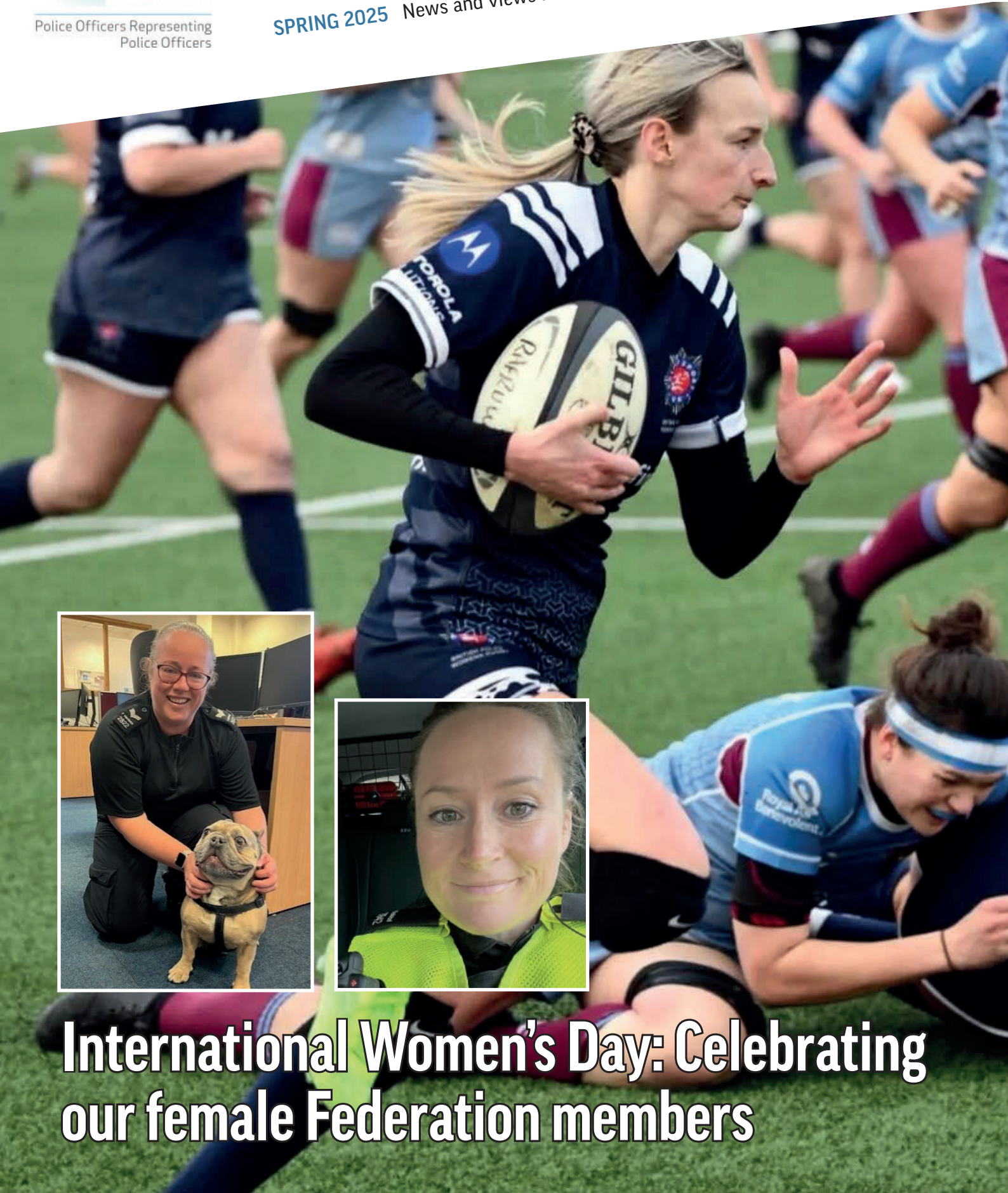


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Details for the branch officials and workplace reps can be found on our [Meet the team page](#).

MESSAGE FROM THE BRANCH



By Kirsty Bunn, secretary of Derbyshire Police Federation

I'd like to start this edition of our Derbyshire Police Federation magazine by congratulating our workplace representatives on being voted in.

On behalf of the Federation, it's great to be able to welcome 11 new reps to the workplace council, who have been voted in for the first time, and to welcome back the 10 reps who have been re-elected. And for the first time in Derbyshire, we will have three members of the Special Constabulary representing members.

Thank you to everyone who has taken part in the Federation elections, either by standing for them or by taking the time to find out about the candidates and voting for them.

It's really pleasing to see the commitment from our reps and the engagement from members. This is your

Federation and it's vital you have your say in the direction of travel.

A full list of reps can be found on page 7.

Being able to welcome Specials to the workplace council is the latest step on their journey with Derbyshire Police, and is a reflection of the hard work demonstrated by the Force over the past few years to turn around the Special Constabulary. To hear that Specials in Derbyshire contributed some 19,500 volunteer hours to the Force last year is incredible.

And, of course, Specials can now become members of the Federation and receive the representation and support that regular officers receive. You can find out more about the investment being put into our Special Constabulary on pages 12 and 13.

Investment from the Government in our members and in the service is what's needed if we are to address the number of officers leaving policing. The 3.8 per cent pay uplift for officers recently recommended by the National Police Chiefs Council to the Police Remuneration Board (PRRB) falls well short of restoration. Police officer pay continues to lag well behind where it was pre-austerity and, I believe, is one of the key reasons people leave policing.

For me, policing remains the best job in the world, but I can understand if officers take their skills and experience to better-paid jobs elsewhere that do not carry the same levels of risk and stress.

After continuously receiving derisory pay awards that were out of touch with the realities of modern-day policing, I understand why the Federation withdrew from the PRRB process.

But I think with a government still in its first year, now is the time to talk about re-entering the process, which must be free from political interference and clearly was not in previous years. I'd like to assure

members that the Federation is continuing to fight on their behalf for a fair pay award, and also a change in how that pay award is decided.

At the same time, we need to keep pushing for collective bargaining on pay with binding arbitration. Policing is the only public service which has no rights to industrial action, no rights to challenge pay recommendations, and no voice in pay negotiations – and it cannot be a coincidence that policing is way down the ladder when it comes to pay awards.

Another area that is in need of reform and modernisation is the 1994 Police Negotiating Board (PNB) Agreement.

With the agreement, entitlements for the inspecting ranks to overtime pay and compensation for working on public holidays and cancelled rest days were removed. The right to a shift pattern also went, in return for a basic pay increase of around £3,000.

However, the roles and responsibilities of the inspecting ranks are nothing like they were 31 years ago when this came in. There's a growing feeling among the inspecting ranks that the agreement is unfair and in need of urgent review.

The Police Federation of England and Wales (PFEW) recently published the results from a survey of inspectors and chief inspectors, which underline the feeling among the inspecting ranks. You can read the highlighted results on page 5.

With it being International Women's Day this month (8 March), I wanted to end by recognising the vital contributions of women across both the Federation and Force.

In this edition, we meet female colleagues from multiple roles, including Fed reps working tirelessly to support our members, those representing the Constabulary on the frontline and members flying the British flag on the sports field. Their unique stories underline just how much we have to shout about in Derbyshire.

I continue to feel extremely proud to serve your Federation. Keep in touch and keep safe.

“It's really pleasing to see the commitment from our reps and the engagement from members. This is your Federation and it's vital you have your say in the direction of travel.”



PAY RECOMMENDATION FALLS WELL SHORT OF RESTORATION, SAYS BRANCH SECRETARY



The recommendation of a 3.8 per cent pay award for police officers this year 'falls short of expectations', says Derbyshire Federation secretary Kirsty Bunn.

The National Police Chiefs' Council (NPCC) has called for a pay uplift of 3.8 per cent for officers in its submission to the Police Remuneration Review Board (PRRB).

Staff associations for chief officers and superintendents and chief superintendents, meanwhile, have recommended a pay uplift of 4.8 per cent.

Kirsty said the proposal would still leave police officer pay short of where it was pre-austerity.

She said: "The announcement falls short of expectations to level-up police pay that has been diminished over the years.

"This has amounted to a real-term cut to the pay of rank and file police officers of 16 per cent over the past decade and more, which still needs addressing."

The PRRB oversees the current pay mechanism. It was set up in 2014 to provide an independent, evidence-based approach to determining pay and conditions for police officers.

The Police Federation of England and Wales (PFEW) withdrew from the process in July 2021, after it claimed its recommendations were again disregarded by the Government.

PFEW has been calling for a truly



independent body to consider officer pay as part of its Fair Pay Campaign.

Indeed, last year, members voted in favour of PFEW campaigning for a fair process of collective bargaining and negotiation to be established with the Government when determining police officer pay.

Kirsty said there needed to be a discussion in the Federation about rejoining the PRRB.

She said: "I absolutely understand why we as a Federation withdrew from the PRRB.

"We continuously received derisory increases that clearly did not reflect the profession, nor the challenges of modern-day policing.

"However, I feel now is the time to have a conversation about re-entering the process.

"The PRRB should be free from political interference, something that clearly has not always been the case, and we have a new government involved in the process."

The NPCC said it believes its recommendations will help with the recruitment and retention of officers.

It said the recommendations also include wider officer pay structure reform and outline the importance of making policing a competitive career through better pay for all officers.

The NPCC has also stressed the importance of adequate funding for all forces to cover any increase.

Kirsty added: "I welcome the recommendation that our colleagues joining the service should have a higher starting salary.

"This would be very welcome at a time when we seek to attract and retain officers.

"And it's vital that adequate funding is put in place to cover any pay rises. Police chiefs are already having to make difficult decisions about their budgets and it would be counterproductive if they had to make even more cuts to fund our pay settlement."

Assistant Chief Officer Philip Wells at Bedfordshire Police is the NPCC lead for pay and conditions.

He said: "Below market starting salaries for constables and real-term pay cuts for officers poses a significant challenge to attracting and retaining talented police officers.

"To deliver against the Government's Safer Streets Mission and Neighbourhood Policing Guarantee we need to recruit, build and retain skills, attracting those people with the aptitude but also values and standards we need in policing.

"Our recommendations recognise the significant financial pressure facing both forces and government, whilst advocating for the critical need for a funded uplift in officer pay which reflects the incredibly challenging nature of the job."

[Download the NPCC submission.](#)

“We continuously received derisory increases that clearly did not reflect the profession, nor the challenges of modern-day policing. However, I feel now is the time to have a conversation about re-entering the process.”

INTERNATIONAL WOMEN'S DAY: FED REP'S CALLING TO JOIN THE POLICE

Sergeant Tanielle Hardwick is a familiar face to many in Derbyshire Police – but she almost took a completely different career path.

Tanielle wanted to be a nun when she was a teenager and even spent 12 days on work experience at a convent in Stoke on Trent.

However, she also had an interest in policing after she alerted police to the death of an elderly person on her paper round, and it was that career she eventually pursued.

Tanielle said: "When I was at school I went on work experience to be a nun for 12 days.

"My dad used to take me to the convent in Stoke on Trent at 5am and would pick me up at 7pm.

"I did all the chores and the prayers and everything. However, I swear like someone in the Navy though, so it wasn't quite for me.

"But I also wanted to be a police officer. When I was about 12, I delivered newspapers and that's how I came into contact with the police.

"I remember putting a paper through an elderly person's door and thinking he hadn't taken in his paper from last night.

"I went home, we rung the police and sadly he was found dead.

"I remember the police officer coming out and talking to me and I thought, wow, what a great job this is."

Tanielle joined Derbyshire Constabulary in 2003 as a response officer at Cotton Lane. She moved St Mary's Wharf in 2006 and was seconded to the Major Crime Unit from 2007 to 2009.



Sergeant Tanielle Hardwick has spoken about her various roles for International Women's Day.

She then worked in licensing and on the Safer Neighbourhood Team at Derby City Centre before moving to Clay Cross in 2018 where she worked on reactive and the Safer Neighbourhood Team.

Then she went to be a management of sexual or violent offenders' (MOSVO) officer in 2020 and she's now based at Ripley HQ where she is a performance sergeant.

Tanielle is also a trained hostage and crisis negotiator.

"Usually it's 72 hours you're on call for,"

said Tanielle, a mother of a 17-year-old son, and daughter, 12.

"You can get called out at any time and you have to drop whatever you're doing.

"I've been called out in the middle of the night, stood on bridges, freezing cold with people who are threatening to jump.

"They actually don't want to jump, they want to talk."

She added: "It's very rewarding.

"People said to me, why don't you go for it?"

"It was always that the children were too young, which is why I waited to get promoted because my kids have always come first.

"But I can talk to everybody and anybody, so I just thought why not?"

"The course was the hardest course I've done in my life.

"I've got another two intense courses coming up in June, to get another string to my bow."

Tanielle was speaking about her roles for International Women's Day (8 March) which celebrates women's achievements.

They include being a Federation representative. Tanielle has been a rep for nine years and has just been voted in again in the recent Federation elections.

She became a rep after needing the assistance of the Federation herself.

"I was under investigation and it was a really difficult time for me," she said.

"Nothing ever came of it but I would panic all the time, worry all the time about it.

"The Federation helped me. They were really good with the support they offered me and I thought I'm going to go for this.

"Also, I know a lot of people in the Force, I talk to everybody, from the cleaner to the chief constable.

"I'll challenge and I do it in the right way.

"I now mainly do PIPs (post-incident procedures) because I'm just so busy."

That busyness includes finding the balance between work-life, being a rep, a wife and a mother of two.

"My children were born into the police service, so they know I'm not going to be there all the time," she said.

"It's getting that balance right.

"My husband is also a police officer in Derbyshire on task force.

"The first six or seven years, it felt like we didn't see each other. It was hard, juggling a child and not being able to afford childcare, because it's so expensive, but you find a way."



Sergeant Tanielle Hardwick is a familiar face in Derbyshire Constabulary.

FEDERATION ELECTIONS: NEW REPS READY TO SUPPORT MEMBERS

Derbyshire Police Federation secretary Kirsty Bunn has thanked members for taking part in the workplace elections.

Members have voted 11 new workplace representatives to the workplace council.

A total of 10 reps have been re-elected. And for the first time ever, three members of the Special Constabulary have been voted as reps.

Kirsty said: "On behalf of the branch, I would like to thank everyone who has engaged in the elections, whether that's by standing for election or by casting their vote.

"It's your Federation and it's important you have your say in its direction of travel.

"Thank you to those members who have been re-elected for your continued commitment to the Federation and our members.

"And welcome to our new reps and to our Specials. It's great to be able to welcome new faces and fresh perspectives, and also to be able to provide support and representation to our Specials members.

"Being a workplace representative can be a challenging role, but it is also a rewarding one and I wish all of our reps the very the best."

The new reps will now attend an induction training course with the Police Federation to prepare them for their role representing and supporting colleagues across the Force.

They will also be able to take further

courses to specialise in key areas of Federation work such as health and safety, conduct, and equality.

Branch secretary Kirsty Bunn and CAPLO lead Helen Gallear will remain in post and will take up their place as additional council members.

All 43 Federation branches across England and Wales and the national office are taking part in the election process.

It began on 30 December when nominations for workplace representatives opened. Voting for those who put themselves forward ran for almost three weeks with the results announced on 27 February.

On 17 March, nominations open for workplace reps on the branch council to seek election to the executive, the branch board.

Voting takes place among the reps from 14 to 28 April. The branch board elects the secretary.

Nominations open for the branch chair on 2 May, with all members of Derbyshire Police Federation able to vote using an online portal from 13 to 27 May.

The branch chair will be announced on 28 May and they, and other branch officials, take office on 1 June.

All members nationwide will be invited to vote for a national chair from 30 June to 14 July and they will start in post on 1 August.

The election process ends on 1 October when the new National Board will be in place.

Elections timetable

LOCAL BRANCHES

Workplace representatives

- **30 December 2024** – Nominations open
- **24 January 2025** – Nominations close
- **3 to 23 February** – Voting takes place
- **27 February** – Results are announced.

Branch Boards

- **17 March** – Nominations open
- **6 April** – Nominations close
- **14 to 28 April** – Voting takes place
- **30 April** – Results are announced.

Branch chairs

- **2 May** – Nominations open
- **9 May** – Nominations close
- **13 to 27 May** – Voting takes place
- **28 May** – Results are announced
- **1 June** – Branch chair and other officials take office.

Additional national members

- **28 May** – Nominations open
- **4 June** – Nominations close
- **5 to 12 June** – Voting takes place
- **13 June** – Results are announced, completing National Council.

National chair

- **16 June** – Nominations open
- **23 June** – Nominations close
- **30 June to 14 July** – Voting takes place
- **15 July** – Results are announced
- **1 August** – National chair takes office.

National Board

- **1 August** – Nominations open
- **10 August** – Nominations close
- **12 to 19 August** – Voting takes place (regional stage)
- **20 August** – Regional stage results are announced
- **21 August to 28 August** – Voting takes place (National Council stage)
- **29 August** – National Council stage results are announced
- **1 September** – National Board members take office, with the exception of national secretary.

Key national roles

- **1 to 30 September** – Key roles on National Board, including secretary, are selected
- **1 October** – New National Board in post.

The re-elected Derbyshire Police Federation representatives are:

PC Alex Boniface
Sergeant Adam Bryan
PC Adam Galley
Sergeant Te Hardwick
PC Chris Mills
PC Chris Parker
Inspector Dan Phillips
Sergeant Dan Quick
PC Steve Reid
PC Bec Smith

The new reps are:

Sergeant Chris Buckland
Sergeant Amreen Khokhar
Inspector Lauren McDermott
PC Craig Allinson
Sergeant Zak Charlesworth
PC James Dean
Sergeant Lisa Flanagan
Sergeant Andy McDonald
SC Gary Saunders
SC Heidi Brailsford
SC Tony Murphy

RETENTION OF POLICE OFFICERS IS VITAL TO THE SERVICE

Urgent action is needed to address the numbers of officers leaving policing, says Derbyshire Police Federation secretary Kirsty Bunn.

Kirsty said new Government figures that show 35 full-time equivalent officers (1.7 per cent) left Derbyshire Police in the year to September 2024.

The workforce statistics show that the rate of officers leaving increased in the six months to September 2024 with 26, or 1.2 per cent of officers leaving the Force.

The number of police officers in England and Wales fell by 0.6 per cent, a total of 878 officers, in the past six months.

Kirsty said: "When experienced officers leave they take with them a wealth of knowledge, experience, and leadership, they know the communities and the areas we police, and that gap is difficult to fill."

"There's an increase in workload and pressure for remaining officers, and our

members are already overworked and under considerable pressure.

"And then there's the cost of recruiting and training new officers, which will only go to waste should they decide that a career in policing is not for them."

"All of which underline why the retention of officers is vital to the service we provide."

Kirsty said that steps needed to be taken now to improve retention.

She said: "The Government could make policing more attractive straight away by restoring salaries to the levels of pre-austerity, and we need an independent pay review mechanism to ensure fairer remuneration and working conditions for our members."

"Improving work-life balance, appropriate staffing levels, reducing the paperwork and administration they have to do, improving officer welfare and providing better mental health support, serious investment in our estates and equipment could all help improve



retention rates.

"We can't afford to keep losing officers, in terms of the service we provide and the financial hit."

"We need serious investment in our people and the service so that officers feel valued, supported, and rewarded for the unique job they do."



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PC Alex Clinkard relishes the challenge of playing rugby for British Police.

FED MEMBER BLAZING A TRAIL FOR BRITISH POLICE WOMEN'S RUGBY TEAM

Derbyshire Police Federation member Alexandra (Alex) Clinkard gives meaning to the old adage that rugby is a game for all shapes and sizes.

Alex stands at 5ft 8in tall and says she weighs eight stone 'wet through'.

Out on the rugby pitch, Alex is always up against players who tower over her or who weigh more than her.

But the 29-year-old, who usually plays at full-back or on the wing, says that is when she is at her best.

"When you think of rugby, you think of players having to be physically huge," she said.

"But it's not always the case.

"I'm eight stone wet through and I'm playing against players who are twice my weight and size.

"But I love it, particularly when people underestimate me. Anyone that runs at me, I'm happy to get them down.

"It doesn't matter what size, shape, or background you are, you can find a position for you.

"I love that about rugby."

Alex is in her third season playing for the British Police Women's Rugby Team having successfully tried out for them at Saracens' home ground shortly after becoming an officer.

"I've been in the police for six years," she said. "Three when I was a PCSO and then I've been a PC for three years.

"When I joined as a PC, women's rugby was quite popular and I saw the trial advertised and went along.

"There were probably about 200 girls and we spent about six hours doing all sorts of activities and games. We tried out against players who play international rugby or Premiership standard on a regular basis.

"They picked 50 players, who were split between the first and second teams.

"I've tried out for two more seasons and been able to get in.

"It's really competitive and I love it."

The British Police took on RAF Women at the start of February in their first game of the year.

The RAF raced into a 25-5 half-time lead but the British Police roared back in the second half, coming close to completing a stunning fightback before eventually losing 30-29.

The same fixture last season helped Alex launch her British Police career.

"We won that game and I scored a hat-trick of tries," she said.

"That game properly kick-started my policing rugby career.

"We've got the fire service in March. We played them in Nottingham last year and that was a really good game. It was really competitive and we won by one try.

"We play the British Army as well, which is probably our most competitive game. We normally get quite a big crowd for that.

I'm eight stone wet through and I'm playing against players who are twice my weight and size.

"We also had quite a big crowd when we played France in September. That was at the Exeter Chiefs stadium and was a great experience."

Alex had experience of playing for Leicester Tigers Ladies when they began their women's team in 2021.

"I couldn't fit it in with my shifts, which broke my heart," she said.

"But I still get to play and I still get to do the job I love."

Alex currently plays for local team Derby Women, alongside fellow Derbyshire Police Federation member Matilda Cawdell.

Matilda is also a member of the British Police Women's Rugby squad and played for the second XV in their game against Oxford Harlequins at the start of February.

Alex found her love of rugby when she was at university. Up to that point she had been a keen footballer.

"My best friend at the time she said I should come and try rugby," Alex said.

"I went to a training session at Amber Valley Rugby Club. I instantly loved it, picked up rugby and haven't stopped playing it since."

However, she said it can be tough to find the time to train and play with a job in frontline policing.

Alex said: "It can be difficult to balance playing with my job as a police officer.

"Sometimes I have to sacrifice my home life because I try to prioritise my fitness outside of work.

"I train six days a week. If I'm not in a gym, I'm out running or I'm on the pitch.

"I just have to fit it in when you can because I love doing it."

REP STEVE ALWAYS LEARNING IN FORCE AND FED ROLES

He may have been in the police for almost 25 years, but the landscape involved in Federation rep Steve Reid's current role means he never stops learning.

PC Steve, who has been a workplace representative for three years, is a digital media investigator, working closely with Derbyshire Police's cybercrime and major crime units.

A response officer up to October 2019, he stepped into this position following a serious assault he experienced on duty.

This gave Steve the opportunity to reinvent himself as a cop and further some of the enthusiasm in other areas of policing he had picked up along the course of his career.

One area was cybercrime, whereby an interest was ignited through the completion of an attachment to the Force's digital forensics unit while on the frontline.

“I'm really enjoying my job and the sense of achievement I keep getting from it. The opportunities to make a difference never stop.”

“Even before the attachment, I'd always had an interest in crime with a digital element,” he said.

“As a professional, a lot changed for me in that difficult incident a few years back, but I'm a really happy and motivated police officer in this role I have ended up in.

“My job is to look at established and emerging technologies and recover evidence which then feeds into the work of the cyber department, major crime, or anyone who requires our assistance.

“I mainly focus on open-source material – things that have been published online, on social media and other public internet forums – as well as helping to deliver other requests and interference warrants.

“The speed and precision of my work can impact people's safety and the police's ability to bring justice to cases, and I am proud to have that responsibility.”

Material Steve will typically help to expose includes content suggestive of



Federation rep Steve Reid.

domestic abuse, illegally published explicit content such as revenge pornography, and posts which incite violence and public disorder.

One high-profile case he worked on was the violence at a Kabaddi tournament – a competitive sport originating from India – in Derby last year, which left a number of people harmed and resulted in the convictions of seven men.

In August 2023, a field in Elvaston became the scene of mass brawl when men from two rival groups fought each other with firearms, knives, swords and bats.

Steve said: “We found connections to what happened on social media platforms. In particular, people had been discussing and billing the fight on Snapchat. A lot of the videos were also posted and live streamed on TikTok.

“This then helped us to trace back to the

starting point and identify the communities and groups involved, so we could make the arrests needed.”

For Steve, however, the role's victories don't come in specific cases, but by staying across the criminal picture as a whole.

He said: “Cybercrime is always developing and becoming more complicated.

“There's crime which may start digitally and go on to facilitate something in the real world, and activity which remains online from start to finish.

“I had to become familiar with all the different motivations for cybercrime. Revenge porn, for example, is almost always driven by that desire to emotionally exploit someone and to humiliate them.

“And there's more sophisticated ways to conduct financial crime like fraud and scamming, and to illegally acquire personal data.”

The only way for the Force to respond to this, he says, is to evolve with up-to-date practices and processes towards crime linked to the digital world.

In his time as a workplace rep, Steve has used his past experiences to back officers who have been assaulted at work.

The 49-year-old required the help of the Federation to get through the circumstances he was dealt in 2019, and says it was there for him and his family ‘every step of the way’.

Now he wants to serve members, supporting those working in cybercrime and digital forensics living with trauma sustained on the job.

“There is good support for these officers through the Force, but I want members to know I'm here to help in whatever way I can.

“We can see all sorts across cyber and digital crime, so there needs to be that awareness on the mental health impact. There should be no expectation at all to hide something that has distressed us.”

Reflecting on his Force and Fed positions, he is relishing the responsibility of keeping his eyes open for searching and analysing, and his ears open for listening.

“I'm really enjoying my job and the sense of achievement I keep getting from it. The opportunities to make a difference never stop.

“And as a rep, I just want to be there for our members, always fighting their corner,” he said.

FED MEMBER SHARES PRIDE AT 'AMAZING' POLICE CADET HEROES

A recent national award win for a group of potentially life-saving team members demonstrates the strength of Derbyshire's police cadet system, says a Federation member.

Dom Wardle works for the Force as one of its civilian cadet leaders, overseeing the programme's north division.

Holding a similar role in Derbyshire Fire and Rescue Service, Dom started as a police cadet leader in 2023 but has been working with young people for more than a decade in a range of capacities and initiatives such as the Duke of Edinburgh's (DofE) Award.

And it was on a DofE expedition last May when a group of police cadets led by the 29-year-old acted remarkably in the face of adversity.

On a bronze level walking expedition in the Peak District, the six girls had not long passed their first checkpoint when one cadet, Teri, suddenly fell ill.

"Out of nowhere, Teri became unconscious. I was contacted by another leader, who himself had received a call from the other five girls," said Dom, who was waiting for a number of participants at checkpoint two.

"But in the 20 minutes before I could reach them, the girls responded to the situation by carrying out comprehensive first aid, putting Teri in a recovery position, elevating her legs and checking her breathing and heart rate.

"The way they acted in such a controlled manner, while remaining so calm, was amazing – they even made detailed notes on everything that was happening."

This exceptional response made it easier for Dom, helped by a voluntary cadet leader, to come to a decision on the next step – which was to call mountain rescue, with the nearest road roughly 600 metres away.

Although an air ambulance was also mobilised, Teri was eventually taken away by a land ambulance after regaining consciousness during treatment from paramedics.

The 15-year-old then made a full recovery from her collapse in hospital.



Teri (far right) and the rest of the cadet group joined by the Duke of Edinburgh at Buckingham Palace.

Dom said: "I am immensely proud of the girls for what they did. In all my years of doing DofE, I have never seen or heard of a cadet going down on an expedition.

"The fact they were cadets from all over the county, and didn't really know each other before the walk, makes their teamwork even more incredible.

"Not only that, but they had all only been in the programme for a year at most. The longest serving cadet of the group was actually Teri herself, who has been involved with us for about four years.

"First aid is something we cover in the cadets and something like this shows that what we're teaching is working.

"This is really pleasing, because the purpose is to take young people and give them resilience, and skills to benefit them in all sorts of situations in life."

Later in the year, Amelie, Clarissa, Bethan, Emilia and Rosie – as well as Teri

– were acknowledged for their heroics with the DofE scheme's All-Stars of the Year award.

The win took the cadets to Buckingham Palace, where they met the Duke of Edinburgh himself.

Following this, the group accepted their prize in person at the annual DofE This is Youth ceremony last month at the London Transport Museum.

"I know they have all really enjoyed these moments of recognition. The award is something the whole cadet programme is so proud of. I believe the girls beat around 300 other nominees to first place," Dom added.

"The fact they were able to meet the Duke was a lovely touch for them, too. And the day after Buckingham Palace, we even got to link up with the Met Police and have a look at New Scotland Yard, which is the exact type of policing enrichment we want to have in the cadets.

"Among everything, I think what's important to remember is that the girls actually carried on with their expedition after Teri was taken to hospital.

"As I said, this is the resilience we want to instil in our young people, and they are all an absolute credit to the cadet programme."

“I know they have all really enjoyed these moments of recognition. The award is something the whole cadet programme is so proud of. I believe the girls beat around 300 other nominees to first place.”

SPECIAL DAY FOR HEIDI AFTER BECOMING A FED REP

Heidi Brailsford says she is 'delighted' to be one of the first Specials in the country to become a Federation rep.

Derbyshire Police Federation will welcome Heidi and fellow Specials Tony Murphy and Gary Saunders as the first volunteer officers to represent branch members.

Heidi described herself as 'people-focused', and she said the chance to support her colleagues, particularly those young in service, was one of the main reasons she stood for election.

Heidi said: "I'm really passionate about what the police do.

"I've had family and friends in the police, and I'm going through the training process myself.

"My cohort are mostly quite young. I'm 47 and a lot of them are 18, 19, 20, they're at university and from training with them, I've become quite protective of them.

"If I'm able to provide that support function and to help then that's great.

“I wanted to use skills I've learned in my career and help people who need it, and the Specials seemed a good fit.

"So I'm delighted to become a rep and I'm very much looking forward to representing Specials."

This is the first time since they became entitled to Federation membership in July 2022 that Specials have been able to stand for election as workplace reps.

And Heidi said the unique role of Specials means they do need their own representation.

"Specials haven't been represented before and I think it's a really important move for us to be included in that," she said.

"Essentially, we are given the same responsibilities as regular officers, but we are different.

"Specials are unique, so we do need a slightly different representation."

Heidi gave up her career around six years ago to look after her daughters, now aged 15 and five.

"My job was helping businesses with their culture and their people," she said.

Derbyshire Police Federation rep Heidi Brailsford.



"I've always been people focused.

"I wanted to use some skills I've learned in my career and help people who need it, and the Specials seemed a really good fit."

Heidi joined the Force in March 2024 after a friend, who is a Special in West Midlands Police, alerted her to Derbyshire Police's drive to recruit volunteer officers.

"I thought that now it might be a good time to do it, so I applied not thinking I would get anywhere with it at all," said

Heidi, who is currently covering Swadlincote.

"I kept going through the process and ended up being recruited and going through the training process.

"I'm really enjoying it. I'm lucky to have an amazing team that I work with.

"I could not have asked for a kinder or more supportive team.

"They've just been fantastic towards me as a Special and supporting my learning. They've been amazing."

SPECIALS MAKING A REAL DIFFERENCE TO POLICING IN THE COUNTY

At a time when the numbers nationally of special constables in policing are falling, Derbyshire Constabulary is bucking the trend.

The latest figures show that 512 specials left police forces in England and Wales in the 12 months to September 2024, a fall of 8.1 per cent.

But Derbyshire has put a real focus on its specials and recruited 13 more officers to the Special Constabulary in the same period – a 20 per cent increase.

Sergeant Mark Smith is Derbyshire Constabulary's Special Constabulary co-ordinator and is the link between the Force and its Specials.

We caught up with Mark to learn more about how the Force has changed its approach to the recruitment of volunteers.

Mark said: "We took our foot off the ball six or seven years ago with volunteer recruitment.

"Back then, there was limited recruitment strategy, the training was poor, there was no investment, and nobody was doing my role in Force."

Mark was put in post in 2023 and inherited around 80 specials. He admitted that some were not really contributing to the Force, so he resigned a number in the first few months.

"At one point, we got as low as 53 Special Constables for a period over the summer of 2023.

"We were prepared to take that hit because we were trying to rebuild on concrete as opposed to sand."

All of which has led to a change in the Force's focus on Specials and how it invests in them.

A recruitment strategy was put in place with the ambitious aim of recruiting around 200 Special Constables, which would make them form 10 per cent of the Force's total number of police officers.

Special Constables already received the same training and powers as full-time police officers, but to take it further, Derbyshire also gave Specials the same laptops, mobiles and personal issue kit.

To help with retention of the volunteers, it also invested in more opportunities for progression, such as the chance to gain Taser training should they want to.

Starting from this year, Derbyshire is giving blue light training to Special



Sergeant Mark Smith.

Constables, noting it was something the Force got a lot of questions about at recruitment events.

Mark continued: "It's fantastic for our Specials, but it also shows the Force is investing in them and that it values the transferrable skills they bring."

The Force is now also looking to offer training such as public order to its Special Constables, noting that it adds new avenues around how they deal with public order in Force, and how it can support mutual aid out of Force.

Mark said, "I did some mutual aid just before Christmas in London and it was refreshing to see two Specials there from Lincolnshire.

"They were all trained and fully integrated with the PCs, and that's what we're trying to achieve too."

Derbyshire Constabulary's Assistant Chief Constable Michelle Shooter, who was a Special Constable herself before joining the regulars, has played a key role in the turnaround in the Special Constabulary.

Derbyshire Constabulary admits it is far from finished and has high hopes of continuing to achieve the best it can for its Special Constabulary.

In 2023, Derbyshire's Specials volunteered 14,500 hours. Last year, with a similar number of Specials, they volunteered 19,500 hours – an increase of 5,000 hours.

Mark added: "As a team we feel that the number of hours our Specials have volunteered has increased due to the increased investment we're giving to them. We're working hard in showing all our volunteers how valued they are.

"On the frontline we're also seeing a lot of positivity, with local inspectors now coming to us and asking us to get them as many Specials as possible. They see the benefit and value they bring to policing."

FEDERATION MEMBERSHIP A 'NO-BRAINER' FOR SPECIAL CONSTABLES

A campaign by the Police Federation of England and Wales to allow Specials to become Federation members successfully resulted in a change in the law.

It means that since July 2022, Specials are entitled to membership and to receive support and advice from the Federation, including through misconduct proceedings and post-incident procedures.

Derbyshire Constabulary has one of the highest uptakes of Federation membership among its Specials in the country.

Sergeant Mark Smith, Special Constabulary co-ordinator for Derbyshire, said "We've got all but five of our Specials as Fed members – and I think those five just missed the communication because they were on holiday.

"Membership for Specials is paid by our Chief Constable and the Police and Crime Commissioner.

"I say to our Specials that it's essentially free insurance, so why wouldn't you join? "For me, it's a no-brainer."

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EXPERT ADVICE FOR MEMBERS TO PREPARE FOR RETIREMENT

Retiring from service is a significant life moment for officers, particularly for those who have spent their career in policing.

For many it can be an exciting time and an opportunity to do things they could not do before, to try a new pastime, or to spend more time with loved ones. For others it can be a daunting experience.

They may be worried about what awaits them once they hand in their warrant card.

They might have concerns about adjusting to a new way of life, about their financial future, or about the loss of identity, the loss of routine, and the loss of camaraderie.

Now, Derbyshire Police Federation is highlighting the advice available for members ahead of retirement.

It has teamed up with Reflect Financial to hold a series of pre-retirement seminars throughout 2025.

Reflect Financial is a financial services practice with a specialist team catering for the needs of serving and retired police officers.

The team has more than three decades of experience within the financial services sector.

It is led by senior financial planning consultant Philip Pearson and Tim Jackson

QPM, retired chief superintendent and former national secretary of the Police Superintendents' Association.

Reflect Financial's pre-retirement seminars cover key topics including:

- **Managing your finances (fundamentals of financial planning)**
- **Developing a financial plan (including investment strategy and risk)**
- **Wills and estate planning (input from specialist solicitors)**
- **Preparing for retirement (non-financial planning considerations)**
- **Personal taxation (maximising tax-efficiency)**
- **Understanding the Police Pension Schemes, the remedy, and pension-related taxation matters (how and when to optimise your pension).**

The seminars are free for Federation members and run from 9am to 5.30pm and take place at the Derbyshire Police Federation offices on Wednesday 2 July, and Wednesday 8 October.

They are intended for members who are

within two years of retirement. Members with 25 years or more service are also welcome to attend.

Refreshments and a buffet lunch will be provided. To register, please [email](#) [Derbyshire Police Federation secretary Kirsty Bunn](#).

Kirsty said: "Retiring or moving on from policing can be exciting and challenging.

"Whether its imminent or in the distance, planning is key to a smooth transition.

"These seminars with the expert team at Reflect Financial will help you think about your options and make the most of the next stage, whatever that may be."

The Police Federation of England and Wales (PFEW) recently held a webinar offering information, guidance, and insights into preparing for retirement.

The webinar, titled The Next Chapter, heard from PFEW's wellbeing leads Hayley Ayley and Paul Williams, plus guests Dr. Ceri Jones, a chartered psychologist, and Stuart Noble, a retired Chief Superintendent.

[Watch the Next Chapter webinar again.](#)

ARE YOU PAYING TOO MUCH TAX?

Members could be in line for a refund if they have overpaid on their income tax over the past four years.

HMRC makes it an employee's responsibility to check they have the correct tax code.

This means checking it yourself if you understand tax regulations, or arranging for a professional tax expert to do it.

For members who are unsure how to check their tax code, help is available from The Tax Refund Company.

Since 2023, 81 per cent of Derbyshire Police Federation members who have used the service have discovered they are paying too much tax.

Officers in Derbyshire have received refunds that average £197.03 each. Some members have received as much as £560.85.

If you wish to use The Tax Refund Company, please note:

- **Your tax review is free of charge, unless you get a tax refund**

- If you get a refund from a previous tax year, there is a fee of 35p plus VAT for each £1 you get back from HMRC (minimum fee £35 plus VAT)
- You do not have to pay a fee for any refund you get back for a current tax year, or any money you save by paying less tax in the future
- Peace of mind is guaranteed. You get back everything HMRC owes you and if you get an unexpected tax bill as a direct result of using this service, the Tax Refund Company will pay the bill for you. [Terms and conditions apply.](#)

Find out if you need your tax codes checking by [clicking here](#) and answering some simple questions.

More information is available by calling the Tax Refund Company on **0161 968 7345** between 9am and 5pm, Monday to Friday, or see its [FAQ page](#).

'OUTDATED' PNB AGREEMENT NEEDS REVIEWING', SAYS BRANCH SECRETARY

The secretary of Derbyshire Police Federation says the 1994 Police Negotiating Board (PNB) Agreement is 'outdated' and in need of review.

Kirsty Bunn says the conditions of working for inspectors and chief inspectors – which were set out more than 30 years ago – needed to be revisited to ensure they were fit for modern policing.

It comes as the key findings of a Police Federation of England and Wales (PFEW) survey of the inspecting ranks are published.

Kirsty said the findings demonstrated the need for a review.

She said: "There has been a lot of confusion around the PNB Agreement since it was introduced in 1994, and there still is, and I think at times that has been exploited by the service.

"In those three decades, policing in general, and specifically the roles of inspectors and chief inspectors, have changed enormously – but the PNB Agreement hasn't been looked at.

"Responsibilities have been delegated down, we're held to account for a lot more, but we are not being rewarded.

"You hear of sergeants thinking twice about going for a promotion to inspector because they can earn more with overtime."

Since the agreement in 1994, the inspecting ranks have worked under different regulations from constables and sergeants.

The inspecting ranks had their basic pay

increased by around £3,000 a year but, in return, were no longer paid casual overtime.

They lost the right to compensation for cancelled rest days and for working on a bank holiday, other than the day being re-rostered.

There is also no right to a shift pattern, unlike constables and sergeants.

Kirsty said: "Inspectors and chief inspectors aren't getting the protections that were envisaged when the PNB Agreement was introduced.

"We have inspecting ranks working long hours and working rest days that many will never be able to take.

"All of which is why I think the Agreement is outdated and in need of review. And the results of this survey suggest colleagues feel the same."

The PFEW survey found that:

- **60 per cent of respondents are dissatisfied with their basic pay, with dissatisfaction higher among Chief Inspectors (70 per cent) than Inspectors (57 per cent)**
- **81 per cent expressed dissatisfaction with their allowances, with dissatisfaction highest in roles like road policing (87 per cent) and investigations (85 per cent)**
- **78 per cent are dissatisfied with their overall remuneration, with dissatisfaction higher among Chief Inspectors (84 per cent) than Inspectors (77 per cent)**

- **85 per cent of respondents disagreed with the lack of additional payment for working on public holidays**
- **65 per cent disagreed with not receiving extra pay when required to work in another force area (i.e. mutual aid)**
- **80 per cent prefer a choice between financial compensation or a rest day in lieu for having to work on a rest day**
- **During a four week period, 67 per cent of respondents reported working an extra 0-20 hours above 40 hours per week (or above their agreed part-time hours), while 23 per cent work an extra 21-40 hours**
- **During a four week period, 74 per cent of respondents perform 0-4 days of duties above their rank**
- **93 per cent of respondents feel that members in inspecting ranks working full time should be entitled to a rostered shift pattern within Police Regulations.**

[Read the headline results.](#) They have been included by PFEW in a document made available to the PRRB as it seeks to change the regulations. The issues have also been raised at the Police Advisory Board.

John Partington, PFEW acting national secretary, said: "Given the length of time any work in this area could take, we are seeking an interim pensionable payment be made to the inspecting ranks. This would encourage both promotion into the ranks and assist with retention and experience within the ranks."

HELP WITH POLICE REGULATIONS

Officers with queries on Police Regulations can find information at their fingertips with a new Quick Reference Guide (QRG).

It has been produced by the Police Federation and will help members, supervisors, and senior leaders.

It is intended that the QRG is the first point of reference for anyone uncertain about any aspect of Police Regulations.

[Download the latest edition of the QRG.](#)