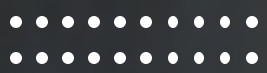


Strategy 2023

VISION | PRIORITIES | VALUES





Our Vision:

To be at the heart of Lincolnshire policing, making sure Police Officers' views are heard; our influence grows, and we secure for them the best possible conditions of service.



Our Values:

LISTENING

NONE OF US ARE AS SMART AS ALL OF US

WE LEARN FROM EACH OTHER, WE SEEK OUT ALTERNATIVE VIEWS AND IDEAS, WE GROW TOGETHER AND WE BECOME A SMARTER ORGANISATION.

UNITED

YOU DON'T HAVE TO BE INDIVIDUALLY RIGHT TO BE COLLECTIVELY RIGHT

BY RESPECTING EACH OTHER AND WORKING TOGETHER WE CAN BUILD CONSENSUS, AND THROUGH THIS WE CAN ACHIEVE ANYTHING.

HONEST & OPEN

WE DON'T DUCK DIFFICULT ISSUES AND ARE TRANSPARENT IN OUR DEALINGS

WHETHER IT IS GOOD OR BAD NEWS, WE ARE STRAIGHT WITH EACH OTHER.

PROFESSIONAL

WE TREAT EACH OTHER AS WE WOULD WANT TO BE TREATED

WE DELIVER A CONSISTENTLY GOOD SERVICE. OUR TONE AND LANGUAGE IS SUPPORTIVE, OUR ACTIONS ARE SELFLESS AND WE GO THAT EXTRA MILE.

COURAGEOUS

WE LEAN INTO PROBLEMS

WHEN THINGS ARE GOING WRONG, WE DON'T IGNORE IT, WE CONFRONT IT AND FIND SOLUTIONS.

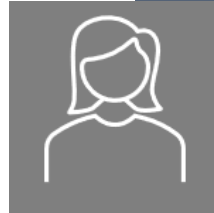
TRUSTED

OUR REPUTATION IS BUILT ON TRUST AND CONFIDENTIALITY

IT IS HARD EARNED AND EASILY LOST SO WE TAKE HUGE CARE IN BEING KNOWLEDGEABLE, CREDIBLE AND TRUSTED BY EACH OTHER, THE MEMBERS WE REPRESENT AND THE PUBLIC WE SERVE.

Our Priorities:

We will create, preserve and show value to our members by focusing on three key agenda areas.



Members



Public



Federation



MEMBERS AGENDA – We Will ...

1

Support the national campaign to achieve pay increases that are fair.

Press Chief Officers and PCCs to back us - after all, they are the employer.

Press MPs to join our campaign.

We recognise this is challenging, but that will not dim our ambition.

2

Provide information on the choices of which pension scheme benefits (Final Salary or CARE) members wish to receive for the period 1 April 2015 – 31 March 2022.

3

Press Chief Officers to use the full range of Regulations available to them where these would allow improvements to Members' pay.

Where we see fresh opportunities to add new Regulations that will benefit Members, we will press the case.

4

Hold the Force to account in areas not limited to the following:

- Absence entitlements and uninterrupted leave and rest days.
- Part-time working
- Equality policies are delivering their aim .
- Good OHU services are provided.
- Provision of quality equipment, PPE and uniform.
- Risks faced by Officers are understood and managed effectively.

5

Challenge the Force when they say the right thing but don't deliver.

Expose the misuse of Regulations such as the blanket use of exigencies.

Hold the Force to account if poor equipment and uniforms are provided.

Use the law to leverage our case.

6

Keep Members' guidance on Know Your Rights up-to-date.



PUBLIC AGENDA - We Will ...

1

Support the work undertaken to establish a Commission that will develop a vision for the future of policing based on what Police Officers see going wrong today and what will make for safer streets tomorrow.

Support engagement with independent researchers to help undertake this project amongst rank and file Officers who will 'tell it as it is'.

2

Use this research to produce a major contribution to public debate.

As a branch we will engage with the public and build alliances that will strengthen our influence on policy makers and politicians.

3

Develop individual contributions to issues that are of public concern.

We will contribute to the national effort of being the 'go to' organisation on these issues



FEDERATION AGENDA – We Will ...

1

Find new ways to become a better listening organisation and improve how we engage with Members so issues can be identified, action is taken and lessons are learned.

2

Play our part in securing the national reserve fund so we are ready to meet uncertainties such as the years when our legal spend is high
We should never be in a position where we cannot fight a case because our reserves are insufficient.

3

Improve the way information flows between Federation Representatives, whether they be in one of our 43 Branches or PFEW HQ. By sharing individual success in one Force or one individual case we can spread that experience more widely.

4

Invest in training and skills development for our Representatives and staff.

5

Ensure the diversity of policing is reflected in our membership and that of its Representatives.

6

Build our organisation's capacity to support our work today and into the future and live by the values we have collectively developed.