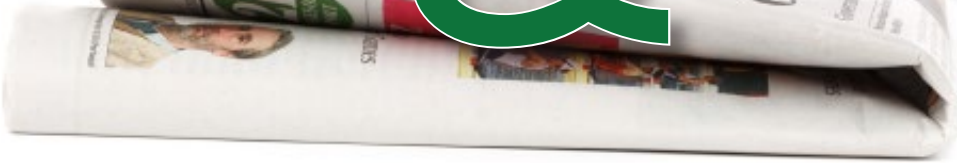


# News & views



Derbyshire  
Police  
Federation

The members' magazine of Derbyshire Police Federation **DECEMBER 2018**

Police Officers Representing  
Police Officers



## 2018: another challenging year in policing



## View from the chair

By Tony Wetton, chair of Derbyshire Police Federation

Welcome to the first edition of our new magazine. We will produce this magazine quarterly and distribute it electronically – and on our website – but not in a printed format as we seek to make the most efficient use of members' subscriptions.

We feel it is important to keep members up to date with all the news affecting them in the workplace and this magazine and our website will be further developed in the months ahead so that we can do this even more effectively and efficiently.

As we approach the end of 2018, I can't help but look back on what has been an extremely challenging year as under-funding continues to cause the service real problems in terms of meeting increased demand with reduced resources.

In addition, we have seen the pressure mounting on police officers. They are run ragged trying to maintain an effective service and we are seeing their wellbeing suffering. This cannot be allowed to continue.

But, I think one of the key difficulties for us all is understanding how, once again, the Government has ignored the independent pay review body's recommendations on our pay. How can it justify this?

It is an issue that the Federation is not prepared to let lie.

However, as we approach Christmas, I hope we can put it to the back of our minds, enjoy time with our families and friends and, above all, stay safe. I wish you a very happy Christmas and all the best for 2019.

# Legal action on pay award

Legal proceedings are now being started by the Police Federation of England and Wales (PFEW) after the Government's failure to accept the recommendations of the Police Remuneration Review Body (PRRB) for the second year running.

The Federation has lodged an application to judicial review proceedings into the lawfulness of the Government's decision.

The pay review body had recommended a three per cent rise from September this year but the Government only awarded two per cent, though the Federation has argued this is only worth 0.85 per cent in real terms.

PFEW had sought a 3.4 per cent increase in a joint submission to PRRB with the Superintendents' Association.

John Apter, national Federation chair,

said: "We must have confidence in an independent pay review system and for that to be ignored by Government undermines the whole process. Our members do not have industrial rights so it's important they know we will stand up for them and fight their corner. It is a disgrace that for the second year running the Home Office has cheated police officers out of the pay increase they should receive; this year officers are being awarded a derisory two per cent increase, despite the recommendation of the PRRB - the independent body established by this Government to make evidence-based recommendations on police pay - that it should be three per cent.

"In response to this betrayal and based on legal advice, PFEW has instructed

solicitors to formally proceed with a Judicial Review against the Home Secretary on the basis that he has stated that the pay decision was a Government decision and not his decision alone.

"Now more than ever it is imperative pay is adequate and fair acknowledging the incredibly demanding job officers do. It is unacceptable to see officers struggling to make ends meet whilst working all the hours under the sun to keep the public safe because there simply aren't enough officers to meet the increasing demand.

"Police officers must be treated fairly and have confidence that any independent pay recommendations will be accepted in full by the Home Secretary.

"I know the deep sense of anger felt by many of our members about the way they have been treated. This is why we have taken this action and make no apology for doing so. Doing nothing was simply not an option and it is right and proper that we legally challenge this unfairness."

- The 0.85 per cent is derived from the fact that only one per cent of last year's two per cent increase was consolidated. That one per cent has now been removed by the Government for this year's pay award so, taking into account pension contributions, the actual uplift is worth approximately 0.85 per cent to constables.

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## Chiefs challenge Government over pension deficit

Derbyshire Police Federation chair Tony Wetton has welcomed a move by police chiefs to take legal action against the Government over plans to deduct hundreds of millions of pounds from their budgets.

The dispute follows the Treasury's recalculation of the money each force needed to pay into the police pension scheme.

This has landed forces nationwide with a £420 million shortfall, on top of the existing cuts to budgets.

The National Police Chiefs' Council (NPCC) has sent a formal letter to the Treasury saying it will seek a judicial review of the Government's proposals.

"It's reassuring to see the NPCC taking action against the Government," says Tony, "We fully support chief constables' calls for investment and agree the pension deficit should not be funded out of existing force budgets.

"We are already getting to a situation where we are struggling to deliver an effective service to the public and many

chiefs are having to take tough decisions in terms of what they can and can't do."

John Apter, national chair, said: "It really is a sorry state of affairs when the most senior figures in policing along with ourselves feel there is no other option than to take legal action against a Government which continues to turn a blind eye to the fact that the service is at breaking point.

"We have been saying for a long time

that the Government is putting the safety of the public in jeopardy and now police leaders are saying it too – but how much more is it going to take?

"The Government needs to wake up and end the unprecedented cuts suffocating the police service because at the end of the day it's not just police officers suffering but the public too."



Phill Matthews, the national Federation conduct lead.

Derbyshire Police Federation chair Tony Wetton has backed calls for time limits to be set on investigations carried out by the Independent Office for Police Complaints (IOPC).

Tony says it is incredible that IOPC inquiries can take months and, in some cases, several years to finalise during which officers, their families and members of the public affected are living with the stress and anxiety of it hanging over them.

"We have had a number of drawn-out investigations," said Tony, "One lasted three years and ended up with the Force being directed by the then IPCC to hold a gross misconduct hearing which was kicked out by lunch on the first day and we had another two-year investigation which also found the officer without fault at a hearing.

"It is usually the case that all of the evidence in these investigations is secured early on, and it beggars belief at times that it can take so long to finalise them. It cannot be right that officers have the stress and anxiety of these cases hanging over them for months and years.

"The irony, which is not lost on officers, is that they are often criticised for not investigating incidents expeditiously and for failing to update people involved within

strict timescales, while investigations into complaints about their conduct can be painfully slow and updates non-existent."

Tony was speaking after the Federation's national conduct lead, Phill Matthews asked for timelines to be introduced for IOPC investigations saying the current regime was inhumane and was blighting lives.

Writing in a blog posted on the national Federation website, Phill explained: "We would argue that 12 months is a more than adequate length of time for any non-criminal investigation to be satisfactorily concluded, particularly as all the witnesses are usually already known. There is also often CCTV, body-worn video or other documentary evidence that is already in police possession.

"Of course, as police officers, none of us want to see the small number of bad apples escape justice. We genuinely do not want them in the service. But to uphold this draconian regime which is blighting so many lives is not only unacceptable, it is inhumane."

Phill added: "In our view, justice delayed is justice denied – for everybody."

The issue will be debated at a meeting of Federation conduct leads from across the country being held in Liverpool.

**Cover photos:** 2018 brought its usual highs and lows in policing. Our cover shows, clockwise from top left: Home Secretary Sajid Javid addressing the Police Federation conference just weeks after taking on his new role; our bravery award nominee David Bull and his wife, Fay, at the awards ceremony; the Home Secretary (second from the right) and national chair John Apter (to his right) at the National Police Memorial Day service and Chief Constable Peter Goodman (left) with family members and Derbyshire riders in the Police Unity Tour at The Beat at the National Memorial Arboretum after the Care of Police Survivors memorial service. All photos, except the COPS image which was provided by the charity, by Anderson Photography.

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# Derbyshire chair welcomes new law on officer assaults

A new law to impose tougher sentences on those who attack police officers and other members of the emergency services has been welcomed by Derbyshire Police Federation chair Tony Wetton.

Tony says the new Assaults on Emergency Workers (Offences) Act, which came into effect on 13 November is a significant result in the Police Federation's high-profile Protect the Protectors campaign.

It creates a new aggravated offence of an assault against a member of the emergency services and doubles the maximum sentence for these cowardly and despicable acts from six to 12 months.

"This is a welcome new weapon in the fight against assaults on police and emergency service workers," said Tony. "Nobody should be assaulted for the job that they do or for the uniform that they wear. Any attack on an emergency worker is totally unacceptable and is an attack on us as a society."

"This new law makes clear it won't be tolerated. It makes clear that those who cross that line will be dealt with robustly."

Home Secretary Sajid Javid has also spoken out in support of the act. He said: "At a time when our brave police officers and staff are working tirelessly to crack down on violence, I find it despicable that some people think it is acceptable to assault emergency service workers."

"This act ensures judges can come down hard on these cowardly individuals and makes clear that we are committed to protecting those who protect us."

Last year there were 26,000 assaults on police officers and more than 17,000 against NHS staff. Assaults on prison officers are up 70 per cent and there has been an 18 per cent increase in attacks on firefighters.

Derbyshire officer PC Clare Swain

suffered a broken nose and mental trauma after she was subjected to a frenzied assault in March this year.

Her attacker, a 17-year-old girl with a track record for assaulting police, had been told she would be remanded in custody. Officers feared she may try to harm herself so PC Swain and a second officer entered a custody cell to try to talk to her.

She recalled: "She was standing on the bench getting angry. I took her arm to get her down but the other one was swinging free and she punched me hard in the face a couple of times."

"The next thing I knew I was on the other side of the cell with her pulling my hair and other officers trying to get her to let go of me."



"In my 15 years as a police officer this is the worst attack I've ever experienced. It was so out of the blue and so violent. Her screaming and shouting and the look in her eyes is something I'll never forget and still haunts me."

PC Swain was treated for a swollen eye and needed surgery on her nose. She suffered migraines after the attack and was placed on restricted duties.

Her attacker was sentenced to 12 months for the attack and other assaults on police, which the officer felt was not long enough given the violent nature of the attack and its lasting impact.

Tony said that he hoped the new legislation will be backed up by prosecutors and the courts to send out the message that such attacks will not be tolerated.

He said: "Although the legislation is now

“ THIS IS A WELCOME NEW WEAPON IN THE FIGHT AGAINST ASSAULTS ON POLICE AND EMERGENCY SERVICE WORKERS. NOBODY SHOULD BE ASSAULTED FOR THE JOB THAT THEY DO OR FOR THE UNIFORM THAT THEY WEAR. ANY ATTACK ON AN EMERGENCY WORKER IS TOTALLY UNACCEPTABLE AND IS AN ATTACK ON US AS A SOCIETY. ”



Derbyshire Police Federation chair Tony Wetton.

in place it means nothing unless it is used by the Crown Prosecution Service and the courts, so I call on them to make full use of these new powers.

"And while we acknowledge that we did not get everything we wanted from this new act – we feel sentences are still not as strong as they need to be – this is a significant step in the right direction."

"We will continue to make the case for a stronger deterrent, for a wider roll-out of Taser, body-worn video and spit and bite guards and the appropriate levels of staffing."

"I hope that this legislation will also help to change a culture which has developed that it is acceptable to assault an emergency worker. Let me be clear, it is not. There must be consequences for those who commit such crimes."

The Federation's Protect the Protectors campaign was launched at Parliament in February 2017 in connection with a Ten Minute Rule Bill introduced by Halifax MP Holly Lynch.

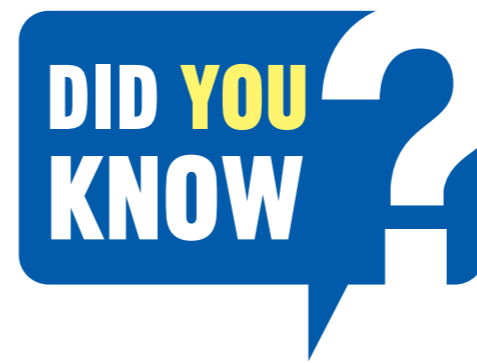
She had joined PC Craig Gallant on patrol in West Yorkshire in summer 2016 and had dialled 999 after witnessing the single-crewed officer being surrounded by a hostile crowd.

The General Election brought the bill to a premature end but the Labour MP for Rhondda, Chris Bryant, then introduced the Assaults on Emergency Workers (Offences) Private Members' Bill which received cross-party support to become law.

Mr Bryant said: "The growing tide of attacks on emergency workers – including ambulance workers, NHS staff, fire officers, prison officers and police – is a national scandal."

"All too often attackers get away with little more than a slap on the wrist. I hope this new law will help put a stop to that attitude. An attack on an emergency worker is an attack on all of us and attackers should face the full force of the law."

Protect the Protectors has the backing of the Prisoner Officers' Association and British Transport Police Federation as partners.



# New campaign highlights officers' entitlements

Annual leave is the opening theme of a new national Federation campaign to raise awareness of officers' entitlements.

The campaign – entitled Did You Know? – went live on 21 November and will focus on questions that the Federation receives from members. The aim is to highlight key issues and to make sure serving officers know exactly what they can claim as part of their role.

John Apter, chair of the Police Federation of England and Wales, says: "Every day officers across England and Wales go over and above the call of duty to protect the public. It's essential that they claim their basic entitlements - especially at a time when their hard work and dedication is not being recognised in their pay packets."

"We will continue to fight for members' best interests, but also hope this campaign will help officers to be aware of - and claim - what is rightfully theirs and help them to understand what support is out there."

"Officers work tirelessly to help the public: that is what they signed up to do and will continue to do, but it is important that if

their much-needed day off is cancelled, or they miss an important family event because of work they get that time back or are compensated for it. Being a police officer means other parts of your life are simply put on hold and we need to ensure they are fully supported."

On annual leave, the Did You Know? campaign raises the following questions:

- **How much annual leave am I entitled to?**
- **If I have to work on a day of annual leave what compensation am I entitled to?**
- **If I receive compensation for working a day of annual leave, what is 'a day of annual leave' and what is 'a day's pay'?**
- **How much annual leave can I carry over at the end of the year?**

Answers can be found in the updated Quick Reference Guide. In the coming months, the campaign will also cover the topics of rest days, performance and pension buy-back. Information will be available and regularly updated at [www.polfed.org/didyouknow](http://www.polfed.org/didyouknow).

Did You Know? is supported by the hashtags **#KnowYourRights** and **#DidYouKnow**.



The results of a ground-breaking survey should help working in the police service better for women going through the menopause, according to Kirsty Bunn, secretary of Derbyshire Police Federation.

Kirsty believes the nationwide EveryonePause survey carried out by the Police Federation of England and Wales should also help challenge the concept that the menopause only affects women.

"The survey was the first of its kind to be undertaken in the police service and, rather than just being sent to women officers, was actually sent to all members of the Federation," says Kirsty.

"But, more than that, there was also an

invitation for senior officers and police staff to take part in the survey so that we could get as much evidence as possible on this issue.

"For far too long, issues such as the menopause have been seen as a taboo subject but that cannot continue. While the menopause predominantly affects women, everyone will be affected in some way – be that as the partner, husband, brother, son, friend or colleague of a woman going through this time of their life."

EveryonePause was launched on World Menopause Day in October and was open for six weeks.

Hayley Aley, the national Federation's women's lead, said there was growing



concern at the varying levels of support available to women going through the menopause.

The purpose of the survey is to provide evidence to give to leaders about what needs to change to ensure forces provide the right support and guidance, Hayley explained, adding: "This will ultimately give confidence to individuals that when it is their turn to face this transition, if needed, appropriate support and adjustments can be identified."

# The Government must re-invest in policing, says Fed chair

Government cuts have had a damning effect on public confidence and safety – two new Parliamentary reports claim. The Policing for the Future report, published by the Home Affairs Select Committee (HASC), concluded forces are struggling to cope in the face of changing and rising crimes, as a result of falling staff numbers, outdated technology, capabilities, structures, fragmentation and a failure of Home Office leadership.

And in another report, published just days later, the Public Accounts Committee (PAC) claimed public confidence in the police service has been 'severely dented' after cuts to force budgets.

Following the PAC report, Tony Wetton, chair of Derbyshire Police Federation, commented: "This is just the latest report flagging up the way in which the police service – and the communities we serve – are suffering as a direct result of the Government's stance on our funding.

"Time and time again – whether it's a Parliamentary committee, the National Audit Office, a chief constable, the Police Federation – the message is the same, the police service is having to re-prioritise how it does things because of a lack of money and resources. We need better funding if we are to change that and provide the public with the service they deserve.

"I am just not sure how much more evidence the Government needs before it acts and re-invests in policing."

The HASC report contains 54 conclusions and recommendations. It states the service needs more money and needs to do more

to protect and promote the welfare of its officers. It recommends an overhaul in the way fraud cases are dealt with and calls on the Home Secretary to take urgent action to ensure that all forces have sufficient specialist Child Sexual Abuse investigator.

It concludes: "Policing urgently needs more money. We strongly recommend that police funding is prioritised in both the upcoming budget and the next CSR (Comprehensive Spending Review)."

The PAC report says the Home Office does not understand the demands being faced by the police service and calls for an overhaul of the funding formula, which calculates how much money forces receive from central Government.

It adds that forces cannot do everything and are prioritising their work by cutting back in some areas, such as neighbourhood policing meaning fewer officers on the street but concludes public confidence in the police is declining and officers' personal resilience is under pressure with this reduction in visibility.

Public Accounts Committee chair Meg Hillier MP says: "It is wholly unacceptable that, more than three years after accepting the police funding formula needs to change, the Home Office has no firm plans to do it."



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## Budget didn't address police funding

November's budget announcement did little to show that the Government understands the need to re-invest in policing, according to Derbyshire Police Federation chair Tony Wetton.

Tony welcomed the fact that the Chancellor had set aside £160 million for counter-terrorism policing but said this should be seen in the context of £420 million being allocated for repairing potholes on the nation's roads.

"It felt very much like the need for increased funding for policing was ignored," says Tony, "Police officers, quite understandably, will feel frustrated

## Have your say on funding increase

Derbyshire Police Federation chair Tony Wetton is giving his support to the PCC's proposals to increase the council tax precept to pay for extra officers.

Police and Crime Commissioner Hardyal Dhindsa is currently consulting on plans to raise the police element of the council tax on an average Band D property by £12 in 2019/20. This equates to 23p per week.

Tony said: "I want to support the PCC in his survey about increasing the council tax precept in Derbyshire.

"That money is very much needed – even without the spectre of finding £6 million for the pension shortfall – and would mean between 20 and 25 officers in Derbyshire next year allocated to community roles, and 40 to 50 extra staff in total.

"We would like all officers and staff to complete the survey and have their say. It took me about three minutes!"

The increase would give Chief Constable Peter Goodman an extra £4.5 million per year, which could be focused on improving neighbourhood policing and increasing the number of people in the Safer Neighbourhood Scheme.

It would allow the Force to employ extra police community support officers, police staff investigators and police staff needed to deliver a plan to increase visibility and invest in our communities.

An online survey was launched this month asking all Derbyshire residents for their views on the rise, and Federation members are being encouraged to complete it. Complete the survey now.

as they are struggling to maintain an effective police service due to the effects of the Government's cuts programme.

"They are doing their best but there is no escaping the fact that we need to see a cash injection into policing so officer numbers can be increased.

"We all recognise the need to put money into counter-terrorism but we also need money for neighbourhood policing, response and CID, in fact all areas of policing.

"MPs are talking about austerity measures coming to an end but we are seeing little sign of that."



## Remembering fallen officers



An emotional moment after Samantha Dixon lit the memorial candle with son, Parker Cameron James.

Police officers who have died or been killed in the line of duty were honoured at the annual National Police Memorial Day service held this year in Belfast.

Families, friends, colleagues, senior officers, and Government officials – including the Home Secretary – were welcomed on arrival at the city's Waterfront Hall by a guard of honour formed by representatives from forces in England, Wales, Scotland, Northern Ireland, and uniformed officers from overseas forces.

Tony Wetton, chair, represented Derbyshire Police Federation at the service which rotates around England, Northern Ireland, Scotland and Wales each year.

"The service was very moving," says Tony, "I reflected on all those officers who have given their lives while serving their communities and particularly our Derbyshire colleagues.

"National Police Memorial Day is one of the key events of the policing year and I feel it is important that we should attend each year as a mark of respect to fallen officers and in support of their families."

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 who lost their lives in the conflict.

Candles from each of the four nations of the United Kingdom of Great Britain and Northern Ireland were lit by family members of fallen officers to signify the undying flame of devotion and commitment.

Mark Lindsay, chair of the Police Federation for Northern Ireland, read the names of the officers who had died in the last year:

**PC Steven Richard Jenkins** of Gwent Police.  
**PC John Alcock** of Grampian Police.  
**PC James Dixon** of Thames Valley Police.  
**PC David Fields** of South Yorkshire Police.

There was silence at the end of the service as green, blue and red petals of remembrance fell from the gallery before the Last Post was sounded.

The service was held on Sunday 30 September.



The standards are lowered in honour of fallen officers.

# New national secretary

**A**lex Duncan has been selected as the national secretary of the Police Federation of England and Wales (PFEW).

His appointment, after a new interview process, follows John Apter's election as chair in the summer.

Alex took over his new role on 1 October following the retirement of Andy Fittes who has been national secretary for four years, served as a Federation rep for 19 years and had been an officer for 31 years.

The national secretary has overall responsibility for the day-to-day management of PFEW, staff, departments and representatives. They also contribute to setting and supporting the implementation of the Federation's strategic direction, and leads on pay negotiations with the Government.

Alex, an Avon and Somerset officer, has 27 years' service, has also been a Fed rep for 19 years and took up a role on the National Board in 2014.

Other national post-holders are:

**Treasurer** - Tim Packham (Kent)

**Vice-chair** - Ché Donald (Sussex)

**Deputy secretary** - John Partington (Metropolitan)



**Deputy treasurer** - Simon Kempton (Dorset)

**Head of criminal claims** - Andy Ward (Durham)

**Head of civil claims** - Craig Hewitt (Lincolnshire)

**Learning and development lead** - Zuleika Payne (South Yorkshire)

**Equality lead** - Peggy Lamont (West Midlands)

**College of Policing lead** - Dave Bamber (Cheshire).

# Fed's festive fuddle...



Officers working a late shift on either Christmas Eve or New Year's Eve will be given a little festive cheer by way of compensation thanks to Derbyshire Police Federation.

Last year, Federation chair Tony Wetton initiated the distribution of hampers of Christmas goodies to all those working lates on the two evenings that are often the most difficult to be away from family and friends and yet offer no financial compensation such as the double-time pay on Christmas Day and New Year's Day.

"Last year every shift, be its ops, response, an LPU or CID that was planned to work a late shift on either Christmas or New Year's Eve was sent an appropriately sized hamper containing cake, biscuits, chocolate and crisps," says Kirsty Bunn, secretary of Derbyshire Police Federation.

"Initially, we referred to it as being 'Fed by the Fed' but the term 'Fed festive fuddle' has taken over. It was accepted really well and welcomed by all officers last year with positive comments and thanks.

"We are just waiting for the shifts and sizes to be identified and then it is our intention to provide an appropriate box of goodies for everyone working those less appealing shifts."

## Get to know your Federation representatives

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**Sgt 2025 James Cook**

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