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Foreword

Welcome to the third Sussex Police Federation Annual Report, which once again will be circulated and distributed as widely as possible.

I hope that this publication, which is part of the newly reformed Police Federation, helps us to show how we represent and support you now and how we will continue to do so in the future.

Now as we move through 2018, this issue will look back at 2017 and will seek to demonstrate how we acted as your voice in a constantly changing arena, working Nationally with colleagues from across the Country, and internally across the Force in all Divisions and Departments, providing guidance, representation and advice on a vast range of topics including shift patterns, restructuring and Regulations.

At the end of 2017 we saw legislative change that has allowed for the Police Federation of England and Wales to complete the final stages of its own restructuring. These changes will allow the organisation, that has been in place since 1919, to continue to represent officers well in to the future.

By the time this goes to print, we will have had the voting in the first round of the latest Triennial elections that will take place between February and September. This will begin with Divisional Reps being elected to our Branch Council and will culminate in the election of our National Chair, (and all positions in between). For the first time the Chairs at both Force and National level will be elected by the members. Having been successfully re-elected I am proud to remain your Chair, potentially until the end of my service.

I hope that this report is of interest to you and provides you with an insight into the work we do, often behind the scenes, on your behalf, always with the intention of it being to your benefit.

We would once again welcome feedback on this report, both positive and negative, and would welcome suggestions on information you would like to see as well as things that you feel are unnecessary.

I wish you all the very best for the remainder of 2018 and hope to see as many of you as possible during the year.

Matt Webb
Chairman Sussex Police Federation
Message from Chief Constable Giles York

I’d like to thank the Federation for its support of Sussex Police and its officers.

At policy level for the clear leadership they provide; listening yet constructively challenging decision makers as we all embrace change whilst influencing direction to protect the people we serve. At force level, representing and promoting the interests and welfare of their members and supporting them in achieving the required professional standards with the right equipment and training. And for being there when their members need them most, passionately maintaining fairness whilst supporting welfare needs for individuals and their family.

I am in absolute support of our Federation and am grateful for the protection they provide the force and my officers.

Giles York
Chief Constable Sussex Police
I am delighted to be given this opportunity by the Police Federation to thank your Sussex members for their professionalism and commitment in keeping our communities safe.

In addition to the daily challenges of policing, Sussex officers have also coped with the impact of reductions in other services, which often leave the police as the service of last resort.

The past two years have also seen major organisational changes to local policing in Sussex, with the last phase – Prevention - being implemented from November. I know that these new ways of working are taking some getting used to because you and members of the public tell me you are feeling the changes.

As Police & Crime Commissioner, I am continuing to do everything within my power to help you deliver the very best policing service in Sussex, and that includes helping the Chief Constable identify and secure all opportunities for investment.

That is why I have made the difficult decision to increase the police precept to protect police officer and staff posts and provide Sussex Police with the financial security to recruit 200 officers each year for the coming four years, helping deliver a more visible local police presence.

Whilst I acknowledge any increase in taxation will be tough for some of our residents, I believe it is the right decision that will sustain our local police service and focus resources on the areas that the public tell me matter most to them.

I would like to thank the Sussex Police Federation team for their constructive challenge and support as the force has evolved and made necessary changes, and for welcoming a frank and open relationship where difficult issues can always be discussed.

My very best wishes for the coming year.

Katy Bourne

Sussex Police and Crime Commissioner
Sussex Police Charitable Trust provides help to members when in times of need, hardship or distress.

This help includes providing confidential, independent advice, support and guidance ranging from a quick chat or more in-depth advice. We can also put members in touch with specialist organisations and support groups. We can do this either over the phone, via e-mail or face-to-face in a suitable and convenient location. We can also look into options for financial support, including our grants and interest free emergency loans, where needed.

Additionally, the Trust has a bungalow in Dorset, which members can apply to stay in for a free, self-catering recuperative breaks.

If you would like to join the Trust for just £2.50 per month, if you would like more information about who we are/what we do, or if you’d like to see how you could support us, please get in touch with us using the details below:

E-mail: spct@sussex.pnn.police.uk
Phone: 01273 470 101 ext 540703
Address: Pevensey Block, Sussex Police HQ, Church Lane, Lewes, BN7 2DZ
Website: https://sussex.police.uk/about-us/charity-and-community/sussex-police-charitable-trust/
Facebook: https://www.facebook.com/sussexpolicecharitabletrust

“The SPCT has provided me with amazing support over the past few years during which I have had very difficult times both at home and at work. Their support is brilliant. The bungalow gave us a needed break and is in a lovely location.”

“Brilliant Service that helped me at my time of need. Extremely supportive and understanding. Such a worthwhile cause”
I’d like to start my message this year with a quote from Prince William when he spoke to the National Police Chiefs Council. A quote that concisely explains the difficulties faced by you all, potentially on a daily basis.

He said “The police service only ever seems to make the news when one of two things happens: Either a terrible tragedy or atrocity occurs, and quite rightly the police are praised for their extraordinary bravery and sacrifice; or, at the other end of the spectrum, a decision is held up to account and censor. Amidst all this, the reality of policing day to day is often overlooked," he said. "Your officers face the most difficult and chaotic elements of society every day—broken families, serious injury, terrifying assault, alcohol and drugs abuse, trying to maintain the peaceful and ordered society that most of us take for granted—and to do so whilst maintaining the British concept of policing by consent. It's a really difficult job, and the fact that it goes on every day under our noses without most of us noticing is testament to your skill in doing it.

Our whole way of being as a nation owes its peaceful existence to what you do, day in day out; and we are very proud of you. Members of the police service are twice as likely to suffer from mental health problems as the general public. The recent Police Federation survey also showed that officers fear disclosing mental health problems due to stigma, the reaction they would receive from supervisors and colleagues, and the possible impact on their on their careers.”

Once again I have been privileged to spend another 12 months as the Chairman of your Federation, representing you at force, regional and national levels. As I write we are mid-way through our electoral process and I am waiting to find out whether I have been elected to our Branch Board which will allow me to stand again for another term.

The last year has seen us continue our campaign “Protect the Protectors” which will again be the theme of our national conference. It has to be one of the most important campaigns we have ever run with pressure mounting on two fronts. The first is seeking for a change in legislation to provide greater protection for emergency service workers who are assaulted on duty. The Emergency Workers Protection Bill initially received support at Westminster from Holly Lynch MP, that support has now grown and the latest bill was sponsored by Chris Bryant MP. I have recently written to all Sussex MPs asking for their support and a number have sent positive replies (Caroline Lucas, Henry Smith and Maria Caulfield).

The second is to provide better protection for blue light response drivers, particularly our members who become involved in pursuits. It is important to recognise that the only exemptions we have are speed limits, red traffic lights and keep left bollards. Any other breaches of road traffic legislation or of the Highway Code leave us vulnerable to prosecution as we are judged without reference to the training and experience we have.

Nationally the Federation has completed its internal review and is well on the way to implementing the recommendations.
When it comes to our finances, don’t believe everything the politicians tell you..... 18 months ago we were facing a multi-million pound deficit in our annual budget which was simply unsustainable. Through careful management and a great deal of cost cutting and savings we are now on track to have reversed this but we are in no way awash with cash.

Over 80% of our income is spent on legal expense representing officers who find that they are facing serious charges for just doing their job. We must remain able to provide this representation whilst recognising, that due to continued cuts in real terms to officers wages, subscriptions must remain unchanged as they have for a number of years.

In the last year we have lost two of our officers in service. PC Roy ‘Bunny’ Warren from East Sussex died on 2nd July 2017 and PC Andy Trodd from West Sussex died on 5th November. Both died unexpectedly and left a great gap in the lives of their family, friends and colleagues. I knew both officers personally and as I look back on the last year their passing and send offs are in the forefront of my mind.

We continue to hold Pension Clinics for officers unsure of where they stand following the reform of police pensions in 2015. Please book a place via the Federation office if you want some advice in this area. I would like to thank Jon Collins from PMAS who provides this service free of charge. The first two dates have been completely full so the service appears popular and we have booked further dates throughout this year.

Matt Webb
Chairman, Sussex Police Federation

I would like to congratulate the 40 individuals across the Force who have been successful in the recent election and have become Fed Reps and members of the Branch Council. 19 of their number are new Reps and we will ensure they receive the necessary training to assist them in their new roles as quickly as we can.

As I mentioned earlier, I was recently re elected as your Chairman. This will allow me to serve you for a second term – something I will do to the best of my ability, always working for the benefit of you, the members and in the public interest.

Please provide us with feedback on how we are doing and what you think of this report. Your views are important to us as we are here to represent you and to speak as your voice.
A View from the Secretary.

In 2017 we saw the continuing implementation of the Police Federation of England and Wales Independent Review, involving further changes to the structure, finance governance, operating systems and decision making processes within the organisation.

As police officers, we continue to find ourselves, through no fault of our own, in an environment of sustained and unprecedented challenges and attacks on the reputation and standing of the service as a whole, and of the Police Federation. For me, it is vital that we face these threats and challenges together, as a dignified and unified body of professional, hard-working police officers and an effective Federation is central to achieving that. As your representatives, we are committed to creating a local Police Federation which is relevant and strives to achieve ever more effective means of supporting you.

As I look back at some of the events of 2017, there is one thing that stands out above all others and that is the courage, heroism and professionalism that you have all displayed in carrying out your duties and keeping the people of Sussex safe from harm.

In the last twelve to eighteen months with the introduction of our new Local Policing Model, refocusing the three core areas of policing – Prevention, Response and Investigations. The model is aimed at teams working together so that we can be more flexible and resilient as we become smaller.

You have all shown great determination and flexibility in adapting to the changes and we now need to ensure that the LPP delivers on its promises.

The safety and welfare of our members must be one of our primary concerns and we must work towards providing you all with the right tools, skills and equipment to keep you safe and enable you to do your role effectively. Providing the right healthcare for our staff must also be a priority and we need to break down some of the barriers that exist in accessing the appropriate healthcare and support.

In the last few months we have undertaken our first election process in four years to elect our Federation Representatives. In Sussex we had the second highest number of nominations (pro rata) across the Country, with sixty six of you submitting nominations for just forty seats on our Branch Council. I am delighted to welcome nineteen newly appointed representatives on to our Branch Council. Despite reducing in size by around 50%, I am confident that we will continue to provide the high level of service that we have always strived to deliver. A number of seats were safeguarded for female and BME representation and I am thrilled that we have filled all of these positions and we will now be more reflective of the demographics of Sussex Police.

PC Virginia “Ginny” Jupp

Finally I would like to offer my sincere congratulations to PC Virginia “Ginny” Jupp who was awarded the Queen’s Police Medal in the New Year Honours list. Ginny joined Sussex Police in 1995 and for the past 14 years has been the ASB officer for Eastbourne district. She has been a leading force both on the district and East Sussex division for ensuring that antisocial behaviour and hate crime is recognised by officers at a peer level as well as a senior level to ensure that victims receive the support and help that they need. Her award is richly deserved and rightly recognises her commitment and dedication to duty.

Simon Steele
General Secretary, Sussex Police Federation
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Treasurers Report

I have recently been elected into the role of treasurer for Sussex Police Federation and I started in the office in January 2018.

Our Sussex membership contains 2,600 officers who pay the monthly subscription of £21.58 which has not increased in 6 years, we are trying to ensure the subscription fee stays the same for the next year.

Since I have taken over as the treasurer our financing system has started to undergo a process of change. This change is due to Leatherhead constructing a finance package for all Joint Branch Boards to use which will save us money enabling funds to be spent in the area of most importance which is that of our members. As part of this change we have had an audit completed by KPMG and we have stopped using our previous Auditors, these plus other changes will save us as a branch board between £10,000.00 and £13,000.00 per year. The new system we shall be adopting will enable all of our representatives to submit any expenses incurred via an app, by moving everything over from paper to an electronic system not only will it save time and money but also trees.

As of the start of this year all of our subscription money is sent to the centre at Leatherhead on a monthly basis, the centre then send each local branch an amount which was agreed via a yearly budget.

This means that we as a Board need to remain frugal with our finances and I am starting to look at new ways to conduct our day to day business. Due to how our subscriptions are distributed I ensure that I know where the money is being spent, and I attend regular treasurer meetings at the centre during which I shall challenge any spending should I feel it is necessary. As an organisation going forward we continue to practice an open and transparent way of working therefore as I challenge the centre I am also open to being challenged myself. In Sussex we have three trustees who I meet with on a quarterly basis and they check through all of the spending along with the receipts.

We currently have one bank account within Sussex which is held with Unity Bank and we remain to keep our investment portfolio with St James’s Place Investments.

I remain of the view, as was the previous Treasurer, that no federation representative should be out of pocket for any work that they do therefore providing it is reasonable, and everything is receipted, our representatives will be paid back any expenses they incur, the exception to the rule is where alcohol is purchased.

The finance system and the way I shall operate as a Treasurer will change throughout this process in 2018. I am sure that there will be ups and downs on the way but the changes will be of benefit to the membership.

Donna Lonsdale
Treasurer
Care of Police Survivors (COPS) is a charity that helps families of police officers who have lost their lives on duty to rebuild their lives.

We work to ensure that survivors have all the help they need to cope with such a tragedy, and that they remain part of the police family.

Find out more about our work by signing up for our free newsletter. Visit: http://ukcops.org/newsletter-signup.php
Federation Admin Team

Our aim is to promote the welfare of the members and implement this is an efficient way. We are continually reviewing processes to enhance our service.

Sheila Horscroft
Admin – Ext 544435

Thank you very much for the information, your help is much appreciated.

Mark White
Office Manager

Thank you so much for all your help over the year.

Rosie Huxley
Admin – Ext 544434

Thank you for your prompt and thorough response.

51 members received our Maternity/Paternity pack

100 new recruits received a federation information pack

They have paid, an unexpected bonus for Christmas, thank you so much for sorting it!

£62,575.00 paid out in Travel Claims

317 Claims for RAC Callout

87 members received our Retirement Pack

19 members attended Family Law Clinics

Thank you for your prompt and thorough response.

£9296.00 paid out in Court Compensation Claims

57 Officers chose the retirement Insurance scheme

Thank you, it’s nice to have someone deal with something in a timely manner.

£111,010.00 paid out in sickness claims for Half/Nil pay

100 new recruits received a federation information pack

Hi, that’s brilliant. Thank you for finding out.

Thank you for your time, patience and assistance.

£302,907.00 awarded in Legal and Civil Claims

317 Claims for RAC Callout

37 members attended Financial Clinics

Thank you for your help and advice over the telephone.
Federation Group Insurance 2017

Worldwide Family Travel Insurance

RAC Motor Breakdown Assistance

Insure yourself and spouse/partner for £32.30 per month

80% (2141) of officers are members of this Scheme

Sickness Benefit

Personal Accident Cover

Life Assurance Cover

Critical Illness Cover

Hospital Benefit

Mobile Phone and Gadget Insurance

Unrecovered Court Compensation

Best Doctors and Best Doctors Careline

Legal Expenses Cover

Sickness Benefit

Critical Illness Cover

Unrecovered Court Compensation

Mobile Phone and Gadget Insurance

Best Doctors and Best Doctors Careline

Lifestyle Counselling Helpline and Online support for you or a spouse/partner

977 Retired officers remain in this scheme

DO YOU HAVE A SAFETY NET?
Contact Admin@Sussex.polfed.org for more information
Conduct and Performance Report

As your lead in Conduct and Performance it is safe to say that the last 12 months have proved to be both challenging and on occasions very rewarding.

In January the IPCC became the IOPC, but sadly a change in name has not brought about a change in attitude towards investigating police officers. With increased workloads and diminishing numbers police officers have to face up to greater levels of scrutiny than ever before. At one stage this year we had in excess of 50 officers who were being investigated by the IOPC and the length of their investigations are often disproportionate to the offences alleged.

In August three of our officers were cleared of ANY wrongdoing at a Gross Misconduct hearing directed by the IOPC. Another officer was cleared of any wrongdoing at a Misconduct meeting a few days before the hearing took place. The officers had been under investigation for four years, initially facing criminal allegations of manslaughter following the death of Mr Duncan Tomlin. CPS determined that they had no case to answer. The IOPC challenged this decision and asked CPS to review their original decision. Having reviewed the decision CPS once more concluded that the officers should not face any criminal charges. The IOPC then directed the Force to instigate Gross Misconduct proceedings against three of the officers. At the Gross Misconduct hearing at the beginning of August the officers’ actions were dissected second by second by the prosecuting barrister and the honesty and integrity of two of the officers were called into question. The officers to their great credit remained thoroughly professional throughout the proceedings despite the unwarranted attacks on their integrity. I witnessed the giving of their evidence first hand and was humbled by their professionalism and the manner in which they conducted themselves. They were a credit to themselves and their families but most importantly they were a credit to the Force and demonstrated everything that is good about Sussex Police. At the conclusion of the five day hearing the panel found that the officers had no case to answer and brought an end to four years of torture for the officers concerned. There can be no winners in an investigation like this and we cannot lose sight of the fact that an individual died in tragic circumstances, however had any one of the officers been found guilty of misconduct it would have been a sad day for policing. Following the hearing our Chairman Matt Webb called on the IOPC to issue a personal apology to the officers concerned. I hope I will not be waiting another four years for them to issue one!

This case demonstrates what an important role the Federation has to play in representing our members at a time when they need us most. For four years we have supported the officers and ensured that they had access to the best legal advice available. We will continue to support them in the coming months ahead and hopefully they can put this ordeal behind them and go on to enjoy a flourishing and rewarding career with Sussex Police.

In the last year we have opened 85 new discipline cases with 24 officers facing a Gross Misconduct Hearing and a further 41 officers attending a Misconduct Meeting. Nine police officers have been dismissed from the Force in the last twelve months.

We are expecting the introduction of new Police Conduct and Performance Regulations in around April 2019 with the emphasis being more towards dealing with officers at the appropriate level.
I am hoping that this will lead to fewer officers facing more serious disciplinary action from 2019 as the focus shifts towards performance rather than misconduct. We await the circulation of the new regulations in due course.

If you are the subject of a complaint, and want the services of a "Federation Friend", or to be represented by a solicitor contact the Federation Office; we will do all we can to assist.

It is vitally important and very much in your own interests that you notify the Federation office as soon as you know or believe that you may be under investigation. Delay in notifying can put you at risk. A member has the right to consult with this "friend" at all stages of the investigation. It is important to seek advice at the earliest possible stage and certainly prior to making any formal statement.

All officers who become aware that a complaint has been made against them, or are under criminal investigation, should immediately seek advice from their Federation representative, before making any statements, written or verbal, or answering any questions. If at any time they are pressed by investigating officers to answer questions, etc., they should politely reply that they have been advised to first consult a 'Friend'. They should also state that they wish a 'Friend' or in appropriate cases their legal advisor to be present at any interview.

In closing I would like to pay tribute to the Federation representatives who have supported our members over the last twelve months. It is often forgotten that our representatives fulfil their Federation duties in addition to their day to day policing responsibilities. They seek no acknowledgement or reward for the additional work that they undertake. They carry out their additional roles because they care passionately about the treatment of our members. Many are highly trained and skilled individuals and we could not operate as effectively as we do without their dedication and commitment. I hope that you won't need to call upon the services of the Federation in the coming twelve months, but if you do, rest assured that we will be there to support you when you need us most.

Simon Steele
General Secretary.
Equality Report

I have been the Equality Lead for Sussex Police Federation since January 2018. Equality and Diversity is the majority of my workload and it is something as a Federation we have highlighted as a growing area. Sussex Police also place Equality and Diversity in an area of great importance therefore I sit within a number of working groups representing our members.

Since becoming the Equality Lead I have taken on a large number of officer cases to support them and provide my help and experience, as we are going through a time of change within the board due to the new election process we do not have as many Equality representatives as I would like. Therefore once the new Council and Board are formed for our branch I shall ensure that representatives are placed on equality courses. We do not claim to be experts within this area however which is why we retain the services of Equality specialist Jayne Monkhouse OBE as a point of contact for the complex cases that arise.

Adjusted Duties is still an area of concern for our officers despite the threat of the X factor payment being removed for now. I work closely with Enable and we have a working relationship where they will offer advice and support but I will take on the case and meetings.

I have discovered that there is a lack of understanding within the force around Adjusted Duties and adjustments for DDA officers alongside how adjustment passports are being used to amend this. I am working with Learning and Development to deliver a short interactive course for supervisors, this is in its initial phase and I hope that I can move it forward.

Restricted Officer Posts

I am currently working with the force surrounding postings for officers with a disability, this entails a change in policy and what each officer post within the force looks like as well as how or if it could accommodate an adjusted duties officer. Remember asking an adjusted duties officer what can’t they do makes them feel like a burden asking an officer what they can do makes them feel empowered because we are looking at their positives not negatives.

Mental Health has now started to become a subject that can be discussed and officers are happy to raise, it is an area where progress needs to be made and mistakes are still occurring some may say that given the cuts in Policing and the extra stress and strain that officers are having to incur could be a contributing factor to the rise in PTSD cases.

Flexible Working

This is an area where I have highlighted the Federation in Sussex needs to be proactive. Our members will often struggle with having a shift pattern agreed and there are variations across the force area as to what is and what is not agreed. I am working with the Head of HR in this area. Flexible working has to meet the NEED of the officer and the NEED of the organisation.

Officers whom ask for a flexible working pattern often do so as they need some support and changes to their work life balance. These officers are normally juggling a number of balls and therefore when they have to challenge the organisation it inevitably has an effect on the officer’s wellbeing. I am looking for clearer guidelines as well as training and support for supervisors around the force.
Backup Buddy

The Backup Buddy app is still going strong and if it hasn’t been downloaded please do so. (It is available free from Google or Apple Store.) Mental Health can affect everyone so please look out for each other and taking that 5 minutes out of your day to ask if someone is ok could mean a huge difference to them.

Sussex Police Networks

I have proactively joined Enable, I sit within the executive board for Evolve and I have also become a proud ally for LGBT. This year I made a commitment as the Equality Lead for Sussex Federation that I would cancel my rest day for Pride and complete the Pride march with the members as well as assist on the diversity stand. It was a brilliant event and enabled myself on behalf of the federation to see and spend time with a number of our members both within the march and policing the event. I shall continue this commitment going forward.

Donna Lonsdale
Equality Lead
Health and Safety

Sussex Police Federation are committed to the safety and welfare of our members. During 2017 your Health and Safety Committee met to discuss ongoing issues and trends throughout the year.

The recent election process has seen a substantial change in the number of Health and Safety representatives and I would like to take this opportunity to thank the outgoing representatives for their help and support during their tenure.

Going forward I will be looking to identify enthusiastic representatives in each of the constituencies who would like to become Health and Safety reps for their areas. There will be training provided and an opportunity to increase knowledge and skills by conducting inspections and risk assessments in conjunction with the force or when an issue is raised locally.

I have established a good working relationship with both the force and Unison Health and Safety. Working between the three departments means we are able to provide input from all officers, staff and departments to resolve issues efficiently.

I have recently become part of national committees for Self-Defence & Restraint and Body Armour who can make recommendations to the NPCC. I am hopeful that being part of these groups will enable Sussex Federation to influence decision making at the very top.

Within the force we have representatives that cover 24/7 on-call functions. This responsibility includes covering post incident procedures, discipline and general advice.

I am pleased to see the force is now training Post Incident Managers to a good standard and are calling the Federation early on in the process should any serious incident occur. I have been covering on-call for several years and have seen a steady increase in the quality being provided by the force and the expansion of this process outside of the firearms arena. Some education is needed to frontline officers and I shall be hoping to roll out various inputs and attend briefings, starting with response.

The IOPC (previously IPCC) continue to be unpredictable with their investigations and at times can be confusing when they miss the most basic of information. There seems to be a complete lack of understanding of the effect of being subjected to an IOPC investigation has on an officer, and the length of time the investigation takes. It will be interesting to see if the change of name was just a fresh lick of paint and a new sign or whether this is going to make a change for the better.

One of the most contentious issues of the last 12 months has been the safer (single) crewing framework that has been introduced. This limited the amount of double crewed units that could be put out from a hub / satellite at any one time. This was the same figure for earlies, lates and nights. Understandably this caused a lot of anxiety amongst officers and genuine concerns around welfare were raised.

The policy was reviewed and I provided assault figures which indicated that there was a substantial increase in assaults on officers on lates and nights when compared to earlies. This would show that having a blanket limit on crewing. Regardless of the time of day, was clearly not “safer” and I wonder what research was conducted before this policy went live.
At the time of writing I have submitted a draft proposal to change this substantially which could live up to the safer crewing title whilst still maintaining a balance with demand.

The next year will see an increase in recruitment which is a good thing. However, this increase in number will have a large impact on response officers when it comes to tutoring. Officers are already feeling fatigued from general response duties and to expect them to teach and tutor new officers on top of their workload, for no extra pay or reward, is unrealistic. If we need to pay officers pre-planned overtime just so they can manage the demand of the student with the constant pull of the radio then the system just isn’t working and we are adding to an already stressed workforce. The recruitment is expected to remain high for several years and so my priority is to make representations to bring back a modern probationer training department for those students that require additional assistance to gain independent patrol.

Mark Cullern
Health and Safety Lead

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I wish to contribute towards the Funds of Flint House and authorise the Treasurer to deduct the sum of £9.21 monthly.

New Recruits: Please note that monthly contributions will be waived for the first 15 weeks of initial Police Service.

Name: ........................................................... Warrant Number: .................

Rank: ............................................................ SAP Payroll Number: ...............

Signed: ..........................................................

Date: ..................................................

Date of previous Police Officer Service (if applicable): ........................................

Date joined Police: .................................

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Thank You ...

I thank the Federation for ‘watching mine and everyone else’s back’, with sensible and value for money items of various cover to keep us all protected whilst we were able to get on with the job, safe in the knowledge that if any of the ‘WORST’ things should happen something and someone was always there to fight our corner or a least to soften the blow!

A big thumbs up to Sussex Federation; who have just donated a massive £500 to my Police Dependants Trust Marathon Appeal. Well done to them!

A good result in the end; I just wanted to thank you and your team again for all your help and support recently. It was truly appreciated.

I just wanted to say a big thank you for the gift that arrived for me from the federation.

Thank you also for your kind words and for the support I have been given from you over the last 29 years and in particular the last two or three which have been particularly difficult but helped enormously by your office.

I cannot express deeply enough my gratitude towards both of you. 'Thank you' just doesn't seem a strong enough response, but the knowledge that you two are with me in the process, and have tirelessly supported me time after time in every battle we have faced together, gives me great comfort.

From a Sgt regarding assistance we had given one of his officers: “I know he has been very grateful of your support so far and I am particularly appreciative of you coming to the station on Thursday when the IPCC decided to pay a visit”.

I have just read the Sussex Public Value Report. I believe it excellently demonstrates the breadth of work the Sussex Federation undertakes on behalf of us all. Thanks for the report and thanks for being there.

Thanks so much. I cannot express to you how grateful I am for your professionalism and efficiency on how quickly this has been dealt with. I thank you and will progress with Sussex tomorrow.

Thanks for your input on the PIP process last week. Personally, I got a lot from it, and I’m sure that my team did too. It really helped lift the lid on something that did seem a bit mysterious, but is likely to become much more common in the future.

Thank you so much.
I can't thank you or the Fed enough for all the help you have given to us.
A serving officer with Sussex Police since December 1995, Ginny has spent her career on East Sussex at both Hastings and Eastbourne. As with the vast majority of officers she cut her teeth on response before injury dictated she move ‘temporarily’ into a co-ordination role pulling different agencies and authorities together to deal with Anti-Social Behaviour and to get a grip with, at the time, relatively new ASB legislation.

Ginny who now works in the newly formed Prevention department, remains at Eastbourne and continues to advise others on legislation and potential solutions to ASB across the Division and the Force.

Ginny was awarded the QPM in this year’s New Year Honours List and collected her medal at Buckingham Palace on March 15th. The award was made to her in recognition of the outstanding work she has done with multi-agency partners encouraging them to engage and deal with ASB and for the way she has always engaged with young people to guide them away from trouble.

Ginny said “I couldn’t have done any of the things without the help and support of others, I would like to think that it was given to me due to the way I work and the good things I’ve done.”

The award was made extra special for her when she found out that it was actually one of her Constable colleagues that had first nominated for the recognition.
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