



# News & views

AUTUMN 2021 News and views from Derbyshire Police Federation



## Fallen officers remembered

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# View from the chair



By Tony Wetton, chair of Derbyshire Police Federation

The highlight of September for me was undoubtedly attending the National Police Memorial Day (NPM) service at the magnificent Lincoln Cathedral.

This is an annual opportunity for dignitaries and police forces across the four nations of the United Kingdom to come together to reflect and remember with pride our brave men and women in uniform who gave their lives in service.

But for fate and circumstances they could be any of us.

I've attended Memorial Day on three occasions, and I can testify that it is always exceptionally moving. This year, being able to gather in person again, made it even more poignant. I attended with Angela Morgan, partner of Derbyshire DC Gary Freeman who died in a car accident in August 1994. She represented the families of Derbyshire's fallen officers and knows all the other families.

It makes me realise how much events like this are really about the families. The way they support each other and the work of organisations like the National Police Memorial Day charity and Care of Police Survivors (COPS) is truly remarkable. As officers, when we lose friends and colleagues it is tragic, but even more so for the families

who continue with that loss every day.

Sometimes it seems that the country is lurching from one crisis to the next, often with policing caught in the middle. The latest is the petrol pumps running dry, as the latest impact of the shortage of haulage drivers.

The Prime Minister called for higher wages for HGV drivers as the solution to the recruitment crisis. He has a point, they probably do deserve better pay and conditions, but they are not the only ones.

I can't help wondering if these were public sector workers whether the PM would be so enthusiastic about calling for a pay rise. The contrast between how the private and public sectors are treated does stick in the craw.

Policing has been stretched to its limits during the pandemic. Colleagues are over worked and feel undervalued, yet we were not prioritised for the vaccine when we needed it, and we got a zero pay rise. This time last year we were all clapping for the NHS and the pandemic has shown how much the country depends on its key workers. It's about time police officers were better recognised for their contribution.

On a happier note, our branch is welcoming 12 new reps alongside eight returning reps, following our recent elections. Our team now includes four inspectors and six sergeants. We're busy getting our new recruits up to speed so they can hit the ground running supporting members. The branch is feeling re-energised with new blood and ideas, and I'm personally optimistic and positive about the months ahead.

We have some big challenges around the corner. COP26 is coming up in October and we'll be sending 100 officers, so there's a lot of back filling to be done. The uplift, while welcome, will also put stress on our trainers. However, I do feel that the Federation is being listened to by the Force and included in key conversations.

We're also making progress with our local MPs. Recently, after I met with Toby Perkins, MP for Chesterfield, he put out a survey to his constituents and 77 per cent said they disagreed with the pay freeze for police officers. It's great to see the public supporting the police. Now we need that message to get through to the Government.

The Federation will continue to be your voice, however long it takes.

## Pensions presentation

Almost 90 Derbyshire Police Federation members took advantage of an online pensions evening led by the national Federation secretary and vice-chair.

Alex Duncan and Ché Donald explained how the pension remedy, designed to put right the discrimination found in the introduction of the 2015 Police Pension Scheme, came about and how it may affect serving officers.

The Teams meeting, held in early September, was attended by 87 members who were also able to hear an input from Andrew Benning of Police Money Matters who explained the provisions of the three police pension schemes.

Kirsty Bunn, secretary of Derbyshire Police Federation, who organised the session said afterwards: "We have received great feedback from this session. Many people thanked the Federation for being able to explain the impact of the pension changes, the proposed remedy to the discrimination found and the impact this may have on individuals.

"As a result of the evening, I have been collating names of individuals who would like a financial review carried out by Police Money Matters. These will be organised according to how close officers are to retirement with those closest to leaving the Force being seen first as they will need to make their financial decisions sooner. So far almost 70 people have requested one-to-ones."

If you would like to arrange a financial review with Police Money Matters, please [contact the Federation office.](#)

## Are you claiming your tax relief?

Members are being reminded that they can claim tax relief on their Federation subscriptions.

Uniformed police officers are also entitled to claim an allowance of £140 (from 6 April 2008) to cover the costs of renewals and repairs of footwear conforming to Police Regulations and also the cost of dry cleaning and laundry of uniforms.

In terms of subscriptions, the amount you can claim in each tax year varies slightly. Normally, the tax relief will be applied through an allowance in your PAYE code.

[Find out more.](#)

## Free sleep guide

A free downloadable advice sheet on sleeping, including information specifically for shift workers, was created for members as part of SleepSeptember, the annual awareness campaign about how to get a good night's sleep and why it's beneficial.

The guide, which has been produced by Police Mutual, covers a whole range of topics surrounding sleep, including the importance of getting the recommended seven to nine hours.

[Find out more about SleepSeptember.](#)

**“Policing has been stretched to its limits during the pandemic. Colleagues are over worked and feel undervalued, yet we were not prioritised for the vaccine when we needed it.”**

# Chesterfield residents back police in pay freeze row

**M**ore than three quarters of residents in Chesterfield oppose the Government's decision to impose a pay freeze on police officers, according to a poll.

Toby Perkins, Labour MP for Chesterfield, spent the summer Parliamentary recess surveying voters in every ward in his constituency on a range of subjects, including the police zero per cent pay rise which was announced in July.

And Tony Wetton, chair of Derbyshire Police Federation, is calling on the Government to listen to public opinion on the issue.

He said: "On behalf of the 1,850 constables, sergeants, inspectors and chief inspectors I represent in Derbyshire Police, I would like to express my sincere thanks to Toby for asking his constituents for their views on the disgraceful decision to refuse a pay rise this year for police officers – those same officers who have worked tirelessly throughout the pandemic to keep the public safe.

"I am also grateful to those members of the public in Chesterfield who have shown their overwhelming support for their police officers by insisting that they should receive a fair pay rise.

"We will continue to campaign on behalf of officers to get the Home Office and the Treasury to reverse their decision to 'thank' those officers by imposing a real-terms pay cut. We will also continue to insist on the introduction of a proper, fair, transparent system of deciding police officer pay rather than the sham we currently have which we feel we can no longer engage with.

"The Government urgently needs to listen to the public and invest properly in policing and give meaningful support to officers. Policing has been telling them this for long enough – stop putting the public at risk."

Explaining why he carried out the survey, Mr Perkins said: "I undertook my 'Listening to Chesterfield' survey this summer so that I could hear from the 'silent majority' of my



Toby Perkins (left) with Derbyshire Police Federation chair Tony Wetton.

constituents. Often I hear from the same people over and over again, via email or social media, and I wanted to get a more diverse, and hopefully representative, range of opinions from my constituents.

"What struck me the most regarding the police pay freeze is that the vast majority of people I spoke to were unaware of it, and quite shocked to learn that officers were getting a real terms pay cut. With 77 per cent of people opposing the pay freeze, it clearly shows that Chesterfield supports and respects the work that officers do and wants them to receive fair remuneration.

"I will now be writing to the Home Secretary and the Chancellor to make them aware of the people of Chesterfield's views on this and to urge them to return to

negotiations with the Police Federation so that an agreement over a fair pay rise can be agreed."

In response to the pay freeze, the Police Federation of England and Wales passed a vote of no confidence in Home Secretary Priti Patel and withdrew from the Police Remuneration Review Body (PRRB) saying it was no longer fit for purpose.

Tony has now met Mr Perkins to discuss officers' anger and frustration.

"We had a very constructive meeting and I hope that other MPs in the county will also get behind the police officers who day in, day out, work tirelessly to serve and protect their communities, facing dangerous and life-threatening situations," says Tony.

"They just want to feel that their efforts are appreciated and that they are being treated fairly. But sadly they currently feel totally let down by the Government."

**“Officers just want to feel that their efforts are appreciated and that they are treated fairly. But sadly they currently feel totally let down by the Government.”**

**ONS figures add to pay anger – See Page 4**

# ONS figures on pay add to police anger



Derbyshire Police Federation chair Tony Wetton reacted with anger after new figures revealed a large annual hike in UK average pay of 7.4 per cent just weeks after police officers were told their pay was being frozen.

Data from the Office for National Statistics (ONS) showed growth in average total pay (including bonuses) was 8.8 per cent, while it was 7.4 per cent for regular pay (excluding bonuses) between April to June 2021.

ONS deputy statistician Jonathan Athow said the figures were evidence the “world of work continues to rebound robustly”.

But they have sparked fresh outrage among police officers who, according to the Police Federation, will be “fully justified in feeling further betrayed” by the Government’s zero per cent pay offer.

Tony said: “When the pay freeze was confirmed we described it as a kick in the teeth for our members and these figures just make it feel like a second blow.

“I have already written to Derbyshire’s MPs to try to convey the sense of anger and frustration felt by our members who have been badly let down by the Government.

“This will only add to those feelings of

betrayal and I think adds huge weight to our calls for the Home Secretary to reconsider her decision on pay.

“Priti Patel tried to suggest public sector pay had to be held back to stop it outstripping the private sector so I would suggest she takes a look at these new figures and rethinks her position.

“Our members have endured 18 months of enormous pressure and stress while policing the pandemic only to face another real terms cut in their salaries.

“It is not good enough and it is not fair. Our members deserve genuine recognition for the sacrifices they have made.”

## ‘We need investment in policing – stop putting the public at risk’

Derbyshire Police Federation chair Tony Wetton is calling on the Government to commit to a sustained investment in policing so that forces can meet the increased demands being placed on them.

And he has warned that the police service may not be able to react to everything the public expects them to without investment in recruitment and retention of officers and staff.

“Policing is under unprecedented pressure. A decade of cuts at a time when there was no corresponding decrease in demand created a situation where we simply couldn’t do

everything asked of us despite our best intentions,” says Tony.

“We welcome the Government’s recruitment drive, through which we are expected to see 20,000 new recruits over a three-year period, but this is simply not enough. We need a sustained investment in policing, not just a boost for three years. And we need to see genuine, meaningful appreciation and support for the jobs our police officers do – enough of empty platitudes from Government ministers. A genuinely independent way to set police pay, free from

Government control, would be a positive start.

“Throughout the pandemic, police officers have been right there on the frontline, coping with all of the usual demands put on them but also struggling to enforce the constantly changing Government guidelines and restrictions to keep people safe and protect the NHS.

“We are the service of first and last resort, the service that never says no and yet, all too often, we are also the service that ends up taking the blame when something goes wrong.”

# Brave PC in line for award after critical role in preventing dam disaster

A Derbyshire Police officer who put his life on the line to save thousands of others will be honoured at the national Police Bravery Awards in London.

PC Geoff Marshall will attend the Federation's awards night in London on Tuesday 12 October having been nominated for his courage in helping to prevent the dam at Toddbrook Reservoir from collapsing and overwhelming the town of Whaley Bridge below. He was put forward for the award by Operational Support and selected as Derbyshire's nominee by Derbyshire Police Federation's Branch Board.

The tense and dramatic events began on Thursday 1 August and were played out across the world's media.

Days of heavy rain had sent water raging over the dam wall, taking with it a huge section of the structure.

Engineers estimated it was likely that the entire 250-metre long dam would fail sending billions of litres of water onto the town.

Derbyshire Police Federation chair Tony Wetton said: "There is no doubt this would have led to significant loss of life."

The emergency operation kicked in with officers in the potential flood area evacuating 1,000 people in the middle of Whaley Bridge from their homes and businesses.

At the dam, it was critical that sandbagging was completed to try to prevent the structure from collapsing.

As heavy rain continued to fall, a plan was drawn up to put hundreds of sandbags in place to divert water away from the damaged section.

Tony said: "The sandbagging needed to be performed by a member of staff on the actual spillway and others on a metal bridge passing the bags down."

He added: "Engineers briefed the police officers and several volunteer members of



PC Geoff Marshall.

mountain rescue that should certain tell-tale signs be visible either on the water or on the downstream side, that they would have between 45 seconds and a minute to evacuate the entire area before the dam wall would collapse beneath their feet.

"In reality, were the dam to have failed it is highly unlikely any of those involved in the sandbagging operation would have survived. The control measures such as ropes and personal flotation devices were provide some protection in the event of an officer falling into the water rather than the dam failing.

"All the officers present elected that they could not stand by and risk the death of around 2,000 people, including colleagues, without doing something."

PC Marshall volunteered to work on the spillway and secured himself with a rope while his colleagues passed the bags down.

For around two hours, officers and mountain rescue worked to place sandbags on the wall and buy enough time to temporarily secure the reservoir.

As he worked on the dam, colleagues who were looking out for signs the dam was

beginning to breach suddenly shouted at him to get off.

Tony said: "At this point, PC Marshall was positioned on the spillway and secured with a rope and was at significant risk and there was a delay in him being unsecured so he could make his way off safely."

He added: "Actions of officers completing the sandbagging operation on the spillway undoubtedly reduced further erosion to the dam wall and prevented a breach.

"There were numerous officers involved in the incident and I would like to acknowledge their bravery and outstanding efforts too but PC Marshall went over and above the call of duty while thankfully supported by his colleagues."

The following morning an RAF Chinook helicopter was deployed and over the next five days, 530 tonnes of aggregate were used to reinforce the dam wall.

After a tense seven days, the dam wall was repaired and the water pumped out.

PC Marshall, who has been an officer for 26 years, has received a Chief Constable's commendation at an upcoming ceremony which will mark the anniversary of the event.

The superhuman efforts were recognised publicly by Prime Minister Boris Johnson who visited Whaley Bridge and nearby villages. Indeed, during the operation, a COBRA meeting was held by the Government to provide support and oversight.

Tony said: "PC Marshall showed outstanding bravery and selflessness in an extreme situation.

"Our humble nominee would be the first to say that the whole, unprecedented event was a team effort and there are a whole array of people and organisations to recognise.

"The enormity of their service and actions will be appreciated for many, many years to come."



# Fallen officers remembered at Memorial Day service

Being able to attend the National Police Memorial Day in person for the first time in two years made it an even more poignant event, says Derbyshire Police Federation chair Tony Wetton.

Tony attended the memorial day service at Lincoln Cathedral on Sunday 26 September with Angela Morgan, partner of Derbyshire DC Gary Freeman who died in a car accident in August 1994. Due to Covid restrictions, places were limited at the service and Angela represented the families of all Derbyshire's fallen officers.

Assistant Chief Constable Michelle Shooter represented the Force at the service.

Tony said after the service: "National Police Memorial Day was due to be held in Lincoln last September but, due to the restrictions in place at the time, a virtual event was held instead.

"This year, with an easing of restrictions, we were able to come together again and you could really sense that people were pleased to be able to do that. The families of fallen officers join a group of people they never want to become part of when they lose their loved ones but you can see that they gain comfort from the friendships they form with those who understand what they are going through.

"Looking around yesterday, you really did get the sense that people were pleased to see each other, despite the solemn occasion of which they were a part.

"I felt honoured and humbled to stand alongside them at the memorial service, to show them that we will never forget their sacrifice and that we remember those officers who gave their lives while serving their communities.

"It was a very moving service and a fitting tribute to our fallen colleagues."

The service was led by the Reverend Canon David Wilbraham, national police chaplain and coordinator of the National



Police Memorial Day.

Home Secretary Priti Patel gave a reading from 1 Corinthians 13 on the theme of love and Dame Cressida Dick, Commissioner of the Metropolitan Police Service, gave the address.

John Apter, national chair of the Police Federation of England and Wales, addressed the congregation of around 300 people and read out the names of the six officers who had lost their lives during the year since the last memorial day service.

- PS Paul Keany**, Northamptonshire Police
- PC Christopher Miller**, Metropolitan Police
- PC Matiu Ratana**, Metropolitan Police
- DC Quamar Zaman**, Greater Manchester Police
- PC Thomas White**, Police Scotland
- PC Darryl Street**, Civil Nuclear Constabulary.

He said: "National Police Memorial Day is an incredibly important day in the policing calendar. It's a day to remember those colleagues we have lost and to ensure they are never forgotten.

"Policing is a family, and when we lose a member of our family the pain is felt far and

wide. The National Memorial Day is a time to reflect, pay tribute and remember. It is so important, especially to the families, friends and colleagues of those we have lost, that their loved ones will never be forgotten."

During the service, representatives of fallen officers lit candles in an act of remembrance with one each for the forces of England, Northern Ireland, Wales and Scotland.

While there was a minute's silence, petals of remembrance, representing all who have lost their lives, fell from the gallery as the orchestra played "Abide With Me" and "The Last Post" was sounded.

The service was followed by an online commemoration for those unable to attend in person. As a show of support, public buildings around the UK were illuminated blue to mark the occasion, including numerous police headquarters buildings.

National Police Memorial Day was founded in 2004 by now retired Sergeant Joe Holness to commemorate the memory of colleagues lost in the line of duty. Sergeant Holness was motivated by the death of his

colleague, fellow Kent officer PC Jon Odell, who was killed in December 2000 after a vehicle was driven at him.

Next year's service will be held in Belfast on Sunday 25 September 2022.

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# Keeping memories alive

The National Police Memorial Day service was “heart-breaking”, but an important way of keeping memories alive, says Angela Morgan, partner of Derbyshire DC Gary Freeman who died in a car accident in August 1994.

Angela admits it was difficult to sit through the emotional service, but said it was important to her to attend and remember Gary and all our lost officers in the formal and beautiful setting of Lincoln Cathedral.

“The service was very moving, especially the music and the words read by Dame Cressida Dick about the importance of remembering,” said Angela.

“It meant a lot that I was accompanied by our Assistant Chief Constable and Federation chair, who both understand the importance of keeping our officers’ memory alive.

“It’s heart-breakingly sad when the list of names of those we’ve lost this year is read out. It’s hard not to cry for the new families because I know what their journey will be like.

“It brings me comfort though to know I am surrounded by people who understand this life-long loss. Though it’s 27 years since we lost Gary, I think of him every single day.”

Tony Wetton, Derbyshire Police Federation chair, said: “It was an honour to be able to attend alongside Angela and support her on a difficult and emotional day.

“Derbyshire Federation will continue to do all it can to keep the



Angela Morgan and Tony Wetton ahead of the memorial day service at Lincoln Cathedral.

memory of Gary and other fallen officers alive for their friends, families and colleagues but also for the police service itself. We must never forget their sacrifice.”

## Emma completes 24-hour spin charity challenge

A motivational message from her former sergeant and an early morning McDonalds meal helped spur a Federation member on, as she successfully completed 24-hour spin bike charity challenge.

DC Emma Corby took to the saddle on the Friday evening to raise money for Ashgate Hospicecare, after her sister’s mother-in-law was cared for by the charity.

She then spent the next 24 hours cycling for the organisation, raising more than £2,000 in total.

“24 hours, or 1,440 minutes, whichever way you look at it, it’s a long time, especially with no sleep,” said mother-of-one Emma, “Deep down I wasn’t even sure I could physically complete it, 24 hours was a big ask.

“But then you compare that with the 20 years my sister’s mother-in-law, Sue, fought cancer.”

Sue was supported by Ashgate Hospicecare during her battle with cancer before she died in 2019.

The 24 hours reflects each year Sue fought the illness, along with one extra for each of her four children.

“Hours one to nine were relatively good fun, and dare I say enjoyable but at about 1am, I literally smashed into a massive wall,” Emma said, “My legs went shaky, and I had an all-consuming feeling of wanting to be sick, I felt dizzy and not great. It was dark,



Emma and her nephew.

the temperature had dropped and it was eerily quiet.”

Having guzzled down a bottle of Lucozade and tucking into a chocolate flapjack, Emma knew she needed to find the strength to continue.

“It was at that point that my old sergeant sent me three words, which were a total game changer. He wrote ‘keep battling Emma’ and that little message immediately made me think of Sue and the battle she faced, and the amount of times she must have been up in the middle of the night feeling unwell, and I thought to myself Sue never gave up, so I

can’t give up either,” she said.

“Then I climbed back on the bike.”

Emma welcomed a much-needed McDonalds in the early hours of the morning and admits that by 4am, she could feel her legs again.

“My mojo returned,” she added, “Before I knew it, I was heading into hour 23 and my brother-in-law on my husband’s side, Tim, played ‘motivator’, making sure I was pumped and ready for the final hour. We stuck on ‘Sandstorm’ by Darude and I spun as hard and as fast as I could. I honestly don’t know where I found the strength in my legs.

“And, at 5pm, I smashed the challenge.”

Emma said that donations have been flooding in, with messages of support and encouragement sent throughout the whole event.

“Each and every message and donation made such a difference,” said Emma.

“I think I covered just shy of 300 miles on the bike and we’ve now passed the £2,000 mark. I hope the money we have raised helps them in a small way.

“To my family and friends, thank you for the support, encouragement and donations you have given me throughout this challenge and for those families and friends facing their own battles right now, keep going, and don’t ever give up.”

You can still [donate](#) to Emma’s fundraising page.



# Lords get behind Federation amendments to bill

Derbyshire Police Federation has welcomed the news of a successful meeting between a delegation from the Police Federation of England and Wales (PFEW) and representatives from the House of Lords.

Members of the Federation's Parliamentary Sub-Committee met with Lord Bernard Hogan-Howe, Lord Willy Bach and Lord Vernon Coaker at New Scotland Yard to press for three amendments to the Police, Crime, Sentencing and Courts Bill, which is set to become law next year.

Derbyshire branch chair Tony Wetton said: "This meeting is a great step towards making sure this bill gives members the

protection they deserve.

"The three amendments they discussed are crucial to helping my colleagues as they go about their duties serving the public, from protecting police drivers to limiting the time misconduct investigations take.

"As we look ahead to the bill becoming law, meeting such as these are vital in ensuring members get a voice in Parliament and that legislation is informed by their real experiences on the ground."

One of these amendments was aimed at ensuring police officers' driving would no longer be assessed against the standards of the careful and competent civilian driver.

Instead, the bill introduces a new standard to which police drivers must conform, linked to an individual driver's training and their force policy. An officer will be licensed to drive according to what they are trained to do, but no more. Performing a manoeuvre that is not trained or not policy is likely to fall within the new definition of careless or dangerous driving. Going beyond the terms of the licence could give rise to criminal liability.

Tim Rogers, national Federation lead on pursuits and driver training, added: "As part of three amendments the Federation is seeking to the bill, we want to see a reasonable defence clause added to give officers flexibility to respond legally to the matters they encounter on duty. This would take into account what they reasonably believe they are responding to and the threat that is posed. Any departure from the relevant standard should be reasonable and proportionate.

"At our meeting, the lords agreed they

are an essential aspect of making the bill fit for purpose to ensure our colleagues covering the millions of miles of our roads network to keep the public safe are given the support and protection they deserve and are not penalised for doing their jobs.

"To make the bill achieve what legislators intended, we need this amendment."

An amendment is also being put forward that would enable officers to compel drivers to switch off their engines, a measure which could help stem the growing number of officers injured when drivers take off after a police stop. Figures show one in four roads policing officers were subjected to a vehicle being used as weapon against them during the past year.

In addition to changes that would affect police drivers, the Federation, through its Time Limits campaign, is fighting for police conduct investigations to be concluded within 12 months from the moment an allegation is made.

The Federation wants legally qualified people to be given the power to impose deadlines on investigations which have dragged on for over a year.

The tabled amendments, which have already gained cross-party support, will now be taken forward to the committee stage and will be discussed in detail by the House of Lords.

Parliamentary Sub-Committee secretary Tiff Lynch said: "I am really grateful to those peers in the House of Lords who are showing us so much support for our amendments. We will continue pushing towards a change in legislation which will support and protect our members."



At New Scotland Yard are the Federation's Welsh lead Nicky Ryan, Phill Matthews, national Federation conduct and performance lead and Tiff Lynch, secretary of the Federation's Parliamentary Sub-Committee.



# New reps set to start Federation training

**T**welve new Derbyshire Police Federation workplace representatives are set to undergo induction and training following the recent elections.

The new reps are Alex Boniface, Steve Reid, Stuart Smith, Andy Murphy, Dan Quick, Dave Guard, Lee Stacey, Lesley Smith, Dan Phillips, Keith Chambers, Justin Redman and Jo Meakin and they will join the team of existing reps who have been re-elected to their roles.

Branch chair Tony Wetton said: "I'd like to congratulate our new workplace reps following the elections that took place over the summer. We welcome a selection of fresh faces to join our existing team and I'm

confident that together, we will work hard as a collective to advise, represent and support all our members when necessary.

"Over the next few weeks and months they'll go through their induction process. This will include briefings on how Derbyshire Police Federation works and introductions to the office staff.

"Our new reps will then undertake their Police Federation of England and Wales (PFEW) training courses, starting with new reps' training, all of which are designed to enable them to advise and support our members effectively.

"We wish them all the very best and look

forward to seeing them develop into their roles."

The next stage of the Fed reps elections will be Branch Board nominations (October 1 to 15) followed by the elections (October 18 to 29) with the Branch Board elected on 1 November.

Nominations for the branch chair (November 1 to 21) will be followed branch chair elections (November 17 to 30) with the branch chair elected on 1 December.

This will be followed by Branch Board meetings to elect the secretary, treasurer and other officials.

[Your workplace representatives.](#)

## Get to know your Federation representatives

### Lee Stacey

Derbyshire Sergeant Lee Stacey joined the police in 2013 after serving in the Army and working in the NHS helping patients measure their risk of cardiovascular disease.

Despite coming to policing after careers in other areas, Lee views policing as a life-long calling, saying: "There wasn't one moment when I realised I wanted to be a police officer. I always viewed the police service as my vocation."

He is now part of the Cost of Policing review team and became a Federation workplace representative following this summer's elections.

Lee says: "I decided to put myself forward because I have seen the challenges



that come with being a police officer. It is more important than ever to have conversations with the Force to make things better for the officers.

"Ultimately, I know the best asset Derbyshire Constabulary has is its officers. Because of this I am passionate about officer wellbeing and taking care of our members."

Lee is keen to help members going through difficult times – whether physically, due to the demands of the job, or professionally. Because of this, he considers wellbeing a "critical issue" and is keen to get involved with both health and safety matters and helping colleagues through conduct investigations.

He is also aware that there are challenges that must be faced by the Federation as a whole, explaining: "There are many problems on the horizon: losing experienced officers to the private sector, current entry requirements

excluding talented people from the service, and meeting ever-increasing demand.

"Of course, the single biggest challenge is getting the Government to invest in the police. This would have the biggest impact on improving the service.

"Ultimately, the most challenging part of the role for me is accepting meaningful changes take time and cannot be achieved overnight."

However, Lee is proud of his new role as a Federation rep, and encourages others to take pride in their work too: "My advice to new officers would be, do the best you can every time you come to work, if you don't know something don't be afraid to ask, and try to remember that what you do matters.

"I am proud to be a police officer, and you should be too."

**“ Ultimately, the most challenging part of the role for me is accepting meaningful changes take time and cannot be achieved overnight.**

### Lesley Smith

A desire for "a new challenge and to give something back" is what motivated Sergeant Lesley Smith to become a Federation workplace representative.

These were the same motives that prompted her to become a police officer in 2002. Her genuine desire to help others has served her well and she is now a sergeant on the South Investigation Hub.



Outside of her professional duties, Lesley, who was elected as a rep in the latest Federation elections this summer, is also a Blue Light Champion and sits on the neuro-diversity working group.

Lesley has first-hand knowledge of navigating the system herself through her own experiences of working part-time.

She explained: "As a mum of two - three if you count the dog - I understand the needs of being a working parent. I've submitted lots and lots of work-life balance applications and negotiated with staff

members and officers around those issues.

"I also understand some of the other demands of family – my daughter was recently diagnosed with Autism Spectrum Disorder and I know how hard that can be for a parent."

Wellbeing is a special area of interest for Lesley, and she's looking forward to learning about police regulations and helping members with queries and supporting them through difficult times.

She's also ready to face the challenges of her new role.

**“ I want to help to achieve balance between the organisation and what individuals want or need. For me this is where open, honest discussions and the right support come in.**

**Andy Murphy**

New Derbyshire Police Federation workplace representative Andy Murphy stood for election in the summer because he wanted to try to raise the profile of CID members within the Federation.



The Derbyshire detective sergeant, who brings 18-and-a-half years of operational experience to the role, said he was also keen to put his in-depth knowledge of police regulations to good use helping colleagues who might be going through the misconduct process.

He is interested in taking issues and concerns that affect frontline officers to senior officers within the organisation as part of a structured approach.

Andy expects managing the expectations of members who reach out for help and assistance to be one of the most challenging aspects of being a Fed rep.

He explained: "We do not possess magic bullets and we cannot simply make problems go away with a few phone calls.

"It is a misconception that if the member is facing grievances or misconduct issues in the workplace then a Federation rep can make everything right.

"There are at times tough conversations to be had and on occasion a member may be told something they don't like to hear. These have to be handled in a caring and compassionate way."

Andy believes it is important for the Police Federation to do all it can to keep morale in the workplace as high as possible, particularly for new starters who might be struggling with workloads and welfare or mental health issues.

And he warned forthcoming challenges

for the police service generally would include growing concerns about placing young and inexperienced officers on the frontline as well as trying to deal with the impact of budget cuts, Brexit and the continuing presence of coronavirus.

Andy's decision to become a police officer was influenced and encouraged by his brother who was already a serving officer with another force.

His career started on the Local Policing Unit (LPU) at Ripley, before it became Amber Valley, and he was there until December 2005 when he joined Derbyshire's Volume Crime Unit (VCU) on A Division.

Between July 2007 and January 2010, he was a member of Long Eaton CID before moving to further roles at Derby City, Peartree and Ilkeston.

From September 2017 until May this year, Andy served on the Force's professional standards department (PSD) and counter-corruption unit (CCU).

The new rep said he would advise any officers just joining the Force: "Police with integrity and everything else will fall into place."

**“ I am interested in taking issues and concerns that affect frontline officers to senior officers within the organisation as part of a structured approach.**

**Keith Chambers**

Inspector Keith Chambers came to policing late in life after a career in retail management and manufacturing, seeking the challenge of a job where he could "really make a difference".



Having joined the Force in 2000, he is now LPU Inspector at Derby West. Keith became a workplace representative this

month following the Federation elections.

Explaining why he put himself forward for the role, he said: "I simply to want to improve the lives of officers on a daily basis and be committed to supporting those that, unfortunately, become involved in protracted disciplinary investigations."

He says his experience outside of the Force also contributed to his desire to become a rep.

"I have experience leading people inside and outside the organisation and so have a different perspective to a career officer," he added.

"Because of this, I have the confidence to hold people and the organisation to account where it is appropriate to do so."

As a new rep, Keith says he is most looking forward to "meeting new colleagues across the organisation and supporting members in crisis, helping to take as much stress away from them as possible."

He adds: "For this reason, I want to specialise in misconduct and equality issues."

Keith is also prepared to meet the demands of the job.

"The Government is seemingly intent on taking more and more from policing without giving anything back. We need to counter this by getting members to continue to buy into the Federation and see what we can achieve together," he said.

However, Keith knows there are other challenges on the horizon: "For example, the many new recruits joining as part of the officer uplift – we will need to manage the expectations of a new, younger workforce in line with the expectations of traditional policing methods."

What advice would he give to these new recruits?

"Ensure you know what you are coming into – both the good and the bad. Yes, we work shifts, we deal with difficult situations and sometimes we get hurt, but this is an amazing job that will provide some incredible memories and experiences," he said.

**“ I am looking forward to meeting new colleagues across the organisation and supporting members in crisis, helping to take as much stress away from them as possible.**

Lesley said: "I want to help to achieve balance between the organisation and what individuals want or need. For me this is where open, honest discussions and the right support come in.

"One of the big challenges is the ongoing impact of Covid-19. We still don't know what the overall impact will be on staffing levels and officer wellbeing, not only physically but emotionally.

"However, as a sergeant and now a Fed rep, I want to be there to help as part of the 'work family' that's such a wonderful – and vital – part of policing."



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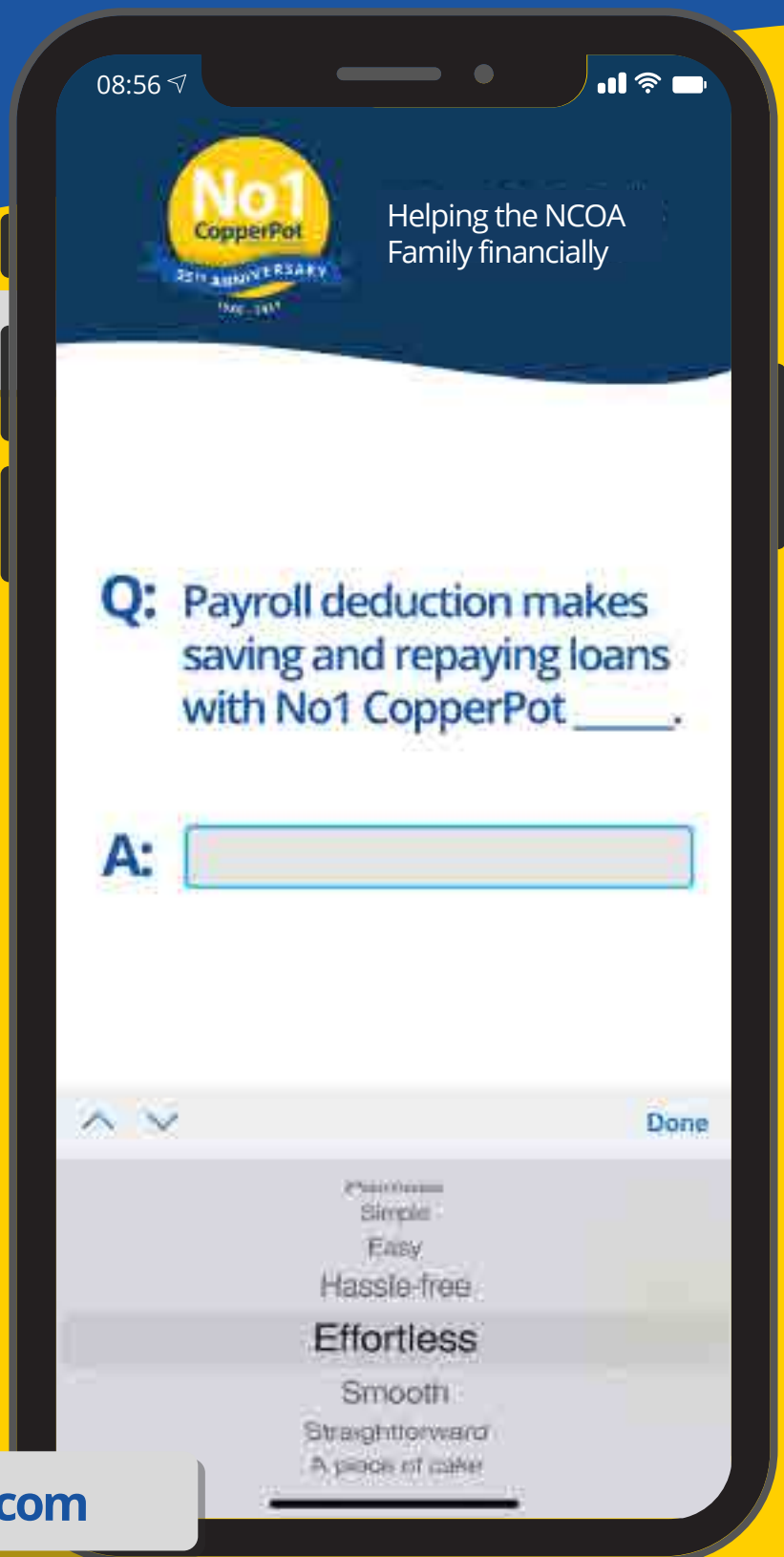
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# Helping the police family financially

## What are your financial goals?

Are you looking to purchase your first house? Or perhaps you're thinking about going away on a sunny holiday, whatever your goals are we believe it's important to financially prepare for them.

We think one of the best ways to do this is by mapping out your financial goals. By doing this you will know how much you would need to save and how long it would take you to reach your goal amount.

The table below can give you an idea on how your savings could build up over time.

If you saved...	Year 1	Year 3	Year 5
£10 per month	£120	£360	£600
£30 per month	£360	£1,080	£1,800
£100 per month	£1,200	£3,600	£6,000
£250 per month	£3,000	£9,000	£15,000

Shockingly, research suggests that 15 per cent of people in the UK have no savings at all and that one in three people have less than £1,500 put away. Experts advise that you should have three months' worth of expenditure saved away in case of an emergency and we strongly agree that you should work towards having a reserve of money, no matter how big or small.

## Saving through payroll deduction

Our aim is to provide the police family with easy access savings, affordable loans and financial education. We encourage our members to save little and often and with us, we also help automate their

savings as it comes directly from their payroll each month.

By making your savings automatic it means there is one less thing to think and you'll hardly notice it's gone.

You can join the credit Union by saving as little as £5 each month, visit [www.no1copperpot.com](http://www.no1copperpot.com) to find out more.

## Financial wellbeing

We want to ensure that everyone has good financial knowledge and to help with this we created a financial wellbeing area. This gives clear explanations and good tips on how you can improve your financial wellbeing.

We mentioned earlier that not everyone has a reserve of savings to dip in to, so if an emergency happened, for example, your car was to break down, how would you pay for it?

It's important to consider different scenarios that could happen so that you can help yourself prepare for the unexpected. If you didn't have savings available you could find yourself in a situation where you need to take out credit and, while it may be simple to apply, there can be information hidden in plain sight if you don't understand how credit advertisements work.

Did you know that your credit score can affect the APR you are given? When you look at a loan advertisement you will often see the term "representative APR". This is then followed by the cheapest loan rate available, also known as the "headline rate". Companies can advertise "representative APR" if they reasonably expect 51 per cent of applicants to receive the headline rate. The remaining applicants could then be charged a higher interest rate, this will usually be after they have reviewed your credit score and application. You can read more about this on our [website](#).



# Government must invest in mental health services, says Fed



**D**erbyshire Federation chair Tony Wetton says policing must not become “the service of last resort” as figures reveal the numbers of people in mental health crisis being held in custody.

Statistics obtained by the BBC under Freedom of Information law suggest up to 4,500 people in mental health crisis were unlawfully held in police custody in

England and Wales in a year.

The figures come from a report commissioned by Theresa May’s Government and given to ministers in 2018.

Tony said: “Police officers aren’t medical professionals and it’s unacceptable that someone in crisis should end up in a cell because the appropriate mental health provision is unavailable. People who are

unwell are not criminals. They should receive the right care and support in a health-based setting.

“The Government needs to step up and provide the funding to ensure people get the support they need and reduce the number of people detained in custody. Policing must not become the service of last resort.”

## Life after policing: consider joining NARPO

Officers approaching retirement are being urged to consider joining the National Association of Retired Police Officers (NARPO).

Membership is at the discretion of local branches and is actually open to anyone of good character with a connection to the police, but full membership is reserved to former police officers.

You can be a member of a branch representing a former force and/or a branch local to where you live.

For the past 102 years, NARPO has been safeguarding its members’ rights, wellbeing and pensions.

“We are here to help members and their dependants with useful advice and guidance on a range of issues, including free advice on police pensions and state benefits,” says Sean Murphy, secretary of the Derbyshire branch of NARPO.

“Whether you’re a former officer or you’re related to one, life after the police can throw up many new challenges, from looking after your finances to looking after yourself. Many local branches arrange social events, excursions, reunions, events for widows, welfare and bereavement support, and have contact with local police forces and staff associations.

“For many people, retirement doesn’t mean closing the door on

employment, it provides an opportunity to start a new working life. NARPO can help you and your family enjoy your new-found freedom with a great range of member-exclusives from discounts on holidays and weekend breaks to special deals on cars and other products. In addition, as a member of NARPO you will receive our quarterly magazine, NARPO News and our e-newsletter.

“You will also be a part of the largest public sector pension organisation campaigning with others to encourage the Government to adopt policies that support older people to lead active and independent lives.”

There are also lots of opportunities to get involved with NARPO, from supporting your local branch to becoming a regional representative on the National Executive Committee.

So, how much does it cost to join NARPO? Well, you get all this and more, for just £1.80 per month, which is £21.60 per year. NARPO’s widows and widowers do not have to pay subscriptions.

If you wish to join, please visit the national website [www.narpo.org](http://www.narpo.org) for the application form or contact Sean at [Derbyshire@narpo.org](mailto:Derbyshire@narpo.org)

“We look forward to welcoming you,” says Sean.