



Members' Monthly Newsletter Update

February 2019

The latest news and information from your Police Federation, delivered straight to your inbox.

VIEW FROM THE CHAIR – FOREWORD BY ALEX CHARGE



Welcome to the latest edition of the Hampshire Police Federation Newsletter.

This month, we have been working with the force around Brexit planning; the focus being around making sure that officers' welfare and wellbeing is taken into consideration in the planning, and that you are kept up-to-date in what is a uncertain and changeable environment. It is vital that any decisions around leave embargoes are well thought through and reviewed when the information changes.

South East Regional Allowance was introduced in 2001 and was valued at £1000; with inflation it is now worth about £600 in real terms. Hampshire Police Federation has put a proposal to the chief to increase the SE Regional Allowance so that its real terms value returns to £1000. We will update you with the response. We are also working with our SE regional colleagues in order to change the allowance so that it recognises the cost of living in the South East rather than just being about recruitment and retention.

This month, we have also been fighting to make conditions better for student constables. After Hampshire Police Federation was approached by students who were struggling financially, a number of options were considered as part of discussions between us and the force. Whilst I cannot go into specific details, the situation for these students has since been satisfactorily resolved following my intervention, resulting in a significant reduction of their financial vulnerability.

We worked with HR to resolve this, and as a result there is now a policy in place to manage such situations going forward.

VIEW FROM THE CHAIR, CNTD...

I am pleased to say that we have achieved the first step and this will now go to the Police Pay Review Body (PPRB) as part of the written recommendations from the Police Federation to the PPRB.

The exact wording being:

A review is undertaken including both the London and SE Allowances but in the meantime the discretionary element is removed from the SE Allowances; all allowances are set at the upper limit (currently £3000) and that both the London and SE Allowances are updated in line with inflation.

Finally, as part of the pay review, the PFEW has recommended an across-the-board pay uplift for the next three years. Seeking a five per cent uplift in year one followed by five per cent in each of years two and three. This would enable the National Police Chiefs' Council (NPCC) to demonstrate a commitment to move towards the overall rectification of the gap between current pay and just pay levels. Should a three year pay settlement not be considered possible, then we will seek a one year deal of 6.2%.

As ever we will keep you updated with any progress.

Alex

HAPPY RETIREMENT TO TWO FED LEGENDS



SO LONG TO WENDIE & CHRIS

- This month we say a fond farewell to two long-serving legends of Hampshire Police Federation, Wendie Douglas and Chris Powling , as they both enter their well earned retirement.
- Wendie became a federation rep in late 2007 and has since been involved in all areas of federation work. As a strong advocate of misconduct and supporting officers in post incident procedures, Wendie has supported a large number of officers through various matters ranging from discipline matters, equality issues and performance.
- Wendie will be greatly missed and hers is a position we will struggle to fill.
- Chris served as a valued Fed rep from 2010 to 2018, during which he acted as RPU constables' rep, chair of constables and as vice chair to John Apter. He stepped away from the role last year and is already missed.
- *Hampshire Police Federation, on behalf of all the members that Wendie & Chris have supported and fellow federation reps, wishes both of them all the very best in their retirement.*

NETLEY CHRISTMAS DINNER HELPS PROVIDE UNDER PRIVILEGED YOUNGSTERS WITH MUNCH MONEY

- Huge thanks to everyone who bought a ticket for the Netley Christmas Lunch, served by the chief constable and other members of the senior officer group.
- Working together with the force and UNISON, the federation was able to top up the funds raised to £225, with all proceeds going to the brilliant Munch Money scheme at Park Community School, Havant.
- MUNCH is now in operation supplying nutritious two course meals and activities for children and their families attending any Leigh Park school during the school holidays. Play equipment is provided, along with learning practitioners, who help youngsters learn via play, encouraging learning of vital maths and English skills.
- We think that it is a brilliant scheme and we are proud to support it. You can read more details here:
- <https://pcs.hants.sch.uk/munch.php>

GET INVOLVED IN OUR CHARITY OF THE YEAR 2019

HOSTING A CHARITY EVENT? GET IN TOUCH

Our chosen a charity for 2019 is Mind, which provides advice, support and care for anyone experiencing challenges to their mental health – including stress, anxiety, PTSD and other conditions to which the life of a police officer can leave you vulnerable.

We are currently supporting the Mind Blue Light programme. Whilst, sadly, this specific initiative will cease in April, the ongoing vital work of Mind will continue.

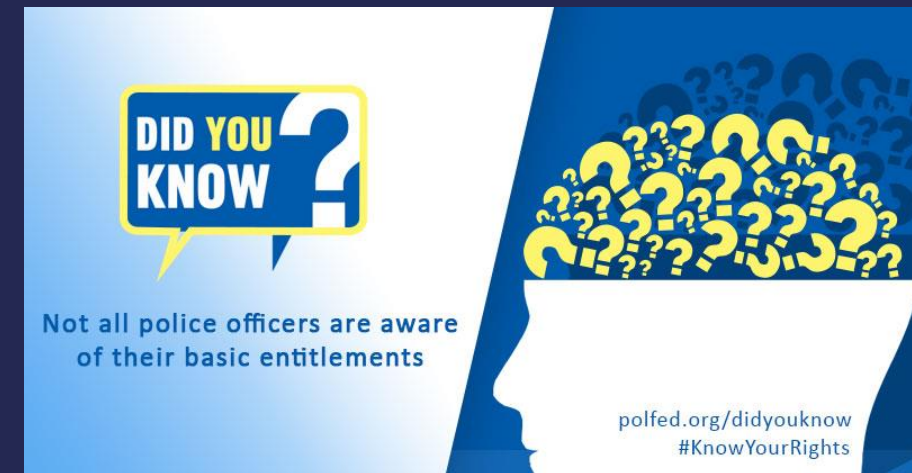
We have already voiced our support for former Hampshire officer Jamie Ironmonger, who is going to the extreme and remarkable lengths of climbing Everest to raise awareness of the work of Mind. If you would like to contribute by raising some much needed funds, you don't have to climb one of the world's biggest mountains (we're leaving that amazing feat to Jamie...) but anything you can do we will very happily support and promote.

So got an idea or an event to help fundraise? Please just drop us an email with your details and we will be in touch! Email: Federation@Hampshire.pnn.police.uk



DID YOU KNOW? FEBRUARY FOCUS ON PERFORMANCE

- The next phase of DidYou Know? has just launched and focuses on issues relating to performance.
- John Apter, National Chair of the Police Federation of England and Wales (PFEW), said: “We have hundreds of Federation reps across England and Wales who are trained to the highest levels to give you the best possible support and representation across a wide range of matters including misconduct, equality, performance and post incident procedure matters and much more.
- “Be reassured that we’re there to support you, and it’s really important that you know what that support means – and what your entitlements are under police regulations.”
- For full details visit www.polfed.org/didyouknow



POLICE DEPENDANTS' TRUST – NAME CHANGE

New name, same brilliant work.

The Police Dependants' Trust is now called:
Police Care UK

It still does the great work it did before but now has a new logo and three great core aims all centred around raising awareness of harm to our members and the support this great charity provides our officers.

You can learn more at:

<http://www.policecare.org.uk/>



REBUILDING LIVES FOR A BRIGHTER FUTURE

REDUCING THE IMPACT OF HARM ON POLICE AND THEIR FAMILIES

Police Care UK

Police Care UK makes sure both serving and former colleagues who suffer harm, and their families, have someone to turn to when things get tough.

Police officers and staff, volunteers, and cadets can access a confidential range of practical, emotional, and financial support for them and their families.

Visit policecare.org.uk for more details.

Police Care UK, Nova Scotia House, 70 Goldsworth Road, Woking, Surrey, GU21 6LQ
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WELLBEING WAGON ROLLS

- Following a very successful start to the tour, there is still a chance to visit the Wellbeing Wagon as it tours the two counties.
- Staff from the Occupational Health & Wellbeing team have joined forces with federation workplace reps, Force Chaplain Dom Jones & PMAS staff to give advice & support to all.
- Our wellbeing lead Nicki Bell said: "We were involved in the bid for the Wellbeing Wagon and the feedback so far has been really positive."
- The wagon will head back out on the road following the half-term break on Feb 25.



RESEARCH INTO OFFICERS GIVING EVIDENCE IN COURT – YOUR HELP NEEDED

Would you like to contribute to the development of improved training to prepare police officers to give evidence in court? If so, please take part in a survey entitled **Police Officers Giving Evidence: An exploration of Police Officer Attitudes and Perception**. The study is being conducted as part of a Professional Doctorate in Elite Performance at the University of Central Lancashire.

Researcher Dave Brian, senior lecturer from the university's School of Forensic & Applied Sciences, would like to hear about your experiences of giving evidence in court. Through this study, he hopes that improved training and support systems can be developed which help police officers to prepare more effectively for giving evidence in the future.

It should take about 10-15 minutes to complete and you will not be asked to reveal any personally identifying information or confidential information from your force. All responses are anonymous.

If you are happy to participate please visit the link below:

<https://www.surveymonkey.co.uk/r/HLZR8G9>



#COPSTAR2018

Simply send a tweet with the name of the Hampshire Constabulary police officer & what they have done to deserve recognition;

Detail how they have made a difference to the public, a community, a team, and/or positively promoted policing;

It can be an individual or a team which has made a positive impact. They do not have to be on Twitter – we will ensure their contribution is recognised!

Just tweet using the hashtag **#COPSTAR2018** and tag us **@HantsPolFed**

We will share details of the nominees at the start of the New Year.

Copstar Nominees 2018 Roll of Honour:

PS Alyson West
PC Gemma Cooper
Havant NPT
Charles Dickens NPT
PC Darren Coupland
PC Harriet Copley & Gosport Central NPT
Inspector Huw Griffiths @HantsMHCop
Eastern DRH team
PC Paul Harrison (Fareham)
Fareham Police NPT
Police Dog Chase (and his handler..)
PC Storm Metcalfe
Totton NPT

We had a cracking response to our #Copstar2018 Twitter challenge, where we asked the public and police alike to nominate a Hampshire police officer or team which has made a real difference to the life of a community or their colleagues.

Full details of the brilliant nominees can be found on Twitter under #Copstar2018. Special prizes will be awarded to those deemed to have made the most outstanding contribution. Watch this space. A list of those nominated is just here



Well done to all

FEEDBACK FROM MEMBERS

There is nothing we like more at Hants Pol Fed HQ than receiving some lovely feedback from one of our members. So we were really happy to receive the below from the ex-PC 1337 Rob Thomas:

"Can I take the opportunity to say a big thank you for my retirement gift.

"I am sure that with the memories that I have over all the 29 years working for Hampshire constabulary the gift will be a good reminder of those good times. I will miss all of those who I have met during my career who work hard under these pressing times.

"I will enjoy my retirement and think of Hampshire Constabulary fondly whilst entering a new phase in mine and my family's life.

"Good luck and a big thank you to all of those who work tirelessly in the Hampshire Federation to ensure that the welfare of officer is catered for.

"Kind regards

Rob 'Norm' Thomas

Soon to be Ex PC 1337."

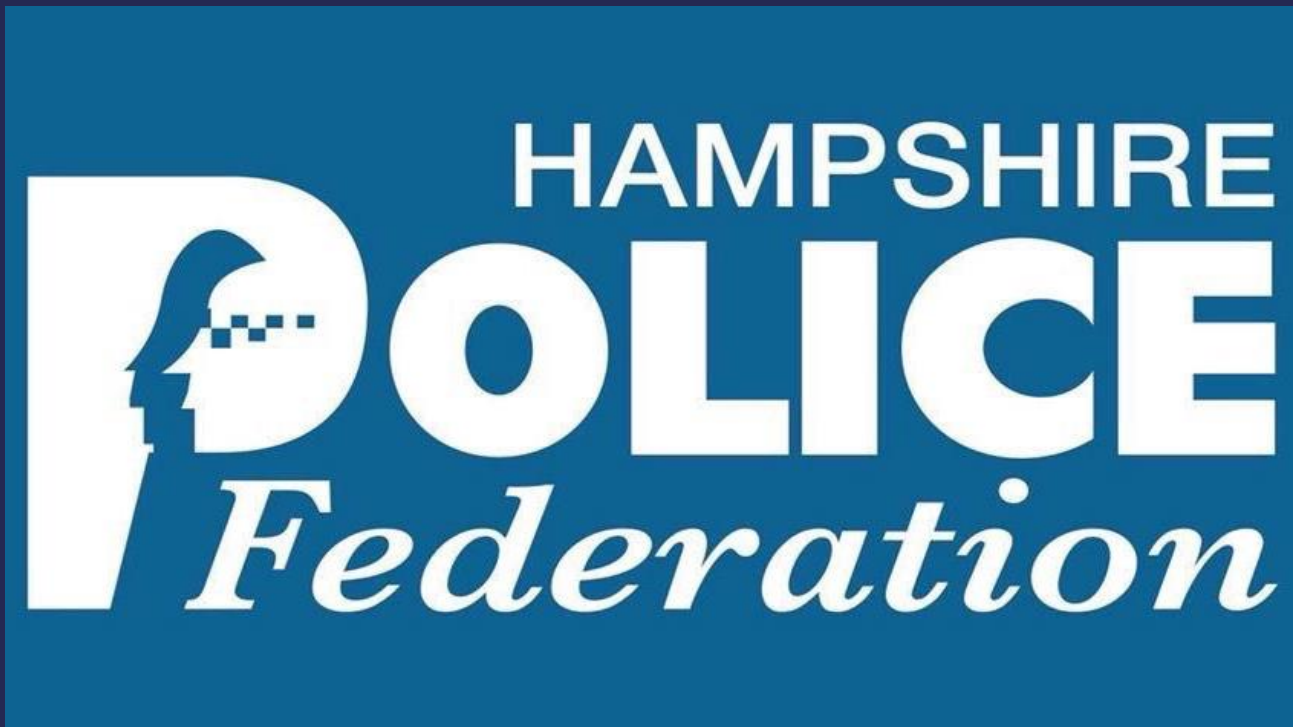


GOT SOME NEWS TO SHARE WITH US?

- This is your newsletter and we massively value your contributions.
- Do you have some news or an issue to share with us? Something which others would benefit from sharing? A court case or great result?
- Do you have a question for the Chair or other members of the board?
- Do you want to give a shout out to a colleague who is retiring, celebrating something special, or just under-sung and deserves some recognition?
- Are you organising an event or want some support with a charity venture?
- Just get in touch with our comms co-ordinator at: TellTheFed@gmail.com

- And remember to follow us on Facebook and [@HantsPolFed](#) on Twitter
- Thank you!

CONTACTING THE FED FOR ASSISTANCE:



Please get in touch with us.

Email us:

federation@hampshire.pnn.police.uk

from your work or personal email

Call us on:

726 418 or

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