

frontline

THE MAGAZINE OF HUMBERSIDE POLICE FEDERATION

SUMMER 2020



Policing the pandemic

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Secretary's foreword

By Helen Collier,
secretary of
Humberside Police
Federation



Welcome to the summer edition of our summer magazine.

The last four months have been dominated by the pandemic with police officers, as you would expect, remaining on the front-line, serving and helping to protect their communities.

This has, of course, added a whole new area of work as officers have sought to follow the Four Es – engaging, explaining, encouraging and, as a last resort, enforcing – to ensure that everyone follows the Government's guidelines.

It has been challenging, and not least because of the number of people who have spat at or coughed over officers while claiming to have coronavirus. You wouldn't think people could sink so low.

But despite the challenges of the pandemic, in many ways we have maintained a 'business as usual' approach. Where possible, people have been working from home as directed by the Government back in March but, of course, that has not been possible for everyone.

Police officers – and staff – have put their own health, and that of their families, at risk as they have continued to deliver policing services and, as a Federation, we have also been on hand, as ever, to offer members support and advice.

Like everyone else, the Federation has

had to adjust to the new normal. Our annual conference, which was due to be held in Manchester over two days in the middle of June was cancelled but, as there was still essential business to do, we held a virtual conference, which lasted just a few hours.

Other events in the policing year have also been affected, most notably the National Police Memorial Day in September. While the planned service on the last Sunday of September will not go ahead, an online service is being organised. Likewise a virtual event is being organised to replace the Police Unity Tour which usually sees police officers and staff, plus family members and other supporters, take part in a sponsored cycle ride to raise money for the incredible work carried out by Care of Police Survivors. The ride usually ends at the National Memorial Arboretum where a service of remembrance is held to honour fallen officers.

Hopefully, we are now moving back towards a more normal way of life but restrictions will remain in place for some time and other more localised lockdowns are likely.

We will, as ever, keep you informed of the developments affecting you, on our website www.polfed.org/humber so please visit this regularly to keep up to date and also follow us on social media.

Also check out the offers available to all members through Perkjam – details are available on the Member Services page on our website. There really is something for everyone with some great deals on everything from clothing and homeware to cars and eating out.

Pensions consultation

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, was launched on Thursday 16 July and 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."

The Government has also published a range of accompanying documents about the consultation process. Find out more at <https://tinyurl.com/yajk2up6>

We will keep you informed as more information becomes available.

Pay increase: the first step but a way to go

This year's 2.5 per cent pay award is a step towards getting police officers' wages back to where they should be after years of below-inflation salary increases, according to Humberside Police Federation secretary Helen Collier.

Helen also welcomed the fact that the Government, in announcing the pay award on 21 July, had accepted in full the recommendations of the Police Remuneration Review Body (PPRB).

"This has not always been the case so I am pleased to see that the Government is now following due process and backing the findings of the independent body set up to advise on police officer pay," says Helen.

In a joint submission to PPRB in February, the Police Federation of England and Wales and the Police Superintendents' Association had called for a five per cent pay increase across all ranks.

"Clearly, this submission was made before the pandemic and the consequent financial crisis we are facing as a country," says Helen, "Given the current circumstances, I welcome this increase as a step towards

getting us back to where we should be after years of below-inflation salary increases that saw officer pay fall by 18 per cent in real terms over the 10-year period of austerity.

"But, I must stress this is just a step in the right direction. Police officers need to be paid fairly for the unique role they play in society. They put their lives on the line, running towards danger as others run away so that they can tackle and prevent crime, protect the vulnerable and maintain order.

"The Police Federation will continue to fight for a better pay deal once the economy allows."

Helen's views were echoed by the national chair of the Police Federation who 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 pay rise will mean a constable will receive an extra £1,100* 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.**

* This takes into account salary plus allowances.

“ Given the current circumstances, I welcome this increase as a step towards getting us back to where we should be after years of below-inflation salary increases that saw officer pay fall by 18 per cent in real terms over the 10-year period of austerity.



Tougher sentences sought

Doubling the maximum sentence for offenders convicted of assaulting officers must be backed up by the criminal justice system, according to the chair of Humberside Police Federation.

Pete Musgrave says that the courts have to use the sentencing powers available to them to send out the message that attacks on emergency workers will not be tolerated.



*Pete Musgrave,
chair of
Humberside Police
Federation.*

He was speaking after the Government launched a four-week consultation on 13 July that could increase the maximum jail sentence for assaulting emergency workers to two years.

Pete said: "Our brave members and their emergency service colleagues have put themselves in harm's way to protect the NHS and serve their communities during the pandemic. And one of the things that has shocked and saddened me during this unprecedented crisis has been the number of attacks on police, in particular those where people have spat at or coughed on officers while claiming to have coronavirus. That is just despicable.

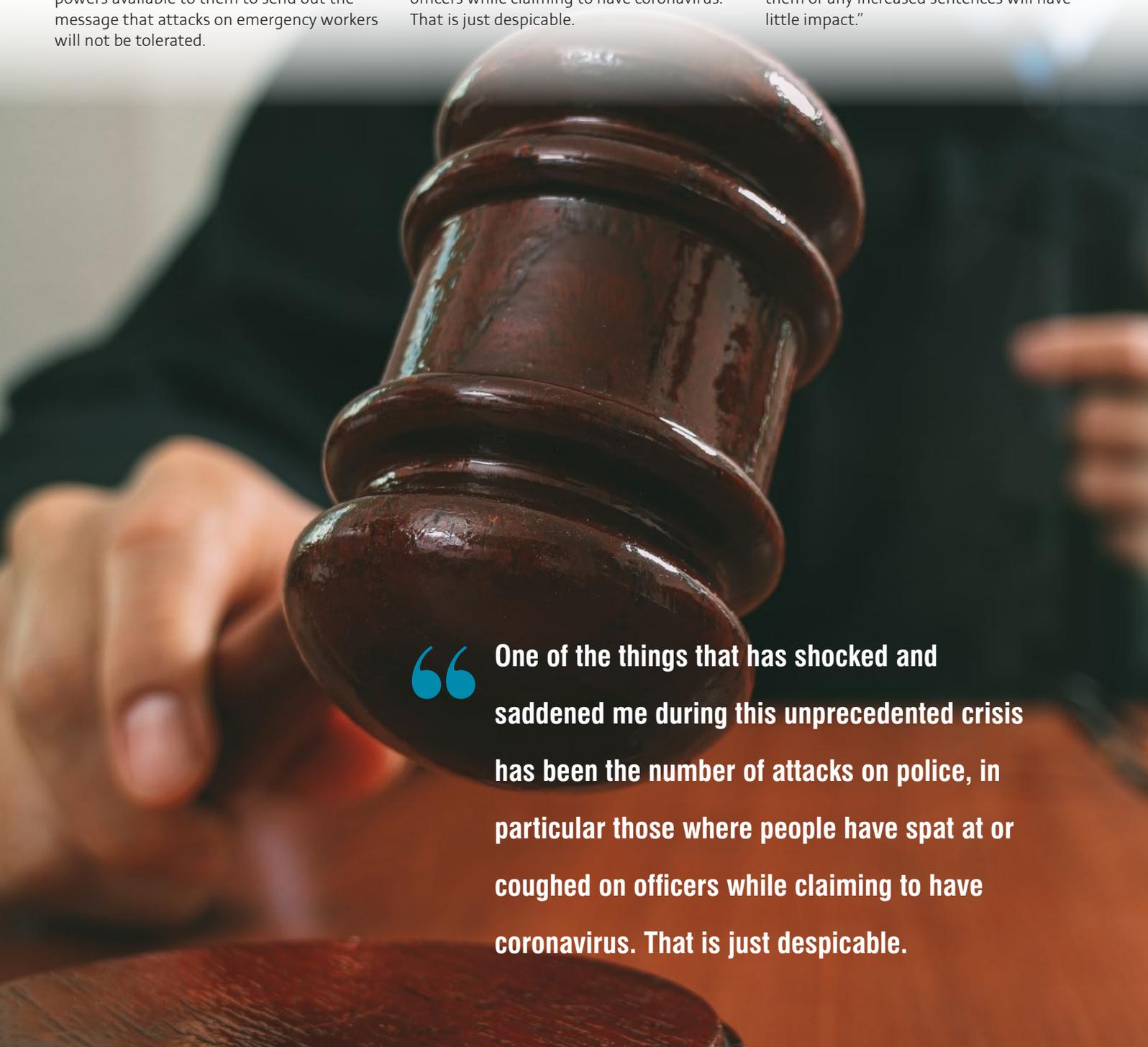
"As a Federation, we have repeatedly raised our concerns about the number of assaults on our members and our Protect the Protectors campaign led to the Assaults on Emergency Services Workers (Offences) Act being introduced in November 2018.

"But, sadly, the one-year maximum jail sentence it set out for these offences doesn't seem to be a suitable punishment or a deterrent to others.

"I welcome these proposals for a two-year maximum sentence, but we need our courts to hand down consistent sentences and to use the powers available to them or any increased sentences will have little impact."



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Crime down, officer assaults up

Police recorded crime across England and Wales has fallen 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.

Pete Musgrave, chair of Humberside Police Federation, said while a continued decrease in crime was to be welcomed, it was concerning that police officers and other emergency workers were increasingly coming under attack.

"An assault on a police officer or another emergency service colleagues is abhorrent at any time but during the coronavirus crisis it

is particularly sickening," says Pete, "We have officers who are going out on the front-line day in, day out, seeking to serve and protect the public while putting their own health and safety and that of their families at risk and yet there are people out there who think it's OK to spit or cough at them or subject them to a physical attack.

"I am sure the rise in these attacks will at least be in part due to people weaponising this virus and spitting at or on police officers while claiming to have COVID-19 and then, of course, we will also be seeing figures coming through from incidents related to the protests in various cities in recent weeks."

John Apter, national chair of the Police

Federation of England and Wales, has also condemned the increase in attacks.

"The lockdown restrictions have prevented criminal activity, which is a good thing for the public. The slight increase shows that as the lockdown has lessened, the opportunities to commit crime has increased," he explained.

"It is of serious concern that, while overall crime has dropped, assaults on emergency workers have increased by 24 per cent. I do not accept any excuses for this rise - any violence shown towards police officers or any emergency workers must be taken seriously by the criminal justice system and should send the message that this is completely unacceptable."

£2 rise in Federation subs

Monthly subscriptions to the Police Federation will increase by £2 a month to £23.58 from 1 September this year.

The increase, which is the first since 2011, was supported by delegates who took part in a Police Federation of England and Wales (PFEW) virtual conference on 17 June.

Members can apply for tax relief on their Federation subscriptions and this would mean they paid £18.86 a month for the range of services and support offered through the Federation.

In a joint statement issued after the vote by Federation representatives from across England and Wales, national Federation chair John Apter and secretary

Alex Duncan said: "This decision allows the Federation to continue to do the very best it can for our members and to represent them to the best of our ability."

They explained: "PFEW's National Board recommended the increase after considering it was in the best interests of the members, and the organisation. Having avoided any increase in subscriptions for a decade when colleagues suffered years of austerity and pay freezes, this increase was essential to allow current levels of support and assistance for members to be maintained.

"For a number of years, PFEW has bridged the gap between income and expenditure by using reserves. This is not sustainable in the longer term as costs continue to rise due to

inflation.

"Increasing subscription rates for our members was not a decision we have come to lightly. In an ideal world we would have been able to continue as we had but, after almost 10 years of subscriptions being frozen, we reached the point that doing nothing was not an option."

Delegates voted in favour of three motions, all with effect from 1 September 2020:

- **The monthly voluntary subscription rate to PFEW to be £23.58**
- **Student officers who elect to subscribe to PFEW will be entitled to a 50 per cent discounted rate for the first year of their service, thereafter they will pay the normal subscription rate**
- **Those who join the service on the Direct Entry Inspectors' Scheme will pay the full subscription rate.**

The virtual conference was organised after the annual national Police Federation conference, which would have been held in Manchester on 16 and 17 June, was cancelled due to coronavirus. Last year's conference was also cancelled, as a result of a cyber-attack on PFEW.

“Increasing subscription rates for our members was not a decision we have come to lightly. In an ideal world we would have been able to continue as we had but, after almost 10 years of subscriptions being frozen, we reached the point that doing nothing was not an option.

Fed to open to Specials

Humber side branch secretary Helen Collier has welcomed moves to allow Special Constables to join the Federation.

Helen, who sits on the national Federation's working group for Specials, said she was 'delighted' they would be able to have the representation, support, advice and protection offered by the Federation.

Helen said: "I'm particularly proud of the commitment Specials have shown during the coronavirus pandemic. Their efforts have been amazing. They've played a huge part in our response and have really demonstrated their value to the Force. They've given up their time freely and face the same dangers as our members.

"We're delighted that we will be able to welcome Specials into the Federation family and to offer them the representation, support, advice and protection they need and deserve."

Under current legislation, Special Constables in England and Wales are not allowed to be Federation members.

But the Police Powers and Protections Bill, due before MPs later this year, will seek to allow Specials Federation membership.

Delegates voted in favour of Specials being allowed to join at the Police Federation's annual national conference in 2014 but two years later the Home Office decided against the move.

IOPC chief's pledge

The director general of the Independent Office for Police Conduct (IOPC) says there is an opportunity to improve the speed of investigations but says this must not come at the expense of quality.

Michael Lockwood's comments, which were made in an online meeting with Police Federation conduct leads, have been welcomed by Humberside Police Federation's conduct lead Ian Spain.

"We have seen improvements in the way the IOPC works in the last 12 to 18 months and we have established effective working relationships with our contacts at the regional branch," says Ian.

"Where there have been issues, we have been able to raise these and this has led to action being taken. That said, I fully agree with what the director general is saying. The IOPC needs to build on progress to date and ensure that its investigations are timely and proportionate while also making sure that any officers involved in a case are kept fully up to date with developments.



"We see first-hand the damaging effect prolonged conduct investigations can have not just on the health and wellbeing of the officers involved but also their families and friends who try to support them through the process.

"It is also frustrating that the IOPC has been able to take so long as the police officers' workbook checks are 28 days for victim and witness updates and there can also be issues where officers are witnesses to coroners' enquiries undertaken by the



Michael Lockwood, director general of the IOPC.

watchdog and we help there too."

Ian was able to raise his own concerns with Mr Lockwood personally when he visited the Force last year

During the recent online meeting, Mr Lockwood gave a commitment that the IOPC would now notify officers if they would be served with a notice within three months.

Ian believes that would be a step in the right direction after Federation conduct leads had raised concerns that officers were being left in a very frustrating and uncomfortable position of not knowing what was happening with investigations for lengthy periods of time.

Mr Lockwood insisted the IOPC is

'working hard' to learn lessons and improve and said: "We know that, for police officers and staff involved in our investigations, this can be a time of considerable concern.

"To reduce this impact, we will introduce a new commitment that, when an investigation is not completed within three months, we will aim to confirm the status of all those involved – whether they are to be considered witnesses or to serve the appropriate misconduct notices."

The Federation's Time Limits campaign has called for investigations to conclude within 12 months as standard, from the point of an allegation being made. This follows the criticism the IOPC has encountered from the Police Federation over cases that have dragged on for five or more years.

Mr Lockwood also told the conduct leads the IOPC had streamlined its case management data entry and hired specialist report writers.

"This is a great opportunity here to future-proof investigations, he said. "If we can do them in two or three months, let's do them in two or three months - but not at the expense of quality."

He also pointed out the IOPC had closed 93 per cent of investigations within 12 months to the end of October 2019.

But he added: "We are not at the winning line yet. We need to make improvements which are sustainable by operating quicker, being proportionate and learning best practice from other organisations. I am in the process of visiting all forces and I am grateful for the advice already given to me by front-line officers I have spent the time speaking to."

New policy on DSI

Officers involved in all Post-Incident Procedures (PIP) will now have the same protection given to those subjected to a firearms PIP.

The move comes after the College of Policing launched a Death or Serious Injury Authorised Professional Practice (DSI APP) Policy setting out the steps that should be taken by a force to protect officers legally, look after their welfare and support them during an investigation.

"Firearms officers have been covered by a death or serious injury policy for a number of years now and this has been tested through the courts, setting a standard

that ensures officers are protected and supported but also helps them to provide the best possible evidence to any investigation," says Ian Spain, Humberside Police Federation conduct lead.

"This new policy from the college will ensure that this is now extended to all officers involved in a PIP and I would therefore encourage all officers to read it and also familiarise themselves with the PIP process.

"All too often, officers assume that these types of things just don't apply to them but no one should make that assumption and having some knowledge of what is involved can make the whole process less daunting."

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Officer fatigue exposed

Almost half of 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 responded to the survey carried out by Oscar Kilo, the National Police Wellbeing Service, and the College of Policing. Oscar Kilo and the college have now pledged to carry out research with experts from around the world, together with UK practitioners and staff associations, to look at ways to reduce the growing issue of officer and staff fatigue.

"This is an incredibly important piece of work," says Helen Collier, secretary of Humberside Police Federation, "We are all aware that shift workers are more likely to experience poor quality sleep and the results of this survey give us the firm evidence of that.

"The nature of police work means officers are having to make split-second decisions that can have a critical effect on how an incident unfolds. If officers are fatigued it is going to have an impact on their decision-making processes but fatigue can also have a lasting effect on people's mental health and wellbeing.

"It is time for the police service to not just talk about officer and staff wellbeing but also to take action to see what can be done to address fatigue."

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.

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Roads policing 'inadequate'



An inspection by Government inspectors has found that roads policing is inadequate in some forces and that capability and capacity often did not meet demand.

Humberstone was one of seven forces inspected by Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) but strategic leaders, officers and staff at only two – West Midlands Police and the Met – demonstrated a strong commitment to roads policing and the positive effect this had on road safety, according to the inspection team.

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

The report "Roads Policing: not optional" 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.

It 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.

Inspectors identified a lack of co-ordination hindered effective engagement with partners and the public. They 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 also urged the Government to include roads policing within the Strategic Policing Requirement.

Humberstone Police Federation chair Pete Musgrave welcomed the report.

"For many years now the Police Federation has been raising concerns about the effects cuts to policing budgets have had on the service as a whole but on roads policing in particular," he explains, "Roads policing should be viewed as a core function by all police forces but this just does not seem to be the case.

"This report throws a spotlight on roads policing and reveals the evidence that should make the Government, police chiefs and PCCs do more to make roads policing a priority. We cannot stand by and let more and more people get killed or seriously injured on our roads and do nothing to try to improve road safety. We need to have more roads police officers on our roads tackling the Fatal Four, carrying out enforcement, educating drivers and general providing the policing presence that we know reassures the public but disturbs the criminals."

Read more at <https://tinyurl.com/y5f17h78>

Support campaign

Officers who have been involved in incidents in which they have been injured – or risked injury – due to a driver making off after a police stop are being urged to help build a body of evidence that could help secure a change in the law to give colleagues better protection in the future.

The Federation is working with the Home Office to amend the new Police Powers and Protections Bill to allow for a new requirement for officers to order motorists to get out of their vehicles when asked to do so after a police stop.

It comes after a series of incidents in which officers have been seriously injured by drivers who when stopped refuse to get out of their vehicle and then drive at them when making off.

Officers who have been involved in incidents where they have been injured – or risked injury – after stopping a vehicle should email Tim Rogers, the Federation's national response driving lead, at

tim.rogers@polfed.org

Have your say

Federation members are being asked to contribute to a review of roads policing. The review comes after a 10-year period in which the number of people killed or seriously injured on the roads has plateaued after years of steadily declining.

It is being conducted by the Department for Transport (Dft), working with the Home Office and the National Police Chiefs' Council, and will explore:

- **How intelligence could be better used to target dangerous behaviours**
- **How technology can assist in enforcing road traffic law now and in the future and,**
- **How to better understand the value of enforcement in influencing road user behaviour and the current enforcement capability.**

The Roads Policing Review Call for Evidence has now been published with the Federation urging members to use this opportunity to share their views and experiences.

Find out more at <https://tinyurl.com/yddoa5fw>



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Memorial day

This year's National Police Memorial Day Service has been cancelled because of the ongoing restrictions caused by the coronavirus pandemic.

The event was due to take place in Lincoln on 27 September.

The National Police Memorial Day co-ordinator, the Reverend Canon David Wilbraham MBE, said: "We are absolutely committed to mark National Police Memorial Day over the last weekend of this September and do so in a way that will enable you and others to be part of it. It is likely that this will be an online memorial service. As soon as a decision has been made, we will make a further public announcement."

The event will return to Lincoln next year with the event planned for Sunday 26 September. The 2022 memorial day event will be in Northern Ireland.



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Bookings and enquiries can be made by emailing the Federation office – admin@humber.polfed.org or visit our website at polfed.org/humber to find out more and see our holiday brochure which is in the Group Insurance Scheme section.

Bookings – which must be made by email - will be made on a first come, first served basis and can be made by any

▲ *The newest property in the scheme's portfolio in Whitby, North Yorkshire.*

police officer or police staff member (serving or retired) who is a member of the Group Insurance Scheme.

A non-refundable deposit/administration fee equivalent to one night's stay at the chosen holiday home must be paid within seven days of booking by card, cash, bank transfer or cheque. If the deposit/administration fee is not received within two weeks of booking, the holiday dates will be released.

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Member offers

Members can now access a wide range of discounts through one website.

Perkjam's offers include deals on cars, motorbikes, sports and fitness, health and beauty, home and garden, food and drink, gifts, clothes, travel and accommodation.

"We have always promoted various member offers on our website but through Perkjam you can find a wide range of discounts all on one site making it much easier to see what is available," says Helen Collier, secretary of Humberside Police Federation.

"I am sure there is pretty much something for everyone on the site though, of course, right now these are subject to availability as a result of restrictions in place due to the pandemic."

Find out more at <https://humberpolfed.perkjam.com/index.asp>



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