



Officers Quitting Is ‘A Red Flag’

Norfolk police officers are leaving the service at a five-year high, which should be a “red flag” to the Government over pay, said Norfolk Police Federation.

Last year, 55 officers resigned from Norfolk Constabulary, more than double the number that resigned in 2018. Meanwhile official submissions to the Police Remuneration Review Body (PRRB) warned the Government that policing

“We’ve got a very young workforce. That brings pressure on the officers who are more experienced and are trying to upskill these new officers, and contributes to their poor morale.

“And then that affects those people not wanting to go on to be detectives, which is another issue we have. Having fewer detectives is a scary place to be – we haven’t got that stream of people who want to go and put hardened criminals

having on the police service. It’s important that we make them understand that there are serious risks coming over the hill around pay and conditions, and that people are leaving faster than we’re recruiting.

“Unlike other professions, you can’t just pick agency police officers off a tree. We’re looking for a pay deal that at least matches inflation. We’ve seen the Fire Brigades Union recommending to

“This is serious – people are leaving faster than we’re recruiting”

would be under threat if it ignored calls for a fair pay increase. It added that a third of officers had fewer than five years’ experience, and a rising number were leaving for the private sector.

Norfolk Police Federation Chair Andy Symonds said: “More and more officers are leaving the service compared to previous years. This should be a red flag to Government, to the NPCC, to Police and Crime Commissioners and to the Home Office, because that can’t continue.

and organised gangs behind bars.”

Andy said it was important that the Federation continued to engage with chief officers and local MPs on the results of the Pay and Morale Survey, in which 84% of Norfolk officers said they felt worse off financially than five years ago.

He said: “That’s important evidence that we can put before the decision-makers. I’m taking a couple of frontline officers to meet our Norfolk MPs, to explain the impact pay and morale is

settle their 7% pay rise. That’s 2% more than police officers got. I put that squarely down to the fact that they’re able to negotiate their pay.

“Police officers cannot strike, withdraw their labour or work to rule. So we’re in a really difficult position. We rely on the Government to treat us fairly. Since 2010, the opposite has been the case. We must make sure we educate all of the MPs, and keep pushing so that the pay review body is amended.”

Know Your Compensation Rights

Compensation for working into a rest day

If you work one hour into a rest day (RD) or less, you should get payment or time off in lieu (TOIL) at time and a half for each completed 15 minutes. Over one hour into a RD, compensation is payment or TOIL at time and a half for a minimum of four hours. There is no 30-minute disregard for working into a RD.

Compensation for performing a duty on a public holiday with less than eight days' notice

Payment or TOIL at double time, for a minimum of four hours (plus travelling time if under six hours) and a day off in lieu to be notified within four days and treated as a public holiday.

Compensation for performing a duty on a public holiday with more than eight days' notice

Payment or TOIL at double time, for a minimum of four hours (plus travelling time if under six hours).

Mileage claim when performing a duty on a rest day

Travelling expenses (mileage) to and from an officer's home address to their place of work can be claimed back from the force when officers are performing a duty on a RD. The mileage to/from your home address to your normal place of work will be taxable; mileage to/from your home address to a place of work other than your normal posted place of work

is not taxable. The RD worked cannot be one in which the day is then reallocated as a rest day in lieu (RDIL). Claims for this type of mileage can only be backdated for three months.

Reimbursement of medical charges

If you have received an injury on duty that was not your fault, and have subsequently been charged for a prescription and/or medical charges by the NHS (including dental charges), these can be claimed back from the force.

Part-time officers and additional hours

Police Regulations, together with Home Office guidance, state that part-time PCs, Sergeants, Inspectors and Chief Inspectors are paid at

“Any officer whose claims are rejected should contact the Federation office”

plain time for all determined (so-called contracted) hours, PLUS any additional hours up to 40 hours in a relevant week (0700 Monday to 0700 Monday for Norfolk), unless they choose to take the additional hours as TOIL.

Also, all additional hours worked by the above part-time officers over their determined hours, and up to 40 hours in a week, which are paid, are automatically pensionable. All part-time officers who work in excess of their agreed hours should ensure they are receiving the correct remuneration for the additional time worked.

Remember, paid additional time up to 40 hours each week is also pensionable pay. Any officer who finds such claims rejected should contact the Federation office for assistance.



Force Recovers Salary Errors

Have you been subject to any salary or overtime errors? The force is seeking to recover overpayments that have been made in error. This is the Federation's advice to any officers contacted by payroll:

- Subject to certain strict, legal criteria, there is a requirement for you to repay any financial overpayment made by the force.
- Judicial review case law determines

that the force cannot make arbitrary deductions from your salary in order to recover these overpayments.

- You must be given the opportunity to negotiate a repayment schedule and you must give explicit consent for deductions to be made from your salary.
- Repayment amounts and time scales must be reasonable to account for your specific personal circumstances.
- Any repayments will take into account

already paid PAYE and NI contributions, so you won't pay these twice.

The Federation has advised the chief officer team and Norfolk and Suffolk finance departments, and it has been assured the above position will be followed.

However, should you find an arbitrary recovery of salary overpayment is proposed, please contact the Federation and we will help you deal with the situation.

'Enough Is Enough' On Pay

The Police Federation of England and Wales has called for a minimum 17% pay rise for police officers this year; meanwhile Norfolk Police Federation said officers were struggling to make ends meet.

The PFEW came to the figure after a report by independent think tank Social Market Foundation showed that police officer pay had declined by 17% in real terms since 2000.

Andy Symonds, Chair of Norfolk Police Federation [pictured], said it was "simply outrageous that the attack on our pay and conditions has continued for this length of time".

Andy added: "For 23 years, police officers' pay and conditions have been under constant attack, leading to a reduction of 17% in real terms in officers' pay.

attack on our pay and conditions has continued for this length of time.

"The officers I represent rightly feel that the reason officers have suffered more than any other worker is that the Government can simply impose any pay rise they see fit.

"We've seen that with the Home Office submission to the laughably named independent pay review body for the 2023 pay round. The Government believe officers are only worth a 3.5% pay award. It's another nail in the coffin for police pay going forwards.

"How can this Government made up of human beings think it's acceptable to recommend a measly 3.5% for this years pay award, taking into account everything that's happened to police officers' pay and conditions over many years?

be a career worth having for anyone, we won't attract the best.

"We'll continue to lose lots of experienced officers who resign as they can find work elsewhere paid much more money for less stressful and complex work, they won't be violently attacked, they can't be ordered to work overtime, ordered to work on their days off and miss family events over bank holidays, Christmas and New Year's celebrations.

"Who'd be a cop in 2023? We're seeing many come to that realisation, either not applying at all, or when they do join they jump a sinking ship very quickly as they realise that being a police officer cannot sustain being able to live a decent life with a good standard of living."

The SMF research also found that police pay

"For 23 years, officers' pay and conditions have been under attack"

"We have been the poor cousin among other public sector workers – the majority of which have the ability to withdraw their labour and have industrial rights. It's no surprise to officers that they have fallen way behind other workers.

"No account has been taken of the fact that officers simply have to accept what's given to them as they have no recourse to challenge the constant denigration of their pay, allowances and conditions of service.

"Enough is enough. Officers are struggling to make ends meet. We're handing out food to officers and their families, for goodness' sake. In what world has this become the norm or remotely acceptable?

"This is not a job in which you can allow people to be paid so poorly that they have to look for other jobs to supplement their income.

"The job of a police officer is highly complex, and tough mentally and physically. Officers suffer with being attacked both verbally and physically on a daily basis for simply doing the job. It is simply outrageous that the

"Well I know why they can, it's because they do not fear any sort of reaction, as officers are legally banned from industrial rights. It feels that this Government can continue to attack officers pay as we're an easy target – sitting ducks who can't fight for fair pay.

"We're seeing the impact of poor pay and conditions in the numbers of officers leaving the service, which is at an all-time high.

"If this direction of travel continues with year-on-year poor pay and conditions, we will have a position so entrenched that policing will not

fared badly when compared to other protective services and public sector workers, whose pay rose by 1% and 14% respectively over the same period. The report claimed that the decline in police pay is likely to be linked the restrictions on their right to strike.

And it added that if the current police pay trend continued, officer remuneration would drop by a further 4% in real terms by 2027.

The report also found that a key factor in discussions over police pay should be what it called the "P-factor": an element of police pay that reflects the unique obligations and responsibilities police officers' experience relative to other comparable roles. This includes their unique risk of exposure to physical and psychological harm, alongside the restrictions that are placed upon their private lives.



Support For Sexual Assault Victims

A new reporting system at Norfolk Police Federation will support victims of alleged sexual harassment and assault.

Police Federation, will enable victims and witnesses of predatory or abusive behaviour to report incidents.

olutely don't want to make a formal statement or for any formal action to be taken, then their wishes as a victim come first. We won't make

“If we are going to change the culture of the organisation, the police service and society, we need to take these steps now”

The Federation Support Team, which is being established in conjunction with force professional standards and Suffolk

Led by Norfolk Federation Secretary Sam Hawkins, the new system will support victims or witnesses through professional standards meetings, misconduct proceedings or court appearances – as long as that is what the victim wants.

Sam said: “There is a perception out there from some officers that they can't come to the Federation, because the alleged perpetrator is being supported by the Fed, so they don't feel confident. But this will be a separate email, and if people want to be supported by Suffolk Police Federation reps, we can do that. It is important that they know they will be treated as victims first and police officers second.

“And if they want to disclose and report things that have happened to them but they ab-

any onward referrals that aren't in line with their wishes. We will deal with them ethically and confidentially.”

Reps are currently being recruited to the system. Complaints will be handled by Sam and kept separate from other conduct issues via a 'Chinese wall'.

Sam, who is also Women's Lead for the Police Federation of England and Wales, has been motivated by her own experiences of sexual harassment when she joined the force in the 1990s.

She said: “Having been in that position myself and feeling that no one was listening, or if you did say something that you would be ostracised or there would be repercussions, I think it's really important that we recognise that it's not acceptable.

“If we are going to change the culture of the organisation, the police service and society, we need to take these steps now.

“And, let's be honest, if we have got individuals that are behaving in a predatory way, within the organisation – whether they are male or female – none of us want to be working with that kind of person.”



Think Before You Post

Officers need to be aware of the risks around conduct and behaviour while using social media, work emails and other messaging services, both on- and off-duty, Norfolk Police Federation has said.

Chair Andy Symonds is also Conduct and Performance Lead for Norfolk Police Federation.

He said: “When it's gone, it's gone! Not that great 'Buy it Now' deal on eBay or the latest offer at Currys – rather, that ill-thought-through email, WhatsApp message, tweet, or well-meant quick check of your daughter's boyfriend on the force

intelligence systems. Once you've done it, you can't undo it.

“All of these examples, and others, are rightly going to attract the attention of the Professional Standards Department and, in the worst-case scenario, may even be job threatening.”

Andy continued: “Think before you click or send' is a phrase we have previously highlighted but, unfortunately, we continue to experience examples of misuse of the force computer systems.

“Even when there is a lack of any intentional malice or malign intent, it still breaches the Data Protection Act. Before you press that button, think about what you are doing.”

So THINK:

- Is it True?**
- Is it Harmful?**
- Is it Insulting?**
- Is it really Necessary?**
- Is it likely to come back and bite you?**



Use Your Welfare Van

Norfolk police officers are being reminded to make use of the Federation's welfare van, which it has now owned for a year.

The van is deployed at certain crime scenes and pre-planned policing operations. It contains a microwave, fridge, sink and boiling water dispenser, as well as a toilet. It has room to seat up to six officers, along with three in the front.

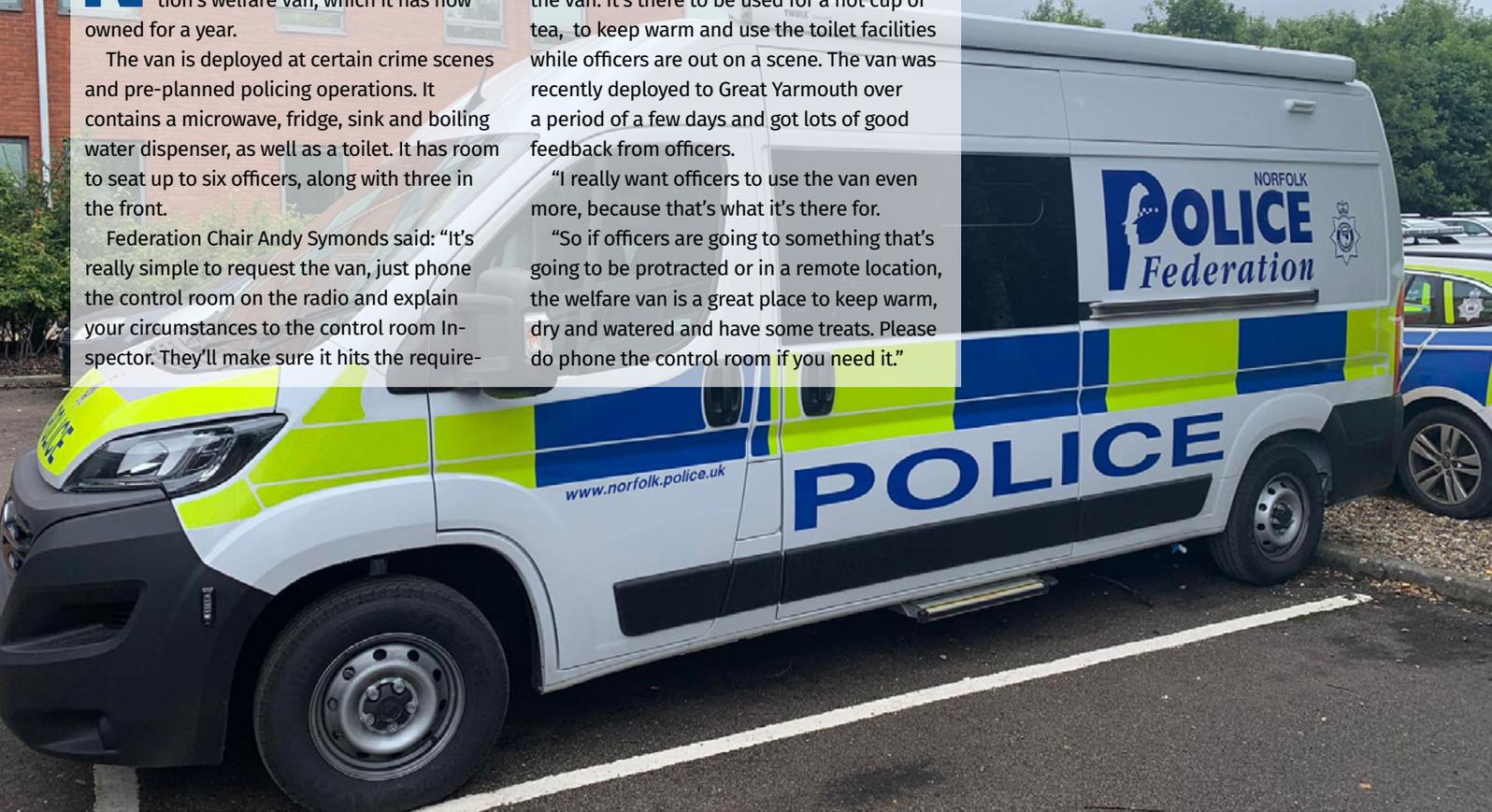
Federation Chair Andy Symonds said: "It's really simple to request the van, just phone the control room on the radio and explain your circumstances to the control room Inspector. They'll make sure it hits the require-

ments, and if so they will agree to deploy it.

"We want to encourage our members to use the van. It's there to be used for a hot cup of tea, to keep warm and use the toilet facilities while officers are out on a scene. The van was recently deployed to Great Yarmouth over a period of a few days and got lots of good feedback from officers.

"I really want officers to use the van even more, because that's what it's there for.

"So if officers are going to something that's going to be protracted or in a remote location, the welfare van is a great place to keep warm, dry and watered and have some treats. Please do phone the control room if you need it."



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Personal Mortgage Advice

Norfolk Police Federation and MCB Financial Services are running the following fee-free mortgage clinics in the Federation office



**24 May | 28 June | 26 July | 23 August
27 September | 18 October | 22 November**

**Appointments can be booked at the following times:
0900 | 0945 | 1030 | 1115 | 1230 | 1330 | 1415**

**Book your slot by phoning the Federation office on 01603 971420
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**The premium includes Insurance Premium Tax (IPT) and is correct at 01 September 2022

Inspectors Need To Reclaim Time

Tired and burnt-out Inspectors are being encouraged to record their hours and to reclaim any time owed to them.

Sam Hawkins, Secretary of Norfolk Police Federation, said too many Inspectors don't log their hours, meaning the organisation doesn't have a clear picture of demand – and officers could be missing out on time off in lieu.

Sam said: "We want to remind Inspectors of their rights and entitlements. It's a big issue, because our Inspectors and Chief Inspectors are seeing increased demand, spending more time on call, being called out in the night – all without getting any overtime or recompense.

"It's very easy when you get to the rank of Inspector or Chief Inspector to want to get everything done and to end up working excessive hours. But even though they can't

claim paid recompense for those additional hours, they are within their rights to record them. If you do work additional hours, there is information in the regs about how you can manage your time and potentially take that time elsewhere."

The Federation is working with the force's Resource Management Unit to make it easier to log hours.

Sam continued: "Inspectors and Chief Inspectors feel that they are stretched too thinly. When you are a Duty Inspector covering a huge geographical area, with responsibility for the custody units and all the critical inci-

dents, you only need to have one incident happen and then you've got all the custody reviews that are due elsewhere in the county.

"They make it work. But it's very difficult for them to get time off and they are feeling the pressure very keenly because, unlike their colleagues, there is no opportunity to enter the overtime for all these additional hours."

For more information, go to: <https://www.polfed.org/news/blogs/2023/inspecting-ranks-part-1-know-your-rights-and-manage-your-time/>



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Help For Ill Health Retirement

Two Norfolk officers who went through the ill health retirement process explain how their Federation reps supported them every step of the way.

The Federation's understanding and empathy helped a Norfolk officer through a protracted ill health retirement process.

The officer was suffering from a condition that could not be resolved despite medical interventions over several years. He suffered issues with the NHS, Department of Work and Pensions, and there was also the stress on his family life.

He said: "When you factor all that in and then you've got to deal with the uncertainty of the ill health retirement process, you feel like you're walking a tightrope.

"There were times when I didn't want to be here anymore, and the support from my Fed rep probably saved my life. Not just because of his knowledge, but also because of his empathy. He was there whenever I needed him.

"He went to every meeting with me, including to the force doctor. You feel like you're on trial.

"You're dealing with people who have to make a decision about you after talking to you for half an hour and that could determine whether you can afford to keep your house or not. It's a horrible place to be in."

He added: "While it was all going on I was quite critical of why it took so long, but it's just a process and it's no individual's fault, it's just a long-winded thing.

"Overall the force was fair, and it's been a fair resolution, but the uncertainty that leads up to that point is crippling. It was great to have the Federation on side, who have got that understanding of everything that's involved and were able to keep me abreast of it all."



A second Norfolk officer who was supported by the Federation through his ill health retirement said that their help was "life-changing".

Following an on-duty accident, the officer was left with injuries that made it impossible for him to continue in his role.

He retired on medical grounds in May last year and the whole process took around five months.

Norfolk Police Federation supported the officer throughout the ill health retirement process and also helped him put in a civil

claim relating to his accident.

His Fed rep accompanied him to meetings relating to the claim, which was resolved in his favour this year.

The retired officer said: "The Federation absolutely helped me from the very beginning of the process. I had to do hardly anything, it was pretty much sorted out for me. The Federation was very helpful with the way they dealt with it.

"I worked in the police for 25 years, and up until that point I hadn't needed to use the Federation. But it just goes to show how

one incident on one day can make such a difference to your life. And that's when the back-up is needed.

"I spent 25 years paying into the Federation and didn't use it, but that one incident well and truly made up for it. I can't fault the Federation at all and I'm so glad I was a member.

"If I hadn't been, it could have been life-changing for me, considering the way things have worked out. I don't know what I would have done; It would have led me down a very different path."



'Good Work Recognition' Bonus

Line managers are being encouraged to submit applications for their officers to receive 'Good Work Recognition' bonus payments for 'exceptional work that goes beyond the call of duty.'

Norfolk Police Federation Chair Andy Symonds said: "With the annual National Police Bravery Awards soon upon us [more of this in future editions of Norfolk News], it is an opportune time to remind all our members, but particularly line managers, of the Good Work Recognition bonus."

Bonus payments are between £50 to £500, depending on the circumstances, and they are taxable but non-pensionable. Recognition should be initiated by an officer's line manager using form GWR1.



Andy continued: "Despite the constant attacks on police officers' terms and conditions, the Winsor review back in 2012 retained the 'bonus payment' allowance within Police Regulations.

"The Chief Constable may award a bonus payment where they are satisfied that a piece of

work of an outstandingly demanding, unpleasant or important nature has been performed by an officer.

"This bonus payment is nothing to do with performance-related pay and has been retained for a reason, namely to recognise and reward specific examples of arduous and trying work that were above and beyond the call of duty.

"This allowance is infrequently claimed and the Government may well seek to remove it if it can show it is not being used."

Andy added: "It is our view that if our members are awarded a Chief Constable's or Judge's Commendation and such recognition is recorded on force orders, there should be no reason for the bonus payment recommendation to be submitted by your line manager."



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Senior adviser **Amy Allen** (CeMap, CeReR) joined MCB in 2018 and has 20 years' experience as an adviser in financial and customer services.

Originally born in Middlesex, both of her parents were in the RAF so she travelled as a child before settling in Norwich 27 years ago.

Amy still enjoys visiting new places, and has travelled to Japan, the Caribbean, Egypt and Mexico to name just a few favourites.

When she's not working hard on her clients' mortgages, she loves walking her two dogs, going to concerts and glamping.



Mortgage & Protection Adviser **Erjon Vulaj** (CeMap) joined MCB in 2022.

He has worked in financial services for over five years and really enjoys helping clients get the mortgage they need to buy their first home.

He also likes going to the gym and playing football. He has a passion for travelling, eating out and learning about other cultures.



Family Law

Norfolk Police Federation has joined forces with a new solicitors firm. Birketts will offer police officers a **free first consultation** for any family law related matters.

Birketts will also be offering family law webinars to Federation members later this year. The webinars are designed to help officers through the process of separation and divorce, with practical advice. Topics covered include:

- Managing your outgoings and living arrangements
- How to agree a financial settlement
- Making arrangements for children
- Funding the cost of a divorce

To make an appointment with a family law solicitor at Birketts, officers should email Denise Findlay at **Denise-Findlay@birketts.co.uk**, stating they are a member of Norfolk Police Federation.





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