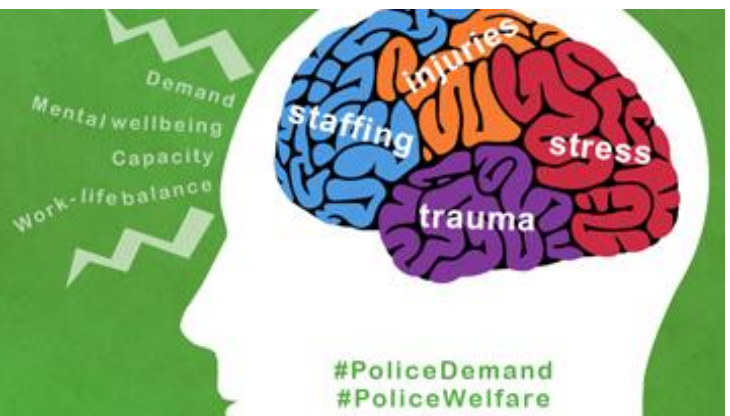


## Demand, capacity and welfare survey results are in

What has changed in two years?

[polfed.org/welfaresurvey](http://polfed.org/welfaresurvey)



The Prime Minister is delusional for failing to acknowledge the link between the scourge of youth knife crime and cuts to officer numbers, says National Chair John Apter. Our Chair's highly critical response came after a weekend when two 17 year olds were stabbed to death in London and Manchester.

Following the two stabbings the Prime Minister was asked to comment on the situation saying there was "no direct correlation" between police cuts and knife crime and stressed there was a "cross-Government" response to the problem.

National Chair John Apter said: ["Our Prime Minister is delusional, steadfastly refusing to acknowledge what is plain for everyone else to see, and in the face of a national crisis that is deeply concerning."](#)

**In other news** the Federation has told the Government it must face facts - extreme stress in policing is real.

[Our Demand, Capacity and Welfare results contradict what the Government says is working](#) when it comes to fighting crime and keeping the public safe. There is an increase in lone working - new research reveals that 76.1% of respondents from relevant frontline roles\* indicated that they are often or always single-crewed.

\*Classified as Neighbourhood, Response, Roads Policing, Operational Support, Investigations, and other.



### NPCC pay proposals undervalue officers

When broken down, [the NPCC's recommendation to the Police Remuneration Review Body this year works out as less than a 2% pay uplift](#) for each of the next three years. The NPCC are offering 4% in 2019/20, followed by a pay freeze next year, so that they can model the financial impact of their proposed pay structure. "The modelling should already have been done," says your National Secretary Alex Duncan. "It's not fair to penalise officers for lack of progress on pay reform."



### FedCast 2: Listen to our advice on conduct and performance

Supporting you through difficult times is one of the main reasons we exist. More often than not, those difficult times stem from unfounded conduct or performance complaints. [In the second episode of our podcast series](#), National Chair John Apter and Conduct and Performance Lead Phill Matthews shine a light on our work and offer advice to those who find themselves under investigation. Put forward questions for discussion in future episodes via Twitter @PFEW\_HQ using #AskFed or email [communications@polfed.org](mailto:communications@polfed.org).



### No change to status of EU national warranted officers post-Brexit

Due to [officers' unique employment status](#), we have been chasing the Home Office to shed some light on the situation. Although anything EU exit-related is subject to last minute changes, the current stance is police officers should be treated the same as all other EU nationals who find themselves in this position. If a deal is stuck by March 29, regulations will see a 'national of a member state' status switch to a 'British national or EU national with indefinite leave to remain in the UK' status instead.



### "If you don't want to have a spit guard applied, don't spit or bite"

National Chair John Apter [writes an open letter to human rights organisation 'Liberty'](#) following their statement that spit guards must be relegated to the past. Mr Apter writes: 'Being spat at is a disgusting and vile act, many of those who do this will use their spit or blood as a weapon, that is the reality of what you have to deal with. I stand by my support for the full roll out of spit guards to all police officers. This is an essential piece of equipment.'



### Blog: 'We are better than last year and a damn sight better than 50 years ago'

[National Chair John Apter writes:](#) 'Is the Federation working hard for you? Absolutely it is. And is it making a difference? Yes it is. But I accept we don't always get it right. Over the past few years, because of the independent review, we've taken our eye off the really important ball in terms of listening to what you want, and we've got to refocus. We can't grant you everything you want - but we can listen to you and explain ourselves much better.'



### Memorial honouring heroic officer PC Keith Palmer unveiled

A [memorial commemorating PC Keith Palmer GM](#), who was tragically killed as he protected Parliament, has been unveiled. The remembrance stone was revealed by Prime Minister Theresa May at a reception at Downing Street attended by PC Palmer's family, friends and colleagues. The stone - which was specially commissioned by the Police Memorial Trust - will sit at the Carriage Gates near where he was attacked.

### Are you retiring or leaving the service in the next three months? This is your last chance to have your say...

It's essential that we capture the experiences of those of you who are leaving the service soon, whatever your circumstances, so that lessons can be learned and issues can be addressed. The findings from this long-term study are crucial for building a strong evidence base for change to benefit those still in the service and those yet to join. Thank you in advance for your feedback.

**[TAKE THE SURVEY NOW](#)**

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The Government must face facts - extreme stress in policing is real - [www.polfed.org/newsroom/6930.aspx](http://www.polfed.org/newsroom/6930.aspx)  
NPCC pay proposals undervalue officers - [www.polfed.org/newsroom/6938.aspx](http://www.polfed.org/newsroom/6938.aspx)  
FedCast 2: Advice for members on conduct and performance - [www.polfed.org/newsroom/6950.aspx](http://www.polfed.org/newsroom/6950.aspx)  
No change to status of EU national warranted officers post-Brexit - [www.polfed.org/newsroom/6944.aspx](http://www.polfed.org/newsroom/6944.aspx)  
"If you don't want to have a spit guard applied, don't spit or bite" - [www.polfed.org/newsroom/6956.aspx](http://www.polfed.org/newsroom/6956.aspx)  
Blog: 'We are better than last year and a damn sight better than 50 years ago' - [www.polfed.org/newsroom/6953.aspx](http://www.polfed.org/newsroom/6953.aspx)  
Memorial honouring heroic officer PC Keith Palmer unveiled - [www.polfed.org/newsroom/6947.aspx](http://www.polfed.org/newsroom/6947.aspx)

Police Federation of England & Wales  
[www.polfed.org](http://www.polfed.org)

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