



SURREY
POLICE
Federation

Bravery Awards 2023

A celebration of British
Policing



DOWNING
STREET SW1
CITY OF WESTMINSTER

Your Federation

July 2023

Chair Update

Surrey Police Federation chair Darren Pemble



Welcome to our Summer edition of our Federation newsletter. I hope you find the content both relevant and useful.

National Issues

I know policing is difficult for many of you right now. I understand that demand is ever increasing, and we only have so many officers out there to deal with the volume of work that keeps coming at us daily.

It is difficult work and I thank you for all your hard work. It doesn't go unnoticed, and I am telling everyone I speak to within the organisation and outside of it how good you are as Police officers and how lucky Surrey are to have you all.

Many of you are aware of the long running Employment Tribunal that was brought against the Federation of England and Wales (PFEW) on behalf of the Pension Challenge group via Leigh Day solicitors. The judgement ruled in favour of the claimants on a number of claims of direct Age discrimination and Victimisation.

The judgement makes for very difficult reading and will have given rise to many questions for those affected by the pension changes which began in 2012 when notice was given for the new 2015 CARE pension scheme.

Following the 2015 CARE pension changes a number of police officers made claims with Leigh Day solicitors regarding the age discrimination relating to the protections that many officers received if in the latter part of their service.

The pension claim for age discrimination was won alongside Judges and Firefighters and anyone effected will be given the option of an uplift to their 1987 PPS or 2006 NPPS

pension scheme which amounts to an additional 7 years up to 2022.

Following this ruling the Leigh Day claimants' officers took legal action against PFEW regarding the cost of their legal fees.

I know many of you want answers and an explanation around the Pension judgement as you need a Federation that acts in the best interests of its membership.

A full independent internal review on how the pension changes were handled by PFEW has been called for across the Federation.

I was one of many affected by the Pension changes and want to get answers.

PFEW announced 18th July that they will not be pursuing an appeal against the judgement issued by the ET on 6th June 2023. This decision was made by the National Board and National Council and PFEW are unreservedly sorry and would like to offer an unconditional apology for the distress caused. The claimants remedy will now be determined at a separate hearing, and in the weeks and months ahead PFEW will be taking a proactive approach to engage, rebuild bridges learn lessons and implement change.

As a Branch board Surrey Branch Board will continue to work with PFEW and unreservedly offer our apologies for any distress caused to our members. We will work with you our members to provide an effective voice and representation to all members.

We hope that lessons can be learnt, and we can engage, build bridges, and implement change as an organisation for you, our membership.

Continues on next page

Police Pay Award a step in the right direction

The recent announcement that police officer pay for 2023/24 will increase by 7 per cent across all ranks is a step in the right direction, but it still is still a real-term pay cut for officers with inflation so high. This pay award will help officers during these difficult financial times and it is welcomed but we are aware that Policing has endured a 17 per cent real term pay cut since 2000 as per the Social Market Foundation report.

The government's announcement that they have accepted in full the recommendation of the Police Remuneration Review Body, means that officers will receive a pay increase of 7 per cent from 1 September this year. This is a step in the right direction, but we must not lose sight of the fact that this pay award still doesn't address the real term pay cut of 17 per cent officers have suffered since 2000.

Many officers were fearing that they would receive a smaller pay award so some recognition of what we do in policing is welcomed as police officers every day perform a tough and difficult job protecting our communities, so they really do deserve a decent pay award. Life is still a struggle for many financially, but I hope that this will help officers.

Your Federation local and National will continue to push for fair pay awards that take into account inflation and recognise and reward the unique status of police officers; all we ask is that there is a fair, independent mechanism and negotiation process, so that we can properly sit down with government and employers to negotiate pay settlements that fully consider the risks and restrictions placed on police officers' private and professional lives. The focus going forward needs to be on pay restoration.

With this in mind we will be balloting our

membership in the coming months on industrial rights as to whether this is something that you wish for PFEW to pursue.

Local issues

I know dealing with Mental Health calls are a concern as the Police are the only service that gets called for everything regardless of if we are the right people.

We need to be getting the Right Care for the Right Person which means that the most appropriate care provider is available to help people struggling with their mental health.

Surrey Police and your Federation are working together alongside the CC and PCC to help with this initiative.

Surrey Police again held the Epsom Derby which is Surreys 24th year policing the large-scale event. As always this has a significant impact on police officers who provide an excellent service to the public in keeping them safe. Officers do however have certain restrictions around this time as they are unable to take leave due to embargos and many are subject to late and last-minute duty changes which over the June weekend.

We will be monitoring the embargo and duty changes for next years event keen that the embargo is lifted at the earliest opportunity. I am pleased to say that Unison and the Fed will be working together to look after your interests.

Your Federation Executives Tom Arthur and Elena Boaf were out and about over the Derby weekend to support officers on duty and offer advice.

Thank you to the officers who worked this event and I hope that you were able to enjoy a day off post event.

We all need to be mindful about our own mental health and wellbeing during this difficult time in policing.

If there is anything that you feel needs addressing or feedback to the Force, please let us know in the Fed office.

Continues on next page

Positive Policing

I was privileged to be at the National Bravery Awards 13th July in London where I was blown away by the many brave and courageous officers that were nominated across England and Wales. I was fortunate to accompany our Surrey nominee PS Wayne Honour and his partner to Downing Street and the Awards night giving them the VIP experience to recognise the bravery he displayed when off duty he ran into a neighbour's home which was on fire saving the neighbour.

I was humbled by the heroic and selfless officers who went above and beyond on and off duty to arrest dangerous criminals and put themselves in danger risking serious injury to save members of the public. The theme of the night from the nominees and winners was that they were just doing their job.

It is a job like no other and in the toughest and darkest times we pull together as a team.

It was a wonderful occasion to show some well-deserved recognition for our Brave Police officers across the country. Our regional winner (Region 5 Home Counties) came from Bedfordshire, and I was privileged to be able to share a table with him after he entered a burning flat to save the occupant but was engulfed in flames receiving serious burns during the incident. Fortunately, he has made a full recovery and was a worthy winner.

The overall winners were West Midlands region 3 who were made up of 14 officers and staff who formed a human chain in an icy lake to try to save 4 young boys who had fallen into the frozen lake.

I also recognise that everyday Surrey officers work tirelessly policing their communities, so I send you my thanks for doing a difficult job.

I also met PS Loz East from TVP who was

awarded this year's Inspiration in Policing award for his astonishing efforts in supporting others and fundraising for multiple charities despite the extreme life challenge he is facing following his diagnosis with incurable pancreatic cancer. A wonderful man who richly deserved this award.

Your Surrey Federation will be hosting their 1st Annual Awards Evening at PFEW, Leatherhead on 7th December where we will be recognising the great police work that Surrey Police officers do week in week out.

This evening is an opportunity to celebrate the amazing officers that serve the public of Surrey. Further information relating to the Awards night will be circulated soon with how you can nominate your colleagues for a policing award.

We look forward to recognising the officers for their achievements.

We need you to tell us what is happening, good and bad across the Force so please let us know so we can then raise these issues with your Senior Management Team (SMT) and/or the Chief Officer Team including the CC.

If you need any help or advice, please contact your Federation and we will do our very best to support you. Please stay safe out there and I hope to see you soon.

Darren Pemble
Chair



Surrey Federation Chair Darren Pemble, Deputy PCC Ellie Vesey-Thompson, Surrey Nominee Wayne Honour, Surrey Chief Constable Tim De Meyer, PFEW National Board Mel Warnes.

Misconduct

Surrey Police Federation Secretary Tom Arthur



From a Conduct and Performance aspect and in the current climate, police complaints and the scrutiny that Forces are under has led to a massive increase in our workload. Expectations see the possibility of your Federation having to get involved in 4 times as many cases involving Officers than last year.

We are also looking at and have concerns around the current trend to look to use Reg 13 on officers rather than the Conduct procedure. This blurring of the lines is dangerous and seems to be on the back of the Met Commissioner's statements and is directed from above. The Reg 13 process is separate from the Reg 17 procedure, both can overlap but normally only after the Reg 17 has been completed.

Officers arrested has also increased due to the above scrutiny and desire to be seen to be taking positive action. Your Federation still advises using our on call reps to get suitable Legal Representation from the outset. Most of these cases will still be reviewed even if the Criminal aspect is dropped and may well then result in Regulation Notices being served. The legal assistance initially supplied by the Federation are all experts in the police regulation field and will provide the continuity needed to support and represent.

Please please if you are asked for statements or to answer questions regarding any complaint do not hesitate to contact your branch. You have obligations as a police officer but you still have rights and there is a need to treat you fairly and in line with Police Regulations and Legal Guidance.

It is for continuity as even if NFA, conduct will then be looked at. The criminal will always take precedence and the funding issue will not need

to be looked at until after interviews, this can then be applied for under the Fed or GIS as relevant.

On a positive note we continue to meet and engage with SMT across the Force supplemented with regular meetings with the CC/DCC, PCC and PSD. Your local reps can pass on concerns and questions that you want asked of management and we will try to get these resolved.

We are still trying to regulate the lack of consistency around post incident procedures and when they are and are not called. There have also been discussions around the expectations being made of an officer in the case of a DSI which we are resolving with legal advice.

The Force are also looking at annual leave and when and how this is taken, there is a high demand on one part during school holidays and on the other hand they are saying that taking your child out of school in term time should be looked at under conduct. The latter is being fiercely challenged by the Federation.

If you find yourself being approached re. this please let us know.

Remember Your Federation is there to advise and assist. It is better to seek advice rather than waiting. The majority of our work is early intervention that prevents escalation.

Tom Arthur
Secretary

Treasurer's Update

Surrey Police Federation

Treasurer Danielle Mead



I've completed our Forecast, a process comparing year to date spend to the budget. This is done with our PFEW finance teams and done to ensure that our expenditure complies with funding rules and that we're on track with the finances for the rest of the budget period. I'm pleased to say that all is looking accurate going forwards for the rest of the year. Overall, we remain in a strong position but always looking for ways to maintain healthy cash flows and make savings where we can. Tough at the moment with the current financial climate but that doesn't stop us trying to save.

In May, I attended a Pensions seminar with the Surrey Police pensions team. Speakers presented timescales and steps to address the Pension changes going forwards. This relates to those affected by the changes made and were found to discriminate against Officers of a certain age/and of length of service.

There's lot's of work being done to put this in place but it was encouraging to see who we have working to progress this for us.

I also have to compliment our Pensions team who are engaged and working to deliver this. If you have a concern/query please email them! Pensions (Surrey) XPS are now our administrators and will assist you. Please take time to log on (they sent out letters to encourage this). It's vital you check your details are accurate as they are dealing with legacy errors from the previous providers. [Home | XPS Pensions Group \(xpsgroup.com\)](http://www.xpsgroup.com).

There are webinars available giving updates on Pensions changes etc. Our Pensions team recently started a webinar for Officers so keep an eye out on the intranet/forums/GEM for dates. These companies offer webinars and feedback is positive. They aren't accredited

financial advisors but they're knowledgeable and will provide clarity around the changes and how they may affect you. They can offer other financial advice too; re budgeting etc. [Events - Metfriendly](#) (despite the name - they are not Met only)

[Retirement and understanding your pension \(serveandprotectcu.co.uk\)](#)

Their events are available to book on Eventbrite. This will also give you notification of new dates and other financial talks. [Serve and Protect Credit Union Events | Eventbrite](#)

There are Police specific financial companies who can help if you need financial assistance, insurance, savings etc. They apply their own lending criteria and don't operate on the open market [Serve and Protect CU - Improving Financial Resilience Welcome to Police Mutual | Police Mutual](#) -

also offer Health care, insurance [Home - No1 CopperPot Credit Union | Number One Police Credit Union Limited](#)

For Mortgages

[The Mortgage Hut | UK Mortgage Brokers & Advisers](#)

[Independent Mortgage Advisor in Biggleswade | Uniform Mortgages](#)

Insurance

[Home \(policeinsure.co.uk\)](http://www.policeinsure.co.uk)

Surrey Police have a welfare fund that is available to assist Officers and Staff. There is criteria to this and the minimum donations a month is £1. Please contact angie.gillott@surrey.police.uk for info.

I am always happy to help guide you so please contact me too Danielle.mead@polfed.org

Equality and Wellbeing

Surrey Police Federation Equality and Wellbeing lead Elena Boafo



It was often said that we as members pay Federation subscription as a safety net for legal support in case we are accused of misconduct and that there was a disparity between the amount of time spent with the alleged perpetrator than a member subject to discrimination including sexual harassment. Therefore, we have launched Surrey Police Federation Support Services as an enhanced service to support Officers subjected to conduct or behaviour by a colleague, particularly to victims and witnesses of alleged breaches of the Standards of Professional Behaviour. A workplace Federation Reps will be carefully assigned to ensure confidentiality and no conflict of interest. Support Services will be overseen by me as the Equality & Wellbeing Lead, and Conduct will remain overseen by the Surrey Federation Conduct & Performance Lead.

If you or your colleague needs Surrey Police Federation Support Services, you can expect the following:

- Federation letter with Your Federation contact details to be given to you via PSD or a Staff association.
- Your own Federation Representative, separate from the Conduct Representative.
- Counselling – signposting to external support services e.g. Support24 for Group Insurance members.
- Referral to The Federation Welfare Support Programme if appropriate.
- Holiday Home stay – subject to approval and availability.

- Your Rep liaising with PSD on your behalf.
- Your Rep attending court or hearings with you if you wish.
- Meetings away from any police premises.
- Consideration of Sec 26 The Equality Act if you wish and supporting you through this.
- surreysupportservices@polfed.org confidential email direct to the office manager and Equality Lead only.

This will enable the Federation to split the representative time and legal funding throughout the membership and raise matters with Surrey Police before they reach Employment Tribunal on failing to protect victims and witnesses of harassment under the Equality Act.

I am also working on clarifying matters on Time Off for Dependency paid leave and disciplinary proceedings for taking children out of school during term time for our members. I will be working alongside the Surrey Police to get officer's entitlements exercised correctly and I will keep you posted with how these develop.

Elena Boafo
Equality & Wellbeing Lead

Meet your rep

Sergeant Sarah Kiely

My name is Sarah Kiely and I am currently a sergeant on the Safer Neighbourhood team at Reigate. I joined Surrey police as a detention officer before deciding to become a police officer. Most of my service has been on response, originally on TPT which then became NPT allowing me to develop further in crime investigations. I spent time as a temporary sergeant on NPT, before being posted to custody on promotion in 2019. I am now learning a lot about long-term problem solving and partnership working.

I've been a Federation Rep for many years now and have attended courses on Conduct & Performance, Health & Safety, Equality and the Post Incident Procedures relating to DSI.



I helped to support officers at a coroners inquest which had a huge impact on all of the officers involved.

It can be difficult to balance my day job and taking on work as a work-based Fed rep, but I am passionate about wanting to do my bit to help and support officers where I can. There is a lot of additional things to know about, for example, Regs, flexible working, types of leave etc. but this knowledge benefits me and my team in any case. If you want help with a workplace issue, feel free to get in touch.

2023 Bravery Awards

Your nomination: Sgt Wayne Honour

During an August evening last year Surrey Police Officer Sgt Wayne Honour was off duty at home eating dinner with his family. He noticed dense black smoke coming from his neighbour's house, he told his partner to call the fire brigade whilst he ran from his address without even putting his shoes on.

In moments there was thick smoke everywhere. The front door was locked and as he shouted for his neighbour and banged on the door he heard a groaning sound. After much effort and perseverance the officer managed to force the door open. Despite being fearful and unable to see through the smoke, the officer entered the house, located the occupant and removed him from the burning home, checking that he was not seriously injured. He checked with his neighbour that no other were unaccounted

for. Sgt Honour stayed with his neighbour and assisted Fire and Ambulance until further police units arrived.

Sgt Honour went above and beyond his duties as a Police Officer, showing immense bravery saving his neighbours from a burning property.



Surrey Police Nominee Sgt Wayne Honour outside Downing Street

2023 Bravery Awards

Celebrating the best of british policing

Earlier this month 90 officers from across England and Wales were invited to the 2023 Police Bravery Awards after being nominated for acts of bravery.

The day started at Downing Street where the officers were invited to a garden reception before being addressed by Home Secretary Suella Braverman. Officers spoke with the home secretary telling their stories before posing for photos with their families outside Number 10.



National Chair Steve Hartshorn & Home Secretary Suella Braverman



Overall Winners: West Midlands Police

The winners were announced as follows:

- Region 1: (Lancashire): PC Sam Stinchon, PC Taylor Gregson, PC Vanessa Fowler, PC Katherine Maxwell, PC Mike
- Region 2: (Durham): PC Ryan Murley
- Region 3: (West Midlands): Overall winners
- Region 4: (Nottinghamshire): PS Dan Griffin, PC Amy Pannell
- Region 5: (Bedfordshire): Officer wishes to remain anonymous
- Region 6: (Gloucestershire): PS Steve Wilkinson, PC Josh Norris
- Region 7: (South Wales): PC Owen Bedford, Insp. Paul Ramsay, DI Paul Graham and an officer who wishes to remain anonymous.
- Region 8: (Met 2): PC Andrew Cushing

The main awards ceremony took place in the evening at a top London hotel. Notable guests included the Home Secretary, who presented the Inspiration in Policing Award, Policing Minister Chris Philp, First Minister of Wales Mark Drakeford and Shadow Home Secretary Yvette Cooper. The awards ceremony was also well attended by Chief Officers and Police Crime Commissioners. The winners of each region were announced one by one with a video summary of each regional winner shown.



Surrey Police Nominee Sgt. Wayne Honour



Flint House

Sergeant Sarah Kiely shares her experience

Flint House was a magical place I had heard about but hoped to never need to visit, despite being told by numerous officers how amazing the food is (all true). In October of last year, I suffered a significant fracture and dislocation of my left ankle in a horse-riding accident. When the surgical team told me just before my operation they would 'do their best', it really hit me how much all the things I had taken for granted would be affected in the short term at least.

The application process was straightforward and easy, and I got my date to attend in March of this year. Having applied in December, I was initially disappointed that my stay there felt so far away but actually



they assessed my need expertly and I went at exactly the right time for my recovery.

The staff there were amazing, particularly the physiotherapists and the trainers taking the exercise classes, but everyone who works there was welcoming and accommodating. The facilities are incredible and there is a pool and gym to use, plus other well-being activities like relaxation classes.

The rooms are comfortable and well-equipped. There are plenty of places to explore locally, and they put on evening activities for those who want to socialise with the other guests.



After the initial assessment with a physiotherapist, they enrol you into various classes depending on your needs. Each day I had physio, a balance class, lower limb class, hydrotherapy and use of an electrical stimulation machine to help build my calf muscle back up. This level of care and therapy simply cannot be replicated in the NHS or perhaps even in private healthcare. They helped me to walk down the stairs properly again, all because I had someone watching my gait so they could see my technique was incorrect. I improved so much



in such a short amount of time, and continue to improve daily. There's still a long way to go, but I have the tools and understanding to be able to expedite my recovery, and that is all down to the staff at Flint House.

For less than £10 per month I cannot recommend subscribing enough. I see it as an insurance policy, and will continue to pay into it when I retire as you can apply to go then too. I'll forever be grateful to them.

To find out more visit: www.flinthouse.co.uk

PC Gunn Funn Runn a success!

2023's PC Gunn Funn Runn, held at Surrey Police HQ in mid-May, proved once again to be a very enjoyable day. Despite poor weather in the days leading up to the run, sunshine and a gentle breeze provided near perfect running conditions. In addition to the 5K run and the Children's 2K run, the one-off 7K run (to mark the 7,000 days since PC Gunn was killed) proved to be a popular choice amongst those who took part. It was particularly heart-warming to see parents running with their children during the 2K run, making it a real family event. Another special day is already being planned for next year to mark the 20th anniversary of PC Gunn's

untimely death on duty. Details will soon be available for next year's event on www.pcgunnfunnrunn.co.uk.

This year, the event raised over £1,200 for the National Police Memorial Day charity and the medal awarded to all runners symbolised the blue poppies that fall at every annual NPMD service.





Reminder: Food Bank Vouchers Available For Officers

A reminder that Surrey Police Federation has partnered with Epsom & Ewell Foodbank and can now issue Foodbank Vouchers via The Trussell Trust Food Bank Network to a Food Bank of your choice. Equality Lead Elena Boafo wanted the Surrey Police Family to have the vouchers readily available just in case something goes wrong, and you find that you cannot put food on the table. Elena has issued several already and it is a simple option for you if you are in an extreme financial situation. If you are in need, please call 01372 352165 or email admin@surrey.polfed.org.

There is a short five-minute questionnaire to complete online with the Trussell Trust Food Bank Network, which Elena will do with you over the phone. You can then present the generated voucher at your chosen Food Bank. It is important that this is an option so that matters don't get worse, and it is a better way of avoiding payday loans, which will have a negative impact on your credit scores for six years. Don't forget to help your Food Banks by donating if you can.

Group Insurance saves the day!

Sgt Oliver Brown

Dear Federation members,
If you haven't got the Federation Insurance cover, get it, it's absolutely brilliant, covers you in all many of ways both in and out the Country and is ultimately very cheap vs the coverage. I have just used the Travel Insurance element and received the maximum payment after my tent exploded, literally exploded! It was extremely simple to submit a claim and after a very short period of assessment of all the info and photo's, the payment is winging its way to my account to replace it.

T/DI Patrick McCann

Sorry to hear about the tent but great news about the simple and short turn around. If anyone isn't in the group insurance, it is seriously worth considering and may save you money by reducing duplicate products into one provider. Something to consider.

The Surrey Police Federation Group Insurance Scheme is arranged by Philip Williams and includes a wide range of insurances including, Life insurance, travel insurance and lots more!

For more information, please view the page or contact the Surrey Police Federation Office on 01372 352165 or email, admin@surrey.polfed.org

Surrey Police Federation Clinics

Finance

20th July

21st September

Book via admin

Police Mutual

5th July

2nd August

6th September

Book Via Elaine: elaine.child@tenet.co.uk

Family Law

24th July

29th August

26th September

Book via admin

Mortgage Hut

4th July

1st August

12th September

Book direct at info@police-mortgages.co.uk or call 03300 884 687

Uniform Mortgages

14th July

11th August

1st September

Book direct at info@uniformmortgages.co.uk or call 01767 316 626
and quote 'Sur1'

We are now on Facebook

We now have an official Facebook page. To stay updated with the latest news and events scan the QR code or visit:

<https://www.facebook.com/SurreyPoliceFed>



SURREY

POLICE *Federation*

DOWNING
STREET SW1
CITY OF WESTMINSTER

