the signs that someone may be struggling," says Pete.

"We all have a part to play in this. We need to speak to colleagues, listen to what they are saying and act on any signs that they may be suffering from mental ill-health."

Humberside Police Federation secretary Helen Collier has been on a mental health first aid course and the Federation is working in partnership with the Force to provide a number of these courses for sergeants and inspectors.

"We need to raise awareness of the signs

to look out for and also the support that is out there, through the Federation and other organisations," says Helen, "While we are seeing more people being open at mental ill-health there is still a stigma around it and we need to break that down."

Talking about the national campaign, Belinda Goodwin, the Federation's national wellbeing committee secretary, said: "We want to get cops to talk to one another, it's as simple as that, and to take notice when they see changes in any of their colleagues – not to ignore the signs, and worst of all tell them to 'man up', 'get over it' or 'pull themselves together'. The campaign will build awareness of what signs to look out for and signpost to where officers can get help if they need it.

"If we can just get our members and reps to face any issues and seek help, then it can only be a good thing."

The campaign follows a study by the Federation's research and policy support department, which revealed the extent to which officers are struggling with their mental wellbeing,

Officers are being encouraged to support the campaign and to help promote the message that it's okay to talk. Join in the campaign on social media using the hashtags #ManUpManDown and #PoliceWelfare.

HEAR 'MAN UP' THINK 'MAN DOWN'

1 in 4

Emergency service workers have considered taking their own life



Up to 2 police officers commit suicide every month

x2

Emergency service workers are twice as likely to suffer from mental health problems as a result of work pressures than the general public - but they are much less likely to seek support

FINE

81% of people who say they are "fine" don't mean it

75%

75% of suicides are men

#1

Suicide is the biggest killer of men under 45

SIGNS TO LOOK OUT FOR

- Talking (even joking) about wanting to die
- Finding it hard to think clearly or cope with day-to-day life
- Feeling hopeless or saying things like "everything is against me"
- Being anxious, irritable or aggressive
- Drinking more - or drinking alone
- Being withdrawn. Wanting to be left alone. No longer enjoy things
- Sleeping too much or too little
- Feeling tearful or experiencing mood swings
- Feeling tired or exhausted all the time
- Missing meals or group activities
- Loss of personal discipline. Late. Scruffier than usual

RISK FACTORS

- Relationship and family problems
- Loss - inc bereavement
- Financial worries
- Job related stress
- Loneliness and isolation
- Depression
- Painful and/or disabling physical illness
- Heavy use of alcohol or other drugs

SOUND THE A.L.A.R.M

Ask
Open ended questions:
• How are you
• You don't seem yourself, is everything ok?
• I have had a terrible week, how was yours?

Listen
With empathy and without judgement

Allow time
Don't rush them or feel like you need to fill the pauses. If they really don't want to talk, let them know you will be there for them when they are ready.

Reassure
Let them know they are not alone and that help is available

Make a plan
Is it safe to leave them alone?
Make a date to check in with them.
Encourage them to tell others and get help
You can contact the Samaritans anonymously and ask them to get in touch with someone else.

GET HELP

- Call 116 123 or email jo@samaritans.org
- Call 0300 303 55999 Monday- Friday 9-6
-
- Contact your Fed Rep to see if you could be eligible for the Welfare Support Programme.

www.polfed.org/manupmandown
#ManUpManDown
#WhatNotToSay





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Federation calls for five per cent pay rise for officers

Police officers should be given a five per cent pay rise in September this year, the Police Federation has said.

The uplift is one of 20 recommendations being made to the Police Remuneration Review Body (PRRB) in a joint submission by the Police Federation of England and Wales and the Superintendents' Association today.

"We need this pay rise to ensure the unique role officers play in society is recognised but also to help with the current three-year plan to recruit 20,000 officers across England and Wales," says Pete Musgrave, chair of Humberside Police Federation.

"The results of the Federation's pay and morale survey last year revealed that 70 per cent of Humberside officers were dissatisfied with their overall remuneration package, including basic pay and allowances, with 37 per cent saying they worried about the state of their personal finances every day or almost every day.

"Around 10 per cent reported never or almost never having enough money to cover their essentials and this is totally unacceptable. Police officers have enough on their plate carrying out a demanding role in which they run towards danger as others run away without having to worry about making ends meet and we need the Government to act on officer pay so that it reflects the importance of the work they carry out."

Other recommendations in the submission to the independent pay review body include:

- **The introduction of a minimum starting salary £24,177**
- **The removal of the lowest two pay points for constables to help recruitment**
- **The shortening of the constables' and sergeants' pay scales so officers reach the top faster, and**
- **The introduction of new top pay scale points for all ranks, to incentivise retention.**

The recommendations form part of a 143-page report submitted to PRRB and compiled by the Federation's research and policy support department.

National Federation chair John Apter explains: "For too many years police officers have been treated with contempt by government with their pay having effectively been cut by 18 per cent in real terms over the past decade.

"And while we are starting to see some positive moves from the new Government, ministers now need to show they are serious about their commitment to policing, by paying police officers fairly for the uniquely challenging job they do.

"Some new recruits will be taking home just 15p an hour more than the basic living wage. This sticks in the throat when you hear Government ministers say how much they support our police officers. Support needs to be more than kind words.

"Over the past year we have seen police officers undertaking extreme acts of bravery such as confronting terrorist to protect the public; and tragically we have also lost colleagues in the line of duty. All of which highlight the risks police officers face every day. It truly is a job like no other."

Last year, the Government implemented the PRRB recommendations, having failed to do so the two previous years with officers receiving a 2.5 per cent pay rise on 1 September 2019.

A series of oral evidence sessions will now take place and the PRRB is expected to make its final recommendation to the Government in July, with any pay award being effective from 1 September 2020.

[Read the full submission.](#)

Help shape a new Police Covenant

The Home Secretary has announced an eight-week consultation period for a Police Covenant.

The covenant will enshrine the welfare of officers, police staff and their families in law and will seek the views of police officers, their families and other stakeholders on how best to protect the physical health and mental wellbeing of police officers and also recognise their bravery and hard work.

Priti Patel made the announcement in a statement to Parliament, saying: "Our outstanding police deserve the upmost respect, support and recognition. Brave officers put their lives on the line every day to keep us safe, demonstrating remarkable courage, sacrifice and public duty.

"They face extraordinary pressure as they protect the people they tirelessly serve from terrorists, serious violence and exploitation. Their families too often fear for their safety or are left to pick up the pieces when something goes wrong.

"From day one, this Government has put our world-class police first and prioritised their wellbeing. We are determined to give our officers the enhanced support they need, so I have accelerated work on this pledge to protect both them and their loved ones. Our commitment to ensuring our police have the recognition they deserve is absolute, so this Covenant will be enshrined in law. This will leave no room for doubt, creating a statutory duty to do more to support our police."

Pete Musgrave, chair of Humberside Police Federation, is urging all officers to take part in the consultation.

"This consultation is an opportunity to help shape what a Police Covenant will look like. It is simple to fill out and asks for people's views on the wording of the covenant and who it should apply to but also asks questions around officer safety, health and wellbeing and the Government's role in setting standards for safety equipment.

"This is something that we have been wanting for some time and we need to get it right. It is your chance to have a say and shape the future of policing and it could make a difference for generations to come."

[Take part in the survey.](#)

The consultation closes on 22 April.





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Team work recognised in bravery award nomination

Twelve Humberside officers have been nominated for the national Police Bravery Award after tackling a man who was threatening customers with a meat cleaver and a drum of petrol.

The incident unfolded on 11 September 2018 in the Barclays Bank and Santander branches in Hull city centre.

Many calls were received from members of the public who were in the banks, extremely scared and fearful for their lives as the man brandished the weapon and set light to the petrol he had poured in the buildings.

The officers involved in arresting him have been put forward for the awards, which will be held in London in July, by Humberside Police Federation.

"These officers acted in the finest

traditions of British policing," says Helen Collier, secretary of Humberside Police Federation, "They put their lives on the line to protect members of the public who were caught up in a horrifying incident. In nominating these 12 officers, we wanted to show that, while each played a different role in tackling this dangerous individual, they worked together as a team and each one played their part in bringing this incident to a safe conclusion."

The first officers to arrive at the scene were PC Robert Toyn and PC Joe Gorman who ran into Barclays without hesitation. PC Gorman drew his Taser, but was directed not to discharge it by PC Toyn because of the petrol on the floor.

They took control of the situation, pushing the crowd away from the bank and

containing the suspect until firearms officers arrived.

PC Daniel Higgins, PC Amy Edwards and PC Olivia Bailey were the next three officers on scene and helped create a sterile area, keeping the public back.

Firearms officers PC Michael Barratt and PC Philip Stannard arrived soon after and they both immediately ran into Barclays to see the suspect trying to set light to the petrol. They discharged two fire extinguishers to prevent ignition. PC Barratt then deployed his Taser as the defendant was running towards him, trying to stop him.

PC Stannard, PC Toyn, PC Gorman, PC Higgins, PC Edwards and PC Neil House then chased the suspect through the interchange where firearms units were then able to stop him. PC Jim Charlesworth and PC Dan Goulden deployed baton rounds and PC Dan Hermann then deployed Taser.

PC Rich Ellis helped detain the man.

Ahmad Mohammed (25) from Innsworth Garth, Bransholme was charged with attempted robbery, arson with intent to endanger life, three counts of possession of a bladed article, affray, criminal damage and threats to commit criminal damage in relation to the incident. He was given a hospital order.

The awards aim to highlight and showcase the amazing work officers do every day and to celebrate the very best in British policing.

“These officers acted in the finest traditions of British policing. They put their lives on the line to protect members of the public who were caught up in a horrifying incident. In nominating these 12 officers, we wanted to show that, while each played a different role in tackling this dangerous individual, they worked together as a team and each one played their part in bringing this incident to a safe conclusion.

Claim tax relief on your subs

Members can claim tax relief on their Federation subscriptions.

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

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

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

Contact the Federation office for a template letter to claim your rebate.

Spa prize winner

PC Stef Parker from Scunthorpe was the lucky winner of our monthly prize draw for March.

The prize is £400 worth of vouchers for Titanic Spa in Huddersfield so, while the prize can't be enjoyed just yet, it does give Stef something to look forward to.

If you are already in our Group Insurance Scheme, you will automatically be included in the monthly draws. There is nothing for you to do other than sit back and wait.

If you haven't yet joined but are a serving officer, a member of police staff or a Special Constable and want to know more, please contact Jen or Laura on **01482 653480** or email them at admin@humber.polfed.org for more information or details on how to join.

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