



**Autumn Edition**

## **PAY AWARD 2023**

The government upheld the finding of the Police Remuneration Review Body (PRRB) in July and agreed to a pay uplift for all officers of 7% which will be applied from the 1st of September 2023. Whilst this is clearly welcome, it falls short of the 17% the PFEW had been campaigning for. The government has made a statement by agreeing with the findings of the PRRB, one which the PFEW intend to hold it to account for going forward.

This pay award goes a small way to redressing the imbalance in police pay for what is a unique job in trying times, however the PFEW will continue to campaign locally and nationally for further increases and improved conditions.

Given the current economic climate and upcoming pay rise this may also be a good time to assess your tax code. You can do this yourself via the tax office, or alternatively there are companies that offer the service for a fee. Details of one such provider can be found within this document.

### **Pensions**

As we approach October we await the full pension remedy details from the government. You may have noticed internal communications have been put out by the Constabulary regarding this and advice for those nearing retirement. Please direct any queries re this via the Constabulary pensions team. Our pensions administrator XPS provide a handy calculator to give an illustration of your potential benefits on retirement which can be accessed below. Please note, as stated these figures are illustrative only.

**[CLICK HERE FOR  
CALCULATOR](#)**

## Cumbria Police Federation representatives



Chair



Secretary



Discipline Lead



Gareth Jesson



Health and Safety Lead



Health & Safety deputy



Equality Lead



Equality Deputy



Lee Skelton



Catherine Higson



James Bailey



Denver Matthews



Stuart Ayling



Claire McCauley



Adam Roberts



Nicola Cutts

Catherine Higson – West Cumbria

*"I first joined Cumbria Constabulary as a special constable back in 2014 and later became a regular in 2016. I spent the first five years of my service as a response officer in west Cumbria and have spent the last 18 months as a CBO in Workington town centre.*

*I became a fed rep back in 2020 having witnessed the work reps do in terms of supporting colleagues through some difficult and challenging times in their career. Since becoming a fed rep, I have completed my initial course along with courses in conduct and performance, and equality.*

*The role is one that is both demanding and rewarding, and I get a lot of job satisfaction from helping and representing colleagues. It is a varied role and is one I would highly recommend".*

## Inspecting ranks rights



2023

***National Board Member and Learning and Development Lead John Partington kickstarts a blog series to deep dive into the 1994 PNB Agreement which changed the regulations for inspecting ranks affecting their work-life balance.***

Since 1994, the inspecting ranks have worked under different police regulations – from constables and sergeants. The changes that were made under the Police Negotiating Board Agreement and are often referred to as the 1994 PNB Agreement. The main difference this agreement brought about was that casual overtime was no longer paid to Inspectors and Chief Inspectors. It is important to remember that a part of the agreement was that inspecting ranks should not be expected to work regular additional hours. However, since 1994 many Inspectors and Chief Inspectors have been working excessive hours, which has affected their work-life balance and general well-being. The purpose of this blog series is to explore these changes and provide guidance on how you can better manage your working days and weeks.

It is, therefore, pertinent to outline at the outset what changed with the 1994 PNB Agreement, which is as follows:

- Forfeiture of the right to compensation for working on a bank holiday, other than the day being re-rostered.
- Forfeiture of the right to compensation for cancelled rest days, irrespective of the notice given, other than the day being re-rostered.
- Forfeiture of the right to compensation for all overtime and flexibility in your working practices.
- As the idea of overtime has been done away with, so has the concept of time off in lieu.
- Option of pay at double-time for recall from annual leave.

The list of changes given above is generally understood to be more beneficial to the police service; however, the agreement was not a one-way process. There were many advantages which came with the changes in the regulations and some of them can assist you in managing your work-life balance.

Let us briefly look at four areas which can help manage your work-life balance (as part of this series, over the coming weeks, I will be writing about each of these in more detail to provide a deeper understanding).

**Rest Days:** Any work on a rest day results in a day off in lieu. This day off in lieu can be taken at any time over the next 12 months unless the exigencies of duty do not permit this. The 12 months can be extended to 24 months in certain circumstances. Note the term 'any work' – it does not matter how long you worked for it to result in a day off in lieu.

**Flexibility:** Unfortunately, there is no longer a definition of a working day in terms of hours. The closest definition available is that you should work an average of 40 hours over 5 days unless you are part-time. I appreciate there may be some who work alongside variable shift patterns which may coincide with that of their team or unit. If this is the case, then the 40 hours over 5 days guidance should aggregate out. Remember if you have worked additional hours on certain days of the week you can reduce your hours on other days to average this to 40 hours over 5 days.



## Cumbria Police Federation Branch Council

Dear Colleague

### You may be entitled to a tax refund

If you pay tax, there's a fairly high chance you've paid too much.

As a member of Cumbria Police Federation, you are eligible to have your tax code checked by professional tax experts at The Tax Refund Company.

Very few members think they are owed a refund before they use this service. Most of those getting a refund are pleasantly surprised when a cheque arrives in the post.

The main points to note are...

- For every £1 paid back by HMRC, you keep 62p (minimum fee £38\*)
- Your review is free if you do not get a tax refund
- You will keep all future savings
- Peace of mind guaranteed – in the rare event you get an unexpected tax bill as a direct result of using this service, it will be paid for you\*\*

**You should not assume HMRC will send you a refund if you have overpaid tax. It is up to you to check if you have paid too much tax and claim it back if you have.**

To have your tax codes checked and see if you are due a tax refund [click here](#)

**This is your hard-earned money. Why let The Revenue keep it?**

\*If your refund is less than £38, the minimum fee will be reduced to the same value as your refund, so you have nothing more to pay

\*\*[T&C's apply](#)

### Any Questions?

Please visit their comprehensive [FAQ page](#) or call The Tax Refund Company Customer Service Team on 0161 968 7345 (Mon–Fri 9am – 5pm)

Morrisons



50%

*Discount*

ON FOOD AND HOT DRINKS

FOR EMERGENCY  
SERVICE WORKERS  
WHILST ON DUTY

Excludes BREW and bottled drinks.

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## Police Treatment Centres

We attended Auchterarder, Castlebrae recently to have a look at the facilities and understand what services they provide for our members. The site is just off the main street of the village and sits in around 5 acres of managed grounds. The physiotherapy suite and relaxation rooms are second to none, with excellent dining facilities mirrored by the sister site in Harrogate.

The PTC is a paid service costing £7.80 from your salary a month and for this you are eligible to apply on an annual basis for the physiotherapy and wellbeing programmes should you require them. This requires sign off from OHU, your GP or a physiotherapist and provides you with a 2-week period of residential treatment on an all-inclusive basis. This also qualifies as duty time so will not impact your AL entitlements.

A list of treatments and some pictures can be seen below. If you are not a subscriber and wish to join please email [office@cumbria.polfed.org](mailto:office@cumbria.polfed.org) and we will provide the relevant form.

**What We Do**

- Physiotherapy
- Psychological Wellbeing
- Fitness Classes
- Complementary Therapy
- Rehab Gym
- Counselling
- Leisure & Hydrotherapy Pools
- Workshops & Support Classes
- Accommodation
- Catering



# Cumbria Police Federation Pre-Retirement Seminar Programme 2023

## Who are Reflect Financial?

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The police team at Reflect Financial has over 20 years experience in helping both serving and retired police officers make provision for their ongoing financial security. Our popular Pre-Retirement Seminars have proven nationally to be an invaluable source of advice and guidance as officers consider a life beyond policing. Our seminars are delivered by an expert team of financial planners, all of whom specialise in the police sector.

[Click here if you are viewing this digitally to find out more about our specialist team.](#)

## What will we cover?

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- **Managing your finances in retirement**
- **Developing a financial strategy**
- **Police Treatment Centres**
- **Preparing for retirement**
- **CV Preparation**
- **Personal taxation**
- **Police pension schemes and 'the remedy'**
- **Estate Planning and wills (inc 'power of attorney' and long-term care\*)**
- **Group Insurance Scheme**

\*Will writing and Powers of Attorney involve the referral to a service that is separate and distinct to those offered by St. James's Place and are not regulated by the Financial Conduct Authority.

## Where and when?

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Running from 9:15am – 4:30pm, the seminars will take place at the offices of Cumbria Police Federation, 12 The Green, Carleton Hall, Penrith, CA10 2BA on the following dates:

- **Thursday 30th March**
- **Wednesday 4th October**

Ed Russell – Cumbria Federation Chair

I have been in post for around 2 months now, and in that time I have had the opportunity to speak to many colleagues regarding issues that concern them and the impacts these have on morale and welfare. Myself and other members of the full time federation staff have met with the Chief Constable and will continue to do so on a regular basis to raise collective concerns to him for discussion and action. If you have any issues you wish to raise, please do so via your area representatives or alternatively feel free to contact the main office directly.

As far as I am concerned the goals of your local federation are relatively simple:

- To advise and support on matters of police regulations
- To advise and support on matters of misconduct /gross misconduct
- To be a point of contact for issues/concerns that effect members holistically and ensure that these are raised and discussed at the appropriate levels within the organisation without fear or favour
- To provide access to first class legal services and representation when they are required

Every Federation representative in this organisation conducts their role on a voluntary basis and does so because they genuinely want to help their colleagues. Please seek them out with your concerns. In doing so we can collate and provide an evidence base, identifying key issues that impact all federated ranks and ensure that these are appropriately raised and addressed.

Policing is a challenging but ultimately rewarding career. We will have all seen negative reports on our chosen profession in the media which feel like very personal attacks, along with reports on a retention crisis reported nationally. Please don't let this negativity detract from the excellent work that you do every day in challenging organisational and personal circumstances.

This will be the first in a series of short quarterly documents providing advice on regulations, updates on national concerns and other points that I feel may interest you.

Kind Regards

Ed Russell