



## Brave Officers Avert Fire Threat

**F**our Norfolk Police officers who detained a man who was threatening to set himself on fire in a busy shopping area have been nominated for National Police Bravery Awards.

In December 2022, police were alerted to a man who had absconded from Northgate Hospital in Great Yarmouth. The man, who was suffering from severe psychosis, had jumped from the roof of the hospital and run away from staff.

Sgt Matthew Bloomfield, along with Silver Commander Inspector Ben Hardiman, arrived at the scene and followed the man as he headed out of the hospital grounds and towards a shopping area, which was busy with people as it was days before Christmas.

They attempted to negotiate with the man again, but he said he wanted to set himself on fire at the shopping centre, and would set the

They detained the man under a Sec 3 Mental Health Act power. An ambulance arrived to take the man to hospital and he was eventually placed in a more secure facility.

Andy Symonds, Chair of Norfolk Police Federation, said: "I commend these four officers for remaining calm and professional under exceptional pressure, and protecting hospital staff and members of the public at great risk to

**"This was a life-threatening incident for the man in crisis, the officers and the many Christmas shoppers nearby"**

The first officers at the scene were PC Luchia Blyth and PC Natalie Smith. They found the man on a fire escape ladder, dousing himself in petrol and holding a lighter. The officers tried to build a rapport with the man, but he dangled from the edge of the fire ladder, threatening to set himself alight and jump. PC Blyth and PC Smith continued negotiating and eventually the man stepped backwards onto a steady surface.

The man climbed down the ladder and said that he would set himself, and the officers, alight if they followed him.

officers on fire if they tried to stop him. Insp Hardiman set up a tactical parameter.

As the parameter was breached, one of the officers grabbed the man's hand that was holding the lighter and held it out of the way as Insp Hardiman deployed PAVA spray. With the assistance of PC Blyth and PC Smith, he took the man to the ground and secured the lighter.

All four officers became soaked in fuel from the struggle and were at immediate risk, but were determined to prevent the man from entering the shopping centre.

themselves.

"Their control of the incident and understanding of the tactical plan meant that nobody got hurt, in what was a life-threatening incident, both for the man in crisis, the officers and the many Christmas shoppers nearby."

As the Norfolk Police Federation nominees for the PFEW National Bravery Awards, Insp Hardiman, Sgt Bloomfield, PC Blyth and PC Smith will attend a reception at Downing Street in July, followed by an evening ceremony with fellow nominees from around the country.

# Officers Get 'Raw Deal' On Pay

The police pay system is set up so that officers get a raw deal and have no meaningful process to negotiate, the Chair of Norfolk Police Federation has said. Andy Symonds was speaking after Home Secretary James Cleverly wrote a letter to the

and Wales (PFEW) withdrew from the PRRB process in 2021. Andy said: "Once again I find it frustrating that the so-called independent pay review body can have its terms of reference set by the Government. This is not a fair system for deciding

nificant change to the pay review process – we need a seat at the negotiation table. "We feel, as do all of the members we've talked to, that the system is set up so that police officers get a raw deal and we have no meaningful process to negotiate our pay and conditions.

**"It's frustrating that a so-called independent pay review body can have its terms of reference set by the Government"**

Police Remuneration Review Body (PRRB). In it, he reminded the PRRB that last year it recommended "historically high pay awards" for police officers and that this year it was vital that pay review bodies consider the "Government's affordability position". Andy said that this proved the PRRB was not independent. The Police Federation of England

on officers' pay and conditions. "In fact, the pay award in September was still below inflation, so in real terms it was a pay cut. Police officers have seen their pay and conditions being eroded over many years – our pay has declined by over 20% since 2010. "This is why PFEW is seeking the views of its members on whether there should be a sig-

"That's unlike pretty much every other worker. We've seen the Government go back to the negotiating table with nurses and doctors – something that police officers are unable to do. We have no industrial rights whatsoever. So all we're asking for is a form of industrial rights that gives us a seat at the negotiating table, like others have."



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# Welcome To Our New Secretary

**Chris Hobbs is the new Secretary of Norfolk Police Federation. Chris – who has been a police officer for 17 years and a Fed Rep since 2020 – took over from Sam Hawkins this spring.**

**Q: What made you go for the Secretary role?**

A: I became Deputy Secretary in 2023 and I think I knew then that I would like to go on to become Secretary, if the opportunity arose. Ultimately, it's the most enjoyable work I've ever done in policing, supporting our members. You can pick up detective cases and run with them to Crown Court, support the victims and sometimes you get a good result. But for me the most rewarding work I've had has been in the past four years is supporting members who need Federation help and getting a 'thank you' at the end after you've represented them well. I just thought, if I could do this on a full-time basis, that would be amazing.

**Q: Give us a brief history of your career?**

A: I joined the police in March 2007, originally working for Devon & Cornwall Police. I left there in May 2018 to come to Norfolk. I managed to do a level transfer as a Sergeant to Norfolk, and



after 18 months in Norfolk I became a DS in child protection and then CID. Most recently I've worked in the control room as a Sergeant. I see my career in two halves now. I've done 17 years.

Maybe I've got another 17 to go, so, this is almost the halfway point for me. I've still got a lot of energy and time, and I'd love to spend it doing Federation work. You feel like you're making a difference to people. I've always been very people-focused in all of my policing. This is the role that, for me, magnifies that.

**Q: What do you want to achieve as Secretary?**

A: I'm just at the beginning and there has been a lot to learn. Although I had been Deputy Secretary, until you actually start doing it full time you don't realise the breadth and the responsibility of the role. My aim is to come in and work really hard for our members, but also to fully immerse myself in the role. With the support of the Norfolk Police Federation board, I hope to continue the excellent work being carried out by our branch.

**Q: What are your top three aims?**

A: To work hard for the members, to support the branch and the board, and to support our Chair, Andy Symonds. Andy does a really sterling job for Norfolk, and I hope to support him in my capacity as the Secretary and work well together collaboratively.

## Elizabeth Emblem For Officers Killed On Duty

**F**amily members of police officers, firefighters and other public servants who have died in public service will be recognised by a new Emblem.

The Elizabeth Emblem, which is conferred by His Majesty The King, is a national form of recognition awarded to the next of kin of police officers, firefighters and many other public servants.

The award is the civilian equivalent of the Elizabeth Cross, which recognises members of the UK Armed Forces who died in action or as a result of a terrorist attack.

The design of the Emblem incorporates a rosemary wreath, a traditional symbol of remembrance, which surrounds the Tudor crown. It is inscribed with 'For A Life Given In Service', and will have the name of the person for whom it is in memoriam inscribed on the reverse. It will



receive their award from a Chief Constable.

Bryn Hughes, father of Greater Manchester Police officer PC Nicola Hughes, has been campaigning for the recognition.

Bryn said: "It has been a long journey, but very worthwhile. I feel it's a mixed bag of emotions. It's relief, and an overwhelming sense of pride. The amount of support from the Police Federation of England and Wales (PFEW) has been fantastic; they have been there every step of the way."

PFEW National Board member and Medals For Heroes Lead John Partington commented: "Working to get this award introduced has been a long process with many people involved and we would like to thank everyone who has assisted PFEW and Bryn Hughes throughout this campaign."

Deputy Prime Minister Oliver Dowden said:

**"We will not forget those who died in our service"**

include a pin to allow the award to be worn on clothing by the next of kin of the deceased.

The Emblem recognises how the sacrifices made by public servants who have lost their lives as a result of their duty could be recognised within the honours system.

Next of kin of the deceased can apply for the Emblem via the gov.uk website. Nominations will be reviewed by The George Cross Committee and recommendations then made to His Majesty The King via the Prime Minister.

Police recipients of the Elizabeth Emblem will

"We will not forget those who died in our service. The Elizabeth Emblem will bring the nation together to honour the dedication and commitment of these exceptional public servants who have given their lives in service of the United Kingdom."

# Stretched Beyond Capacity

The Government has urged Chief Constables to restore community policing, but officers are “stretched beyond capacity”, Norfolk Police Federation has said.

In his first meeting with the National Policing Board, Home Secretary James Cleverly asked police chiefs to keep officers within local communities in a drive to “get back to core policing” and restore public trust.

Norfolk Police Federation Chair Andy Symonds said that officers wanted to pro-

plaster for all of its ills.

“Officers no longer get to concentrate on investigating and preventing crime. We are busy policing demonstrations; going to other forces on mutual aid; and policing football matches, concerts and many other events, particularly during the summer.

“We deploy to help find people who are missing from their home, care home or hospital. We respond to people who are in mental health crisis, and we’re often sitting

**“Officers are trying their best, but they have one hand tied behind their backs”**

vide the “gold standard” to communities and victims, but they were so under-resourced that they had “one hand tied behind their backs”.

Andy said: “The officers I represent here in Norfolk are doing everything they can when it comes to policing their communities. They are stretched beyond capacity and are fed up with soundbites from politicians.

“Officers are trying their best for victims of crime, but we have one hand tied behind our backs. We are currently society’s sticking

in hospitals while we wait for a mental health assessment for those people.

“This is all on top of the many hundreds of calls we get every day reporting crimes and other matters. If everything is a priority, then nothing is a priority.

“The Government must put its money where its mouth is and invest in policing properly. Only then can we do everything we want to do for our communities and provide the gold standard that all victims deserve.”



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# Scrutiny Felt Like ‘Vendetta’

Norfolk Police Federation has given its reaction after colleague PC Karl Warren had a misconduct case against him dismissed.

The officer suffered memory loss during an incident in March 2022 due to epilepsy, a conduct hearing heard.

On 27 February 2024, PC Warren was found to have an allegation of misconduct against him not proven.

Norfolk Police Federation Chair Andy Symonds said: “This is the right and just result. As we heard during the hearing, this officer has gone through hell. Much of it in public and for a number of months.

“Police officers are accountable for their actions – and we accept what we do comes under intense scrutiny – but there comes a point when scrutiny can frankly start to feel like an anti-police vendetta.

“Certain sections of the media, with the assistance it must be said of the Independent Office for Police Conduct, took it upon themselves to

put his actions on trial.

“There has been no scandal. There was no hiding anything. He has faced up to it all. Karl has a worrying medical condition. And he is paying a heavy price for it.

“We have sadly seen an increase in the frequency of PC Warren’s epileptic episodes, which has not been helped by the past two years of intense scrutiny. Today PC Warren can hold his head up high, as he has done nothing wrong and the panel found no case to answer.”

Andy continued: “Karl has been dignified throughout and we as a Federation have been fully supporting him. He has a medical condition that three separate doctors have diagnosed, and which was thankfully understood and appreciated by a legally qualified Chair and the other independent panel members during the hearing.

“Karl faces an uncertain future – and we wish both him and his family well at this time. We ask that the media now respects their privacy and leaves them alone to get on with their lives.”



## Sign Petition To Help Officers

Officers are being encouraged to sign a petition that would allocate funds seized under the Proceeds of Crime Act to a variety of police charities.

The Parliamentary Petition is asking the Government to release funds that have been seized under the Proceeds of Crime Act, for allocation between registered police charities and not-for-profit organisations that support the welfare, recovery and wellbeing of serving and retired police officers and staff, who are injured, or living with disability or mental health issues.

Over £330 million was seized in 2023 alone, but none of this money went back to officers and staff for support services.

Founder of Police UK Disability Sport CIC Gary Callier, who started the petition, said: “The Government has recently announced tens of millions of pounds being made available for

the added protection of MPs, so we would like to see the Government providing financial support to the very same officers protecting them after they have suffered injury or illness, or if they are living with disability or mental health [issues].”

He added: “We have received messages of support from multiple police charities and MPs from various parties.

The petition can be found [here](#) and is live until 28 August 2024.




## Esso Fuel Discount

Norfolk officers can get money off their fuel at Esso petrol stations, thanks to the Blue Light Card.

Officers can sign up for the Esso Card for free at: <https://www.wex.essocard.com/user/register>.

Depending on the type of fuel, discounts currently range from 3p to 6p off each litre.

	
Discount available at all Esso branded service stations	
Fuel type	Discount (Inclusive of VAT)
Synergy Unleaded	3p
Synergy Diesel	4p
Synergy Supreme + Unleaded	5p
Synergy Supreme + Diesel	6p

# Preparing For Retirement

Officers coming to the end of their policing careers are being offered help with their next steps in the form of two retirement seminars.

The one-day courses, to be held in April and October, will help retiring officers with pensions, CV preparation, job interviews, financial investment and planning and other issues [see opposite page for more details].

Andy Symonds, Norfolk Police Federation Chair, said: "The workplace can feel like a new world after being a cop for 30 or more years and that can be quite daunting, so it's helpful to have some professional input around how you can present yourself and how cops can use their many transferable skills."

Officers will also receive guidance around legal matters, wills, probate, gifting and insurance, as their wraparound cover will no longer apply once they've left the service.

The new seminar is taking place in partnership with Reflect Financial in conjunction with retired Chief Superintendent and former National Secretary of the Police Superintendents' Association Tim Jackson, who is an expert in police pensions.

Andy added: "The reason we have introduced this seminar is because officers told us that what

is currently on offer is average. We asked them what they wanted from a pre-retirement course and devised a one-day seminar to incorporate that. It will also address understanding the pension and the pension remedy."

Officers will be able to attend the day-long course on duty time, following Federation representations to the Chief Constable, as long as they get the right permissions.

To sign up, click [here](#). It is open to both Federated and Superintending ranks who are due to retire within the next two years. Officers need to seek permission from their supervisor and RMU before attending.

If officers attend on a rest day, they can request an 8hr RDIL be added to their DMS account. Officers can only attend these seminars once on duty time.



## Could You Be Due A Tax Refund?

As a member of the Federation, you are eligible to have your tax code checked by professional tax experts at The Tax Refund Company.

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\*If your refund is less than £38, the minimum fee will be reduced to the same value as your refund, so you have nothing more to pay

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For more information, visit [thetaxrefundcompany.co.uk](http://thetaxrefundcompany.co.uk) or call their Customer Service on 0161 968 7345

## Norfolk Police Federation

### Pre-Retirement Seminar Programme 2024

#### Who are Reflect Financial?

The police team at Reflect Financial has over 20 years experience in helping both serving and retired police officers make provision for their ongoing financial security. Our popular Pre-Retirement Seminars have proven nationally to be an invaluable source of advice and guidance as officers consider a life beyond policing. Our seminars are delivered by an expert team of financial planners, all of whom specialise in the police sector.

[Click here if you are viewing this digitally to find out more about our specialist team.](#)

#### What will we cover?

- Managing your finances in retirement
- Developing a financial strategy
- Police Treatment Centres
- Preparing for retirement
- CV Preparation
- Personal Taxation
- Police pension schemes and 'the remedy'
- Estate Planning and wills (inc 'power of attorney' and long-term care\*)
- Group Insurance Scheme

\*Will writing and Powers of Attorney involve the referral to a service that is separate and distinct to those offered by St. James's Place and are not regulated by the Financial Conduct Authority.

#### Where and when?

Running from 9:00am - 4:30pm, the seminars will take place at the offices of Norfolk Police Federation, Vox House, 43 Thorpe Road, Norwich, Norfolk, NR1 1ES on the following dates:

- **16th April**
- **8th October**

#### How do I register?

Our seminars are completely free to attend. [To reserve your place at an upcoming session, simply click here if you're viewing this digitally.](#)

Alternatively, email our team on: [policeseminars@reflectfp.co.uk](mailto:policeseminars@reflectfp.co.uk). Please include your full name, rank, collar number, date of intended retirement, and mobile phone number.

# Bereavement By Suicide Support



**P**olice officers, police staff and their families can now access tailored help and support if they've been bereaved or affected by suicide.

Norfolk Police Federation has engaged with the charity Survivors of Bereavement by Suicide (SoBS), which is offering two new virtual support groups: one for police officers and another for police families. For more information, contact [police@uksobs.org](mailto:police@uksobs.org) or [police.families@uk](mailto:police.families@uk).

If officers and staff would rather join a public support group rather than a police-specific group, there is an in-person group in Norwich on the second Wednesday of every month. Alternatively there is a men-only virtual group on the second Tuesday of every month (contact 07572 168516 or email

[norwich@uksobs.org](mailto:norwich@uksobs.org) for more information).

SoBS also offers suicide bereavement support 24 hours a day, seven days a week via [email.support@uksobs.org](mailto:email.support@uksobs.org), or people can call the national support line on 0300 111 5065 for information, help or to simply talk.

Norfolk Police Federation Chair Andy Symonds said: "I want officers to know that if they have been bereaved or affected by suicide, there is help available and they do not have to be alone.

"These services can be accessed as often and for as long as you need them. It doesn't matter how long it has been since your bereavement happened or what your relationship was with the person who died. The SoBS groups are run by volunteers, the majority of whom have been bereaved by suicide themselves. So please do know that someone is there for you."



Survivors of  
Bereavement  
by Suicide

Support after Suicide



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Virtual meetings  
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[www.uksobs.org](http://www.uksobs.org)

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myStrength is your new mental wellbeing app. Choose the support you need and get personalised guidance to help you overcome life's challenges. From guided meditation to improving sleep, you can learn from hundreds of activities at your own pace, helping you make simple everyday changes to improve your mental wellbeing.

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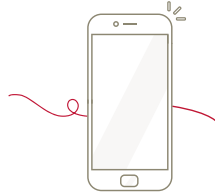


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- 2 Create a new account and enter your company's access code:
- 3 Complete a short wellbeing assessment to personalise your experience and determine your focus areas

### Download the app

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## Frequently asked questions

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Users must be aged 16 or over to access myStrength.

### Is there any cost?

The service is completely free for you and immediate family.\*

### Where can we find our access code?

Ask your employer or HR team for your company's access code.

### Is the service confidential?

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\*This service is a non-contractual benefit provided through Canada Life and can be altered or withdrawn at any time

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\*Terms and conditions apply. Full details of the cover including exclusions and limitations can be found in the policy wording, which is available from the Federation.

\*\*The premium includes Insurance Premium Tax (IPT) and is correct at 1 September 2023.

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Subscribing members of the Norfolk Police Federation Group Insurance Scheme have access to RAC breakdown cover.



Log your breakdowns online at [www.rac.co.uk/reportbreakdown/](http://www.rac.co.uk/reportbreakdown/)



If you are not in a dangerous location, logging your breakdown online is the fastest way to get help.

You can also call 0333 2000 999 from your mobile, press 1, and they will text you the link.

If you have broken down on a motorway, feel vulnerable, or want to speak to someone, just stay on the line.

\*Please note that RAC cover does not extend to family members.