

# Connect



WINTER 2019

NEWS AND VIEWS FROM  
WEST MERCIA POLICE  
FEDERATION



Marathon runners – see Pages 6 and 7

Charity effort – see Page 7



National chair visits – see Page 3

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## Contact the Federation

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# We are here to provide members the support they need

By Sarah Cooper  
Chair of West Mercia Police Federation



Welcome to the latest edition of Connect. I am approaching 18 months in the role of chair of West Mercia Police Federation; the time has flown and there have been some significant challenges along the way. But I genuinely feel that we have made steps to improving the service we offer you, and I hope that this is being felt across the Force area.

Our work-based reps should be known to you, but if you need any information on who you should contact please give the office a call. I want to ensure that the service we offer meets your needs, and therefore we will be introducing feedback requests over the coming months to make sure we are matching these expectations.

We will also be recruiting additional reps in the new year so please consider whether this is a role you would be able to take on. The role of a rep can take a considerable strain, and is very impactful on your personal life, so it's important you feel you have the ability to offer the commitment required if you put yourself forward. To manage the role alongside a busy day job can be a huge challenge!

It was an enormous honour for me to represent members at the funeral of Thames Valley PC Andrew Harper on 14 October. This was, without doubt, an incredibly emotional service but also a time to feel immensely proud. There is something about the way that the policing family pulls together in times of tragedy that makes it incredibly special to be part of.

I was personally contacted by a number of our officers who were offering themselves to assist our TVP colleagues so that local officers could be released to attend the funeral. This offer was passed on to TVP but, although the assistance was not needed in the end, the chair of TVP Federation has asked me to pass on his personal thanks and also the appreciation of Lissie Harper and Andrew's family for the support and respect shown.

We are highlighting the benefits of our Group Insurance Scheme (GIS) in this edition. If you are not subscribing to the GIS then please take some time to understand the value of the cover. Also, if you are a member, please familiarise yourself with exactly what is offered so that you get maximum benefit from the various elements of the scheme, but also understand the finer detail of the policy. Officers are unable to access assistance from either the GIS or our welfare fund if they are not subscribing to them. In times of need, it is frustrating to be unable to offer help simply because the cover has not been taken out.

Finally, I would just like to add that at the time of going to press, we have all just learned of the Crown Prosecution Service (CPS) decision regarding our colleagues in Telford. It is very clear that this has sent shockwaves across the Force and we are working together to ensure that the welfare of those most closely affected is prioritised. However, in addition to this, it is recognised that the impact on the wider workforce is also significant. As a Federation, we are working to support you all through this where required. There is perhaps no other time in West Mercia Police Federation's history where the importance of being a Federation member will be felt in this way and I, together with all local representatives, want to ensure that we provide the support needed.

## Centenary draw

**All members of West Mercia Police Federation will be entered into a Christmas draw to mark the organisation's centenary year.**

The Police Federation of England and Wales (PFEW) was first set up in 1919 following a strike by officers calling for a pay increase, widows' pensions, recognition of their illegal union and reinstatement of those sacked for their union activities.

"On reaching this milestone, we felt we would like to do something for the members," says Sarah Cooper, chair of West Mercia Police Federation, "So we are going

to run a competition with those members whose collar numbers are drawn receiving one of a number of prizes we have on offer. Winners will be announced in December."

**Prizes include a week at the West Mercia Police Federation holiday home in Newquay, a weekend break at Federation House, the hotel at the Federation's Leatherhead HQ, and an overnight stay at Cadmore Lakeside Hotel with breakfast and £40 towards an evening meal and drinks.**

■ History of PFEW – see Page 15.

# National chair makes an impression on officers

National Federation chair John Apter has been praised for his straight-talking approach while visiting members in West Mercia.

John visited the Federation office in Droitwich to talk to branch officials and workplace representatives before heading out to visit members on shift.

Among those he visited was Response Team D Redditch with team leader Carrie Solomon saying afterwards: "We really enjoyed having John here. He was really personable and took a lot of time to make us feel listened to and supported. I was also really impressed he didn't just say what he thought we wanted to hear. He took time to answer the hard questions and made us feel valued and important."

John is keen to visit as many front-line officers as he can while serving as chair.

"It is good to have the opportunity to give them updates, face to face, on what's happening in the world of pensions and the pay mechanisms," says John, "But it is equally beneficial to me to be able to listen to what officers have to say about the issues affecting them on a day to day basis. Talking to members keeps me in touch with officers and the challenges they are facing."

"I was asked questions about uniform and exigencies of duty but members also



*John Apter (right on the far side of the table) attends a briefing at Telford.*



*The national chair poses for a selfie with Sergeant Kerrie Monaghan from Redditch.*

gave me a general feeling that they don't always feel supported by senior managers.

"However, it was good to hear that the local Federation was well thought of by members and some of the reps I spoke to told me they had put themselves forward in the last elections because of the changes within the branch being driven by chair Sarah Cooper and secretary Steve Butler."

John admitted changes to the 2015 pension had been a massive issue for members and him personally but said it was a situation he had inherited and not one that was easy to unpick.

"I appreciate the difficulties of the journey we have been on with this and I don't know what the eventual outcome is going to be. It has been very hard but I try my best just to give members the facts," he said.

Away from pensions, John believes the Federation has had a number of successes including the inclusion of the Police Protections Bill in the Queen's Speech in October. The bill will give better protection to police drivers, enshrine the Police Covenant in law and also open up Police Federation membership to Specials.

*John Apter (left) with Team D at Redditch.*



# Mental health: raising understanding and awareness

Seven volunteers from the Force have completed a seven-day course to become Mental Health First Aid (MHFA) instructors.

The volunteers, who include Federation branch chair Sarah Cooper, went through a selection process before embarking on the course and will deliver a training programme for staff and officers over the next three years starting with sergeants and inspectors in November.

"We have offered use of the Federation offices to deliver the training," says Sarah, "From a personal perspective, I am really pleased to be involved in an initiative that will raise awareness across the Force. I have struggled with my own mental health and, without doubt, my experience was made infinitely worse by the way senior managers within the organisation treated me. They were entirely dismissive of what I was dealing with and made my recovery significantly longer than it should have been.

"Every day I have contact with officers who are dealing with mental health issues themselves and the reality is that most of this harm is not being caused by the horrendous sights and experiences we can have as police officers but by the treatment of our own by our own. I am really happy to be involved in any initiative that seeks to address this and to raise understanding and awareness."



*The Mental Health First Aid instructors.*



## Legal Services for West Mercia Police

With 20+ years' experience working with the police, Gorvins Solicitors, have been a leading provider of legal services to the Police Federation and all its members. We also act for officers, their partners, police personnel and families, so whatever level of support you require during the divorce process, we can help.

**Cost effective:** Fixed fees and discounted rates for officers, police personnel and families

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### Other Legal Services

- Wills, trusts and probate
- Employment law
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- Dispute resolution matters



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# Branch officials presented with first National Chair's Award

The efforts of the West Mercia Police Federation chair and secretary to put members at the heart of everything they do has been recognised by the national Federation chair.

John Apter, who took over as the chair of the Police Federation of England and Wales last year, has named West Mercia branch chair Sarah Cooper and secretary Steve Butler as the first recipients of the National Chair's Award.

The award commends the two full-time officials for their resilience, dedication and professionalism and was presented to them when John visited the branch over the summer.

"We have launched the National Chair's Award so that we can recognise Federation representatives at all levels of the organisation for the work they do on behalf of their colleagues," says John, "Every day, local representatives are doing a brilliant job in supporting our members.

"Sarah and Steve are doing great work within the West Mercia branch and I wanted to put on record my thanks to them for what they have achieved. They are putting the emphasis on welfare and wellbeing and have ideas for developing the branch for which they have my full support. They make a good team."



John Apter (centre) with Sarah Cooper and Steve Butler and their framed certificates.



“ SARAH AND STEVE ARE DOING GREAT WORK WITHIN THE WEST MERCIA BRANCH AND I WANTED TO PUT ON RECORD MY THANKS TO THEM FOR WHAT THEY HAVE ACHIEVED. THEY ARE PUTTING THE EMPHASIS ON WELFARE AND WELLBEING AND HAVE IDEAS FOR DEVELOPING THE BRANCH FOR WHICH THEY HAVE MY FULL SUPPORT. THEY MAKE A GOOD TEAM.

# Marathon efforts for memorial fund

Three officers from the Force who took part in the New York Marathon to raise funds for the Nicola Hughes Memorial Fund were given a £500 boost to their fund-raising efforts by the West Mercia Police Federation Welfare Fund.

Kieran Gale, Lisa Roberts and Natalie Martin pounded the streets of the Big Apple on Sunday 3 November with all the money they raise going to the charity set up in memory of Greater Manchester PC Nicola Hughes who was murdered alongside colleague PC Fiona Bone in September 2012.

The trio put in months of training for the event, running two to three times a week.

Kieran used to run years ago but only took up running again earlier this year after an eight-year gap when he decided to sign up for the New York Marathon, despite never completing a marathon before, while Lisa has been running for a couple of years and became addicted to medals after running a half marathon in May 2017 and then the Milton Keynes Marathon in May last year.

They thoroughly enjoyed the New York event.

"It was epic! As this was Kieran's first marathon, he did exceptionally well, he did an extra 0.44 miles zig-zagging and high-fiving the crowds including most of the NYPD and I took 22 minutes off my previous time so personal bests all round!" says Lisa.

"Kieran's not happy but I was one second faster than him. We crossed the finish line together - 5 hours 7 minutes and 10 seconds for me and Kieran was 5 hours 7 minutes 11 seconds.

"The awesome crowds cheering us on kept us going. We'd had our names printed on our shirts so everybody was shouting out our names which was a real boost.

"We really didn't experience any low points, the marathon was difficult at times but running for such an awesome cause just kept us going and for the most part we were having a ball."

As an added bonus, Lisa and Kieran, who are both in Response Team C at Telford, Malinsgate, also met Paula Radcliffe the day before the marathon with the three-time winner of the London Marathon wishing them luck.

Having always wanted to visit New York, Lisa saw the information about the memorial fund team taking part in the marathon on the Force intranet and decided



PCs Lisa Roberts and Kieran Gale.

to sign up.

"On a work night out, I decided to do the New York Marathon after hearing Lisa talk about it, immediately messaging the charity organiser to sign up while still sat at the table. It was definitely a case of 'fear of missing out' and there was no alcohol involved in the decision-making either," says Kieran.

The Nicola Hughes Memorial Fund was set up by Nicola's Dad, Bryn, and supports the children and families left behind after a murder or death as a result of violent crime.

Kieran, who has been with the Force for four years, and Lisa who has 18 months'

service built up a training programme ahead of the event.

They managed to raise approximately £1,500 and as a larger team raised £56,000.

"Can we take this opportunity to thank the Federation for its generous donation, the whole experience has been incredible," said Lisa.

They are also both planning more challenges next year. Kieran, inspired by Moz Wright, wants to take part in a half iron man event next year. "If Moz can do it at 67 then I have no excuse," Kieran adds.

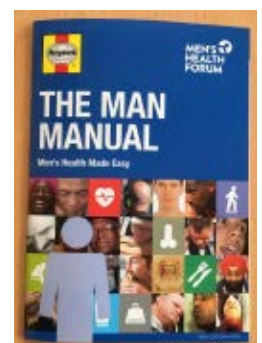
Lisa meanwhile wants to try an ultra-marathon distance of 30 miles.

## Welfare Fund pays for Man Manual

West Mercia Police Federation Welfare Fund has financed the provision of the 'Man Manual' for every male member of staff working for the Force.

This was following a proposal to the fund by Sergeant Philippa Cookson who has worked tirelessly to promote wellbeing within the Force over a number of years.

"We are really pleased to support this initiative and to recognise that collectively we need to look after the health and wellbeing of everyone in our team," says Sarah Cooper, chair of West Mercia Police Federation.



# Hip injury fails to stop Natalie

DS Natalie Martin's training was going well until she injured her hip two weeks before heading to New York to run her first ever marathon.

But despite hitting a pain barrier at about 22 miles, Natalie dosed herself up with paracetamol and managed to compete the 26.2 miles in four hours and 36 minutes.

"It was just amazing," Natalie said afterwards, "My hip stood up to it thanks to Tiger Balm, paracetamol and some positive thinking. I just kept thinking of about the support I had at the finish line - my Mom, my partner, Chris, and my daughter, Erin. Also, since I was running for GMP PC Nicola Hughes, she was always in my thoughts.

"A highlight was being looked after by the New York Police Department. We got taken to their hospitality tent and blue lighted to the start line. The support all the way around was immense through the Bronx, Queens, over Staten Island Bridge and seeing the Statue of Liberty while three NYPD helicopters were right by the side of the bridge.

"The weather was great, the sun was shining but it was cool. It was fantastic to finish in Central Park, get my medal and then be taken to the NYPD VIP area.

"It was good to see all the Nicola Hughes runners especially the West Midlands and West Mercia officers as we have all become good friends and supported each other throughout. I'm so grateful for these people."

Natalie, who works in the investigation team of the Regional and Organised Crime Unit and has 23 years' service under her belt, had tried to take part in the London Marathon previously so was pleased to have been able to sign up for the New York Marathon and run for the PC Nicola Hughes Memorial Fund.

"I've been following the Runners World 16-week programme and it was going well until I hurt my hip two weeks before the event ago. It was hurting to run which wasn't good. But I had extra sports massages, physio and acupuncture," says Natalie who has been a runner for years but started covering longer distances to lose



*Natalie Martin poses with a NYPD vehicle ahead of the marathon*

weight after having her son 20 years ago.

"I ran with around other 70 police officers and staff, prison staff and NHS staff. I've always wanted to run a marathon but could never get into London. Then I saw this and thought 'why not?' A marathon in an amazing location for a charity which is very close to home.

"Nicola's dad was also running and I knew it would get very emotional having him there."

Training three to four times a week, Natalie has taken part in various half marathons and the Great North Run.

She had hoped to raise £500 for the memorial fund but has so far raised around £1,000 with the West Mercia Police Federation Welfare Fund donating £250, and has thanked everyone for their support.

Natalie and her family travelled to New York on 30 October and returned on Monday 4 November, the day after the marathon.

You can support Natalie's fund-raising for the PC Nicola Hughes Memorial Fund at <https://tinyurl.com/tna89sb>

Lansdale, donated the funds they raised to Severn Hospice where Lisa McCallister had received care. They were supported by the West Mercia Police Federation Welfare Fund which gave a donation of £500.

The Welfare Fund supports members' fund-raising efforts so please contact the office for more information.

## New recruits

The Force has been allocated 93 of the first 6,000 new officers being taken on as part of the Government's recruitment drive.

The Government has set out plans to recruit 20,000 extra officers over the next three years.

The 93 officers are in addition to the 215 the Police and Crime Commissioner (PCC) has already invested in who are due in post by the end of this year.

West Mercia Police Federation chair Sarah Cooper has welcomed the Force's allocation and the efforts of the PCC but says this should only be the first stage of getting officer numbers back to where they should be.

"In March 2010, we had 2,391 officers serving the communities of West Mercia. This March, we had 1,989 – that's 400 fewer officers. But, despite the reductions in our numbers, we have seen no corresponding drop in demand, in fact the reverse has been true; demand has soared," says Sarah.

"Our communities have suffered as a result but our officers have suffered too as they have felt the immense pressures of trying to do more with less. We welcome the fact that our numbers are being boosted but we now need to see long-term and sustained investment in policing so that the police service – and police officers – can recover from the effects of years of austerity."

Home Secretary Priti Patel announced individual force allocations of officers at the start of October after the second meeting of the National Policing Board set up to oversee the recruitment drive and other major policing issues. The allocation has been based on the current force funding formula.

The highest allocations were to the Metropolitan Police (1,369), West Midlands (366), Greater Manchester (347), West Yorkshire (256), Merseyside (200), Northumbria (185) and Thames Valley (183). The lowest allocations included Warwickshire (41).

The Home Office campaign, urging people to join the police and 'Be a force for all', was launched in the summer and is the largest police recruitment drive in decades.

The Chancellor has put aside funding to support the recruitment of the first wave of up to 6,000 officers. This includes £750 million for 2020-21 and an immediate £45 million to kick-start recruitment.

The remaining 14,000 officers will be recruited in 2021-22 and 2022-23. through extra central funding and will be on top of extra officers hired to fill existing vacancies.

## Charity effort

Weighed down with riot gear (see our cover photo) and coping with hot weather, a team of West Mercia officers ran the Market Drayton 10K earlier this year to raise £14,000 in memory of a colleague who died from ovarian cancer.

The 18 officers, led by patrol officer Gary

# Group Insurance Scheme

## can you afford not to be

**W**est Mercia Police Federation offers comprehensive insurance cover for members through its Group Insurance Scheme.

The scheme is managed in partnership with Philip Williams and Co Insurance Management and is tailored to meet the needs of officers.

Cover includes:

- £115,000 life insurance
- Sick pay benefit
- Worldwide family travel insurance
- Motor breakdown cover (UK) for the member and their partner
- Mobile phone cover
- GP24 health cover.

The policy costs £27.80 per calendar month and partner cover can be arranged for £8.15 per calendar month.

Full details can be found in the scheme benefits booklet.



### Life insurance

On the death of a member or subscribing co-habiting partner, the cash benefit will be paid to the named beneficiary. The policy is

written in Trust so that if a member dies, the payment can be made to the member's dependants quickly, free of tax and without having to wait for probate.

Members are reminded to ensure they keep their nominated beneficiaries' details updated – particularly upon marriage, divorce or re-marriage.

If a member aged 63 or under receives a terminal prognosis of 12 months or less, they may apply for an advance of the death benefit of 20 per cent of the relevant sum insured.



### Court award compensation

This is provided if, as a result of an assault on duty, compensation awarded by

a court has not been paid within six months of the date it was awarded.



### Critical illness

The benefit will be payable if a member, member's subscribing co-habiting partner or their child, aged from 30 days to 17 years,

suffers from an insured illness and survives for more than 14 days from the date of diagnosis or surgery.

Full details and definitions for the illnesses covered can be found in the scheme booklet which is available under the Group Insurance Scheme at [www.polfed.org/westmercia](http://www.polfed.org/westmercia) but they include Alzheimer's disease, bacterial meningitis, benign brain tumours, a heart attack, first-degree burns, Motor Neurone Disease, Parkinson's Disease and strokes.



### RedArc - Personal Nurse Adviser

RedArc gives access to a dedicated Personal Nurse Adviser, who is an

experienced registered nurse, providing long-term practical advice and emotional support for:

- Serious physical illness
- Long-term disability
- Patients discharged from hospital.

The support of the Personal Nurse Adviser is tailored to meet the unique needs of each individual, including but not limited to: - addressing unanswered questions about a diagnosis and all its implications; understanding options for treatment or medication; helping with medical terminology; coping with the emotional effects of illness; talking about the impact on families and carers; discussing what home adaptations or specialist equipment is suitable; understanding entitlements from the NHS and social services and how to access these; providing literature and resources relevant to the health condition; identifying charities and local support groups and preparing to return to work. When clinically appropriate, other help may be arranged such as a course of therapy.

Personal Nurse Advisers are available during office hours, Monday – Friday. There is no limit to the frequency, duration or number of phone calls.





# eme – e in it?



## Health Assured - Mental Health

Experienced counsellors will offer confidential support and information

24/7/365 via telephone in a friendly, non-judgemental manner.

If clinically appropriate, this service offers access to structured telephone, online or face to face counselling and access to further wellbeing resources via an online health portal and the Health e-Hub app.

If appropriate, they will offer a referral to a Personal Nurse Adviser for long-term support.

Reasons to call the service are, but not limited to: stress and anxiety, family issues, relationship advice, alcohol and drug issues, gambling issues, bereavement and domestic abuse.



## GP24

The GP24 service provides unlimited 24/7 access to a practising UK-based GP from wherever you are in the world. Consultations

are available 24/7 by phone or by video and the service is available to co-habiting family members.

The GP24 doctors can provide diagnosis, advice, reassurance or a second opinion. They can arrange and electronically authorise private prescriptions with the medication being delivered to a UK based address the next working day. The GPs can also issue private open referral letters and private fit notes.



## World-wide family travel policy

This covers the member, their co-habiting partner and any number of their unmarried dependant

children aged under 23, all normally resident in the family home, for any number of trips in any year up to 60 days per trip. It covers travel worldwide and in the United Kingdom.

The main sections of cover are:

- Cancellation and curtailment up to £5,000
- Emergency medical expenses up to £10,000,000

- Personal baggage up to £1,500
- Personal money up to £500
- Public liability up to £2,000,000
- Personal accident up to £20,000.



## UK motor breakdown

Comprehensive motor breakdown cover for the members and their co-habiting partner including:

- Roadside Assistance/Recovery
- Home Assist
- Alternative travel
- Emergency overnight accommodation
- Misfuel Assist
- Message service
- Keys
- Caravan and trailer
- Driver illness or injury.



## Sick pay benefit

The sick pay benefit, as part of the Group Insurance Scheme (GIS), pays 20 per cent of gross pay for 26 weeks, and 50 per cent

of gross pay for a further 26 weeks if a subscribing member's pay is reduced by the Force.

Provided you meet the minimum qualifying National Insurance contributions members who are off sick will also receive

statutory sick pay for the first 28 weeks of absence. If you are still absent at 23 weeks, and believe that you absence is likely to last beyond 28 weeks, you should then apply for Employment Support Allowance (ESA) - currently £73.10 per week - using form SSP1. This form will be sent to you by the Force.

ESA replaces statutory sick pay at 28 weeks absence. You will be eligible for ESA during the assessment period, and during the next 13 weeks of absence your capacity for work will be assessed by the Department for Work and Pensions (DWP). The outcome of this assessment will affect your future benefit levels.

The payment through the GIS, coupled with ESA, is designed to top up your salary to an amount similar to your normal basic take home pay, excluding allowances and over-time.

In the longer term, while the GIS will continue to make payments while you are off sick for up to 52 weeks, your overall level of income will be individually based and dependent on your eligibility to continued benefits from the DWP.

PLEASE REFER TO THE POLICY BOOKLET FOR FULL TERMS AND CONDITIONS OF THE COVER PROVIDED.

VISIT [WWW.POLFED.ORG/WESTMERCIA](http://WWW.POLFED.ORG/WESTMERCIA) and go to the Group Insurance Scheme page.

SERVING MEMBER BENEFITS	
<b>SERVING MEMBER AGED UNDER 65</b>	
Life Insurance	£115,000
Terminal Prognosis Advance on Life Insurance*	20% of Sum Insured
Permanent Total Disablement (due to accident)	£100,000
Accidental Loss of Use Benefit	
Eye, limb or hearing	£20,000
Hospitalisation Benefit up to five nights	
Accident/incident/emergency admission	£40 per night
Planned admission after first three nights	£40 per night
Sick Pay Benefit (up to 26 weeks when on half pay)	20% scale pay
Sick Pay Benefit (up to 26 weeks when on nil pay)	50% scale pay
Court Award Compensation	Up to £250
Critical illness	£10,000
Child Critical illness	£2,000
Child Death Grant	£2,000
RedArc – Personal Nurse Advisory Service	Family
– Mental Health Counselling	Family
GP24	Family
Worldwide Travel Policy	Family
Legal Expenses and ID Theft Protection	Included
Home Emergency Assistance	Included
Motor Breakdown Cover (UK)	Member & Partner
Mobile Phone	Member Only
<b>CALENDAR MONTHLY PREMIUM</b>	<b>£27.80</b>
<b>COHABITING PARTNER AGED UNDER 65</b>	
Life Insurance	£57,500
Terminal Prognosis Advance on Life Insurance*	20% of sum insured
Critical illness	£5,000
Child Critical illness	£1,000
<b>CALENDAR MONTHLY PREMIUM</b>	<b>£8.15</b>

The price includes an additional contribution to the insurance Trusts to pay for administration of the scheme and other member benefits as determined by the Scheme Trustees.  
Please note that upon retirement the benefits applicable are shown overleaf.

\*Terminal Prognosis Advance only available for members aged 63 and under



Discounted stays  
at Cornwall  
holiday home

Members can book a stay at the West Mercia Police Federation holiday home in Cornwall with a 10 per cent discount on the normal rates.

And, if you are also a subscribing member of the Federation's Group Insurance Scheme you also qualify for a further 15 per cent discount.

The holiday home, which is also used for members' welfare respite, is a three-bedroomed terraced property in Newquay that can sleep six people while two dogs are allowed to stay at an extra charge.

It has:

- Three en suite bedrooms
- A spacious lounge/diner and fully fitted kitchen

- Private outdoor space
- WiFi
- A parking space, with extra communal parking available.

It is in the grounds of the Glendorgal Hotel and has direct access to Porth Beach, Lusty Glaze Beach and the coastal path.

Guests can use the bar and restaurant within the hotel and, for a small fee, can also use the gym and indoor pool.

Newquay is the surfing capital of Europe while the popular town and fishing port at Padstow is only 12 miles along the coast and the city of Truro is around 15 miles away.

Bookings are already being taken for 20121.



## Reduced rates at Federation House

Federation House, the national Federation HQ in Leatherhead, is not just a conference and meeting venue but also boasts 55 bedrooms which can be booked by members at discounted rates.

Under a special weekend offer, a double room can be booked on a Friday and Saturday for as little as £70 per night including a full English or continental breakfast.

Federation House can be the ideal base for a London break. It is halfway between Gatwick and Heathrow Airports and is less than five minutes' walk from the mainline train station with frequent and direct connections to London Victoria and

Waterloo. It is also within five minutes' drive of the M25 Junction 9.

Double, twin, family and interconnecting bedrooms offer:

- 40-inch flat screen TV
- Climate control
- WiFi
- Mini fridge
- Tea and coffee-making facilities.

There are also wheelchair accessible adapted rooms. Federation House also has a fully air-conditioned gym which is open from 6am to 10pm.



# MOMENTS THAT MATTER

THERE IS LIFE AFTER  
SEPARATION. WE HELPED  
**738 PEOPLE** FIND THEIR NEW  
FUTURE LAST YEAR

“When a relationship breaks down, emotions can run high and disputes often spiral out of control. When you need to move forward, we're here to help.

We offer West Mercia Police Federation employees one hour of free Family Law advice once a month. We can discuss your assets, pensions and family, and offer a reduced rate if you wish to take your matter forward. Talk to me today.”

Anita Hennessey, Partner, Family Law

ONE HOUR  
FREE  
FAMILY LAW  
ADVICE

**Appointments are available either at the Federation offices or at our office.**

Talk to us: 01905 744 536 | 07772 577 089

Website: [www.hcrlaw.com](http://www.hcrlaw.com)

harrison clark  
rickerbys

SOLICITORS

# Prince of Wales honours fallen officers

**H**RH The Prince of Wales honoured fallen officers at this year's National Police Memorial Day (NPMD) service.

As patron of the NPMD, he attended the service held this year at Glasgow's Royal Concert Hall on Sunday 29 September.

In the commemorative brochure, HRH The Prince of Wales said: "Policing in the United Kingdom has enormous pressures to contend with, no more so than on the front-line. As society changes, so must the way in which we support and protect our communities. Your job is one of the toughest there is, and all too often your efforts go unrecognised.

"I am proud to be with you today, and I particularly want you to know how very much I appreciate all that you do, and the sacrifices you make. You and your families have a very special place in the heart of this nation."

Sarah Cooper, chair, represented West Mercia Police Federation at the service.

"National Police Memorial Day is one of the most important days in the policing year," says Sarah, "It is held to honour officers who have been killed, or died, in the line of duty and shows their families that we never forget their sacrifice. It is a stark reminder of the unique role police officers play in society, running towards danger as others run away."

Scotland's First Minister Nicola Sturgeon and more than 40 chief constables were



*HRH The Prince of Wales joins the congregation at the memorial service.*

among a congregation of around 1,500 people including officers of all ranks and fallen officers' families.

Home Secretary Priti Patel gave a reading and said: "Today is a day to remember the bravery, commitment, and sacrifices of police officers who have died serving their country."

Prayers were led by Marilyn Bromilow, the sister-in-law of PC John Edward Bromilow who was fatally injured in 1979 in a patrol car crash while escorting a prisoner; Chief Inspector Gill Marshall of Police Scotland, widow of PC Alan McMurray who died in 2006 when he was struck by a van at the scene of an accident, and Stephen White, chair of the Royal Ulster Constabulary George Cross Foundation.



*West Mercia Police Federation chair Sarah Cooper outside the Royal Concert Hall.*

Candles were lit by relatives of fallen officers and in remembrance of officers throughout the country who have lost their lives.

Representing Scotland, Margaret Sinclair, supported by her daughter, Patricia Sinclair, wife and daughter of PC Leslie Sinclair who died in 1972 from injuries suffered in a road traffic collision while on duty.

Representing England, Rumbie Mabuto, widow of PC Joe Mabuto who died after suffering a heart attack while on duty. She was supported by their children, Kenny and Sophia.

Representing Wales, William Parker, son of PC Andy Parker who was killed in a motorbike crash when travelling home after a night shift.

Representing Northern Ireland, Margo Hetherington, daughter of Reserve Constable Jacob Rankin, Royal Ulster Constabulary George Cross, who was fatally shot in 1978 by terrorists while on duty.

Chief Inspector Andrea MacDonald, chair of the Scottish Police Federation, read the names of officers who have lost their lives during the past year:

**PC Joseph Robert Cooke**, Metropolitan Police.

**PC Daniel Clayton-Drabble**, Thames Valley Police.

**PC Kevin Flint**, Thames Valley Police.

**PS Colin Michael Fox**, Metropolitan Police.

**PC Andrew Harper**, Thames Valley Police,

and **PC Roy Buggins**, Police Scotland.

The service also paid tribute to US Special Agent Nole Remagen who died while on duty in Scotland.

There was silence as petals of remembrance, representing all who have lost their lives, descended from the gallery as the orchestra played 'Abide With Me' and the Last Post was sounded.



*Lighting the candles of remembrance.*



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# HISTORY OF THE FEDERATION

**The Police Federation of England and Wales is celebrating its centenary year. Here's a brief summary of key dates in its history.**

- 1918** The Police Union, which was affiliated to the Labour party and the TUC, called a strike.
- 1919** The Government-appointed Committee of Inquiry under Lord Desborough announced the police would be allowed an internal representative body. The Police Act 1919 established the Police Federation and awarded the police service a substantial pay increase.
- 1920** The Police Council draws up the first Police Regulations, setting out standard conditions of service.
- 1931** PC Albert Goodsall becomes the first secretary of the Federation's Joint Central Committee (JCC).
- 1940** The police get their first pay increase since Desborough.
- 1948** The Police College is established. Ten years later it moves to Bramshill.
- 1949** The Oaksey Committee's report on police pay and conditions is published.
- 1950** Part 2 of the Oaksey report allows the Federation to raise funds by voluntary contributions from its members. The report says that either the Federation agrees to represent women police, or they should have their own organisation. The report calls for new negotiating machinery, with access to arbitration.
- 1953** The Federation's Voluntary Funds begin. The JCC appoints James Callaghan MP as its first consultant and adviser.
- 1954** The Police Arbitration Tribunal makes its first pay award.
- 1960** The interim report of the Royal Commission on policing is published.
- 1962** The second report of the Royal Commission is published.
- 1964** The Police Act 1964 embodies most of the proposals of the Royal Commission and sets the pattern of police organisation and control for the rest of the century.
- 1966** Compulsory force mergers reduce the number of forces from 126 to 49.
- 1970** The Equal Pay Act gives equal pay to women police officers.
- 1971** The Pensions (Increase) Act 1971 gives public service pensioners, including police, a guarantee that their pension will be index-linked to take account of inflation.
- 1972** Commutation rights are extended to officers retiring with less than 25 years' service.
- 1974** The six metropolitan police forces are formed, forces are reduced to 43.
- 1978** Edmund Davies reports on police pay. The Government accepts the report. He rejects PF affiliation to the TUC and the right to strike. The Police Council is replaced by the Police Negotiation Board (PNB).
- 1980** Riots take place in Bristol and Brixton.
- 1981** More riots in Brixton. Lord Justice Scarman inquiry blames 'insensitive policing'.
- 1984** The Police and Criminal Evidence Act comes into effect and the miners' strike causes unrest. The Police Complaints Board is replaced by the Police Complaints Authority.
- 1989** Following the Hillsborough disaster, the Government appoints Lord Justice Taylor to conduct a public inquiry.
- 1990** The Federation's constitution is changed to provide for women to be represented on all committees and branch boards.
- 1993** The Sheehy Report into police responsibilities and rewards is published and substantial parts are rejected.
- 1994** Police and Magistrates' Court Bill on police reform (police authorities and discipline etc) is tabled.
- 1995** The Police Bravery Awards are launched.
- 1997** The Home Secretary introduces new discipline regulations.
- 1998** The PNB reaches agreement on conditions governing part-time working and job sharing.
- 1999** The Macpherson Inquiry into the murder of Stephen Lawrence says that the police suffer from 'institutional racism'.
- 2002** Jan Berry becomes the first woman to lead the Police Federation. The Police Reform Act becomes law. Police Community Support Officers (PCSOs) are introduced.
- 2008** Paul McKeever becomes chair of the Police Federation.
- 2010** The coalition Government Comprehensive Spending Review (CSR) includes 20 per cent cuts to policing.
- 2011** The Winsor Part 1 review of police pay and conditions is announced. Lord Hutton's Independent Public Service Pensions Commission Final Report is published.
- 2012** Winsor Part 2 is announced. Police and Crime Commissioners and the College of Policing are introduced. More than 30,000 officers march in London over police reform and cuts to budgets and pay,



**2013** Steve Williams becomes chair of the Federation.

**2014** An independent review of the Police Federation calls for fundamental reform of the Federation. At conference in May, all 36 recommendations are backed by delegates. Steve Williams and Ian Rennie stand down as chair and general secretary of the Police Federation. Steve White becomes chair while Andy Fittes becomes general secretary.

**2015** Home Secretary Theresa May tells officers at the annual Police Federation conference to stop scaremongering and crying wolf over the effects of budget cuts.



**2016** The Police Federation's annual national conference moves to Birmingham and is reduced to two days.

**2017** Calum Macleod is elected as national chair. The Independent Office of Police Conduct (IOPC) replaces the Independent Police Complaints Commission (IPCC).

**2018** Elections are held across England and Wales for new workplace representatives and officials as part of a new process. John Apter is elected as the new national chair of the Federation. Those who attack police, paramedics, nurses and other blue light workers face tougher sentences as The Assaults on Emergency Workers (Offences) Act comes into law following a campaign led by the Police Federation.



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