



Three-year pay deal needed to rescue police officers from a financial cliff-edge

Years of below-inflation pay awards have left more than a third of you struggling to make ends meet, with almost half worrying about your finances 'almost every day'. [This harsh reality is laid bare in our joint submission](#) with the Police Superintendents' Association (PSA) to the Police Remuneration Review Body (PRRB), which deals with police pay.

Using the National Police Chiefs' Council's (NPCC's) own pay mechanism and data, and taking into account proposed 'P factor' payments (which we think should be 14%, in line with X factor payments to the military), we calculate that constables are already up to 18.4% below where they should be, and sergeants up to 19.4% below. This takes into account comparisons to other jobs in the public sector, but does not factor in inflation for 2019.

We recognise that asking for uplifts of the scale needed to return officers to a level comparable with other jobs, and to keep up with inflation, is not likely to be palatable for the Government. Therefore, we are proposing a 5% uplift this year, followed by 5% in both 2020/21 and 2021/22. We regard our proposed three-year deal as a 'start on the journey' to return police officer pay to the level where it should be.

National Chair's blog: 'Our issue is with government not the pay review body'

[John Apter writes:](#) 'Following last year's betrayal by the Government to honour the PRRB recommendation in full, we are taking a judicial review of that decision. However, we already find ourselves submitting this year's recommendation to the PRRB. Some ask why we bothered with the submission. Well, we do so because our fight is not with the PRRB, it is with the Government. It was the Government that ripped up the rule book.'



What's in the latest issue of [POLICE magazine](#)?

Features and stories include: Court of Appeal backs public sector pension claims; National Chair John Apter comments on the real reasons why the Federation is so vital; All the top stories from the Roads Policing Conference; Our newest columnist warns that while Taser may not be perfect,



Our first 'FedCast' covers pensions, pay and police drivers

Our first podcast is out now covering our current position on hot topics and questions from members. Now you can listen to Fed news and discussions on the go and stay informed about the work we do on members' behalf. In the format of a short radio show, the first episode features



Government suspends pension cost cap action pending legal decision

[The Government has announced it will not rectify the public pension cost cap breach](#) at this time due to the 'uncertain impact' of December's Court of Appeal ruling that the 'transitional protections' offered to older judges and firefighters as part of pension reforms amount to unlawful discrimination.

it is a vital piece of kit; Discipline reforms move focus on to performance; The town where 'police don't come out' is a stark reminder; and more.



Home Office inaction continues to leave police drivers vulnerable

We have a simple message for the Government: [We cannot wait any longer - act now to change legislation to recognise police driver training](#). As things stand, you are breaking the law every time your duty requires you to drive outside of the common legal standard of a 'careful and competent driver'. The CPS, IOPC, College of Policing, DfT, MoJ and NPCC all agree that the law must change, but the Home Office continues to delay reporting the findings of a consultation that took place last summer.

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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Police Federation of England & Wales

www.polfed.org

National Chair John Apter, National Secretary Alex Duncan and broadcaster Ian Collins. [Find out more and how to listen](#).



How much do you know about performance under police regs?

We want to make sure that you know exactly what you are entitled to as part of your role and the type of support we can offer you. This month, our focus is on [performance, associated protocols and highlighting where and how we can help you](#). For more information, including FAQs from members and a Quick Reference Guide to Police Regulations, visit our [Did You Know? page](#). Follow #KnowYourRights and #DidYouKnow on Twitter to join the discussion.

[Read National Secretary Alex Duncan's blog](#) outlining the current situation with public service pension schemes and why now is not a time to rush into decisions.



Look out for our latest findings on demand, capacity and welfare

Our Demand, Capacity and Welfare survey is the only national policing survey of its kind. Since its launch in 2016, the findings have been key in raising awareness and helping us to progress wellbeing issues. While some of this year's findings give cause for concern, there are some real positives in that the service is moving in the right direction when it comes to talking about mental health. Our latest report is released this week - [read about the findings from previous surveys](#).