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## NORTHANTS POLICE FEDERATION RESPONSE TO PAY REVIEW 23 July 2021

### Enough is enough – member comment

There has been a steady stream of support internally and externally today from members in relation to yesterday's responses to the debate on pay and goodwill of officers. I received this from one of our most senior members – senior in both rank and service, to inform the current discussions, and I make no apologies for sharing with permission.

*"I didn't join this job for the money: I could have earned far more money elsewhere . I didn't join this job for the conditions: I know this is a public service and likely to be under-funded, under-resourced and that we have to deal with all the blood and snot thrown at us without recourse to complaint. I did not join this job because I saw it as an easy option: I know we work anti-social hours, long hours and have hugely difficult issues to deal with.*

*I joined this job for the camaraderie, the positive spirit, the sense of team and public service in all that we do and because I can't stand scumbags who prey on good people.*

*However I also did not join this job to effectively have my pay cut year on year which affects my family and what I can do to make them more secure going forward in their lives; or to hear absolutely nothing from the Home Office when this occurs. We are approaching a time of high inflation when all our savings will be worth less year on year. We are not protected from that, just as we were not protected from Covid. I get the pandemic has to be paid for but surely not by those who stepped up in this time of crisis, led from the front and put themselves in harm's way to protect the wider public.*

*In 2018 I worked over 450 hours in overtime which because of my rank had to be banked to take as time off. In 2019 this was retrospectively taken away effectively ensuring that I worked weekends, lates, nights, short notice return to work in a high stress environment in a high profile role dealing with threat and risk for the equivalent pay of a McDonald's floor manager. Don't get me wrong I would have never had enough time to take these hours, and I loved the role, but my family suffered and I would have liked to have been shown some respect by retaining the flexibility of the time in lieu of the hours worked."*