



Tackling the imbalance between demand and capacity

The findings from a new report we have produced indicates that demand and capacity pressures have serious implications on your health and welfare, and are contributing to the creation of a workforce that can be characterised as 'tired, tense, and targeted'. Our report will be further explored in a series of workshops we are running involving key stakeholders and decision-makers in policing.

Che Donald, your national Vice-Chair, said: "The aim of the workshops is to gather ideas, develop practical solutions, and agree a set of shared recommendations with a broad range of stakeholders to try to address the issues raised by our research. We recognise that we cannot effectively enact change alone and need on-going support from key stakeholders and partner agencies to meet these challenges going forward."

As part of our work around welfare, we are also engaging with Oscar Kilo to feed into the process of developing their service, which looks to use best practice and innovation to improve and tailor forces' wellbeing provisions to meet the needs of officers.



Fed rep voting portals are now open across England and Wales

Have you voted yet? Members across England and Wales are now voting for their force's Fed Reps. Across our 43 Branches over 1,600 officers put themselves forward during the nomination period. Any Police Federation member, subscribing or non-subscribing, is eligible to vote, though not all Branches have contested seats. [Find out more here, including how to vote.](#)



Help us to better protect police drivers by writing to your MP

[We are calling on you and the public to write to your MPs](#) urging them to support the Emergency Response Drivers (Protections) Bill at its second reading on 16 March. We have been working with Sir Henry Bellingham, the MP sponsoring the Bill, to secure added protections in law for police and other emergency responders who exceed the speed limit while doing their jobs.



The Home Office has a short memory on pay and pensions

[In response to the Home Office's evidence for the police pay review 2018/19](#), Calum Macleod, your national Chair, said: "The Home Office is conveniently forgetting that your pensions reflect the fact that you do a demanding, dangerous and risky job and need to retire earlier than many other workers - insisting police officers should be given a lower annual pay award because of their pension, is adding insult to injury."



Chair's blog: Storm in a teacup for bobbies on the beat

[Calum Macleod writes](#): 'I read a story in one of the tabloids where a member of the public had taken a sneaky photo of two officers from Greater Manchester Police having a cup of coffee while on duty. In a commendable manner, their inspector had taken to Twitter to defend his officers, who he could not praise highly enough, and putting the would-be whinger firmly back in his place. If we as police officers are not on our ground, talking and listening to the local community, then who is?



Welsh Assembly backs protection for assaulted officers

Last week, [the Welsh Assembly voted to allow UK legislation aimed at toughening sentences for those who attack the emergency service workers](#) to take effect in Wales. The Assaults on Emergency Workers (Offences) Bill, which received its second reading late last year, will once passed introduce tougher sentences on those who assault blue light responders. The Bill is the culmination of our Protect the Protectors campaign, alongside supportive MPs and partners.



Are you retiring or leaving the service in the next three months?

This is your last chance to have your say... It's essential that we capture the experiences of those of you who are leaving the service soon, whatever your circumstances, so that lessons can be learned and issues can be addressed. The findings from this long-term study are crucial for building a strong evidence base for change to benefit those still in the service and those yet to join. Thank you in advance for your feedback. [Take the survey now.](#)

Can't open the links?

We are aware that some force email clients block the hyperlinks in this newsletter. If you are having problems accessing any of the links above, please try copying the full address below and pasting it into your browser:

New demand and capacity report published - www.polfed.org/newsroom/5371.aspx

Oscar Kilo - www.oscarkilo.org.uk/

Fed rep voting portals are now open - www.polfed.org/newsroom/5409.aspx

Help us to better protect police drivers - www.polfed.org/newsroom/5399.aspx

Home Office has a short memory on pay and pensions - www.polfed.org/newsroom/5380.aspx

Chair's blog: Storm in a teacup - www.polfed.org/newsroom/5404.aspx

Welsh Assembly backs protection for assaulted officers - www.polfed.org/newsroom/5407.aspx

Take the leavers' survey - www.surveymonkey.co.uk/r/pfewleaverssurveynmdb

Police Federation of England & Wales

www.polfed.org

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