

PFEW Annual Conference Returns in Manchester





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In this issue

Chairs Foreword	2
Raising Funds For Remarkable Ronnie	3
PFEW Annual Conference 2022	4 - 5
Police Unity Tour 2022	6
Regional Reps	6
Know your Local Council Reps	8 - 9
The National Detectives Survey	10 - 11
Workplace Reps: Updates from your Leads	13 - 14
Family Fun Day	14

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Chairs Foreword

Fit for the Future: We are Warwickshire

As your Federation we have been working closely with the force to make sure that the restructure which you have all been briefed on at the recently held seminars, meets your needs both from an operational and a wellbeing/welfare point of view. Pivotal to these plans is an accelerated recruitment campaign during the next 6 months that will take officer numbers above 1,100 which will enable the full implementation of the restructure to take place as soon as possible.

Over recent months we have had discussions with all of the Chief Officer Team, from ACC to Chief Constable, meetings with the Police Crime Commissioner and spoken at length with the HMIC. Your voice is being heard and be left in no doubt that the individual sacrifices you have all made around last minute shift changes, rest days being cancelled and the huge daily demand, has been conveyed clearly and with evidence. Our members are tired and weary from holding the line and have given absolutely everything to maintain policing in Warwickshire. You were given an almost impossible task of securing a level of service, with the backdrop of a failed alliance with West Mercia Police which brought into question the very future of Warwickshire Police. I want to be clear that we were put into this position, not by choice, but by "others" from outside our force who believed we would buckle and agree to terms that would result in the collapse of our organisation. It is only through your resilience and strength and can do attitude that we have a future as a stand alone



Simon Payne
JBB Chair

Police Force. So now we must look to the immediate future and the time line for the restructure to take place. We have a busy summer ahead and many challenges, so the quicker we can make changes the better for all, police officers and the public.

Of note is how the wider police service is looking on with interest. We have been given an opportunity to totally redesign our organisation and be a national leader in how the future of policing looks. Built from listening to those that deliver and not being afraid to aspire to being the number one in policing in the UK.

As we approach July I want to pay tribute to three members of your local Federation who are moving on. Zaid Khan, Stuart Hinton and Lee Maughan. Zaid has been promoted to Superintendent, Stuart is retiring and Lee takes up a role within the Training Team. All three have given decades of service in representing your interests within the Police Federation and have never flinched in standing up for you. I commend them for their service to police officers both locally and nationally. Thank you.

Simon Payne

Chair of Warwickshire Police Federation

Raising Funds For

Remarkable Ronnie

Fed member overwhelmed after colleagues help raise essential funds for disabled son

A Warwickshire Police Federation member has expressed his overwhelming gratitude to colleagues after a charity rugby match involving the force's squad helped raise more than £1500 to support his disabled son.

Joe Shore, 32, says a fundraising match, which took place between **Warwickshire Police** and **Old Laurentians RFC** in March, was the epitome of the togetherness people so often describe the police family to have.



Ronnie's mobility is extremely limited, which means he needs a wheelchair, and he relies on Joe and Becky when it comes to eating and drinking. Since he was born, the couple have juggled working and being parents to Ronnie, making it their mission to give him the best start in life possible.

"We just do what every parent would," says Joe, adding: "These past four years have been a roller-coaster but we just need to keep ongoing. He's come so far already, even just the last six months have seen a huge improvement in his understanding and awareness."

"Ronnie has so much determination for such a little man. Just seeing that smile of his, to see how happy he is all of the time, that's what makes everything worth it."

Although Ronnie is supported by the NHS, Joe says his son needs more than that, which is where the private physiotherapy sessions come in. *"The NHS is great, but they can only do so much, it's not enough for kids like Ronnie. Private physiotherapy offers an extra level of expertise, and provides one-to-one support, tailored around his needs,"* explained Joe.

Joe and Becky started fundraising two years ago, to help financially support Ronnie with his ongoing development.

Like so many, Ronnie's progress fell victim to Covid-19, after the pandemic halted any support he was receiving from the NHS.

"We've basically had two years of very limited access to physiotherapy, so Ronnie having these private sessions is now more important than ever," added Joe.

The money raised from the charity rugby match will be specifically put towards 'Hippo Therapy', a special type of physiotherapy that uses horse riding to help improve Ronnie's core strength. *"It means so much when people fundraise for Ronnie,"* says Joe, *"When he was diagnosed, we didn't know what was going to happen or what we could achieve. Ronnie makes us proud, every day and every second, but it's support from people like my colleagues, family and friends, which means the sky really is the limit for our brave man."*

Simon Payne:

To help support Ronnie, Warwickshire Police Federation donated £250. If you want to help support Ronnie please go to :

Just giving Remarkable Ronnie



The match raised vital funds for Joe's four-year-old son, Ronnie, who was diagnosed with cerebral palsy after being born three months premature.

"The event really did see everyone club together. Honestly, I was overwhelmed with the amount of people who turned up to support the team and of course, those that generously gave up their Saturday afternoon to get out on the pitch and play for Ronnie," says Joe.

"There were colleagues there from all different departments, some of whom hadn't even met Ronnie before. It meant so much to all of us." Joe explains that his son's early arrival was a big surprise to him and his wife, Becky, also 32.

"This money pays will help pay for private physio sessions for Ronnie, which are vital in the early years of his life and will make such a difference to his future," he added.

"When he was born, we were both very anxious, especially during those first few days, which were all about Ronnie coming out the other side and surviving, to be honest."

"It wasn't until four weeks down the line that we got the diagnosis, which was difficult and full of different emotions, the not knowing what the future would hold."



PFEW Annual Conference 2022

With more than 100 years' history of representing, negotiating, and influencing on behalf of its 130,000+ members, the Police Federation of England and Wales (PFEW) was proud to present our Annual Conference, one of the UK's largest policing events, which brought together over 1,000 attendees this May.

Facilitated by talkRADIO host Ian Collins, the conference centered around the theme of **Fighting for Fairness**, and over the course of two days, speakers provided valuable insights through debate and discussion, raising awareness, sharing good practices, and challenging the balance of fairness around key issues affecting the policing community. The conference also announced and presented the Women in Policing Award 2022.



National Chair Keynote Speech

National Chair Steve Hartshorn has called on the Government to stop neglecting police officers and to resume constructive dialogue to address hardships of pay and working conditions faced by our organisation's members.

Delivering his speech with Home Secretary Priti Patel present at this year's PFEW Annual Conference, Mr Hartshorn, who took over as National Chair in April, asked:

“Why are my colleagues one of the only groups of frontline public sector workers who haven't been given a pay rise, despite cost of living increases and their incredible hard work during the pandemic?”

The keynote addresses were the highlight of day one of PFEW's Annual Conference 2022 in Manchester.

On behalf of the organisation's National Board, National Council and 139,000 members, Mr Hartshorn said he wanted to bring four key areas to the Government's attention – pay, pensions, presence and pride.

He highlighted the concerns of rank and file officers and promised to fight for fairness tirelessly on their behalf.

The conference covered the following topics, plus many more



Opportunity is nowhere - Kriss Akabusi

British athlete turned motivational speaker Kriss Akabusi touched on change and perspective, whilst praising and acknowledging the unrecognised good work that police officers do daily.

In a tribute to police officers up and down the country, Kriss said:

“The people in this room make material differences to people's lives every day. Policing is about getting people across the line. Every day, you get people across those lines. You are the very best at what you do. I honour you.”



Cultural Awareness VS Disproportionality

National Board member Tiff Lynch led a crucial session, looking at whether a lack of cultural awareness plays a part in the discipline system and whether this affects

disproportionality for officers.

Research has identified that police officers from different ethnic backgrounds experience disproportionality within the complaints system and that there is no clear understanding as to why this is occurring to be able to develop solutions and make progress.



Pension Remedy: The Fight for Fairness

The first day of the Police Federation Annual Conference 2022 concluded with a brainstorming session on pensions, which remains one of the most contentious issues affecting police officers.

During the hour-long discussion, panel members accepted present pension arrangements did not put all police officers on the same platform and agreed it had given rise to widespread misinformation amongst members about pension calculation.



Navigating Ill-Health Retirement

Police forces should be more compassionate and improve the stressful and arduous ill health retirement process.

Ill health Retirement Lead Gemma Fox said:

“Currently the ill health retirement process is adversarial, leaving officers feeling even more devalued and more unwell at the end of the process.”



Home Secretary Keynote Speech



Home Secretary Priti Patel said she had heard PFEW's National Chair Steve Hartshorn's vehement appeal for fair pay and conditions for all police officers and impressed that it was imperative they both work together to achieve a solution.

"I want the voices of your members to be heard in this process, loudly and clearly," she said while suggesting that PFEW should resume engaging with the Police Remuneration Review Body (PRRB).



Pay and Conditions

National Secretary Alex Duncan told delegates that a recent survey undertaken by PFEW of 60,000 police officers had revealed that seven out of ten police officers were considering leaving the force because of

unfair pay and conditions.

George Pascoe-Watson, Chair of Portland Communications, asked Mr Duncan what kind of confidence-building measures were required, to which he replied: ***"It is important to recognise the unique status of police officers in the jobs they do."***



Women in Policing Award

This year's Outstanding Contribution to Women in Policing Award has been presented to a pioneer for perinatal mental health. Sergeant Jennifer Sharpling of the Metropolitan Police Service was awarded

the accolade at the PFEW Annual Conference in Manchester.

Jennifer balances her busy policing career alongside being a mum of four, whilst devoting much of her time to maternity-related issues in the workplace. Jennifer is incredibly passionate about looking after the welfare of police officers and staff.



Misogyny - Educate, Challenge, Change

Conversations challenging sexist comments and language within policing, away from professional standard departments need to become the norm to remove the stigma

attached to speaking out.

In an engaging panel discussion on misogyny, Sue Honeywill, Chair of PFEW National Women's Group, highlighted the need to reflect on past and present behaviours and promote a culture shift.



UPP: A Tsunami of Disability Discrimination

PFEW observers are increasingly realising many barriers that disabled police officers faced in trying to remain at work, disappeared overnight

and are now returning.

The sensitive issue of absence due to Long Term Sickness attracting Unsatisfactory Performance and Attendance Procedures (UPP), faced by officers was also discussed amongst other concerns.



Fighting for your lives

The session highlighted lived experiences of those experiencing mental health and the stories of those who have tragically taken their lives as a result.

Looking at what could have been done differently and addressing the future work that needs to be done around prevention, the panel explored the support that Federation branches and key stakeholders are providing towards the mental health of police officers.



Protection for drivers

A cadre of subject matter experts in police response driving have been drafted in to ensure all evidence is presented to the CPS and during disciplinary

investigations, for a fairer process for all involved in incidents.

Through the Police, Crime, Sentencing and Courts Bill, which has now been enshrined in law, police drivers have greater legal protection thanks to years of campaigning by PFEW.

It was agreed by those attending that each year the subscriptions for the Federation would be linked to the annual pay increase. In other words if there is no pay rise there will be no increase in Federation subscriptions. As we don't know the result of the pay negotiations yet for this year we cannot let you know if there will be a rise in subscriptions. As soon as we have any information about this we will let you know.

We sent 7 delegates from Warwickshire. These reps included the Welfare lead, Andy Morrissey and the Equality lead, Danielle Bristow. Throughout the week they collected information and guidance to help them in their role back in force

Police Unity Tour 2022

I am one of the Warwickshire riders taking part in this years Police Unity Tour (19-21 Aug) and had the pleasure of completing the PUT the last two years with Lucy Sewell and other colleagues from across the region.

The Police Unity Tour is an annual ride completed by officers from across the country who ride first and foremost in memory of fallen colleagues and secondly to raise important funds for the charity Care of Police Survivors. Each of the riders pays their own entrance fee of £150 and pledge to raise minimum £400 in sponsorship.

The ride itself is both an emotional and physical challenge, with some 230 miles that will be covered. Each rider has a fallen officer nominated to them by COPS who they ride in memory of, wearing a bracelet with the officers' name on. This year we have 6 riders confirmed for the Warwickshire contingent.

If anyone would like to help support this worthy cause please donate to the just giving pages

Thank you
Rachel Priestley

Insp 0361 Sewell -

<https://www.justgiving.com/fundraising/lucy-sewell10>

DC 1155 Priestley –

<https://www.justgiving.com/fundraising/rachelpu2022>

DC 1573 Mobbs -

<https://www.justgiving.com/fundraising/stephenmobbs-1573>



Regional Reps

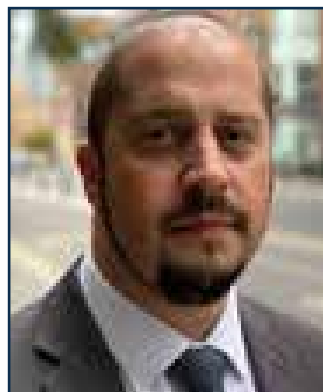


Hayley Aley – Warwickshire

It is an honour and a real privilege to be voted back onto the National Board representing region 3. My pledge always remains the same, to champion the views of our membership and region, in all areas that affect policing. I will continue to do just that. I have been the Well-being chair for the

organisation over the past 3 years and there is still so much to do to support our members, I hope to continue with that work alongside many other areas of work which include, woman's network, welfare during conduct investigations and of course pay and conditions.

I am proud to represent Warwickshire nationally and will continue to champion our force, both nationally and regionally. I am also looking forward to working with my new colleague Phil Jones, working together to support region 3, exciting times ahead and hopefully an opportunity to make some real positive changes.



Phil Jones – Staffordshire

It is an absolute privilege to have been voted on to the National Board and to represent region 3. I don't doubt the enormity of the task or responsibility that comes with the role but you have my total commitment to ensure your voice is heard. Hayley Aley and

I have a wealth of knowledge and experience that we bring to the role and I am confident we can help and contribute to making a difference for our members.

Over the coming months I hope to get around the region and meet as many of you as possible, in the meantime, thank you for what you do and look out for each other.

STAFFORDSHIRE POLICE FEDERATION ATTRACTIONS TICKETS SALES 2022

	ADULT £	CHILD £
ALTON TOWERS		
Off Peak	33.50	33.50 (Under 3 free)
Peak	39.00	39.00
Super Peak	45.00	45.00
CHESSINGTON		
Off Peak	32.00	32.00 (Under 3 free)
Peak	34.50	34.50
LEGOLAND		
Off Peak	31.50	31.50
Peak	36.50	36.50
LONDON AQUARIUM	25.00	22.50 (Age 3-15)
LONDON DUNGEON	25.00	20.00 (Age 3-15)
MADAME TUSSAUDS		
Excluding Marvel	28.00	25.50 (Age 3-15)
Including Marvel	32.50	30.00
SHREK's ADVENTURE	22.00	17.50 (Age 3-15)
THORPE PARK		
Off Peak	32.50	32.50 (Age 3-18)
Peak	36.00	36.00
Super Peak	38.50	38.50
WARWICK CASTLE		
Off Peak	19.50	19.50 (Age 3-11)
Peak	23.00	23.00
Super Peak	25.00	25.00
ST PAULS CATHEDRAL	17.50	7.50
TOWER OF LONDON	28.50	14.20
LONDON EYE standard	25.00	22.50
BEATLES STORY	16.00	9.00
DUDLEY ZOO	13.50	9.70



Please note that all tickets will now be e-tickets and **must be date specific**.



Tickets can be booked using a debit/credit card by ringing 01785 242215, giving at least 5 days' notice.



Unfortunately, there is no provision for refunds under any circumstances.

Warwickshire Local Council: Do you know

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Please check out your local reps and other information on our website

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The National Detectives Survey :

Due to the recent changes to the CPS Director's Guidance on Charging (applied in January 2021), the PFEW conducted a short survey on behalf of the Police Federation's National Detectives Forum to assess the impact of these changes on Detectives.

Survey responses were gathered over two time periods: A four-week period between October and November in 2021, and a five week-period between January and February 2022. All Detectives in England and Wales were eligible to participate. In total 6,298 responses were received from the 43 forces of England and Wales, analyses were conducted on a sample of 86 responses from Warwickshire Police.

Executive Summary

- **86** responses were received from Warwickshire Police in total.
- **76%** of respondents from Warwickshire Police told us that their **workload is currently 'Too high,'** or **'Much too high.'** Moreover, **96%** indicated that their **overall workload has increased** due to the recent changes to the CPS Director's Guidance on Charging.
- **61%** of respondents from Warwickshire Police reported a **low job satisfaction** rating of 4 or less. In addition, **77%** said that their **overall job satisfaction had decreased** due to the recent changes to the CPS Director's Guidance on Charging.
- **52%** of respondents from Warwickshire Police characterised their job as 'Very' or 'Extremely' stressful. Moreover, **87%** said the recent changes to the CPS Director's Guidance on Charging had **increased how stressful they find their job.**
- **51%** of respondents from Warwickshire Police rated their morale as 'Low' or 'Very low.' In addition, **85%** said their **morale had decreased** due to the recent changes to the CP Director's Guidance on Charging.
- **95%** of respondents from Warwickshire Police indicated that the changes to the CPS Director's Guidance on Charging had **increased the number of hours spent on precharging file preparation,** and **94%** said that the changes had **increased the number of hours needed to submit a pre-charge file to the CPS.**

- However, **58%** of respondents from Warwickshire Police indicated that the changes to the CPS Director's Guidance on Charging had **decreased the number of hours they were able to spend actively investigating live cases** (due to increased case preparation work), and **84%** said that the changes had **decreased** the efficiency of the criminal justice system.
- In addition, **74%** of respondents from Warwickshire Police indicated that the changes to the CPS Director's Guidance on Charging had **increased the number of active cases they are working on** and **35%** indicated that the number of **victims that have withdrawn from active participation with their investigation has increased** due to these changes.
- Finally, **49%** of respondents from Warwickshire Police indicated that the recent changes to the CPS Director's Guidance on Charging had **increased their intention to leave their role as a detective**

National Comparisons:

Respondents saying that their workload has been too high since the new CPS process was introduced in January 2021:

Warwickshire: 76%Nationally: 83%

Respondents saying that their workload has been too high over the last year:

Warwickshire: 75%Nationally: 64%

Respondents reporting low job satisfaction:

Warwickshire: 61% Nationally: 61%

The worrying thing about this statistic is that this same question was asked in the 2020 Detective survey and Warwickshire officers reported 34% low job satisfaction. That is an increase of 27% of officers in one year.

Respondents finding their current role very or extremely stressful:

Warwickshire: 52%Nationally: 59%

The Detective survey in 2020 reported 44% Warwickshire Detectives finding their current role stressful. Again this is a worrying increase of 8%

Respondents reporting their morale as low or very low:

Warwickshire: 51%Nationally: 55%

Whats happening in Warwickshire?

The Detective survey in 2020 reported 35% of Warwickshire officers reporting low morale, this is an increase of 16%!

Respondents would like to remain as a Detective:

Warwickshire: 49% Nationally: 34%

This shows the dedication of Warwickshire officers and their commitment to the Detective role when compared across the country, although it would ideally be a lot higher a percentage of officers wanting to remain a Detective.

Worryingly 29% of the respondents stated that they wanted to leave the police service all together. This would be a great loss of skills and would impact on Warwickshire Polices ability to protect vulnerable people and the wider public.

If you want to see the full survey results they are on the Warks Police Federation website.

Warwickshire Police Federations response to the survey



Collette O'Keefe:

As part of our detective FED role, Imran and I have been keen to reignite engagement with senior leadership. The last meeting we had was with Ch/Supt John Denley in October 2020. A little traction was lost due to him leaving for the NCA.

A meeting was held on 12th April with Ch/Supt Baker regarding the previous issues we raised 18 months ago, and it will not surprise you that some of the same issues are still current.

Themes across teams are as follows:

- Attrition
- Accreditation and CPD
- Training
- Workload/demand/DG6
- Experience
- Tutoring and bonus payments for detective tutors
- Recruitment (both internal and transferees)
- Retention (both internal, staff transferring, and detectives leaving policing altogether)

Ch/Supt Baker is aware of the issues, is hugely supportive and engaging. The DG6 survey results which 86 detectives completed reflected not only the demand of DG6, but also the workload of our teams, morale, satisfaction, and intentions of our staff to remain as detectives. This all links back to the themes above, and areas we want to try and improve.

There has been some positive improvement over the last 18 months in training across all our departments, with focus on upskilling staff, and succession planning. We will hopefully feel the benefits of this in the months/years to come.

Empower are looking at building a protective services function which is sustainable and matches the demand for the future. We engaged with Empower straight after the meeting with Ch/Supt Baker and can assure you that all of the things above are part of the considerations.


Priority payments for detectives and bonus payments for detective tutors are all part of current discussions.

Mental health and what we can do to facilitate good mental health for our detectives.

Imran and I plan to hold FED drop in surgeries at Nuneaton, Bedworth, Leamington, Rugby and HQ over the next 4-6 weeks, and will be meeting Ch/Supt Baker regularly to discuss issues that affect your teams. Please engage with us and help us to support you as best we can.



We will equally communicate anything we are able to directly with you and will look to hold FED surgeries with our detectives over the next 6-8 weeks at the main hubs.



Proud to be supporting
The Warwickshire
Police Federation

Helping
you plan
today, for
a future of
financial
wellbeing.

Join us on
Wednesday 20th July
as we run our popular
Re-settlement
Seminar exclusively
for members of the
Warwickshire Police
Federation.

Preparing for Retirement, Money
Management, Investment Planning,
Wills*/Estate Planning, Police Pensions &
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With over 20 years experience in providing
bespoke financial advice to police officers, we're
experts in helping you make provision for your
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Our popular Re-settlement Seminars have
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advice and guidance as you consider a life
beyond policing. These free events cover a range
of essential topics and are delivered with the
expert knowledge of Senior Financial Planning
Consultant Philip Pearson and former Chief
Superintendent and National Secretary of the
Police Superintendent's Association, Tim Jackson.
With exclusive access to specialist advice from
the team at St. James's Place Wealth
Management, we pride ourselves on nurturing
long-term relationships that span family
generations.

To reserve a place at the seminar, email
Gill.naylor@polfed.org.

You can also visit our website:
www.reflectfp.co.uk/advice-and-services.

*Will writing involves the referral to a service that
is separate and distinct to those offered by St.
James's Place and is not regulated by the
Financial Conduct Authority.

Workplace Reps: Updates from your Leads

HEALTH AND SAFETY - Near miss reporting.

So what is a 'near miss'?

An event not causing harm, but has the potential to cause injury or ill health (in this guidance, the term near miss will include dangerous occurrences)

Reporting a Near miss should not be underestimated, without near miss reporting preventative steps and control measures cannot be put in place to prevent it from happening again. General staffing levels & single crewing do not ordinarily constitute a near miss. However, being deployed to certain incidents as a single crewed officer or without having the correct skill set may. You do not have to seek authority from a supervisor to submit a near miss report. If in doubt submit and the matter can be investigated or speak to me.

Kingsbury (Op Hyrax)

I received feedback about the welfare area and facilities provided at the start of the operation and as result I spoke to various staff deployed on the Op and visited the welfare facilities along with unison. A number of Health and Safety issues were raised and we as a Federation worked with the force to address some of these. We will continue to monitor closely any future deployments of a similar nature and will conduct site visits along with the Force H&S advisor.

Region 3 H&S group

We have now set up the region 3 Health & Safety group. The idea behind this is we can discuss H&S issues arising from Warwickshire, West Mercia, West Midlands, and Staffs. This will enable us to establish if there are any similar H&S themes across the region. This will also enable H&S reps to seek peer support if needed. It will also allow us to share good practice and help introduce improvements to the force.

Police Driver protection

One important item I picked up from attending the annual conference is the new police driver protection.

Through the Police, Crime, Sentencing and Courts Bill, which has now been enshrined in law, police drivers have greater legal protection thanks to years of campaigning by the Police Federation of England and Wales. The law now takes into account the high standards of training received by police drivers, which means their driving will no longer be judged to the same standard as the careful and competent driving member of the public.

However, any manoeuvre performed must be within their training, and officers must be up to date with their training. The Federation and roads policing leads are still pushing for a clause in the legislation which states if the manoeuvre is outside of their training, it will consider whether it was proportionate and necessary.

A new legal framework will also be in place that will evaluate the way police drivers will be assessed. This will be underpinned by subject matter experts, people with considerable experience in police driving and driver training, to ensure consistency and fairness.

The one thing that was made clear is that if you are out of date with your refresher training then you simply should not use your police driving exemptions until your refresher training is completed. It was discussed that an extension would not satisfy a panel, IPOC, that you were in date. Our stance is that if you are out of date, you are out of date.

I will continue to work with the force to improve conditions for you all. If you need anything at all or have any H&S query please do not hesitate to contact me

Gavin Parrott.



WELFARE

Federation support when you are absent from work

We have had agreement that when officer go long term sick that permission will be asked to allow their details to be passed to the federation. We will set trigger points around 2 or 3 months so we can then contact the officer and give them the support they need. This scheme has ran on a trial basis and has proved invaluable. It has provided the support the officers needed and given them a single point of contact to provide answers to the questions the officer has. We have managed to extend officers sick pay beyond the 6 months period, and also managed to further extend the pay where I have been able to show they force has not provided the support is should have done. This has assisted officers back into work in roles where they are able to work without detrimental affects to their health. A new force policy is being written and the referral question will be included allowing us to provide the support officers need. The feed back we have had from officers who have had the support has been great and they have found it very helpful.

Shift Briefings

Andy Morrissey and Steve Martin will be completing shift briefings at Leamington Justice centre talking to officers on shift during the briefing. These are being done to try to prevent officers getting in trouble as there has been a high number of complaints against officers. We are proactively trying to curb the complaints through education and real-life scenarios so officers can understand where issues are arising. We also talk through any issues officers are having and provide advice around regulation and the officers rights.



We will run an open surgery after the briefing in the refs room if anyone wants to come and say hello or has any questions for us. We will be in

Leamington between 07:00 and 09:30 on the following dates. 8th June, 14th June, 21st June, 27th July and 11th August.



If you have any welfare concerns please do not hesitate to contact me or the Federation Office at Barford.

Andy Morrissey

EQUALITY

As the lead for Equality, I want to advertise how much more the Federation can help and assist you. There is a misconception that the Federation are only here to support and assist with discipline issues, but this really isn't the case! Some examples of issues that fall under equality are bullying and grievances, reasonable adjustments for disabled officers, support to pregnant officers and those on maternity leave, flexible working plans for officers juggling childcare, asserting rights when faced with unlawful discrimination.

Elliott and I are here to support our colleagues with workplace issues and to try and help solve any problems you may encounter. We are here to help, guide and educate in order to create an inclusive, safe working environment where people feel confident and encouraged to raise any issues, without fear and a workplace where they feel supported in order to achieve and perform at the top of their game.

We are looking at holding some drop-in sessions/coffee mornings over the coming months as an informal opportunity to get to know your workplace reps and to learn more about what your Federation can offer you – please keep your eyes open for details.

If you are a member of PFEW and need support, then we are here for you. Please get in touch if you have any questions or queries and hopefully, we will see you at one of the coffee mornings!



Ellie Bristow

Family Fun Day

As you will all know on Saturday 14th May the force held a Family Day at Leek Wootton.

Warwickshire Federation were able to have a stall at the event which allowed us to speak to a large number of members throughout the day. We are currently attending shift briefings around the county to give officers an opportunity to ask questions and raise concerns with us in person. If you want to speak with a Federation Representative either in person or by phone please take the time to see who your local reps are and how to contact them. Or you can contact the Federation office on **01926 684323** or gill.naylor@polfed.org





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