



# FED FOCUS

issue 04

DEVON & CORNWALL POLICE FEDERATION

Spring 2020



**DON'T  
TURN  
YOUR  
BACK ON  
US**

**WHAT YOUR  
FEDERATION DO FOR  
YOU AT A LOCAL LEVEL:  
WE ARE FAR MORE  
THAN JUST A DIARY**

**ALSO INSIDE: REGS GUIDE FOR RPRP / OVERTIME CHARTS  
MEET OUR NEW TREASURER / ARE DIY WILLS A GOOD IDEA?  
FORCE SPORTS / PEELERS CHARITY / LIFE AFTER THE FORCE  
AN OFFICERS ACCOUNT OF FLINT HOUSE / CAPLO UPDATE  
COLOUR VISION DEFECTS/ LEGAL ADVICE - DIVORCE**





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## foreword | Andy Berry, Chair

A big welcome to our first magazine of 2020 and in its new digital format. We have moved to this digital format not only because it is more accessible but also understanding that producing a paper magazine just isn't environmentally sensible. I hope you like it and please let me know what you think. You may know that 2019 was the Centenary year for the Police Federation and we were pleased to send some workplace reps up to London to take part in the celebratory event. In his keynote speech the National Chair reflected that the Federation might not have always got things right but he believed that there was much to be proud of and I agree with him and I touch on some of the work of the local Federation later in the magazine.

Also in this edition we have articles about Force sports, colour vision defects, benefits of group insurance and flint house membership, Peelers charity, family law, meet our new treasurer, DIY wills, regulations documents on the Reflective Practice Review Process, overtime flow charts, and an update from our Conduct and Performance Lead Officer.

Reflecting on the year past I thought it was brilliant to see that Devon & Cornwall Officers were very well represented in the prestigious Federation award ceremonies - DC Kate Hillman & DC Tracey Driver at the National Detective Awards, Sgt Ed Rowland & DO Sean Philpot at the National Custody Awards and PC Jack Makowska at the National Bravery Awards. As a force we punch above our weight!! Last year was also a time for reflecting on the importance of the Police Family. I was proud to attend the National Police Memorial service in Glasgow last September and stand as part of the guard of honour to represent the rank and file officers of our force. It is always very humbling to be there as was it to attend the funeral of our own Sgt Rebecca Jane Golding (nee Kite) in Cornwall and also the funeral of PC Andrew Harper in Oxford.





# A VIEW FROM THE CHAIR

ANDY BERRY, CHAIR OF DEVON & CORNWALL POLICE FEDERATION

So the Government having finally listened to the Police Federation are going to replace the 20,000 officers that it took away. Well this is what we are hoping, although other policing bodies such as the NCA are seeking to have their share. Fortunately our National Chair, John Apter, sits on the 'National Policing Board' and has promised to fight to ensure that those 20,000 end up at the frontline. Locally I have written to all Devon & Cornwall MP's asking for their support to help get our fair share of this 20,000. Our force is already working on the recruitment of officers and we are represented

But just because the crime keeps piling up on the workload and just because the Storm logs keep coming it does not mean that Officers shouldn't take a meaningful break!

The responsibility and risk associated with excessive demand sits with the Chief Constable and not the individual officer; individual officers should not try to mitigate a national funding crisis in the public sector by forgoing the rest breaks to which they are legally entitled.

I raised this issue with the force because officers told me that it was a problem, particularly response officers who get fed up heating their



on the 'Uplift Board'. It will be a massive challenge for the force to increase the number of student officers coming through, but I guess it's a nice problem to have. We recognise that over the next few years there will be opportunity to increase officer numbers in many areas across the force, but we will maintain a firm stance with the force that the front line ability to respond to incidents and investigate crime within BCU's must be the priority.

So, whilst the cavalry might be coming over the hill, they are still a long way away and with increasing demands officers are all busy. In truth even with more officers we will all still be busy!

food up only to get sent to an incident. One officer told me that the microwave had just gone 'ping' when he was called to attend a prompt - only to find that it was already 24hrs old!

I highlighted the legal position and the weight of academic evidence that proved the importance of taking a break to the force. The evidence is quite clear that meaningful breaks and opportunities to eat have a positive impact on performance, reducing tiredness, improving mood and improving decision making. Of course, we all know that, and after all who would try to run a car without fuel. I proposed that the force needed to work harder to promote the benefits



of taking a meaningful break, and that as well as a campaign of words the force should do something significant and tangible. I suggested an amendment to the force deployment policy (D51). This was accepted and the deployment policy has been changed to reflect that unless the incident is an immediate, officers should not be called away from a rest break. As well as agreeing to change the deployment policy the force agreed to work with all stakeholders to change the culture around breaks. Your local SMT's should be having conversations about how they can support the culture change, and my

challenge to you all is to put it into action; take a break whether that is parking up at McDonalds to enjoy a burger or sitting outside the PPU office with an ice cream. If you don't feel that you are being supported then challenge your managers, or speak to your Fed Rep. Yes, I know that there will be days when the wheel has fallen off and you really can't stop BUT just another busy day with too much demand is NOT an exigency of duty and NOT a reason to not take a break.

The number of assaults on police officers continue to rise and so remains high on my agenda. I worked with the force to develop the '7-point plan for assaults' into a '9-point plan for assault and hate crime'. As well as expanding the plan to include hate crime against officers it also incorporates a commitment from the Chief Constable to provide - in more serious cases - a supportive statement to the Court, and a new process to enable officers to claim any compensation from the Court in-full at the time of the award. I think of it in terms of the three 'P's. PROTECT, PROSECUTE and PENALTY.

I was pleased to see the roll out of spit hoods last year to help PROTECT Officers. But I think there is more that can be done. I mentioned officer numbers earlier in this article and I can't help wondering if issues like single crewing are a factor. To help answer this question, and others,

I have been pushing the force to facilitate greater analysis of the 800+ assaults on officers that occurred last year to help identify any recurrent themes. I am hoping that this analysis will start a conversation about single crewing, whether we need to look at the design, and type of vehicles we use to carry prisoners, or whether our PPE is good enough. Also, I wonder if the current officer safety refresher training, comprising of less than 8 hrs a year, is fit for purpose?

In the vast majority of cases offenders should be charged to Court and the CPS should vigorously

PROSECUTE. Indeed, the Minister of State at the Ministry of Justice set out the underlying principles of the 2018 Act: "An assault on any individual or citizen in our society is a terrible thing, but an assault on an emergency worker is an assault on us all. These people are our constituted representatives. They protect society and deliver services on our behalf. Therefore, an attack on them is an attack on us and on the state, and it should be punished more severely than an attack simply on an individual victim." However despite this I had cause to write to the Chief Crown Prosecutor for the South West in response to two cases - one in Penzance and one in Torbay - where the CPS dropped the assault charges because the offender was on a recall to prison and they therefore didn't think it was in the interest to prosecute. Having considered the views of the Federation they agreed that their decision had been wrong; as a result new guidance is being issued to the local prosecutors.

With the new 'Assaults on Emergency Workers Bill' in place we also need to be confident that the Courts are imposing appropriate PENALTIES on offenders. Hopefully the Home Secretary will be true to her word at the Police Federation Centenary event; she will start a consultation process on increasing the maximum penalty for this legislation from 12 months imprisonment to 24. This has to be good news.





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# CONDUCT AND PERFORMANCE UPDATE

Since my last update from Issue 2, I am pleased to provide you with some news on what is currently happening in the police conduct world and what we have been doing in force.

CAPLO LEAD JIM PURKISS

## IMPORTANT: CHANGE IN CONDUCT REGULATIONS FROM 1ST FEBRUARY 2020

In issue 2 of Fed Focus I touched on the changes that were coming for the Police Conduct regulations and when they were likely to come into force.

As with most things most of 2019 was on hold in parliament due to the BREXIT and this had a huge impact on the draft regulations.

You may now be aware that earlier in January the government signed off the new regs and they came into force as of the 1st February 2020. The new regulations have been consulted on nationally with the Federation and both the home office guidance and the regulations are available.

Nationally training has been given to our Appropriate authorities [PSD's] and OPCC's as the changes have considerable impacts on the recording of public complaints. The federation nationally is also starting to train CAPLO's such as myself to promulgate the changes more locally.

Headlines are:

- Higher threshold for the definition of Misconduct, with an introduction of **Reflective Practice Review Process [RPRP]** This is the new way to deal with low level breaches and mistakes and should make the blame culture a thing of the past. This is not just a PSD culture but also the whole culture of the police service.
- Be aware that because Reflective Practice is not a misconduct process there is no right to have a Fed rep at the RP meeting; it is a professional discussion between officer and line manager.

The new regulations remove some of the lower

level sanctions at proceedings introducing:

- Reintroduction of Reduction in rank. [Hearings only]
- Increased lengths for Written Warnings up from 1 yr to 2 yrs
- Increase in length of Final Written Warnings from 18 months to 2-5 yrs

Over the months ahead we will find out if the new world does indeed embrace the changes these regulations are trying to introduce and as in many areas of policing at this time, it's new and we will have to keep our fingers crossed.

**See pages 8 - 11 for guidance on the new RPRP.**



## POST INCIDENT PROCEDURES SEMINAR

In early Spring last year Devon and Cornwall Police Federation put on two one day Seminars at Exeter Race Course on Post Incident Procedures (PIP). Our message was **'Be aware of PIPs and what might happen to you and colleagues, when a death or serious injury [DSI] occurs'**.

The days started off with an opening by DCC Mr Netherton, who touched on the importance of officers and staff having some knowledge on the post incident procedure and how the process is there to support you in what is likely to be a very difficult situation.

Together with the lead for Post Incident Managers for the Force, C/Insp Kara Sherwood, and I introduced why post incident procedures may be commenced and what is likely to happen to officers and staff who may be subject to them as part of their duties.



PC's Tony Collier and Rob Goodwin, from Staffordshire Police, gave us a fantastic recollection on how a normal incident one sleepy morning ended in both dealing with a serious RTC, following a pursuit, and the subsequent post incident process they went through. During their presentation the officers showed us their body worn video (BWV) footage of the incident that day from the drive/pursuit, through to dealing with the aftermath of the serious collision involving multiple vehicles and injuries.

With the recent introduction of BWV in D&C the accounts they gave and how, in their view, the BWV assisted them with accounting for what occurred, was evidently crucial. In this situation they could show the blue light driving was appropriate, but it also provided valuable footage of the incident which would have been so difficult to explain in statements and accounts.

The day continued with a talk by Dave Blocksidge on how the post incident brain works and, in general, how it works and records in different and stressful situations. Away from the science of the brain, Dave lightened the room with lots of videos showing how the brain can be easily confused by what we see.

We had further inputs from Ian Wilson of Slater and Gordon solicitors, on what support and advice lawyers will give in the post incident procedure, and a perspective from Mark Aldred, a barrister with QEB chambers, on what happens when officers do not get good advice from the outset.

We were supported by many of the service providers we engage with on federated members behalf, with stands and lots of freebies. I would personally like to thank our guest speakers, venue staff, service providers, and those who helped in the arrangements and planning of the days.

All in all, it was an extremely successful two days, in which we received some great feedback from those who attended.

I hope that, with the continued support of the force and those who assist us, we can continue the uplift in knowledge to all officers and staff with more seminars.

If there are any questions about Post Incident Procedures then please do make contact with us.

## **NATIONAL CAPLO CONFERENCES**

Since the last newsletter I attended a national seminar with my counterparts from across all 43 forces in England and Wales. The events were well attended, and we had a couple of days of good debate on all the topics in the conduct world.

In May the IOPC director general, Mr Michael Lockwood, gave us his perspective on how the IOPC are continuing their pathway away from the IPCC. What we heard from Mr Lockwood was welcomed, however we still find ourselves having to deal with old historic IPCC cases. This was not lost on Mr Lockwood who was given a tough time by many, especially myself over cases we were still dealing with some 7 and 10 years since the incidents themselves.

The IOPC are currently focusing on serious and sensitive matters, namely:

- Abuse of authority for sexual gain
- Discrimination
- Mental health – can we identify MH better through assessments etc.
- Road Traffic Incidents
- Domestic abuse

During the seminar we were given updates on the proposed new regulations being introduced now and presentations from the NPCC leads for Ethics and a presentation on the disproportionality for disciplinary and misconduct outcomes for BAME officers.

## **DEVON & CORNWALL ISSUES**

Locally, your Federation is continuing to support numerous officers in Gross Misconduct and Misconduct complaints across the two counties. However, we are finding that, in many of these cases, the actions of the officers do not relate to their duties as an officer and therefore funding for legal advice and support becomes an issue as federation funding will not cover non-duty related breaches of the conduct regulations. Off duty and breaches not related to police duties can be covered under the D&C Federation Group Insurance scheme. Information on the scheme can be found on our website.

That's all from me for this issue, however please do get in contact if you have any questions on the subject matter above.

Keep safe, Jim.

# REFLECTIVE PRACTICE REVIEW PROCESS: THE LINE MANAGERS GUIDE

REGULATION DOCUMENT FROM POLICE FEDERATION OF ENGLAND AND WALES

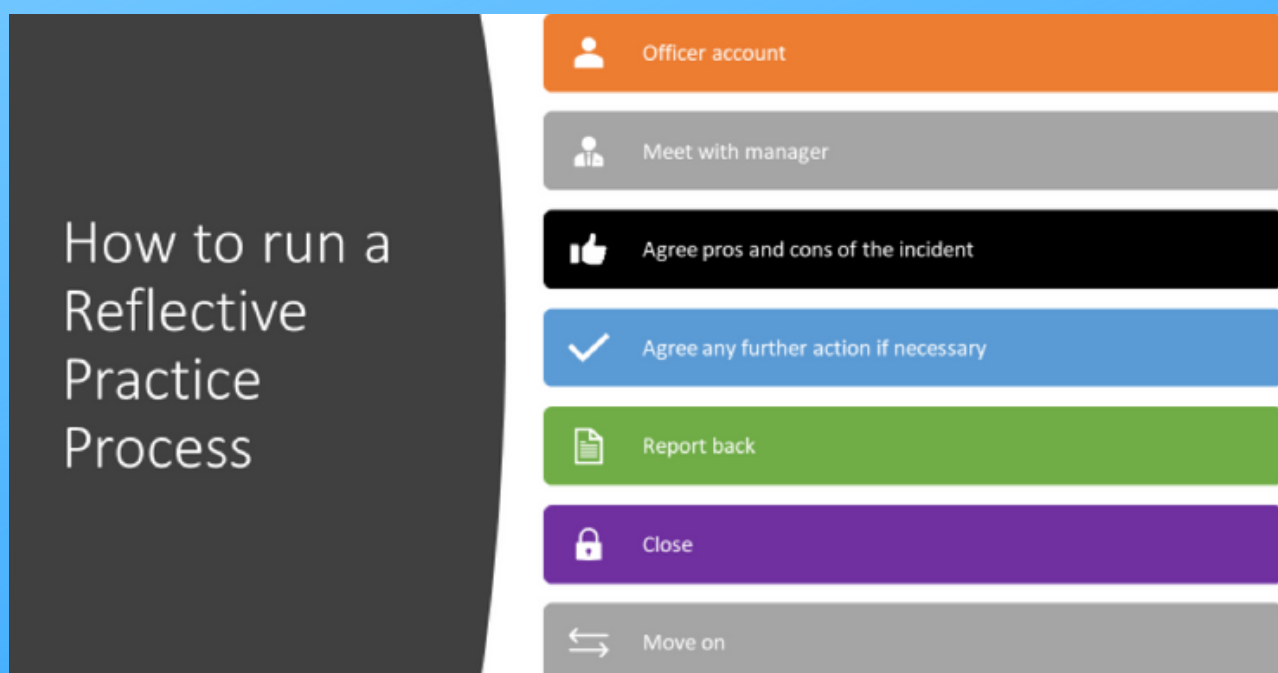
## THE REVIEWING OFFICER- THE LINE MANAGER

As a line manager you may become a reviewing officer on a reflective practice process for a breach of the standards of professional behaviour referred to your PSD/DPS and assessed as not sufficiently serious to warrant formal disciplinary proceedings to. Your AA will consult you over this but once it has been agreed you will oversee all the stages. This should be regarded as no more than basic supervision and as such forms part of your normal duties. Your force may well have a hard copy or digital proforma to assist. There are no sanctions or other outcomes more than learning for both individual and the organisation.

The officer- (participating officer), will be notified that the matter will be dealt with by way of reflective practice and will be invited to provide an account in writing of what they did/did not do. This response needs to be returned within 5 working days. Participating officers are encouraged to be open and reflective and to consider what they could have done better.

Upon receipt of this account you may undertake fact finding to satisfy yourself that you fully understand the issues and that the matter is still suitable to be dealt with by reflective practice.

If in the unlikely event during your fact finding you discover or suspect that the breach is far more serious than initially thought and that it would justify formal disciplinary action you should stop your fact finding and refer the matter back to the appropriate authority. If the matter is referred and upgraded to formal





Discipline any statement made by the participating officer is inadmissible in such proceedings and you should not pass on the account nor its contents under any circumstances.

On most occasions, following your fact finding you will need to arrange a meeting with the officer concerned- the discussion stage. As reflective practice in "informal" (not formal misconduct), there is not right for the officer to have a federation friend present, but this does not stop the officer nor you from seeking advice from anyone who may assist, and this could be a Federation representative. This discussion should be arranged as soon as practicable and be a constructive dialogue, reflective of what happened, why, lessons learnt and actions to prevent a recurrence. Learning points can be established at stage for both the officer and the organisation.

After the discussion stage you will need to write this all up on the proforma or however your force decides to record the matter. This report will close the reflective practice and should summarise all actions taken if any. Identifying the shortfall, the remedial actions taken to date, if appropriate remedial actions still to be taken along with basic time scales.

In certain circumstances two other approaches may be to consider a purely welfare centred response. Equally there may be occasions where an apology may be the most appropriate course of action and this could be from the officer or from the force.

Once you are happy and have submitted your report that is the end of the matter and apart from reviewing any outstanding action plans both you and the officer can and should move on.

In all cases this is simply about doing the right thing, being proportionate, constructive and focussed on learning the lessons and being better in the future.

Reflective practice is not to be confused with the informal (pre stage 1), of UPP which can be dealt with by way of management action for poor performance. In a similar vein there will be low level conduct issues that as a supervisor you are expected to deal with as part of your normal line management of officers.

You will always be allowed, and you are encouraged to, deal with low level conduct and performance issues that do not even justify notification to the AA. Think of the pen test- if it can be dealt with by words

of advice then that is your job. If you need to sit down with some one and make notes and plan remedial correction, then you need to ask the following questions.

1. Under normal circumstances should I be able to deal with this?
2. Is this a one off or part of a series of behaviours?
3. Have I tried to resolve this to no avail?
4. Has the officer engaged sufficiently?

If the answer to 1 is yes, then if the officer works with you and 2 & 3 do not apply then you should be able to deal without referring up. The more difficult to deal with it becomes the more likely you are to refer up. Then and only then will consideration be given to Reflective Practice and all actions recorded.

# REFLECTIVE PRACTICE REVIEW PROCESS: THE OFFICERS GUIDE

REGULATION DOCUMENT FROM POLICE FEDERATION OF ENGLAND AND WALES

## WHAT IS IT?

The Reflective Practice Review Process (RPRP) is a reflective practice designed to give officers and line managers an opportunity to discuss where things have gone wrong and look for ways of addressing issues. RPRP is not a disciplinary process and it sits above normal management interventions on minor matters. The behaviour in question will have been referred to PSD and they, along with your line manager have decided not to take formal discipline but to deal with any shortcomings by this process. Matters may be referred directly from managers as well as by way of public complaint or other means. It is not a misconduct finding and is designed to be a way of dealing with relatively low-level misconduct or performance issues in a proportionate way. This means, that RPRP cannot be used to block promotions or job moves.

## CONSISTENCY AND PROPORTIONALITY

To ensure consistency, fairness, and proportionality RPRP will be centrally recorded but managed locally by your line manager. It will also be used to establish patterns and trends – not only in your case but for the force in general to identify areas causing problems for the force.

## THE PROCESS

See table on next page.

- You will be informed that they are subject to RPRP, and this may be in writing.
- You will be invited to give their version of events and have five working days to do so.
- You may seek advice from a Fed Rep / Staff Association at this stage.
- You will be invited to a “Reflective Practice Review Discussion” with their line manager

## THE REFLECTIVE PRACTICE REVIEW DISCUSSION

- There is no right to have a Fed Rep / Staff Association Rep at the meeting: it is a professional discussion between officer and line manager.
- There is an expectation of engagement – failing to engage could result in the matter being referred for formal proceedings.
- The discussion will encompass the incident that led to RPRP, learning, training needs, welfare, and actions moving forward.
- It is an opportunity to reflect on what went wrong, or what could go better next time.
- Officers can speak freely because matters discussed about the reasons for the Reflective Practice Review Discussion cannot be used in any misconduct proceedings in the future.
- If an officer fails to sufficiently engage with the RP process, they may be moved on to the UPP process if appropriate.

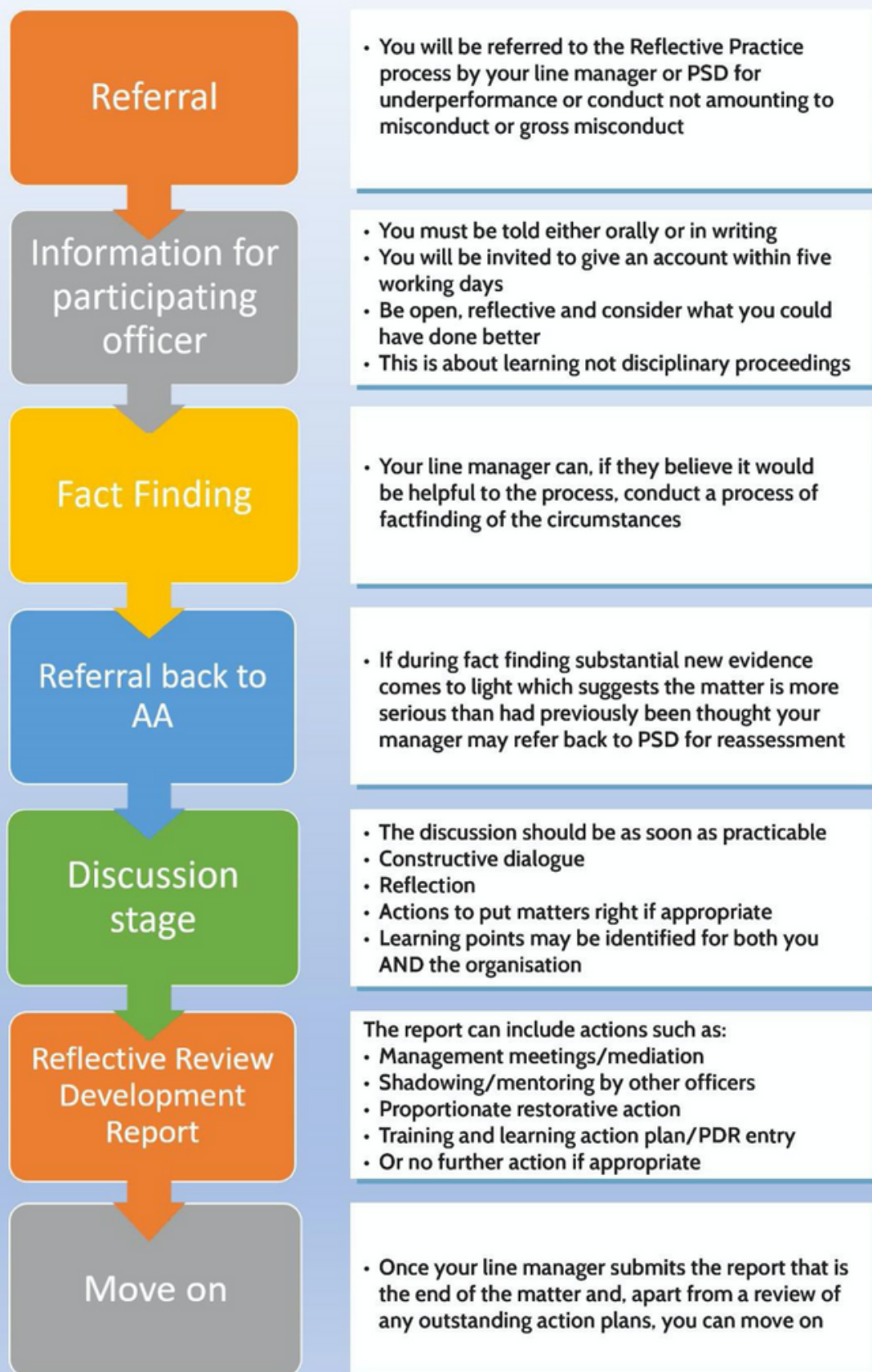
**N.B. This is not a disciplinary process and RPRP is not a finding of misconduct**

## THE REPORT

After the discussion a report will be completed by the line manager which will be retained and reviewed as part of the officers’ PDR. It will include what was discussed, as well as any actions agreed if any, moving forward.



# REFLECTIVE PRACTICE REVIEW PROCESS





# POLICE UNITY TOUR 2020



**Friday 24 to Sunday 26 July**

Cycling to the National Memorial Arboretum in Staffordshire to join the families of our fallen colleagues at the Care of Police Survivors (COPS) Annual Service of Remembrance.

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# A SPORTING CHANCE

YOUR FORCE SPORTS ASSOCIATION

WORDS BY INSP. SIMON ARLISS, FSA SECRETARY

The Force Sports Association (FSA) promotes 'Sport for All', with the full-hearted support of the Executive and Police Federation, given the benefits to officers' wellbeing. With significant membership among officers and staff in the Devon & Cornwall police family, we'd like to remind you of the benefits, range of sporting interests covered and particularly introduce new colleagues to the teams and facilities on offer.

Devon & Cornwall's FSA continues to open gyms across the force, providing facilities local to our officers. Bucking the trend for most forces, investment funded from FSA members' contributions helps fund 28 sporting sections. These sections are open to all and compete at all levels, from BCU to national and even partaking in international competitions under the banner of Police Sport UK (PSUK).

The Sporting Sections are awarded funds each year and the Sections spend their monies on travel, accommodation and kit for their respective sports. Recognising the importance of sport as an integral part of officers' wellbeing, the Force facilitates the running of these Sections and provides time off for competitions. The Federation encourages its members to make use of this fantastic facility, at a time where it is all too easy for such schemes to fall by the wayside in the name of 'cost-saving'.

There are a diverse range of sports on offer to suit officers' differing interests. Some include: Athletics; Badminton; Basketball; Bowls; Cricket; CrossFit; Cycling; Fishing / Sea Angling; Football; Golf; Hockey; Judo; Netball; Rowing; Rugby; Sailing; Shooting; Skiing; Squash; Swimming; Tennis; and Triathlon. Even a new Surfing Section has been established in 2018!





**Equestrian:** At the May 2019 PSUK Equestrian Championships in Solihull, the recently established DCP team 'cleaned-up', including 1st in team Show Jumping and Dressage.

**Swimming:** Another season of success at the recent April 2019 nationals in Guildford, with podiums across the men's and women's individual and team relay competitions. Special mention for retired officer Terry Windeatt, who competed in his 54th annual PSUK event!

**Water polo:** PC Rob Harvey has represented the South West on the national PSUK water polo team since storming the pool in 2016.

**Cricket:** The D&C Police cricket team reached the PSUK 'Giffard Plate' final last summer.



## ACHIEVEMENTS

**Judo:** Lee Holley has represented GB police in the past 3 European Police championships since 2007. Lauren Holley took Bronze at the most recent 2015 champs in Dresden.

**Basketball:** The D&C women's basketball team secured a creditable 3rd place in a highly competitive PSUK finals competition; beating the Met in the 3rd place play-off with Gemma Randles selected for the GB squad.

**Rowing:** The D&C Police Men's four retains the PSUK title.



**Brazilian Jiu Jitsu:** Last year Rob Homan won the PSUK Brazilian Jiu Jitsu submission wrestling championship in Liverpool, then won the Military and Emergency services Championships.

**CrossFit:** D&C Police hosted the first CrossFit event in September 2018 and won the title of 'Fittest of the UK Police Forces'.

For more information or to become a member, please see the FSA intranet site. Each Section also has its own site; many are undergoing a refresh but you should find the key information you need. They will also often share proud news and stories of our Sporting Sections' achievements.



# HAVE YOU SEVERED FINANCIAL TIES WITH YOUR EX?

BEN EVANS, SENIOR ASSOCIATE IN FAMILY LAW  
AT SLATER + GORDON



Many people mistakenly believe that a divorce alone breaks all financial claims with their former spouse, but this isn't the case. Only a financial order can sever these financial ties, and not having one in place will leave you vulnerable to a potential claim being made against you even after the court has granted the decree absolute. A financial order can be made by consent or imposed upon you by the court. You can obtain a financial order in a number of different ways; which route you take will largely depend on how amicable your relationship with your ex-spouse is and the level/complexity of matrimonial assets to be divided.

## **Mediation**

If relations remain amicable between you and your former spouse, mediation may be the best option. Mediation involves attending joint (or shuffle) sessions with a mediator for assistance. For mediation to be successful it needs to be entered into willingly, with both parties prepared to make some compromises. If agreement is reached at mediation, your lawyer will draft a financial order (made by consent) to be lodged with the court for approval.

## **Financial disclosure**

The exchange of full and frank financial disclosure provides both parties with full transparency as to the extent of the matrimonial pot in order for negotiations to begin. If there's any uncertainty as to the value of assets, such as the family home or pensions, experts may need to be instructed.

Once all the relevant information has been gathered, your lawyer will advise you as to what a reasonable settlement might be. This provides a starting point to negotiate with your ex-partner to try to reach an agreement. Once an agreement is reached, your lawyer will draft a financial order (made by consent) to be lodged with the court for approval.

## **Financial remedy proceedings**

If mediation or negotiations are unsuccessful, you will need to issue financial remedy proceedings. The court will provide both parties with a strict timetable for the proceedings, which includes a date by which you and your ex-partner must exchange full and frank financial disclosure.

There will be a First Directions Appointment (FDA) for the Judge to consider if any further information needs to be gathered following the exchange of financial disclosure. At the second hearing, the Financial Dispute Resolution (FDR), the judge can give an indication as to what they believe a reasonable settlement might be. Both parties are encouraged to reach an agreement at this stage. However, if an agreement is still not possible the court will list a contested Final Hearing. A different Judge to the FDR Judge will hear the Final Hearing and make a final decision, imposing a financial order onto the parties.

## **Conclusion**

If you're going through a divorce, or got divorced a number of years ago without getting a financial order, it's important that you seek legal advice. Your ex-spouse may still have a financial claim available against you.

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.



Authorised and Regulated by the Solicitors Regulation Authority.

**"It's nice to  
relax knowing  
my divorce  
settlement is  
sorted."**

Getting a divorce is never easy, especially on top of the pressures of police work. At Slater and Gordon we offer Police Federation members a free initial consultation, a divorce fixed fee package and discounted hourly rates. We'll be with you every step of the way so you can focus on your job and let us deal with everything else.

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# MORE THAN JUST A DIARY

WHAT THE FEDERATION DOES FOR YOU

WORDS BY ANDY BERRY, DEVON & CORNWALL  
POLICE FEDERATION CHAIR

It's been a running joke through my service that 'What's the Fed good for other than a diary' and of course this has been aggravated by the anger directed at the Federation over the last few years due to the pension issue. The simple truth and reality is that Federation Reps are doing great work to support officers across the force in all sorts of ways. Our core business is to Represent, Influence and Negotiate. On average at any one time Fed Rep's are representing and supporting over 250+ officers through Gross Misconduct/misconduct cases, UPP's, equality cases, pension queries, welfare issues and general issues about regulations.

Influencing and negotiating with the force for the benefit of our members is obviously a big part of our role. It's worth remembering that implementation of the 2x2x2 shift pattern and associated 'Variable Shift Agreement' only happened because of careful negotiation by the then Federation Secretary, Dave James. More recently the 'revised' 9 point plan for assaults/hate crime' was driven by us, acceptance that the detective/ARV bonus should be paid in full to part time officers as well as the full time was driven by us, the revision of the compassionate leave policy, a change in the force deployment policy to better protect meal breaks, minimising the loss of RRD's during the transition of force policy were all as a result of that influence and negotiation.

In Devon and Cornwall we have also always tried to do more for our members by running PIP Seminars, Detective Seminars and supporting events such as the 'Mens Health day', 'Menopause events' and helping the PMAS to deliver 'Coffee and treat' events across the force. The PIP and Detective seminars last year saw about 300 officers at each event affording them some CPD and also a well deserved break from the daily grind.



**"THANK YOU SO MUCH FOR ALL YOUR SUPPORT  
THROUGH THIS ROLLER COASTER RIDE. I OWE YOU A  
DRINK "**

**2020**

**"I WANTED TO SAY A VERY VERY BIG THANKYOU  
FOR ALL THE EFFORTS AND TIME YOU PUT INTO MY  
SITUATION AS THIS HAS CERTAINLY MADE THE BEST  
OF THE CIRCUMSTANCES I FIND MYSELF IN"**



**DEVON & CORNWALL  
POLICE FEDERATION**

**"I WOULD BE VERY GRATEFUL IF MY GRATITUDE AND  
THANKS FOR THE PROFESSIONAL WAY IN WHICH  
THEY ACTED COULD BE PASSED ON TO ALL THOSE  
INVOLVED IN MY CASE, BUT IN PARTICULAR TO THE  
REPS WHO BOTH WENT ABOVE AND BEYOND IN MY  
OPINION AND EVEN GAVE PERSONAL TIME TO  
ENSURE I WAS LOOKED AFTER."**



**Protect yourself at work, at home,  
on the roads, and on holiday**



**IF YOU'RE NOT  
ALREADY  
SIGNED UP  
TO THE  
GROUP INSURANCE  
SCHEME  
GIVE IT SOME  
CONSIDERATION**

**IT'S A NO BRAINER**

**Call the Federation office for details**

**01392 354770**

*Speak to your Federation Rep  
or visit [dcpolfed.org.uk](http://dcpolfed.org.uk) for more info*



# OPEN LETTER: FLINT HOUSE & THE BENEFITS OF GROUP INSURANCE

DC WAYNE THIELMANN, REPRESENTATIVE OF DEVON & CORNWALL POLICE FEDERATION

Dear All,

As you are aware, when you join the federation you have the opportunity to subscribe to other organisations that can offer you support at any time or at various stages during your career.

When I joined the job almost 25 years ago I signed up to the group insurance and Flint house straight away. I have used the group insurance a couple of times in the last few years, replacing damaged mobile phones and the free legal helpline but never attended Flint House. In February this year all that changed.

On an evening in February while participating in a social activity (which did not involve alcohol) I fell and injured my shoulder quite badly. I attended hospital the following day and was diagnosed with a rotator cuff injury. I was immediately signed off work for a month however after a few weeks of no improvement I again returned to hospital where it was established that I had broken my shoulder. I returned to work after being off for over 3 months.

What has this got to do with Group insurance and Flint house?

As a member of the Group insurance – provided by George Burrows – and being injured due to the accident I was able to claim £25 per week for every week I was off sick (the first week does not count). The group insurance includes access to Best Doctors which is an organisation who are able to offer 2nd opinion advice on injuries and illnesses (includes spouse & Children). I used this service to review my case and they provided me with a full report which included treatment recommendations and long term prognosis. Due to events of the evening when I had my accident I am now pursuing a



civil claim of negligence with solicitors provided by George Burrows.

For my recovery, I was able to get limited physio through the NHS but it was not adequate for my needs. In July I spent 2 weeks at Flint house and you cannot underestimate the improvement I had in that short time up there. The injury I suffered means that I will still be having issues for at least another 12 months but I can truly say that without the input from my time at Flint house the recovery time would be a lot longer.

I only share this with you, just to highlight the positive experiences I have had with both organisations and ask you to consider subscribing to them, if not now but in the future.

The group insurance currently costs £26.16 per month, or £35.11 per month with partner cover. Which includes, life and critical illness cover, travel insurance (possessions, medical dentistry etc ), Full RAC cover (including abroad), gadget insurance, personal accident cover, Care first, Best Doctors, and ARC legal assistance. You would also be provided with free legal advice/support for any matters which are not police duty related. It will also pay any compensation awarded by a court to you (certain offences only) if no payment is received.

Membership for Flint House costs £9.31 a month. Not only is it there for physical injuries but also wellbeing issues as well. For the sake of a couple of posh coffees a month please consider this. In this day and age you never know when you will need to use Flint house.

If after reading this you wish to have more information or subscribe then please make contact with either myself or the federation office [police.federation@devonandcornwall.pnn.police.uk](mailto:police.federation@devonandcornwall.pnn.police.uk) Take it easy and stay safe.

Wayne

07956 623510

[WThielmann@devon.polfed.org](mailto:WThielmann@devon.polfed.org)

**IF WAYNE'S ACCOUNT HAS INSPIRED YOU  
TO SIGN UP TO FLINT HOUSE OR  
THE GROUP INSURANCE SCHEME,  
PLEASE CONTACT THE FEDERATION OFFICE ON  
01392 354770 OR [FEDOFFICE@DEVON.POLFED.ORG](mailto:FEDOFFICE@DEVON.POLFED.ORG)**





# MEET OUR NEW TREASURER

PS ANDY COLLINS, TREASURER OF DEVON & CORNWALL POLICE FEDERATION

PS Andy Collins has kicked off 2020 with a new role here at Devon & Cornwall Police Federation HQ in Exeter. Andy is always helpful and friendly, and we are very pleased to welcome him into the office.

NAME: Andrew Collins

FROM: Bournemouth

LIVES IN: Plymouth

HOW LONG HAVE YOU SERVED IN THE FORCE? I've served 25 years as a police officer.

WHAT DID YOU DO BEFORE YOU JOINED THE FORCE?

I served in the Army for 19 years.

HOW LONG HAVE YOU BEEN IN THE FEDERATION?

9 years and counting!

WHAT MADE YOU JOIN THE FEDERATION?

I'd faced a misconduct hearing myself, and was impressed and inspired by the process and the reps. The officer who was representing me was coming up to retirement and recommended that I join, so I was co-opted into the Federation and the rest is history.

WHAT DO YOU ENJOY IN YOUR SPARE TIME?

I'm passionate about rugby; I used to play when I was younger. I particularly love this time of year because of the 6 nations, though I'm not much enjoying Englands performance this year...

WHAT CHALLENGES YOU?

I'm currently attempting to learn how to play golf...it's harder than it looks.



**HE'LL ALWAYS DELIVER - ANDY COLLINS  
COLLECTING A HAMPER TO DELIVER TO  
PLYMOUTH FOR THE PEELERS CHARITY**



## ACTS OF KINDNESS

KYLIE JOYCE, TRUSTEE OF DEVON & CORNWALL PEELERS CHARITABLE TRUST

The Devon & Cornwall Peelers Charitable Trust (or Peelers for short!) has been running for over a year now and is growing month by month. Formed in 2018, the charity is dedicated to the relief of need, hardship, or distress of victims, witnesses, and other persons adversely affected by actions or behaviour which is criminal, or suspected to be criminal, and investigated as such in the Devon and Cornwall area.

Not only does it help deserving recipients, but it also serves as a much-needed morale boost for the staff or officer who makes the application. The charity is overseen by a group of Trustees who meet quarterly and the day to day administration is run from the Federation office.

So far, we've had over 30 applications and spent over £2,000 on gifts.

We've bought all sorts of things for recipients including food hampers, towers of chocolate treats, stunning flowers prearranged in glass vases, lunch vouchers, entry to country parks and even riding lessons.

Each application is considered by our Trustees sub-committee and judged on its own merit.

It's easy to apply. Application forms are found on the 'About Us' page of the Peelers website (<https://dcpeelers.org/about-dc-peelers/>).

They must be completed by officers and then sent to [admin@dcpeelers.org](mailto:admin@dcpeelers.org) or posted to the Federation office at Pynes Hill.

Officers assist in identifying a suitable gift and then we get to work on the rest.

Responses have been extremely positive from both recipients and the officers.



## SOME WORDS FROM OUR RECIPIENTS

"I'm crying, thank you so much. I've been quite low, and this gift has made me feel wanted in this world and that not everybody is bad."

"I was extremely pleased to have received these wonderful gifts - it's very thoughtful and I'm very grateful. I loved the flowers as I used to be part of a flower arranging club!"

"I am so grateful for this hamper. After an upsetting event this makes me feel like someone cares; I'm so happy for this kindness."



## WHAT THE OFFICERS SAY

"Presents delivered and two very excited and happy girls. 'How did you know we like unicorns and make up?' I said you had magic powers! It honestly made their day as they were in meetings with social workers all afternoon and were hating it. It felt really good for the officers too."

"It has been a boost to my personal morale and a real 'pick me upper' for, not only the victim, but for me too."

"This is the best thing that's happened since I started this job; it's absolutely made my day!"

"He was really pleased with the hamper. He said before meeting me he was afraid of the Police but no longer feels this way. I told him about the charity, and he thought it was a lovely thing you do. From my point of view, it was so lovely to give something relevant to someone who has gone through so much. Thanks so much."



Although we are an independent charity, this was a local Federation initiative, with a positive impact on Devon & Cornwall Police.

We would love to have more applications from officers so please get in touch if you are working with a victim of crime who you would like to help and think would benefit from some kindness.



**[www.dcpeellers.org](http://www.dcpeellers.org)**  
**[admin@dcpeellers.org](mailto:admin@dcpeellers.org)**  
**01392 354770**



**Office Use Only**  
**App No.**

## Devon and Cornwall Peelers Charitable Trust

### Application Form

Registered Charity No. 1179980

<b>Name of Nominating Officer/Member of Staff (The Applicant)</b>		<b>Rank/ Position</b>		<b>Contact No./e-mail</b>	
---	--	-----------------------	--	---------------------------	--

Your personal information is collected in accordance with our Privacy Policy, which can be found at [www.dcpelers.org](http://www.dcpelers.org)

<b>Crime/Incident No.</b>			
<b>Nominees Age Range</b>	Choose an item.	<b>Force Area</b>	Choose an item.

**Purpose for which help is needed. Please provide as much information as possible, including whether other means are available to access the item/s sought e.g. insurance. Use a separate sheet if necessary. Please omit any names.**

**I confirm that the grant request will not be for my own benefit, nor for any of my relations or associated persons** ☐

<b>Date of Application</b>	Click here to enter a date.	<b>Applicant's Signature</b>	
<b>Office Use Only</b>	<b>Meeting Date :</b>	<b>Qualifiers Met? Yes / No</b>	<b>Committee Members Present:</b>
<b>Committee Comments:</b>			
<b>Amount / Gift Awarded:</b>		<b>Applicant informed of decision?</b>	
<b>Award Method:</b>		<b>Exceptional Decision? Yes / No</b>	

Please e-mail your completed form to: [admin@dcpelers.org](mailto:admin@dcpelers.org) or post to 2 River Court, Pynes Hill, Exeter, EX2 5JL.

*You will be contacted to inform you of the Trustees' decision. Should the application be accepted, arrangements will be made to enable you to deliver the gift to your nominated recipient. Thank you.*



# LOOKING FORWARD... COLOUR VISION DEFECTS

RICHIE POOLE, GEOGRAPHIC FULL TIME REP, EEM, NEW DEVON, & HQ

As I write this article I am aware that by the time you get to read things may have advanced further, however, there have been some significant updates in our work around Colour Vision Defects and the use of TASER.

In June 2019 the Police Federation took forward to an Employment Tribunal a direct challenge to the College of policing Guidelines for colour Vision for Taser officers. If you've seen my previous article you'll know that a number of officers nationally are being prevent from carrying Taser are losing their authorisation to do so because during their annual or bi-annual medical they are failing the College's standard on Colour Vision. This condition only affects males and around 1 in 8 males are affected to some degree.

Unfortunately the challenge at the Employment Tribunal didn't succeed, we believe on a technical understanding by the presiding judge, so the Federation will be mounting an appeal.

However, on a positive note, in November 2019 a NPCC Less Lethal Weapons meeting took place at the Home Office where a presentation was given by Gary Wedge from the College of Policing relating directly to Colour Vision Defects and the effects on Taser trained officers.

A proposal was put forward where consideration should be given to the use of functional scenario and practical testing for officer that fall below the College's CVD standards. This was overwhelmingly supported by the Less Lethal group and at present the proposal sits with the Home Office and SACMILL ( Scientific Advisory Committee on the Medical Implications of Less Lethal Weapons) for approval. It is hoped that this will be implemented early in the new year.

In the meantime I have been working with Ché Donald at the PFEW and others to identify other forces that have been using practical Taser scenarios for officers that have been identified with CVD. I have presented these to our ACC (Ops) so we're hopeful that we may be able to move forward in the near future and the force will start to reinstate officers that have had their Taser tickets pulled or blocked. Our position remains that Taser should be available to every officer that wants to carry one.

There is still a way to go, and it's likely that the appeal to the ET will go ahead in the new year. The main concern looking ahead is that it is increasingly likely that Taser will become a part of standard PPE and unless steps are put in place officers positions may be put at risk.

Each month more officers are approaching me and the Federation having failed their CVD tests, and I would like to reiterate the importance of speaking to us at the earliest opportunity so that we can protect your position.



# DIY will - a good idea?

So you know you ought to make a will but you think it's going to be expensive... What do you do? One of those DIY wills will do nicely right? Think again!

According to a recent article in the Law Gazette, the number of inheritance disputes heard in the High Court has increased by 62% in the last year. A staggering increase from 227 in 2018 to 368 in 2019.

This rise is blamed to a large degree on the growing popularity of DIY wills. It is so easy to make an error when drawing up a DIY will and one seemingly small error or omission can have a very big effect on the outcome. At best it could make it difficult for your chosen executor to administer, and at worse it can make your will completely invalid.

If you do not know exactly what you are doing, what you intend for your assets may not be what actually happens. By consulting a professional you will have the reassurance that your wishes will be carried out, particularly as probate law is very complex and every family circumstance is different.

Causing unnecessary, additional stress for your close friends or family is something that most of us would want to avoid at all costs. We certainly would not like to think that our attempts at cutting costs could in fact lead to our loved ones having to defend our wishes in a court.

With this in mind, when consulting a professional to draw up your will, you need to consider that not only are you paying for the document itself but, just as importantly, you are paying for the knowledge, skill and advice of the lawyer. This could save you or your estate a lot of money in the future.

Why not find out how much a professionally drawn up will would cost? You may be surprised how inexpensive it actually is. And what price would you put on your own peace of mind?

If you would like to discuss the writing or updating of your will, contact me directly via [claire.warner@GAsolicitors.com](mailto:claire.warner@GAsolicitors.com) or call **01752 203500**. You can also find out more about our will writing service on our website [www.GAsolicitors.com](http://www.GAsolicitors.com).



Claire Warner, Associate Legal Executive



You are not only paying for the document itself, you are paying for the knowledge, skill and advice of the lawyer.

Devon and Cornwall Police Federation members can benefit from a **10% discount** on GA Solicitors' fees



# Don't hang up your hat just yet!

Are you interested in using your skills after retirement? Adecco has been recruiting temporary staff for the Devon & Cornwall Police force for over 6 years, with ex-serving officers currently making up approximately 30% of the Adecco work force. Temporary work is appealing to a wide range of people because it offers flexibility, a variety of contract lengths and full time or part time hours.

## What roles does Adecco recruit for?

Coroner's Officer, Investigator, Administrator - these are just a few of the roles that the team at Adecco's Exeter branch place candidates into. And Adecco doesn't just recruit for the police but for private companies too.

## The Skills Bank.

One of the tools used by Adecco for police recruitment is the Skills Bank. The Skills Bank is a database managed by Devon & Cornwall Police and used by Adecco to source candidates with the necessary skills and experience. People on this database are contacted first about new roles, taking account of factors such as location and previous career experience. Roles filled via the Skills Bank include examples such Coroner's Officer, PIP 1 & PIP 2 Investigators, Staff Officers, Disclosure & Exhibits Officers and Specialist trainers and Assessors.

## How Adecco can help you.

Located in the center of Exeter, registering with Adecco couldn't be easier. Our friendly team are here to guide applicants through the process and talk about new roles and opportunities. Candidates will also have the option to join the Skills Bank.

## WHAT OUR CANDIDATES SAY

“ This Adecco branch has really impressed me with their open, friendly and honest attitude towards everything they do. No matter the issue whether it came down to claiming annual leave or negotiating contract changes, everything has been fast and surprisingly simple (no unnecessary bureaucracy). For anyone that is looking for agency work in the Exeter area I would suggest giving this branch a call as they are honestly a nice bunch of helpful people who have proven to excel at what they do. ”

– Christopher.

“ My experience with Adecco has been fantastic. I have been on a placement with Adecco for 18 months. The staff have always been very helpful, and nothing was too much trouble, if I needed any advice they were always there at the end of the phone. Great company to work for 10/10. ”

– Simon.

“ Adecco found me the perfect job, and nothing was too much of an ask! Very professional and caring. Holly, you are brilliant! Thank you! ”

– Sue.

“ I can highly recommend Adecco in Exeter and in particular Holly - very professional organisation and extremely client focussed - always pleased that any queries were promptly replied to - would work for them again. ”

– Robin

## So why not give us a try today?

Contact:

Holly Trout  
Contract Consultant  
+44 (0)1392 260630  
Holly.Trout@Adecco.co.uk

Or come in & see us:

Adecco  
79-82 Queen Street  
Exeter  
EX4 3RW

# Adecco

# ELECTION FOR TIME OFF

## WORKED

## ADD

0  
1 1/4  
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11

1 1/2

**N.B. FOR EACH COMPLETED  
PERIOD OF 45 MINUTES  
OVERTIME WORK, 15  
MINUTES EXTRA IS ADDED**



# OVERTIME

## CASUAL OVERTIME

Any overtime an officer is not told about until after start of duty that they will be required to work after the tour has ended.

### PAYMENT

All at a time and a third except thirty minutes discounted on four occasions in any one week.

### TIME OFF

All at a time and a third except where payment is requested. Except thirty minutes discounted on four occasions in any one week.

## FORECASTED OVERTIME

All overtime about which an officer is told before they commence a tour of duty whether it be before or after a normal tour.

### PAYMENT

All at a time and a third.

### TIME OFF

All at a time and a third.

## RECALL TO DUTY BETWEEN ROSTERED TOURS

Paid for hours worked plus travelling time.

### PAYMENT

All at a time and a third.

### TIME OFF

All at a time and a third.

## RECALL TO DUTY STRADDLING WORKING DAY

**Less than 8 hours notice** – new tour of duty starts at time officer comes on duty. Hours between new start time and original start time compensated at overtime rate and is to be taken into account as part of that tour of duty.

**More than 8 hours notice** – tour of duty commences at new start time.

## WORKING INTO REST DAY FROM SCHEDULED WORKING DAY

Each fifteen minutes of first half hour compensated at time and a half (no deduction of first half hour). Where more than one hour worked into rest day, minimum of four hours compensation at time and a half.

## FORCE DAY

07:00 – 19:00

Unless the Chief Officer designates otherwise for certain groups.

06:00 – 18:00

If working regulation eight hour shifts.

## INCIDENTAL EXPENSES ALLOWANCE FOR THOSE ATTENDING RESIDENTIAL TRAINING COURSES

The rate is £4.43 per night with effect from 1st January 2004, and the maximum allowance is £17.77 per week except where an officer has to attend for a week's course of training on the preceding Sunday night and will thus be in attendance for five nights.

USE OUR OVERTIME FLOWCHARTS TO WORK OUT WHAT YOU'RE OWED



# START





# START

HAVE YOU WORKED OR ARE YOU SCHEDULED TO WORK A FULL TOUR OF DUTY TODAY?

NO

PLEASE GO TO THE PREVIOUS PAGE FOR YOUR OVERTIME FLOWCHART

YES

HAVE YOU REMAINED ON DUTY AT THE END OF YOUR TOUR OF DUTY?

NO

WERE YOU RECALLED TO PERFORM AN ISLAND TOUR OF DUTY BETWEEN 2 TOURS OF DUTY?

YES

HOURS WORKED PAID AT TIME AND A THIRD

NO

HAS YOUR START TIME BEEN ADVANCED WITHOUT DUE NOTICE\*?

YES

\*DUE NOTICE IS NOT LESS THAN 8 HOURS

\*\*8 HOURS APPLIES TO A REGULATION 8 HOUR SHIFT PATTERN. IF YOU ARE WORKING A VSA IT MAY ACTUALLY BE 9/10 HOURS ETC.

DOES DUTY STRADDLE 2 FORCE DAYS?

NO

NO OVERTIME UNLESS IN EXCESS OF 8 HOURS\*\* WORKED

YES

OVERTIME PAYABLE AT COMMENCEMENT OF DUTY UP TO PLANNED START TIME AND AFTER 8 HOURS\*\* FROM ACTUAL START TIME

YES

WERE YOU NOTIFIED AT OR BEFORE COMMENCEMENT OF YOUR DUTY?

YES

ENTITLED TO FULL HOURS WORKED AND TIME AND A THIRD

NO

CLASSED AS CASUAL OVERTIME: FIRST 30 MINS NOT PAID, BALANCE PAID AT TIME AND A THIRD

## WE HOPE YOU'VE ENJOYED THE FIRST DIGITAL EDITION OF OUR NEW MAGAZINE

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We'd love to hear any feedback you've got, please get in touch via the direct message function on our social media accounts or email to [rhakes@polfed.org](mailto:rhakes@polfed.org).



**@DCpolfed**  
follow us on twitter and  
like us on facebook  
to keep in touch with the  
latest news and member  
benefits from D&C Police  
Federation



## WHAT WOULD YOU LIKE TO SEE IN THE NEXT EDITION OF FED FOCUS?

Let us know what content you'd like to see in the next issue.

If you'd like to submit an article get in touch on [rhakes@polfed.org](mailto:rhakes@polfed.org).



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ROSIE HAKES, EDITOR - EVENTS & MARKETING, D & C POLICE FEDERATION





**"Now the  
pressure's gone,  
I can get back to  
my police work."**

You never know when you're going to need legal advice. Slater and Gordon have been advising and supporting Police Federation members for more than 60 years, taking the legal stress away and leaving you to focus on keeping people safe.

For all life's legal needs and with offices throughout the UK.

**0808 175 7805**

[slatergordon.co.uk/police-law](https://slatergordon.co.uk/police-law)

24h criminal assistance

**0800 908 977**

**+ Slater  
Gordon**  
Lawyers