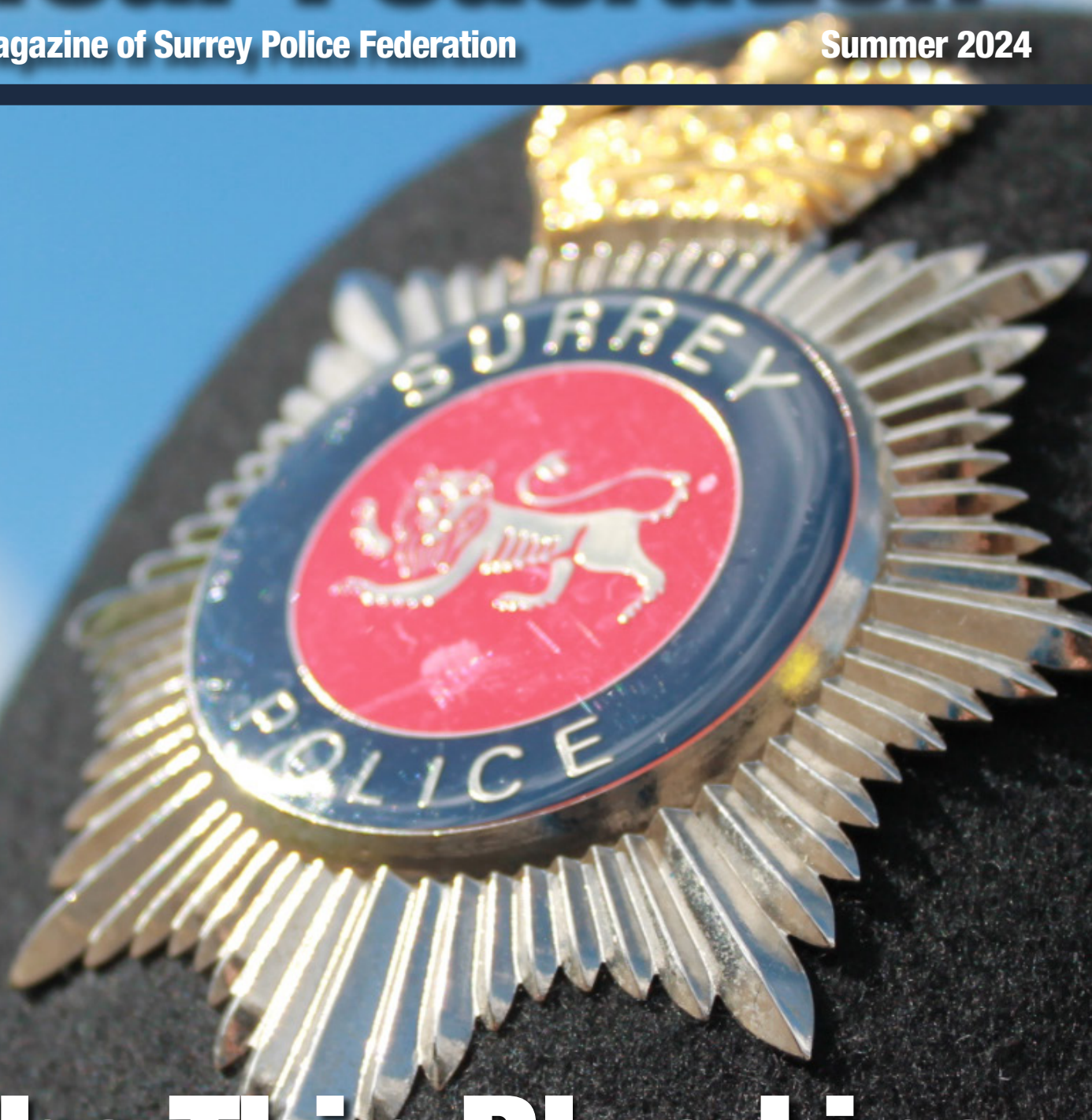


Your Federation

The magazine of Surrey Police Federation

Summer 2024



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Emma Richards, third generation Retired Police Officer,
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www.polfed.org/surrey



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Surrey Police Federation



You Deserve Recognition

Darren Pemble
Chair
Surrey Police Federation



Welcome to the latest issue of *Your Federation* magazine, where we keep in touch to update you on everything that's been happening in policing across Surrey.

The findings from the Police Federation of England and Wales' latest Pay and Morale Survey for Surrey Police were very concerning.

A huge 88% of respondents said their morale was 'low' or 'very low', and 20% said they intended to resign from the police service within the next two years or as soon as they can.

This highlights policing's many challenges: officers are facing increasing risks, high workloads and ever-more accountability.

Meanwhile, the press continues its armchair criticism, which has a demoralising effect on officers who are doing a really tough job.

It's continuing to be difficult to attract new officers, with recruitment and retention an ongoing

Funding has reduced year on year, and we can't manage the demand. At the same time, we're covering other agencies and picking up the slack. But there's some hope now that Right Care, Right Person is happening in Surrey, following other pilots around the country.

I hope this will benefit officers and enable them to concentrate on other policing matters within Surrey, so that the public get a better service.

Government Must Do Better

The General Election is nearly upon us, and in my opinion, the next Government should focus on retaining police officers for their experience and knowledge.

The 20,000 experienced officers we lost have been replaced by 20,000 more who are completely new to the job. This uplift also does not take into account population rises, so we are still operating at fewer officers per capita.

Knife crime is an ongoing issue – officers are facing daily dangers in dealing with knives, and the penalties for those caught with them are not severe enough.

The next Government must rebuild the justice

want Surrey Police to get back to basics – an approach we share.

We must find a solution to how we provide a police service to the Surrey public and how we can best look after our workforce. We need to protect our officers for the challenges they face, supporting their physical and mental health.

Immense Bravery

We are really looking forward to the National Police Bravery Awards.

Our nominee, who cannot be named, displayed an extraordinary amount of courage. She was off-duty, enjoying time with her family, and had to put herself on-duty to swim out to save a drowning man. Read more about her story on page 10.

She is a real credit to Surrey Police and a worthy nominee for the Bravery Award. I am always humbled by the bravery of police officers across the country who run towards danger when others run away.

Ask Twice

The Federation's Ask Twice campaign is all about

“All we want is a reasonable process that delivers a fair pay package for officers who do a critical job and have no industrial rights”

issue. All of this is linked to pay and remuneration, as we're still well behind the curve. Last year's Social Market Foundation report said that police pay had fallen by 17% in real terms between 2000 and 2022.

The Federation is remaining outside of the pay review body, as all we want is a reasonable pay process that delivers a fair pay package for officers who have no industrial rights and deserve to be rewarded and recognised for their critical role within this country.

The Police Federation of England and Wales asked for input from its members in a poll open until 21 June. Federation members should have already received an email with a link to the poll; please contact us at Surrey Police Federation if you have not had the link.

It is very important for you to have your say so the PFEW can decide on the best way forward to support its members.

Call For A Royal Commission

In my opinion, a Royal Commission on Policing is overdue. It would really benefit the public and the Government, and help us understand what the public want from policing and how that can be adequately funded.

system so that it can accommodate more offenders. Prisons need building as the lack of prison spaces is unacceptable, as it has led to dangerous criminals being released back onto the streets, for our officers to deal with.

Policing is facing increased demand; we want to do better for communities but we can't due to inadequate funding over the past decade.

Real change in policing will only come with improved pay and better working conditions. Police stations are crumbling, and more investment is needed to build modern facilities for officers so we can be proud again of who we are and what we do. Policing is a great occupation that has been made more difficult by politicians.

PCC Re-elected

The Federation has a good working relationship with PCC Lisa Townsend, who has been elected for another four-year term.

We congratulate Lisa and her team on their re-election. We look forward to working with them again, having enjoyed a good working relationship over recent years. Together, we hope we can help Lisa and the force deliver a better service to the Surrey public.

I know that Lisa and members of the public

checking on colleagues and making sure that we take the time to ask them how they're doing.

Tragically, Surrey Police lost an officer to suicide in April. PC Tom Lovell was only 25 years old and everyone at Surrey Police Federation sends our deepest condolences to his family, friends and colleagues.

Tom's mother Helen has written a beautiful tribute to her son, which you can read on page 12. You can also find more information about the hard work the Federation is doing to help us all support our colleagues.

Thank You

I wanted to end by echoing what our Chief Constable has written about in his recent blog, which is the importance of saying thank you to your colleagues and appreciating their good work.

I know that our officers are doing an extraordinary job and that's not always said to them. We need to recognise all the good work being done by police across the board.

One way we are doing that here in Surrey Police Federation is by hosting our second annual Recognition Awards, which will be held in December. See page 6 for information on how to nominate your colleagues for their excellent work.

Surrey Police Federation

Recognition Awards 2024



In Association With



AXON

Nominations Open For 2024

Divisional Officer

Operational & Specialist Command
Services To Women In Policing

Surrey Federation Representative

Special Constable

Contribution To Policing

Outstanding Operational/Support Team

Surrey Police Federation
Recognition Awards 2023

In association with metfriendly

Winner



Scan here for full criteria and to nominate a colleague

Standing Up For You

Tom Arthur
Secretary
Surrey Police Federation



I have a number of updates, but conduct Regs continue to be a large part of our work. We're working very closely with professional standards, and we're representing around 35 officers who are going through conduct hearings.

There is a big review of conduct Regulations, and the first stage came into force on 7 May.

The ruling that's been brought in is that any hearing that is 'referred to' will now come under the new panel, headed up by an Assistant Chief Constable. They will have two lay people next to them, but a legally qualified person will advise them. This is all very new, so we are waiting to see how it works.

The second stage, which again will affect officers, is the vetting process. This is still under

guidance for ethical and professional behaviour in policing. There will, no doubt, be some impact on Surrey Police with that, as it filters its way down.

Pensions

There is also movement on the pension side. The Government is still looking at how it's going to deal with all the different pension stages.

It is very complicated and may take years to resolve. There are over 130,000 police officers they've got to work through.

They've also got to look at all the other Government areas. It's on an individual, case by case basis and, as a Federation, we will challenge at every step. We will continue doing that to try and expedite this and get the best for our members.

Pay And Morale

The Federation's latest Pay and Morale Survey has had a huge amount of attention in the press,

One question I have for the force is that they didn't mention in the article that they dropped our fuel allowance by £500 when they put our Southeast Allowance up by £500.

We're working very closely with the force on this and other issues. We have a large number of regular meetings with senior officers from the Chief Constable down.

Please know that the Federation is out there representing you not just on conduct, not just on performance, but on a number of areas, and that we are also here to advise and support you.

If officers are unsure about anything, go to our website, phone us or email us, and we will get straight back to you.

Our 2024 Awards

We're gearing up for the Surrey Police Federation Recognition Awards 2024.

Nominations will open soon and close in early September. The glittering awards event will take place in December 2024.

"Please know that the Federation is out there representing you not just on conduct and performance matters but on a number of different areas"

discussion and we're hoping to be able to give you more information on that shortly.

Group Insurance

Officers need to be aware that the Federation offers Group Insurance and that it can be really useful for them.

There are a number of reasons why we offer this product.

One reason is that an officer's conduct outside of the course of their duties is not legally covered by the Federation.

Officers have used the Group Insurance Scheme a lot in recent times to represent them in personal issues that have happened outside of the police force.

Officers need to be aware of what the insurance offers, because policing is under so much scrutiny. Complaints are coming in about officers, and if it is something that has happened outside of the course of their duties and they need legal help, they need to be in the Group Insurance Scheme to protect themselves.

Code Of Ethics

The College of Policing has brought in a new Code of Ethics, which aims to provide guidance to officers to always adhere to ethical behaviour, both on and off duty.

It consists of two parts, both of which are non-statutory: ethical policing principles, and

Summer 2024

with a focus on the fact that morale is at an all-time low and that 20% of officers said they wanted to leave the police service.

I spoke on the radio and was quoted in a BBC article alongside our director for people services, Adrian Rutherford. We plan to meet with him to talk more about this, as well as talk to the Chief Constable.

Last year's inaugural Federation awards were a huge success and we enjoyed celebrating Surrey Police officers for their acts of bravery, excellence and inspiration.

This year, we're looking for more Surrey officers who've carried out amazing work. Our awards poster opposite will be displayed across the force so you can nominate your colleagues.

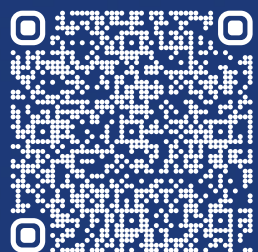


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Working Together Is Crucial

Tim De Meyer
Chief Constable
Surrey Police



I am very fortunate to benefit from the candour and advice of your leaders in the Federation, who never shy from raising with me the concerns of their members.

You will not be surprised to learn that one such concern is excessive workload – especially as this relates to the number of investigations that officers are carrying and the administration surrounding them.

both solve the cases that we can and confidently close the others – without fear of repercussions.

Right Care, Right Person

Another area of concern has been the amount of time officers spend attending to those in mental health crisis. Of course, there are cases relating to mental health that we must attend in order, for example, to deal with a real and immediate risk to life or deal with a crime.

But in many cases, we are not the right agency to meet the person's needs, and while we are doing our best to do so we are not getting on with the things that only we can – such as arresting people for domestic abuse or investigating

offences. Magistrates have noticed many more cases of violence, theft and sexual offences coming before them, where the suspect might previously not have been caught. They are sitting into the evening to deal with the extra work, and in so doing can ensure that measures are put in place to protect the public.

They could not do this without your hard work and dedication. Your efforts will in time not only increase victim and public confidence in policing but, by bringing offenders to justice, reduce crime and the demand for our services.

In the space of a single week, I observed a brilliant operation at the Epsom Derby; outstanding resilience of officers at an inquest; remarkable

“I am determined that Federation members will notice a difference for the better in the issues Federation leaders to raise with me”

While this is not an easy problem to solve, I am certain that we can and will improve things.

The key is to ensure that we are following only those lines of inquiry which are reasonable – whether these point towards or away from the suspect.

Of course, what is reasonable in each case depends on the circumstances, and we will be providing much better guidance for officers, staff and their supervisors to determine whether a line of enquiry is reasonable or not.

This will enable us to decide which cases require our attention and which do not, so that we can

burglary. Our Right Care, Right Person efforts are now well underway and already reducing the number of incidents we attend where we are not required, while ensuring that those in need get the right person to serve them

Thanks For Your Dedication

At a recent passing out parade I happened to meet one of our magistrates. She asked me to thank officers and staff for the huge increase in the number of cases coming before the court.

Thanks to you, Surrey Police has doubled the number of cases charged. These are not trivial

compassion and determination to get domestic abuse cases to court; and a wonderful joint effort between uniform and detective colleagues to catch a gang of car thieves.

There is, and always will be, much to do to enable us to provide even better public service.

Processes, training, technology can always be improved, and we must work hard to do so. But I am determined that Federation members will notice a difference for the better in the issues Federation leaders to raise with me. Please continue to seek the support of your Federation. It helps the Force to help you to serve the public.

POLICE

A Dramatic Water Rescue

A Surrey officer who was off-duty with her children when she was called upon to save a drowning man, and then had to tackle a second drunk and violent man, is our nominee for the National Police Bravery Awards.

On 7 July 2023 the officer, who has asked not to be named, was off-duty enjoying a summer evening at Frensham Ponds with her children and some friends.

At 7pm, as they were preparing to leave, her children ran over shouting that a man was drowning in the pond.

She rushed over to see a man struggling under a collapsed inflatable boat. She

“When I got to the shallow water, it was a real struggle because I had to drag him onto the sand. So I had to shout for help from bystanders.”

Dangerous Development

A very drunk man approached, who initially assisted the officer in pulling the man from the water, but then started vomiting into the lake, exposing himself and swearing in front of the children, causing them further distress.

Meanwhile the first man had started fitting, so the officer put him in the recovery position and made sure his airways were clear. The man's girlfriend arrived and told the officer that

heading back to the man he'd been fighting with, brandishing his makeshift weapon.

In order to protect other members of the public, the officer then tackled the man, taking him to the ground, subduing and disarming him.

Using all her strength to keep the drunk man detained until more police arrived, she continued to liaise with the paramedics.

She said: “At the time, I didn't even think about the fact that I didn't have my protective equipment on, and that I was soaking wet and covered in sand.

“I just thought ‘He can't go and hit that guy with a wooden plank’.

“He didn't look like he was breathing or moving, so I tried to resuscitate him, but because we were in the water I had no resistance”

immediately acted, swimming 50 metres out to find the man face down and not breathing.

Fearless Rescue

The officer recalled: “I pulled the inflatable off him, but he was kind of attached to it, so I ended up dragging that back too.

“The man didn't look like he was breathing or moving, so I tried to resuscitate him, but because we were in the water I had no resistance, so it was really difficult. I had him in a kind of bear hug and pushed into his chest. Thankfully, eventually he started coughing.

“I started swimming with him but he was very limp and it felt like it took forever.

he had been drinking and was epileptic.

Preventing Violence

The second drunk man had now got into an argument with other members of the public.

Leaving the initial man with a friend, the officer took control of the drunk man, who was trying to start a fight.

She had to identify herself as a police officer, and as two men started fighting she intervened to separate them, despite having no protective equipment.

The ambulance arrived and the officer dealt with the paramedics, but meanwhile the drunk man had found a wooden fence post and was

“There was a little bit of me thinking ‘If he turns round and whacks me, that's not great for my children to see’.

“But I just ran over to him, and did a rugby-style tackle. Then I got the wood off of him and threw it away, and sat on top of him to restrain him.

“I did feel sorry for my children afterwards, because that was a lot for them to see, although I was really pleased that they knew to come to me straight away when they saw someone drowning.”

The man who was rescued from the water, Stuart Hubbard (pictured), was told by a doctor that, had the officer not pulled him out of the

Saved Drowning Man's Life

pond when she did, he would have died. Stuart suffered a collapsed lung and pneumonia from nearly drowning.

Heartfelt Thanks

A few weeks after Stuart was discharged from hospital, he and his girlfriend made contact with Surrey Police and asked to thank the officer personally. They gave her flowers, and chocolates for the children.

The officer said she was shocked when she found out she had been nominated for the National Police Bravery Awards.

She said: “I felt like a bravery award would be for someone who was on-duty, although obviously I put myself on-duty in the end. I was really surprised, but also honoured because I know it's a really special event.”

Surrey Police Federation Chair Darren Pemble said: “This was a complicated and dangerous situation, but this brave officer did not hesitate in going in to rescue a man's life.

“In the mayhem of saving a man's life the officer then had to deal with violent and intoxicated male, which was unexpected. She was incredibly brave given that she was off duty with her children without any PPE.

“She is a very worthy nominee for this award and we are all very proud of her and what she achieved that day.”

As the Surrey Police Federation nominee for the PFEW National Bravery Awards, the officer will attend a reception at Downing Street in July, followed by an evening ceremony with fellow nominees from across England and Wales.



Looking After Each Other

Officers are being urged to look out for their colleagues' mental health and remember that the Federation is here to support them.

In April, 25-year-old Surrey Police officer PC Tom Lovell sadly took his own life. Surrey Police Federation Chair Darren Pemble said: "It was a tragic and sudden loss for the force and for his family that Tom left us so early. My thoughts are with his family, friends and colleagues. Tom was kind, helpful and popular and had a great sense of humour. He was a young man with a big future ahead of him."

Ask Twice

This month, PFEW launched the #AskTwice campaign, which encourages officers to ask colleagues and friends how they're feeling and be open about their mental health difficulties.

The PFEW initiative also consists of a library of assets at polfed.org/campaigns/asktwice/. These

are in the Federation and we can signpost them to help. Oscar Kilo is a great resource, and our Group Insurance Scheme offers Support 24, which includes counselling.

"The force also offers counselling through its Occupational Health and Employee Assistance Programme (EAP). And members of Flint House can access their help and support if they are struggling with poor mental health."

Other external charities include The Thin Blue Line, which has a bespoke mental health app; and Police Care UK, which supports officers who have been harmed physically or psychologically through their policing role.

Talking It Through

Darren added that the closure of canteens and bars in the force meant that officers had fewer opportunities to chat and let off steam.

He said: "I've been talking to our Chief

money, and there's no funding for this – that's the crux of it."

Studying Trauma

Forces also needed to study the amount of trauma that officers faced over their service, Darren said: "Officers are overwhelmed by the volume of trauma they witness, and it's vital that they get quick and appropriate support to assist them in processing it."

"I'd like to see forces invest in trauma trackers so that they can record and manage the volume of trauma that officers are attending."

"This way, they could build a trauma process that would flag officers for early intervention for support, and signpost them to the relevant areas. And I believe every force should have a full-time psychologist who is able to sit down and speak to officers, and assist them on a daily basis."

Most importantly, officers mustn't feel like they are alone. Darren said: "Policing is a close family

"The Federation is here for officers and we will extend a hand to help officers who are struggling"

offer guidance for those in moments of crisis, or people looking to support colleagues through challenging times.

Darren said: "It's important that we foster a supportive, inclusive environment, where people feel valued, heard and empowered to seek help when it's needed. The #AskTwice campaign reminds officers to check on their colleagues and notice if they seem a bit down, if something doesn't seem quite right."

"If officers need support with their mental health, I also encourage them to come speak to

Constable about the fact that our canteens have gone, so officers don't have a place to step away from their desks and policing. They used to be able to sit around and talk to each other more, outside of being beholden to the radio and responding to incidents.

"There is an acceptance in the force that canteens were a good idea and fostered a different kind of culture, where officers were around each other more and were able to have decent, healthy food rather than eating a sandwich at their desk or eating fast food. But predominantly, it's all down to

and we come together through difficult and dark times. The Federation is here for officers and we will extend a hand to help officers who are struggling.

"Sometimes officers are having difficulties at home or at work, but feel like they don't necessarily want to disclose certain issues to the force. There needs to be some confidentiality, which is what we can offer through the Federation. So reach out and don't hesitate to come to us if you need help."

Anyone affected by this article can call the Samaritans for free 116 123 or visit [samaritans.org](https://www.samaritans.org).

Helen Lovell pays tribute to her 'brave and kind' son

It is with deep sadness that I share the passing of my beloved son, Thomas William Lovell, who died on 17 April 2024, aged only 25 years.

Tom wanted to join the police ever since he was a young boy and after graduating from Coventry University, he joined through Police Now in 2021. He became a Neighbourhood Police Officer in the Surrey Police Force, aiming to make a positive difference to people's lives. He loved being in the police and enjoyed the work as well as the friendship of colleagues he worked with.

Tom was a brave, loyal man of immense kindness who was always ready to help and support others. He was popular and fun to be with, he had a great sense of humour and an

infectious smile. His passion for travel, sport and music will always be remembered.

Tom lived a fulfilling happy life, achieving his goals, and maintaining a friendly, kind and helpful nature. His death was unexpected, and he left this world far too soon. His absence leaves a void in the hearts of his friends and family who will take inspiration from him to be brave, kind and live lives true to ourselves.

His funeral was held at Surrey Cathedral and over £2,000 has been raised so far for the chosen charities of CALM and the ThinBlueLine.

The ThinBlueLine supports police officers with poor mental health by signposting, raising awareness and providing direct access to Thrive Mental Health and Well Being app.

www.thinbluelineuk.org.uk/





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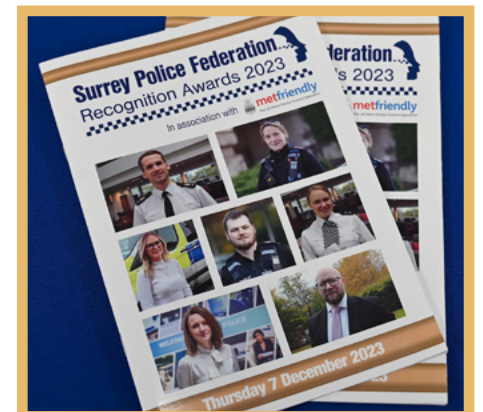


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Welcome To The Federation!



Student officers heard all about the benefits of joining the Federation and met their local Reps at the latest Surrey Police Federation Open Day.

Federation Chair Darren Pemble said the Open Day was a great opportunity to support new police officers, and that the students were keen to sign up and get involved.

He explained: "We aimed to reassure officers about how good the Federation is and how we can support them and guide them, and they were really receptive."

A total of 65 student officers got an insight into the Federation's work during the Open Day. There

Summer 2024

were also stands manned by affiliates and partners, to help the officers understand what services were available. The presence of a wellbeing dog was also much enjoyed.

One popular service was financial advice, including help when it comes to dealing with a mortgage.

"We've got a very young and inexperienced workforce – in life experience as well – so we can help them with mortgages and other financial products," Darren said.

"Police Mutual came along, and Flint House as well, which does such valuable work.

"We're keen to give officers a vast breadth of

content and support, and our partners are helping by pitching up and supporting us."

More experienced officers also dropped by the Open Day to explore the benefits available.

Darren said: "It was nice to see them, and to reassure them that we're doing work behind the scenes for them.

"On the whole it was good to speak to people and give them a bit of an understanding about where we are locally, regionally and nationally."

Surrey Police Federation would like to thank our partners for attending the event, including: Metfriendly; Police Mortgages; Police Mutual; and Flint House Police Rehabilitation.



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The scheme is a self-funded discretionary Trust and it is run on a 'not for profit' basis.

It is a scheme overseen by Trustees, who are all serving police officers, for the benefit of police officers, police staff, and their spouses and children.

The scheme is intended to cover the cost of specialist medical fees, including consultations, diagnostic procedures and surgical procedures for both inpatient and outpatient treatment, as well as physiotherapy, chiropractic treatment, osteopathic treatment and acupuncture.

Members have exclusive access to luxury holiday homes in Northumberland at not-for-profit rates. In addition, police officer members, and operational police staff roles, automatically qualify for free membership of the Police Treatment Centres.

The scheme has more than 7,000 members nationally. Scheme membership can be carried into retirement, with no upper age limit.

The NPHS is determined that the scheme provides as much value to its members as possible, at as low a cost as possible – please do take a look at the scheme and its benefits.

norpolfed.org.uk/nphs.htm

Core Purpose

To provide Serving and Retired Police Officers, Police Staff, and their families, with swift access to the best private medical treatment available - **at not-for-profit rates.**



When You Need Our Support

Elena Boaf
Equality & Wellbeing
Lead
Surrey Police Federation



As part of my role as Federation Equality Lead, I guide our dedicated Reps to support officers through hearings and tribunals.

The Federation is currently supporting many officers with their support plans and workplace resolutions.

We've supported officers through coroner's inquests; and hearings when they are victims or witnesses in conduct cases. We also let them know their options for personal injury, harassment, and discrimination claims via an employment tribunal against the force.

We work well together with the Professional Standards Department to support officers, although there are always improvements that can be made.

I think that, with time, it will become as commonplace for a victim or witness to liaise

see if they may have a claim against their force under the Equality Act if they suffer a detriment such as: not being provided with access to PPST after passing at 3.7; Unsatisfactory Performance Procedure or threat of UPP; or bullying, intimidation or insinuation by peers, managers or trainers.

Officers are welcome to contact Surrey Police Federation on 01372 352165 to discuss their experience.

We want to support the force in getting as many officers as possible to complete PPST, including First Responder First Aid training, which is withheld by Surrey Police when an officer cannot reach 5.4 due to a protected characteristic. We also welcome efforts by the force in considering the introduction of a Fitness Rehabilitation Process.

We are having good conversations with the force to reconsider the current practice and allow officers who reach level 3.7 to complete the essential training so that they can do their job and serve the community safely.

External Fitness Support
Flint House Police Rehabilitation offers a virtual



Meanwhile, 20 officers from Surrey and Sussex Police will be taking part in the UK Police Unity Tour to raise funds for Care of Police Survivors (COPS), a charity dedicated to helping rebuild the lives of families who have

“To deny an officer who achieves 3.7 on the fitness test access to Public and Personal Safety Training may be sex, age or disability discrimination”

with their Federation Rep about their options and requirements in a case, as it currently is to get a Rep when regs are served.

Job-Related Fitness Test

Some Chief Constables are disregarding the new scientifically proven 3.7 fitness test level, and insisting that officers achieve the old 5.4 level.

This is despite the National Police Chiefs' Council (NPCC) commissioning research to establish the physical requirement needed to undertake the Public and Personal Safety Training (PPST) curriculum.

A leading specialist in the field said it was 3.7 on the multi-stage fitness test (the shuttle run), but the NPCC has not changed its view that it must be 5.4.

The Police Federation of England and Wales' position is that to deny an officer who achieves 3.7 on the fitness test access to PPST may be sex, age or disability discrimination.

We will support any member who achieves a level over 3.7 to see if they have a claim against the force.

PFEW will support any of our members to

Conditioning Programme for officers who regularly donate to Flint House and who have failed a Job-Related Fitness Test (JRFT) or Alternate Fitness Test (AFT) within the past six months.

Following an assessment with a rehabilitation therapist, Flint House creates a bespoke programme over 12 weeks aimed specifically to help officers pass their next test.

Find out more at: www.flinthouse.co.uk/services/conditioning/.

In addition, BleepKind (bleepkind.org) is a peer support network for those required to complete the Bleep Test for their job, set up by female police officers who struggled with the test after pregnancy.

It is a safe place where people can share their concerns around the bleep test, whether those are due to anxiety, injury, post-pregnancy conditions or any other reason.

A Helping Hand

Many of our officers are training for charity events, and would appreciate any support.

PC Gary Watt and 10 colleagues are gearing up for the Three Peaks Challenge to raise money for Young Lives Vs Cancer.

lost loved ones in relation to their duty.

We also supported one of our Fed Reps, Det Sgt Patrick McCann, who ran the London Marathon for Cancer Research UK (see page 20).

We are looking forward to the PC Gunn Funn Run, which raises money for Flint House in memory of Surrey Police officer PC Richard Gunn, who was killed on duty in 2004.

And we support Police UK Disability in Sport CIC, which runs a number of brilliant sporting events.

Welfare Support

We continue to support multiple officers with welfare payments during difficult times, and we issue food bank vouchers – please call 01372 352165 or email admin@surrey.polfed.org for assistance.

I also want to draw officers' attention to Support24, an independent helpline for members of the Group Insurance scheme. This 24/7 free and confidential helpline offers counselling, legal and financial support and advice on health and wellbeing. To access it, just call 0800 358 2258.

Det Sgt Patrick McCann



Q: What's your policing background?

A: I started in 2005 at Essex Police as a member of police staff in the control room, and shortly afterwards became a Special Constable, having come across from the Crown Prosecution Service.

In 2008 I became a PC on response. Just before my eldest child was born, in 2012, I transferred to Surrey Police, and in 2016 I became a Sergeant in the neighbourhood team at Reigate.

Q: When did you become a Federation Rep?

A: I became a Fed Rep in September 2017, when I was working in neighbourhood policing. I had a desire to stand up for and represent those officers who needed support, guidance and advice when things weren't necessarily being done by the book, and advocating for them to help them achieve what they needed to do.

I was also willing to be a sounding board for

and deals with it expeditiously. It doesn't always happen, much to the frustration of officers.

Also, supporting different people from different areas helps me keep an eye on what's going on around the force.

Q: What would you say to colleagues who are considering becoming a Federation Rep themselves?

"I became a Federation Rep because I wanted to stand up for and represent those officers who needed support, guidance and advice"

In 2019 I moved over to be the Divisional Performance Manager, before starting on my pathway to Detective Sergeant, working in both CID and safeguarding.

In May 2022, I became the Division Lead for the Direct Entry Detective Scheme.

After that I was a temporary DI in the Niche Development Team across Surrey and Sussex, and now I've just become Staff Officer to the Assistant Chief Constable.

them, and also a voice of reason, which doesn't always go down well but is necessary.

Q: What do you enjoy the most about being a Federation Rep?

A: The variety of work that we get given. And helping those who need it most, especially officers who are involved in a Post-Incident Procedure, which is one of the specialities that I am on call for. I want to make sure that the force treats them fairly

A: Despite the frustrations that you may see and hear from a national level, working at a local level is totally different. Of course, we're working towards the same goals and we still have objectives to achieve, but we're more hands-on with the force to try and support not only officers but teams as well, through change.

There are also opportunities for development, honing your skills and your knowledge. That puts you in good stead for your career, as it gives you



exposure to different ranks and strands. You're able to network through the force and get a privileged insight into what's going on, and why. But of course it does take up a lot of your time – it is a commitment.

Q: Outside of work, you've just run the London Marathon – tell us about that.

A: It's something that I've been trying to do since I turned 18 and got a place, but I was injured so I couldn't run it.

Since then, I've tried to get in every year, and I was fortunate to get in on the ballot this year and chose to run for Cancer Research UK. I've got friends and colleagues who have suffered from cancer, and I've also seen the knock-on effect on their families. So I was keen to help raise money for research. In the end, I raised just short of £2,500. And the wider team running for Cancer Research UK raised over £1.2 million.

It was a personal achievement too, because I had three injuries during the training which caused me to lose 50% of my training sessions. I was thrilled to be able to complete the race, which is not something I could have done a year ago.



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Family	£40.50	£62.00	£79.50	£108.00	£119.50	£126.50	£138.50	£163.00	£169.00
Single Parent Family	£24.50	£40.50	£53.00	£67.50	£77.00	£84.00	£82.50	£84.00	£87.50

Prices correct at 1st November 2023, prices are subject to review.

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Frequently Asked Questions



When am I entitled to overtime?

Overtime is potentially payable when:

- You remain on duty after your tour of duty ends,
- When you are recalled between two tours of duty, or
- You are required to begin earlier than the rostered time without due notice (less than eight hours before the new start time) and on a day when you have already completed your normal daily period of duty.

Planned overtime

Where you are informed at or before the commencement of your tour that you will be required to remain on duty after the tour ends, there will be no requirement to deduct the first half hour of any overtime worked.

Casual overtime

Where you are not informed at the commencement of your tour of duty that you will be required to remain on duty after the tour of duty ends then, on the first four occasions in any week, the first 30 minutes of any overtime worked is to be disregarded in calculating the overtime allowance to which you are entitled. This now applies whether the overtime is submitted for payment or time off in lieu. This topic has been regularly reviewed by the Federation nationally and its lawyers. It is not a breach of our Human Rights under European or UK law, nor is it considered to be slavery.

What is a recall to duty?

If an officer is recalled to duty between two tours of duty, then overtime at time-and-a-third for the hours worked can be claimed, plus travelling time to and from work, up to a maximum of one hour each way. A recall to duty is when an officer is required to return to work between two rostered shifts, i.e. a call out.

Explanation

When there is a recall to duty, then the actual hours worked is claimed, plus travelling. A maximum of one hour travelling each way can be claimed in Surrey. Officers living outside the county can only claim travelling time once within the county. If more than four hours are worked then the travelling time is still added. Unlike Rest Days and Public Holidays, there is no maximum time worked on a rostered day that causes the travelling time to be disregarded.

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