

Welfare

Anniversaries of the events that led to the PIP, attendance at inquest, court, etc. can be impactive and should be managed to reduce those effects. You may experience a range of emotions as a reaction to your involvement. This reaction is normal and symptomatic of post traumatic stress.

Common symptoms include, and are not limited to:

Grief	Memory loss
Shaking	Crying
Anger	Agitation
Detachment	Concentration difficulty
Mood swings	Avoidance/isolation

If you do experience a difference in your normal self or others, seek assistance and support by trained medical professionals.

The PIM should be updated and you should engage with your force occupational health and local federation.

The PFEW Welfare Support Program (WSP) is available to assist and you should speak to your Federation Rep for more information, or contact your Local Federation Office in accordance with any Post Incident Procedures in place.



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Notes section for appointments, contact details or things you wish to mention when seeking help.



Advice to officers involved in a POST INCIDENT PROCEDURE (PIP)

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Advice to officers involved in a Post Incident Procedure (PIP)

This advice **MUST** be read in conjunction with the relevant College of Policing Authorised Professional Practice (APP). If you have any concerns, you should seek support from your local Federation branch board representatives.

As an officer involved in a PIP, you may be regarded as a key police witness (KPW). During the process you will be treated as either a witness or suspect and you have rights under police regulations or PACE (1984). An investigation to establish the facts of what took place will commence.

You should seek immediate advice from a federation representative, especially if you are in any way involved in a PIP which has resulted or could result in the death or serious injury of a person.

- You cannot be treated as both a witness and suspect. If requested to provide clothing or intimate samples, seek clarity regarding your status.
- Initial statements should only be made after you have taken any relevant medical and legal advice. Your local federation representative will be able to advise on these matters.
- Your welfare is paramount and the post incident manager (PIM) has a responsibility to ensure you have access to appropriate medical and legal advice.

PIP

You should be given a conferring reminder prior to making a statement. There is nothing to prevent officers relaying operational and safety critical information to others involved in the ongoing management of the incident or operation. A record should be kept of what you have passed on. It is important that your own evidence is accurate and that your accounts are YOUR accounts.

Anonymity

You may be advised to compile your accounts with the addition of a pseudonym. This is to initially protect the identity of those involved and may not always be retained at any future stages or legal/misconduct proceedings. You should make efforts to reduce your own profile, especially if using a pseudonym and be mindful of any social media accounts or interactions that could identify you or others involved.

Separation

There may be discussions about separation and keeping you or colleagues apart during the PIP. Separation should only take place after consultation with the PIM. If separation does take place, you may then be considered a suspect. It does not necessarily mean you will be arrested, however a misconduct or PACE (1984) interview may follow.

Post PIP events

Depending on the type of incident an inquest or court proceedings may take place. Following any PIP, the relevant independent investigation agency (IIA) will compile a report. Proceedings may take a long time to conclude and will affect those involved to varying degrees. You should be updated on a regular basis and kept informed about the incident. It may mean that you are not kept operational and posted to other duties.

Four stages of a PIP

Stage 1 – Situation report

This should be sufficient to inform others who will manage the ongoing incident and for you to seek support, usually from the scene.

Stage 2 – PIM basic facts

Where possible this information should come from a source other than the main KPWs who have been directly involved. The PIM basic facts are most likely provided at the nominated PIP venue by an individual willing and able to provide the detail. They may be subject to legal advice where appropriate and can be in a written or verbal format.

Stage 3 – Personal initial account

This account is subject to legal and medical advice and should normally be provided prior to going off duty. It should include:

- Your full identity (pseudonym if applicable)
- Your understanding of the operation
- Your role in the operation.
- The essential details of your recollection of the force used, e.g. the nature of the force and what the subject was doing at the time.
- Your honest held belief that resulted in any use of force, if applicable or relevant.

Stage 4 – Detailed account

These statements are normally provided at least 48 hours after the stage 3. The account is a full recollection and should include any reference to body worn video (BWV), incident logs, original notes, command logs, etc.