

Devon & Cornwall Police Federation



Annual Value Report
2022

Foreword by Chair

Andy Berry

Snapshot of the year

Welcome to Devon and Cornwall Police Federation's Annual Value Report for 2022.

During 2021 Devon & Cornwall Police hosted the G7 summit in Cornwall, ensuring that some of the most powerful people in the world remained safe. It was a hugely busy time for our force and us as a Federation trying to support our members, as well as those from other forces. We certainly could have done with a quieter 2022, but that just wasn't to be and if the force is busy then so is D&C Police Federation.

2022 had an auspicious start as on 24th February Russia invaded Ukraine. Who knew that this would create a cost-of-living crisis to such a depth that, by the end of 2022, our Federation Branch would be supporting officers and our police staff colleagues with food vouchers. But it is perhaps not surprising when one considers that police pay has dropped 17.5% (*Social Market Foundation Feb 23*) since 2000 when compared to the rest of the public sector and private sector who have all seen real terms pay increases.

Of course, 2022 was also momentous when, on 8th September, our beloved Queen Elizabeth passed away. A momentous event for the whole population but for police officers, who are Crown Servants, she was our boss and we felt connected. We worked for her, and I know that many officers, myself included, shed a tear on her passing. Many officers from our force were deployed to London for the ten days of mourning and I spent some days there to support them. What was so obvious is how much the public appreciated the presence of so many officers. The Queen's funeral was also the first deployment of our new Federation Welfare Van which we had literally just taken delivery of.



Andy Berry, Chair

The purchase of this van was not only a legacy of G7, where we saw the immense value of the welfare vans brought to Cornwall by other Federation branches, but also a recognition that there was a gap in the provision of good welfare support for our members when they are deployed for protracted times at, for instance, crime scenes, person searches or serious road traffic collisions. Since the Queen's funeral the van has seen many deployments including to provide a bit of cheer for those officers required to work on New Year's Eve.

Another momentous change during 2022 was the retirement of Chief Constable Shaun Sawyer after a decade up the top. The selection of a new Chief Constable was the responsibility of PCC Alison Hernandez, but I was very pleased to play a part of the selection process and get the opportunity to meet Chief Constable Will Kerr QPM, OBE for the first time. The second time was serving him a cup of tea on New Year's Eve as he visited Charles Cross Police station.

Towards the end of the 2022 there was an acceleration in the recruitment of officers with in-takes every two weeks, a new IT system which fundamentally changed the way the force operates and emergency action following a critical appraisal of the force by His Majesty's Inspectorate of Constabulary, Fire & Rescue Services. Our role through these busy times is to support our members having to deal with change, often including their working hours or location, but also to support the force by sometimes saying 'hang on a minute why are we doing that' or 'isn't this a better idea'. By having both our members' welfare and the efficient operation of the force at the forefront of our minds we help to improve the service that the public get.

2023 is set to be just as busy and, as ever, Devon & Cornwall Police Federation will be there for our members; supporting individuals and representing them all at the highest level within the force.

Update by Secretary Jim Purkiss



So, another year has passed for D&C Federation and for me, as Branch Secretary, it was an extremely busy one.

Having coped with the biggest ever policing operation in its history in 2021, our members have needed to consolidate and move into the post pandemic normalities of what we did prior to 2020. The pandemic accelerated the way technology connected people internally with the world, moving to online meeting platforms and less face to face. We are only now understanding any pitfalls with isolated home working and the lack of social interactions we, as human beings, need. The balance between both online and face to face will be key going forward, not only for internal structures but also in the way officers interact with the public they serve. We must embrace progression.

The year has seen the continued recruitment and replenishment of officer numbers back to the levels from 2009, reaching around 3650 officers by mid-2023. This can, and must, improve the service we deliver to the public. However, with this there needs to be an understanding, both internally and externally, that experience and productivity can only be increased after some time. We welcome an increase, not only to the service but also to our membership, but recognise that it will take several years for these officers to gain the accreditation and experience they need to provide an effective service.

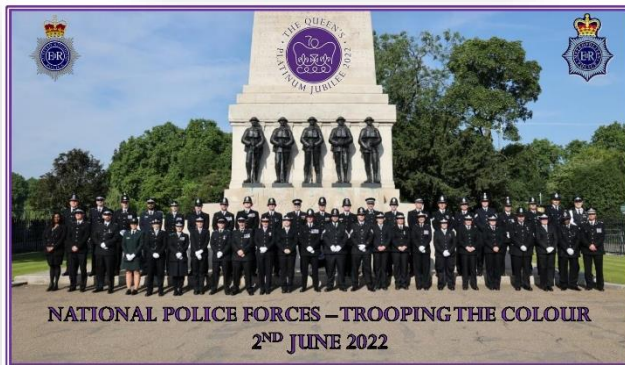
As Secretary, I had the pleasure and privilege to represent my members at the Police Roll of Honour Trust anniversary event of the disbandment of the Royal Irish Constabulary, held at the US Embassy in London.

In June I had the honour of representing Devon and Cornwall Police, alongside other police forces within the commonwealth, at Trooping

the Colour. This was held at the start of the Jubilee celebrations in June, however, was tinged with sadness following Her Majesty's death a few months later.

In September I attended Belfast for the Annual Police Memorial Day event for the 45 police services across England, Wales, Scotland and Northern Ireland.

No doubt 2023 will bring further challenges to us all, but I know that my members will do their utmost to do their duty, without fear or favour.



Conduct and Performance update by Richie Poole, Conduct and Performance Lead Officer



2022 was another extremely busy year in the world of conduct and performance for our federation and, despite another year of the revised 2020 police conduct regulations bedding in, the workload only appears to grow exponentially. The pace does not appear to be abating at all. I would suggest that some of this is fuelled by a more 'robust' assessment process by PSD, and no doubt some is driven by the increased scrutiny that the police find itself under following a number of recent high-profile cases involving serving police officers nationally.

The number of conduct trained federation reps remains at around 14, just under half of our elected representatives, and I am working with those young in their federation service to provide mentoring and development, ensuring that our federation remains fit for purpose for the coming years.

This year has seen us work with a number of (new to us) law firms nationally who are very experienced in the field of police regulations and misconduct. This has enabled us to increase the level of service to our members, be that at criminal, conduct or post incident matters. Our 8 full time federation representatives continue to support the membership on a 24hr call out and have attended a number of DSI (Death or Serious Injury) Post Incident procedures throughout the year, providing legal and welfare support.

44 applications for legal funding were made, and approved, during 2022 and we are currently supporting 66 members through active misconduct and Gross misconduct investigations. The number of officers suspended or under restriction remains higher than average, per capita of force, and at the time of writing, there are still significant delays by the Appropriate Authority (AA) in bringing cases to proceedings. Regulations and guidance state that from determination to proceedings should take no more than 100 days and, at present, the force is regularly exceeding that by some margin. I, through both through our Chairman and directly, have made representations to the incoming Chief Constable and have been assured of significant investment in PSD investigations, so the indications are that the picture will improve. That being said, I still feel too many members are being brought to proceedings for matters that could, and should, be dealt with under the performance framework. We will wait and see over the coming months.

Another part of the CaPLO role is to challenge the force and AA where we feel that they deliberately acted wrongly or outside of regulations, sometimes termed as misfeasance. This includes tribunals, formal legal challenges or even recourse to a judicial review. This is something that membership fees contributes towards and can sometimes help us achieve a change in the law or regulations in support of our members. As this goes to publication, I am taking action with regards to two such cases in our force. Nationally, PFEW have successfully challenged investigating authorities for misfeasance, and this has resulted in a positive result for those concerned. I am hoping to repeat the same here.

Equality update by Suzie Vbranch, Equality Lead



D&C Police Federation has worked closely with the Force to ensure that its policies and processes are fair, compliant with police regulations and the Equality Act. In an environment where policing has to deal with increasing demands, it can often be all too easy for the organisation to forget that treating officers fairly and considering their individual needs is critical to getting the most out of them. My role as equality lead is to work with the force to ensure that its managers and supervisors are empowered to deliver a workplace which supports difference and individual need. To that end, over the past twelve months, I have been working with the force on baby loss, breastfeeding in the workplace and transgender issues, to name but a few.

As a result of the plethora of recent strikes, I have been working with the force to ensure that the police regulations are correctly interpreted with respect to 'dependants leave'. I have also been empowering officers with information and reminders about their entitlements. The police regulations are complicated so many things get forgotten. I have been briefing on overtime for part time inspectors, paternity leave and unpaid leave.

One of the most important areas I have worked on this year is our own 'Prevention of Sexual Harassment Policy'. We know that there are too many police officers that are subject to sexual abuse and violence from colleagues. In reality, the vast majority of these victims are women. As a Police Federation we have recognised that there is a perception that we are only here to defend the accused. This has never been the case, but we recognise that we need to do more to ensure that officers, who are subject of sexual abuse, domestic abuse or misogyny, can have absolute faith in reporting the matter to Federation reps. Our own policy ensures that those officers will be treated with dignity and respect, they will be believed and, most importantly, there will be a massive sturdy firewall between their fed rep and any rep allocated to the other party.

All the work I have described supports a healthy workforce who can feel that they are treated fairly by the organisation. This, in turn, ensures that officers are in the best place, the best frame of mind to put 100% of their effort into supporting the public.

Finance update by Ollie Abercrombie, Treasurer



Like many organisations, we have seen the cost of everything increase exponentially across the board. Our budget this year has been slightly increased to £180,642.00; the main areas of spend for us as a branch are personnel costs for the running of the branch staff, resources and mileage.

As we are such a large geographical area, the mileage for work is quite high. The areas listed above equate to over 75% of our overall budget, which leaves little for extra spending opportunities.

This year we have underspent on our budget, showing we are making great savings where possible. Nationally, legal claims are continuing to increase, and this ensures that we can keep funding as many claims as possible to support members through their situations.

Finlake provides a great investment for members who are using this more and more. The idea of people visiting Finlake in their time of need is exactly why we set out to get it up and running and continue to make sure it is available as much as possible for members. Please do not forget that this can be booked outside of welfare breaks by calling our office or accessing the link on our website.

Again, it has been a tough year, with spending costs increasing and challenges to meet the needs of all members. Thanks to the Treasury team for their assistance.

What We Offer

In addition to providing legal and regs advice to our members, we also offer:

- ❖ George Burrows Group Insurance
- ❖ Police Money Matters Pre-Retirement Seminars
- ❖ Respite stays at Finlake Lodge
- ❖ Annual diary which is produced at no cost to the Federation through the use of selective advertising

Donations

During 2022, Devon & Cornwall Police Federation made the following donations:

- ❖ £180.00 on Amazon gift cards to 9 officers involved with PIPs
- ❖ £202 on paintballing packs for officers for R&R
- ❖ £500 to support the Men's Health Network Awards evening
- ❖ £2500 to provide food vouchers in support of food banks for D&C Officers

Group Insurance



3302 members signed up to Federation Scheme as of December 2022



There were 5 Life claims



There were 14 Critical illness claims



73 officers attended Treatment Centres



22 cases of court award compensation claims were awarded



29 Temporary Disablement claims were settled



2559 signed up to the Group Insurance Scheme



Over 980 breakdowns were attended



26 Legal Expense claims registered



7 claims for unsocial hours were settled



20 half pay claims settled



12 respite breaks taken at Finlake



Hosted 3 Retirement Seminars with PMM

Op London Bridge, a personal view from Suzie Vbranch

When I had the phone call from Ops Planning following Her Majesty's passing; I hoped that I was going to be afforded the opportunity to go to London on Mutual Aid and pay my respects to the Queen who I have served for the last 17 years. At 9am the next morning, I was deployed as a Mutual Aid Liaison Officer for the Southwest Region (looking after the welfare of all officers deployed and assisting with any issues they encountered). I made my way to Hendon Training College to meet the first cohort of mutual aid officers and was overwhelmed to hear the stories of those young and older in service who just wanted to be part of the UK's biggest policing operation. For once, the mutual aid was not about an officer's ability to earn money or have an outing; they were united by grief and the end of an era.

My colleagues and I were fortunate enough to watch the Queen's procession from Buckingham Palace to Westminster Hall. We had been allowed access to a designated media area to watch the parade from a distant gate. However, being in uniform, the media crew encouraged us to go into Parliament Square – aligning with the mutual aid officers who were standing guard. I was touched by the fact the public and the media knew what this meant to us as Police Officers and wanted us to be within this privileged viewing area. I stood shoulder to shoulder with police officers from other forces – bonded by the oath we took during our attestation. For the first time, in the whirlwind of all the activity and adrenaline, I could feel myself welling up. The significance of what was happening worldwide hit me and I could see tears rolling down the cheeks of my colleagues too.

At 2:22pm London fell silent out of respect, which seemed so incongruous to the busyness of London City. As we waited, the sound of the drums, bag pipes and brass band could be heard roaring from afar, followed by public cheer. I was mesmerised by the discipline and accuracy of the guards; the sounds of the funeral march; and the size of the procession with the guards, the Royal Family, horses and police bikes. The noise was simply magnificent and what should have been a mournful procession felt more akin to the biggest commemorative event that there ever is to be. I cannot describe how utterly proud I was to be standing in line in uniform that day. For me (particularly as a female), the Queen has always been the ultimate role model. Her duty, honour and sacrifice, coupled with the adversity she faced, will be remembered forever.

As the MALO, I got to speak with my police colleagues deployed to some of the most poignant landmarks and points around London. They shared their interactions with the public; including an Inspector from D&C Police who gave out merchandise to the public and received much affection from the community. This gesture was further emulated by the Met police.

As the week progressed, the reality started to become more engrained. Officers were desperately wanting to know their deployments – praying that they had ceremonial duties. There was a rush to get tunics and white shirts from our own force – again, hoping to be picked for the prestigious route through the city.

As MALO's, we were given the autonomy to mark the day of the State Funeral in any way we wished. For me there was only one way to do this; I needed to try and snatch any sight or sound that I could of the procession. Due to significant train delays, the funeral had already started by the time I arrived, but by chance, I

stumbled across New Scotland Yard, trying to navigate all the diversions in place. Two Met officers could see my frustration at not being able to find a suitable viewing space and I could not believe my luck when they directed me down a side path and told me to watch it from there. This path led straight to the Cenotaph outside Whitehall! The funeral service was transmitted throughout Whitehall; the sounds of the choir were heavenly coupled with the hymns, prayers and readings. It was a service that would move even those who did not prescribe to any religion.

As the service ended, I was, once again, captivated by the funeral procession. I watched the police officers standing tall on their ceremonial duties, with nothing but pride on their faces, and I watched the procession with the same admiration I had felt just a few days earlier. I even got to see the Royals this time. But lastly, I felt relief that the biggest policing operation had been a great success. It was a day that will stay with me forever.

Apart from the magnitude of the events that unfolded as part of Op London Bridge, and the work that needed to be done; I also had some other reflections that make me proud to be a police officer:

- 1) For the first time in my career, I was sitting on the underground train in uniform heading into London. The carriage was only half full. At one point, I looked up and saw that the seats had all been filled. I was overpowered by the feeling of the Peelian Principles playing out for real – the public are the police, and the police are the public. And I was thrilled that they had no qualms about sitting next to an officer wearing PPE.
- 2) Following the state funeral, a lady approached me and asked if “Police are trained in kindness”. This instantly moved me and made me smile. As we talked, she expressed how British Police are all kind which is why she wanted to know if we received any training or had to get modules signed off!
- 3) The overwhelming thanks that the Police received from the public for their contribution to the operation. Every corner I turned, another person would approach me and say, “Thank you” or “Thank you for keeping us safe.” Policing has been very challenging lately, and no doubt public confidence and trust will be affected following incidents such as BLM and the murder of Sarah Everard. Listening to these comments gave me hope and I know that, despite the errors of the past, we can, and will, be British Policing at its best.

God save our King.



Devon & Cornwall Peelers Charitable Trust

2022 saw the charity support 8 applications and spend £1154.31. We helped officers all across the region, with applications coming in from Exeter and the Isles of Scilly.

Gifts were varied and included art materials, toiletries, games, a balance bike, Exeter Chief's hat, flowers, restaurant gift vouchers and gift food hampers.

Some of the feedback was lovely, reminding us that, we may be a small charity, but we do make a difference...

"They were blown away with the charity and what they have received."

"We've just come back from dropping off the gifts! Thank you for being so generous! S was so excited when he laid eyes on the bike! We managed to have a good chat with Mum. Unknown to us today was her third wedding anniversary so the surprise went some way to brighten her day. She just wanted to express her thanks!"

"I was blown away by the very generous amount you gifted to my victim. It will make a huge difference to her and will enable her to turn her new house into a home. Honestly, this has made a world of difference to her and her son."

