



Kamran Qureshi
Workplace Rep

**“ A good rep listens,
knows regulations
and will challenge ”**

Kamran Qureshi became a Federation rep for the same reason he joined the Metropolitan Police – to help and support others.

In his first encounter with the Police Federation he was the one in need of help. Kamran recalls:

“I made a mistake and was facing a complaint. It was a minor thing that was blown out of all proportion. It was worrying but the Federation helped straighten it out.

“During my 18 years in policing I’ve learned that there are many rules and regulations and with human error it isn’t difficult to receive a complaint.

“What’s more, due to the lengthy processes, even a minor complaint can take 12 months or more to resolve. The stress of being under investigation and potential restrictions is a clear mental health issue.”

Standing for election to become a Federation rep can be daunting if you are not used to selling yourself.

Kamran’s advice is to be “honest and sincere”. He has been a rep for 10 years now and helps a lot of officers who are subject to misconduct.

He believes supervisors are often insufficiently trained in HR, so the Federation has to step in to ensure the right processes are followed.

Kamran adds: “It is always very satisfying to help others and even more so when it’s friends and colleagues. A good rep listens, knows regulations and will challenge where necessary. Most issues can be resolved with early resolution, so negotiation skills are important too.

“These are core strengths of every police officer.”

Kamran advises anyone thinking of becoming a rep to shadow someone and be aware of what the role entails.