

federation



West Midlands Police Federation

February/March 2019



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Welcome

Welcome to the February/March 2019 edition of *federation* - the magazine for members of West Midlands Police Federation.

We are always on the look-out for good news stories so please get in touch if you have something to share with colleagues. It does not have to relate to your policing role – though we are definitely interested in hearing about what's going on around the Force. Do you have an interesting hobby or perhaps you are involved in sport locally, as a player, a manager, a coach?

Just get in touch and let us know.

We would also be interested to hear what you would like to see featured in your magazine.

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Setting out priorities



By **Rich Cooke**, chair of West Midlands Police Federation

At the start of a New Year, it's always good to set out some priorities both on a personal and professional front.

Of course, in the world of policing, we often find that even our best-laid plans can get de-railed, either through a need to respond to a particular incident or because the Government or some other stakeholder decides on a change of direction.

Nevertheless, I have identified some key themes and objectives that will be at the forefront of my mind during 2019.

The first is the ongoing issue surrounding the Pension Challenge. The latest ruling in the case being taken against the Government by the unions representing the firefighters and judges has come down in favour of those two groups of workers. This has led the Police Federation of England and Wales to seek further legal advice over a possible challenge to our latest pension scheme. In the meantime, we are also waiting for the Government to respond to the firefighters' and judges' ruling.

But where will it all go? While there is huge uncertainty, it looks like it may go all the way to the Supreme Court. There are massive implications for the officers affected – with approximately 92,000 of them adversely hit by the provisions of the 2015 CARE Pension Scheme.

I understand that while the challenge may well bring huge benefits to many

officers, others may be concerned about the security of future protections. As a Federation, we need to be ready to join the fight, to get the best future for our current membership.

While we appreciate this is a major concern for all officers affected, at the moment it really is a case of watch this space. We will keep you updated via our usual communications outlets.

Moving away from pensions, I remain focussed on the issue of officer assaults and intend to do all I can to keep this in the media headlines. The Federation's Protect the Protectors campaign did lead to the new assaults act being introduced in November last year, but we are not stopping there.

Within the Force, a new and updated 10-point plan, setting out how officers – and staff – can be expected to be supported and helped should they be assaulted in the course of their duties is in place.

But I am afraid that sentences handed down by the courts remain pathetically weak, despite the provisions of the new act, and we need to continue to challenge – both within and outside - the organisation to embed the principle that every assault or other crime against an officer is a very serious matter.

There is a lot of work still to be done to ensure that people understand an attack on an officer will not be tolerated and that those who carry out these hideous crimes feel the full weight of the law, so they are appropriately punished but also to act as a deterrent to others.

Linked to this, I will be striving to convince the Chief Constable that we need to equip all our front-line officers with Taser. They need this invaluable piece of kit so that they can protect themselves and the public.

And, we need to see an increase in the availability of armed support for our bobbies. All too often bureaucratic obstacles and systems meant to protect us are actually getting in the way of actually doing that.

In another example of how the cuts to police budgets have led to a reduction in efficiency. I am hearing more and more from officers who say that the centralised custody blocks are increasing the time they are spending taking prisoners to and from the cells and therefore reducing the time they are out in their communities serving the public. We need to challenge the perceived

wisdom of replacing local custody facilities with these centralised suites.

Of course, no priority-setting exercise is going to be complete without a nod to the funding crisis, which is a thread going through just about all of our work right now. We are all hoping the next Comprehensive Spending Review will bring an announcement of increased investment in policing. Let's just hope policing is not left languishing at the bottom of priorities - even lower than overseas aid in total expenditure.

But as well as investment in policing, we also need to see action on police pay. We would like our legal action on last year's



Members of the West Midlands Chapter of the Police Federation

measly pay award be successful and, above all, we need the Home Secretary, Sajid Javid, to ensure the Government puts money where his mouth is.

As my final focus for the year, I want to see consistency from the National Police Chiefs' Council in the payment of bonuses to bobbies across England and Wales. Last year, when US President Donald Trump visited some forces paid bonuses others didn't - we want fairness from the chiefs to pay to all especially if we have unrest related to Brexit.

I then just have one more thing to mention before signing off this time - the Police Unity Tour! Along with officers from across England and Wales, I will be taking part in this year's tour, cycling to the National Memorial Arboretum in a sponsored cycle ride spread over three days in July. Please support this event since all money raised goes towards the invaluable work carried out by the Care of Police Survivors (COPS) charity.



Unity Tour in 2018.

Pensions ruling – Federation seeks new legal advice

The Police Federation is awaiting fresh legal advice after the Court of Appeal ruled the Government's changes to the pension schemes of judges and firefighters were discriminatory on the grounds of age.

It is also expecting the Government to respond to the latest ruling.

The legal challenge on behalf of the judges and firefighters came after changes to public sector pensions in 2015 which also affected police officers.

Alex Duncan, national secretary of the Police Federation of England and Wales (PFEW), said when the ruling was announced in the run-up to Christmas: "This remains a complicated issue, with no certainty over how the Government will choose to address the ruling.



Alex Duncan.

"The judgement handed down is both lengthy and complex, but nonetheless, a positive outcome for those engaged in the process. The difficulty is determining what a positive outcome means for our members and those officers engaged with Leigh Day solicitors.

"Furthermore, within the ruling, there is reference made to other rulings which have been decided upon since we obtained our initial legal advice on whether to challenge the pension changes some five years ago. There have been previous requests for our legal advice to be shared publicly, however, our view has been that it could be unhelpful to those engaged in the current challenge and could, at any stage, undermine their position or our own.

"We have always closely monitored the developments within the cases lodged by the judges, firefighters and our colleagues represented by Leigh Day and at every stage we have stated that we would review our position dependent on developments."

Following the Court of Appeal ruling, the Federation is seeking further legal advice, including a thorough review of its previous advice and the arguments put forward at the last court hearing. It will also consult its pensions specialists.

"We anticipate that this review will be completed early in 2019, at which point we will be better informed to be able to decide on what the next steps should be," said Alex.

Stress survey: Federation meeting Chief

Members of the West Midlands Police Federation Health and Safety Committee are meeting with the Chief Constable to discuss the findings of a Force-wide stress survey.

The survey, carried out on behalf of the committee last October, revealed an 'overwhelming number' of Federation members feel their workload is too high and that there are not enough officers to cope with demand.

A total of 612 officers responded to the survey, including CID and response constables and sergeants, and all inspectors.

It found that more than 80 per cent of those who responded said their workload was too high or much too high.

The survey also revealed:

- More than 90 per cent felt there were not enough officers to cope with demand
- More than 60 per cent spent more than half of their working week feeling stressed, and

- 30 per cent said they were stressed all of the time.

Steve Green, the Force CID Federation workplace representative and deputy chair of the Health and Safety Committee, said: "We have a meeting with the Chief Constable on 5 February to discuss the findings. We also considered the results at our last committee meeting and we have been in talks with Force health and safety about reviewing current risk assessments and control measures.

"We want what is best for our members, a safe and healthy working environment." In previous meetings involving ACCs and the Federation's health and safety representatives, the Force has asked for evidence to show that any issues raised exist. So, the Federation is now hoping the survey results will lead to changes. The Federation's Health and Safety Committee officials are: secretary - Deano Walker, chair - Jason Durnall, deputy chair - Steve Green, deputy secretary - Federation representative Archie Murphy.

Focus on roads policing

Officers from across England and Wales attend the annual Roads Policing Conference.

West Midlands Police Federation secretary and the Federation's national response driving lead, Tim Rogers, was among the speakers who gave an update on the campaign for better legislation in law for better protection for police drivers.

The event is always popular in the roads policing calendar and gives officers the chance to highlight challenges, successes and best industry practice.

This year's conference sessions included an input from NPCC lead for roads policing - Chief Constable Anthony Bangham - and a panel session lead by Simon Hill from the Metropolitan Police called 'When A Pursuit Goes Wrong.'

There was an input on police pressures and resilience, which shadow policing minister Louise Haigh took part in and delegates also benefited from a session called 'Impartiality, Bias and Contamination – A Case Study of Attempted Murder' led by Frances Senior from forensic collision investigation.

This year's event was entitled 'Officer Welfare Matters' and was held in Hinckley, Leicestershire on 29 and 30 January.

Response drivers: Government must be bold

The Government must be bold and put out a statement saying precisely when it will make the amendments to the law it has promised to ensure police drivers get the legal protection they need when carrying out their job, the Federation's response driving lead told conference.



Tim Rogers.

Calling the current situation an 'irreversible position of agreement', Tim Rogers, who is deputy secretary of West Midlands Police Federation, also said that Brexit was no excuse for delaying legislative change and that nothing should have greater importance than giving officers the tools they needed to serve and protect the public.

Tim's presentation at the Police Federation's annual roads policing conference began with a slide showing people walking towards a large black hole and he told delegates: "The hole represents the current legislative flaw, very large and very real.

"The people represent police drivers, hard-working, professional, well trained individuals, happily going about their duties, serving the public, keeping them from harm and believing they are entitled to use their excellent training to do what society expects.

"There are 7.2 million response drives and more than 12,000 pursuits including specialist tactics are professionally managed each year, but each instance could land you in this hole.

"Now, if you fall in some may be able to get straight out, some may take years to escape with irreparable damage done by the experience."

The risk to police drivers arises from the fact that their driving is judged against the careful and competent driver with the current legislation not allowing any exception to be made in the light of their training.

But he pointed out that all key stakeholders – including the Government, the Home Office, the CPS and the IOPC – now agree the legislation must change and are committed to making this happen within the promised timeframe of 2019/2020.

"This is a significant achievement," Tim explained, adding that lawyers will now agree the draft legislation for approval, ahead of a three-month consultation period which will run until April this year.

"During this time, the Government needs to ascertain and confirm the vehicle for this legislative change, currently its preferred method is the Private Members' Bill sponsored by Sir Henry Billingham which is due for its next reading in the House of Commons on 23 March.

"The Government needs to be bold, make sure it takes ownership of the bill and get right behind it. Anything less is unacceptable."



Fighting for fairness

Cliff Tomkinson is the Federation's full-time equalities representative. He gives an insight into his background and his priorities.

More and more officers are approaching the Federation to discuss potential breaches of the Equality Act 2010, according to West Midlands Police Federation's equality lead.



Cliff Tomkinson.

And Cliff

Tomkinson says the challenge now for the Federation is influencing the Force to train supervisors and take obligations under the act more in to consideration.

But he is also aware that more training is needed within the Federation to ensure that all representatives recognise any breaches of the legislation and respond effectively for the member and within the strict timescales given that any legal challenges must be made within three months minus one day.

Ensuring suitable training within the Federation is something Cliff is already acting on.

"For the next six months I want to prioritise the upskilling of the Federation's Equality Committee reps and then roll this out to the workplace reps afterwards. Some of this will include training as provided by the Police Federation of England and Wales. However, I want to go beyond that and engage ACAS, external equality experts and legal advisers," says Cliff.

"My long-term goal is that within 12 months every rep on the Equality Committee can either deal with an equality issue or effectively signpost a member to someone who can help them to ensure the best possible outcome."

He also wants the committee to review key workplace policies to ensure that all legal obligations and considerations have been undertaken.

But, in addition to the commitment to training, Cliff believes other improvements are also taking place in terms of how the

Federation and the Force handles equality matters.

"Our Federation is going through some big changes currently and there are new faces in the mix. The support offered by my colleagues and Federation staff has been superb. But there's lots of things to do both within the Force and also the Federation locally that will hopefully improve the equality side of things to the benefit of all members and also the Federation reps," he explains.

"I have done about four months in the role now and I can recognise the strengths and weaknesses of my area of business. The trick is putting new plans and improvements in to place and winning over the members that concerns are listened to and how to influence improvements within the workplace for the benefit of all."

One initiative he is keen to see extended is the quarterly Family Matters event at Tally Ho which he wants the Force to adopt across the entire area and use as "normal business" for parents covered under the maternity policy.

And he believes the Fairness in Policing considerations taken on by the Force have provided some really strong reflective elements of the equality world.

Cliff says this should be considered and adopted across all aspects of the organisation: "If members feel fairly treated then legal challenges are less likely and surely neither the member or the Force want to pursue that route too often?"

A conversation with a Fed rep around inequality issues and Fairness in Policing first led Cliff to become a Fed rep in 2016 – the rep basically told him to stand for election as a workplace rep if he wanted to make a difference.

He has not looked back and says the most satisfying element of the role is getting a positive outcome and seeing the relief on a member's face when it is all resolved.

But it's not without its challenges.

"Managing expectation is a big issue," Cliff points out, "Both on behalf of the

ABOUT CLIFF

Joining date – 1999

First posting – West Bromwich

Career highlights – "Of all the large scale police operations or big results that I have been involved in or part of I took most pride in dealing with something that most others ignored or 'put in the too difficult to deal box'. This involved dealing with the issue of stray and loose horses within the Black Country area," he says.

"The police received thousands of calls every year about the issue and it took up numerous hours for officers involved. Then there was the welfare of the horses to consider and the serious risks to the public from accidents, for example. In short, I managed to obtain funding and a policy that is still used today. In addition, Parliament brought in legislation to deal with the matter in the last few years."

member and also the organisation. Morale is still low, simple things are being missed that can then – and often do - turn into big or serious issues."

When he first took on a rep's position, Cliff had initially gone along the route of specialising in complaints and discipline but rather quickly realised that specialist advocates of Fairness in Policing were lacking.

"One positive result turned in to two until I was regularly being contacted from all over the Force and I soon realised that I needed to learn more and quickly," he admits now.

He jumped at the chance to take on the full-time equality lead post when it became vacant last year.

"I had become really busy as a workplace rep and my own line manager and Senior Leadership Team would constantly remark about the amount of hours I did representing members within work's and my own time. Though this may have caused issues locally for them, I was carrying a heavy workload but also picking up lots of evidence, experience and skillsets quickly even though this sometimes takes years. I felt that I could bring something new to the Branch Board," Cliff said.

"I consider myself someone who is very inquisitive and unafraid to ask the questions that someone else may actually be thinking. I am a balanced individual and do look at both sides of any issue but if a challenge is required to be made I am certainly not afraid to make it."

And his final message to members concerned about an equality issue?

"There are strict timescales for any legal challenge so be mindful of them and speak to a Federation rep as soon as possible for advice. In terms of the Equality Act 2010, the time limit is three months minus a day," Cliff concludes.

Case to answer test "too low"



Phill Matthews – seeking end to drawn out investigations.



IOPC director general Michael Lockwood pledged to reform the organisation when he addressed the Federation's conference in 2018.

Figures gathered by the BBC showed that only five police officers in England and Wales were dismissed in the last three years following conduct cases ordered by the IOPC

West Midlands Police Federation discipline lead John Tooms says the legal test used by the Independent Office for Police Conduct (IOPC) to determine if a misconduct case should go ahead needs to be reformed.

John says too many officers are being put through "traumatising" misconduct cases only to find they have no case to answer.

His comments came in response to figures gathered by the BBC which showed that only five police officers in England and Wales were dismissed in the last three years following conduct cases ordered by the IOPC.

The figures, obtained under the Freedom of Information Act, showed that gross misconduct charges were not proven in 33 of the 48 cases pursued.

"These figures come as no great surprise to those of us who work in the conduct

arena," says John. "But they do provide hard evidence that the case to answer test is too low and needs reforming. Too many officers are being put through a traumatising process unnecessarily because the threshold is wrong."

Fellow West Midlands discipline lead George McDonnell says that the process also needs speeding up, with too many officers facing huge uncertainty due to the length of time cases take.

"Some of our members are being left in a state of limbo," he said. "The uncertainty that hangs over them, often for a number of years, can be hugely unsettling not just for them but also for their families."

"The knock-on is that officers are prevented seeking promotion, transferring or even moving home. There is no reason why they should take as long as they do."

National Federation conduct lead Phill

Matthews has also expressed his concerns. "The effect on officers can be catastrophic. They can be suspended, at massive public expense, which has a knock-on effect on morale for whole shifts of officers, or placed on restrictions. We have had members trying to harm themselves because of the stress they are under."

"The IPCC, and IOPC as is now, pursue the wrong cases and often have very little understanding of the evidence and give families and complainants unrealistic expectations."

"In order to change the system, we need to put an effective time limit on investigations. There is no excuse why they should be lasting as long as they do. And the fact that so many have no case to answer for afterwards shows they have got the threshold wrong."

A spokeswoman for the IOPC told the BBC: "We know the case to answer test is low but it has been repeatedly tested through judicial reviews and found to be appropriate."

The Home Office said that it was "inevitable" there'd be a "case to answer" against some officers who were later cleared of misconduct but added that it was implementing reforms to ensure a "consistent" approach to the way the test was applied.

Police minister Nick Hurd said reforms, due for implementation this year, will improve how misconduct hearings are prepared and conducted.

Firearms review “failure”

West Midlands Police Federation chair Rich Cooke says a long-awaited Home Office review into police use of firearms has failed to fulfil its targets.

The review was commissioned by the then Prime Minister David Cameron following warnings that a lack of protection for firearms officers would prevent forces recruiting the number they needed to combat terrorism.

When it was announced, the Government wanted to recruit an extra 1,500 firearms officers but is still 40 per cent short of that figure.

“The review will do very little to ease the real concerns of our firearms officers around the protection they receive in carrying out their jobs,” Rich said.

“And I can’t see how this review will help forces to recruit the numbers we need to tackle terrorism and violent crime.

“It has taken three years to produce and fails to demonstrate that the issues

around police use of firearms have been sufficiently examined.”

The report concluded the right legal and procedural protections are in place for officers following a shooting and “in a great majority of incidents officers were dealt with as witnesses rather than suspects”.

“That is cold comfort for officers out there doing the job, knowing that if they are forced to pull the trigger their lives will probably be overturned while they are under investigation, often for years,” said Ché Donald, vice-chair of the Police Federation of England and Wales.

“Where’s the evidence to show this has been looked into diligently, as we would expect for such a responsible role in policing? Because it’s certainly not in this review.”

The Home Office also announced its formal approval of the Independent Office for Police Conduct’s (IOPC) Section 22 post-incident guidance following a death or serious injury during arrest, in or following

custody or after a firearms incident.

The Federation outlined its concerns when that document first surfaced last October, most notably across three key areas:

- The ones covering separation of officers following incidents
- Anonymity of officers
- And the ability to allow officers to review their own body-worn video footage before providing detailed statements.

Ché added: “There was some movement by the IOPC in relation to softening of the language used but we still hold concerns about how it will be interpreted by their investigators. About the only positive thing I can find to say about the whole way this review process has been handled is that it recognises the distress that IOPC investigations and legal processes cause for officers, and it concedes that in a number of cases IOPC investigations take too long.”



West Midlands Police Federation

HERE FOR YOU

ROADSHOW



Supporting our members in everything we do

**HOLFORD DRIVE, PERRY BARR
ATRIUM**

**TUESDAY 30TH APRIL 2019
10:00 - 15:00**

Free Federation merchandise will be available
Other trusted providers will be attending



Bloxwich hosts Federation roadshow

The West Midlands Police Federation Roadshows started 2019 with a successful event at Bloxwich Police Station.

Held on Tuesday 15 January, it was the first roadshow of 2019 and officers attended throughout the day with members making enquiries, raising concerns and finding out what the Fed has to offer.

Member services providers were on hand to talk to members and discuss the services they can provide.

And officers were able to discuss any concerns they had with Federation representatives.

Chris Cooper, the Federation's member services team leader, said: "Over the years our roadshows have proved popular with our members. It gives us the opportunity to go out and meet them and listen to and address their queries and concerns, and we often get to hear about things we wouldn't do otherwise as people wouldn't necessarily pick up the phone and let us know.

"They are a great way for us to reach as many members as possible – please pop along to one near you. We would love to see you."

There will be many more roadshows being held across the Force area throughout the year, keep an eye on our website –

www.polfed.org/westmids - and posters in your police stations and officers for more details.

Prepare for retirement



Spaces on West Midlands Police Federation's popular retirement seminars are fast being filled - and if you want a place on one you are being urged to book quickly to avoid disappointment.

The first two sessions of 2019 are

already full and the next available dates for officers to attend are **11 April** and **23 May**. The seminars are held at Guardians House. Among the topics covered by the facilitators at the one-day seminars will be:

- **Managing change and uncertainty**
- **CV writing and interview techniques**
- **Transferrable skills**
- **Pensions and state pension**
- **How do I manage money and these financial changes?**
- **Budgeting**
- **Starting your own business**
- **Taxation**
- **New horizons (what's next?)**
- **Savings**

- **Investments and finances**
- **Protecting your wealth**

The day starts at 9am, finishes at 4pm and includes a buffet lunch.

Further dates in 2019 are **18 July, 15 August, 12 September, 17 October, 21 November** and **19 December**.

To book email westmidlandspf@polfed.org with 'Retirement seminar' and the date you wish to attend in the subject title.

Include your name, work and personal email address, phone number, proposed retirement date, number of places required and dietary requirements in the email.

Supporting you

Thank you thank
THANK THANK
YOU Thank
thank you you
Thank

Our Federation reps and officials are keen to offer help, advice and support to all members.

It is always satisfying to find out that they have been able to make a difference. Here is a message of thanks we have received in recent months.

Thank you so much for all your help and support, really means a lot that you was there for me and that I had someone helping me when I wasn't strong enough.

Thank you so much again for getting me released from somewhere that broke me.

Member details withheld - thanks to Cliff Tomkinson

Flint House – putting you back on your feet

Many officers are aware of the physiotherapy treatments available at the Flint House Police Rehabilitation Centre.

Using a specialised programme of treatment and therapies, the Flint House team does all it can to get subscribing officers back on their feet and fit for duty as soon as possible and, as such, it has proved to be a lifeline to those who are injured whether on or off duty.

But in recent years, Flint House has also developed a package of mental health and wellbeing support programmes and therapies with an investment in dedicated resources,

The centre, which is in Goring on Thames, has long been recognised for its highly skilled team of physiotherapists but now also has experienced mental health practitioners and registered nurses together helping more than 3,300 police officers get back to full operational health.

But with falling police officer numbers, those subscribing to Flint House have fallen and in West Midlands Police only 18 per cent are signed up, making it one of the lowest subscribing rates in the country.

With the requested donation set at just £1.70 net per week via either Direct Debit or through payroll under Give As You Earn, it's quite difficult to understand why, given how little you could buy with that amount of money otherwise – not even a cup of cappuccino at a High Street coffee chain – and how much you would have to pay if you were to seek the physiotherapy treatments



or mental health support or counselling privately.

That's a view shared by Kevin Bishop, PR and communications manager at Flint House: "The donation amount (net £1.70 per week) has been same since 2015. More officers than ever are coming to us. Our mental health treatment is first class as is our physio programme. The food is superb. The staff are wonderful. There is so much more I can say. Why wouldn't you wish to be a donor and have free access to the centre?"

While physiotherapy treatment, backed up by state of the art gym equipment and tailored exercise programmes are largely

understood and appreciated by most people, it's the mental health and wellbeing side of things where Flint House has been seeking to raise awareness of its facilities.

After a detailed pre-stay assessment, the mental health practitioners facilitate low-intensity group work, with psycho-educational classes for common mental health conditions, anxiety, depression and stress, run over the 12-day stay. Gentle exercise and finding pleasure in walking is part of the programme to improve mental health.

In addition, general nursing care and health education classes are also undertaken. Wellbeing encompasses healthy lifestyle and choices. Patients can take time to reflect on their lifestyle, habits and, with advice, education and encouragement, make decisions on change to ensure a healthier life.

General classes are open to all patients for information and advice on aspects of health, sleep, stress management, nutrition and relaxation. Payroll donation is the route to being a donor and is open to holders of the 'office of constable', and prepared to contribute a monthly voluntary donation to support the charity's aims and objectives.

Flint House has now ended a 12-month rule which meant that new subscribing members could not access treatment until they had paid a year's worth of contributions.

Kevin explains: "This was born of our

“ More officers than ever are coming to us. Our mental health treatment is first class as is our physio programme. The food is superb. The staff are wonderful. There is so much more I can say. Why wouldn't you wish to be a donor and have free access to the centre? ”



increasing number of experiences of being contacted by officers who had, in many cases, bravely, come forward with mental health problems and how could we continue to respond by saying 'as it's an existing condition you'll have to wait 12 months before we can help you'? It could be far too late in every sense of the word by then.

"By default, morally, we couldn't run a two-tier system saying you can come within 12 months, but not if it's 'only' an existing physical injury. It's a tricky problem with no easy answers but our sole mission is just to do the very best for officers out there, to get them better, and enable them to do the job they wish to do and that's the message we get back every day from 99.9 per cent of patient officers who attend Flint House - they just want to get better for themselves, their family, and to get back and do the best job they can.

If you are a serving officer who does not currently donate, you may sign up either via the Force through payroll GAYE giving as has always been case, or since September 2018 you can donate direct to Flint House by Direct Debit using the forms at flinthouse.co.uk

Gym extension

Flint House is currently extending its on-site gym with work due for completion in April this year.

It is fund-raising to help pay for new equipment and has a Just Giving page at <http://uk.virginmoneygiving.com/fund/rehabitswhatwedo>

TESTIMONIALS

Any officer that doesn't pay in to this is missing out, you never know when you could sustain an injury on or off duty! Flint House is an incredible place and will speed up your recovery time compared to any NHS waiting times.

Also with mental health being talked about more and more the programme and support that they can offer is brilliant. To be surrounded by colleagues, like-minded people who understand the pressures and the things we see and do while receiving excellent care cannot be underestimated.

Graham worked miracles with my knee. if you don't pay into (Flint House) I seriously suggest reconsidering. At some point, either mentally or physically, you will need a visit. Can't praise the staff enough. All of them!

I love this place. If you are not a paying member of Flint House, then you are seriously missing out. Staff are highly trained therapists that will do more for you in two weeks than six months in the NHS!

Fab place... sorted me right out. Thoroughly recommend. Make sure you are paying into this - you really never know when you might need it!



Pay and morale: your views

The number of West Midlands Police officers dissatisfied with their pay and pension has risen slightly in the past 12 months.

The Police Federation of England and Wales' annual nationwide pay and morale survey found that 88.8 per cent of respondents from the West Midlands do not feel fairly paid for the stress and strains of the job, up from 88 per cent last year. That compared to 87.9 per cent nationally.

The survey found that 77 per cent of officers were dissatisfied with total remuneration, up from 75.6 per cent in 2017. Nationally, the figure was 75.3 per cent.

There was a rise of three per cent to 69 per cent in the West Midlands officers dissatisfied with their pension, set against 62 per cent nationally.

More than two fifths (41.8 per cent) of West Midlands Police respondents reported worrying about the state of their finances every day or almost every day, compared to 44.8 per cent nationally.

Further, 76.1 per cent of respondents felt they were financially worse off than five years ago, compared to 75.7 nationally.

A total of 10.9 per cent of West Midlands Police respondents reported never or almost never having enough money to cover their

monthly essentials. At a national level, that figure rose to 11.8 per cent.

Rich Cooke, chair of the West Midlands Federation, said: "These findings are concerning. The reality is that police officers are worse off in their pay packets than five years ago because of a lack of substantial pay increases, while inflation and the cost of living rises.

"The Government has consistently ignored what the pay review body has advised them, despite evidence from the Federation around proper pay increases linked to the cost of living. All our members want is to be adequately paid for their job – our officers deserve better than this."

The survey also covered morale, with 64.5 per cent in the West Midlands saying their morale was currently low. This was down from 66.3 per cent in 2017. Nationally, the figure was 58.7 per cent, down from 60.2 per cent the previous year.

But 97.6 per cent of respondents from West Midlands Police felt morale within the Force is low, up from 96 per cent last year. Nationally, the figure was at 89.1 per cent, a small decrease from the previous year (89.6 per cent).

The reasons members gave for low morale varied, with how the police as a

whole are treated the main factor (90 per cent). It was followed by management of change in the police (86.8 per cent), pay and benefits (79.8 per cent), work-life balance (67.7 per cent), health and wellbeing (65.5 per cent) and workload and responsibility (63.6 per cent).

Rich said: "Low morale is being exacerbated by cuts to the service. Our members want to protect the public but feel they are being restricted because they haven't got the resources.

"Policing is built on its people and we have to be doing all we can to improve their morale, and recognise the contribution made by officers and staff on a daily basis across the country."

The survey also found that 74.5 per cent of West Midlands officers would not recommend joining the police and 78.2 per cent did not feel valued. That compared nationally to 69.4 per cent and 67.8 per cent respectively.

Some 11.8 per cent of respondents said they intended to leave the service in the next two years or as soon as possible. A further 19.8 per cent said they currently do not know their intentions with regards to staying or leaving the police.

Reasons for intending to leave the service ranged from morale (86.5 per cent), how the police as a whole are treated (82.9 per cent) and impact on health and wellbeing (72.1 per cent) to treatment by senior managers (49.1 per cent), opportunities for development and promotion (52.3 per cent) and dissatisfaction with their day-to-day role.

In terms of fairness, 29.1 per cent said they were treated fairly with 38.6 saying they were not treated fairly; 25.1 per cent said the people they worked with were fairly treated while 44.5 per cent said the people they worked with were not fairly treated.

And finally, 17.1 per cent of respondents from West Midlands Police said decisions that affected them were usually made in a fair way, whereas 53 per cent said decisions that affected them were not usually made in a fair way.

Low response rate

Just 15 per cent of West Midlands Police Federation members took part in the 2019 pay and morale survey.

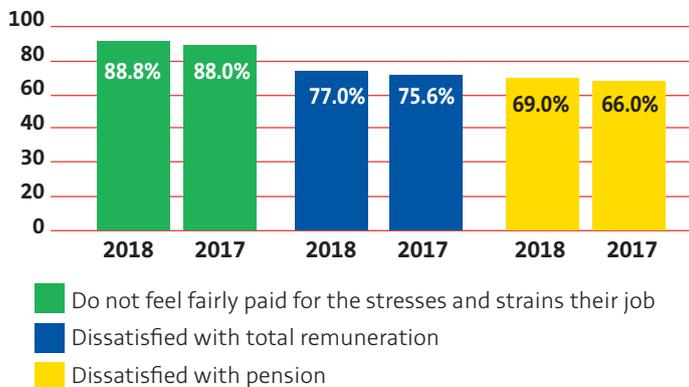
The survey is carried out among all 43 Federation branches in England and Wales by the national Federation with the findings being used in negotiations with police leaders and the Government.

"The response rate among our members was low last year," says Rich Cooke, chair of West Midlands Police Federation, "I get that members feel a bit surveyed out and it's just another thing to do when they are already rushed off their feet. However, we need as many members as possible to take the time to fill out these questionnaires so that we can negotiate effectively on their behalf with the back-up of strong evidence."

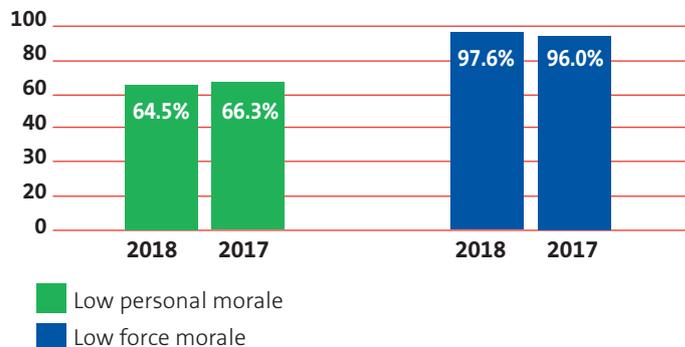
The national response rate for the survey was 22 per cent.

Despite the low turn-out, Rich believes the findings are indicative of the overall views of the membership.

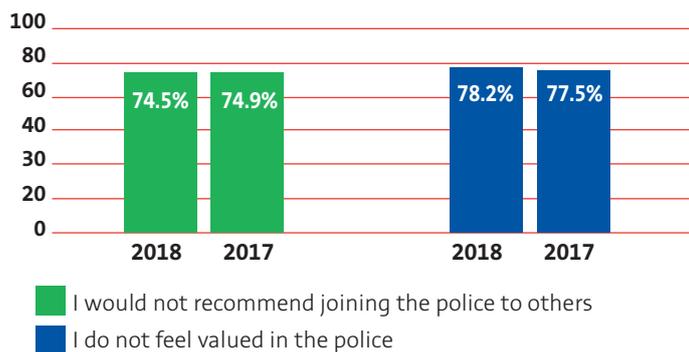
Satisfaction with pay



Morale



Attitudes towards the police



Fairness

	2018 Disagree	2018 Agree	2017 Disagree	2017 Agree
I am treated fairly	38.6%	29.1%	37.4%	27.3%
Decisions that affect me are usually made in a fair way	53.0%	17.7%	53.6%	17.4%
Overall, the people I work with are treated fairly	44.5%	25.1%	43.0%	24.4%

Reasons for intending to leave the police service

Factor	Major effect on intention to leave (West Midlands Police)	Major effect on intention to leave (England and Wales)
The impact of your job on your family/personal life	58.6%	61.5%
Your morale	86.5%	79.0%
Your opportunities for development and promotion	52.3%	44.0%
Your pay and benefits	68.5%	66.5%
Better job opportunities outside of the Police	58.6%	52.9%
The impact of the job on your health and wellbeing	72.1%	72.4%
Dissatisfaction with your day- to-day job role	55.9%	43.6%
Your workload and responsibilities	56.8%	48.5%
How the police as a whole are treated	82.9%	71.2%
Your treatment by senior managers	49.1%	40.4%

Rest day working – your questions answered



Do you know what you are entitled to if you work on a rest day?

If you don't, the latest instalment of the national Police Federation's Did You Know? will help.

The campaign aims to highlight officers' rights and entitlements and will answer some most popular questions asked by officers on selected topics.

The Federation hopes it will highlight key issues and let officers know what they can claim as part of their role.

John Apter, national Police Federation chair, explains: "When I was elected as

national chair I made a promise that I would make sure members, as best as we could, understood what their rights were under police regulations.

"The Know Your Rights campaign, or Did You Know? has had some really good feedback so far.

"This campaign continues and now we are going to be talking about rest day

working - what overtime are you entitled to if you work into a rest day, if you work extended hours on a rest day or if you have your rest day cancelled.

"It all seems really basic stuff but we hear time and time again that our colleagues don't know what they are entitled to or, they are told by managers what they should expect which is not always right.

"So please, look at the information we are sending out and feed into the national Police Federation what you want to talk about next. I hope you find it useful. I hope you find it informative. Please get involved in this campaign, Your rights matter."

“It all seems really basic stuff but we hear time and time again that our colleagues don't know what they are entitled to or, they are told by managers what they should expect which is not always right.”



I work on a rest day - what can I claim?

Did you know that if you work on a rest day you are entitled compensation? Where less than 15 days' notice is given you can get time and one half, or in any other case another rest day, which should be notified to the member within four days of notification of the requirement to work. If the time worked is less than a full day, or for more information, please look in the Quick Reference Guide or contact the Federation office.

I work into my rest day after a night shift, what can I claim?

Did you know that if you work into a rest day after a night shift you are entitled to compensation? Where less than 15 days' notice is given you can get time and one half, or in any other case another rest day, which should be notified to the member within four days of notification of the requirement to work. If the time worked is less than a full day, or for more information, please look in the Quick Reference Guide or contact the Federation office.

What happens if I work more than a tour or rostered shift on a rest day?

Did you know that if you work more than a tour or rostered shift on a rest day or public holiday, your entitlement is the same as any normal rest day or public holiday working compensation?

My rest day is cancelled, but then I am told I am not needed at work after all, what can I claim?

Did you know that if your rest day is

cancelled but you're told you do not need to work after all, you can take the day as planned or work and claim compensation, depending on how much notice is given?

More information on rest day working can be found in the Quick Reference Guide, via your workplace Federation representative or through the Federation office.

More details of the Did You Know? campaign are available at polfed.org

“ Look at the information we are sending out and feed into the national Police Federation what you want to talk about next. I hope you find it useful. I hope you find it informative. Please get involved in this campaign, Your rights matter. ”

NARPO continues the fight for life-long widows' pensions

A day of lobbying Parliament is being planned by the National Association of Retired Police Officers (NARPO) which is working with the widow of a West Midlands Police officer campaigning to get pensions for life for all police widows.

In 2014, Kate Hall launched a campaign for parity with RUC widows of Northern Ireland who retain their pension even if they re-marry or move in with a partner. Her online petition currently has nearly 130,000 signatures.

The campaign has so far achieved life-long pensions for the survivors of officers that were members of the 1987 Police Pension Scheme, and were killed on duty or travelling to or from duty, died as a result of injuries sustained on duty or were killed because they were recognised as a police officer.

NARPO has previously pledged its support for Kate's efforts and, with 2019 marking its centenary year, is looking to strengthen its campaign for equality in the pension rights of those widows, widowers and civil partners still overshadowed by the 1987 Police Pension Regulations.

And as part of this, NARPO is hoping to hold a day of lobbying in Parliament in March - subject to Brexit developments.

Kate said: "It is great that NARPO is still prepared to keep fighting for parity with Northern Ireland despite the abiding obsession with Brexit in Westminster, and we should, of course, do our utmost to support this event."

In order to present more compelling evidence to Parliamentarians, NARPO is asking for survivors to share their personal story if:

- They have lost their pension on re-marriage or co-habitation or have not re-married/co-habited because of the threat of losing their pension
- Anyone whose spouse died on duty and has retained their pension on re-marriage, lost their pension on re-marriage or has not re-married/co-habited because of the threat of losing their pension
- Any widows whose husband retired from an English or Welsh force but served in Northern Ireland or Scotland or anyone who would have had their pension reinstated if their husband had served in Scotland.

In 1987, when Kate was just 24, her husband Colin (40) died after having a heart attack while working as a West Midlands Police dog handler. He had been called to a disturbance at a block of flats. Their daughter, Kelly, was four at the time.

After Colin's death, Kate met her new partner, John, in 1994 when she enrolled on a college course to improve her job prospects in order to support herself and Kelly.

In 2001, she and John decided to live together as a couple, resulting in the loss of Kate's police widow's pension.

Parity with Northern Ireland would mean life-long pensions for all widows irrespective of the timing or circumstances of the officer's death. The officer could have died on duty, been killed on duty, died of illness during service or died post-retirement.

If you feel that you are able to assist NARPO, and/or would like to go to Parliament in March in order to lobby your MP - send your personal story and mobile number to Kate in the first instance and she will forward the details to NARPO CEO Steve Edwards. Kate's email address is

CathrynHall@outlook.com

Centenary celebrations

2019 marks a milestone year for the Police Federation of England and Wales (PFEW) as it reaches its centenary.

The Federation was established by an Act of Parliament in 1919, and since then has worked to support and represent the interests of rank and file officers across England and Wales.

John Apter, national Federation chair, said: "This is a big year for us as we turn 100. It's important that we recognise the brilliant work that goes on locally and nationally to help make our members' lives that little bit better, much of which goes on unseen every day.

"I accept we don't always get it right and have had our difficulties but we shouldn't ignore the organisation's achievements – whether that be lobbying for better equipment, changing legislation to effect stronger sentences when it comes to police assaults or campaigning for better protection for emergency response drivers, we do make a difference."

He continued: "We have had our difficulties, we have had our challenges, but throughout all that, I see the brilliant work

that local reps, that people at the national office do on a daily basis to make the lives of our members that little bit easier.

"On a local level, I've seen colleagues whose lives have been made better, in some cases lives have been saved by the work of our reps. I became a fed rep because I was treated really badly by my force, I wanted to make sure others didn't suffer the same as I did and I think I've made a difference locally in my force of Hampshire when I first became a rep and that's replicated right across England and Wales.

"We've got some brilliant people doing some brilliant stuff and that's been happening for 100 years, and who knows where we'll be in the next 100 years. As part of the centenary the Federation will focus on the significant difference it has made to members' lives, both serving and retired – not only on a day-to-day basis, but also during key events in police history, covering issues like mutual aid, equality and how policing has changed.

"It aims to showcase the human side of policing and how the Federation network has been there in times of need. A lot of this work falls under the radar, but the

Your Federation...

We are looking to feature stories about the history of the Federation, and specifically the West Midlands branch, in this year's editions of *federation* magazine.

Can you tell us how the Federation has made a difference to your life? Maybe you have received support from the Federation at a difficult time during your career or have you found that being a Federation representative during your career has helped you develop in your career.

Let us know if you would be willing to tell your story in a future magazine – email Chris Cooper at ccooper@westmids.polfed.org

dedication and support shown by Federation reps throughout the country has saved lives, careers and relationships.

"Through members' and past members' voices it hopes to demonstrate how far it has come, while looking to the future ahead."

John concluded: "This year is about recognising how far we have come - learning from the difficulties we have had and moving forward, and more important than anything keeping our members at the heart of everything we do.

"Be proud of what we've achieved. We don't always get it right but as long as we learn from that and move forward, we will be a stronger and better organisation, making sure that we put our members at the heart of everything we do."

HISTORY OF THE FEDERATION

The Police Federation was founded in 1919, 90 years after the Police Act 1829 brought the Metropolitan Police into being. In that period, police officers were denied the right to form any kind of association to protect their interests. Until 1890, the police had no statutory

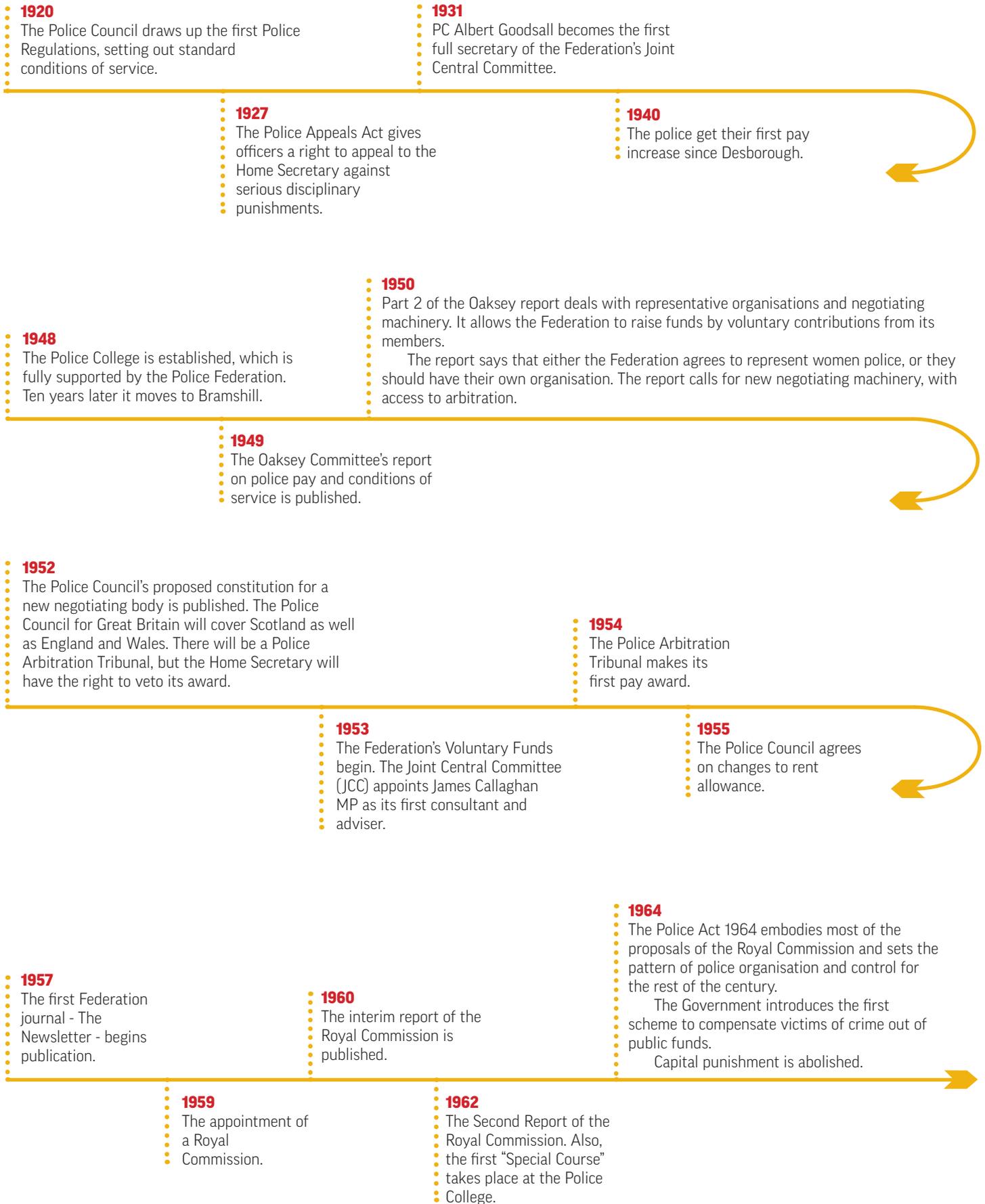
right to a pension.

The Government and the police authorities did their utmost to ensure that police forces remained immune from the growing trade union movement, which was seen as a major threat to the establishment.

- 1918**
- The Police Union, which was affiliated to the Labour party and the TUC, called a strike.

- 1920**
- The Police Council draws up the first Police Regulations, setting out standard conditions of service.

- 1919**
- The Government-appointed Committee of Inquiry under Lord Desborough examined the police service. It announced that the police would be allowed an internal representative body, but the Police Union would never be recognised and police who belonged to it would have to resign their membership.
- It also recommended that the Home Secretary should become responsible to Parliament for the entire police service.
- The Police Act 1919 established the Police Federation and awarded the entire police service a substantial increase in pay.
- The Police Union called a strike to oppose the Police Act and demanded recognition of the Police Union. The strike was defeated and all officers who took part in the strike were dismissed.



Centenary timeline continues overleaf



- **1966**
- In response to Federation criticisms of bad management and lack of modern equipment, the Home Secretary establishes an inquiry by the Police Advisory Board (PAB) into manpower, equipment and efficiency.
- Compulsory force mergers reduce the number of forces from 126 to 49.

- **1968**
- POLICE magazine begins publication.

- **1970**
- The Equal Pay Act gives equal pay to women police officers.

- **1967**
- The report by the PAB makes proposals to improve working conditions and stresses that police should not be employed on tasks that do not require their powers or expertise. Powers and duties of traffic wardens extended and proposals for a larger role for special constables.
- The Federation supports the introduction of a graduate entry scheme.

- **1969**
- The Federation buys a new HQ building in Surbiton. The Police Council agrees a new system of rent allowances.
- The Royal Ulster Constabulary (RUC) is brought within the remit of the Police Council.
- The Police Federation's constitution is altered to provide for elections to central committees by regions.
- A report by the PAB calls for staff appraisals to be introduced to the Police Service.



The PFEW board showing all the chairs during its 100-year history.

- **1971**
- The Pensions (Increase) Act 1971 gives public service pensioners, including police, a guarantee that their pension will be index-linked to take account of inflation.

- **1973**
- The JCC agrees to support a substantial increase in London Allowance. The public service London Weighting system is extended to the two London forces.

- **1972**
- Commutation rights are extended to officers retiring with less than 25 years' service.

- **1974**
- The six provincial metropolitan police forces are established. The number of separate forces reduced to 43.



- **1977**
- The Government concedes to an independent inquiry led by Lord Justice Edmund Davies to examine police pay and whether the police should be allowed to affiliate to the TUC, or have the right to strike.

- **1976**
- The Federation walks out of the Police Council and demands direct negotiation with the Government.
- Branch boards hold ballots as to whether the police should have the right to strike. Conference carries a motion with the right to strike. There is huge anger in the police service.

- **1978**
- Edmund Davies reports on police pay. The Government accepts the report. He rejects affiliation to the TUC and the right to strike.
- The Police Council is replaced by the Police Negotiation Board (PNB).



1980
Riots take place in Bristol and Brixton. Annual duty rosters and compensation for cancelled rest days.

1984
The Police and Criminal Evidence Act comes into effect and the miners' strike causes unrest.
The Police Complaints Board is replaced by the Police Complaints Authority.

1990
The Federation's constitution is changed to provide for women to be represented on all committees and branch boards of the Federation.

1981
More riots in Brixton. Lord Justice Scarman inquiry blames "insensitive policing".

1989
Following the Hillsborough disaster, the Government appoints Lord Justice Taylor to conduct a public inquiry.

1994
Police and Magistrates' Court Bill on police reform (police authorities and discipline etc) is tabled.

1991
The Federation demands a Royal Commission on policing.

1997
The Home Secretary introduces new discipline regulations.

1993
The Sheehy Report into police responsibilities and rewards is published and substantial parts are rejected.
Housing allowance is to be abolished for new entrants, and will no longer be uprated for serving officers.

1995
The Police Bravery Awards are launched.

1998
The Federation proposes radical changes to police training through "Project Forward".
The PNB reaches agreement on conditions governing part-time working and job sharing.



2002
Jan Berry, a chief inspector in Kent, becomes the first woman to lead the Police Federation, taking over from Fred Boughton.
The Police Reform Act becomes law. Police Community Support Officers (PCSOs) are introduced.

2010
The coalition Government Comprehensive Spending Review (CSR) includes 20 per cent cuts to policing.

1999
The Macpherson Inquiry into the murder of Stephen Lawrence says that the police suffer from "institutional racism".

2013
Paul McKeever, former chair of the Police Federation, dies shortly before retiring.
Steve Williams becomes chair of the Federation.



2011
The Winsor Part 1 review of police pay and conditions is announced.
Lord Hutton's Independent Public Service Pensions Commission Final Report is published.
There are riots in England.

2014
A report is published following an independent review of the Police Federation. It calls for fundamental reform of the Federation.
At conference in May, all 36 recommendations are backed by delegates.
Steve Williams and Ian Rennie stand down as chair and general secretary of the Police Federation.
Steve White succeeds Steve Williams while Andy Fittes becomes general secretary.

2012
Winsor Part 2 is announced.
Police and Crime Commissioners (PCC's) and College of Policing (CoP) introduced.
More than 30,000 officers march in London over police reform and cuts to budgets and pay,

Centenary timeline continues on Page 22



2015
Home Secretary Theresa May tells officers at the annual Police Federation conference to stop scaremongering and crying wolf over the effects of budget cuts.



2017
Calum Macleod is elected as national Federation chair.
The Independent Office of Police Conduct (IOPC) replaces the Independent Police Complaints Commission (IPCC).
Tim Rogers, deputy secretary of West Midlands Police Federation, heads up calls for better protection in law for police drivers.



2016
The Police Federation's annual national conference moves to Birmingham and is reduced to two days in line with the recommendations of the Federation's independent review.

2018

Elections are held across England and Wales for new workplace representatives and officials as part of a new process.
John Apter, formerly chair of Hampshire Police Federation, is elected as the new national chair of the Federation.
Rich Cooke becomes chair of West Midlands Police Federation.
Those who attack police, paramedics, nurses and other blue light workers face tougher sentences as The Assaults on Emergency Workers (Offences) Act comes into law following a campaign led by the Police Federation.



John Apter



Rich Cooke



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* Full details are available from the Federation or George Burrows. Terms and conditions apply.
** Premium correct at 1 January 2019

Concern over Taser study

Of the 5,981 instances recorded a Taser was drawn on nine, and fired on just two occasions



The findings of a study carried out into the use of Taser by a top university have been branded 'misleading' by Federation officials.

The University of Cambridge worked with City of London Police on a study which the university claimed "while rarely deployed, just the presence of electroshock devices led to greater overall hostility in police-public interactions".

Just days after the study was published, Sky News issued a report using Taser figures obtained by a Freedom of Information request to all forces in England and Wales. It showed a 77-year-old, a 13-year-old and at least 37 dogs were Tasered between January 2016 and November 2018.

Federation bosses said they had serious concerns about both reports.

And speaking in the summer, Rich Cooke, chair of West Midlands Police Federation, said officers needed the tools to do their job. He stated: "I'm calling for all front-line officers to

be armed with Taser as a minimum."

Ché Donald, vice-chair of the Police Federation of England and Wales, said after the study report was released: "The City of London is a very small force with a policing set up and fewer than 700 officers – only a small percentage of whom police on the front-line. This study recorded less than 6,000 incidents over a 12-month period and when you consider other forces deal with several thousand incidents on a daily basis you start to see where issues could arise.

"This is a tiny number on which to base such a massive assumption. It must also be recognised that officers who carry Taser – specifically because they do have this tactical option - are allocated and attend more incidents where there is an increased threat of harm or violence. Ergo they are naturally involved in more of these types of incident.

"And in 85 per cent of incidents where Taser is involved, the matter is resolved by officers 'red dotting' the subject without the

need for the weapon to be discharged."

The study covered the period from June 2016 and June 2017. It states that of the 5,981 instances recorded a Taser was drawn on nine, and fired on just two occasions.

The researchers state that during the study there were six assaults on police officers carrying Taser as opposed to three from the unarmed control group.

They claim this supports the so called "weapons effect" which states that people can escalate their own level of aggression in response to the sight of a weapon.

Commenting on the Sky News story, national Federation chair John Apter, said: "Not only are these figures minuscule but it's also important for me to state that in this country a child is considered to be anybody under the age of 18.

"But let me put this into some context here – we have children killing children with knives on our streets. We need our officers to have access to Taser, a crucial piece of protective equipment, so that they can protect themselves from such violence and prevent further harm to the public.

"When we talk about use of Taser on dogs, these are not your average friendly family pet or man's best friend that we are dealing with here. These are dogs behaving violently and the use of Taser is in these circumstances is to protect the public and officers themselves from harm. And my argument here is, what is the alternative? Firearms?

"There is absolutely no doubt that Taser has saved lives and research shows that the police do have support from the public."

Independent research carried out by Ipsos shows that the police do have the public's support in using the vital piece of protective equipment – with 89 per cent of the public asked saying forces should be allowed to train and equip officers if the use of Taser is automatically recorded by body-worn video and four out of five people said it would make no difference to their decision, or they would be more likely, to approach an officer for assistance if they were carrying a Taser.

Violence mars New Year's celebrations

Violent and aggressive drunks were left on the streets on New Year's Eve as there were not enough officers to arrest them all – the West Midlands Police Federation chair has claimed.

Rich Cooke made the statement in a series of Tweets which he posted on his Twitter account.

They read: "Just got home after the NYE night shift.

"Reflection - the absolute number of violent/aggressive drunken idiots who 10, 15 years ago feet wouldn't have touched ground on way to custody - now simply tolerated.

"Reason – we simply hadn't got the officers to do anything else. Arrests inevitably take officers away for hours these days and we can't afford to lose them.

"The line of what constitutes acceptable behaviour is pushed further and further to make ends meet."

He went on to say: "Problem with central custody is they are inevitably further away from the majority of officers.

"We are wasting time travelling to and

from, booking in which used to take 20 mins max can be much longer, and arresting officers instead of dealing with simple stuff now hand it over.

"To give you an example a major town like Walsall now has no dedicated facility. Prisoners have to be taken to Oldbury or Wolves.

"In traffic it's a nightmare for officers.

"Overall the efficiency of policing is harmed and it affects decision making where it should never be a consideration!"

His comments come just months after a new assaults bill was passed which sets out tougher sentences for those who attack police and other emergency service workers.

With fewer officers on the streets, Rich believes there is the potential for more and more officers to be assaulted while trying to protect others.

Rich explains: "This new law is there to protect the very people who, day in, day out, night after night, put themselves in harm's way to protect others.

"The reality is I find it quite disheartening

and sad that we need this sort of legislation to protect officers and other emergency service workers but it is only right that anyone who thinks it acceptable to assault them gets a tougher sentence.

"It should never be seen as part of the job to be kicked, punched, spat at or assaulted in any other way. Tougher sentences are needed to punish those who assault the police to make it clear that it will not be tolerated and act as a deterrent to others."

Two reports were also published at the end of 2018 which showed the damaging effect cuts have had on confidence and public safety.

Speaking at the time, Rich said: "You simply cannot slash police budgets year on year and expect the police to maintain and effective service for their communities, particularly at a time when demand is increasing.

"Cuts do have consequences and clearly have had an impact on the public we serve but also on police officers whose wellbeing has been severely affected."

Report highlights lack of police presence

Public confidence in the police service is increasing despite rising crime and a lack of funding.

Researchers on behalf of Her Majesty's Inspectorate of Constabulary, Fire & Rescue Services (HMICFRS), interviewed more than 17,000 people for the Public Perceptions of Policing in England and Wales report.

It is the fourth time the survey has been undertaken with the results providing a snapshot of public opinion.

The report concludes that more than 60 per cent of people are satisfied with their local police - an increase from 53 per cent last year - and that almost three quarters of people feel that police respond effectively to 999 calls.

The news has been welcomed by the Police Federation of England and Wales.

The report goes on to say that two thirds of those surveyed felt their local police treat people fairly and with respect.

The research also reveals that almost two thirds of people, who had had contact with a police officer in the previous year, were satisfied with the way were dealt with.

However, it does highlight concerns around the visibility of officers with fewer than one in four being happy with how often they had seen a police officer in the previous three months.

Rich Cooke, chair of West Midlands Police Federation, said: "It does not come as a surprise that people don't think they see police officers enough. Dwindling officer numbers means neighbourhood and response teams have been cut right back, however it is reassuring to hear that the public have recognised this and are aware of some of the issues we are facing and continue to support us.

"Our communities deserve better - and we want to deliver it for them - but in order to do that we need a significant investment from the Government, without this we will struggle to provide the service

we joined up to provide."

Stop and search was another element people were asked about with 42 per cent believing the tactic is used appropriately however, 29 per cent admitted they did not know enough about it to be able to answer the question.

The report contains several quotes from those surveyed which mention the effect of the Government's austerity measures, and the respondents' recognition that officers are unable to do all they want to because of the reduction in officers and resources.

Responding to the report, national Federation chair John Apter said: "This research provides an important insight into how the public view the police service. The results are reassuring that the majority of people still support policing and the difficult job we do.

"The police service has lost almost 22,000 officers since 2010 and, while we are doing all we can to provide the best service to the public, the consequences of the cuts are increasingly evident to the communities we serve."

He added: "The Home Office with the National Police Chiefs' council have a responsibility to educate the public around police stop and search powers and how they are used to help keep the public safe - and it is clear that they are not doing this.

"Stop and Search is a legitimate and effective tool in the fight against serious and violent crime and the public we serve deserve to be informed to help them understand its role in modern policing," he concluded.



60 per cent
of people are
satisfied with
their local
police



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"Visiting Caroline Harris was well worth the time. She helped put my mind at rest with informed information rather than guess work."

Ian Skidmore, serving police officer 2018

"Caroline cleared up any doubts about my pension and helped me understand my tax code better, which has resulted in a tax refund. I highly recommend any officer who is close to retirement come and speak to her."

Simon Shippam, serving police officer 2018



GeorgeBurrows

Officers honoured

Two West Midlands Police officers were recognised in the 2019 Queen's New Year's Honours.

Inspector Mustafa Mohammed has been awarded the Queen's Police Medal, which is awarded to officers for gallantry or distinguished service.

And Deputy Chief Constable Louisa Rolfe has been recognised for her dedication to policing and tackling domestic abuse by being awarded an OBE (Officer of the Most Excellent Order).

Insp Mohammed is president of the National Association of Muslim Police and when he joined the Force in 1988 was one of a small number of Muslim officers. Twenty years later he went on to form the WMP Muslim Association of which he is the current chair.

He has helped examine the issue of Islamophobic hate crime, build the Force's relationship with the Muslim community while encouraging members to join West Midlands Police.

Described by colleagues as a passionate and determined role model, he also acts as a critical friend, picking up the Force on poor practice and helping shape policy.

The 56-year-old said: "My reaction was one of total disbelief. I had to show the letter to my wife to make sure I was reading it correctly."

DCC Rolfe started her policing career as a PC with Avon and Somerset Police before becoming their first female head of CID and, more than 25 years on, is now one of the most senior female officers in the country.

During her time in the South West, her achievements included leading on the development of a Regional Organised Crime Unit and the development of the Counter-Terrorism Intelligence Unit for the region.

The mother-of-two joined WMP as DCC in early 2016 and has helped to oversee the Force's WMP2020 change programme which has seen improved technology introduced such as body-worn cameras and smartphones so officers can work on the move.

She is also the current National Police Chiefs' Council lead for domestic abuse.

On being awarded the OBE, the Deputy Chief Constable admitted: "It has come as a huge shock but I am extremely honoured and proud at the same time. I started my policing journey with the aim of helping others and that has remained the same whatever the role. I have worked with and learnt from some fantastic people over the years and I would like to thank them for their support.

"This is a special moment for me but I hope to enjoy many more years in policing and helping others... particularly when they're at their most vulnerable."

DCC Rolfe: a brief biography

Deputy Chief Constable Louisa Rolfe spent the first 25 years of her policing career in Avon and Somerset Police where she worked as a neighbourhood PC and led on development of a Regional Organised Crime Unit and Counter-Terrorism Intelligence Unit in the South West, a two-force Major Crime Investigation Team and a tri-force response to roads policing, firearms and dogs alongside the Wiltshire and Gloucestershire forces.

She is also passionate about diversity and equality issues and, as head of CID in Avon and Somerset, helped increase representation of women officers in top crime-fighting posts.

DCC Rolfe joined West Midlands Police as Deputy Chief Constable in February 2016.

Her role is to oversee the Force's WMP2020 change programme that features 33 individual projects designed to make West Midlands Police more agile when fighting crime and more accessible to the public.

She led the UK police response to HMIC's report Everyone's Business – which focused on improving the response to domestic abuse survivors – urging forces to prioritise domestic abuse and securing substantial improvements across the service. DCC Rolfe is married with two children.

The Queen's Police Medals

The Queen's Police Medal (QPM) was instituted by its royal warrant in 1954 and is awarded to officers of any rank for acts of courage and conspicuous devotion to duty. It superseded the King's Police Medal, which was originally created in 1909.

In one of her final actions as Home Secretary, Prime Minister Theresa May recommended that more officers below senior ranks should receive the Queen's Police Medal to recognise the vital role they play in protecting the public and address an imbalance over to whom the medal is awarded.

In the latest announcement, 26 officers were awarded the QPM and 20 were from the Federated ranks.

Unsung heroes deserve recognition

The Police Federation of England and Wales' national chair has said that significantly more rank and file officers have been recognised in this year's Queen's New Year's Honours List – something he would like to see repeated.

John Apter said: "I would like to extend a big congratulations to all those officers recognised in the 2019 Queen's New Year's Honours. It makes me incredibly proud to see so many of my colleagues from across England and Wales being recognised so highly for the outstanding contributions they have made to policing and in the communities in which they serve.

"To receive such recognition from Her Majesty The Queen is something each and every officer receiving an honour should be immensely proud of. Police officers are unsung heroes, it's great to see them being celebrated in this way."



National chair John Apter.



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Joanne Green,
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Making arrangements for your children after separation

By Joanne Green,
principal lawyer in
family law at Slater and
Gordon



Anyone who's experienced a family break up or has lost contact with their children knows how difficult life can be.

It's often extremely upsetting for everyone involved, especially the children. They're in the middle of the dispute between their parents and are often most harmed by the ordeal.

It's helpful for parents to try and see issues from their children's perspective. Most children want to maintain a relationship with both of their parents and they want their parents to try and reach agreement.

Here are a few answers to some of the most frequently asked questions:

I can't agree the contact arrangements with my ex-partner. What should I do?

It might be that you need a little extra help to reach agreement about your children and one option would be to think about mediation. A mediator is an independent person who helps people without being on anyone's 'side'. There are other options such as the Separated Parents Information Programme (SPIPs). This is a course that's designed to help parents become clear about what their children need most from them and learn the fundamental principles of how to manage conflict between

separated parents. It shows parents practical solutions to help their family make the best decisions for their children.

I want to make an application to the Family Court – what do I need to know?

If you do decide to make an application, you must have attended an initial meeting with a mediator called a 'Mediation Information and Assessment Meeting (MIAM)'. Such a meeting may not be necessary if you've been the victim of domestic violence. Once the court has your application, it'll refer your case to CAFCASS and set a date for the first hearing.

What is CAFCASS?

It stands for the Children and Family Court Advisory and Support Service. It's independent of the court and social services. It's there to help you and your ex-partner reach a safe agreement about the arrangements for your children. Before the first hearing, it'll carry out background safety checks with the police and social services to find out if there are any safety or welfare issues connected to your family. A worker from CAFCASS will also telephone you and your ex-partner to find out more about the current circumstances.

What happens at the first court hearing?

The aim of this hearing is to see whether it's possible for you and your ex-partner to make a safe agreement for your children which the court could approve. The court will also try and narrow down the issues between you. A CAFCASS worker and the judge will speak to both parents. Sometimes it's possible to reach a satisfactory agreement and a final

order could be made at that hearing. If no agreement can be reached, the court will ask CAFCASS to do a full report which will involve making detailed enquiries which will involve a worker meeting with your children.

My ex-partner has been violent towards me – will the court take this into account?

The Family Court takes any domestic violence extremely seriously. The court may set up a 'finding of fact' hearing so it can hear the allegations of domestic abuse and decide whether contact is in the children's best interests. A court also has the power to order a party to attend a domestic abuse perpetrator programme. These courses help people who've been abusive to partners to change their behaviour and develop respectful, non-abusive relationships.

How will the court make a decision about my children seeing my ex-partner?

The law makes it very clear that the welfare of the children is the court's paramount consideration. Any order is an assessment of what's best for your children. It puts the children at the heart of the decision. The Family Court will take into account the evidence from you, your ex-partner and the recommendation made in the CAFCASS report. Quite often, the views of older children will carry a lot of weight.

Our expert team have years of experience representing parents who are going through children disputes to secure the best possible outcome. If you'd like specialist advice from a family lawyer please contact Slater and Gordon on **0808 175 7710** and we'll be happy to help.

Working together for all members

The Police Federation of England and Wales (PFEW) has reaffirmed its commitment to working more closely with police support associations for the benefit of members.

The National Police Association of Strategic Leaders (PASL) was formed with the Federation and the blessing of the Home Office three years ago to bring together the full spectrum of police faith, race, disability, sexuality and gender groups to share their unique perspectives and work collectively.

Meetings take place quarterly at PFEW's headquarters in Leatherhead, and in January members joined national Federation chair John Apter in signing a memorandum of understanding (MOU), formalising and further strengthening those links.

John said: "Support groups from across policing are working with the Police Federation to make sure that the voices of

all of our members across all areas of policing are heard. I don't want this just to be a talking shop. I want it to have a tangible outcome I want it to be a real benefit to those people who look to these support groups and I want them to understand that the Police Federation are there for them. We are working with your supportive leaders to make sure that your voice is heard at every level within policing."

The memorandum reiterates PFEW and PASL's commitment to eliminating discrimination in all its forms and commits to working together to improve equality for all police officers in England and Wales. It promises to hold meetings at national level to discuss matters of mutual concern, and invite representatives to attend respective national conferences.

The following groups are members of PASL:

- The Police Federation of England and Wales
- National Black Police Association
- National Association of Muslim Police
- Christian Police Association
- Jewish Police Association
- Disabled Police Association
- National Police Autism Association
- National LGBT Police Network
- National Trans Police Association
- British Association of Women in Policing
- Chinese and South East Asian Police Association
- West Midlands Sikh Police Association
- Gypsy Roma Traveller Police Association
- Police Pagan Association
- National Association of Chaplains to the Police.

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“We need proper investment”

Shifting the responsibility for police funding onto council taxpayers does nothing to address the urgent need for proper investment in policing.

This is the view of West Midlands Police Federation chair Rich Cooke and it is also echoed by national chair John Apter.

Rich was commenting after police minister Nick Hurd announced towards the end of last year that police funding would benefit from an extra £970 million for 2019/20 which includes £153 million towards the police pension deficit.

It also allows for £509m if every Police and Crime Commissioner (PCC) raises their council tax precept by £2 a month, or £24 a year. And there is another £161m from central Government funding towards the police service.

“The first priority of any Government should be the protection of its citizens. Any extra money is, of course, welcome but let’s not be under any illusion that this will do anything other than plug a gap the Government itself created on pensions and, even worse than that, shifts the tax burden on to already hard-pressed council taxpayers through the police precept,” Rich explained in mid-December.

“The proportion of council tax people pay towards policing will now inevitably rise because there is a public safety crisis with a violent crime epidemic and 50 murders already this year in our Force area alone which is a grim statistic.

“This regressive system of funding the police service will impact more on poorer taxpayers in areas such as ours and continue the postcode lottery whereby those who live in higher income force areas are better able to pay.

“This is a divisive way to pay for a vital public service, and will do nothing to address the urgent significant investment we truly need. The Government has got its priorities wrong. Law and order, the foundation of our nation, is being fatally undermined at a crucial moment in our history.”

National Federation chair John Apter has called the announcement ‘a sticking plaster solution’ that injects extra money in the short term but passes the buck of funding the police service to the public by doubling the council tax precept that PCCs are allowed to charge.

John Apter welcomed the extra cash but insisted the Government ‘had to be honest about what it actually means’.

He said: “The truth is that this appears to be a quick fix. A sticking plaster solution that injects extra money in the short-term, but one which sees the burden falling unfairly on local council tax payers.

“They are passing the buck of funding the police service to the public by doubling the council tax precept that Police and Crime Commissioners (PCCs) are allowed to charge.”

He accused the Government of ignoring the ‘bigger elephant in the room’, stating: “The reality is that this new funding won’t lead to hundreds more officers on the streets and PCCs and chief constables have to be honest about that. This is a standstill policing budget – it will plug the gap to a degree but householders are unlikely to experience a tangible improvement in their area,” John said.

“What is needed now is long-term financial investment in the service to pull it back from the brink so that we can start being more proactive again, ploughing more resources back into things that matter to the public, like neighbourhood policing and the front-line, and building better relationships to keep local communities safe.”



Glasgow to host memorial day

This year's National Police Memorial Day service will be held in Glasgow and Federation members are invited to attend.

The service will take place in Glasgow's Royal Concert Hall on Sunday 29 September.

The National Police Memorial Day aims to remember police officers who have been killed or died in the line of duty; to demonstrate to relatives, friends and colleagues of fallen officers that their sacrifice is not forgotten; and to recognise the dedication to duty and courage displayed by police officers.

The service is open to all who wish to attend.

The day was founded in 2000 with the first service at St Paul's Cathedral in London in 2004. Glasgow last hosted the National Police Memorial Day service in 2011.

Home Secretary Sajid Javid joined families, friends, colleagues, senior officers and government officials at last year's service at the Waterfront Hall in Belfast.

Nearly 2,000 guests were welcomed by a guard of honour formed by representatives from each force in England, Wales, Scotland

and Northern Ireland as well as uniformed police officers from overseas forces.

The Reverend Canon David Wilbraham, National Police Chaplain, led the act of remembrance, during which Sid Mackay, chair of the Police Roll of Honour, laid a wreath to mark the centenary of the end of the First World War and in memory of the police officers called to service, who lost their lives.

Find out more and register to attend this year's service at nationalpolicememorialday.org



I am able to have peace of mind for the future

Irwin Mitchell's family team has a wealth of experience in dealing with the financial issues arising from divorce and matters concerning children.

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Find out more about the Benevolent Fund

West Midlands Police Benevolent Fund has published a newsletter giving all its latest news.

It's full of information about the benefits of the fund as well as details of the new luxury holiday home in South Devon which is available for members to book at discounted rates.

There's also Wellness Weekends up for grabs in a Pamper Prize Draw.

You can read the newsletter and find out more at wmpben.co.uk

If you're a member of WMP Benevolent Fund and have not yet responded to its GDPR request, the team may not be able to get in touch with you about new benefits and services.

You can give renewed consent here by visiting wmpben.co.uk/consenttocontact

NEW HOLIDAY HOME

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West Midlands Police Federation Workplace reps - January 2019

Location	Rep(s)		Posting
Bilston	4331	Lisa Bird	CTU
Birmingham APU	776	Chris Cotton	Operations
	8322	Scott Davies	Operations
Bournville Lane	9533	Mark Hambling	Intel
	5456	Winston Christie	Force Response
	20186	Paul Welch	Response
	115	Archie Murphy	Force Intel
Bloxwich	1284	David Keasey	Response
Brierley Hill	6889	Chris Smith	FCID
	4575	Stephen Green	FCID
& West Brom	9694	Roy Teague	Response
Cosford/Tally Ho	8346	Paul Swan	L&D
Coventry	1329	Jason Sayers	L&D
Willenhall	3426	Alan O'Shea	NTF
Foleshill	4368	Julie Fleming	NPU
Willenhall	2162	Dawn Murkett	NPU
	6886	Narinder Sidhu	PPU
CTU - rep details not for publication			
Digbeth	20643	Matt Fitzgerald	NPU
	6329	Simon Wheeler	NPU
	21420	Suky Bagri	L&D
	633	Sean Gilsean	
Handsworth	3000	Nick Simpson	NHT
Harborne (& Force)	8129	Warren Hines	FCID (& local help)
Lloyd House	2504	Donna Moore	FCID
	133	Eakbinder Kaur	FCID
	1978	Deano Walker	Licensing
Nechells	1687	Pete Snape	NHT
Newtown	7658	Matt Minton	Response
	6219	Lorayne Brown	Force Support
Oldbury	9878	Dave Hadley	Custody, CJC
	9898	Jason Durnall	FCID
Park Lane		Barrie Punshon	
Perry Barr	6979	Jon Nott	FCID
	4993	Rod Rose	FCID
& Lloyd Hse	5008	Karen Geddes	NPU
& Oldbury	7665	John Stolz	CJC
Shard End	667	Dan Wood	NPU
Stechford	6557	Stuart Whitehead	B,Ham East
Solihull & Coventry	1188	Steve Temperton	Response
	5512	Gary Haywood	Response
	698	Richard Ansermoz	PPU
Sutton Coldfield	20195	Richard Cartwright	Force Response
Steelhouse Lane	29965	Dan Chappelow	FCID - Reg Organised Crime
Tally Ho	2593	Adrian Ford	L & D, Tally Ho & Sandwell6
	5454	Trudy Gittins	L & D
Tipton	29997	Mike Horton	Force Support Unit
	20428	Christopher James	Force Support9
Wednesbury	1876	Giles Dean	NHT - SW
	8345	Jean Brennan	Info Management
West Bromwich	1353	Steve Parkes	PPU
Wolverhampton	9233	Darren Neville	Organised Crime WV
	21287	Lee Hayward	Force Response
	5287	Sarah Thomas-West	WV - NHT
Guardians House	3895	Steve Grange	Secretary
	9270	Rich Cooke	Chair
	8474	Tim Rogers	Dep secretary
	6906	John Williams	Dep chair
	1265	John Tooms	CaPLO
	4132	George McDonnell	CaPLO
	5583	Cliff Tomkinson	P & E
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