

**“The best thing you can do is to become a Fed rep”**

With 18 years of policing experience under his belt, Temporary Sergeant Alan Gardiner became a Surrey Police Federation rep in 2019.

“I hate injustice. I was subject to two misconduct investigations in quick succession back in 2009 and didn’t feel like I had much support. I felt like I’d been left on my own and wanted to know that if others found themselves in my position, someone would be able to do a better job for them. I thought about it for quite a while then a couple of years ago became a Federation rep.

“I get a huge amount of satisfaction from helping people.



**Alan Gardiner, Surrey Police**

**“ I get real satisfaction out of being there for my colleagues when they need me the most. ”**

for change if you’re not working to make that change yourself. The best thing you can do is to become a Fed rep. You’re given a voice and can use that voice for good, both nationally and locally”.

“The thing I am proudest of over the last couple of years is my first ever job as a rep when two officers were up for poor behaviour. I put hours of work into their cases and drew on the training I’d had at Leatherhead HQ.

“I managed to make two different chairpersons understand that this was the result of an office culture that had been left unchecked, and that the officers in question didn’t need punishment but reflective practice to consider their actions. As a result of their cases and with the new reflective practice regulations that have come in, there’s now the chance to nip things in the bud by just having a conversation.

“I believe that you can’t scream and shout