Norfolk Police Federation

NORFOLK NEWS

Spring 2025

Pay Review System Is 'Broken'

It is time to pay police officers properly for their hard work and the risks they face, Norfolk Police Federation has said, following the news that Chief Constables have recommended officers receive a pay award of just 3.8%.

In its recent submission to the Police Remuneration Review Body (PRRB), The National Police Chiefs' Council (NPCC) recommended an annual pay uplift of 3.8% for officers from September 2025.

Meanwhile, staff associations for chief officers and Superintendents and Chief Superintendents have recommended a higher pay uplift of 4.8%.

Norfolk Police Federation Chair Andy Symonds (pictured) said he had met with Norfolk MPs to discuss the "huge unfairness" of the current pay award process for officers.

He said that a 3.8% pay award "goes nowhere near what is required to recruit and retain the best people", adding: "We're still over 20% down on where we should be, if it were not for low or non-existent pay awards for police officers over many years."

Andy said: "I understand that Chief Constables have to balance the budgets, but they should be asking for a pay award that properly reflects the pressures on their officers. Even the chief officers' own staff association recommended a higher pay award of 4.8%.

"Last year, chief officers recommended 6% to the pay review body, which they ignored and awarded 4.75% – the lowest pay uplift of any public-sector pay review body.

"This is yet more evidence that the police pay review system is broken beyond repair, lacks independence and fails every year to take into account the unique nature of police work. On what planet is it right to allow a system that gives zero negotiation rights to a representative body?"

Last year, a survey conducted by the Police Federation of England and Wales (PFEW) showed that over 97.7% of members wanted them to pursue collective bargaining and binding arbitration.

Andy added: "It's time to pay my colleagues properly. They put their mental and physical health at risk and continue to work at breakneck speed to cope with every demand thrown at them. The work is relentless, but my colleagues do this because it's not just a job to them, it's a vocation. They have the right to expect that their pay is not eroded to the point we're now over 20% down on where we should be. Why has this happened? Because we have zero rights to challenge these paltry pay awards."

"It's time to pay officers properly. They put their mental and physical health at risk and work at breakneck speed"

Budget Cuts Bite

Norfolk Police officers are being placed in staff roles due to budget shortfalls, which the Federation warns will lead to officers burning out and leaving the service.

Meanwhile Essex Police is planning to cut 65 police staff roles, as well as reduce its South East Allowance payment by £250 and cut its Detective payment, and Lincolnshire Police has said it may be forced to cut 200 police officers by 2029.

“I fear more officers will become unwell due to the demands being heaped upon them”

Norfolk Police Federation Chair Andy Symonds said: “Here in Norfolk, the Chief Constable has to find £4m just to stand still, due to the recent central Government funding allocation. This is a continuation of austerity that has been going on since 2010.”

He continued: “The Chief Constable is having to place uniformed police officers into police staff posts, as Home Office restrictions mean he can’t recruit police staff. My members are the ones that this hits.

“My members want to be responding to calls for service; they were not recruited to fill staff roles. Police staff play a vital role in supporting and enabling my colleagues to get on with serving their communities in solving and preventing crime. They are being hindered from doing so.”

Andy said that officers were at breaking point, adding: “Our communities would be shocked by the low numbers of officers who are available to respond to calls – they are now, more than ever, the ‘thin blue line’.

“I fear more officers will become unwell due to the demands being heaped upon them. The consequences are being seen already, with resignations from the police service at the highest level ever. There were over 5,000 resignations last year, a figure that has almost doubled over five years. And nationally, officers are owed 19,000 rest days. These are all huge red flags for policing.”

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applicable. Weighted CO_2 emissions: 0g/km. New Puma ST-Line 1.0L Ford EcoBoost Hybrid (mHEV) 125PS 6-speed Manual. Weighted Fuel economy mpg (l/100km) (Combined): 52.3 (4.5) Weighted CO_2 emissions: 122g/km.

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A Busy And Rewarding Year

Chris Hobbs reflects on a year in post since he was elected Secretary of Norfolk Police Federation, and looks forward to the challenges ahead.

Q: What have you and the Federation achieved over the past 12 months?

A: It's been a busy time, but extremely rewarding. I've been representing our members at a local and strategic level with regard to their working conditions, misconduct and equality issues, and shift patterns. I'm really enjoying doing this on a full-time basis and supporting Andy, the Chair. Over the past year the branch has changed significantly in terms of workplace Reps, and I'm pleased to say we now have more Reps in the inspecting ranks than ever before. I'm also pleased to see an increase in diversity among our Reps, but we have more work to do to encourage Reps from under-represented areas; in particular, we need more female Reps.

Q: Tell us about your personal highlights.

A: One highlight was attending the National Police Memorial Day in Glasgow, last September. Hearing the accounts of the families of fallen officers was a profound experience. I was delighted that PC Ivor McNaugher represented Norfolk Police at the event, it was lovely to see him in one of his last duties and I wish him all the best for his retirement.

Q: What's coming up this year?

A: We are in the middle of our tri-annual elections and looking forward to welcoming a lot of new workplace Reps. Looking ahead, we will be supporting Norfolk Police's Family Day in June, bringing our welfare van along, as well as some great giveaways for members. We'll also make our usual contribution of bouncy castles! Also look out for the welfare van at the hubs, where we will be supporting officers' wellbeing with offerings of hot and cold drinks as well bacon and sausage rolls – and, yes, there will be a vegetarian option this year!

Q: What is your message to members?

A: This is a particularly challenging time for policing, and I know our members In Norfolk are feeling the pressure of increasing workloads, poor pay rises and ever-increasing expectations to maintain the high standards set by the Constabulary. While we are delivering a great service, we must not forget our welfare and wellbeing. Please know that we recognise the pressures and that we will continue to represent you to achieve better pay and working conditions.

Inspectors Working Extra Hours

Almost a quarter of Inspectors and Chief Inspectors are working up to an extra 40 hours a month, a new survey has found, as the Police Federation of England and Wales (PFEW) pushes for overtime payments.

Since the 1994 Police Negotiating Board Agreement, inspecting ranks have not been entitled to casual overtime payments. Part of the agreement was that they should not be expected to work regular additional hours.

However, since 1994 many Inspectors and Chief Inspectors have been working excessive hours, leading to burnout, stress and serious concerns over work-life balance and wellbeing.

PFEW calls the Agreement "outdated" and says that inspecting ranks should receive overtime payments to act as a balance between the 1994 PNB Agreement and as compensation for additional hours worked.

In PFEW's Inspecting Ranks Survey, 23% of respondents said they worked an extra 21-40 hours a week above their agreed hours. The vast majority of respondents (93%) felt that members in inspecting ranks working full time should be entitled to a rostered shift pattern within Police Regulations.

PFEW Acting National Secretary John Partington said that as well as a review of the Regulations and the granting of overtime payments, there should be an increase in the base pay of Inspectors, given the demands and responsibilities they faced.

John added: "There are concerns over the gap between the Inspector and Chief Inspector ranks and that there should be a clear gap between the two ranks. In addition, there should also be an increase in the gap between the ranks of Sergeant and Inspector.

"After 30 years since the introduction of the 1994 PNB agreement, it is disappointing this agreement has not been adequately reviewed.

"Given the length of time any work in this area could take, we are seeking an interim pensionable payment to be made to the inspecting ranks. This would encourage both promotion into the ranks and assist with retention and experience within the ranks."

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.

Esso Card

Discount available at all Esso branded service stations

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Synergy Supreme + Unleaded	5p
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Food allergy symptoms can vary from mild to severe and the most common food allergy signs and symptoms include:

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Highlighting Policing Issues With Norfolk MPs

Andy Symonds, Chair of Norfolk Police Federation, has been meeting with the county's MPs to highlight the reality of being a police officer.

He recently met with Ben Goldsborough, the MP for South Norfolk who was elected in July last year.

Mr Goldsborough said: "Thank you to Andy Symonds for meeting with me at my Long Stratton constituency office.

"Hearing directly from the Norfolk Police Federation Chair about what matters to our hardworking police officers is vital. We covered a wide range of important topics, including terms and conditions of employment, the role of the College of Policing, and challenges with the Crown Prosecution Service."

Bereavement By Suicide Support

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

Norfolk Police Federation is working with the charity Survivors of Bereavement by Suicide (SoBS), which offers two virtual support groups: one for police officers and another for police families. For more information, contact police@uksobs.org or 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 for more information).

SoBS also offers suicide bereavement support 24 hours a day, seven days a week via 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."

Reflect Financial

Norfolk Police Federation

Pre-Retirement Seminar Programme 2025

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 Hethersett Old Hall Training Centre, Norwich Road, Hethersett, NR9 3DW on the following dates:

- **4th March**
- **14th 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. Please include your full name, rank, collar number, date of intended retirement, and mobile phone number.

New Norfolk Healthcare Plan

From 1 April 2025, officers in Norfolk can sign up to join the National Police Healthcare Scheme, gaining access to the highest-quality private medical healthcare available.

The NPHS is a not-for-profit Trust, overseen by Trustees who are all serving police officers. It provides serving and retired officers, police staff and their families (spouses/partners and children) with swift access to the best medical treatment.

Norfolk Police Federation Chair Andy Symonds said: "I'm really excited to be working in partnership with the National Police Healthcare Scheme to offer affordable private healthcare to officers, staff and their families.

"I encourage officers and staff to take some time to review and understand the scheme. I'm 100% confident that you will not find this level of cover elsewhere for the premium you will pay. For example, if you're aged between 18 and 24, you'll pay just £16 per month. If you're between 50 and 54, it's £40 per month.

"I truly believe that this exclusive offer to police officers and staff will allow access to private medical care that otherwise would have meant waiting for the NHS, which as we sadly know is taking many months, and in some cases years. This will allow officers to get back to fitness and return to work much quicker.

"The scheme also provides free membership to the Police Treatment Centres for those who require it."

Membership benefits

The NPHS scheme covers consultation fees, diagnostic procedures, scans and tests, surgical treatments, physiotherapy, osteopathy and chiropractic treatments, and all relevant follow-ups.

Working with all healthcare providers means the NPHS can offer you the best care available. Plus, there's an alternative cash benefit for NHS treatment. Unlike a number of other healthcare schemes, subscription rates will not increase if you make a claim. This ensures members can access the healthcare they need without worrying about any impact on the future costs of membership.

Members who join the NPHS do not need to attend any medical assessments or make any medical declarations whatsoever. This means the benefits of comprehensive healthcare coverage begin straight away.

Members are fully covered for any new conditions from the moment their application is confirmed. Pre-existing conditions are covered after two years of membership. The scheme also extends its benefits to its members' children. When they turn 21, members' children can join the scheme as adult associate members.

The NPHS has a friendly team of claims advisors to help members make claims quickly and easily.

Members will have their monthly premium deducted directly from their pay.

Click **here** to apply online today.

NATIONAL POLICE HEALTHCARE SCHEME

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*Regardless of age and member category of affiliated Forces

Member age	Member	Member & spouse	Family	Member & child(ren)
18-24	£16	£32	£46	£30
25-29	£18	£36	£52	£34
30-34	£24	£48	£64	£40
35-39	£26	£52	£68	£42
40-44	£30	£60	£76	£46
45-49	£36	£72	£88	£52
50-54	£40	£80	£96	£56
55-59	£49	£98	£118	£69
60-64	£52	£104	£124	£72
65-69	£62	£124	£154	£92
70-74	£104	£208	£240	£136
75-79	£124	£248	£280	£156
80+	£144	£288	£320	£176

'Prices effective from February 2025'. 'Children' are those under 21 years of age. Family/Member & Child(ren) membership categories cover all dependant children.

Private Healthcare

- Covers the cost of Consultant Fees, Diagnostic Procedures/Tests, Surgical Procedures, and all relevant Treatments and Follow-Ups.
- Also covers the cost of Physiotherapy, Osteopathy, and Chiropractic Treatments.
- The Scheme works with all healthcare providers.
- Alternative Cash Benefit for NHS Treatment (up to £5,000 for pre-planned procedures).
- Pre-Existing conditions are covered after two years.
- No medical declarations or assessments required when joining.
- No lower or upper age limits.
- Members' children can join in their own right at age 21.
- No subscription increase as a result of claims.
- Includes free membership of the Police Treatment Centres.
- Exclusive use of luxury holiday homes in Northumberland at not-for-profit rates.

(Scheme rules apply)

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We understand the difficulties families can face. Our expert family lawyers are on hand to help you through the tough times.

Meet your expert family lawyers:

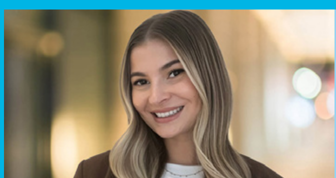
Jenniffer Brunt
jenniffer.brunt@slatergordon.uk

Andrew Ormrod
andrew.ormrod@slatergordon.uk

Rebecca Cliff
rebecca.cliff@slatergordon.uk

Jodie Penketh
jodie.penketh@slatergordon.uk

Sam Ishaq Forsyth
sam.ishaq-forsyth@slatergordon.uk



Francesca Grey
francesca.grey@slatergordon.uk

Having worked with the Police Federation for over 60 years, we appreciate and understand the work of police officers and, to support you during your life and career we offer a host of family legal services tailored to your specific needs.

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No-fault divorce explained

With the introduction of no-fault divorce on 6 April 2022, Police Federation members can access a free 45-minute consultation, and benefit from an applicant fixed-fee divorce for an exclusive discounted price of only £420 (incl. VAT), plus court fee.

What is no-fault divorce?

From 6 April 2022, the introduction of no-fault divorce means that separating spouses no longer need to assign blame in order to be granted a divorce.

What are the main changes?

Under the previous divorce law, a petitioner had to rely on one of the following five facts (two of which were fault-based) to prove the irretrievable breakdown of the marriage:

- Adultery
- Unreasonable behaviour
- Two years' separation with the respondent's consent
- Five years' separation
- Desertion

Click below to watch our expert family law solicitors answer key questions surrounding no-fault divorce.

To watch part 2 of our #AskTheExperts video, click here.

There was a potential for conflict from the outset of the divorce application, caused by forcing one party to blame the other if they wished to avoid waiting two years before presenting a divorce application to the court.

The no-fault divorce legislation has changed this. As of 6 April 2022, the irretrievable breakdown of marriage remains the overall ground for divorce, abolishing the five facts and simply replacing them with a statement of irretrievable breakdown. No evidence is needed to support this.

Other changes include a 20-week timescale between issue of the application and the first stage of the divorce - the conditional order - to provide a period of reflection, and a 6-week timescale from conditional order to final order. Therefore, there's a minimum timeframe of six months from the date of application to final order.

What does our research say?

UK divorce legislation has been seen by many as outdated for some time, with the process of having to assign blame being deemed as unnecessary. In fact, our research found that 65% of people took the blame in their divorce in order to start proceedings, even though it wasn't their fault.

Our research also found that the introduction of no-fault divorce could see an increasing number of people taking the next step with their partner as almost one-third (32%) of people currently in relationships said they would now get married as the divorce process was simpler.

An additional 61% of divorcees think the divorce process should be easier and almost half (49%) of those divorced, or in the process of getting divorced, say they would've opted for a no-fault divorce if the law had allowed it.

The no-fault divorce changes how couples can apply for a divorce (there is a new joint application option), and terms and phrases have also been updated and simplified, helping to alleviate some of the stress and confusion that can be involved.

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65%

of divorcees took the blame in their divorce to start proceedings even though it wasn't their fault.

Why do you need a divorce lawyer?

The introduction of no-fault divorce may have made the divorce process more accessible, but legally ending a marriage can still be complex and confusing for those attempting to 'go it alone' and represent themselves. Whilst there's no legal obligation to instruct a divorce solicitor, there are several procedures and deadlines which must be followed correctly.

With this in mind, it's always best to seek the advice of a divorce expert to guide you through the process and make sure all is in order, helping you to avoid any complications or additional court fees at a later stage.

When navigating through the divorce process, one benefit of working with our specialist divorce solicitors is their ability to simplify the legal jargon involved as it's vital that you fully understand the divorce process and the implications of various stages. A family law specialist will also keep you updated with any deadlines that you must adhere to, ensuring the process runs as smoothly as possible. For example, there are specific timelines in which a respondent must file an acknowledgement of service.

Georgina Chase, the head of our Family Law department, said:

> *Despite the removal of blame in the divorce process, it's still crucial to seek expert legal advice. Not only will accessing expert advice allow the divorce process to go as smoothly as possible but a divorce will only legally end the marriage and does not resolve the financial aspects of a divorce, nor arrangements for children and a professional should be sought to advise on these important family law issues.*

Our expert family law solicitors offer tailored legal advice for you and your family's needs and we're specialist in all areas of police pensions and shift patterns. We understand that making this decision can be difficult. We've been advising and supporting officers for more than 60 years, providing straightforward guidance to help you move forward with clarity and confidence.

Click here to discover how we recently supported a police officer through his divorce to achieve a favourable outcome.

As a police federation member, you have access to a free 45-minute initial consultation. To speak to one of our expert family lawyers, please contact us on 0808 175 7710, and we'll be happy to help.

If you're looking for a fresh start, contact us on 0808 175 7710 or visit our website to speak in confidence with a specialist divorce lawyer who will help guide you through your options and choose your next steps with confidence.