

# NORTHAMPTONSHIRE POLICE FEDERATION

## Chair's Annual Report

January 2025

### INDEX OF TOPICS COVERED

<a href="#">Introduction</a>	Chair's Preface	2
<a href="#">Local Issues</a>	Leadership – former and new CC/PFCC	3
	2025 Federation Elections	4
	Promotions	4
	Operation Vernal	5
	Local Response issues	5
	Media & Communications	5
<a href="#">Recognition</a>	Excellence in Policing	6
	Chief Constable's Commendations	6
	Long Service Awards	6
	National & Local Bravery Awards	6
<a href="#">Remembering</a>	Remembrance	7
	National Police Memorial Day	7
	National Police Requiem	7
	Force deaths in 2023/4	8
	Elizabeth Emblem	8
<a href="#">Representation</a>	Provision of legal services/representation	8
<a href="#">Issues for new Chief</a>	Demand	9
	Resourcing	9
	Policing Plan on a Page	9
	Resourcing	9
	Leadership and stability	9
	Response Teams	9
	Domestic Abuse Investigation Team	9
	Force JNCC	10
	Force Funding	10
	Occupational Health	10
	Standards, Ethics and Vetting	10
<a href="#">Equality</a>	Summary	10-11
<a href="#">Misconduct</a>	Summary	11-12
<a href="#">National Issues</a>	Pay and Remuneration introduction	13
	Submissions for PRRB	14
	Discrimination claim by Leigh Day	17
	Other pension updates	17

## Introduction

It would not be an exaggeration in presenting my report for the past twelve months to say that they have been unprecedented in the recent life of the national and local Police Federation.

In national terms, we have faced the impact of the judgment in the case of the Leigh Day claim against PFEW, implementing the ballot on Industrial Rights, suspensions and dismissals of a number of elected officials, and a host of media challenges, many of them 'home-grown.' We have seen a change of national government and a summer of disorder whilst policing has rightly faced challenge and scrutiny following a number of scandals involving police officers, leading to serious findings in the Angiolini Report, following the Casey and HMICFRS reports into failings in professional standards of policing, not least regarding misogyny.

In local terms, we have had a year of uncertainty with the allegations made against the late Police & Fire Commissioner, then the late Chief Constable, with the former standing down at the election and the latter being dismissed in the most extraordinary of circumstances. This sadly overshadowed the Force's comparatively decent performance in its Peel Inspection by HMICFRS. And the county has seen an unprecedented amount of misconduct allegations, leading to a massive increase in Meetings and Hearings.

Accompanied by the day-to-day work of the Federation branch, with members' issues around Diversity, Equality and Inclusion, Health and Safety, the Regulation 13 process and the number of temporary promotions, this has meant equally unprecedented workloads on the Branch, and all its representatives and staff. These are not my words but the words of the office staff who have been in post for many years. Our work-based representatives have reduced in number, with other reps unable to take on some of the workload due to their 'day job' – an issue which is common across the country. The demands on the local branch have been such as have never been known before and I am truly grateful for all the work of everyone in doing their best for our members, whether they are appreciative, grateful or not. It is tough to please everyone, and thanks are often rare. The Force's Head of HR has recently discussed with us whether either the Force or membership truly know the extent, depth and complexity of our work – something I have discussed with our Media and PR consultants brought on board during the past year. And so I present this report – not to engender praise or thanks, but to recognise some of the work that goes on in the Police Federation (national and local) despite all the context and the noise and so that there is a chronicle to have it on record, given the often lack of corporate memory, and for when people ask 'so what does the Fed do for me?'

Simply, thank you to everyone who does something to represent our members, to care for them, advocate for them, influence decisions which affect them, and negotiate for them. I hope that this report is of value to those who receive it and read it.

My comments are my own, written from the perspective of the Northamptonshire Branch Chair and reference both national and local documents produced for members, or the Northamptonshire Police Federation Council

**SAM DOBBS**  
Chair

# LOCAL ISSUES

## LEADERSHIP

Northamptonshire Police has had a torrid year in terms of its leadership. Following a complaint made against Chief Constable Nick Adderley, the then Police, Fire & Crime Commissioner referred allegations to the IOPC which led to a Gross Misconduct Hearing held before a Legally Qualified Chair, a Chief Officer (the Chief HMICRS) and a lay member. This led to the dismissal of the Chief Constable and made for a challenging episode. Views of members were varied and ranged from 'the best Chief Constable we have had' to 'we have betrayed by someone who has lied.' Representing those views was challenging, given the media interest and the spectrum of views. The Branch Secretary and Chair appeared on local media and issued a statement which we hope was balanced and measured, and consistent with the messages from the (new) PFCC and temporary Chief Constable.

At around the same time, following a series of controversies in the media, allegations were made against the former Police, Fire & Crime Commissioner in relation to comments he was alleged to have made which were inappropriate and misogynistic. The Superintendents' Association, UNISON and the local Police Federation wrote to the Commissioner setting out strong representations as to the comments and the public responses to them. He later responded that he would not be standing for re-election at the forthcoming county election which saw the new PFCC, Cllr Danielle Stone elected.

Both issues required careful consideration and comment, given the intense media interest and the importance of the issues raised relating to the conduct of both senior leaders.

## NEW LEADERSHIP

I was pleased that the Federation was involved in the processes which saw the election of the new PFCC and the new Chief Constable. We offered to brief all the candidates for the Commissioner process and held several meetings with the Labour candidate (Danielle Stone), with the LibDem candidate (Ana Savage Gunn). We did not hear from the Conservative candidate and reached out to him in the interests of equity, and he turned down the offer. We have had two meetings with the new PFCC as we mutually establish a new working relationship. Our January 2025 meeting was cancelled because of the Chief Constable appointment process.

The Commissioner involved the Federation in the carousel event which accompanied the two day process to select a new Chief Constable. I was asked to select two non-Council members to accompany me as part of a party of thirty staff and officers to pose questions to the candidates and offer feedback on their responses. In addition, all three candidates spoke to us about Force issues and it was clear that all three short-listed were candidates worthy of the role. The candidates were:

Simon Blatchly – DCC in Derbyshire  
Chris Todd – DCC in PSNI  
Ivan Balhatchet – T/CC in Northants

The Commissioner has selected Mr Balhatchet as her preferred candidate, to go before the Police, Fire & Crime Panel in the last week of January. We have been asked by the local BBC to comment when the appointment is confirmed. Mr Balhatchet is a Chief Officer from Northants, entirely committed to Northants and supportive of working with the Federation. We look forward to establishing and developing our relationship with him after a difficult time for him, our members and the force.

## **ELECTIONS**

Following an initial recommendation to extend the current term of office, supported by the PFEW National Council (not supported by Northants), this was reviewed again following the General Election as the proposed extension had not been considered by the previous Government. As a result, we are currently towards the end of the election nomination process for all Branch Councils which will see elections to the local council, local board and principal officer posts. All members have been written to in relation to the process which takes around eight months to complete with the election of the National Board and national principal officers. Whilst Charlotte and I have been asked about our interest in standing for national positions, we both share the view that our passion is for working for, caring for and representing our members in Northamptonshire for as long as that suits our membership who elect us.

Being a Fed Rep is challenging and rewarding and naturally brings with it extra responsibilities and work in the fields of Conduct & Performance, Equality & Diversity, Health & Safety and Learning and Development. Whilst the Force supports Federation work being carried out in work time, the workload in the past year has been burdensome, and we know that this is challenging for reps who have their day jobs. Given the extra work created by the increase in misconduct cases, there is a dialogue with Force, following the review of PSD as to whether the Federation needs extra resource to service that increase in work (commented on elsewhere in this report.)

I reiterate heartfelt thanks to all our Reps who have worked in their own way to represent the views of colleagues, and work for them on their behalf, weaving their way through the complexities of Police Regulations, Force policies and employment legislation.

## **PROMOTIONS**

This remains a controversial subject and the Chief Officers are aware of our concerns about how the force manages its need for good leadership. Professional Discussions do not, in our view, bring out the best in all people and have been sanitised so much to make them non-challengeable that we actually question their validity. The local Council has worked with the Superintendents' Association on a proposal being considered by Chief Officers which would see the current process refined so that everything does not rely on a face to face interview with structured questions, which is what the professional discussions have become. The proposal would see credit/marks being awarded at each part of the process – PDR evidence, written application, support of line manager and presentation so that much more of the work is scored prior to the face to face interview which should be allowed to take into account information gleaned from the previous stages. The Chief Constable is keen for better understanding of why our current processes have the gender imbalance that they do. Whilst most inspector ranks are now substantive, the Force still struggles with its sergeant numbers. But progress has been made following the force holding two sergeant processes each year, and a move from two-thirds of our frontline sergeants not being substantive to only around 20 posts now requiring temporary or acting fills. This will further change when a whole suite of temporary promotions are reverted now that the Chief Constable is substantive.

Promotions remains a key area of business for our equality trained reps and this has not been assisted by changes in the Force's promotion postings process and a new process in the decision making of Superintendents as to whether support an officer for promotion, detailed elsewhere in this report.

## **OPERATION VERNAL**

Following national events, the summer of 2025 saw heightened challenges for policing following a series of disorder around the country coming to a head in the largest-ever public order deployment in Northamptonshire – firstly to support the national mutual aid effort, and secondly to police an identified threat in Northampton town centre. Your Federation worked closely with the Force Planners and Ops Department which meant that all available officers were contacted and a very successful policing operation led to a satisfactory outcome for Northamptonshire.

## **LOCAL RESPONSE TEAMS**

Our work with the force leadership continued through 2024 following concerns and feedback in relation to the decision in 2023 to move to a four-shift, 12-hour pattern. Following feedback from LRT officers, adjustments were made to the pattern (only implemented in the autumn of 2024 due to notice requirements). The main feature of the alterations was to move to single (as opposed to staggered) start times. However we continue to raise concerns about the impact on officer wellbeing, the fatigue index, rest periods, overtime and supervision of a young-in-service workforce. Whilst the Chief Officers have indicated (via Project Sherlock) that the current pattern remains, it remains of concern to us that it was reported that the shift pattern only has 50/50 support by those who work it. We accept that there is no ideal shift pattern for 24/7/365 working but we intend to continue to be guided by member feedback and to respond to issues raised. We have been pleased to be invited to and participate in local policing/response sergeants' workshops and the misogyny workshops. Members can be confident in the healthy (sometimes challenging) relationship we enjoy with the local leaders who are receptive to Federation input.

## **MEDIA & COMMUNICATIONS**

When and what to communicate is always a challenge. We trialled a Fortnightly Fed Focus news-sheet but stopped this after feedback that it was too much information. Members already receive too many emails and tell us that they cannot catch up on ForceNet.

There has also been research around the validity and usefulness of social media, so we have refined our use of that medium.

In 2024, the Branch Council and Board supported the commissioning of an external media and PR company (called XPR) (for which national funds were allocated) which now works with us proactively and reactively. Since March 2024, XPR has handled for us 53 news stories, and supervised our social media sites.

The following gives a snapshot of the work by XPR to support the local branch:

### **News coverage highlights:**

- 2024 Pay and Morale Survey results
- PFCC Stephen Mold
- Dismissal of Nick Adderley
- Elizabeth Emblem campaign success
- PFCC elections
- Local government elections: coverage, reactions and engagement with MPs
- General election: coverage/reaction
- Tributes to local officer, Lou James
- Officer assaults: comments from Chair
- Vote on Industrial Rights
- British Policing Rugby success for Fed member
- Response to summer riots
- Shining a light on Branch Secretary
- Tribute to former CC Maurice Buck

### **Crisis comms support**

- Internal and external comms on PFCC Stephen Mold
- Internal and external comms on dismissal of Nick Adderley

### Event coverage

- National Police Bravery Awards (Jun)
- Police Unity Tour / COPS service (Jul)
- National Police Memorial Day (Sep)

### Media coverage

- BBC: [Comments on Stephen Mold](#)
- BBC Radio coverage (March 2024): interview with Charlotte and Sam following Stephen Mold incident
- Northants Telegraph: [Officers assaults: officers should not be used as punchbags](#)
- Daventry Express: [Northants Bravery Award nomination](#)
- BBC: [Northants Bravery Award nomination](#)
- Northants Telegraph: [Response to dismissal of Nick Adderley](#)
- BBC: [New PFCC appointed](#)

The publication of this Annual Report will be the formation of a brief for new releases moving forward to maintain the profile of the local Branch and its work - both proactive and reactive.

## RECOGNITION

We continue to support the various initiatives to highlight the best of policing in Northamptonshire in various formats:

### Excellence in Policing

I was proud to read the citation and introduce one of these Awards at Rockingham Castle in December. This was the Response of the Officer of the Year, awarded to PC Daisy Lambert, one of our 342 response officers, and a worthy recipient, alongside the 15 other Awards presented across the Force disciplines

### Chief Constable's Commendations

I read the citation and introduced a Commendation at this ceremony, also at Rockingham Castle. Sixteen officers and four members of the public were recognised and commended by the Chief.

### Long Service & Good Conduct

Charlotte and I were proud to support and attend the Force Long Service Awards at the Northampton Hilton in July. Given the hiatus in obtaining the medals with the new cypher, following the death of Queen Elizabeth, the Force caught up with awarding 103 colleagues for over 2000 years' service to the Force/ Federated members also received a present from the Branch, including eleven Special Constable colleagues (now Federation members) for nine years' service. This was also the first year that saw extra-long-service recognised with bars and rosettes awarded following a new Royal Warrant, for officers' 20 years Long Service Medals after achieving more than 30 years' service.

### Local & National Bravery Awards

Bravery is recognised locally with the Local Bravery Awards run and hosted by the local Federation at an event to take place in the Spring. A panel considers the nominations, and alongside every force, we nominate one of our bravery recipients for inclusion in the National Bravery Awards in the summer. This is one of the highest profile events in the policing calendar, attended by all Chiefs, Commissioners, the Home Secretary and many honoured guests. In 2024, I accompanied our nominee, PC Matt O'Brien and his partner, to the event in London, which includes a reception at Downing Street with the Home Secretary, as well as a Dinner hosted and funded by Police Mutual at the Royal Lancaster Hotel. My quotation for the media best sums up my feelings for this event and all it stands for in policing. I said:

*"The Federation is inevitably part of stories of the grimmer elements of policing as it deals with officers at very challenging times in their careers and lives."*

*The Awards provide a real balance as we leave brim full of stories of all the good in*

*policing which should remind the public of the amazing people who make up Policing.*

*Every story leaves you tingling at the increasing dangers officers run into and this year was all the more shocking given the levels of violence towards officers putting themselves between danger and the public they are protecting. I just wish the Awards could be seen by more people.*

*“The dedication you feel from each cop, along with their commitment to the job, as well as the love and pride that beams from their loved ones, is something really spectacular.”*

*“Matt is a true example of bravery. Like all the candidates he saw his act of bravery as ‘just doing my job’. It’s a job like no other daily performed by people who I continue to proudly describe as heroes. The Awards justify that use of that description.*

*I know both he and his partner Charlotte enjoyed their time in London, they deserved it.”*

## **REMEMBRANCE**

Another solemn role for me and the Federation is around commemoration of deceased officers and support for their families. Amid the other roles in supporting colleagues, it is important not to lose the spirit of remembrance for those who have died.

During the past year, we have supported the families of the late PC Paul Hill and PC Lou James who died in service in 2024.

I also represented serving members at the funeral service of the late Maurice Buck OBE, who was Chief Constable of Northamptonshire in the late 1980s. He

was the architect of Policing by Objective and huge moderniser of the Force. It was an honour and privilege to sit next to Sir David O’Dowd who was my first Chief Constable and to see a veritable history book of retired colleagues who turned out in tribute to Mr Buck.

I was also pleased to be asked by the Chief Constable to once again write and lead the Force Act of Remembrance at Wootton Hall on Armistice Day, In front of a poignant display by PC Jon Hogg, and with excellent drill and ceremonial from the Force Ceremonial Team under the command of Chief Inspector Sara Louise Parrott, the whole force family was represented as retired members joined our newest recruits and the Chief Officers’ Cadet. Led by the Cadet, Charlotte and the Chief Constable, we remembered by name and the placing of poppy crosses in memory of the 23 officers from the county who died in the two World Wars.

In the second part of the ceremony, we remembered colleagues who had died in the past year.

This year it was our privilege and duty to remember

**Kev White** – Business Change Manager who died in December 2023. A lantern was lit and placed by his wife, Jude

**Neil Dorothy** – former Chief Inspector and Police Volunteer, who died in February 2024. Neil’s candle was lit by his colleague and friend, Alastair Fraser

**Steve Herbert** - Team Manager in the Force Control Room who died in March 2024. Steve’s lantern was lit by his colleague, Alison Morris

**Emily Yates** - Digital Forensics Unit Supervisor who died in March 2024. Emily’s lantern was lit by her husband, Jamie

**Paul Hill** - Response Constable at Wellingborough who died in April 2024. Paul's candle was lit by Charlotte Pateman, Federation Branch Secretary

**Lou James** - Neighbourhood Constable at Kettering who died in May 2024 Lou's lantern was lit by her colleague, Oliver Quinlan and Christine Duggan

### **National Police Memorial Day Elizabeth Emblem**

This annual event was celebrated in Glasgow and is attended by representatives of all branches of the Police Federation. At the service, thanks were given for the bravery, courage and sacrifice of over 5,000 officers who, since British Policing began, have died whilst on duty. It was a pleasure to meet Bryn Hughes OBE and to congratulate him on his successes in working with PFEW in introducing the Elizabeth Emblem for families of officers who died in the execution of their duty. I have started work which has identified four such families in Northamptonshire within the qualifying parameters.

Next year's National Memorial will rotate to England for a celebration at Coventry Cathedral, when we are hoping to invite relatives, friends and loved ones to attend, given the proximity to Northamptonshire.

### **National Police Requiem**

This is organised by the Catholic Police Guild at Westminster Cathedral and the Chief Constable kindly allowed me and members of the Force Ceremonial Team to attend to represent Northamptonshire.

### **LEGAL REPRESENTATION**

Nationally, members' subscriptions are used to the tune of around £13m per year to access specialised legal advice for Federation members, via panel firms qualified in various aspects of policing.

These range from criminal law and Police Misconduct Regulation, to civil law, employment law, Judicial Review and Branch advice. They also include police station attendance for officers under arrest and supporting the protocols for Post Incident Procedures, for which the Federation has a 24hr on call provision.

With the departure of Reynolds Dawson from the list of panel firms, this branch uses a selection of solicitors from JMW Law, Penningtons Manches Cooper, Straw and Pearce and Taylor Law.

We have also been granted access to some of the top barristers in policing specialist areas – Matthew Butt KC on Police Firearms matters and Hugh Davies KC on police misconduct procedures.

Police officers arrested from this Force are dealt with by the new PSD department and conveyed to either Milton Keynes Police Station or Keyham Land or Euston Street Police Stations in Leicestershire. We are currently in dialogue with PSD given the new unavailability of panel solicitors who offer duty solicitor advice in the Thames Valley police stations. We always advise an officer arrested to be advised by a solicitor trained and versed in both criminal and police conduct procedures.

This is possible in Leicestershire but not in Milton Keynes. We are working with PSD to respectively seek advice on how we work together to get officers to the nearest custody suite with the appropriate legal advice and minimise time spent in custody. The problem is caused outside of the PFEW or policing processes, largely down to the unattractiveness to law firms of offering duty solicitor work.

PSD also have to ensure that the arrested officer wants PFEW support and is happy for the Fed on-call officer to be informed and/or called out.



## **KEY ISSUES IN NORTHANTS POLICE**

When asked to brief the three candidates for the Chief Constable selection process, I considered the key issues which challenge us and offered the following, which will also form the basis of initial dialogue with the new Chief Constable once confirmed by the Police, Fire and Crime Panel.

**Demand:** Understanding our demand, and its burgeoning pressures remains a concern of ours. Over three years, we have been assured of work to assess demand so that resources can be allocated, and so decisions can be made. We still remain unconvinced that we truly understand the complexities of the demand, after the previous attempt to identify demand created outcomes which were not achievable within our numbers.

**Resourcing:** Linked to the above, we seek reassurances that we have the right numbers in the right places, given the experiences in DAU, CAU and in Response.

**Policing Plan on a Page:** We agree with the force's new proposed priorities to improve trust and confidence, development of the workforce and improving investigations. We look forward to all members of the Force (including the Federation) identifying what we do to achieve these objectives/aspirations

**Leadership and stability:** Whilst accepting the complexity of the past year, we look forward to the reversing of the very many temporary ranks and postings, which must be accompanied by fair processes so that it is not a 'given' that long standing temporary promotions are not just made permanent. We have been very patient with the 'needs must' argument but this needs careful handling by the force leadership.

**Tutoring:** We know that the Force recognises the need for consistent and quality tutoring, given our high numbers of student officers. Recent Regulation 13 processes have identified too many occasions when student officers have had too many tutors, and we should not underestimate the toll on tutors. We have taken part in consultation on how tutoring student officers might change, and have shared concerns as to how student numbers affect staffing levels, with various implications and ramifications.

**Response:** We shared concerns about the pressures on Response colleagues, the expectations, and that the issue of pressures on response sergeants is identified as a risk on the Force Risk Register. We continue to seek reassurance that the 12 hour shift pattern is not disproportionately damaging to officer welfare and wellbeing.

**Domestic Abuse Investigation Unit**  
Pressures and low staffing continued through 2024. Despite enhanced payments, feedback from DAU officers has continued to worry us (and the Force.) We have canvassed and fed back views to the Force leadership, to the Chief Constable at a Federation Council meeting and the Detective Superintendent attended a later Council meeting to hear comments from his teams via a Fed Rep. The changes to the DAU (staffing, enforced moves and allocation policies) came into play at the beginning of January 2025 and the leadership has commissioned the Federation to contact staff directly in February for direct and candid feedback on the effect of the changes, which we have committed to do. This is also a risk area for the force as DA was highlighted as an area for improvement in our last HMICFRS Inspection and will be re-inspected in the follow up to the Peel process.

## **JNCC**

We stressed the need for the Force JNCC (a requirement) to be reinvigorated by the new Chief Constable and aligned with the departmental JNCCs

## **Force Funding**

We updated the candidates of our dialogue with the previous MPs and current PFCC on the police funding formula and failed promises by the previous government. We updated them on our intention to reinstate our parliamentary dialogue with the county's new MP, assisted by the PFEW parliamentary team and consultants.

## **Occupational Health**

Despite major advances in the provision of the OH Department, thanks to massive funding injections from the OPFCC/Force, we still have concerns about waiting times and other issues. We believe these have been listened to and heard and are currently being consulted as to developments and plans.

## **Standards, Ethics and Vetting**

It cannot be ignored that the level of our misconduct, hearings, suspensions and PSD activity has increased exponentially in the past year. The PSD now deals with **all** police-perpetrated crime (supported by us), but as will be seen from elsewhere in this report, we have double the number of officers suspended in comparison to this time last year. Delays in the criminal courts also mean that we have an officer who remains suspended awaiting trial nearly three years after arrest. This does not mean that we do not share the dismay and disdain of the force given some of the recent Misconduct Hearings and accelerated hearings which have identified atrocious conduct by a minority of officers. We need to be available for police officer victims/witnesses as well as support those against whom misconduct is alleged. We have sought legal advice on recent matters and vetting implications.

## **EQUALITY**

We receive a large number of requests for assistance from members aggrieved in various and varying situations. A snapshot of the diversity of the issues on which we advised in 2024 is as follows:

- Promotion processes and introduction of changes midway through process (posting to LRT and imposition of conduct checks)
- Custody Sergeant postings (successful resolution in bespoke custody officer promotion process)
- Advertising temporary postings but excluding substantive applications (advert withdrawn and substantives included)
- Temporary promotions – fairness and implications of reasonable adjustments
- Issues relating to restructures and implications for officers on Maternity Leave
- Appealing decisions and process which have prevented officers seeking promotion – still awaiting new policy and legal advice
- Use of PRI against Regulations to halt or impede progression when it should have no adverse career effect as not punitive
- Flexible working – we have worked with PSD and CID on flexible working reviews. Remains an issue for LRT officers
- Seeking equality impact assessment on (well-intentioned but hastily introduced) decision to post all newly promoted sergeants to LRT

- Regulation 13 processes where fairness is challenged – sympathetic response from police commanders
- Supporting female officers who are ‘victim’ to highly inappropriate/criminal treatment by police officer colleagues and making representations on how to protect anonymity in hearings
- Vetting – working with national PFEW on significant concerns about the CoP introducing new vetting processes which are not supported by either PFEW or the Police Superintendents’ Association
- PPST and JRFT – working pragmatically with the Force L&D team to reduce potential inequality
- Reasonable adjustments – ensuring TRAAs are implemented and are meaningful
- Neurodiversity – acknowledging the above average proportion of ND officers in Force and the waiting list of officers requiring assessment. Ensuring that ND is not used as an excuse for misconduct whilst assisting leaders in managing ND colleagues
- Grievance of several officers facing attendance management plan threats for absences due to disability
- Issue with return to work regimes after long term sickness
- Representing officers subject of racial discrimination
- Representing officer subject of a significant data breach
- Representing officer subjected to sexual harassment whilst seconded out of force

- Assisting several colleagues on Maternity Leave where force and national policies are not adhered to or understood
- Advising on the CVC process and changes required to policy
- Sitting as FAW Appeal Panel
- Sitting on Silver Powers Panel in relation to firearms accreditation and advising on same

Very many of our formal grievances can be dealt with as part of the informal stage of the process, largely thanks to the relationship we enjoy with the HR leadership team, with whom we work closely and effectively.

Our role also includes managing expectations of officers which are unduly high or unreasonable.

## MISCONDUCT

Following discussions with our CaPLO over recent months, I have spent time with the office team to provide for our benefit, and others, a snapshot of the work relating to misconduct, which I presented in November as an overview for when people ask ‘so what are the Fed actually doing?’ We all know/feel anecdotally that with the expansion of PSD, the growth and proliferation, complexity and breadth of cases against members has led to significant pressures on the six active conduct-trained representatives. Having looked at all our **current** cases (and I stress that the majority of this report does not include any cases which are now closed from the recent period), I reported as follows.

- In the past year we have dealt with/supported members in over **150** Gross Misconduct, Misconduct and IOPC investigations.
- At present, we have **100** live cases. Of these, **58** are at Gross Misconduct level and **33** are at Misconduct level

- **Seven** cases/members are IOPC investigations.
- **25** of the cases are criminal in the first instance
- We have **24** officers suspended

I have broadly categorised the reasons for our cases as follows, and in my terms. You will see the top three categories in bold with the fourth category being the six cases relating to disablist, racist or misogynistic comments/behaviour

- Administration/Perverting Justice 3
- Assault off-duty 3
- Custody-related 2
- Computer misuse 3
- Criminal Damage 1
- **Honesty & Integrity 12**
- Domestic-related 3
- Drink-Drive 1
- Driving-related 4
- Drunken behaviour off-duty 3
- Harassment 1
- Disablist comments/behaviour 2
- Incivility 2
- Misogynistic comments/behaviour 1
- Neglect of duty 4
- Racist comments/behaviour 3
- Performance failures 3
- **Sexual misdemeanours 19**
- **Use of Force 16**
- WhatsApp related not inc elsewhere 3

Of these cases, I calculate there being 30 officers who are victims or witnesses of the behaviours/acts constituting the alleged misconduct, who may require our support and advocacy in no different way to the officers under investigation.

The seriousness of recent cases and cases pending cannot be underestimated. Equally, we should not underestimate the impact of this increased workload on funding and on representation.

In a recent enquiry of PFEW it is my understanding that in the year to date, the Northamptonshire Branch had spent in excess of £145,000 on legal fees/funds to support its members. The current CaPLO carries a workload of around 50 cases and the other principal officers are carrying around 8-10 cases each. These cases do not include driving matters which are generally picked up by our Ops workbased rep.

In the review of PSD, and in conversations with Chief Officers, HR and other PSD colleagues, we have been reminded that we cannot be the reason for slowing down investigations (not currently identified as an issue). However the Force is asking the Federation whether and how the number of principal officers should or could be increased to accommodate the increase in misconduct investigations, given no anticipated let-up in cases. This has yet to be discussed by the Federation.

### **Support for NEMPA colleagues**

The Chair of NEMPA (formerly BPA) has written an open letter to the Federation seeking our support for members in the aftermath of a recent misconduct case and the impact of this on perceptions of the Force's understanding of issues relating to race and particularly religion. This will be discussed at a future Council meeting

### **Representation in misconduct**

In November 2024, Charlotte and I wrote to all 30 officers identified as being victims or witnesses in cases where officers are accused of misconduct against other officers. All 30 are female and we remain keen and committed to ensuring that the Federation is understood to have both the capacity and capability to create sterile corridors between the two parties and support both. It is vital that we continue with this message given the egregious nature of some of the allegations known to us.

# NATIONAL ISSUES

The issue of remuneration was discussed at PFEW's National Council in Cardiff in December 2024, when the council discussed the key issues of importance for the national PFEW leadership to focus on. Following on from this, I am grateful to the Acting National Secretary for his full brief on what has happened over Christmas and into the New Year, which allows me to update local members as follows.

The Police Remuneration Review Body (PRRB) will make recommendations to the Government on police pay, terms and conditions of service in the spring of this year. For most members their focus will be on what recommendation is made for the annual uplift in pay. This is generally applied from the 1<sup>st</sup> of September each year.

The Federation is building an evidence base and preparing its case for this year's pay award, ensuring that you are rewarded for the work you do and that the ongoing impact of inflation and cost of living are taken into account. What is clear from the data is the stark reality that real terms police pay has become seriously eroded over the last decade and a half. Although increases in 2023 and 2024 went some way to address long-term degradation, there has been a degradation of pay for frontline officers of 21% since 2009.

Although securing an uplift in pay is imperative there are also many other areas that are considered by the PRRB. This includes South-East and London allowances, London Weighting, P-Factor, pay points within ranks, base pay of ranks, unsocial hours payments, on-call allowance, motor vehicle allowance, dog handlers allowance, away from home overnight allowance, hardship allowance

and annual leave. This means that the recommendations from the PRRB are vitally important to your overall remuneration package. For those unaware of the P-Factor this is the additional amount added to your base pay to compensate you for the unique dangers within policing and the restrictions it places on you.

The PRRB is meant to act as an independent body. It is therefore our view that recommendations should be made with no political interference and with no reference to the money available within policing. If recommendations are made that are simply not affordable then it is our view that it is for government to decide to not implement them.

Since the introduction of the PRRB in 2014 the Police Federation of England and Wales (PFEW) has submitted detailed evidence on your behalf to the PRRB. We have felt that the evidence and views of federated officers have been overlooked for many years. PRRB recommendations have been made taking into account government views and financial limitations. What is more concerning around the PRRB process is that there is no longer collective bargaining or binding arbitration in the process. Our concerns around the process are:

- The remit letter from government to the PRRB sets out the areas to address for each year.
- The PRRB is a panel of members selected by the government.
- There is no opportunity to collectively bargain within the process, once submissions by stakeholders are made the PRRB decide their recommendations in isolation.
- These recommendations are then sent back to government who can choose to either accept them, decline them or modify them.

An analogy of this is:

*'It's like a football match where one side selects the opponents players, referees the game and has a veto over the result'.*

Following a decision by the PFEW's National Council this all ultimately led to PFEW withdrawing from the PRRB in 2021. Although we are no longer a formal part of the PRRB process we do still make our case very strongly on behalf of our membership.

It is our hope that the PRRB will, in 2025 take into consideration, and make suitable recommendations, in the areas that we have highlighted below. These areas have been identified from engagement with local forces and through the PFEW annual Pay and Morale Survey.

It is important to note here that a survey conducted in 2024 by PFEW showed that over 97.7% of members wanted PFEW to pursue collective bargaining and binding arbitration. The response to this poll was over 50,000 members. If recommendations from the PRRB are either not suitable for our membership, or we feel they are not independent politically or financially, then we will consider polling our members again. This time it will seek the views of federated officers around the proposed PRRB recommendations on police pay and conditions. Whilst we deal with pay awards and not pay offers, and have no form of industrial rights, we believe it is important that officers can voice their opinion on sub-standard recommendations.

If we are to demonstrate to the government the strength of feeling there is about police pay then it is important that the entire membership is involved in this. Needless to say we expect Chief Officers to make recommendations in their NPCC submission to the PRRB that seeks

proper and fair remuneration for police officers. Gavin Stephens, Chair of the NPCC, recently called for the 'biggest shake-up' of policing and argued that 'we are facing a once-in-a-generation chance to change our police service'. According to the PRRB pay is a critical component of any such 'shake-up' and it said that pay and reward were an 'important role in attracting recruits with the right motivations, and in creating strong ethical behaviour within forces'.

At a time when the public's confidence and trust in the police service is reported to be unacceptably low, it is imperative to establish the 'right pay and reward structures' within and across ranks.

## **AREAS TO BE CONSIDERED IN 2025**

1. **Annual Pay Award** – Members were disappointed that the recommended PRRB uplift in 2024 was below that recommended by other public sector pay bodies. We want the long term pay degradation to be fully addressed by the PRRB. As stated above our figures show that this is still at 21%. If recruitment and retention issues are to be addressed then pay needs addressing. Needless to say that it is only right that you are remunerated correctly for the difficult work you do each day.
2. **P-Factor** – We have independent academic evidence showing that the P-Factor is not correctly factored into police pay. This will provide additional evidence to improve police pay to its correct position.
3. **Base pay and Constables Pay Points** – We are also submitting evidence that the base pay of all ranks needs to be reviewed. This will be essential if the rectification of police pay is to be achieved. Often there are issues not just with the base pay of each rank but also the difference between the top rate of one

rank and the lowest rate of the next rank. There is evidence that the Constables Pay Points, currently set at 7 levels, should be set at 5 levels. This would enable officers to progress to the top pay point in less time. For Inspecting ranks see point 15 below.

4. **Shift Alteration Allowance** – There is strong evidence showing that officers are having their shifts changed at short notice at an alarming rate. This prevents officers from planning rest, recuperation and a family life. It also potentially costs officers additional money when a shift is change, for example to arrange for additional childcare. Given this we argue that when shifts are changed within 90 days of being published that there should be financial compensation. This would be a new type of allowance and one that has been highlighted as an increasing issue for officers.
5. **South East and London Allowances** – We have concerns that the South East and London Allowances are discretionary and decided by the Chief Officer or Commissioner. We believe that the PRRB system currently in place should not provide Chief Officers or Commissioners with the discretion not to implement what is decided through the PRRB and Government. As such we are asking that the discretionary element is removed.
6. **London Weighting** – London Weighting was introduced to compensate for the additional costs of London. The weighting is currently uplifted in line with the annual pay award. We believe this approach is fundamentally flawed. We ask that consideration be given that this amount is increased with CPI and that a retrospective review of the current figure is undertaken to give an accurate amount that London Weighting should be set at if it had been uplifted in line with inflation and the CPI.
7. **Unsocial Hours Payment** – We are asking that there is an increase to this payment for those in receipt of it for working Saturday and Sunday.
8. **On Call Allowance** – Under Winsor this was designed as a disincentive allowance. However, the amount is too low for this to be the case. We ask that the amount is raised to £36.13 for a day when an officer is on-call (this will place Police Officers at parity with Police Staff). We further ask that this be paid at two times that amount when on-call on a rest day and five times that amount when on-call on an annual leave day. We have concerns that there is also no national guidance around on-call and that data is not collected centrally. To avoid further issues in the future the amount should be index-linked, and the on-call allowance should form part of pensionable pay.
9. **Motor Vehicle Allowance** – Current proposals put forward by the NPCC will not adequately compensate officers for using their own vehicles. To adequately compensate officers there would need to be an increase in both essential user allowance and mileage payments.
10. **Away from home overnight allowance and hardship allowance** – Our proposal is for this to match with Police Scotland.
11. **Detective allowance (NEW)** – Given the exam and ongoing accreditation required to become a Detective we feel that there should be financial recognition of this. We have asked that a figure of £1250 per year be considered to address this.
12. **Annual Leave** – We were happy that the PRRB valued some of our arguments around annual leave in 2024. However, we are still behind other public sector organisations around the time it takes to reach the upper limit of annual leave entitlements. We are also still behind other public sector workers, especially

Police Scotland, who receive more annual leave than officers in England and Wales. We maintain our position that there needs to be a further increase and that a form of long service leave should be introduced.

**13. Acting-Up Allowance, Temporary Salary & Temporary Promotion**

– There is significant confusion between these three areas within regulations. We are asking for a simplified approach. If this change is accepted we hope that officer 'acting-up' will be paid from day one and that all time spent 'acting-up' is treated as reckonable service.

**14. Court warnings** – There is growing evidence that some officers are being court warned for significant parts of the year. Although we would expect the Chief Officers to address this matter with the CPS and Judiciary, we don't feel that this is happening. We are asking for consideration be given to a court warnings payment.

**15. Inspecting rank regulations** – We have serious concerns that the 1994 PNB agreement is now outdated for modern policing. Our own survey has shown that the majority (93%) believe that the Inspecting ranks should be entitled to a shift pattern like Constables and Sergeants. We also have concerns over the excessive hours Inspecting rank members are working. As a disincentive, overtime payments should be introduced to act as a balance between the 1994 PNB Agreement and as compensation for additional hours worked. We also believe that the base pay of both ranks needs to increase given the demands and responsibility of these ranks in the current workplace. 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 that this agreement has not been adequately reviewed. Given the length of time that any work in this area could take we are seeking an interim pensionable payment be made to the Inspecting ranks. This would encourage both promotion into the ranks and assist with retention and experience within the ranks.

**16. Unused Rest Days and Annual Leave**

– There are ongoing issues with unused rest days and officers unable to take annual leave. We are asking the PRRB to look into these matters including ways in which officers can be financially compensated.

**17. Recuperation leave** – This type of leave is not currently in Police Regulations. Whilst many forces take a benevolent approach there is nothing in the regulations to provide officers with recuperation leave following an injury on duty or exposure to a traumatic event. The introduction of recuperation leave should allow an immediate line manager to grant recuperation leave rather than an officer reporting sick for a period of up to three days.

**Members should be reassured that a considerable amount of work is being done by PFEW to build a strong and detailed evidence base and to make our case to government. The work you do in the most difficult circumstances needs to be properly recognised and we will continue to fight on your behalf.**

**Locally and nationally we have started the challenge to ensure our Commissioners, Chief Officers and local MPs and politicians are aware of the issues we are raising for our members, and the reasons behind them.**



## **DISCRIMINATION CLAIM BY LEIGH DAY ON BEHALF OF MEMBERS**

At the end of November, the CEO of PFEW wrote to branches to say

'I am pleased to inform you that we have in the last couple of hours signed the agreement in relation to the Leigh Day settlement. This is a legally binding agreement, and we have also paid the first instalment of the payment plan in the last hour. This follows 13 months of complex negotiation process and tireless work from all those involved. This milestone gives us the opportunity to rebuild relationships with the claimants, wider membership and the transformation of the Federation to make it fit for the future so that it effectively supports officers for generations to come.'

### **OTHER PENSIONS UPDATES (extracted from PFEW's January Update to members)**

#### **Contribution Increase Consultation**

Despite our strong protestations the Home Office have published a consultation on increasing the contribution rate for the police pension. Our view was that it would be prudent to get the Leigh Day remedy done and then look at this issue.

The issue is that the target yield for the 2015 pension is not being met and it is a regulatory requirement that it is. The target yield is 13.7% and the current yield is 13.48%. The consultation gives a number of options and PFEW will be submitting a response by the 29th January deadline.

The consultation documents are in the link below and members can make their own representations. If there is anything you want PFEW to consider in its response, then please e-mail the pension enquiries e-mail which is at the end of the

Newsletter. [Police pensions: member contribution structure - GOV.UK](#)

The increase will be implemented in October 2025.

#### **ABS/RSS Rollout**

The issue of annual benefit statements and remediable service statements for active members has not gone smoothly. There is a mixed picture across the Country and there is a postcode lottery feel to this. This is not acceptable and PFEW continue to raise our concerns with Forces, the NPCC, the Scheme Advisory Board for the pension and the Home Office.

We also have had a meeting with The Pension Regulator. We won't rehearse the arguments we have made and continue to make around the issues and the interest being charged and we have further meetings regarding this in the coming weeks. We are also going to revisit the legal advice that was initially received in light of the issues that have been occurring.

We have asked local Branch Boards to speak with their Chief Constables around interest and particularly the cost of administering the interest picture. On that note the NS&I Direct Saver Rate has seen two reductions since the last newsletter and now stands at 3.5%. This adds to the complexity and costs of the calculations.

On a practical level the only thing that needs to be decided at this stage is what to do with the contribution adjustment for tapered and unprotected officers. The choice of pension for the remedy period is not made until retirement. Please see the October 2024 pension newsletter for the specific considerations for the 1987 and 2006 schemes.

There have also been issues with the Pensions Savings Statement (PSS) rollout which does not affect the federated ranks as much as the higher ranks. However, if

you are a member that has an issue with a PSS then there is the ability to take tax advice and claim that back from your force.

### **Compensation Process**

Forces should have published their guidance for how members can claim compensation for losses and advice required as a result of the remedy. The guidance should explain how compensation can be applied for and the appeals process if the application is unsuccessful.

From a practical point of view members may wish to get pre-authorisation from their force before spending money on advice. Any issues in this area please speak with your local Branch Board in the first instance.

### **Immediate Choice Members**

These are officers who retired before 1st October 2023 and need to be remedied as they have pension in both schemes for the remedy period and you can only have a legacy scheme or the reformed scheme for that period.

There had been an unauthorised tax charge issue for officers who took the maximum lump sum and were due top up lump sums as part of the remedy rectification. That has now been resolved and the HMRC link for the solution is here: [Appendix B — offsetting process for the unauthorised payments charge - GOV.UK \(www.gov.uk\)](#)

PFEW are seeking clarity from the NPCC as there has apparently been some push back to HMRC regarding the guidance but also some administrators are processing affected officers using the guidance. There is a Scheme Advisory Board meeting on 14th January and we will hopefully get some further information at that point.

Members who are affected and who get their remedy figures should consider taking financial advice and claiming for that advice under the compensation framework.

There has been nothing stopping administrators remedying unaffected officers and it is disappointing that more of those officers have not been dealt with. PFEW are concerned that the 31st March 2025 deadline for all affected officers to be remedied will not be met.

### **Contingent Decisions**

#### **Opt Out Buy Backs**

The buy backs are still paused and PFEW have asked the Home Office for an update on when this is going to be resolved and an update has been promised at the Scheme Advisory Board meeting on 14th January. For a quick recap the issue is which pension can 1987 legacy members opt back into as the legislation suggests it should be 2006 which obviously does not put members back to the position, they would have been but for the discrimination.

PFEW will update members as soon as we get an update.

On the contingent decision front members who made decisions regarding part-time, maternity leave buy back and career breaks due to remedy are not covered by the contingent decision process. PFEW have raised this with the Home Office and await a response.

There is also anecdotal evidence of additional service contingent decisions taking a long time to be considered and approved. If any member is facing issues in this regard or with a potential transfer under a contingent decision, then please contact your local Federation office.

There are other issues with maternity leave buy back, part-time hours and the transfer of data between Forces.

Detective Superintendent Frankie Westoby has kindly produced the form in the below links. The survey has been completed by hundreds of officers and the data is being considered before a meeting is arranged with the NPCC. This will hopefully be completed in the next couple of weeks. In the meantime, if you have any issues in this regard, please complete the survey.

[Police Pensions - Maternity, Parental and Part Time Issues \(office.com\)](#)

### **Pension Trap**

Working with the National Council of the Police Federation of England and Wales a decision has been made to address the concerns of the membership by way of legal action. PFEW have a number of potential cases which will be reviewed by counsel. In this matter we will wait directions from counsel as to what additional information and scenarios they want to review. We will provide an update as soon as we can but please be assured that this is in hand.

### **Group Pension Claim**

The claim remains stayed until at least June. There was a comprehensive update published in November and this is on the PFEW Pension Update website under the Compensation Claim tab.

There is work going on whilst the stay is in place so that we are administratively ready to proceed once the stay has been lifted. If you do get an e-mail requiring further information, then please respond to it as soon as possible as this will assist in the administrative readiness piece of work.

### **III Health Retirement**

The Federation assist members with the IHR process and ultimately represent members at Police Medical Appeal Boards.

PFEW have a training program to train representatives in this important area of our work. It is of some concern that some

organisations are encouraging members to seek paid for legal advice when the information and advice could be provided at no cost via the Federation.

PFEW are also awaiting updated PMAB guidance from the Home Office, the current guidance has been archived for over two years without replacement. Regulation 12 of the Police Injury Benefit Regulations (2006) provides a gratuity for those members who are seriously injured as a result of an injury on duty and are totally and permanently incapable of further work. The Home Office consulted on changing the regulation in 2021 as the member needs to become totally and permanently incapacitated within twelve months of sustaining the injury. We are expecting the Government response to the consultation imminently.

### **Pension Dashboards**

As we go through the year there will be more information on Pension Dashboards. Later in the year members will be able to access a portal where all of their pensions will be displayed. We have a representative on the working group for this and more information will be published when it becomes available.

### **Miscellaneous**

The Home Office is concerned regarding the number of opt outs from the pension scheme. PFEW share this concern as the pension is a valuable part of the member remuneration package. We are going to do some work on this over the year to try and identify the reasons for non-participation in the scheme.

We are also very conscious that in April the 2015 scheme will be ten years old, and we are planning to do a webinar solely around the 2015 scheme as we hopefully move forward post remedy. There is a lot of useful information on the Pension Website on the 2015 scheme but if members want other information, please let us know.

We are also planning general pension webinars, for representatives in the first instance, with the intention of rolling these out to members in the future. We published a pension information podcast at the end of last year and plan more during the year. Again, if there are areas that you would like to see covered then please let us know.

**Regulation 36** of the Police Pension Regulations 2015 gave forces the ability to require a member to have medical conditions considered before joining the pension (originally or when opting back in to the scheme). They could then exclude them from the ill health benefits of the scheme, the member would pay a lower contribution rate as a result. Regulation 36 was found to be unlawful and no one since that ruling should have been denied IHR benefits.

Unfortunately, the ruling did not deal with those already denied IHR benefits and the Home Office have promised to deal with these members as they rewrite the regulation, hopefully that will be available to us in the first half of the year.

**Divorce** – we await guidance on how divorce settlements that were concluded during remedy should be dealt with. The Government Actuary Department is due to produce guidance now it has taken legal advice. PFEW have taken some initial advice and await the guidance which again we are hopeful to receive in the next couple of months.

### **Useful Links**

PFEW Pension Website:

[Pensions Update \(polfed.org\)](https://pensionsupdate.polfed.org)

NPCC Website lots of useful information and guidance, including compensation guidance, the News section is also updated regularly:

[Police Pension Info -  
policepensioninfo.co.uk](https://policepensioninfo.co.uk)

Have a look at the website and the newsletters and if there is anything else you would like covered, please e-mail us: [PensionEnquiries@polfed.org](mailto:PensionEnquiries@polfed.org)