

Connect



SUMMER2019

NEWS AND VIEWS FROM
WEST MERCIA POLICE
FEDERATION



Brave officer attends

Downing Street reception - Pages 6 and 7

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Cover photo: Now retired PC Mike Davey and wife Jo outside No 10 Downing Street.
Photo courtesy of Anderson Photography.

Connect is published by West Mercia Police Federation, United House, Unit 1, De Salis Drive, Hampton Lovett, Droitwich WR9 0QE. Telephone: 01905 744500

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Working for you

By Sarah Cooper
Chair of West Mercia Police Federation



I write this at a time of utter devastation in the policing family. The tragic loss of our Thames Valley colleague PC Andrew Harper on 15 August is the worst possible reminder of the risks faced by police officers every day as they serve the public. Our thoughts are with his family, friends and colleagues.

PC Harper's tragic death came just days after one of our Met colleagues was attacked with a machete and one of our regional colleagues, PC Gareth Phillips of West Midlands Police, was very seriously injured during an incident involving a suspected stolen car. I know that PC Phillips has worked alongside our own officers and the impact of this cannot be underestimated.

Within our own Force, I have also this month attended the funeral of Special Constable Joe Hunaban who tragically took his own life. I know Joe was an incredibly popular member of his team and the effect his death has had on colleagues and friends was clearly evident. The circumstances of his premature death reinforce the need for us to focus on the mental wellbeing of each and every member of our policing family and we, as a Federation, will continue with this work to support those who are relentlessly trying to make change for the better, all too often at the expense of their own welfare.

We focus on the impact of investigation in this issue. The overwhelming feedback we get from officers is that it is not the investigation itself which causes the huge associated stress, but the length of time these investigations take and, on occasion, the way in which they are conducted.

The perception is that we do not afford our own officers the same consideration expected of us all when dealing with members of the public. In the most extreme of cases, officers have felt they have no option but to leave the organisation as they have lost all faith in the Force.

I am extremely grateful to those who have shared their experiences with me so I can raise awareness and help to make changes. This is an area I am absolutely passionate about and we are working with PSD and the wellbeing team to introduce

changes that focus on improving the experience of officers at an already incredibly difficult and stressful time.

We are asking PSD to introduce a risk assessment at the start of any investigation and are also working towards a proposal to carry out regular stress assessments throughout the process so the impact on officers can be properly monitored. The Federation is working at a national level to address the unacceptable delays with investigations.

Thank you to everyone who has made contact with me with suggestions as to how we can improve our service to you. One of the greatest areas of concern raised relates to information about pay and pensions and, as a result, this will be a regular feature in this magazine.

All the latest information is available on the PFEW website. We also have our own website up and running which can be found at www.polfed.org/westmercia - it is still a work in progress but we are getting there! I am mindful of not sending out emails when the information is readily available elsewhere as I know you are all inundated.

We are continuing to work closely with the wellbeing team and efforts are ongoing to introduce a day into the shift pattern that will be dedicated to officer welfare. This may take the form of training, team building or simply having a day to clear workload and therefore decrease stress. This will be going out to consultation in the near future and please be assured that this is a genuine consultation; no decision has been made but we need your feedback so we can plan what this will look like and if it will progress.

I have also been asked to provide more information on what we are doing on your behalf. We are looking to promote our work through this magazine and via your local reps. I am always very happy to chat over any concerns you may have so please get in touch about anything that is important to you.

At the end of August, we also had the opportunity to provide feedback and ask questions of the national Federation chair, John Apter. Every member was invited to a Q & A session held at the Federation offices and John then went out on patrol with officers across the Force over a two-day period. I am grateful to John for taking the time out to listen to the concerns of our officers and I know that this engagement will help in negotiations at a national level. Thank you to all who took part in this and assisted with it. We will publish more details about this in our autumn edition of the magazine.

Home Office backs 2.5 per cent police pay rise

Police officers have been awarded a 2.5 per cent pay increase.

The Police Federation of England and Wales has said the rise was a 'small step in the right direction'.

It is the first time in three years that the Home Office has accepted in full the recommendations of the Police Remuneration Review Body (PRRB), the independent body advising the Government on police pay.

However, national Federation chair John Apter has insisted the Government must do more to make up for years of real-term pay cuts endured by Federation members.

"Police officers have suffered nine years of pay freezes and pay caps. So, while this pay award represents the highest received since 2010, it is not what we and the Police Superintendents' Association jointly asked for – however, it is better than the derisory rise our members were given last year," says John.

"It is positive to see the Government abiding by proper process and accepting all the recommendations of the PRRB which it has failed to do for the past two years. But this must be just the start of getting police officers' pay back to the level it should be."

He continues: "Before the next pay award, the chancellor will announce the results of the Comprehensive Spending Review – and that must include substantial, centrally-funded investment to ensure the service is fully and properly resourced, encompassing a significant, real-term rise in officer pay."

As well as the pay rise, which applies to all ranks and came into effect from 1 September, the Government announced:

- **An increase in the on-call allowance from £15 to £20 per 24-hour period for all Federated ranks**

“It is positive to see the Government abiding by proper process and accepting all the recommendations of the PRRB which it has failed to do for the past two years. But this must be just the start of getting police officers' pay back to the level it should be.



National Federation chair John Apter.

- **A 2.5 per cent uplift in the dog handlers' allowance**
- **A 2.5 per cent uplift in London weighting, and**
- **No change for apprentice and degree holder progression pay, which means those joining the service will continue to receive the current incremental pay rises through their probationary period.**

The Police Federation, in a joint submission to the PRRB with the Superintendents' Association earlier this year, had sought a three-year pay deal for officers with a five per cent uplift in each year to bring police pay back to 'fair levels'.

However, if the three-year deal was not considered possible, the Federation put forward a claim for a 6.2 per cent rise this year.

ASSAULTS FIGURES

There were a total of 514 assaults on West Mercia Police officers during 2018/2019, newly released figures reveal.

The statistics were published within the last Crime in England and Wales report from the Office for National Statistics (ONS).

The breakdown of the West Mercia figures reveals there were 184 police recorded assaults with injury and 330 without injury.

Nationally, in 2018/19 there were more than 30,000 assaults on police officers in England and Wales (including British Transport Police).

POLICE COVENANT

Former Home Secretary Sajid Javid revealed plans to establish a police covenant to recognise the sacrifice made by police officers when he addressed this year's Police Bravery Awards ceremony.

He said the covenant would recognise that police officers are not employees but hold the 'office of constable' bringing with it a high level of personal accountability and responsibility for the protection of life and property.

Mr Javid explained: "This will be a pledge to do more as a nation to help those who serve this country. It will ensure the sacrifice made by the police is properly recognised. I'm in awe of every officer who plays their part in keeping this country safe. Rest assured, the Government has your back – and the police covenant will make sure of that."

Sarah Cooper, chair of West Mercia Police Federation, said: "Police officers put their lives on the line as they serve their communities. Their wellbeing should be prioritised by the Government and police leaders and this covenant would enshrine their welfare in law, acknowledging the unique role they play in society."

FOCUS ON WELLBEING

The Home Office has pledged to embed wellbeing at the heart of policing and free up front-line officers' time for core policing activities.

The pledge is included in the report from the Front-Line Review of policing which also puts forward six recommendations with a further review of progress expected in a year's time.

The review was announced at last year's Police Federation conference and led to a series of workshops across England and Wales allowing officers and police staff to raise their concerns.

"The review has highlighted the issues our members are facing on a daily basis. They are stretched to the limit as they try to meet increased demand with reduced resources. They feel undervalued, morale is low and their wellbeing is being affected," says Sarah Cooper, chair of West Mercia Police Federation.

"Any initiative that puts officer wellbeing to the fore has to be a good thing but we need to see action as well as words."

Latest developments on pensions

The Supreme Court ruled on firefighters' pensions at the end of June refusing the Government leave to appeal the decision of the Court of Appeal which had previously held that the transitional pension arrangements for firefighters and judges were illegal on the grounds of age discrimination.

The Federation had been waiting for the ruling, seeing the issue as being linked to its own questions over the new police pension.

While waiting for the Government response to the ruling, national Federation chair John Apter called for a resolution for all public sector pensions and, after attending a pre-arranged meeting of the Pension Scheme Advisory Board with officials from the Treasury and the Home Office on Monday 1 July, days after the Supreme Court ruling, confirmed the Police Federation would bring any appropriate legal claims on behalf of members if its expectations were not met.

The Federation is asking for all

protections for its members to be retained until 2022, and that affected members must be levelled up to this position.

It has also set out the following expectations on the pensions issue:

- **The Government must accept that all transitional arrangements were unlawful, but it must not, while addressing that discrimination, introduce other unfairness to our members**
- **The Supreme Court decision applies across the public sector**
- **The Government concedes the existing police pensions legal claims**
- **It honours the promises made to those nearest retirement, and maintains the arrangements put in place**
- **The Government must ensure that all those subject to discrimination are remedied appropriately**
- **The remedy must also apply to those who have left the service.**

After the advisory board meeting, John

Apter said: "The Government would not be drawn into what they were going to do next, or how they would be reacting to the Supreme Court judgement. But they said they would release a statement before Parliament's summer recess begins on 25 July. This statement outlining their position cannot come soon enough."

He added: "The legal case has been made by the Appeal Court ruling; now is the time for the Government to step up and morally do the right thing."

And John concluded: "If their statement does not meet our expectations, then we are prepared to lodge claims on behalf of our membership. That work has already started."

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Federation agrees collective statement

Officials and representatives from across England and Wales agreed a collective statement on pensions at the Federation's National Council meeting in Birmingham in mid-July.

The full statement issued by the Police Federation of England and Wales (PFEW) was as follows:

Police Federation officials representing officers from across England and Wales – our National Board and National Council – have met over the past two days to discuss important issues affecting our members, and top of that list has been pensions.

Much has been said to the Police Federation of England and Wales, and to local Federations across the country, since the Supreme Court ruled there could be no appeal by the Government on the judges' and firefighters' pension discrimination ruling.

We are listening to you. We are listening to your representatives. And following our discussions over the past two days we – the PFEW and local Police Federations – publish this joint statement on the Police Federation of England and Wales' police officer pension position.

Our stance has always been that police officers should have stayed in the pension schemes they signed up to, or better, and that remains our stance in any future discussions with Government over police officer pensions.

It was scandalous that the Government forced the changes it made to pensions back in 2012, but legally it had the power to do so. There are no negotiation rights for police officers on pensions.

Following the judges' and firefighters' ruling, the Government has said it will release a statement on the issue before Parliament's summer recess begins on 25 July. We are talking to other public sector unions in advance of that announcement

and are, of course, listening to the views of all police officers, including those who are part of the 'Pension Challenge'.

We have previously made it clear we would not be paying the private legal fees

“ It was scandalous that the Government forced the changes it made to pensions back in 2012, but legally it had power to do so. There are no negotiation rights for police officers on pensions.

for the 'Pension Challenge'. This position remains unchanged.

Once the Government proposes a remedy – which is likely to be a protracted process and potentially affect all public sector pensions - if it becomes necessary for us to mount a legal challenge on behalf of all police officers in England and Wales then we stand ready to do so. It may be that no one has to submit claims.

The importance of fair and just pensions for police officers – who sacrifice so much during their working careers to serve and protect the public – cannot be understated. There has been much discussion over what has gone before but we now need to move forward collectively; not just as a Police Federation but as proud police officers. A collective and non-fragmented voice has the ability to be very powerful and to get the best terms and conditions it can for officers across the country.

Government will apply 'industrial remedy'

On 15 July, the Government issued a written statement in respect of the ruling on the judges' and firefighters' pensions making it clear the Government would apply an industrial remedy to the discrimination found by the Employment Appeal Tribunal. This means the remedy will apply to every worker in the public sector pension schemes, including police officers.

“What we do not know is exactly what

the remedy will be and what it means for our members, so while many will have further questions about this, we are not in a position to answer those until such time as we have heard what the resolution may be and we expect those discussions to be protracted,” a Police Federation statement said.

You can read the statement issued by the Treasury at <https://tinyurl.com/y3zsq2vn>

Charity donation

Weighed down with riot gear and coping with hot weather, a team of West Mercia officers ran the Market Drayton 10K in May to raise £14,000 in memory of a colleague who died from ovarian cancer.

The 18 officers donated the funds they raised to Severn Hospice where Lisa McCallister had received care.

They almost trebled their £5,000 target for fund-raising and were helped by a donation of £500 from the West Mercia Police Federation Welfare Fund which seeks to support charitable causes close to the hearts of members.

The team were led by patrol officer Gary Lansdale, who wanted to help the hospice while Lisa battled her illness. Sadly, Lisa died two months before the event.

But her son, Reece, led the group of runners as they took part in the run.

Gary, who last year ran the Market Drayton 10K in uniform, said: “I'm really grateful for the support we have received from everyone – family, friends, colleagues and even people we don't know.

“Severn Hospice is a fantastic charity and I was pleased to be able to hand over this amount and hope it helps go some way to making a difference to the quality of lives of those in need and their loved ones.”

In addition to Gary – and Reece – the runners were:

Mo Lansdale
Lee and Kate Medlam
Helen O'Connor
Heather Bateman
Stuart Edwards
John Sarjant
Chris Rogers
Mark Tomlin
Miranda Worrall
Matt Stokes
Steve Miller
Amanda Blakeman
Alex Stacey
Tracy Ryan
Tony and Cheryl Hare
Matt Harding.

Dave Fox drove the support Land Rover for the team.

■ West Mercia Police Federation is keen to support other members' fund-raising efforts, please contact the office for more information.

Brave Mike and Bacca honoured after knife attack

West Mercia dog handler PC Mike Davey and PD Bacca have been honoured at this year's Police Bravery Awards after being cut by a violent and unpredictable man who also slashed at his own neck seemingly intent on seriously harming anyone in his path.

The brave duo, who both retired in February this year, were put forward for the prestigious awards by West Mercia Police Federation and attended a Downing Street reception and a gala awards evening along with other nominees from forces across England and Wales.

Among the other guests at the afternoon reception at Downing Street was Theresa May who was carrying out one of her final official duties as Prime Minister. The then Home Secretary Sajid Javid and former police minister Nick Hurd were at the evening awards ceremony.

Mike, who completed 24 years' service for the Force, was accompanied to the awards by his wife, Jo.

He, Bacca and other officers had responded to calls about a man smashing shop windows in Bromyard and acting in a violent and unpredictable manner in the early hours of 6 June 2018. It was reported as a possible burglary attempt.

The distressed and agitated man was in the middle of the street and when he saw the officers became threatening, wielding a large knife at them. None of the officers had Taser and the man refused to engage with Mike.

He started to furiously hack at his own neck with the knife in a clear attempt to



Photograph courtesy of Anderson Photography

Mike and Jo Davey at the awards evening.

take his life. Mike deployed Bacca to disarm him but he immediately slashed and hacked at the dog, cutting his head and ear.

Mike then used Pava spray on the man as he continued to attack Bacca, but it had no effect so he tried to take control leading to a violent struggle.

The offender managed to break free and fled with Mike and Bacca running after him.

Bacca took him to the ground, where the man slashed him again and managed to break free. Bacca finally caught him and kept him detained as Mike wrestled to disarm and handcuff him.

Mike had stitches in a deep cut to his right hand while Bacca had several cuts and wounds to the head and neck, which also needed stitches.

Mike 'gobsmacked' at bravery award nomination

Mike Davey says he was 'absolutely gobsmacked, chuffed and humbled' when he found out the Federation had put him forward for the Police Bravery Awards.

But, all the same, he said he didn't feel he was brave since instinct and training had just kicked in when he arrived at the incident.

"The whole incident was bizarre," he explained, "From the moment I got there it was strange. There was no conversation, the police weren't saying anything, the criminal wasn't saying anything. Usually you go to an incident and there is shouting and swearing but there was nothing.

"They were just opposite sides of the road and no one was saying anything. When I looked at him, I didn't see the knife. The lads had said on the radio that he had one. If it hadn't been such a violent situation I would have laughed when he pulled the knife out 'Crocodile Dundee' style.

"I didn't feel brave, I just knew I had to do it. He had to be

stopped as he was going to kill someone, himself or one of my colleagues. It was instinct and training. There was also no fight or flight, it was fight or die.

"It sounds a cliché but, yes, I would do the same given the same set of circumstances - that's what all cops sign up for, to protect and serve, another cliché!"

On the day of the awards, Mike said it felt like a great privilege to go to No 10 and he and his wife enjoyed speaking to the other nominees - and a good meal - at the evening ceremony.

However, he was not so keen on the 'competition' element of the event, explaining: "It should just celebrate us all not choose between us. How do you quantify bravery?"

Mike concluded: "It was a great experience and truly humbling to hear what we all did. But there are thousands of cops out there that are doing the same thing every day."

He also extended his thanks to West Mercia Police Federation and chair Sarah Cooper for hosting the couple 'so fantastically'.

*Brave duo - Mike Davey and Bacca.
Photo courtesy of the PDSA.*



PDSA award for Bacca

Bacca has been presented with the canine equivalent of The George Cross by a leading animal charity impressed by his crime-fighting efforts.

Bacca was presented with the Gold Medal Award by the People's Dispensary for Sick Animals (PDSA) during a special ceremony at the Birmingham Rep Theatre at the end of July, just weeks after being honoured for his involvement in the same incident at the Police Bravery Awards.

The medal and a certificate were received on Bacca's behalf by handler Mike Davey.

Assistant Chief Constable Geoff Wessell attended the ceremony on

behalf of the Force and said afterwards: "Congratulations to PD Bacca for being awarded the PDSA gold medal - an award he so richly deserves."

He added: "Our police dogs, although trained extensively to deal with all sorts of incidents, do, on a daily basis, put their own safety on the line to protect not only their handlers but the communities in which we live.

"My thanks go to the PDSA which does so much to care for sick and injured animals for people who struggle with the high cost of veterinary bills and for recognising the heroic actions of our serving animals through its Animal Awards Programme.

"With organisations such as this and the recent implementation of Finn's Law, our serving animals are receiving more and more recognition for the sacrifice they make in protecting all of us. It is only right that we too protect these animals by bringing those to justice who can cause significant harm to them.

"I was honoured to be able to attend this event alongside PC Davey and PD Bacca to witness them receiving such a prestigious award, and one the entire Dog Section within West Mercia Police will be intensely proud of.

"On behalf of the Force, thank you and thank you to Bacca and Mike."

Riding for those who didn't come home



The West Midlands Chapter of the Police Unity Tour - the chapter included representatives from the West Mercia, Warwickshire, Staffordshire and West Midlands forces.

By Steve Butler, secretary of West Mercia Police Federation

I was one of around 460 cyclists to battle driving rain to remember more than 4,000 police officers who have died on duty - and to support family members left behind - by taking part in the annual Police Unity Tour (PUT), a sponsored bike ride in aid of Care of Police Survivors (COPS).

In horrendous weather conditions, those who had taken part in the PUT rode into the National Memorial Arboretum in Alrewas, Staffordshire on the morning of Sunday 28 July ahead of the annual Service of Remembrance organised by COPS as part of its annual survivors' weekend for the family members of officers and staff who have died on duty.

It was a privilege to be at the event

Cyclists started their journeys from points around England and Wales and are expected to raise around £200,000 for COPS

representing the Federation and to take part in the Police Unity Tour 2019. Our West Midlands Chapter aims to raise around £15,000 and I'm grateful the West Mercia Police Federation Welfare Fund was again able to donate £500.

This year our chapter has grown, and we had all four regional forces represented, West Mercia, West Midlands, Staffordshire and Warwickshire.

I managed to persuade the chair of

the West Midlands Police Federation, Rich Cooke, to ride this year and, after I got a commitment from West Midlands Chief Constable Dave Thompson last year, he was true to his word and also rode the tour with us.

Our Deputy Chief Constable Amanda Blakeman was an ever-present rider and her support to the tour goes a long way in making it the success it is and I must mention DS Laura Douglas who, with the



The PUT cyclists are greeted by the crowds as they ride into the arboretum.

Photograph courtesy of COPS



West Mercia cyclist Steve Butler.

help of the support team, gets through a lot of the admin and support for which we were extremely grateful.

The weekend can, of course, be difficult for the families of lost officers, but I know it can also be a source of comfort for them, with many saying they get great reassurance from the PUT and the service. At first, I wondered whether a lot of this would bring back bad memories for them, but they say it's quite the opposite, making them proud and happy that their loved ones are not forgotten. So, it was a real privilege to be there.

The service was attended by more than 800 people and events took place all weekend for surviving family members.

Chief officers from UK forces, the Home Office and staff associations were among those who took time to honour fallen officers and lay wreaths with the West Midlands Police Band and a piper providing music.

A succession of speakers - two sons of fallen officers, a sister and a fiancée - spoke movingly and with good humour recalling their police officer loved one who had been lost on duty and also, importantly, of the invaluable support COPS offers family members.

The Blue Knights motorcyclists - long-time supporters of COPS - were first to arrive at the arboretum on the Sunday morning. They were shortly after followed by more than 460 cyclists from the PUT. The cyclists started their journeys from points around England and Wales on the Friday and are expected to raise around £200,000 for COPS.

Why do I do it? Simply it's about ensuring that our colleagues, who have paid the ultimate sacrifice, are never forgotten

“ It's about ensuring that our colleagues, who have paid the ultimate price, are never forgotten and their families know that we respect such sacrifice.



A young supporter awaits the arrival of the cyclists.

and their families know that we respect such sacrifice. The work of COPS plays a massive part in all this and I plead that we can get even more riders to take part and raise money next year, one proviso though: you must bring some good weather to cover all the weekend.

Valued support

The true value of the support offered to fallen officers' families was fully evident at this year's COPS remembrance service at the National Memorial Arboretum.

Each year, a number of the loved ones left behind when an officer has died on duty address the service to talk about their loss but invariably about the way in which the peer support and counselling offered through the COPS charity had helped them.

This year those taking part in the service included Angela Morgan, fiancée of Derbyshire DC Gary Freeman who died along with DC Anthony Thornley when their vehicle was in collision with a lorry on 19 August 1994.

At the time of Gary's death, COPS did not exist and Angela talked about the realities of re-building her life after losing an officer who went to work one morning and didn't



Stu Kershaw, who rode the Police Unity Tour in memory of Derbyshire DC Gary Freeman, hugs Angela Morgan, Gary's fiancée, after she gave a moving account about re-building her life following his death.

come home, saying losing her fiancé had broken her heart and nearly broken her due to overwhelming grief.

With the formation of COPS in 2003, Angela had found support from the families of other fallen officers and thanked both the charity and those who took part in the Police Unity Tour.

Other speakers during the service were George Parker, son of PC Andy Parker (30) of North Wales Police who died in a motorbike crash on his way home from a night shift on 23 September 2005; Greg Lashmar, son of PC Brian Lashmar (39) of the Met, who also died in a crash on his way back from night duty, on 24 January 1989, and Donna Cox, sister of PC Jo-Ann Jennings who was 23 when she was killed in a patrol car responding to a disturbance on 12 November 1989.

Denis Gunn, past president of COPS, read out the names of the officers added

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“ The service was attended by more than 800 people and events took place all weekend for surviving family members.

to the roll of honour since the last COPS service in July 2018:

Special Agent Nole Remagen (42) of the United States Secret Service, who died on 17 July 2018, two days after suffering a stroke while on presidential protection duty in Scotland;

PC Joseph Cooke (39) of the Met who injured his shoulder while making an arrest. While having surgery on the injury, five months later, he suffered a brain injury which proved fatal on 25 December 2018;

PC Daniel Clayton-Drabble (24) of Thames Valley Police, who was killed in an accident as he drove home from work on 26 December 2018;

PC Kevin Flint (52) of Thames Valley Police who died on 15 January 2019 when his motorbike was in collision with a car as he drove home from work; and

PS Colin Michael Fox of the Metropolitan Police who died on 1 May 2019.



Photograph courtesy of COPS

Remembering our fallen officers

Each of the cyclists taking part in the Police Unity Tour wears a wristband featuring the name of a fallen officer throughout the two days of the ride.

The cyclist, where possible, gives this wristband to a member of the officer's family after the tour and, in turn, the family presents the rider with a medal for taking part in the PUT.

West Mercia officers ridden for this year were:

PC Howard Overton of the former Worcestershire County Constabulary who died, aged 51, when he was hit by two cars while trying to save a child who had run into the road. The accident happened on 28 May 1928.

PC Francis Blencowe of the former Shropshire County Constabulary. Francis was 43 when he died on 19 February 1966 after being struck by another vehicle as he questioned a car driver.

PC Anthony Barsby who died on 15 May 1969 when, while on patrol, his motorcycle was in collision with a lorry. He was 30.

PC Ronald Boxley who was 30 when he died on 1 July 1971 after his patrol car was

involved in a road accident.

DC John Irvine (29) who died in a car crash on 24 July 1977 having swerved to miss a child while attending a call.

PC Ashley Burchell who was training his police dog when he died on 11 May 1985 when he was 38.

PC John Bonelle who died in a road accident while on motorcycle training course on 6 May 1998. He was 34.

PC David Hopkins who died on 28 May 1998. David (41) was in collision with a car while acting as an outrider for a cycling race.

PC Richard (Ricky) Gray (43) who was shot when trying to arrest a gunman holding two officers hostage on 6 May 2007. He was posthumously awarded a Queen's Commendation for Brave Conduct.

PS Ian Jones (53) who died of heart failure while on duty at Police Headquarters in Worcester on 2 March 2011.

PC Anthony Wright (47) who died when his motorbike was in collision with a car while he was on duty at Kidderminster on 9 August 2011.



Photograph courtesy of COPS

ABOUT COPS

Care of Police Survivors (COPS) supports the families of police officers and staff who have lost their lives on duty.

It provides practical and emotional support ensuring survivors have the help they need to cope with such a tragedy, and that they remain part of the police family as they rebuild their lives. It arranges local and national peer support events and also works with Winston's Wish and RedArc to provide counselling and specialist bereavement support for families.

The charity was founded in 2003 by survivor Christine Fulton MBE and the late Jim McNulty, a detective with Strathclyde.

Find out more at www.ukcops.org or please follow [@ukcops](https://www.facebook.com/ukcops) on FB and [@UK_COPS](https://twitter.com/UK_COPS) on Twitter.

Roll of Honour book launched

For first time, the National Police Roll of Honour has been published in book form.

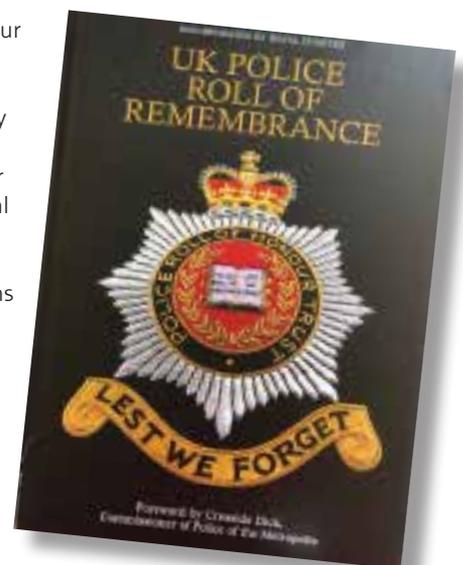
The new book, the UK Police Roll of Remembrance, was launched in London in July and is available to buy for £25.

It lists the names of officers who lost their lives on and in the line of duty in chronological order, with indexes by both police force and individuals' surnames. The book also includes milestones in policing history to set the deaths in a historical context.

Royalties from the book will be used to continue the Police Roll of Honour Trust's work.

You can order a copy of the book from Amazon and through the Roll of Honour Trust online shop at

www.policememorial.org.uk/store



New conduct regulations to be in place in the New Year

The new conduct regulations which focus on improving performance are due to go live early next year.

The regulations aim to embed a culture of learning and development rather than sanction and punishment. They will be laid before Parliament in December.

"We expect the new legislation underpinning the changes to regulations to be in place in January or February," says Phill Matthews, who is the national Federation's conduct and performance lead.

"We have been heavily involved in the consultation for these new guidelines and we are optimistic they should lead to a shift in the approach to police conduct matters.

"While no one is saying that those who commit the worst kind of misconduct should not face disciplinary proceedings, we want to see a different approach to those

officers who have simply made an honest mistake and those who perhaps just need a learning and development plan put in place.

"For far too long, we have seen officers facing unnecessarily long conduct enquiries that in the end have not benefited anyone."

To ensure the new regulations are fully implemented by forces, officers and staff in professional standards departments will start training programmes in late September and October.

The Federation received the first draft of the new regulations at the end of 2018 and made a range of comments and representations.

A second draft, delayed in part due to work around Brexit, taking into account the amendments put forward by the Federation, was completed over the summer.



Phill Matthews, the national Federation's conduct and performance lead.

■ The devastating impact of long-drawn-out conduct investigations is highlighted by our feature on Pages 12 and 13.



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Officer tells harrowing story of long-drawn-out conduct case

The Federation has been raising concerns about the way in which conduct investigations have impacted on the mental health and wellbeing of officers.

With some cases dragging on for years, officers' lives are left in limbo, affecting not just their own health but also their family life.

Here we put one officer's story in the spotlight but, as we are all aware, there are many officers going through the ordeal of these inquiries, often unnecessarily.



An officer's story

A West Mercia officer caught up in a conduct investigation that went on for just short of two years has revealed he nearly lost his wife, family and home due to the stress and pressure he was under.

Describing the stress as more than he had ever experienced, he says the inquiry left him moody, caused him to snap at his children and also affected his elderly father's health. He ended up being off work for five months with stress and had to undergo counselling.

The whole ordeal has not only shaken his faith in policing but has also led to him calling for an investigation into the whole way PSD operates.

"The investigation went on for far too

long, the criminal allegation took nearly 12 months then just as it was finalised as 'no case to answer' at court, our PSD landed an internal investigation on me which took a further nine months to complete with a finding of NFA," he recalls.

"I thought I was going to lose my job and livelihood which would break up my family and I would lose my home. I had time off sick with anxiety and had marital problems. I drank too much alcohol and my health suffered.

"I had marital problems and nearly lost my wife and family due to the stress and pressure I was under. My children suffered because I became moody and snapped at them when it wasn't their fault.

"I kept the situation from most of my extended family but had support from my

father and then felt under more pressure and stress as I had to explain the process to him. He is in his 70s and it affected his health through stress too."

The officer is critical of the support he received from a former West Mercia Police Federation conduct representative but was grateful for the help he received from the West Midlands Police Federation conduct lead, John Tooms (now retired), who he felt was far more effective, helping bring the case to a conclusion.

Having complained about the way Thames Valley Police handled a false and malicious allegation made against him, the force did finally accept lessons could be learned from the way it handled the case and one officer did apologise.

He believes the whole process should have been handled differently.

"The allegations should have been put forward before a superintendent at the start. In a summing up of the case, the superintendent said they would have dealt with it by way of an informal chat and words of advice rather than an eight to nine-month 'investigation' by PSD which actually was just a copy and paste of the court papers," he says.

While feeling relieved, upset, angry, frustrated and disappointed once the case ended, his over-riding concern is that he felt as if he was treated as if he was guilty until proven innocent by PSD despite it being found there was no case to answer at court.

"The department was out to get me and I felt totally isolated. Thankfully, I have a few

His wife's view

No other employer would get away with treating people the way in which the Force did during the investigation, according to the officer's wife.

And, she said, she would have held the Force responsible if anything had happened to him during the two years of the proceedings against him.

"Yes, he does wear a uniform but he is a human being, no other employer would be allowed to get away treating employees like this," she says.

"Every investigation should be treated on its own merit, rather than just as if they are being investigated and that's the protocol."

An officer herself at the time of the case, she has since left the job and says she felt she lost part of her husband during the case. She described him as stressed, moody and

upset, saying he drank too much as a way of trying to cope.

"We nearly lost our marriage and the children suffered. I saw a massive difference in my husband's mental and physical health. For example, he would spend many a late evening going over and over the situation, verbally and in his mind," she explains.

"When he came to bed, he would just be lying awake with the scenario going around and around in his head. He had no appetite and lost well over a stone in weight in a matter of weeks.

"He became impatient through lack of sleep and constant worry. It became a struggle for him to get up in the mornings. After several weeks of being put on a worthless project, he eventually went off sick for a period of time.

"I felt after a while this was not helping with his self-esteem and day to day life. He didn't want to see anybody or even go out of the house. I suggested he return to

work and get some counselling as I feared to leave him alone or allow him out of the house in fear he would end his life."

And she added: "This wasn't the man I married and fell in love with. He had lost all his confidence, didn't want to socialise and even if we did, the investigation became the topic of conversation. There seemed to be no escape and no one to give us an update of what was happening.

"There was no support or contact from the organisation other than the sergeant and inspector on his shift. Unaware of the procedures, we were left very much in the dark and I was expected to support my husband, continue with family life and keep home life normal. This put a massive strain on our relationship."

She said the couple felt they were the victims and yet the investigation was allowed to drag on for 18 months and finds it ironic, and frustrating, the Force promotes victim contracts of 7 to 28 day updates, yet

“ I thought I was going to lose my job and livelihood which would break up my family and I would lose my home.

good friends in the job who supported me and this, along with my family, helped me get through the nightmare,” he adds.

“PSD should be looked at, the investigating officers are slow and give hopeless excuses as to why the investigation is taking so long. We even had a visiting DI from the department who gave a talk to the shift about how wonderful PSD is and why it gets good results.

“He couldn’t look me in the eye when I challenged him on why investigations take so long. Who polices the police police? I could not bring myself to call them ‘professional’ and referred to them as the standards department throughout.

“They don’t realise the damage they cause to hard-working and committed police officers under investigation. I’ve lost something inside me after 23 years’ service and having gone through this process, I still come to work and give it my all but something is missing; I don’t have the passion for the police anymore as a result.”

■ **For balance, PSD were invited to submit content for inclusion within this feature but nothing had been received at the time of going to print.**

If you are currently suffering as a result of an investigation please seek help from Force welfare or contact the Federation office for details of other support available support. Members of the Group Insurance Scheme can access Red Arc on 01244 625180.

offers little to its own colleagues in this stressful time.

“They have a whole team designated for investigations, yet it appears their time management of investigations is never questioned and certainly needs addressing,” she says.

“We all have mortgages to pay, bills to pay and families to support. This is someone’s career and life you are dealing with, yet the Force feel it’s acceptable to drag out the investigation process for months.

“The Force bangs on about the wellbeing of officers, addressing mental health needs, stress and strains of the job, yet fails daily and certainly when an officer is under investigation.”

And she concludes: “The whole process has been very damaging and upsetting. The police service does not look after the welfare of officers and no amount of welfare buses and blogs from the chief officers will address the situation.”

Conduct and performance: a brief overview

DI Lesley Williams is West Mercia Police Federation’s conduct lead or, as the post is now known, the conduct and performance liaison officer (CaPLO).

Lesley was elected to the position by the Federation’s executive, the Branch Board, and is supported by members of the CaPLO committee which is made up workplace Fed representatives who have all received the specialist training needed for them to be able to advise members on conduct and performance issues.

As CaPLO, Lesley is the strategic lead and specific point of contact for the Branch Board for all conduct and performance related matters. She provides specialist advice and help to both branch representatives and members on conduct and performance issues. Lesley also ensures the branch is compliant with, and holds the Force to account on, all necessary legal and regulatory matters and requirements related to conduct and performance.

Within the conduct portfolio, the CaPLO leads on Post-Incident Procedures for the branch.

Lesley’s background includes working in CID, professional standards and anti-corruption, tactical firearms (Commander as OCCI), vulnerability and safeguarding and mental health.

She has become the Federation’s CaPLO at a pivotal time in the conduct world, with the Independent Office for Police Conduct (IOPC), which replaced the much-maligned IPCC at the start of 2018, finding its feet and new conduct regulations, aimed at instilling a learning and development ethos rather than one solely focussed on punishment approach, due to be launched.

Lesley believes the launch of IOPC has been a key development from a conduct perspective and refers to the comments made by the IOPC director general,



Michael Lockwood, when he addressed a CaPLO seminar stating: “I do not want ‘independence’ to mean an organisation which is cold and detached. I want both myself and my staff to have a better understanding of what it feels like to be a beat officer, custody sergeant or firearms officer. That doesn’t mean we can’t develop relationships with Federation reps or talk to bereaved families. But we need to understand the impact of demand on police officers. I really want us to have a mutual respect for each other. I appreciate that will take time and there will bumps in the road, but we need to have that understanding.”

The new conduct regulations are now expected to come in to effect in early 2020 but Lesley says regulations alone will not change a culture.

“I am keen to see progression under the new regulations to ensure the ethos of learning and development rather than punishment is taken on board by the Force,” she explains.

“Timeliness of investigations is also a priority to members and there is a need to put an end to long-drawn-out investigations into officers’ conduct. Anything below a serious breach should not attract service of a Regulation Notice and will be diverted out of the system and dealt with outside of the complaint and conduct regs.”

Advice to officers

If an officer is served with a Regulation Notice advising them they are subject to investigation, Lesley Williams, the Federation branch CaPLO, advises them to sign the document to accept service but not to make any response until they have spoken with a conduct trained Federation representative.

“We will advise on how and when to respond, attend any interview, arrange legal representation and support the member throughout the investigation process and beyond. This may include criminal proceedings, civil proceedings or even inquests,” she says.

“ We will advise on how and when to respond, attend any interview, arrange legal representation and support the member throughout the investigation process and beyond. This may include criminal proceedings, civil proceedings or even inquests

Continued on Page 15



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Quarter of women consider quitting due to menopause

West Mercia Police Federation has vowed to work with the Force to try to improve the support available to officers going through the menopause.

Earlier this year, the national Police Federation published the results of the first ever nationwide members' survey on the menopause which was carried out last year.

The West Mercia results revealed:

- **72 per cent of members who responded said the symptoms of the menopause were either moderately or extremely problematic, compared to 76 per cent nationally**
- **49 per cent felt their job performance had been negatively affected by the menopause (46 per cent nationally)**
- **20 per cent felt the menopause had negatively affected their manager's and colleagues' views on their competence (21 per cent nationally)**
- **24 per cent said they had considered leaving because they found it difficult to deal with the menopause at work (20 per cent nationally)**
- **35 per cent said had disclosed to a line manager they were experiencing symptoms of the menopause**
- **23 per cent said they had taken sickness absences due to the menopause, with 59 per cent saying**

they had attended work despite feeling they should have taken sick leave due to their symptoms

- **32 per cent said they had taken annual leave or rest days due to the menopause.**

Aspects of the working environment causing the most problems for West Mercia Federation members were: the temperature of the working environment (64 per cent); inadequate control of the ventilation (58 per cent); workload (38 per cent); shared offices/ workspace (31 per cent) and shift work (30 per cent).

"With more and more women in the workforce and officers having to work longer, all employers, police forces included, need to give more consideration to how they are going to help support those going through the menopause," says Sarah Cooper, chair of West Mercia Police Federation.

"Quite often, some fairly simple adjustments to people's working environment and working arrangements can make all the difference but we also need to be sure that line managers are trained to offer any extra support that might help women officers.

"It is quite shocking to think that a quarter of women going through the menopause have considered quitting their job; these are women who have made a valued contribution to the Force and can continue to do so if steps are taken to give



them the support and consideration they need at this time of their lives."

The national Federation is now working with other parts of the police service to produce national guidance on the menopause. This is expected to be launched in September.

Conduct and performance: a brief overview

Continued from Page 13

It is key for officers to be aware that there is specific criteria for funding from the Police Federation of England and Wales in respect of representation. Not all matters that occur while 'on duty' fall into the description of 'on duty conduct'.

Funding criteria states:

In criminal cases

Activities related to personal (rather than professional) relationships, whether on or off duty, will not ordinarily be funded.

In gross misconduct cases

Whether the alleged gross misconduct was committed in or founded upon something done in the performance or purported performance of their duties as a member of a police force.

Discretionary criteria:

The Federation has absolute discretion as to whether to fund legal advice and

representation in relation to any matter. The funding criteria requires whether the alleged gross conduct was committed in or founded upon something done in the performance or purported performance of duty as a member of a police force; *it should be emphasised that it is not a matter of whether the member was merely on duty at the time of the alleged gross misconduct but the fact that it arose out of their performance or purported performance of duty.*

So, what happens if the Police Federation of England and Wales does not fund legal representation?

If you are a member of the West Mercia Police Federation Group Insurance Scheme, provided in partnership with Phillip Williams, applications for funding are made through the scheme.

If you are not in the scheme then you will have to fund your own legal expenses or rely solely upon Federation representation at any subsequent process.

If you are interested in joining the Group Insurance Scheme please contact the Federation office or any workplace rep. First-time joiners get three months' free subscriptions!

Similarly, conduct reps are also there to help with IOPC queries, performance matters and Regulation 12 and 13 processes.

If you have any queries around conduct and performance matters, you can contact Lesley by emailing LWilliams@wmpf.polfed.org or [lesley.williams@westmercia.pnn.police.uk](mailto:williams@westmercia.pnn.police.uk) or telephone **07896 421 554**.

You can also keep up to date on the twitter page [@wmpfcaplo](https://twitter.com/wmpfcaplo)



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