

Your Federation

The magazine of Surrey Police Federation

Spring 2024

Surrey Police Federation

Recognition Awards 2023



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Surrey Police Federation

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Time To Invest In Policing

Darren Pemble
Chair
Surrey Police Federation



Welcome to the new Surrey Police Federation magazine, where we will keep members abreast of all the issues facing policing in Surrey today.

Reflecting on the events of 2023, there have been some disappointments and many challenges facing our members.

Looking back to the Police Federation of England and Wales' conference in October, I felt it was disappointing that we moved from an in-person national meeting to an online, virtual conference.

I know that there were a lot of discussions and heartache over doing that, but given the financial disposition of the national Federation with the impending legal challenges or litigation, it was understandable that that was the decision.

I think meeting in person is preferable in terms of networking and being able to communicate with our stakeholders, the Home Secretary and

leadership over the past year. It was a bit disappointing to see another Home Secretary come and go.

We're lacking consistency from Government and I sincerely hope that James Cleverly will offer more words of praise and support.

But we would like some tangible promises. Funding for policing is unfair and needs to be reviewed, as does the pay remuneration board. We are still outside of this process and not engaging with it as a Federation.

We would like an independent body to oversee our pay, which is not governed or influenced by Government or the Treasury – similar to MPs who have been recommended a 7.1% increase from their own independent body.

Looking ahead, policing needs more investment because the role is more complex than it's ever been and funding seems to be drying up every year.

How can it be right that our council tax precepts, which certainly in Surrey are the highest in the country, increase again to pay for a public body police service that should be subsidised directly and in full by the Home Office and the Treasury?

by the hindsight brigade. I think everyone would agree that accountability is good, but to what degree and how long should that investigation last?

I'm dealing with one officer who has been under the spotlight for five years following a driving incident.

Although he's not guilty in the criminal element, the Independent Office for Police Conduct is still looking to push forward with directing a gross misconduct hearing, which could take a further two years.

So for seven years of his service, he's been left in limbo. The effects are real and that has an adverse impact on morale within policing, not only for the individuals involved but on the collective as well.

Misconduct Changes

And finally, changes are afoot when it comes to misconduct Regulations.

These are still to be shaped and we don't know what they will look like yet, but again that will be another change to police Regulations, which makes working in the police service even more risky.

“How can it be right that our council tax precepts, that in Surrey are the highest in the country, increase again to pay for a public police service?”

others. I don't think that the online vehicle was the best way forward for that and as a result the conference lacked some substance; it was too short and without real content.

The PFEW is going to be undergoing some organisational change following the pension tribunal judgements, and apologies were made by the national PFEW to its membership. We're in some difficult financial waters. Change needs to be recognised.

Behind The Curve

There is still some progress to be made when it comes to remuneration, as we are sadly quite severely behind the curve with regards to pay.

Calum Macleod, PFEW National Secretary, asked the Government to urgently address the damage caused by the pay degradation, which we will be following up this year.

Research discussed at the conference from the Social Market Foundation showed that police pay lags 17% behind other comparable professions, and it called for an increase to rectify that gap. That lag in pay is having a massive impact on recruitment and retention.

I have also been disheartened by political

Federation Challenges

Looking ahead to the coming year, there are some challenges to be faced.

There needs to be a focus on securing the best working conditions, and the National Treasurer said steps are being taken to improve governance and oversight of expenditure within the Federation itself.

There's that inward-looking reflection there as well, trying to make best value for the membership, to drive efficiency and maintain service levels for everyone.

Membership costs and subscription costs offer great value. That may well change in the future, but that will be put to the membership.

We need a Federation that's fit for purpose, as we have a duty to our 140,000 members and future members to represent and negotiate on their behalf.

Benefit Of Hindsight

Firearms officers and those behind the wheels of police cars are also likely to face scrutiny.

Officers who may need to use force or who have to make difficult decisions in fast-paced situations are finding themselves being examined

Chief officers will have greater power to remove police officers, which is a concern following the progress made with Legally Qualified Chairs on the panels. Even though they've had some difficulties in their abilities to speed those panels forward with hearings, I think that system was quite successful. These changes represent a step backwards, in my view.

As always, we will continue to work hard for our members to advocate for you, negotiate for you and look after your professional and personal wellbeing.

Please do contact the Federation office if you want to make your views heard or you have any questions about the issues I have raised. I am proud to be Chair of your Federation and I will continue to do my best to represent you.

Celebrating You

We were proud to hold our first ever Surrey Police Federation Recognition Awards in December to celebrate the work of our fantastic colleagues across the county. All our award winners are a credit to Surrey Police, and you can read more about them from page 8. Well done to all of our incredible colleagues.



Conduct Under Scrutiny

Tom Arthur
Secretary
Surrey Police Federation



I would like to start my first Secretary's update around police conduct. In this world – to put it mildly – seemingly everything is changing. It goes without saying that there is a lot of focus on the areas of police officer conduct and performance based around what has been well publicised in the Metropolitan Police area – and the fallout that other forces are feeling from that. There have also been many comments around this from our former Chief Constable (and current Metropolitan Police Commissioner Sir Mark Rowley), which have helped to drive the agenda. So we have a position now where the Home Office is looking at a number of areas around police conduct, which includes changes to the composition of all our misconduct panels that take place when officers go to a hearing. There are changes being drafted in the misconduct Regulations and the way that this will be interpreted – particularly gross misconduct.

during an officer's service. There have been some issues with this, with some of the shameful cases that have come to the forefront and are understandably of public interest. Officers and staff have all been re-vetted over the past year, so that includes more than 130,000 in England and Wales, which has been a massive undertaking by all forces. The vetting levels have been increased, so vetting has become more intense, which is appropriate because there has been evidence of some faults in the system. Going forward now, when officers do fall foul of any of the misconduct Regulations, there is a very strong possibility that they will be re-vetted, taking into consideration what has happened, and that alleged misconduct will be taken into account within the vetting Regulations. Although officers may find themselves on a gross misconduct charge and might not face dismissal, the reality is they may not pass their re-vetting. That is still being discussed and being looked through legally as to who should be on vetting panels and how this can be as transparent and as fair as possible.

Regulation 13 has traditionally been a good system, in my view. It allows the officer to respond. It allows them to go to a meeting and put their side across and voice any concerns to ensure clarity. But it should not just be used as a quick, easy way of exiting an officer with very little service. And this is where I feel we have to be careful, as a force. The process should still again be transparent in the opportunities the force is giving such a new-in-service officer to achieve the standards required. We have been meeting with PSD and have agreed a 'working practice' on how this can be applied to possible areas of conduct that occur during an officer's probation, should the circumstances meet the criteria agreed. We must also be aware that the Home Office is implementing conduct changes

“We are under a microscope at the moment... But we really do need to be aware of what the new Police Regulations and Conduct Regulations say”

This will mean a change in the severity assessment, which on the face of it sounds daunting for officers. However, we hope that with your Federation working closely with the Professional Standards Department, this will actually mean a reduction in Regulation notices at this level. That obviously then leads on to vetting and other performance issues.

Under A Microscope

Police Regulations around conduct were last changed in 2020, and yet there's now lots more changes coming in through the Home Office. Officers – our colleagues – need to be aware that things are changing. We are under a microscope at the moment in policing, and obviously some of it quite rightly because of some of the issues that have been raised and the behaviour of certain individuals. But we really do need to be aware of what the new Police Regulations and Conduct Regulations say, how they're going to be interpreted, and how they will be applied to officers. Vetting is carried out individually by forces. Each force does its own vetting of its officers, purely on application, and then regular vetting takes place

The Federation is concerned that these re-vetting panels could be abused by forces. We would say you don't really want a crossover between the conduct side and the vetting side, because there has to be clarity and there has to be transparency in the system to see that it's done correctly and fairly for the officer.

Regulation 13

In this edition, I also want to discuss Regulation 13 procedures. This Regulation traditionally covers performance for probationary officers who, at that point in their service, are not subject to unsatisfactory performance Regulations. The Regulation 13 basis has normally, and historically, been used more around performance rather than anything more severe. This has generally been via the learning and development department in dealing with the officer, and obviously then in their coaching going forward. The Regulation 13 process has always been quite a simplistic approach, where an officer will be given as much support as possible to meet the required standard. Regulation 13 is changing slightly now, in that it is coming also into the realm of conduct.

for Special Constables as well, so Specials who are in their probationary period could also find themselves subject to Regulation 13. As the organisation representing police officers in all stages of their service, we are watching all these conduct changes with interest.

Fantastic Event

I would like to conclude by speaking about the pride we had as a Federation hosting our first ever Recognition Awards in December. It was a fantastic evening, as you can see from some of the pictures in this edition. Thanks again to all of our sponsors and congratulations again to all the winners. It reminds us how much great policing work takes place each and every day across the Surrey Police area. I would also like to thank the Chief Constable for his attendance and all the other senior officers from the divisions and departments who attended and presented awards. We were also delighted on the evening to raise £2,000 for the fantastic Police Children's Fund, which assists families of deceased and medically retired officers at a time of their greatest need. We look forward to doing it all over again in 2024.

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Inspirational Winners

Tim De Meyer
Chief Constable
Surrey Police



Of the many events I have had the privilege of attending in my first year as Chief Constable, none has been more inspiring and heart-warming than the Surrey Police Federation Recognition Awards.

Steadfastly determined

The Police Federation is even more important than it has ever been. Our workforce unites experienced officers with the great many new colleagues we have welcomed in recent years.

You must be assured that your voice will be heard regardless of your experience, characteristics, or background. You need to know that someone will speak up for you. This is an essential function of the Federation and I assure you that your representatives do speak up for you

Federation and our Force can achieve together.

Common Goals

By working together to reduce caseloads, improve leadership, develop skills, improve standards, promote belonging and improve health, fitness, and safety we can ensure that our officers are able to do what only the police can do. We can serve the public as only we can.

I and my fellow chief officers are committed to working with the Federation to identify the issues

"I am committed to working with the Federation to identify the issues of greatest concern to officers and work together to address them"

The eight excellent award winners – Keely Copland, Rick Edwards, Harry Clark, Faye Burgess, Helen Hartley, Jack Frain, Lyndsey Whatley and an officer who did not wish to be identified publicly – together represent all that is good about our force.

They are at their best when for the public, things are at their worst.

They serve the abused, the bereaved and the vulnerable with courage and commitment. They look out for colleagues.

They stand up for them and give them the encouragement and guidance to fulfil their potential.

and that their advice and insight is invaluable.

On matters as diverse as workload, recognition, wellbeing, conduct and pay, your Federation is, in my experience, determined steadfastly to represent the interests of its members. Their duty to represent you complements the overriding duty of every one of us to protect the public.

Indeed, it is precisely because they are so committed to public service that they are so eager to ensure that officers are supported to serve as best as they can.

This is what has struck me about the values advanced by Darren Pemble and his colleagues and this is why I am so optimistic about what your

of greatest concern to officers and work together to address them. Examples in the first instance will include caseloads, the application of Post-Incident Procedures and the bringing to justice of those who assault our officers and staff.

Surrey Police is building on its strong foundations and improving fast. We are arresting more suspects for domestic abuse, solving many more crimes, and responding to calls more swiftly. This is thanks to the efforts of our officers and staff.

I am very grateful to all of you and look forward to working together to continue to improve our service and enable our force to be a great place to work where people feel that they belong.

Celebrating Excellence



Surrey Police Federation Recognition Awards 2023

Lead Sponsor



The inaugural Surrey Police Federation Recognition Awards took place in December.

The event was a great success and the evening was spent celebrating eight very worthy winners, working across the force.

PC Keely Copland, who is part of the Child Exploitation and Missing Persons Unit in Guildford, and is the main officer on the Western Missing Person (MISPER) team, won the Western

those from other forces. He is considered an invaluable member of his team and aims to give his colleagues the confidence to stand up for their rights.

Sgt Faye Burgess won the Eastern Officer Award. She first joined the police as a Special Constable in 2005 before becoming a regular officer a year later.

Sgt Burgess is a key leader within Mole Valley, and she prioritises the wellbeing of her team. She

Award.

Special Sgt Frain said: "I was shocked when I found out I'd won this award. I knew the awards were going on, but it never occurred to me I might actually be nominated myself. I'm very proud."

Insp Lyndsey Whatley, borough commander for Tandridge, has worked for Surrey Police for 15 years, and won the Services to Women in Policing Award.

She has been instrumental in the force's

"Policing doesn't always have to be the negative. It's important to give some recognition back to police officers and police staff"

Officer Award.

She said: "It is lovely to be nominated for this award; I've never actually won anything before! Hopefully it means that I'm making some sort of difference and helping the response teams too."

DC Rick Edwards, from the Serious Collision Investigation Unit (SCIU), won the Operations & Specialist Command Award.

DC Edwards faced challenges with PTSD following his many years spent investigating homicides and road death. He has helped normalise this by openly talking with people about his experience.

DC Edwards said he was proud to receive the Surrey Police Federation Award, but that everything he worked on was "a team effort".

PC Harry Clark, who joined Surrey Police in May 2019 and became a Federation Rep two-and-a-half years ago, won the Rep of the Year Award.

Harry has spent countless hours of his own time learning about Police Regulations and now helps and advises other officers, including

explained: "I don't like to see people struggle. Sometimes people don't get supported in the way that they should... I've seen it, I've been a victim of that myself, so I make a point of making sure that everybody's supported and everybody feels included."

Helen Hartley is Head of Volunteering for Surrey Police, a role that involves growing three key areas – Volunteer Police Cadets, Police Support Volunteers and Special Constables.

Helen won the Contribution to Policing Award. She is supported by a very small team and manages shrinking budgets – yet she has continued to increase volunteer numbers.

Helen said: "It's nice to be recognised in my force. Sometimes you can question what you're doing and actually this does make a difference. So I'm very pleased."

Special Sergeant Jack Frain joined Surrey Police in 2020 and to date he has volunteered 5,000 hours, including as a response driver, working closely with a team in Elmbridge.

He won the Special Constable of the Year

Parenting Support Group, after having two children herself and realising that there were challenges in returning to policing after maternity leave.

She said she didn't expect to win the award, adding: "There is a core group of us who are the driving force behind everything the Parenting Support Group does – it's very much a team effort."

There was one other very worthy winner who won the Northern Officer Award, who wanted to opt out of publicity.

We want to express our sincere thanks to our lead sponsor for the Awards, Metfriendly, and to the Martis Media team who worked incredibly hard with our colleagues in the office to put on such a fantastic event.

Chair Darren Pemble said: "Policing doesn't always have to be negative.

"It's important to give some recognition back to police officers and police staff, and we look forward to putting the event on again in December 2024."



Sgt Stuart Green



Q: Why did you become a Federation Rep?
A: I joined the police in 2011, and in 2013 I was accused of gross misconduct and had a five-day hearing in September 2014 and was dismissed without notice.
It took me 19 months to get an appeal hearing, which I won and got reinstated in May 2016. It was a horrible two years.
I get asked a lot why I came back to the police and simply this was because I'd done nothing

me on.
I've done mutual aid deployments to the G7 in Cornwall and COP26 in Glasgow, as well as the protest against Donald Trump's visit to the UK in 2018.
Since returning to Surrey I sat my sergeant's exam, and got promoted in 2022, and currently work at Tandridge on Eastern.

Q: How do you use your experience to help

other officers, from other forces nationally.

Q: What would you say to colleagues who are considering becoming a Fed Rep?
A: To be aware that it can be all-consuming at times. You get to see colleagues and officers at sometimes the lowest point of their career, and emotions are raw.
But I'm there to help them through this with my knowledge from working as a Federation

“I became a workplace Fed Rep, because I know what people are going through and using my experience allows me to support and help others”

wrong, and I wanted to put my bad experience to good use.
That's why I became a workplace Fed Rep, because I know what people are going through and using my experience allows me to support and help others.

Q: Where did you work when you returned to policing?
A: I went back to Mole Valley as an APT officer, where I'd worked previously. In this time I got onto the Police Support Unit, which a lot of people see

other Federation members?
A: I've worked hard in my own time going through the police Regulations, and coupled with my operational experience of nearly 13 years helps me advise and support my colleagues and peers.

Q: Apart from helping colleagues, what do you enjoy about your Rep role?
A: The networking. I've been to the PFEW Conference twice, and when you go on Federation courses you get to meet colleagues, which helps with seeing different perspectives of policing from

workplace Representative for several years now and my personal experience of the misconduct procedures.

Q: Why are Fed Reps so important?
A: If you didn't have a Fed Rep, who would you have to go and fight for your rights? That's ultimately what we do.
We stand up for our colleagues, their rights, our working conditions, and how we're treated as people within the organisation, locally and nationally.

Trust The PIP Process



Surrey Police officers must have faith in the Post-Incident Procedure process should they experience a major incident on duty.
Post-Incident Procedures (PIPs) are implemented in all situations following police contact that may have resulted in death or serious injury, revealed failings in command, or caused danger to officers or the public.
Surrey Police officers have been urged to trust the process that has built in welfare and legal support for officers going through a PIP, according to Darren Pemble, Surrey Police Federation Chair.



there is a professional and transparent process following a death or serious injury following police contact and that welfare support is provided to both police officers and police staff.
A serious injury is defined as a fracture, deep cut, deep laceration or injury causing damage to an internal organ or the impairment of any bodily function, including unconsciousness.
The Force's control rooms have the list of on-duty or 'on-call' Post Incident Managers for spontaneous incidents.
All planned firearms operations and other significant events should have a PIM appointed

“Officers should not be scared of this process. It supports them and allows them valued legal support and guidance, to safeguard them following what can be an often stressful and traumatic event.”

Darren said: “Officers should not be scared of this process. It supports them and allows them valued legal support and guidance, to safeguard them following what can be an often stressful and traumatic event.
“It's important that not only do we look after officers' welfare but also their professional position within Surrey Police, and try to minimise the pain and the difficulties of that as they are involved in that investigation.
“Through the stages, certainly stage 3, the initial stage following a Death or Serious Injury (DSI) PIP process, we will be there to advocate for them alongside specialist lawyers.
“We will be there to link in with the force, the Post-Incident Managers (PIMs), the

Independent Office for Police Conduct and the Professional Standards Department.”

Support Network
Insp Gary Cross is the Post-Incident Management lead in Surrey, and the Federation has an excellent working relationship with him.
Darren added: ‘He has been really supportive and helpful to the Federation and to the force.
“We're working together to make our Federation offices in HQ a dedicated PIP suite, which won't affect business as usual. That is an ongoing project that will have some really positive effects moving forwards.”
Surrey Police's Post Incident Management Policy has laid out that the force will ensure

as part of the planning process, according to the policy.
The College of Policing have produced the Post Incident Procedures APP (authorised professional practice) document, which is the guidance that all PIMs use when a PIP is enacted.
The document can be seen here: <https://www.app.college.police.uk/app-content/armed-policing/post-deployment/#post-incident-procedures>
Surrey Police's Post Incident Management Policy can be seen here: <https://www.surrey.police.uk/SysSiteAssets/foi-media/surrey/policies/ss1167-post-incident-management-policy-surrey-and-sussex-1067.pdf>

POLICE

Step-By-Step Guide

A Post-Incident Procedure is called in all situations following police contact that may have resulted in death or serious injury.

The Basic Facts

Who Decides If It Is A PIP?

After a DSI incident, overall responsibility for a PIP rests with a Chief Officer or Senior Officer.

The FIM will refer to the on-call Gold and they will liaise with the on-call PIM to see if it fits the

criteria:

- The injury suffered is or is likely to be life changing
- The injury suffered is or is likely to be life threatening
- A PIP will help KPWs secure/achieve better evidence

What Is The Purpose Of A PIP?

A PIP is designed to achieve the best evidence, as well as supporting the welfare of all those who have been involved in the incident.



The People

Who Is Involved In A PIP?

As an officer involved in a Death Serious Injury (DSI) incident, you may be regarded as a Key Police Witness (KPW) or potentially a suspect until status has been confirmed.

A KPW is any police officer and/or police staff who can give direct evidence of the circumstances. This includes those who:

- were at the scene and in contact with the person(s) deceased or seriously injured
- immediately witnessed the incident
- authorised, commanded or supervised police action
- provided tactical advice
- If you are involved in a DSI you should seek immediate advice from a Federation Rep.

Protocol is that the Federation should be notified by the FIM (normally, the PIM notifies the Federation). Always ask for the Federation to be notified when a PIP

is declared, any officer can do this. You cannot be treated as both a witness and suspect. If you are requested to provide clothing or intimate samples, speak to your Fed Rep ASAP.

Post Incident Manager (PIM)

The PIM facilitates, manages and ensures the integrity of the PIP. The appointed officer selected by the lead PIM, can be a supervisor (Sergeant or above) who is familiar with the process and follows direction from the lead PIM. They are responsible for all KPWs at the PIM suite and to ensure there is no conferring and maintain the integrity of the process.

IOPC

The IOPC will be informed and will make a decision on whether they will independently investigate the incident.



Your Welfare

Your welfare is the most important aspect of PIP.

There is no doubt that your experience of PIP, and the incident to which it relates, will have an impact on your wellbeing.

You may experience a wide range of emotions as a result of your involvement in the PIP, including:

- Grief | Memory loss | Shaking | Crying
Anger | Agitation | Detachment
Concentration difficulty | Mood swings

Please speak to your Fed Rep, Welfare Officer or supervisor if you are struggling.



After A PIP

Investigation – Court – Inquest

Depending on the type of incident, an inquest and/or court proceedings may follow, which could mean that you give evidence in front of the person/s family. The PIP process is there to secure best evidence and to protect you so you can produce the best evidence. Call your local Fed Rep ASAP to get the support that you need.



Key Terminology

Conferring

Officers and staff should not confer with others before making their accounts (whether initial or detailed). It is important that KPWs individually record their honestly held recollection of the circumstances.

Protected Identities – Anonymity

You may be advised to compile your accounts with the addition of a pseudonym.

This is to initially protect the identity of those involved and may not always be retained at any future stages or legal/misconduct proceedings. You should make

efforts to reduce your own profile, especially if using a pseudonym.

Be mindful of any social media accounts or interactions that could identify you or others involved.

Separation

The PIM must be consulted before separation of KPWs is considered. Safety must be the foremost consideration.

Separation is necessary if misconduct, criminality or inappropriate conferring is suspected. Separation should never occur when it is not safe under the circumstances.

The Initial Four Stages Of A PIP

1

Situation report

This should be sufficient to inform others who will manage the ongoing incident, to assist with discharging their Post-Incident responsibilities.

2

PIM basic facts

The Post-Incident Manager (PIM) is responsible for establishing the basic facts of what has happened. Where possible, this information should come from a source other than the KPW(s) directly involved in the DSI. The basic facts are most likely to be provided at the nominated post-incident location. The basic facts will be provided (subject to legal advice where appropriate) in verbal or written format. The PIM should confirm the basic facts they record, with the person providing them, for accuracy. The completed record should be time-stamped, dated and signed by both the person providing the facts and the PIM.

3

Personal Initial Account (PIA)

This account is provided by you, you are entitled to have legal and medical advice and it should normally be provided before you go off duty. As far as possible, personal initial accounts should include:

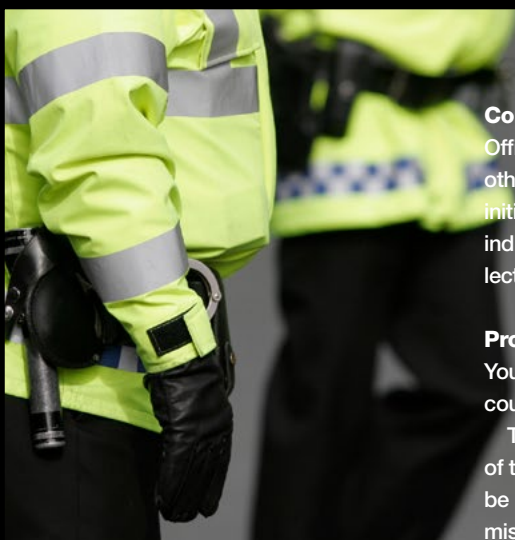
- your identity (or pseudonym if appropriate)
- your understanding of the nature of the operation or incident
- your role in the operation
- where relevant, essential details of your recollection of force being used.
- your honestly held belief that force was proportionately used if the officer or member of staff used force.

4

Detailed Account

Detailed accounts are not normally obtained immediately. They can be left until the KPWs involved in the incident are better able to articulate their experience in a clear and detailed format. This is usually after at least 48 hours. The detailed account should include the witness' full recollection of the incident, including the matters set out under personal initial accounts.

If you are involved in a PIP, or are likely to be, call a Fed Rep ASAP



Industrial Rights Vote Due

The Police Federation of England and Wales (PFEW) is planning to conduct a vote of its membership on pursuing industrial rights.

The PFEW's National Board and National Council decided to seek the view of all members following growing concerns about the erosion of police pay and working conditions, and the inability of the Police Remuneration Review Body (PRRB) to act independently.

All contributors, including police staff associations, can provide evidence, but have no right to negotiate. The PRRB's recommendations are not binding on the Government, which has departed from them on a number of occasions,

collective bargaining with binding arbitration brought back on the table, and if achieved, should wider industrial rights be pursued as the organisation's policy position."

Two-Stage Process

The PFEW's National Board and National Council have decided that seeking industrial rights for police officers will be a two-stage process.

First, the views of members will be sought on whether they want the organisation to pursue collective bargaining rights along with binding arbitration.

Once achieved, or when all avenues seeking

"All we want is fair pay and a fair seat at the table to effectively negotiate terms and conditions."

Important Vote

The PFEW's National Board and National Council are aware that it is going to be an incredibly important vote and the decision about what PFEW will do will be made through a simple majority decision.

The situation of police officers in England and Wales is similar to counterparts in the majority of European countries where they also do not have full industrial rights.

Police pay is currently an outlier among all other protective service workers, while independent

"We are keen to take our membership's mandate on whether they would like to see collective bargaining with binding arbitration brought back on the table, and should wider industrial rights be pursued"

and there is no express right of reply to the Government's decisions.

The PFEW considers this to be unfair, particularly given the restrictions on the lives of police officers generally and their inability to exercise industrial rights, an entitlement available to many other groups of public sector workers.

PFEW's Deputy National Secretary, Gemma Fox, said: "It comes down to the degradation in police pay over many years now, and the need to establish a police pay mechanism that is truly impartial and independent, and recognises the unique position of police officers in society.

"It is important we scope our membership on what they feel police pay should look like in the future. We are keen to take our membership's mandate on whether they would like to see

to achieve it have been exhausted, PFEW will return to the entire membership to find out if there is a desire to pursue further industrial rights – for example, the right to take industrial action.

Elaborating on the decision, Deputy National Chair Tiff Lynch said: "It is not going to be a quick fix salutation. It dates back to 1919 and it has never been a smooth process as there are legal parameters to be considered. However, it must be done as our members have had enough they feel like they have been held to ransom and have to do more for less."

"The uncertainty instilled by the current mechanism and the anxiety officers face because of it is very real. For instance, this year we were awarded a 7 per cent rise and we have absolutely no clue what we will get next year."

research conducted by non-partisan think tank the Social Market Foundation has suggested that it has been negatively affected by officers' inability to strike or have access to other forms of industrial rights.

PFEW has been calling on the Government to recognise the restrictions and limitations put on police officers, the risks they face on a day-to-day basis, and to fairly compensate them for it.

The Government has failed to do so and until there is a pay review process that enables the views of police officers to be properly heard, PFEW does not believe that this situation will change.

See the original article in Police Magazine here: <https://content.yudu.com/web/440a7/0A440oc/December2023/html/index.html?page=6&origin=reader>

Working Hard For Members

Elena Boaf
Equality & Wellbeing Lead
Surrey Police Federation



We had a busy 2023 assisting members with equality and wellbeing issues. Here are some of our recent initiatives.

Surrey Federation's Support Services

Last year, we launched Surrey Police Federation Support Services. Members often think they pay their Federation subscription solely in order to have a safety net and legal support in case they get into misconduct problems.

I think that's probably still the perception which I aim to change. We do provide that help and support, but we do a lot more besides.

Following the Casey Review, we realised that victims and witnesses needed to understand that we're there for them too, should they need emotional and legal support.

For example, sexual harassment may be considered as discrimination, and therefore a member may wish to seek legal advice on a discrimination case or personal injury claim and may also be eligible for legal funding from the federation.

Our new Services are intended to enhance our support to officers when something has happened to them. As soon as an officer makes an allegation or reports wrongdoing against them, and PSD or Surrey Police begin to investigate, they should receive a letter from us via PSD to say that the Federation is here to support them.

The member who has raised the wrongdoing would then be assigned their own Rep trained in Equality, this rep is separate from the Conduct Rep.

That way, the officer under investigation for conduct has a Rep, and the victim or witness has a separate Rep – there is a clear ethical barrier so that confidentiality isn't breached.

The victim's Rep will follow the process all the way through, liaising with PSD on the officer's behalf if they want, attending court hearings with them, supporting them if they need to write a



statement, considering a personal injury claim against the force, and considering Section 26 under the Equality Act.

The legal support that the federation use are highly experienced in Police Regulations, Equality Employment Tribunals and personal injury and the Equality Rep would help the victim navigate through those processes.

The officer can make contact directly to us via surreysupportservices@polfed.org, which will only come to myself as Equality Lead and the office manager. So, it's confidential and the conduct Rep won't see it.

We can signpost witnesses or victims to counselling, and they can access Support 24 via the Group Insurance Scheme. There's also the possibility of being able to access a welfare stay at the Shorefield holiday home.

Surrey Police Federation Support Services is for anyone who has experienced discriminatory harassment due to protected characteristic.

Prostate Screening

Instigated by Det Sgt Matt Stickland, Surrey and Sussex Force Wellbeing ran four prostate specific antigen (PSA) sessions around the force, which were funded by Surrey and Sussex Police Federations, both forces and both Unions.

Male colleagues aged between 40 and 65 were invited to have a blood test to check their PSA levels.

A private company was used and Federation Reps went down to go and see the phlebotomists with chocolates for those getting tested. There was quite a queue outside when we visited, and in total 586 men attended the screenings.

The vast majority – 560 – received a green result, meaning there was little risk for them. Ten men got an amber result, meaning there's some risk. And 16 men got a red result and needed to visit their GP for support.

It is essential to catch these cases, so I think it was a really important thing to do. We plan to do another health screening this year, and we're researching what to do next. We're open to suggestions from our members.

Surrey Pride

Surrey Pride took place on 9 September (pictured). The Federation, along with Unison, paid for refreshments and lunches for colleagues attending, to support the Surrey Police LGBTQ+ Network.

Keeping In Touch Days

We attend the Keeping In Touch (KIT) Days for officers who are on maternity or paternity leave. The Federation paid towards some soft play equipment for the babies, as well as refreshments.

The force holds these events twice a year, so that parents can come in with their newborns and see their line management as well as HR, Unison and the Federation.

Food Bank Vouchers

Surrey Police Federation continues to issue food bank vouchers for colleagues who are struggling to put food on the table.

If you are in urgent need, please call 01372 352165 or email admin@surrey.polfed.org. We can go through the short questionnaire with you, which is run by The Trussell Trust food bank network, and issue the voucher for a food bank of your choice.

Don't forget to help your local food banks by donating if you are able to and to sign post our service as an option to colleagues that may need it.

EQUALITY



An Oarsome Achievement



Surrey Police officers and staff reigned victorious in the Row The Channel Challenge, beating six other Police Federations in a close-run race and raising much-needed funds for Flint House Rehabilitation.

The team completed 23 miles – the distance between Dover and Calais – on rowing machines in just two hours and 30 minutes.

In total, £11,000 was raised for Flint House.

Surrey Police Federation Chair Darren Pemble said their counterparts from Sussex Police Federation had challenged them to the race and he was thrilled to beat them.

He said: "The Flint House Row the Channel Challenge was a great win. Sussex Federation laid down the gauntlet, and a bit of competition is always fun – even better when you win!"

"The challenge went really well as I had some very good people who volunteered to row. I must

thank PC Neil Ware, PCSO Chris Wright, Sgt Nathan Neville, police staff Carla Gasson and T/ Supt Dan Gutierrez. They all really stepped up, as I was worried that it would only be me for the whole 23 miles."

Impressive Facilities

Flint House Police Rehabilitation is funded by donations and the charity's team of highly skilled physiotherapists, mental health practitioners and registered nurses make it their mission to enable serving police officers to get back to full duties. Around 3,500 officers a year utilise the world-class facilities and treatment.

Darren visited Flint House in August and said he was really impressed with the facilities it provided for officers.

He said: "It's good to raise awareness of all the great work Flint House does for physical and

mental ill health.

"Flint House's facilities are amazing and it provides much-needed rehabilitation services for officers.

"People's kind donations help Flint House to provide and maintain such excellent services for police officers in the south."

Sgt Neville added: "Having had to use Flint House for a shoulder injury back in 2018, I know just how important the charity is in helping officers recover and improve both their physical and mental health.

"It was a tough slog with some stiff competition, but we managed to take home the win. Well done, team!"

Darren added: "All the Federations said the atmosphere had been great and that, despite aching muscles, their volunteers had enjoyed themselves in aid of a good cause."



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Helping The Police Family



Surrey Police Federation were delighted to take part in the annual Rupert Fund event, where a number of mothers and widows of Northern Irish officers killed during The Troubles, travelled to London for a weekend of reminiscing, friendship and solidarity.

The weekend is managed by City of London Police Federation, which teams up with other Federations in the South East to make sure these

headquarters in Leatherhead.

Darren discussed the importance of the weekend. He said: "We got to meet some really wonderful people and it's a chance for them to forget about the difficulties of their home life and the bereavements that they face. It's a lovely charity and a contribution we were really happy to make."

At the end of October, Alwyn Baird, now 74, was one of those who travelled to London as

"I have to say that first year was very difficult, but thereafter it's just a wonderful weekend to get out of Northern Ireland.

"It was just nice to be able to relax and you were made so welcome; no matter where you went you just felt special."

Alwyn explained how amid the broad array of events put on for the brave widows, often it's the remarkable people involved who take the event to

"It's a lovely charity and a contribution we were really happy to make"

fantastic members of the police family have a special weekend.

Surrey Police Federation Chair Darren Pemble said: "It's a chance to give back to them and give them a weekend away and to support them."

A dinner, dance and raffle took place at the Police Federation of England and Wales

part of the Federation's Rupert Weekend. Alwyn's husband, Constable Allen Baird, who was 28, lost his life when a 200lb van bomb exploded in Northern Ireland in 1979.

She said: "I've been coming for such a long time; the first time I came was 1979, the year that my husband was killed.

the next level.

She added: "There are places we've been taken to that we probably would never have gone to on our own.

"The friendships that we have made as well [are special] because there's some widows with fabulous friendships that we have kept up."



Frequently Asked Questions



What is a lawful order?

You can be required to carry out all lawful orders and must at all times punctually and promptly perform all the appointed duties and attend to all matters within the scope of your office as a Constable. **(Reg. 20 - Police Regulations & Standards of Professional Behaviour, Police Conduct Regulations)**

An order is generally lawful provided that it is for police purposes and would not render you liable to any criminal, civil or disciplinary action. In case of doubt, contact your local Federation Representative.

You can be required to perform overtime by an officer of a higher rank. Work, which you may not be required to perform.

It would generally be unlawful to require you to undertake:

- i. the regular cleaning or any part of the cleaning of a particular police station, and
- ii. any other work not connected with police duty.

Is travel time counted as on duty?

Travel time between home and your usual place of duty is generally not duty time for the purposes of Police Regulations, but it is for the purposes of Police Pension Regulations.

The general premise of travelling time was removed from Police Regulations in 2002 and now only remains in very limited circumstances. The current circumstances where travelling time as duty time is recognised under Police Regulations are as follows.

Where an individual:

- Is required to perform his normal duty in more than one tour of duty (split shift)
- Is recalled to duty between two tours of duty
- Where an individual works a paid rest day which is greater than four hours in length but less than six hours in total.

However, should you be required to attend another location for duty and in order to do so you genuinely need to attend your normal station first, then you should book on once you arrive at your home station and travel in duty time. **(Reg. 22 & Annex E - Police Regulations) (Force Policy)**

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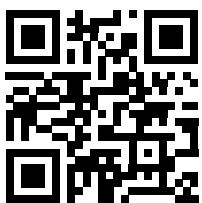
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