

FRONT LINE

The magazine of Nottinghamshire Police Federation **SUMMER 2023**



OUR BRAVERY AWARDS NOMINEES

- see Pages 4 and 5

WE ARE NOT A POLITICAL FOOTBALL

By Simon Riley, chair of Nottinghamshire Police Federation



Policing always seems to be facing some crisis or another whether it is over pay and conditions, pensions, officer numbers, crime statistics or a breakdown in relations with the Government.

The latest challenge appears to be police conduct which has come under the spotlight like never before as the subject of independent inquiries and reports and the inevitable negative headlines that follow.

It's perhaps not surprising that public trust and confidence in the police have taken a battering but serious incidents involving officers are still extremely rare and the vast

majority are decent, hard-working women and men who carry out their duties with great professionalism and respectfulness.

The knee-jerk reaction to stories about inappropriate and unacceptable behaviour by police officers usually involves over-simplistic calls for crackdowns on disciplinary policy and root and branch reform but as we all know, the picture is far more complicated than that.

Police officers swear an oath of allegiance so we are servants of the Crown rather than employees and that has implications when it comes to industrial rights so the potentially vulnerable position of our members has to be balanced out in other ways.

This was brought into focus in recent months as our colleagues in the ambulance service, health service and fire service have all carried out or threatened to carry out strike action to drive home their claims for fair pay in the face of a crushing cost of living crisis.

A debate about whether the Police Federation should pursue employment rights for its members has begun as a result and I'm sure people will have differing views on the many pros and cons.

What we do all agree on, though, is our opposition to a recently published Bill seeking to overhaul existing conduct and disciplinary procedures in a way that gives much more power to chief constables.

I suppose it was inevitable that some politicians would try to capitalise on recent criticisms of policing and try to use it as a way of scoring points against their rivals but

given the context in which these calls for sweeping changes are being made this was particularly disappointing.

We won't allow police officers to become a political football under any circumstance and certainly not while we are trying to have a serious debate about the future of policing, what our service should look like, what the public should realistically expect from us and how we get the best people to join our police forces.

Calling for instant dismissals (when the process to do so already exists) and demanding statutory access to a police officer's private communications just feels like a bit of a cheap shot for an easy win when the people responsible know full well there is far more to the issue than that.

We take a deeper look at this story in this magazine alongside an update on the Police Covenant, community policing and the online memorial that is being created for fallen colleagues.

Pay remains high on the agenda and the Police Federation is working hard to ensure our 17 per cent pay claim is taken seriously.

That figure wasn't plucked out of the air but is a reflection of the years of low or zero pay increases, the extra demands and expectations that have been placed on policing in recent years and the fact that we have no recourse to industrial action as a last resort.

Our members just want to be fairly rewarded for the jobs they do and the sacrifices they and their families make and that doesn't really seem too much to ask.

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POLICE COVENANT BODY HIGHLIGHTS THREE NEW PRIORITIES

Three new priorities have been identified by Home Office officials working on the new Police Covenant.

The Police Covenant Oversight Board (PCOB) said the additional priorities were a reflection of the rapidly changing nature of police work.

Nottinghamshire Police Federation chair Simon Riley welcomed the announcement.

He said: "We work in a fast-moving environment and policing is constantly evolving so it is important that the Police Covenant keeps up with those changes.

"The Police Covenant means a lot to our members because it recognises the sacrifices made by police officers and their families so we are pleased its priorities are being updated in line with the work they do.

"The Police Federation has worked hard to ensure the Covenant is a success and is proud of what it means."

The primary focus of the Covenant has always been ensuring the health and wellbeing of serving and former police officers, their physical protection and the support required by their families.

And it was initially working on 11 key priorities agreed within the parameters set out in the Police, Crime, Sentencing and Courts Act 2022.

But three extra priorities have now been added to the list.

They are:

- **To identify and implement a package of measures for individuals who have left the police workforce.**
- **To scope the current support in place in relation to healthcare pathways for the police workforce through further NHS Engagement**
- **To consider wider issues around police officer and staff safety at the roadside and propose non legislative options to improve safety**

A spokesman said: "The Oversight Board will continue to review all priorities throughout the year to consider any further points to add, or the potential combining of priorities."

Of the original eleven priorities, three have now been completed and signed off by the PCOB.

The work under the Covenant to consider the issues raised in the Officer and Staff Safety Review have been met through the changes to legislation around assaults on emergency workers brought in by the Police, Crime, Sentencing and Courts Act 2022.

The workstream to support forces to put in place Operation Hampshire relating to assaults against officers and staff has also been implemented, with data collection on

“ The Police Covenant means a lot to our members because it recognises the sacrifices made by police officers and their families so we are pleased its priorities are being updated in line with the work they do.

these assaults now a key part of recording practices.

And the third and final completed area of work is the inclusion of mental health training for new officers in initial training, as part of the Policing Education Qualifications Framework (PEQF) developed by the College of Policing.

PENSIONS TRIBUNAL

The Police Federation of England and Wales (PFEW) has responded to the Pensions Challenge Employment Tribunal judgment announced on Wednesday (7 June).

Clearly, the ruling makes for a difficult read, for our members and the elected officials now in role.

Our officers give their all to protect their communities in Nottinghamshire and we understand they feel let down. As your local branch, we will continue to work tirelessly to protect and represent our members' interests without fear or favour - just as they do on a daily basis to protect the public.

The ruling will be carefully considered and the organisation is committed to ensure that it represents and protects members' interests effectively.

As a branch, we will make a firm commitment to our members to do all we can to ensure their views are both heard and acted upon locally and nationally.

BRAVE OFFICER TELLS HOW PPE, TRAINING AND TEAMWORK SAVED HIS LIFE

“Calling my wife at 5.30am and telling her I’d been stabbed was the hardest phone call I’ve ever had to make. And then telling the kids, and explaining to them that the bad man didn’t want to hurt Daddy, it was the uniform he wanted to hurt, now that was the hardest thing I have ever done in my life.”

When Nottinghamshire Police Federation members sergeant Dan Griffin and student officer Amy Pannell stopped to search a pair of suspicious-looking males, little did they know the evening would take a dramatic turn for the worse, resulting in a serious knife attack.

Dan was stabbed multiple times - taking one blow to the chest and three to the back of the leg - with the quick-thinking actions of Amy, along with his body armour and years of police training credited for saving his life that night.

The courageous duo have been nominated for this year’s national Police Bravery Awards and the Federation could not wait to catch up with the heroic officers ahead of the annual event.

“I still remember that night so, so vividly,” said 42-year-old father-of-two Dan.

“The turn of events went from zero to off the scale in a matter of seconds. But it was when the offender pulled a knife out, that’s when I knew things had got really serious.”

It was Monday 25 April 2022. The two

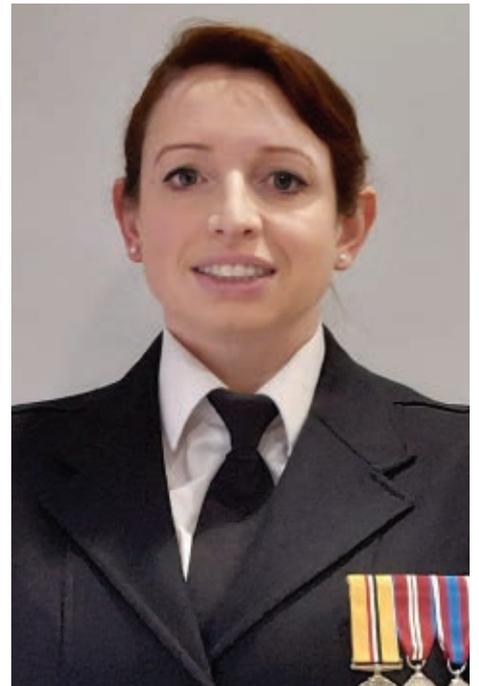


Sergeant Dan Griffin.

officers had volunteered to stay on over-time when they noticed a couple of men acting suspiciously.

They stopped the two men to carry out a search, but one of them resisted and began making threats and being aggressive, before eventually pulling out a knife.

“Neither me nor him were backing down. I knew I needed to buy us some time, so



Student officer Amy Pannell.

other officers could come and support us,” added Dan, who then radioed for help and used his incapacitant spray to no effect.

The attacker then chased after him, stabbing him three times in the back of the right leg.

“After being stabbed in the top of my leg, I stopped and faced him, which is when he drew a huge blow to my chest - and I mean,

Mark Durden-Smith hosted the 2022 Police Bravery Awards.





Sergeant Dan Griffin on The Mall, London for the Queen's funeral in 2022.

he gave it maximum power. Thankfully, I can't recall that blow to my chest," continued Dan.

"It was only due to the knife striking my body armour that I'm here today. If I hadn't been wearing my PPE [Personal Protective Equipment] it would have gone into my chest and I may have died."

"Auto-pilot definitely kicks in and all of those years of training come into force."

Having been stabbed in the chest, Dan used his spray again, this time directly into the man's eyes, which forced him to cover his face.

At this point, both he and Amy tackled the man to the floor but he continued to struggle violently.

"I remember the first time Dan sprayed the attacker and it did nothing - it was

like something out of a nightmare," said 39-year-old student officer Amy, who was one year into her Police Constable Degree Apprenticeship (PCDA) at the time.

"Instead of stopping, he turned and just stared at Dan, before running at him. I saw him stab him from behind and Dan arch his back in pain. I then saw all this blood running down Dan's legs and onto the floor.

"At this point, Dan and I detained him on the floor - while I'm also trying to apply pressure to Dan's wounds at the same time. It was such a chaotic situation."

The pair managed to detain the offender until back-up arrived.

Amy continued: "Poor Dan, he was in agony, it was just awful. I just knelt down and held his hands. I just told him to squeeze my hands through the pain. He's not just a colleague but he is a friend too - and we were a team that night, I would never have left him.

"Either one of us could've got attacked, it could've easily been me. The whole experience was terrifying."

Dan was taken to hospital where he received 21 stitches to his wounds. He was off work for four months following the attack.

"I have to admit, I did think about whether I wanted to go back to the job or not," said Dan.

"But then I quickly realised I wasn't going to let one person ruin a career I've worked so hard for. I have been supported throughout my recovery by Nottinghamshire Police and the Federation for which I am grateful."

Dan said that the bond he and Amy have got is strong. He added: "Whenever I'm on shift with a student officer, I really like to show them what neighbourhood policing really is. Little did I know how that evening would end.

"Amy has been there for me all the way through this, and I'll never forget that."

While Dan's injuries have healed, he

says both the physical and emotional pain remains.

"The hardest thing I've ever had to do was tell my kids what had happened. You kiss your wife and kids goodbye, say I love you and head into work, but you never expect not to come home as usual," he explained.

"I had to reassure the kids that the attacker wasn't wanting to hurt me, they wanted to hurt the uniform. If anything though, I hope that what happened has shown them that their dad has come out stronger than ever."

Following the event, Amy recalls how she went home and made a cup of tea as usual, only for the reality of what had happened to kick in at around 5am that morning, when she burst into tears.

"What happened that night has definitely changed me and it's taking a long time for me to work out a way to deal with such trauma," said mother-of-two Amy.

"I can't help but look at my kids when I go to work and wonder what job I'll be called to that day. But that doesn't change the fact that joining the Force was the best decision I've made and I am still so proud to be a police officer."

Both officers admit that they feel honoured to have been nominated for a national Police Bravery Award.

Amy said: "I don't consider myself as a brave person, I think of myself as someone who simply stood by their friend, their colleague. And I think any of my colleagues would have done the same."

Dan added: "I was very honoured and taken aback to hear about the nomination. And for us to be the chosen nomination by Nottinghamshire Police, now that really is something special."

The annual Police Bravery Awards are organised by the Police Federation of England and Wales, with this year's event taking place on Thursday 13 July.

“ It was only due to the knife striking my body armour that I'm here today. If I hadn't been wearing my PPE it would have gone into my chest and I may have died. ”



FEDERATION DEPUTY CHAIR CALLS FOR URGENT RETURN TO COMMUNITY POLICING

Federation national deputy chair Tiff Lynch has made a passionate plea for an urgent return to community policing.

“Police officers are not out there doing what they are employed to do and what they want to do in terms of helping society,” says Tiff.

“What we have not got is officers out there on the street, mixing with the community and talking to the community. We need them listening to the community and finding out the root problems that are happening. This would enable them to be better equipped to both solve and deter crime.

“We need to bring back neighbourhood policing. It’s the bedrock of policing and the root of all policing because we are there in the communities we serve.

“From there, it will help us support all other areas of crime.”

Nottinghamshire Police Federation chair Simon Riley welcomed Tiff’s comments and said action needed to be taken to restore public confidence and trust in the police.

“A return to community policing and a more visible police presence would almost certainly lead to a reduction in crime and anti-social behaviour but it would also help re-establishing neighbourhood links that might have been broken in recent years,” he said.



National Federation deputy chair Tiff Lynch.

“Building strong relationships with the people in their neighbourhoods is an essential part of a police officer’s work and is something all police officers are keen to do.”

The role of the police in the community has been heavily featured in the media

agenda of late and was again highlighted when shadow home secretary Yvette Cooper said Labour would recruit 13,000 more neighbourhood police, with a named officer for each community, if the party wins the next election.

The plans would be supported by new legislation which would guarantee more community patrols to tackle anti-social behaviour and crime.

Ms Cooper told the BBC: “Too often neighbourhood policing has been seen as a Cinderella service in many forces - always the one that gets squeezed or cut back if there are budget cuts or if there are pressures elsewhere.”

[Watch Tiff’s interview.](#)

“ A return to community policing and a more visible police presence would almost certainly lead to a reduction in crime and anti-social behaviour but it would also help re-establishing neighbourhood links that might have been broken in recent years.

FEDERATION SOUNDS ALARM OVER CONDUCT AND DISMISSAL REFORM PROPOSALS

Nottinghamshire Police Federation has warned that proposed changes to conduct and dismissal regulations could undermine policing by giving undemocratic powers to chief officers under the guise of reform.

Branch chair Simon Riley spoke out after Labour MP Harriet Harman and London Mayor Sadiq Khan called for the automatic dismissal of any serving officer who is convicted of a serious criminal offence and the automatic suspension of an officer charged with a serious criminal offence.

They also propose handing chief constables the power to reopen old misconduct investigations.

In a joint letter to Home Secretary Suella Braverman outlining the proposals, Mr Khan and Ms Harman said their Police Reform (Performance and Disciplinary) Bill had the support of MPs from Labour, the Conservatives and the Liberal Democrats.

Ms Harman described the current procedures for disciplining and dismissing police officers as “not fit for purpose”.

But the Police Federation warned the reforms contained within the newly-published Bill would “put police officers at the mercy of a politically-motivated mechanism which is both arbitrary and creates bad law”.

Simon described the proposals as knee-jerk responses to a crisis in policing which

could lead to further erosion of public trust and confidence in the service.

He said: “We are very disappointed that the livelihoods of our members are being used as a political football in this way.

“Police officers gave up their industrial rights more than 100 years ago in an agreement with the government of the day.

“But that century-old agreement has always been a two-way street and the regulations around conduct and dismissals are designed to reflect that and provide some protection for our members.

“This feels very much like politicians trying to score points and is not the answer - policing needs strong leadership and cross-party support not divisive rhetoric which could have a negative impact.”

Simon said the Police Federation had voiced its strong opposition to the proposals outlined in the Bill which he said would simply “hand undemocratic powers to chief officers under the guise of reform”.

The Police Federation said it was “actively engaging” in the ongoing Home Office review into the process of police officer dismissals, which is examining various aspects of the decision-making.

In February, it submitted detailed evidence to the review to ensure it “reflects the correct state of affairs” and suggests “robust reforms”.

It warned that cultural reform and

“ This feels very much like politicians trying to score points and is not the answer - policing needs strong leadership and cross-party support not divisive rhetoric which could have a negative impact.

service-wide change must not be brought in by giving sweeping, uncontrolled powers which would allow police chiefs to dismiss officers without following due legal process.

It accepted the need for change in police recruitment, vetting, training, standards and leadership but insisted any reform must be fair, considered and backed by proper evidence rather than conjecture.

The Police Federation has also been demanding a Royal Commission on policing to evaluate and define the role, purpose and responsibility of the police by engaging members of the public.



MORE THAN 1,700 KIDS TURN OUT FOR FOOTBALL TOURNAMENT ORGANISED BY FED MEMBER

A Nottinghamshire Police Federation member who credits her passion for football for keeping her on the right track as a youngster says her experience is the driving force behind a community event she organised.

Former Nottingham Forest captain Jemma Connor-Iommi, who is now the manager of Great Britain Police's Women's side, arranged a two-day football tournament at the beginning of June, which saw more than 1,700 local young people come together and compete.

The defender, who also played for the likes of Aston Villa and West Bromwich Albion in the Women's Super League, and the Republic of Ireland, hoped that the tournament will give troubled and vulnerable youngsters the platform they need to change the direction of their lives.

"My love for football and the dedication I had to the game is what kept me on the right track. In fact, the only reason I've led this life is because of football.

"I disliked school, and the only reason I managed to stay in mainstream education was because of football," says 37-year-old mother-of-one, Jemma, a sergeant with the Force who became an officer just over four years ago.

"The estate I grew up in was fuelled with crime and drugs. If I hadn't discovered football, then my life would've been completely different.

"Now, I'm living my dream in policing, I feel like I'm living proof of what can be achieved if you find something you love no matter what you face when growing up - and I hope that inspires young people who came to the tournament.

This was the second football event of its kind following the success of a debut tournament organised by Jemma last year.

"I want to use football as a tool to get these kids off the streets, just as it was for me," she continued.

"To be honest, getting 'buy in' from the Force wasn't easy at the beginning. I know it was a big risk to take for them because the kids that I targeted to take part were those that don't normally engage



Jemma Connor-Iommi and her son, Tayo.

with the police or may have had negative experiences with police previously. I kind of put my neck on the line for it because I believed in the value it could bring to the city's young people.

"Last year's event was such a success, and this time round, we had an even better turnout. I'm so pleased with how well the event went."

The tournament took place at Clifton Playing Fields during the second weekend in June and saw local colleges, organisations and community groups also attending, so the participants to engage with them too.

Jemma explained that on the back of last year, 12 young people have since joined a Football Academy, with another young man due to start his placement in the IT department at Nottinghamshire Police.

"This year's tournament saw youngsters from a diverse range of communities and backgrounds joining us, ranging from aged 10 to 17," said Jemma.

"And the best bit is we even had 10 girls' teams coming along, which is massive and something I'm incredibly proud of. It's definitely time to shine a

light on women's football.

"Seeing what these young people get out of the event, it's worth every second of the hard work I put in."

Jemma hopes that many of those who took part will be able to relate to her.

She said: "I hope that those who attended were able to see and hear that I'm genuine. I wanted them to see that I was just like them, I know what challenges they are facing."

More recently, Jemma has successfully applied for the 'PC to inspector fast-track programme', a scheme which enables candidates to progress to the ranks of sergeant and then inspector within just two years.

"This is a huge personal achievement for me. I was classed as useless at school, I spent my entire childhood struggling to learn, mainly because I was dyslexic and that was never picked up. But look at me now - it's like I'm living in a different world," said Jemma.

"I hope that some of those who took part in the tournament look back and say it turned their life around."

FROM CADET TO STUDENT OFFICER



Alfie Russell.

One of the latest recruits to join the Force has told how he hopes to inspire other youngsters to follow in his footsteps, as he looked forward to his first official shift on duty.

Alfie Russell will spend three years training to be a regular, as part of the Police Constable Degree Apprenticeship (PCDA) route having been inspired to join the Force following his experience as a Cadet.

The 18-year-old joined the Cadets two years ago and has dreamt of developing a career in the police service ever since.

“Being a Cadet was absolutely brilliant. I was always interested in the law, and after joining the Cadets, I instantly knew that becoming a police officer was what I wanted to do,” said Alfie.

“Unfortunately, the first year of my

Cadet experience was during Covid, so all the sessions were virtual but I still found those extremely interesting and useful.

“Once we were able to attend sessions in person again, it was great. Some of the activities we’ve experienced are hands-on and practical, they definitely give you a small taste of life as an officer.”

Alfie, who passed out at the end of March, says he hopes to continue volunteering with the Cadets alongside his training - time permitting - and looks forward to sharing his experiences with the youngsters.

“Even during the past few weeks when I’m training, I’ve been staying to help out at the Cadets. I really enjoy it, and it’s sweet looking after the juniors now, who might one day be following in my footsteps,”

continued Alfie.

“I’m looking forward to going back once I’ve settled into work, so I can share my experiences and stories with them.

“This is the next chapter in my story, and I can’t wait to head out on my first shift.”

Federation member and Cadet leader Paul Kanikowski says seeing people like Alfie move into the Force, makes him ‘so proud’.

“Being a Cadet leader is very rewarding,” said the schools and early intervention officer, who has been volunteering with the Cadets since 2014.

“We see youngsters, from the ages of 11 to 18, join us from all walks of life, some of whom have got a whole host of issues but they soon see value in the Cadets and what we have to offer. Being a Cadet opens the door to a different lifestyle.

“I really enjoy volunteering and trying to guide young people from Nottinghamshire down the right path.

“Seeing our Cadets, and watching how far they’ve come, makes me so proud.”

Having joined Nottinghamshire Police Force 23 years ago, and worked with youngsters across the city since 2005, Paul said he has seen first-hand just how vital programmes like the Cadets are.

“We need to keep these kids out of trouble, and help them make better decisions,” said Paul, who called for the media to start shining a light on the more positive stories surrounding young people.

“We all know good, positive news doesn’t sell. But it’s about time we start shouting about the great things these kids are doing, just like those in the Cadets.

“The press is full of negative stories about young people but the Cadets is a real example of how thousands of kids are doing something extremely positive.”

In February this year, the latest group of Cadets passed their attestation - a formal ceremony where they paraded in full uniform in front of senior officers and guests, as well as family, at the Force’s headquarters in Arnold.

Soon, they will be heading out into the community during their sessions and assisting neighbourhood officers, as they take part in a number of activities designed to build teamwork and personal resilience.

POLICING MINISTER UNVEILS PLANS TO REDUCE RED TAPE

Proposed policing reforms designed to cut red tape and allow officers to spend more time preventing and investigating crime have been welcomed by Nottinghamshire Police Federation.

The planned shake-up of the way crimes are logged would mean officers were no longer required to record frivolous allegations of offensive speech or social media rows as crimes.

Policing minister Chris Philp unveiled the proposals in a speech at the Law Society in London in which he said officers were not the “thought police” and that being rude or insulting should not be treated as a “police matter”.

Mr Philp said changing Home Office counting rules on how reported incidents were logged would slash “unnecessary red tape” and free up more time to investigate crime.

He also accepted that police officers should not be expected to deal with mental health cases or act as a stop gap for other agencies.

Nottinghamshire Police Federation chair Simon Riley welcomed the proposals.

He said: “There has been much talk of a return to ‘common sense policing’ in recent months and this would be a step in the right direction.

“Our members have faced increasing demands when it comes to admin in recent years and obviously the more time they spend on paperwork the less time they have to get out and about in their communities.

“They can’t be in two places at once so if ministers are serious about neighbourhood policing and getting more officers on the beat, they will have to take steps to cut bureaucracy.”

Simon also welcomed the minister’s comments on officer hours taken up on cases



Policing minister Chris Philp.

which could be handled by other agencies.

He said: “We have been warning about this looming crisis for some time and I’m glad our concerns are now being taken on board.

“The police would never ignore a call for help but we often find ourselves in situations where other agencies would be better suited to providing a response than us.”

The proposed shake-up follows recommendations from the National Police Chiefs’ Council (NPCC) which said a review of productivity found an estimated 443,000 officer hours were spent filling in forms and dealing with unnecessary admin - the equivalent to attending 220,000 domestic abuse incidents or 270,000 burglaries.

In his speech, Mr Philp said: “We’re going to make clear that frivolous allegations of malicious communications should not be recorded as a criminal offence unless the criminal threshold has clearly been met.

“There has been much talk of a return to ‘common sense policing’ in recent months and this would be a step in the right direction. Our members have faced increasing demands when it comes to admin in recent years and obviously the more time they spend on paperwork the less time they have to get out and about in their communities.

“We don’t think that being rude or insulting is a police matter.

“Officers are not the thought police and where something is reported that doesn’t meet the criminal threshold, we don’t want that to be investigated or reported as a crime. We don’t want to waste police time on that kind of thing.”

The Home Office said the changes would save police time by no longer recording cases of messages that may offend someone or where a public disturbance occurred but has been resolved.

NEWS

IN BRIEF

PENSIONS UPDATE

The Police Federation of England and Wales (PFEW) welcomes the Government's response to the consultation on the Superannuation Contributions Adjusted for Past Experience (SCAPE) discount rate, which has resulted in an update to the Police Pension Scheme 1987 commutation factors.

This will directly and positively affect the pension benefits of police officers at the time of retirement by increasing the rate at which pension is converted into a commutation lump sum at retirement.

The new factors are effective from 3 April 2023, and PFEW acknowledges that the revised SCAPE discount rate and subsequent updated factors have come into immediate effect, without providing stakeholders with advance notice so they could make members aware.

While the Government has not allowed for the updated factors to be implemented with retrospective effect, members who are planning an imminent retirement (or retired on or after 3 April 2023) are advised to contact their pension administrator for further clarification and assistance.

Find more information about the [SCAPE discount rate methodology consultation](#).

[Read the Chief Secretary to the Treasury John Glen's statement.](#)

EXTRA BEREAVEMENT SUPPORT

Free bereavement support is now available for families and Nottinghamshire Police Federation members following the death of an officer in the line of duty or by suicide.

The counselling service is being provided thanks to a new partnership between National Police Wellbeing Service, Oscar Kilo, and bereavement support organisation, Just 'B'.

Nottinghamshire Police Federation chair Simon Riley has welcomed the initiative.

He said: "This is a very important addition to the support available to our members and their families if a colleague, a friend or a loved one dies.

"The death of a police officer is always a traumatic and devastating event and the impact it can have is incalculable.

"Police officers and their families are fully aware of the risks they take and the dangers they might face when they report for duty each day and thankfully deaths in service are rare.

"But officers are only human and this extra support could be absolutely essential for anyone struggling to cope in the aftermath of a bereavement."

The new service will be entirely funded by Oscar Kilo and provided through specialist bereavement service Just 'B', which will allocate a counsellor to each person, providing either group or one-to-one support, to help manage their grief.

Just 'B' provides expert emotional wellbeing and bereavement support, as well as information and advice to a range of individuals, including professionals

experiencing any type of bereavement.

A referral will most likely be made by the Force's occupational health or wellbeing team, following the usual process that is involved when a police officer or member of staff dies in the line of duty or by suicide.

The partnership demonstrates the ongoing commitment being made by Oscar Kilo to deliver the Police Covenant, by ensuring that all police forces have options to provide more support to officers and staff, as well as their families.

Just 'B' chief executive Tony Collins said: "Our tailored support will be there for police officers, staff and their families across the 43 police forces, ensuring it can be accessed during a time when it's most needed following a death in service or by suicide, with our specialist support provided alongside existing structures in place."

If you feel you need additional bereavement or wellbeing support then please speak to your line manager or contact the Federation.

WIN £1,000 IN FREE DRAW

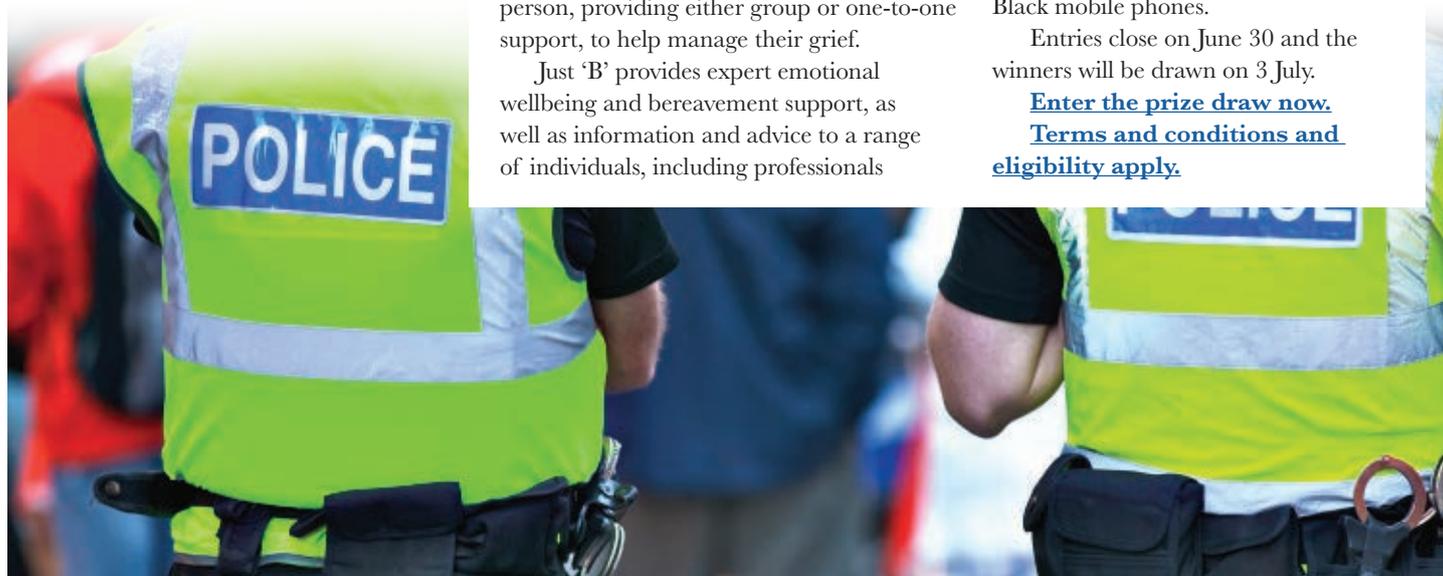
Nottinghamshire Police Federation members can win £1,000 in a FREE prize draw.

It's one of three great prizes up for grabs from Police Mutual, which offers financial services for serving or retired police officers, staff and their families.

Members can also win one of two Samsung Galaxy S23/128GB Phantom Black mobile phones.

Entries close on June 30 and the winners will be drawn on 3 July.

[Enter the prize draw now.](#)
[Terms and conditions and eligibility apply.](#)



PTSD AND ITS EFFECT ON LAW ENFORCEMENT

PTSD can widely affect those who work in law enforcement and our expert personal injury lawyers can help those in need

Post-traumatic stress disorder (PTSD) is a delayed and often devastating response to trauma that can provoke behavioural change, suicidal tendencies and recurring distressing memories, nightmares and flashbacks.

Common sounds such as children shouting in the street and sirens blaring can cause terrifying repercussions to those suffering with the disorder.

Once commonly used to describe a condition soldiers developed after being at war, the disorder can now affect anybody who has been exposed to trauma, and that includes those who work in law enforcement. Though dealing with traumatic scenes is somewhat part of the job role, daily views of traumatic scenes with little time to process them can have a lasting impact on the officers.

Close to one in five police officers and staff in the UK have symptoms consistent with PTSD, and with so many officers reporting feelings of stress, fatigue and anxiety, it's up to the police force to ensure that there are support, risk assessments, psychological training and other resources in place to ensure the mental and emotional wellbeing of those in law enforcement are looked after.

However, that isn't always the case, and many officers can be left dealing with PTSD, which can lead to a harrowing effect on their day to day lives.

Did you know that Slater and Gordon handle PTSD cases? Under our personal injury services for Police Federation members, our experts are here to help you take the next steps when it comes to making a personal injury claim, for both physical and mental issues, which includes PTSD claims.

Recently, our head of serious injury, Matthew Tomlinson, handled a landmark case for retired detective, John Cahill, who suffers from PTSD, a result from prolonged exposure to child abuse images.

With no psychological training and risk assessments in place, John has experienced years of unprocessed and untreated trauma, affecting his personality, wellbeing and family life.

After working closely with medical professionals to produce a comprehensive psychiatric report, and a subsequent five-day trial, it was concluded that John should have been screened throughout his time working on the child abuse cases, which would have identified measures to mitigate stress, trauma and harm

caused to John's mental wellbeing.

How can Slater and Gordon help?

Your personal injury claim will be covered by the Police Federation, and you won't be required to have legal expense insurance. Your claim will not cost you or the Police Federation anything, even if the claim isn't successful; we take all the risk. If your claim is successful, you will retain 100 per cent of the damage we recover on your behalf.

Most lawyers will charge up to 25 per cent of a client's damages if they bring a claim for injuries caused by other people's negligence.

We're specialists in personal injury and ensuring the right amount of compensation for police officers injured on and off duty is awarded.

To speak to one of our experts in personal injury lawyers, please call 0330 107 6484.

**Slater
Gordon**
Lawyers



"Now the pressure's gone, I can get back to my police work."

You never know when you're going to need legal advice. Slater and Gordon have been advising and supporting Police Federation members for more than 60 years, taking the legal stress away and leaving you to focus on keeping people safe.

For all life's legal needs and with offices throughout the UK.

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