



## Annual Report 2018/19



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# From the Chair



*'We engage and challenge the force at daily meetings, advising on regulations, consulting over policy changes and new policies, representing officers' views'*

**T**his is my second introduction to the Annual Public Value Report. Having been in the role for just over 12 months, the last one was written with a full week of service as the Federation Chair in Hampshire and I am now much more in tune with the role and its various challenges.

This last year has raced by and it is difficult to work out exactly where all that time has gone. At Hampshire Federation we have made it a priority to put members first, look to spend your money wisely where it can have the best impact for you. In some areas we have saved money and others we have invested where there is benefit for officers.

We have employed Phil Callard (a former Hampshire Officer) as our Member Services Officer. He deals with the majority of the calls into the office giving advice around regulations, questions like 'what can I claim?' or 'can they make me work this duty?'. Dozens of calls like this are resolved by Phil each and every day. To say that's all he does is a disservice – he is an experienced Misconduct Rep and continues to support in both misconduct and Post Incident call out. Without doubt this was a worthy investment of members' money on their behalf.

Since February 2019 we have looked to focus as much of our media and social media on Hampshire issues focussing on contact with members.

Hampshire Federation continues to provide legal insurance cover for applicable members in Hampshire,

including some retired members and staff. In addition the Group Insurance provides a host of benefits, from car recovery, GP 24/7 and travel insurance, to name a few.

Hampshire Federation is not all about collecting subscriptions and dealing with misconduct matters. We engage and challenge the force at daily meetings, advising on regulations, consulting over policy changes and new policies, representing officers' views and concerns, not just the vocal few but making sure it's fair for all. This also includes raising concerns from federated members and seeking to help the force solve them.

We are in frequent contact with both Resource Management team and Chief Officers to make sure that enforced rest day working is truly the last option in a challenging environment where, due to cuts, we simply do not have enough staff to meet the demands that are made on Hampshire Constabulary.

We provide officers' feedback on things like promotion processes and also are able to take the personalities out of it by providing anonymous feedback, which sometimes allows members to say exactly what they feel without any concerns.

Since the changes in the Federation we have many new Reps, there are some real positives in this Hampshire has one of the most diverse Federation councils in the country, we have a good representation from BEAM officers and I am pleased to count the BEAM Group Co-Chair



Moray Anderson as one of our full time Representatives. We are now a much more representative Federation.

The challenge that new reps gives us is building up the experience, so that our officers receive the best service and support that we can provide. We continue to develop and increase the number of Representatives trained in Misconduct, Equality, Health and Safety and Ill Health.

We have increased our number of PIP (Post Incident Procedures) trained Representatives and continue to provide a 24/7 365 day a year call out capability to support you when you need it most.

Recently Hampshire Federation has introduced a full time equality representative on an 18 months' trial. Zoe Wakefield's role will be to provide equality advice and guidance to all of our members including supervisors (key when they are making staffing decisions) to reinforce that equality is the golden thread that runs through everything Hampshire Constabulary does with its staff. I hope to be able to update the success that this brings in next years' report.

Finally, it's worth reinforcing the work we are doing within the force to improve wellbeing and welfare provisions. This has included investing in a welfare wagon for scene guards, so they have access to toilet, rest and cooking facilities.

We supported the force in the welfare provision for Operation Viscount this year including supporting numerous different forces on mutual aid. We helped the force obtain the significant investment in psychological and health screening, increase in physiotherapy provision and money to invest in welfare officers, supporting our TRIM assessors and others who help our officers each and every day.

Work continues and there is always more to do, but I hope this gives you a flavour of what the team at Hampshire Federation does for you.

**Alex Charge**  
Chair, Hampshire Police Federation



## ‘Give us a Sec’

**A**ugust saw me in post as your Branch Secretary for a year and what a steep learning curve it's been! The last 12 months have been productive in terms of what we have achieved for members here in Hampshire and for the wider country.

Late in 2018, following a review of our media strategy we changed our media provider and moved our website in-house to reduce costs. We now have a local, bespoke, provider to update social media, and we make greater use of the national federation communications department. You'll see from our social media feeds that this hasn't had any negative impact on our followings or impressions!

Alex and I have developed strong relationships with the force chief officer group and strategic leads. As issues arise, we can speak to each other and address the matter to the benefit of our members. This allows us to efficiently achieve our aims of influencing, negotiating and representing you, our members. We have influenced pay, allowances, bonus payments, wellbeing and welfare, uniform cleaning, postings, pension issues, promotion process to name but a few. This is alongside our normal business of managing the group insurance scheme, dealing with post incident matters, misconduct, ill health retirement and performance and more!

Brexit is another challenge where we as a branch are well engaged. Through gold strategic meetings we are able to get the best for our members in unknown, unprecedented circumstances. As Brexit continues to drag our voice continues to be heard in planning for whatever it is Brexit will be.

The D-Day 75th anniversary celebrations in June, brought one of the biggest policing operations that Hampshire has ever had and the biggest deployment of officers to one site for a one-off event ever seen. From the outset our objectives were to engage with the force and negotiate the best possible terms in relation to pay and allowances and also to represent officers nationally in getting appropriate and suitable accommodation and



welfare provision. I'm proud that not only did Hampshire Constabulary pull off a fantastic policing event, but as a branch we supported the event and ensured that our objectives were met. We received a great deal of positive feedback from members locally and from afar.

Early summer saw our federation marquee at Families' Day get a revamp. The main drive of our attendance is

to meet members and promote the benefits of being part of the federation and the group insurance scheme.

This year we adopted Solent MIND as our charity and have raised money for them at every opportunity – Families Day, donations sent to the office, council events and charity dinner. In November we will present them with a cheque at our charity dinner, which we hope will be in excess of £5,000!

Finally, we have made great use of the relationship we have with PMAS. Not only have they presented to our council concerning the benefits on offer to you but also we have had 'Hercules' the coffee barista in a Landrover touring the Constabulary giving away free coffee and brownies. Where Hercules couldn't go, the PMAS team attended our PICS and SHQ, giving away vouchers to use in the canteens.

**Garry Smith**  
Secretary, Hampshire Police Federation

## On the money...

**2019 has been a busy year for the Federation and we have made many changes for the better! As Treasurer and Wellbeing Lead I will talk you through some of the changes and what I have been doing over the past 12 months.**

### Where does your money go?

In days of old we used to keep 30% of all your subscriptions. Since 2018 all Forces' subscriptions are sent directly to our Federation Headquarters at Leatherhead. Each year they receive around £30m in these subscriptions. The legal bill alone for officers is simply huge and takes up most of the money spent – In 2018 it was over £9m. One of my jobs is to complete a budget exercise each year and revisit later in the year in order to get the right amount of cash for our board. I am in the midst of that process right now and quite literally buried in papers.

### New Move

We are moving! This has been a very long and tiring project but it looks hopeful that we will be in our new premises in Whiteley in November. I put in a business case to move late last year because, as lovely as our offices are, they are just too small and really are out in the sticks. As well as us spending many of our days travelling from Romsey to places all over the county for meetings we have so few visitors who drop in to see us because of our location. We want to make our new premises a place you feel able to pop into to get some advice or just to say hello and have a cuppa (we even have biscuits sometimes)!

### What does the Federation do for me?

Lots of officers ask this and I tell anyone who does to come to our office and sit with us and see. We all work tirelessly to help our members. If you haven't needed our support through misconduct, UPP, physical or mental health issues, difficult times, legal battles then you are likely in a better place than some. We are always here to assist you and a friendly bunch so please lean on us when you need to (or if you just want a bit of advice).



Other exciting news - We have just put our new wellbeing van on the road and I really hope that if you're stuck at a scene you get to use it. It's a super piece of kit with hot water boiler, microwave and loo and we have already had some great feedback. My plea to you - Please look after it.

### Wellbeing

In my role as Federation wellbeing lead I have spent the last two years sitting on many wellbeing boards. I have to say I am often taken aback by how much the force is doing in this area although they definitely need to shout out about it more! If you want to find out what's going on please check out the wellbeing toolkit. It has a link to the current wellbeing business plan as well as loads of signposting - or ask your strand's wellbeing lead and they'll update you.

I know you are all stretched to the limit day-after-day and that your main issues are resourcing, annual leave and reallocated rest days -with the numbers we have we still manage to do remarkably well but the toll on you is great. With the promised recruiting it will start to get better but in such difficult times your wellbeing is more important than ever - so reach out to your colleagues and friends, check out the wellbeing toolkit or contact me and if I can't help you myself, I promise to find someone who can.

### And finally.....

Are you a member of our group insurance scheme? Over 2200 serving police officers are. We are currently in the final stages of a tender process to re-negotiate what we want for you and to get the best value possible and we will be sure to tell you of our decisions really soon. We always do all we can to keep the prices as low as possible and provide the best service and we will update you soon.

**Nicki Bell**

**Treasurer & Wellbeing Lead, Hampshire Police Federation**



## Meet our reps...

**D**S Marcus Mills has just become a federation representative. We are glad that Marcus was successful in joining the Hampshire federation council as investigations were underrepresented.

Marcus will be attending the National Federation's Detectives Forum on behalf of our branch.

I've twenty six years' service, twenty two of which has been within CID. I transferred to Hampshire from London in 2003 after commuting for 4 years finally took its toll. I am one of the detective sergeants on investigations on B team at the Eastern PIC. The welfare of my team is really important to me (just ask any of them). The penny dropped that I needed to consider this beyond just my team. The fact that the federation was under represented with members from investigations stirred me into applying and I am very grateful for the support I received to become part of this great service. I try to keep body and mind active and get to Welford Road as often as possible. My eldest is in her third year at university and currently on a work/study programme



that means I get to go to Mexico and Spain at some point, much to her annoyance. My youngest is in his final year of A levels and hoping to go to university as well. I did a charity trek through Nepal a few years ago and is something I would like to repeat and would recommend this to anyone.

**Zoë Wakefield** is our Equality Lead and has recently joined the branch office as a principal full time officer. She represents members on all matters relating to disability, pregnancy, maternity, flexible working, discrimination, sickness and ill health retirement. She also advises managers on all of these issues.

Zoë also works at a strategic level with the Chief Officer team. Over the past year, Zoë has represented members in the following:

- Several grievance meetings
- Issues returning from career break
- Sickness/half pay due to miscarriage
- Redeployment due to mental health issues
- Ill-health retirement appointments
- Police Medical Appeal Board meeting
- Flexible working meetings

Zoë is a member of Inspire, Maternity Support Group, Miscarriage & Baby Loss Group and Equality & Inclusion Tactical Group. Zoë is also a Wellbeing Champion. Zoë is currently working with the force on a number of issues:

- Changes to career break policy
- Wellbeing in Investigations
- Custody Succession Planning
- Conflict Resolution Project
- Welfare provision for long term sickness

Please contact the office if Zoe can advise or support you in any way.

**P**C Antony Waghorn joined us recently as a federation representative based at Park Gate. He updates here on how he is settling into the role.

'I wanted to become a Federation Representative to help my colleagues in their time of need. I feel that I have the qualities and experience to challenge decisions and have the right communication skills to be able to do this.

I believe in things being right and if they aren't I am not afraid to question or bring ideas to those who can make those informed decisions to do that.

I would like to support my colleagues and be entrusted to look after their welfare with confidentiality and integrity. I am a passionate officer and believe in what we do to protect and serve the public.

I have dedicated 18 years of my life to public service. I have gained valuable experience across many strands of the organisation including R&P, NPT, and Investigations. I currently work on the Missing, Exploited and Trafficked Children's Team (METT).

I have a high skills base, taking on extra roles such as



APS, Tier 2, MAST, EGT, Tutor, Mentor and a coach for the Force Football team. I am a Force Wellbeing Champion and am a member of the IVF/Miscarriage Peer Group. I feel I have the qualities to be able to help you.

Going forward I would like to train in misconduct and Equality matters.'

**HAMPSHIRE POLICE Federation**

**OPERATION VISCOUNT**

Question on regulations?

Welfare Concern? (Food, accommodation, wellbeing)

Any other issues not resolved by your supervisor?

**Call 24/7 - 07901 102513 / 02380 478919**



**T**hank you for taking the time to have a look through this report. The information seeks to summarise some of the things that we, the Hampshire Police Federation, have been doing for our members in the last 12 months.

This is an opportunity for me to say thank you to all of you who are federation representatives in Hampshire. It is often a challenging and emotionally draining task, and it is done often in your own time, in addition to increasingly demanding and challenging day jobs.

We meet four times a year and each time I see an increasingly engaged and capable group of people who are willing to offer advice and solutions who have the desire to go the extra mile to help Hampshire Federation members. I thank them for all the work they do but also thank their families for all the support they provide to representatives whose late night phone calls and re-arranged short notice change of plans allow them to support members in times of crisis.

Looking ahead to 2019/2020 we will continue to engage and negotiate with the force around the officer uplift, PEQF, Wellbeing and Welfare provision and Resourcing.

Next year sees the implantation of new misconduct regulations and a focus on improvement rather than discipline. We will seek to influence how this is implemented and applied.

Both locally and nationally we are working on problems with South East Regional allowance and the cost of living in the South East.

As a Federation we continue to invest in our group of Reps in terms of skills and training to ensure that they are the best that they can be and will be for years to come.

**Alex Charge**  
Chair, Hampshire Police Federation

