



# POLICE FEDERATION

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Chairman: Steve Pace, Secretary: Pat Anstead

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**News Letter No: 1**

**Summer 2017**

## **Welcome to new members**

Emily Black, Lisa-Marie Carter, Kieran Cocking, James Durham, Will Dyer, Thomas Gowans, Fay Maskell, Holly Morgan, Charlie Mott, Carl Neale, Maisie Shawyer, Megan Waring, Sam Baker, Dominic Carson, Amber Chapman, Matthew Crick, Emily Faulkner, Luke Feakin, Scott Garbett, James Hannelly, Lloyd Mason, Olivia Mawby, Chase Moore, Declan Morgan, Charlie Puddephatt, Imogen Robinson, Tarnia Slater, Ryan Warren, Lee Wood.

## **Retiring members and those leaving the Force**

Dave Calvert, Tanya Maynard, Steve Neal, Sam Parkerson, Dale Pope, Morag Topham, Paul Valentine, Matthew Wright, Tim Buswell, Colin Carr, Neil Dickinson, Lynn Fairbairn, Gregory Hemmington, Phil Luck, Tanya Maynard, Craig McLoughlin, Tim Pearson, Billy Roberts, Rob Smith.

## **Chairs update**

### **Pay**

Work continues to achieve higher pay uplifts for officers to keep up with the level of pay for officers pre 2010. A 1% pay rise is equivalent to around £400 per officer which is around £50 million per year nationally.

The government are looking at redistributing pay as targeted pay through the implementation of (advanced practitioner) & (licence to practice). They are considering two points, basic Constable and Advanced practitioner. Different roles will in all likelihood be weighted differently in the future. *Please speak to your local reps for further detail on this point.*

The Federation have submitted a request for a 2.8% pay increase which should have been decided in mid-July. This was postponed until after the summer recess and is now unlikely to be decided until mid-September.

I will ensure that you are updated with significant progress or messages.

## **Staff Survey**

The staff survey is complete with the analysis being received by the Force this week. I thank every one of you who took the time to complete the survey and assure you that NPF will use the data to best identify the areas which you have highlighted. I will include in future updates what these areas are and what we are doing to support you. I thank the Chief Constable for agreeing to share the full report with the NPF for the benefit of our members.

## **Taser**

*There is a National members' survey on arming and Taser, please engage and provide your views.*

There are currently 28 Local Response Officers trained in Taser with courses booked until December 2017 – 12 officers on each course, 6 Northants officers and 6 Leicestershire.

At the end of this year it is expected that we will have 60 trained officers. Further courses are to be rolled out next year. There has been no shortage of applicants to be trained.

The establishment of local response officers trained is set at 100 with no reported problems for officers being released from area for the training courses.

The stations to be equipped with armoury will be: Corby, Wellingborough, Daventry, Weston Favell, until Kettering is up and running.

## **Advanced drivers with diabetes**

A paper was taken to Deputies board early in 2017 following APP guidance supported by the British Medical Association (BMA) regarding fast road insulin dependent drivers.

*The BMA does not recommend officers with insulin dependent diabetes and similar other illness should be completing response runs and fast roads policing, especially if they are the sole driver in a vehicle.*

Northants has been chosen as the regional pilot force to review and consider how to implement this guidance. I am keen to support officers affected by this review. Please engage with one of your local reps should you feel that you need support or further advice on this matter.

## **SDM**

The SDM is planned to go live on 30<sup>th</sup> October. You will now be considering how the implementation will affect you personally. There is much to consider as we move forward; new posts, new shift patterns, a reviewed night time economy, a review of how we investigate crime.

Engagement between yourself, your line manager and the SDM project is key to you understanding where the SDM affects you and what improvements it should provide to your work life balance. As with all change, there will be members who need support. It is here that I give you reassurance that your Federation are ready and briefed to support you through the coming months and I want you to take a moment to understand where that support can be located.

Locally your reps are;

*Northampton*; Andy Ayres, Paul Hollands, Greg Taylor, Charlotte Pateman, Andy Glenn

*Kettering, Corby & Custody*; Mark Holmes, Lisa Staunton, Stacey Hill, Alan McMahon, Lee McBride

*Wellingborough, ENH & Daventry*; Helen McCormack, Simon Moreton, Julia Potts

*HQ*; Ken Brown, Jim Risby, Sarah Johnson

*Regional representation (EMOpSS EMSOU) & Secondments*; Nick Price, Wayne Richelieu-Dowson, Dave Weston

Please engage at the first and earliest opportunity where you have concerns. Should you wish to email please send any questions or requests to **@Federation office**, from where we will direct your request to the most suitable rep.

### **National Police Bravery Awards 2017**

PC Ben Jeffries was recognised at the 22<sup>nd</sup> Police Bravery Awards, sponsored by the Police Federation & Police Mutual. The awards honour and recognise police officers who performed outstanding acts of bravery while on or off duty.

Ben and his brother Toby on route to Downing Street:



On 4 July, 2016, PC Jeffries attended a domestic incident in the Duston area of Northampton. As his colleague PC Nicky Brooks went to the house to speak with the complainant, PC Jeffries spoke to a man involved who was sitting on a bench nearby.

He at first appeared calm and compliant but as soon as PC Jeffries diverted his attention to answer his police radio, the man produced a large kitchen knife and was attempting to stab himself in the chest.

PC Jeffries attempted to disarm the man by taking hold of his arms. He noticed a significant amount of blood on the man and believed he had managed to cause himself an injury. During the struggle PC Jeffries was stabbed in the hand and was in considerable pain. He activated his emergency button and was joined by PC Brooks and another colleague, PS Sharpe, who handcuffed the man.

PS Sharpe administered first aid to PC Jeffries who was suffering from a deep laceration to his left hand and he was later taken to hospital for surgery. The offender received an 18 month prison sentence which was suspended for two years.

PC Jeffries is pictured below in the Garden at Downing Street with the Home Secretary and Prime Minister. Ben is on the second row two officers to the right of the Prime minister.



## **Federation Lifetime achievement award**

It has been my pleasure to meet PC Bill Currie with his wife Deirdre to present Bill with the Federation lifetime achievement award.

The award is given to an officer who, is a Federated rank and should have remained operational throughout their career, primarily in a response or shift based capacity, but can also be a specialist officer. The nominee should have a reputation for excellence in all areas including the quality of their work and should be dedicated to the job and serving the public.

Here are some of the comments made by Bill's colleagues -

"There is a story that in recent months he had stopped a drug dealer who had dropped his drugs in front of PC Currie and ran from PC Currie. PC Currie commandeered a nearby motorbike rider - a Harley Davidson of all bikes! - And chased the dealer on the back of the bike and caught him! I am told there is NBC CCTV footage of this".

"PC Currie is dependable, reliable, knowledgeable and highly respected. I am lucky enough to have worked with this officer".

"Bill was instrumental in policing Spring Boroughs at the time of the first CASPAR project which was the first real multi-agency working in the town. Bill typified the qualities demanded by a community officer and used his problem solving skills to

contribute to the CASPAR project and changing his shifts to work permanent nights for over 6 months to tackle the local issues”.

“I think a measure of the man was that on his last working day we thought it safe to send him to the local Sainsbury’s to buy some cakes for the shift but were not unduly surprised when he called up for transport for a prisoner!”.

I wish Bill every success as he leaves the Police and embarks on a new career at EMAS. Bill is soon to be seen once again on the streets of Northampton, this time wearing a green uniform!



## Federation roles

The Federation offer help and support to members on a number of specialist topics including equality, learning and development, health and safety and discipline. Each area has a lead officer whose role it is to manage the Federation’s response and ensure that members are able to access help and support when needed. Your leads are;

Equality: DC Stacey Hill

Learning and development: Sgt Jim Risby

Health and safety: Sgt Charlotte Pateman

Discipline: PC Mark Osborn

I will include an update within the next edition of this newsletter from your leads on issues affecting members across the Force.

Please engage at the earliest opportunity for help, advice, and support if you feel that you need help with any of the above areas. Your leads are keen to engage with you.

## Group Insurance Scheme provider change from 1<sup>st</sup> May 2017

At the end of January a change in the Police Insurance market took place with the announcement of an arrangement between Philip Williams and Police Mutual (our Group Insurance provider at that time).

Police Mutual withdrew from the Group Schemes market, therefore we appointed Philip Williams and Company to manage our Group Insurance Provision.

The only change to the group insurance scheme was in the motor breakdown provider, moving from RAC to CallAssist. There are several enhancements to the motor breakdown cover including the extension for European cover at no extra charge.

## Federation surgeries

Please call the Federation Office on 341048 to arrange your appointment:

August 2017		
Monday 14 <sup>th</sup>	10am – 3pm	Financial surgery
Wednesday 30 <sup>th</sup>	10am – 2pm	Mortgage surgery
September 2017		
Tuesday 5 <sup>th</sup>	10am – 3pm	Family Law surgery
Monday 18 <sup>th</sup>	10am – 3pm	Financial surgery
Wednesday 20 <sup>th</sup>	10am – 3pm	Health screening
Wednesday 27 <sup>th</sup>	10am – 2pm	Mortgage surgery
October 2017		
Tuesday 10 <sup>th</sup>	10am – 3pm	Family Law surgery
Monday 16 <sup>th</sup>	10am – 3pm	Financial surgery
Wednesday 25 <sup>th</sup>	10am – 2pm	Mortgage surgery

I thank you for taking the time to read this newsletter. Please provide any feedback on content to **@Federation office** where we will listen to your ideas and develop future updates.

Key points for the Autumn newsletter;

- Updates on NPF response to the staff survey.
- Updates from the NPF leads in Equality, Health and safety, Learning and development and Discipline.
- Update on SDM implementation.

Steve Pace  
Chair