

federation



West Midlands Police Federation

October/November 2019



Award-winning detectives honoured – see Pages 10 and 11

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Welcome

Welcome to the October/November 2019 edition of *federation* - the magazine for members of West Midlands Police Federation.

We are always on the look-out for good news stories so please get in touch if you have something to share with colleagues. It does not have to relate to your policing role – though we are definitely interested in hearing about what's going on around the Force. Do you have an interesting hobby or perhaps you are involved in sport locally, as a player, a manager, a coach?

Just get in touch and let us know.

We would also be interested to hear what you would like to see featured in your magazine.

Cover photo: DC Nick Mills (right) won the Services to Detectives Award at this year's Police Federation National Detectives' Forum awards ceremony. See Page 10. Photograph courtesy of Anderson Photography.

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What's inside

- 04 Secretary's introduction
- 05 Driver who ran over PC is jailed
- 05 PC injured in 'hit and run'
- 06 Force allocated 366 new recruits
- 08 Police drivers' training to be recognised in law
- 09 Government set to launch two-year review of roads policing
- 10 Nick honoured at detective award ceremony
- 11 Kelly praised for outstanding work in child protection
- 11 'I was just doing my job to the best of my ability'



Marathon efforts for ACC

- 13 'This gives me strength'
- 13 ACC's wife 'overwhelmed'
- 15 Cake sale helps raise £1,000 for hospice

£10 million funding boost for Taser roll-out



Advertisers

- 02 McAlister, family law
- 14 George Burows, financial health check
- 30 Police Insure, motor, home and motorcycle insurance
- 32 Irwin Mitchell, family law
- 32 First Call Financial, independent mortgage advice

- 17 Federation issues new statement on pensions
- 17 Supporting you



Prince of Wales honours fallen officers at annual memorial service

- 20 Safety must be priority, custody seminar told
- 21 Praise for officers as custody deaths at zero
- 22 Low morale, stress and demand taking their toll
- 24 Federation welcomes new menopause guide
- 26 Putting wellbeing to the fore
- 27 Care on Demand



Struggling with your finances? Let PayPlan help you...

- 29 A debt adviser who knows what it's like to be in financial difficulty
- 31 Offering tailored solutions
- 33 Approaching retirement?

- 33 Gorvins, police and family law
- 34 Slater & Gordon, family law
- 35 NARPO, member services
- 35 Warren & Co, independent mortgage advice
- 36 Slater & Gordon, police law

Memorial day: a poignant reminder of the dangers officers face



By **Steve Grange**, secretary of West Midlands Police Federation

The vast majority of people seeking to join the police service will do so out of a sense of a desire to serve the public.

Underpinning that many would probably cite the varied nature of the work and job security.

On the flip side of that, we also all sign up knowing that we will at times put ourselves in harm's way as we seek to fight crime, keep the peace and protect the vulnerable. We expect there will be occasions when we will get injured as a result, perhaps knocked over or accidentally hit as we get caught up in breaking up a fight.

Then, of course, there are those incidents at the far end of the scale, when, in seeking to protect the public, police officers pay the ultimate price, losing their

lives in the line of duty.

National Police Memorial Day, which was first held in London's St Paul's Cathedral in 2004, seeks to honour those officers who have been killed, or died, on duty.

Given that 4,000 police officers have died on duty, often in brutal circumstances, since an Act of Parliament in 1792 created the first salaried constables, it seems almost unbelievable that a memorial day in their honour is such a recent addition to the policing calendar.

And, we should all commend Joe Holness, the former Kent officer, who founded National Police Memorial Day following the death of his colleague PC Jon Odell, for his efforts to ensure that there is now a day each year when police officers from across the country and from all ranks join the families of fallen officers to show that their sacrifice is not forgotten.

The service rotates around England, Northern Ireland, Scotland and Wales each year and this year was held in Glasgow on Sunday 29 September. It is a very moving service culminating in paper petals falling from the ceiling as 'Abide With Me' is played and the Last Post is sounded.

I think most officers can relate to the sentiment 'there but for the grace of God go I' when attending the service and, for me, this year's service had a particularly sombre air coming just six weeks after the tragic death of the young Thames Valley PC Andrew Harper.

His death has truly shocked the nation and has also highlighted the dangers police officers are facing on a day to day basis. No longer are officers going out on duty aware of the 'accidental' injuries, the knocks and glancing blows they might suffer. They are

now increasingly fearing the deliberate attacks on them; attacks that are not necessarily aimed at them as people but just because they are wearing the police uniform.

While there have been some horrendous incidents nationwide, we have two here in the West Midlands where our officers have been left with life-changing injuries.

PC Gareth Phillips was run over by a police car when he responded to reports of a stolen car in the late afternoon of 10 August. After around a month in hospital, Gareth is now continuing his recovery at home.

Just six weeks later, PC Chris Burnham was the victim of a 'hit and run' when he attempted to stop a car in Coventry and suffered a fracture skull, a bleed on the brain and leg injuries.

Sadly, these incidents are a sign of the times we live in. There has been an upsurge in attacks on police officers and we are waiting to see if the tougher sentences introduced last year for anyone found guilty of assaulting a police officer or other emergency service worker prove to be an effective punishment and deterrent.

The Government does finally appear to be listening to our warnings though. At the end of September, the Home Secretary announced £10 million would be set aside for a Taser uplift which could see up to 10,000 police officers trained and equipped with the devices. We know they can help de-escalate many a situation that otherwise could have resulted in officers – or members of the public – being injured or killed.

While we wait for these extra Taser-trained officers to reach the streets – along with the 20,000 new recruits promised by the Prime Minister – I am afraid we may continue to hear of incidents where police officers,

simply going about their duties, serving the public, are injured.

As a society, we must ensure that someone protects those who seek to protect others and, with some people already predicting riots if we fail to leave Europe on 31 October, I feel that could become even more important than ever.

I can see demand increasing at a time when we are already stretched. As we seek to maintain our core services, I think we could find ourselves under huge pressure but, as they do day in, day out, police officers will do their utmost to serve their communities, regardless of the risks they face in doing so.

Pensions

We appreciate there is still much concern among members around the fall-out from the new police pension scheme.

Along with all other branches of the Police Federation, we signed up to the collective statement on pensions issued over the summer.

Our stance has always been that police officers should have stayed in the pension schemes they signed up to, or better but, the Federation has no negotiation rights on pensions.

Following the ruling on the judges' and firefighters' legal appeal over changes to their pensions, we are waiting to hear what remedy the Government will put forward. It has made it clear it will apply an industrial remedy to the discrimination found by the Employment Appeal Tribunal which means this will apply to every worker in public sector pension schemes – including police officers.

The Federation has always said it would not pay the private legal fees for the 'Pension Challenge'. This position remains unchanged.

However, once the Government proposes a remedy, it will consider if it needs to submit a challenge on behalf of all officers.

You can read the latest Police Federation of England and Wales update on pensions on Page 11.

Roadshow heading to Coventry

The West Midlands Police Federation roadshow will be in Coventry on Monday 9 December between 10am and 3pm.

Members services providers will be in attendance along with Federation representatives who can answer your queries. There will also be giveaways and a raffle for a £50 Amazon gift voucher.

Full details will be available on the website.

Driver who ran over PC is jailed

Car thief Mubashar Hussain has been jailed for 12 years for knocking down and running over West Midlands traffic cop Gaz Phillips, leaving him critically injured.

PC Phillips (42) had three rounds of emergency surgery and spent four weeks in hospital after suffering multiple pelvic fractures and serious internal injuries in the horrific incident on Moorcroft Road, Moseley on 10 August.

Steve Grange, secretary of West Midlands Police Federation, has welcomed Hussain's sentence.

"Police officers put their lives on the line as they go about their duties protecting the public. The very least they can expect is that those who deliberately attack them just for doing their job feel the full weight of the law," says Steve.

"This was a shocking incident and PC Phillips' injuries were life-threatening. This incident has had a huge impact on him and his family and will continue to do so. There is no certainty as yet as to his long-term prognosis but he is definitely facing more surgery in the future though he very much wants to return to policing.

"All too often we hear of assaults on police officers with an average of 25 a week in the West Midlands and, sadly, many of our members are coming to expect these attacks as being part of the job. That cannot be allowed to continue.

"While we appreciate the nature of our role puts us in some difficult situations where emotions can be running high, these deliberate and vicious attacks on officers have to be tackled. Perpetrators need to be suitably punished and hopefully this will act as a deterrent to

others who seem to think it's OK to attack a police officer."

PC Phillips was responding to reports of a car theft after a Range Rover Sport was taken from Warwick Road, Tyseley. It was tracked to Moorcroft Road with Hussain (29) at the wheel and fellow car thief Ahsan Ghafoor (24) in the front passenger seat. They were alongside another Range Rover stolen the previous day.

Ghafoor was arrested but Hussain, who had been banned from driving for four years in May last year, resisted and, despite being Tasered, forced his way past officers and jumped into an unmarked BMW traffic car.

PC Phillips clung to the driver's door but was flung to the floor when Hussain slammed the car into reverse - and was left defenceless on the ground, when Hussain drove over him with both sets of wheels.

Hussain, who was sentenced at Birmingham Crown Court on 15 October, will serve at least two thirds of his 12-year prison sentence. He will then spend another five years on licence and will be subject to recall to prison if he breaks the terms of his release.

Ghafoor, of no fixed address, admitted two counts of car theft and dangerous driving and was jailed for 28 months.

SUPPORT FROM COLLEAGUES

A fund-raising appeal set up to support Gaz exceeded its £15,000 target within days of being launched.

Colleagues who launched the appeal wanted to raise £15,000 for Gareth and his family but the total now stands at £19,412 with donations still coming in.

PC injured in 'hit and run'

The shocking incident in which West Midlands PC Chris Burnham was injured in an alleged 'hit and run' in Coventry is another example of the daily risks police face as they go about their duties, says the secretary of West Midlands Police Federation.

And Steve Grange says more needs to be done to tackle the growing number of mindless attacks on police officers.

"First and foremost, I would like to wish Chris a speedy recovery. Our thoughts are with him and his family at this time," says Steve, "It seems to me that almost on a daily basis we are hearing of a police officer being injured in the line of duty and that cannot be allowed to continue.

"Police officers are dedicated to serving their communities, fighting and preventing crime, keeping order and protecting the vulnerable but they should not be attacked for doing their job. An assault on a police officer upholding the law is an assault on society and those convicted of these attacks should face heavy penalties."

The neighbourhood officer attempted to stop a car in Holbrooks Lane, Radford, just before 2.45pm on September 25. He was run over and was taken to hospital where he is being treated for a fractured skull, a bleed on the brain and a shattered knee.

- Tekle Lennox (37) of no fixed abode has been charged with attempted murder, driving while disqualified and driving without insurance.

Force allocated 366 new recruits

The Force has been allocated 366 of the first 6,000 new officers being taken on through the Government's three-year drive to recruit 20,000 extra police.

Steve Grange, secretary of West Midlands Police Federation, has welcomed the allocation – the second highest in the country - announced by Home Secretary Priti Patel on 8 October after the second meeting of the National Policing Board set up to oversee the recruitment drive and other major policing issues.

"We are in desperate need of more officers so, of course, we are pleased to see the Home Office has prioritised the West Midlands," says Steve.

"Nationally, the Government's cuts programme has seen 23,000 police officers taken off the streets while in our Force area we lost 2,201 officers between March 2010 and the start of September this year. We now have 6,425 officers serving the West Midlands and that is just not enough – we know that and so do the public.

"It will, of course, take some time before the benefits of these new recruits are felt and first and foremost we have to rise to the challenge of getting all these people recruited by March 2021. This is something the Force is already planning for and we will support that work.

"Let's hope this is the start of a proper re-investment in policing so that we can effectively serve and protect our communities. We need to see a return to the numbers we had at the start of the cuts programme when here in the West Midlands we had more than 8,600 officers."

The allocation has been based on the current force funding formula.

The Metropolitan Police will get 1,369 new recruits. After the West Midlands, the next highest allocations are: Greater Manchester (347), West Yorkshire (256), Merseyside (200), Northumbria (185) and Thames Valley (183).

The lowest allocations go to Warwickshire (41), Dyfed Powys (42), City of London (44), Gloucestershire (46) and Wiltshire (49).

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 campaign publicity programme features serving police officers including a neighbourhood officer, a police dog handler and a firearms officer. One of the officers started as a volunteer Special Constable, while another is a former charity executive who changed career.

They will appear on billboards and digital

Decline in numbers

Government statistics show the decline in officer numbers in the West Midlands. Figures for each year are for 31 March:

2010	8,626
2012	7,826
2014	7,288
2016	6,944
2018	6,581
2019	6,495

displays, including locations such as shopping centres and train stations, across England and Wales as well as in a radio advertisement. A second phase of advertising is planned for the new year.

A new website has also been set up to provide potential recruits with more information and direct them to force recruitment pages.

The Chancellor has announced 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.

National Federation chair John Apter said:





"We welcome the launch of the campaign, and the Government funding backing it, as it represents a desperately-needed lifeline to a service drowning as it is swamped by increasing demand and diminishing capacity. And I cannot deny that the Government appears to be making good on its pledges.

"However, as ever, the devil will be in the detail which is still to be confirmed. Police officers have been battered and bruised, and they cannot tolerate any more broken promises. This must be a genuine uplift of fully-warranted police officers, if it is watered down in any way - or the numbers fudged - it will further erode the trust of a police service

already so disillusioned."

Prime Minister Boris Johnson has confirmed his commitment to giving forces extra resources.

He said: "Getting more police on our streets is an absolute priority and I'm delighted our recruitment campaign for 20,000 new officers is now underway. I have been clear from Day 1, I will give the police the resources they need and I am delivering on that commitment. They have my full support and together we will cut crime, get criminals off the streets and keep people safe."

“ We are in desperate need of more officers so, of course, we are pleased to see the Home Office has prioritised the West Midlands. ”





“ I am pleased to see that the Government is holding true to its commitment to change the law. For far too long, professional police drivers have faced criminal prosecution when seeking to serve their communities in the way that the public would expect and in exactly the way in which they have been trained. ”

A bill that will ensure police drivers' specialist training is recognised in law was one of 22 included in the Queen's Speech.

The Queen's Speech on 14 October set out the Government's legislative programme or, as some political commentators have suggested in the current turmoil, General Election manifesto.

The Police Protections Bill would set a new test for police drivers who are currently judged against the standard of a normal member of the public - the careful, competent driver - for potential driving offences with no recognition of their unique role and specialist training.

Tim Rogers, deputy secretary of West Midlands Police Federation and national Federation response driving lead, has led a long-fought campaign for a change in the law to recognise police drivers' skills when doing the job they are trained to do.

"I am pleased to see that the Government is holding true to its commitment to change the law. For far too long, professional police drivers have faced criminal prosecution when seeking to serve their communities in the way that the public would expect and in exactly the way in which they have been trained," says Tim.

"Judging the fully trained, professional police driver against the standards of your average motorist is clearly not right. For

example, a member of the public is not trained to ignore traffic signs, cross the carriageway and break speed limits to get to an incident where someone is at risk or a crime is in progress. But these are all things police drivers are trained and expected to do so they can protect the public.

"Despite the cynicism around the Government's legislative plans, this bill has cross-party support - as well as the backing of the IOPC - and it the most likely to make progress. The Government has a duty to protect police officers when they are driving according to their specialised skills and training and this bill will ensure that is the case."

The Police Protections Bill also includes provisions for Special Constables to access the support and representation of the Federation and commits the Home Office to report annually on the Police Covenant, which will focus on officers' health and wellbeing and support the families of those injured or killed in the line of duty.

The Queen's Speech also outlined a number of other bills relating to sentencing and policing.

The Serious Violence Bill will commit councils, social services, schools, healthcare services and other bodies to share information to 'prevent serious violence' while the Domestic Abuse Bill will prevent alleged perpetrators cross-examining their

victims, create a statutory definition of domestic abuse and give accusers automatic access to special measures in court.

The Sentencing Bill will see prisoners typically serving two thirds of their sentences rather than half, expands the reasons judges can impose whole life sentences and brings in tougher sentences for violent and sexual offenders.

TV interview

Tim was interviewed on BBC's Inside Out programme in September in a feature asking if emergency drivers should abide by the same rules as other motorists.

Tim was questioned over whether this change in the law would give police drivers a 'get out of jail card' and if the public would be right to expect emergency response drivers to be judged in the same way as other motorists.

Tim argued that if the public wanted that they would also have to accept police drivers may not be able to get quickly to incidents - citing the London Bridge terror attack as one example of where police needed to be able to respond quickly to protect the public and also mentioning the crimes carried out by moped-riding crimes where again the public expected the police to react immediately.

"The current laws are not allowing police officers to use the specialist skills they have been taught to use when serving the public," says Tim.

Government set to launch two-year review of roads policing

The launch of a long overdue roads policing and traffic enforcement review has been welcomed by Tim Rogers, deputy secretary of West Midlands Police Federation and the national response driving lead.

Tim wants as many officers as possible to engage with the review so that they can help steer a re-investment in roads policing.

"As a Federation, we have been calling for this review for more than three years now," says Tim, "Roads policing, as we all know, has been severely neglected for the last 10 years due to the Government's austerity measures.

"While, ultimately, chief officers have presided over the cuts to roads policing, we are keenly aware they have been put somewhere between a rock and a hard place. They have seen their budgets slashed and have had to make really tough decisions.

"Chief officers have on occasion had to choose between cutting the number of roads policing officers or cutting public protection. Faced with that choice, it came as no surprise that roads policing units lost out but that has come at a cost.

"All too often now the public tell us they don't see the visible policing presence they want on our roads network and criminals, and those who flout the laws on our roads, have been keen to take advantage of that."

Tim is also concerned about the inconsistent and incoherent approach to cuts and rationalisation from force to force leading to something of a postcode lottery for roads policing.

He explains: "Some forces merged firearms with roads policing with no backfilling of the vacated posts, some cut altogether. In Staffordshire, for example,

they have no dedicated roads policing officers.

"I suppose the justification was a stagnation in road death figures - around five a day. This has stayed stable but there has been no real recognition for the fact this may be down to the improvements in vehicle safety or the improvement in medical intervention at the scene of accidents.

"But by implication, we seem to have been saying it's OK for six people a day to die on our roads and that should never be accepted.

"We've set up dedicated units for road death while cutting the enforcement education and engineering side of casualty reduction. What message does that send out? Some say the message is that the police service is content for someone to be killed in a road accident but the public can rest assured it will then carry out a better quality investigation into the incident."

Tim also believes the key factors in the Government announcing the review were the damage to the fragile roads infrastructure and the fact it runs to capacity now more than ever leaving no tolerance for closure and costing millions to the economy.

"Though, I am sure the Federation's constant evidence-based lobbying has also played a part," Tim adds.

The Police Federation of England and Wales will be on the review governance board. Eight streams of work will feed into the board:

- Economic assessment: the value of investment in this area
- Intelligence: National Roads Policing Intelligence Forum will be key to this
- Specialist Capabilities Programme: accreditation of forensic collision investigation in line with forensic services

- Operational enforcement: traditional roads policing unit front-line work but also casualty information unit and so on
- Back office capability: administration of fines and so on, for example, France only has one ticket office which is Paris based
- Road safety and partnerships
- Driver training and driver legislation (Home Office led): the area in which Tim leads nationally
- Home Office type approval (speed detection devices, ANPR equipment, technology, Starchase, trackers and so on.

In the summer, the Government announced the joint review, which will be the first of its kind, would be launched later this year in a bid to improve road safety.

The two-year review, jointly funded by the Department for Transport and Highways England, will look at how roads policing currently works, its effectiveness and where improvements could be made or gaps bridged.

A pilot programme based on the review and consultation feedback could begin next year and could test out new initiatives or ways of working to see what works best in reducing road casualties.

Road safety minister Michael Ellis said: "We have strong laws in place to ensure people are kept safe on our roads at all times.

"But roads policing is a key deterrent in stopping drivers breaking the law and risking their and other people's lives.

"This review will not only highlight where police forces are doing good work, it will show what more can be done to improve road safety."

A call for evidence will be launched this autumn. Findings and recommendations will be ready in 2020.

A pilot programme based on review and consultation feedback could begin next year and could test out new initiatives or ways of working to see what works best in reducing road casualties.

Nick honoured at detective awards ceremony

A West Midlands DC who has transformed the way in which detectives are trained was presented with the Services to Detectives Award at the Police Federation National Detectives' Forum (PFNDF) awards.

Nick Mills spent 23 years as a detective, 17 of which were in homicide – with six working on the major crime review team – before moving into training in 2014 and instigating a new approach to how detectives are trained, with an emphasis on making it as inclusive as possible.

He is credited with revolutionising the way the Force delivers the Initial Crime Investigators' Development Programme and his ground-breaking work has been recognised by the College of Policing.

Nevertheless, Nick was humbled to have been put forward for the PFNDF awards and says he was just doing his job.

"It was really nice to be honoured in this way. It's particularly lovely to receive an award for services to detectives and to be recognised for helping make the lives of new detectives a little bit better through improving the way in which training is delivered. I feel very proud," he says.

"At the awards, you hear so many stories about such incredible and complex investigations but I see my role as support, putting the training together and providing new investigators with the best possible start as they move on to deal with such critical investigations.

"It's really important to make the detective role as inclusive as possible but the training programme used to be a six-week course which inevitably precluded many officers making it onto the CID. For many officers being at Tally Ho! at 8am five days a week was impossible, partly because of their personal circumstances such as child care or carer commitments but also operationally. Losing staff for six-week periods is difficult to manage as officer numbers reduce and demand increases."

He adds: "When I first became a detective it was a six-week residential course which was even less inclusive. Although there is still work to do, we really have moved on.

"We looked at different and better ways of doing things and we currently run the training in eight modules over 25 days, some modules are three days' long some are four,



Photograph courtesy of Anderson Photography

DC Nick Mills (right) won the Services to Detectives Award at this year's Police Federation National Detectives' Forum awards ceremony.

some involve a lesson in a lecture theatre but many are practical workshops covering everything from domestic abuse to missing persons and from modern slavery to honour-based killings."

The PFNDF awards were held as part of a two-day seminar at the Hilton Birmingham Metropole this week with the work of detectives across the country recognised by their peers.

Nick was nominated for the award by West Midlands Police Federation workplace representative Trudy Gittins.

She wrote: "DC Nick Mills is quite simply an outstanding individual who truly embodies both the West Midlands Police (WMP) and College of Policing (CoP) core values and those of a detective. I have 24 years' service as a police officer and have worked in many roles within the police service. There are a number of people you meet in your career who push boundaries and achieve results. However, Nick stands out from everyone."

She added: "Nick is a leading officer

within WMP's operational learning and development's investigative training team and is also WMP's subject matter expert (SME) for disclosure. In this time of austerity and cuts in resources, it is easy to underestimate staff who do not work directly on the front-line and to miss the value of such a dynamic department that shapes the way WMP investigate serious and complex crime."

His vast experience and knowledge in investigation, Trudy explained, make Nick one of the most credible trainers nationally.

She also credited Nick for making it his mission to improve the knowledge of disclosure and praised him for writing a bespoke one-day course as well as reviewing the content for the national disclosure e-learning product completed by the college.

His disclosure training has now hit more than 3,000 members of staff including constables, sergeants, inspectors, detectives and senior ranks as well as other key organisations such as the Independent Office for Police Conduct and the National Crime Agency.

In March this year, he won a prestigious CoP award for professional development recognising his everyday excellence and professionalism.

Senior district crown prosecutor Mark Paul, head of the complex casework unit at CPS West Midlands, has praised the West Midlands detective's work.

He said: "It was a massive achievement to deliver face-to-face inputs on disclosure to all WMP investigators and Nick's commitment should be recognised. In devising the programme, Nick played a leading role in consulting with the CPS to ensure that the input was consistent with the national joint Disclosure Improvement Plan. The course is intensely practical engendering a 'thinking approach' to disclosure and encouraging police officers to work with prosecutors in managing disclosure risks from the outset of the investigation."

Detective Chief Superintendent Mark Payne, head of WMP crime, has also commended Nick.

He explained: "Nick is an exceptional officer. He is committed to delivering the highest levels of training to our detectives, so that in turn they can provide the highest quality investigations to the public."

Kelly praised for outstanding work in child protection

A West Midlands detective who works in child abuse investigation was named as the regional winner for the Detective Recognition Award at the Police Federation National Detectives' Forum ceremony.

DC Kelly Mahon was put forward for the award by colleague DC Stephen Parkes who praised her for her outstanding contribution to child protection, saying she was as committed now, more than 10 years after taking on the role, as she was on Day 1.

"The impact of such emotionally challenging investigations over such a period should not be under-estimated. Since choosing to specialise in such a key area of policing and protecting our most vulnerable in society, she has strived to develop and enhance her skills to bring the worst and most depraved criminals to justice, while offering unwavering support and improving the lives of endless children," he wrote.

"While qualifying in this area of policing, continuously developing to achieve and provide a better service, she has detected over a hundred offences of this nature including the most serious and callous sexual offences, against children who would know their abuser and should have been able to trust them and be protected by them. Her pride in her work drives her to deliver the performance she does and allows her colleagues to turn to her for help, advice and support."

He added: "Kelly operates at a high level, in an exceptionally busy and dynamic area of business. Kelly is diligent, industrious, conscientious, unflagging, untiring, tireless, indefatigable and studious. Kelly continues to push the investigative boundaries and she leaves a legacy of excellence in her path. Our Force vision is preventing crime, protecting people and helping those in need. DC Mahon is the epitome of that vision and our values as an organisation."

As part of her role, Kelly not only investigates reported crime but, working in partnership with agencies such as children's services and local schools, she will look to help improve the lives of children and their families to prevent crime being committed.

She is so highly regarded by agencies working in partnership with the Force that she is personally requested when visits or investigations may become challenging. She also coaches new members to the department.

The Detectives Recognition Award is for detectives who have demonstrated outstanding commitment, tenacity and professionalism while conducting investigations. The award recognises the work of front-line detectives to bring offenders to justice while supporting victims and communities.

The winner of this award is voted on by local detective Federation representatives in



DC Kelly Mahon is congratulated by Paul Norgrove of Police Credit Union which sponsored the event.

celebration of the excellent work detectives do day-to-day while carrying extensive workloads and other commitments.

'I was just doing my job to the best of my ability'

Kelly Mahon has admitted she found it difficult to get her head around even being nominated for an award – let alone actually winning.

"As far as I'm concerned, I've just been doing my job to the best of my ability," she explains.

That said, she says as she continues her career, she will be more aware of rewards and recognition and will ensure she nominates colleagues for awards too.

"I was nominated by someone who recognised all my dedication and hard work and took the time to nominate me. With today's working demands, I think we sometimes forget just how hard we all work," Kelly adds.

"I felt like a guest of honour at the

awards ceremony, receiving my award has certainly been a confidence boost as I am someone who struggles with my confidence. It has made me feel extremely proud but it's also made my family so, so proud. My Mom was lying on a beach when I received the award and the next day she texted me telling me that she had tears of joy in her eyes after seeing the photos."

Kelly joined the Force in 2002 and only a year later set her sights on specialising in child protection.

"We were on a post-foundation course and had a talk by a trainer about the murder of Victoria Climbié and I couldn't believe what I was hearing about the fact she could have been saved," she recalls.

Kelly started her trainee investigator

process in 2009 when she moved to child protection, sitting her exam the following year before completing her training and portfolio in 2013.

The whole of her time as a detective has been on Child PPU and she says the support of her family helps her cope with the demands of the role.

"I take each day at a time and it sounds silly but I set myself a goal each day and try to achieve it. For example, at the moment I am ADS on Child PPU Birmingham which is extremely busy. I have come to realise that I can't do everything so I set my goals and prioritise them. And I try to have fun, Child Protection can be a very sad subject so it's important to laugh at work too," she says.

Marathon efforts for ACC

More than 200 people have signed up to take part in a marathon next year to raise money for the Motor Neurone Disease Association and Primrose Hospice.

Inspired by Assistant Chief Constable Chris Johnson's approach to being diagnosed with Motor Neurone Disease (MND), West Midlands Police Federation workplace representative Trudy Gittins decided to run Liverpool's Rock 'n' Roll Marathon 2020 and called on other officers and police staff to join her.

Among the latest people to join the fund-raising effort are Chief Constable Dave Thompson and Mr Johnson's wife, Sharon, who will take part in the half marathon.



Trudy Gittins signs up Chief Constable Dave Thompson.

"I'm not a runner and this has taken a lot of thought," says Sharon, "It's going to be so tough and I'm going to need the other runners' support but I'm doing this for one reason and one reason only - my amazing, inspirational husband. He is fighting the most horrendous disease and he's the one who will keep me going along with my training and running partner, the lovely Neata Simpson."

Mr Thompson explained his reasons for signing up: "I have never done a half marathon before. This is for an exceptional good cause and it requires an exceptional effort. I am pleased to join so many staff

undertaking this challenge."

Others can still get involved.

"We are up to almost 200 runners and still counting," says Trudy, "There is still more time to sign up. Most of the team have no running experience whatsoever and this will be a tough challenge. But, by investing their time and commitment to this cause, it just shows how the police family comes together and is true testament to how Chris Johnson is regarded."

As well as officers of all ranks and police staff from West Midlands Police taking part, supporters from further afield have also signed up. North Wales Chief Constable Carl Foulkes and Met Commander Alex Murray, both former West Midlands Police officers, have joined the fund-raising mission, along with North Wales and Merseyside DCCs Richard Debicki and Serena Kennedy, Merseyside ACC Rob Carden, Cleveland Chief Constable Richard Lewis, the Northamptonshire ACC and former WMP chief superintendent James Andronov, retired Leicestershire ACC and former WMP officer Phil Kay and the Cumbria DCC Mark Webster.

Trudy, a DS in the organisational learning and development department, hopes the team will give a boost to the Motor Neurone Disease Association, the charity that funds research and offers support to those with the disease and their families, and also Primrose Hospice which is supporting the Johnson family.

"I watched the really powerful interview the ACC and Sharon gave on Good Morning Britain's breakfast TV show in the summer in which they talked about their journey

through MND," says Trudy.

"Along with both their courage and humility, what struck me about the interview was how the funds raised by the Ice Bucket Challenge a few years ago had helped the Motor Neurone Disease Association make real in-roads into finding a cure for MND and the emphasis on how this cure could become a reality within our life-time.

"This made me think that we could come together as a policing family and be part of this, and in some way make small steps towards helping Chris, Sharon and their family live their best life.

"MND attacks the nerves in the brain and spinal cord and could happen to anyone at any time; a person's risk of developing the disease is around one in 300. It does not discriminate and most people would never want to take their mind to how it must feel to have it."

The Rock 'n' Roll Marathon takes place on Sunday 24 May 2020 and there is also a half marathon the same day. Trudy is urging as many people as possible to take part – even if they can't manage the full marathon.

"We invite everyone to consider joining the team particularly members of the Disability Policing Association (DPA) and those managing a visible or non-visible health condition. People who are unable to run the race due to a condition, disability or injury can support the cause in other ways by taking part in 'virtual' races to suit their needs and details can be found online," says Trudy, who is vice-chair of the Force's EnAble Disability and Carers' Community.

As well as encouraging officers and staff to run, Trudy has also spread the word as far as

“ There is still more time to sign up. Most of the team have no running experience whatsoever and this will be a tough challenge. But, by investing their time and commitment to this cause, it just shows how the police family comes together and is true testament to how Chris Johnson is regarded. ”

Australia. Her friend Sarah Sprague, who emigrated to Australia, is planning to run a race on the same day as the Liverpool event to raise awareness of MND in Oz.

Meanwhile, Trudy is aware of the challenge she has set herself and hopes more colleagues from the Force and further afield will share her passion to do something to show support for the ACC.

She explained: "It is way out of my comfort zone. It's going to be tough as hell fitting the training in around working full-time, four children, a hectic life and winter training conditions. There are lots of barriers that could get in the way.

"But when you think about MND, there is nothing more motivating when things feel tough. WMP is a huge family who are at their very best when they support each other. The half marathon in particular is a goal that, with the right mindset, support and training you could set yourself even if you've never run before.

"The benefits of running are immense but for this goal it has the added benefits of supporting Chris and his family. I have also discovered an existing Facebook community called 'RUN MND' where their motto is #no finish line until there is a cure for MND. That is exactly where we want to get too."

Chris has welcomed Trudy's efforts, saying: "Thank you to everyone involved. This is a truly wonderful thing to do. It's been a difficult time but I can honestly say things like this, where great people are prepared to do something to help raise awareness and support, is genuinely uplifting."

You can sign up to the Liverpool half or full marathon at <https://www.runrocknroll.com/en/Events/Liverpool/Register>

Please also get in touch with Trudy to let her know that you've joined the team and please share this plea for recruitment with your own personal and working networks.

Alternatively, if you think you can help by raising awareness and funds for MND in another way, please also contact Trudy.

You can also contact the occupational health and wellbeing fitness advisers for further training support. They regularly hold 'Couch to 5K' training programmes.

Challenge yourself... who's in?



'This gives me strength'

Chris Johnson posted a message to the #WMPMND team's Facebook page to say thank you those taking part in the Liverpool marathon events.

He wrote: "I have not checked in to Facebook for a couple of days, out with family at Alton Towers making some memories. Just checked in and seen we are over 200 runners, we have the best smile award for Amara (Leon) and so many of you training in your MNDAs tops.

"I can't tell you just how important raising awareness of this disease is and helping to raise money to support families and help understand its cause and hopefully in the end find a cure. You are all simply brilliant, thank you so much for all that you are doing. This gives me strength and resolve to keep fighting."

- Amara (5) will be taking part in the mile event in Liverpool next year when she will be six.

Rock n' Roll LIVERPOOL MARATHON & 1/2

West Midlands Police's ACC Chris Johnson has been diagnosed with the terminal nerve condition Motor Neurone Disease.

Passionate about policing and with a young family, he continues to be at work but wants to raise awareness of his condition and funding to aid medical research.

To help raise funds and awareness of MND, and Phoenix Hospice, Di Trudy O'Brien, Vice Chair of West Midlands Disability and Carers Community, is running in the Liverpool Rock and Roll marathon on Sunday 26 May 2016. To date, over 20 police colleagues are planning to either take the half or full marathon.

We invite you to join our team and welcome colleagues throughout the whole of the UK, policing busy, and in particular members of the Disability Policing Association (DPA) and those managing a visible or non-visible health condition, to join us. People who are unable to run the race due to a condition, disability or injury can support the cause in other ways by taking part in 'virtual' runs to set your name down to be part of the team.

To join the team please contact DS Trudy O'Brien: t.gibson@west-midlands.gov.uk
Tel: 101 and 902 3075
Mobile: 07825 514 794

mnda
WEST MIDLANDS CHARITY
Enable

ACC's wife 'overwhelmed'

Sharon Johnson says she has been overwhelmed by the number of people who have signed up to take part in the Rock 'n' Roll event next May.

As the total went past the 150 mark, Sharon said: "This is getting so big. I'm overwhelmed. I've had a few tears this morning. I just can't believe how many are doing this, all because of my lovely husband."

Among the most recent people to join the fund-raising mission is Cleveland Chief Constable Richard Lewis who has signed up for the full marathon.

Trudy Gittins, who has led the appeal for people to join the event, said: "This is absolutely fantastic news. We now have 40 other Chief Constables to work on now."

At the end of my money I still have some month left!

Do you need support with your budgeting?



Let the Federation help you with a free confidential one-to-one Financial MOT.

Your meeting with Caroline Harris could help you manage financial issues that may arise throughout your police career and into retirement.

If you're struggling to understand what workplace benefits are available to you and your dependants, George Burrows could help. They have arranged for Caroline Harris, a financial welfare specialist with over 25 years' experience, to work alongside the Federation and provide detailed information on the range of pensions and schemes available to you.

Contact the Federation to arrange your free, confidential one to one support.

0121 752 4900

Appointments take place at Guardians House

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GB1450/FP459-2019/V3

See what your colleagues say:

"I am very grateful for Caroline's support. She could see I found the whole situation very stressful but she took that pressure from me and was wonderful. She's a fantastic lady." Serving police officer, 2019

"Not only did she help me to understand how the new pension will affect me but she also helped me save money!"

Serving police officer Bennett, 2019

"Visiting Caroline Harris was well worth the time. She helped put my mind at rest with informed information rather than guess work." Serving police officer Skidmore, 2019

"Caroline cleared up any doubts about my pension and helped me understand my tax code better, which has resulted in a tax refund. I highly recommend any officer who is close to retirement come and speak to her." Serving police officer Shippam, 2019



GeorgeBurrows



Cake sale helps raise £1,000 for hospice



ACC Chris Johnson (left) and his wife Sharon at the cake sale.

A cake sale at Lloyd House has raised £1,000 for the Primrose Hospice which is supporting the ACC and his family. Chris Johnson's wife, Sharon, organised the sale which ran from 10am until 2pm and was held in the café on the first floor of the Force HQ building in the last week of September.

Mr Johnson said afterwards: "What a fantastic day, thank you all."

And Sharon told the bakers and those who bought the cakes: "I'm truly grateful for all your support at a very difficult time. Thank you from me and the kids."

She also said a special thanks to her sergeant who raffled off a huge Garfield to boost the amount raised by the cake sale by almost £500.



Helping with the fund-raising Sally Astwood.

ABOUT MOTOR NEURONE DISEASE

A person's risk of developing Motor Neurone Disease (MND) is around one in 300, according to the Motor Neurone Disease Association. While it can affect adults of any age, it is more likely to affect the over 50s.

The charity estimates up to 5,000 adults in the UK are affected by MND at any one time.

MND describes a group of diseases that affect the nerves (motor neurones) in the brain and spinal cord that tell your muscles what to do.

With MND, messages from the motor neurones gradually stop reaching the muscles. This leads the muscles to weaken, stiffen and waste. MND can affect how you walk, talk, eat, drink and breathe.

MND is life-shortening and there is no cure. Although the disease will progress, symptoms can be managed to help achieve the best possible quality of life, the charity says.

£10 million funding boost for Taser roll-out



Around 10,000 more officers are expected to be trained and equipped with Taser after the Home Office announced a £10 million investment programme.

The news, announced by Home Secretary Priti Patel on Friday 27 September, has been welcomed by West Midlands Police Federation.

Secretary Steve Grange explained: "Taser is an essential bit of kit for modern-day policing. For some time, the Federation has been calling on the Government to give forces the funding they need to be able to offer training to all officers who want to carry Taser and then equip them with the devices.

"A recent Police Federation survey found that 94 per cent of officers think Taser should be issued to more front-line staff so I am pleased to see that the Home Secretary appears to have been listening to the views of those who understand the challenges being faced by officers on a daily basis.

"Taser not only helps officers to protect themselves but also means they can effectively protect their communities. Police chiefs have been doing their best to get more officers equipped with Taser but with limited funding have struggled to do so and therefore this new funding is a big boost."

Announcing the ring-fenced Home Office funding, the Home

Secretary said: "I've been completely appalled by the recent spate of serious assaults on police officers which is why I'm giving chief constables the resources to dramatically increase the number of their officers who carry Tasers.

"They keep us safe and now I'm giving them what they need to keep themselves safe on the job."

National Federation chair John Apter has also welcomed the new investment. He said: "The Home Secretary has listened and she has acted, this is absolutely the right decision for my members and for policing."

He added: "Officers are telling me daily they are feeling vulnerable and often isolated due to the lack of this vital protective equipment which has saved the lives and prevented serious injuries; this is why I felt so strongly that all officers who want to be trained and carry Taser should be able to."

- In a poll of the public run by broadcaster LBC to coincide with the Federation research, 73 per cent of the 2,000 people asked think police officers should be able to carry Taser.

Figures released by the Office of National Statistics for 2018/19 show a 27 per cent increase in assaults on police officers in England and Wales with 10,399 crimes resulting in assaults or injuries to officers.

Federation issues new statement on pensions

The Federation has issued a statement on pensions after being approached by members confused by communications from outside organisations.

These relate to the recent pension discrimination cases and whether a future outcome will result in a remedy for all or only for those who have begun a legal challenge.

With the legal challenge on the discriminatory aspects of the scheme - through an employment tribunal and beyond - there are two possible outcomes of a legal victory, the Police Federation explains in a statement issued on 20 August.

These are, firstly, a remedy and secondly, compensation.

“A remedy is likely to address the root cause of the discrimination and is aimed at getting members to a position where there is no discrimination. Compensation, by contrast, is a separate payment, likely to be paid to claimants for hurt feelings or distress,” the Federation says.

In a Treasury statement on 15 July, the Government indicated that such a remedy would be applied to all in the public sector schemes listed. The schemes themselves will

be changed and therefore all those who have been subject to discrimination will be subject to the remedy. The Government sees this as being likely to be valued at around £4 billion. The remedy will apply to all, regardless of whether they have taken a personal or group legal case.

Officers who signed up to the Pension Challenge may also get compensation. The amount of compensation is based on the degree of ‘injury’ that can be evidenced in accordance with the Vento Scale (See right).

The compensation has not yet been valued and there is no certainty over how much it will amount to. It may, or may not, be adequate to pay for the costs those challenging will incur. The Pension Challenge (Cops Against - @copsagainst) have indicated they believe any compensation will be in the lower Vento band.

The Vento Scale sets out the compensation judges can award for discrimination. The values used would be those that apply when the case is laid, not when it is settled: that is, for police pensions the bands will be lower than currently published for 2019.

VENTO SCALE

- Lower band (for the least serious cases, e.g. a one-off or isolated incident of discrimination) – currently £900 - £8,600, but at the time the cases were taken, likely to be up to a maximum of around £7,000 - £7,500
- Middle band (which is used for serious cases that do not merit an award in the highest band) – currently £8,600 - £25,700
- Top band (for the most serious cases, such as a lengthy campaign of discriminatory harassment) – currently up to £42,900.

The Police Federation of England and Wales’ position remains the same: it is, as yet, unclear how the remedy will be applied, but the Federation believes it will apply to all. Anyone considering a claim must carefully consider the risk that the compensation may not cover their legal fees.

“ A remedy is likely to address the root cause of the discrimination and is aimed at getting members to a position where there is no discrimination. Compensation, by contrast, is a separate payment, likely to be paid to claimants for hurt feelings or distress. ”

Supporting you

Our Federation reps and officials are keen to offer help, advice and support to all members.

It is always satisfying to find out that they have been able to make a difference. Here is a message of thanks we have received recently.

Letter of thanks to Cliff Tomkinson, personnel lead

I would like to pass on my grateful thanks and appreciation to you, Archie Murphy and all representatives involved in my issues.

During the ill-health retirement process, I was feeling very poorly, in

constant pain and vulnerable. I live on my own and it was a very difficult time as I was threatened with half pay. You and the team were always available to assist with help and advice as well as attending key meetings with me.

I am pleased to say that, due to your assistance, I have been successful in obtaining an ill-health pension and can now concentrate on recovering from my full knee replacement. Please pass on my grateful thanks to all the team.

Keep up the good work.

Member details withheld

Prince of Wales honours fallen officers at annual memorial service

HRH The Prince of Wales honoured fallen officers at the National Police Memorial Day (NPM) on Sunday 29 September at Glasgow's Royal Concert Hall.

As patron of the NPM, he attended a service held annually to honour officers who have been killed, or died, in the line of duty.

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."

Steve Grange, secretary, and John Williams, deputy chair, represented West Midlands Police Federation at the service.

"The service serves not just to honour fallen officers but also to remind us all of the unique role police officers play in society and of the dangers they face as they serve their communities," says Steve.

"The service was very moving but I hope it was also comforting for the families to know that their loved ones have not been



Standards are lowered in honour of fallen officers.

forgotten."

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

"It serves to remind us of the

extraordinary courage officers show to keep running to the front-line, day in day out. I am going to give the police and their families the protection and the support they deserve."

Chief Constable of Police Scotland, Iain Livingstone QPM, said: "I am honoured, as Chief Constable of the host force, to once again be involved in the National Police Memorial. It is a poignant and important occasion for us all.

The congregation stands in silent remembrance.





HRH The Prince of Wales joins the congregation.

"Police officers perform a difficult and sometimes dangerous job. We do so without fear or favour, with courage, integrity and humanity. Policing is a job like no other, it is a vocation. It's not what we do, it's who we are.

"These occasions allow us to come together to remember and honour those who are not here but through our memories, remain with us."

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.

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, and 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.

Speaking about the service and its importance, Rumbie Mabuto, wife of Joe Mabuto of Thames Valley who died in 2016,

said: "It was a good day – we got to meet the Prince and it was touching that he knew me already and went into Joseph's past and asked how we are doing, which was nice for the kids."

Margaret Sinclair, widow of PC Leslie Sinclair who died in 1972, said: "It was a very calming service and an honour to be chosen to light the candle for Scotland, and meet the Prince."

Canon David Wilbraham, national police chaplain and co-ordinator of National Police Memorial Day, said after the service: "I extend my gratitude to everyone who attended today's service and for their ongoing support. It is always a day filled with emotion but also with immense pride. It is only right that we stop to remember the sacrifices made by those who protect us. I know it meant a lot to the families and friends of our fallen colleagues to have our patron, His Royal Highness The Prince of Wales, with us today in Glasgow."



The petals of remembrance.

Safety must be the priority, custody seminar told

Custody sergeants should feel confident to close a suite when it is at capacity and not be pressured into taking risks with safety, delegates were told at the two-day Federation National Custody Seminar.

Assistant Chief Constable Nev Kemp, custody lead for the National Police Chiefs' Council, Sergeant Chris Bentley, chair of the Police Federation's National Custody Forum, and Juliet Lyon CBE and Jenny Talbot OBE, both representing the Independent Advisory Panel on Deaths in Custody (IAPDC), formed a panel session at the seminar to discuss this issue and others raised by officers at the seminar which was held in Hinckley, Leicestershire on 10 and 11 September.

Dave Beverley, an Essex Police custody sergeant, described his role of 13 years as 'challenging and demanding' and noted that custody is a 'very pressured environment'.

With 18 months until he retires, he said he is currently working harder than ever before.

He explained: "We are under constant pressure from our command to keep custody suites open. We are being told it is inspectors who make decisions to close, not custody sergeants. In the NHS, it's one nurse for every eight patients and as soon as you go to nine another nurse must be found. As custody sergeants, we're being allowed to drown and are told we must keep suites open at all cost."

Dave suggested a pro forma should be created for custody sergeants to document



Assistant Chief Constable Nev Kemp, custody lead for the National Police Chiefs' Council.

their concerns, adding: "I just want to protect all custody sergeants – we come to work to try to do our best, to keep everyone alive and sometimes it's difficult to juggle all the balls."

Sgt Bentley, who is also a full-time Federation rep, reminded colleagues of regulations which state that only a superintendent can relieve a custody sergeant of command, adding: "Until then a custody sergeant is supreme, we choose to deprive people of their liberty and at that point we become responsible for their health and safety."

ACC Kemp, of Surrey Police, told the seminar's custody sergeants: "Ultimately, the buck stops with you." He advised that custody sergeants should couch their arguments in terms of health and safety.

Earlier in the seminar, Mr Kemp had hailed progress made in reducing deaths in custody to zero in the last year.

However, Ms Lyon, who chairs the IAPDC, raised the high number (58,000 recorded cases) of custody detainees self-harming and suggested the Government should carry out a safety assessment ahead of any future cuts in staff numbers.

"We've seen people being asked to do things that pushed them to the edge of what's safe," she said. "There were 63 deaths following police custody and we know that 13 of these were linked to drugs or alcohol – 10 had a known mental health issue – so it is quite clear that the solutions lie in health."

Tom Milsom, operations manager of the Independent Office of Police Conduct (IOPC), took part in the discussion, assuring the audience that a culture change is in progress. He said: "I accept that perhaps our reports in the past have been over-zealous in trying to find [fault]. We're now on a path of looking at how we can support the evidence base to improve policing."

Mr Kemp acknowledged there had been a 'change in tone' from the IOPC in recent months with more of a focus on learning.

"It's a lot less adversarial than it was and we're better for it," he said.

DIVERT success

A custody programme which reaches out to young adults in a bid to steer them away from a life of crime and into jobs including football coaching has yielded some impressive results.

Inspector Jack Rowlands from the Metropolitan Police Service delivered a presentation on DIVERT at the seminar.

DIVERT is designed to divert 18 to 25-year-olds away from offending and into employment, development and education.

Between its launch in 2015 and October 2018, more than 320 people

have gone through the programme - 150 of whom are now employed, with another 100 in training and development for work.

Only seven per cent have re-offended.

The success of the programme has led to it being rolled out across other forces. From January 2020, Thames Valley Police, South Yorkshire Police, Lancashire and Nottinghamshire Police will be joining the scheme.

Awards ceremony

Officers judged to have made exceptional contributions to the world of custody were recognised at an evening awards ceremony on the first day of the seminar.

Inspector Katie Andrews of Derbyshire Constabulary was presented with the Outstanding Contribution to Police Custody award. Merseyside Police Custody Team 2 were announced as the Custody Team of the Year and Ulla Wachowska, a nurse who works for the Metropolitan Police at Heathrow, was honoured for her thoroughness and hard work.

City of London Sergeant, Richard Longden was named Custody Officer of the Year and Professor Michael Zander was presented with a certificate of special recognition for his services to police custody.

Praise for officers as custody deaths at zero

Custody officers and staff were praised for their professionalism and the level of care provided to detainees as latest figures revealed no one died in a custody suite last year.

The Independent Office for Police Conduct (IOPC) statistics for England and Wales 2018/2019 cover a range of incidents where there have been fatalities after the police have had contact with a person prior to their death.

On the release of the figures, Assistant Chief Constable Nev Kemp, National Police Chiefs' Council (NPCC) custody lead, said: "Last year, none of the 698,737 people brought into custody in England and Wales died as a result of harming themselves.

"Given that when detainees are brought into custody they are at their lowest and feeling vulnerable – that is a very impressive testament to the care and professionalism of officers and staff."

ACC Kemp also highlighted Operation Foreland, carried out at the end of May as

more than 3,000 Hell's Angels descended upon Surrey and Sussex for their 50th year celebrations, as a prime example of the best of British policing.

For this unprecedented event, Europol and police officers from 12 countries were in attendance for the operation along with more than half of forces in England and Wales providing mutual aid.

Despite between 70 and 80 per cent of the Hell's Angels and associated groups having criminal convictions for violence, including convictions for murder and bomb-making, officers arrested 53 members over a two-day period and not a single officer or member of the public was hurt.

According to ACC Kemp, none of them resisted arrest – attributing it to officers treating people fairly and with dignity.

The lead Europol officer, with decades of experience, has since commended the operation for being 'the best he has ever seen' and Mr Kemp said it would pave the way for

future operations in Eastern Europe.

He told the seminar: "We have a custody service that is transparent, safe and professional it's something we should all be really proud of."

"I want to particularly thank those who work day in, day out in custody centres in a pivotal role in the criminal justice process and dealt with around 700,000 detainees last year, some are the most challenging and vulnerable people in society."

He also revealed the NPCC is currently discussing how to introduce national custody training.

"Whether there will be a comprehensive package or a national training standard in only high risk areas is unclear but chief constables will be considering it in the next few weeks and we – the College of Policing and the NPCC – are pushing for an improvement to the status quo, which is a wide variety of courses and training methods which are variable in quality and often out-dated," he said.

Acid attacks, drugs and restraint

On Day 2 of the seminar, delegates heard about the dangers of concealed drugs and Acute Behavioural Disturbance (ABD) from medical experts Dr Meng Aw-Yong and Dr Johann Grundlingh.

Dr Aw-Yong is medical director for the Metropolitan Police Service and a past member of the Independent Advisory Panel on Deaths in Custody and Dr Grundlingh is a consultant and chief executive of SFR Medical.

Dr Aw-Yong called for more understanding of ABD among healthcare staff, stating that despite it being listed as a medical emergency in the Royal College of Emergency Medicine's best practice guidelines, it is often not recognised as such. Affected individuals may suffer sudden cardiovascular collapse and/or cardiac arrest with little or no warning. Often sedation will be required to prevent the onset of symptoms.

He has been involved in six inquests where ABD was a factor and said minimising the restraint time for someone at risk of the condition is vital. The use of Taser could be considered to help that.

He said: "I am keen to protect officers, to avoid them having to grip the rail if there is a death in custody and the subsequent investigation. Even if that restraint was proportionate and there were other contributing factors, the coroner's verdict will still come back that

the restraint was responsible in part."

He also spoke about the effectiveness of CT scanners to detect drugs and mobile phones concealed within the body and techniques that can be used, such as positioning the detainee forward when arresting them if officers fear they may have swallowed drugs or objects.

Dr Grundlingh presented on acid attacks, which had peaked in 2017 after a five-year growth in cases, fuelled by criminal gangs. Delegates were shown graphic images of injuries and advised on the best ways to treat victims. He also spoke about SFR Medical which has carved out its niche in speeding up the transfer of medical evidence from the NHS to police investigators.

Design guide should set standard for custody suites

A Police Custody Design Guide is being created so that forces can build and refurbish custody suites nationwide to a common standard.

Assistant Chief Constable Nev Kemp, the National Police Chiefs' Council lead on custody, announced the launch of the guide when he addressed the seminar.

It should now be used as the reference document for any custody estate work and will also be of interest to construction companies, architects and suppliers who provide custodial design support or custodial products.

Better support



Ché Donald (pictured above), the Federation's national vice-chair, also addressed the seminar to share the findings of the recent demand, capacity and welfare survey and Cambridge University's research into post-traumatic stress disorder (PTSD). He called for ring-fenced funding for the Police Treatment Centres and the enhancement of the Welfare Support Programme to deliver counselling to Federation members in the future.

Custody visitors

The seminar received a presentation on the work of the Independent Custody Visitors' Association (ICVA).

They speak to around 29,000 detainees in a typical year and have been taking part in a pilot scheme at Derbyshire Constabulary to drive forward improvements.

Low morale, stress and demand taking their toll

Low morale, stress and soaring demand are the main factors behind officers resigning from the police service, a Federation survey has revealed.

More than half of respondents (51 per cent) who took part in the rolling survey between October 2017 and April 2019 said their morale had a large part to play in their decision to leave the service.

"Sadly, we have also noticed something of a spike in resignations recently and there are still more people leaving the service than joining at the moment so our numbers are still going down," says Steve Grange, secretary of West Midlands Police Federation.

The Police Federation of England and Wales survey also revealed:

- **40 per cent of leavers said stress was one of the contributory reasons in their decision to leave**
- **41 per cent said their psychological health was a driving factor, and**
- **39 per cent reported their physical health contributed.**

John Apter, national Federation chair,

said: "These findings do not surprise me at all. This is yet more evidence, if it were needed, to prove to the Government and chief constables that my colleagues are at breaking point – or are unfortunately already broken – and have been driven to leave the service due to low morale, stress and soaring demand.

"The service has been cut to the bone since 2010 with 22,000 fewer officers to protect the public, leaving our dedicated members with little option but to operate in a pressure-cooker environment, doing double the workload – now more likely single-crewed - with cancelled rest days and holidays.

"Police officers are not robots, they are human beings. They are exhausted and consistently exposed to things people should never have to see with a large proportion also leaving because of the toll taken on their psychological health.

"Our members who have served 10 to 20 years were more likely to leave due to poor psychological and physical health which is

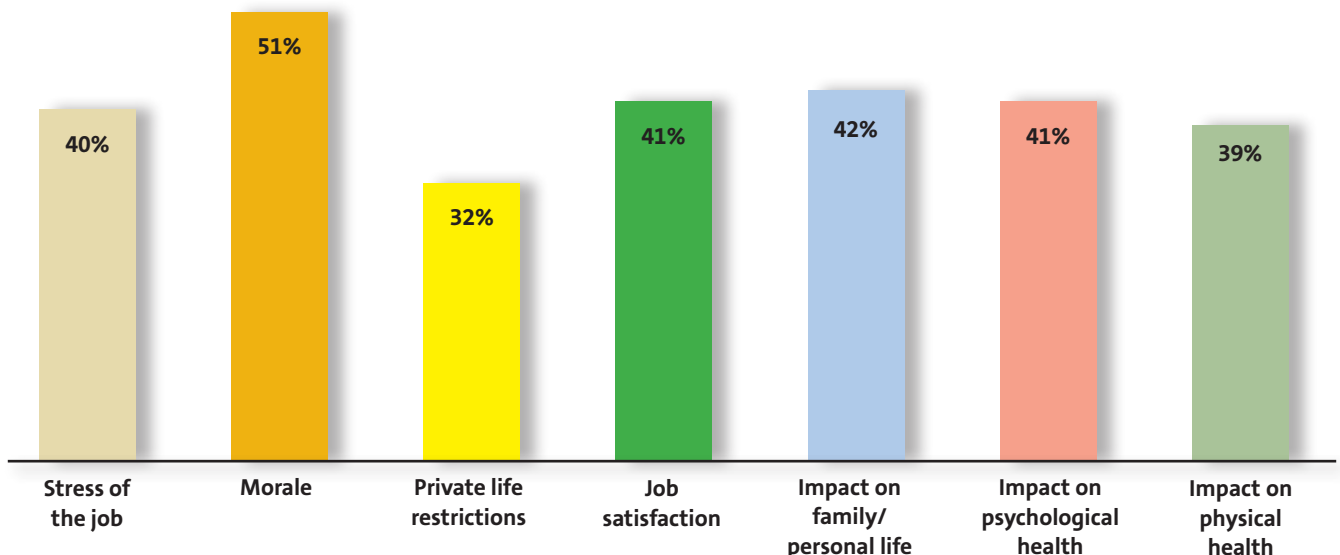
something policing should be ashamed of. The apparent lack of willingness to fight to retain our most experienced officers is simply inexcusable and more must be done to ensure we look after our people."

However, the survey's finding also showed eight out of 10 were leaving policing because they had reached pension age with having access to their pension (63 per cent) and length of service (54 per cent) cited as their reasons for retiring.

Two thirds (66 per cent) said they would never consider returning to the police service while just under a third (30 per cent) said a better work-life balance would make them reconsider their decision to leave with around a quarter saying improvements to welfare and a lower workload would cause them to have a re-think.

Almost three quarters (71 per cent) of those who completed the survey said interesting and varied work had a big influence on their motivation to join with 75 per cent saying they were satisfied with how interesting and varied their work had been.

Reasons related to welfare having a major effect on respondents' decision to leave





Job security was the factor respondents were most satisfied with (79 per cent) while opportunity for career advancement was the factor they were least likely to say they were satisfied with (27 per cent).

The national chair added: "With the Government's recruitment plans underway to bring the number of officers back up to how it almost was before, it will hopefully, and eventually, lighten the load, however, this will take many years.

"For now, we need significant, centrally-funded investment to look after the officers we have so they have access to essential, protective equipment such as Taser and so forces can provide better, consistent and more meaningful welfare support. The Government has also pledged to introduce a Police Covenant which would enshrine the welfare of officers in law and would have a hugely positive impact on our members which is good news.

"I always hear chiefs and politicians saying police service's most valuable resource is its people – well, now it's time for them to deliver and prove it."

The survey was launched to gain an insight in to officers' reasons for leaving the police service and aims to identify whether officers are gaining what they want to from their career within the police. Therefore, the findings from this survey, for the first time, provide information regarding attitudes and expectations of those leaving the police service across England and Wales

The findings are based on the current total of 1,022 respondents to the rolling leavers' survey during the 18-month period between October 2017 and April 2019.

The PFEW Leavers' Survey opened on 25 October 2017 and there is no designated closing date.

The survey is open to any officer who is leaving within the next three months, including those who are retiring, resigning or being required to leave by their force.

Read the full report at
<https://tinyurl.com/y5ae2dvq>

PSYCHOLOGICAL CONTRACT

Respondents were most likely to feel the police service is obligated to a large extent to provide them with necessary training to do the job well (84 per cent). However only 18 per cent of respondents said it had met this obligation.

- Three quarters of respondents felt the police service was obligated to a large extent to provide them with fair pay for the responsibilities of their job, however, only three per cent of respondents felt it had met this obligation.
- 79 per cent of respondents felt the police service was obligated to a large extent to ensure there were enough officers in their team to do their job properly, just four per cent reported this obligation had been met.

PENSIONS

Overall 25 per cent of respondents said changes to police pensions had a major effect on their decision to leave, with 22 per cent saying that how these changes have been implemented had a major effect on their decision to leave.

This may be because currently most leavers' survey respondents will not have transferred into the CARE scheme and will remain within a final salary pension scheme.

However, pension changes were more likely to have an impact on the decision to leave among respondents who had less service within the police. For example, 43 per cent of respondents with between 11 and 20 years' service said pension changes had a major impact on their decision to leave and 39 per cent said how pension changes were implemented had a major effect on their decision to leave.

TREATMENT OF OFFICERS

The treatment of officers had a mixed effect on respondents' decisions to leave.

Under half (44 per cent) of respondents said how the police are treated as a whole had a major effect on their decision to leave. However, respondents who had not reached pension age were more likely say how the police were treated affected their decision to leave. This proportion was 73 per cent for respondents with 11 - 20 years' service and 57 per cent for respondents with fewer than 10 years in service. This is compared to 48 per cent of respondents with between 21 and 25 years in service and 35 per cent of respondents with 26 years or more in service.

In addition, 39 per cent of respondents said that how change is managed within the police had a major effect on their decision to leave. Further, 29 and 27 per cent of respondents, respectively, said the support they received from their senior leadership and the fairness of the rewards they received for their work had a major effect on their decision to leave.

This compares with 24 per cent of respondents saying fairness of the policies and procedures that affect their work had a major effect on their decision to leave, and only 13 per cent of respondents saying the treatment they receive compared to their colleagues had a major effect on their decision to leave.

Similarly, only 12 per cent of respondents said the support they received from their line manager had a major effect on their decision to leave and just two per cent of respondents said their relationship with their colleagues had a major impact on their decision to leave.

This suggests that respondents' treatment and workplace relationships had less of an impact on their decision to leave compared to other reasons addressed within the survey.

Federation welcomes new menopause guidance

West Midlands Police Federation has vowed to work with the Force to ensure that women going through the menopause receive the support they need.

The pledge came as the first national guidance on the menopause in policing was launched earlier this month to help forces provide better support for officers and staff at a time when a third of female police officers nationwide are aged 45 or over.

"This guidance is long over-due," says Steve Grange, secretary of West Midlands Police Federation, "It is a major step forward for the police service and I hope it will mean women get the help they need to work through the menopause but also that it raises awareness about the effects of the menopause particularly among line managers.

"Last year the Police Federation of England and Wales carried out the first nationwide survey on the menopause among members and the results were quite shocking with one in five women saying they had considered quitting work due to the symptoms of the menopause and more than three-quarters saying they had found the symptoms either moderately or extremely problematic at work.

"As a police service, we need to be doing more to support women through this time in their lives. Some of the issues raised by those who took part in the survey included a lack of awareness among management of

the menopause as a possible occupational health issue, the need for better ventilation, air conditioning and temperature control and better access to information support at work so I think some of these can quite easily be addressed and we will be doing everything we can to drive forward changes in line with this new guidance."

West Midlands Police Federation continues to work with the Force's branch of the British Association of Women in Policing to help shape Force policies in relation to the menopause.

The guidance includes information for women experiencing the menopause, line managers and occupational health teams. It also encourages forces to establish formal policies for managing menopause transition and provides a draft risk assessment form and checklist.

A working group of strategic stakeholders in policing, spearheaded by Hayley Aley, one of the Federation's national women's leads, had commissioned the menopause survey which then provided evidence of the need for the national guidance.

"Everyone in the policing family got behind PFEW's survey which proved that forces need to do more to break down the barriers that currently exist," Hayley explained, "It was iconic for us to aim a survey not just at our membership but to the whole police family and for this to give

the credible evidence needed to give guidance to our force leaders.

"This guidance will make a difference to so many and I sincerely hope this work paves the way for colleagues in the other emergency services."

Chief Constable Carl Foulkes, the national lead for gender at the National Police Chiefs' Council, said: "The demographic of the police workforce across the UK is changing with an increasing number of female colleagues and an aging workforce in key front-line roles as well as other roles in our organisations. There are clear health and safety implications for women, their colleagues and the general public, if we do not support, understand and deal with menopause issues properly.

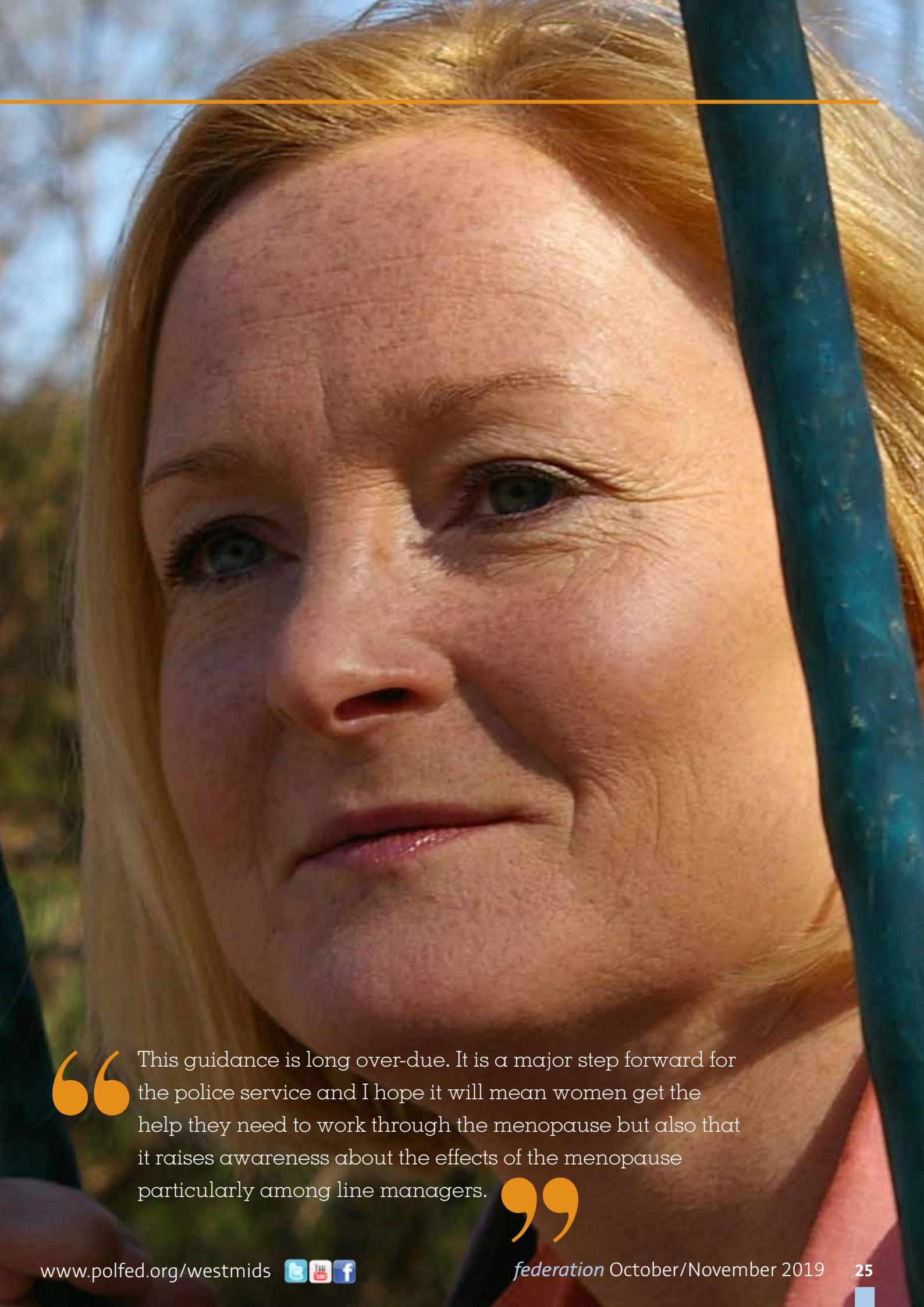
"As such, this guidance which addresses strategic, line management and individual learning around menopause transition is important to minimise the potential impact on operational and non-operational resilience as well as valuing and understanding what colleagues are going through."

The National Menopause Guidance aims to help support and advise individuals, line managers, senior leaders and occupational health advisers.

Find out more by visiting:

<https://tinyurl.com/y25km7xd>

The PFEW menopause survey results can be seen at <https://tinyurl.com/y28fkwcw>



“ This guidance is long over-due. It is a major step forward for the police service and I hope it will mean women get the help they need to work through the menopause but also that it raises awareness about the effects of the menopause particularly among line managers. ”

Putting wellbeing to the fore

Officers and staff can now find a wealth of information and support via the Force's new wellbeing portal.

The portal, which can be found on the intranet under 'My service', provides a one-stop shop for all occupational health and wellbeing information.

"There are areas within the portal to support every WMP colleague with resources also provided to support those managing other officers and staff," says Lorraine Horner, the Force's wellbeing manager.

"The portal has been a joint project with myself and the digital team within shared services and we are really pleased with the finished result. But, having said that, the portal will continue to evolve with plans already in place for extra sections to be added soon."

In addition to the new portal, the wellbeing team has also been working on clarifying the Force's trauma response to ensure officers and staff have access to support if they deal with an incident that has an impact on their wellbeing.

"This has been a passion of mine," Lorraine explains, "I have been working with existing Trauma Risk Management (TRiM) Managers and some practitioners on this so there is now a clear policy, process and guidelines regarding TRiM and also the other wellbeing offerings we have to support our colleagues.

"All of the TRiM information is clearly accessible on its own dedicated page on the wellbeing portal. We hope this will ensure that myths will be dispelled and that the TRiM team can support more people going forward.

"There is a communications plan in place to ensure that we spread the news about our trauma support work and the team are going out and about to talk to people in Force about this."

To build on progress to date, Lorraine is now looking at the peer support offered Force-wide. There are plans to increase the



TRiM team – both in terms of practitioners and managers – so they can support more colleagues without impacting on their own wellbeing.

But she also wants colleagues to get involved in two more peer support programmes – WMP Buddies and welfare liaison officers.

WMP buddies will provide wellbeing

support, signposting and practical help to colleagues in every area of the Force. There will be no referral into this with people having the opportunity to make contact directly their local Buddy.

Welfare liaison officers will be part of a more structured peer support system and will primarily support those involved in a serious grievance, disciplinary or investigation.

All officers and staff willing to take up the peer support roles, just need to contact Lorraine, including the role they are interested in and a simple application form will be sent out. Full training will be given to successful applicants.

Lorraine is also working with external providers regarding online support (through personal IT systems) via the 'Back-up Buddy' and 'Resilient Me' packages which will enable people to access support and develop their good mental health in a non-work environment.

“There is a communications plan in place to ensure that we spread the news about our trauma support work and the team are going out and about to talk to people in the Force about this.”

Care on Demand



New to the West Midlands Police Federation Group Insurance Scheme from 1 October 2019

We are blessed in the UK to have access to the NHS. A service free from cradle to grave, at the point of delivery, it is the envy of the world.

GPs are the gatekeepers. Historically, we tend to think of the friendly local family doctor. They would be familiar with every member of the family and each member's health. Appointments would be easy, they might even pop in from time to time 'doing the rounds', and there would be no time constraints.

Sadly, this now sounds like a misty-eyed fantasy.

An ageing population, an increase in obesity (resulting in diabetes, hypertension etc.), mental health issues and so on have put a serious financial and resource burden on an already stretched NHS. This is evident in waiting times not just for in-patient treatment but also GP appointments with a recent survey suggesting average waiting times now exceeding 14 days. ⁽¹⁾

One in 10 people have to wait three weeks to get an appointment with a GP. ⁽²⁾

Little wonder that the NHS has previously reported that between 10 and 30 per cent of cases turning up in A & E were ones that were regularly seen by GPs. ⁽³⁾

Fortunately, there is a solution. Care on Demand allows all our Group Insurance Scheme members and eligible dependants to arrange an appointment 24/7 with a GMC

licensed GP, whether in the UK or while on holiday.

For any non-emergency case, whether physical or mental, you can discuss your health concerns with a GP, via phone or video consultation. Calls can normally be arranged within two hours of your request. And, unlike a GP visit, there is no time limit on the consultation (video consults up to 30 minutes) and you can ask more than one question.

Furthermore, the Care on Demand GP can arrange for a private referral to be sent to you or a private prescription* to be sent to a pharmacy of your choice if you are in the UK.

It's a service that is not designed to replace your own GP but to work in conjunction with them, entirely in line with the Secretary of Health's strategy of introducing digital solutions to the NHS.

* Within safe online prescribing guidelines

(1) Source: Pulse Magazine Survey 2019 (<https://www.telegraph.co.uk/news/2019/08/11/gp-waiting-time-breaches-two-weeks-first-time-new-housing-developments/> 12.8.19)

(2) Source: NHS Digital, Experimental Statistics (<https://www.telegraph.co.uk/news/2018/12/06/one-10-patients-waits-3-weeks-see-gp-new-figures-show/> - 6.12.18)

(3) Source: Primary Care Foundation (<https://fullfact.org/health/are-patients-going-e-instead-gps/> 31.1.17)

CARE ON DEMAND FAQs

Q How do I access the app?

A Apple Store: <https://apps.apple.com/gb/app/care-on-demand/id1481628208?ls=1>
Google Play: <https://play.google.com/store/apps/details?id=com.advancemedical.careondemand>

Q Is the service 24/7?

A Yes.

Q How do I get the ID reference for the app?

A It is WESTMIDS2019.

Q Is it accessible worldwide?

A Yes.

Q How long will I wait for an appointment?

A You select a time from the schedule and GP callback is typically within one to two hours.

Q How long is an appointment call?

A Depending on complexity, the average is 15 minutes by phone or 30 minutes by video call.

Q Is there a limit to the number of times I or my family can use this?

A No, there are no limits to the consultation service.

Q What is the phone number to call?

A +44 (0) 203 499 4891.

Q Is the information shared with my GP?

A Yes, if you give your consent.

Q Can the GP issue a prescription or referral letter?

A Yes, if considered necessary.

Q Does an adult need to be present for child consultations?

A Yes, if considered necessary.

Q At what age will cover for my children cease?

A At 21 or 25 if still in full-time education.

Q If accessed outside of the UK will advice be country appropriate?

A Yes, GP recommendations will reflect where you are at the time.



Contact the Federation office for details or visit our website: www.polfed.org/westmids

In association with

GeorgeBurrows



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GP on Demand is provided by Teladoc Health, Inc. Teladoc, Inc is a telemedicine company that uses telephone and videoconferencing technology to provide on-demand remote medical care via mobile devices, the internet, video and phone. www.teladoc.com FP886-2019 Exp. 20.08.2020

Struggling with your finances? Let PayPlan help you...

West Midlands Police Federation has teamed up with the Force Benevolent Fund and PayPlan to provide a series of financial surgeries for officers with debt problems.

"We recognise the huge issue that serious debt can cause on individuals and families," says Steve Newbury, general manager and secretary at West Midlands Police Benevolent Fund.

"The Benevolent Fund has been working with PayPlan for a number of years to identify and direct police officers towards professional advice. There are a number of officers at this time who are seeking and working to take some control of their debt issues with the assistance of PayPlan but we know there are more officers and police staff out there who need help.

"We are offering individual and strictly confidential appointments here at Guardians House to those who want to take that first step and get some help and advice."

Appointments are available on the following dates:

Wednesday 30 October

Thursday 31 October, and

Friday 1 November.



Please contact the Benevolent Fund at Guardians House on **0121 752 4919** to book an appointment or for more information.

PayPlan offers a free and confidential service

By Jane Clack

Have you ever heard of PayPlan? Many people confuse us with PayPal but we are very different... we put debts from PayPal into PayPlan sometimes!

Here at PayPlan, we advise our clients on potential solutions for their debt issues. Our service is free, it is confidential and there is no obligation. Our job is to put our clients in a position where they can make an informed decision on what steps they want to take.

If we can be of help by offering a structured plan we are happy to do so but the choice is always up to the client. Regulated by the Financial Conduct Authority, our trained advisers will go through a financial statement in the way that is easiest for you which can be through our digital tool, through a pack you can complete and return or over the telephone.

We advise on budgeting, income maximisation and debt solutions such as debt management plans, individual voluntary arrangements and bankruptcy. We look at the disposable income and advise on all potential options, recommending which we feel is the best for the particular circumstances but also explaining why we are not recommending others.

In a debt management plan, every penny you pay into the plan goes to paying your debts. There is no fee for this service

and we are supported by a large number of creditors who pay us, in arrears, for the money we collect. Creditors trust us to put forward realistic and sustainable budgets where the client will be able to make payments every month as they have enough to live on.

We would not recommend a debt management plan if the disposable income was not realistic to do this. It is an informal arrangement between you and your creditors and we act as the distributing intermediary. We currently have more than 60,000 debt management plans in place.

If a debt would take a long time to repay we can look at Individual Voluntary Arrangements (IVAs). These are fixed term plans where you pay back a proportion of the debt and the rest is written off. They are a form of insolvency. Legally binding arrangements, they are not suitable for everyone. Although there are fees for this service, as you are paying for the insolvency practitioner's expertise in writing off debt and protecting assets, it would be taken from your disposable income and only comes into play if the IVA is approved. Again, at present, we have nearly 20,000 IVAs running.

The Benevolent Fund has leaflets explaining the pros and cons of each solution but we would always explain these in our advice letter and when we talk to you.



A debt adviser who knows what it's like to be in financial difficulty

PayPlan's point of contact for the West Midlands Police Benevolent Fund is Jane Clack, an experienced and qualified money adviser.



Jane Clack.

She has worked for PayPlan for nearly 20 years and has had debt issues in the past

which she was able to address after contacting PayPlan. She found the help so great she joined the company!

She has the Certificate in Money Advice Practice from the Institute of Money Advisers and the Certificate of Proficiency in Personal Insolvency. Debt advice is her hobby as well as her day to day job and she is also the chair of the Institute of Money Advisers, the only professional organisation for debt advisers in the UK.

"Being in debt is something no-one ever chooses to do – we all spend up to our income so any change in this can lead to problems," Jane explains, "Over-time being withdrawn, illness – affecting either yourself or your partner, which goes on a long time, loss of income – all these things can lead to difficulties but most of us believe that something will turn up and delay doing anything until the small problem seems insurmountable.

"That is never the case – there is always

something that can be done but the earlier it is done the better."

Jane has been paying £900 per month to her credit cards – never missed a payment, always paid well before the date due and always at least £100 more than the minimum contractual payment for any debt. She had started getting letters about being in persistent debt and the extra payments they were asking for were less than she was already paying.

However, it was a wake-up call and, as she is a money adviser, she finally took her own advice and went to the bank to talk about consolidation and is now paying £356 for five years when she will then have repaid all the debt.

She says: "So, you can see sometimes it pays to look outside the box. However, these credit cards are now destroyed as temptation always lurks!"

Jane does financial statements with clients over the telephone but she also comes to the Federation and Benevolent Fund's offices at Guardians House to meet clients individually as sometimes clients feel more secure with a face to face consultation.

She is friendly, non-judgmental and always has the client's interests uppermost. Private appointments mean that clients can meet Jane and start the process knowing who she is as it is often quite daunting to picking up the telephone to start getting things sorted out.

How can PayPlan help?

When you contact PayPlan, we will talk through your finances together and review your income and expenditure. This will be a no-pressure conversation and our advisers will be happy to explain everything along the way.

Once we have taken details of your incomings, outgoings and debt level, we will have a good understanding of the disposable income you have to pay towards your debts. We will then discuss the options available so you can decide on the debt solution that is best for you.

PayPlan advises clients on potential solutions for their debt issues. Its service is free, it is confidential and there is no obligation. PayPlan's job is to put its clients in a position where they can make an informed decision on what steps they want to take.

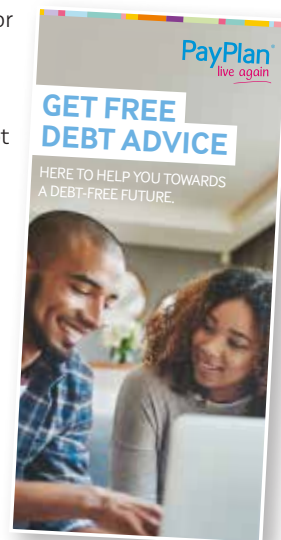
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In a debt management plan every penny you pay into the plan goes to paying your debts.

What are the benefits of PayPlan's advice?

- Reduced money worries
- Help towards a debt-free future
- Potential of reduced creditor calls when in a debt solution
- Confidential advice
- Friendly, non-judgemental advisers
- Tailored debt solutions
- Secure online account management if you enter a plan with us.



Continued on Page 31



POLICE INSURE

GREAT INSURANCE OFFERS IN PARTNERSHIP WITH MARMALADE



CARS FOR YOUNG DRIVERS

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-  TRAVEL INSURANCE
-  MOTOR BREAKDOWN COVER



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[@PoliceInsure](https://twitter.com/PoliceInsure)



Offering tailored solutions

There are many reasons for debt - marriage breakdown, loss of over-time, reduced income and overspending in the past. Sometimes though it is a question of looking at the budget and making some realistic changes which may be hard at the beginning.

Here are just a few case studies featuring officers helped by PayPlan.

Officer A

Police officer (43), divorced with two children under 14. Lives in rented accommodation but also has a jointly owned mortgaged property where his ex lives with the children.

He walked away as his partner could not afford to buy him out and she continues to pay the mortgage. He pays a high level of maintenance and owed more than £46,000 leaving a disposable income of £118.72 when he had paid all his outgoings. This would have meant paying for 32 years in a debt management plan.

He needed a solution with a finite term so he knew what he was paying and had an end in sight. He also needed to protect the property as this was the only large asset. He went into an Individual Voluntary Arrangement (IVA) as this would be over in six years if he satisfied the terms.

An IVA is a legally binding arrangement in which you pay back a proportion of the debt and the rest is written off. As he jointly owns a property, it is important that this be protected so the usual IVA term of five years is extended for another year to compensate for the equity.

Officer B

Young (24), single police officer living with his parents.

He owed more than £11,000 and had a disposable income of around £280 which meant he could repay his debt in just over three years if creditors froze interest and charges. He had seven creditors.

Debt had just crept up without him realising that just making the minimum payments and still using the cards meant he was never going to clear them.

He was finding it difficult to make the full minimum contractual payments and interest was still being added. He needed a solution which would allow him to repay his debt at a rate he could afford. A debt management plan was the most suitable – it is also flexible so if income went up or down the payment could be re-looked at.

Officer C

Police officer, aged 35, living with his partner in mortgaged accommodation. Partner contributes towards the household.

There was a very high level of equity in the property. He owed just over £45,000 and had a disposable income to offer towards his debts of £418.49. He was unable to look at an Individual Voluntary Arrangement as the equity was so high, was not able to release equity and did not want to sell property. So, although repayment at this level would take nearly nine years, it was his best option – a debt management plan is flexible so as his income increased he could offer more to the creditors thus reducing the repayment period.

A debt management plan is an informal arrangement between a client and their creditors where the debt management company acts as the distributing intermediary. Every penny of the disposable income is paid out to the creditors on a pro-rata basis so they are paid in proportion to what they are owed.

Officer D

Police officer (52) living in partner's mortgaged property.

He owed nearly £29,000 and had a disposable income of £700 but this was not as much as the minimum monthly payments. He pays into the household so has built up beneficial interest which means creditors could think he was entitled to some of the equity.

He obviously did not agree – a debt management plan was started as this was the best way to protect the property and keep his partner out of the equation. It would take him about 3½ years to repay the debt. He was no longer able to make the full contractual payments as there was no longer any over-time.

Officer E

Police officer in her early 30s who had been living with her husband in a property they bought together.

They had separated and she had walked away from the property but, of course, her name was still on the mortgage. Her husband had later walked away from the property and gone bankrupt. The mortgage company had found her and were chasing her for a very large shortfall which she was unable to pay. She had some money she could offer on a monthly basis and we arranged an informal arrangement between her and the lender where she repaid a sum monthly over 60 months to write off the rest of the debt. The company agreed to this.

It was not an IVA but a negotiated agreement as the lender was also treating her fairly. The lender could see that we had given best advice – it was her only debt and not one she had expected to have.

Officer F

Young police officer (23) living with his parents with debt of just over £8,000 accrued before he joined the police.

He had a disposable income of around £150 and said he never wanted to use credit again but wanted to repay as soon as he could at a rate he could afford. He had a car on hire purchase which he needed to keep and there were three years to go on the agreement.

On the surface, it looked as though it would take more than four years to repay but when the car was repaid he could throw more at the debt to reduce the repayment period. So a debt management plan was most suitable.



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19 December.



To book, email the Federation office with 'Retirement seminar' and the date you wish to attend in the subject line. Include your name, work and personal email address, phone number, proposed retirement date, number of places required and dietary requirements in the email.

Dates have also been agreed for next year's retirement seminars:

Thursday 23 January
Thursday 6 February
Thursday 12 March
Thursday 9 April
Thursday 14 May
Thursday 11 June
Thursday 23 July
Thursday 20 August
Thursday 24 September
Thursday 22 October
Thursday 10 December.

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The seminars are aimed at officers in the last three years of their service and aim to prepare them for life outside the Force, financially and generally.

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