



Wiltshire Matters

Chair's Update >>>

Your local update. What have we been doing for you?

Welcome to the first edition of our Newsletter which is part of our continuing efforts to communicate with you more effectively. Hopefully it will be something you find of use.

The last year has presented significant challenges to us as an organisation and to each one of you who have kept the wheel on under immense personal and professional pressure. Be assured we have worked hard with our senior leadership to have your welfare considered at every turn.

The easing of lockdown will bring challenges around what people can and can't do, and the opening of hospitality will certainly present extra pressures. We are pushing for additional clarity on the guidance. We also have a generation of police officers who have not yet policed the night-time economy – our new recruits. We are working with Training and the Head of People Services to ensure additional support is given.

There is no getting away from it the coming months are going to stretch us to the limit. We can expect cancelled rest days for protests, events, disorder, G7 and COP26. Again, we are working to ensure your rights and welfare are seen as paramount. We will fight for to get you appropriate breaks, accommodation standards and financial compensation.

We have named our quarterly Newsletter – Wiltshire Matters, because we believe you do. We may be a small force but your Federation punches above it's weight and we have a strong influence, locally, in the region and nationally. Your voice is being heard.



Wiltshire Federation Newsletter

April 2021
Issue One

National Update

National decisions, with local impact!

Protests

The HMICFRS review into the policing of the Clapham Common vigil for Sarah Everard has confirmed what we knew – that our colleagues' response to this incredibly sensitive event was proportionate and appropriate.

Police Officers were unfairly vilified in the media and by leading politicians in the most damaging way. We've seen where inflammatory words lead. The attacks upon our members in Bristol were horrific and unjustified. There is a growing concern that the protests we've seen will become a more regular occurrence. John Apter (National Chair) is in contact with the Home Secretary and the Home Office over the pressures that this is placing on policing.

Hate Crimes

New findings which revealed hate crimes against police are more likely to be charged illustrates the importance of officers having access to body-worn video (BWV) cameras.

Police forces said the increased use of body cameras by officers may mean evidence of hate crimes against them is more easily captured.

Annual Conference 2021

The event will take place virtually 9 -10 June and will present new opportunities and allows us to extend the reach of Conference further than ever before, to include all reps and, for the first time ever, a limited number of member places will be available.

Federation set to welcome Specials as members

The Police, Crime, Sentencing and Courts Bill includes provision for Specials to subscribe to PFEW for the first time. This is a welcome step and represents almost a decade the Federation has been campaigning for Special Constabulary membership.

In this issue:

Chairs Update

National Update

New Secretary

Reps@Work

Stress Awareness

Welfare Support

Know Your Rights

Member Services



Changing of the guard

Our Secretary, Gary Treherne, retired at the end of March.

Gary had a wealth of experience within the Federation having previously carried out the role of Conduct and Performance Lead. He will be missed by all his friends and colleagues and is a loss to the Federation. I am sure anyone who worked with him over the years or received his support will want to send on your best wishes to him.



As you may be aware our new Secretary, Sarah Ennis, has now taken over. She brings her own ideas and is looking to enhance further Wiltshire Federation's "Member First" philosophy. As Chair I am looking forward to working with her and seeing how we can make things work even better.

Welcome Sarah and good luck.

Mark

Welcome Sarah

Hello, I'd like to introduce myself to those who don't know me.

I joined Wiltshire Police in 2001 gaining my knowledge of policing from working in the Swindon tutor unit, Neighbourhood policing and the Integrated Youth Offending Team within Wiltshire Council. In YOT I worked alongside Social Workers, probation officers and MH workers. After this I returned to uniform on the Local Crime Team in Melksham and in Swindon. Finally in 2016, I moved to response in County stationed at the Borough in Devizes.



During my service I have taken on extra ancillary roles, such as the Disaster Victim Identification (DVI), mortuary assistant role of DVI, and a Licenced Search Officer.

In 2017 I became a workplace Federation representative. I have completed compulsory courses, with the most recent being Ill Health Retirement. During my Federation time I have supported officers across the County in performance and attendance matters. I have a proactive and positive attitude towards challenging and new situations.

In March 2021 I took over as the Wiltshire Federation General Secretary, my aim is to promote the wellbeing of all our members, to ensure they are treated fairly in the workplace and given the opportunities to further their careers, whilst maintaining a good working positive environment.

Sarah

Reps@Work

The Federation represents approximately 130,000 officers (97% of all rank and file officers) on matters of pay, conditions, welfare and equality, benefiting members and the police service as a whole.

Much of this work is largely unreported - Reps@Work was launched as a platform to showcase the good work being done every day by approximately 1,500 Federation reps across England and Wales, both locally and nationally.

The Reps@Work campaign aims to:

- highlight the skills and experience of reps throughout the country
- share personal stories of how the Federation has helped officers in times of need
- build confidence in the Federation network and the value of being a member
- encourage more officers to get involved and stand at election times.

How do I find out more about being a rep?

Any member up to the rank of Chief Inspector is eligible to stand to be a Federation rep in elections. Our elections are held every three years with the next commencing in July 2021. Please contact us if you would like to find out more.

Reps@Work

Stress Awareness Month

We are taken the opportunity to introduce you to Stress Awareness Month. The inspirational event has been held every April, since 1992 to increase public awareness about the causes and cures for our modern stress epidemic. It hands colleagues the opportunity to increase awareness around the causes of stress and is intended to highlight the support available to combat the debilitating illness.

The theme for Stress Awareness Month this year is 'Regaining Connection, Certainty and Control. Findings from PFEW's January 2021 Demand, capacity & welfare survey revealed that almost 80% of officers have struggled with their mental health and wellbeing over the past 12 months. We can't remove stress in policing, but we can talk about it more and do more to help one another.

Throughout the month of April, PFEW will be sharing some tips on managing stress, avenues that members could explore to seek help, and real stories from officers who have experienced stress.

The Stress Management Society have also created a free Individual Stress Test - The Stress Management (available via <https://www.stress.org.uk/stressawarenessmonth/>) this will allow you to stress score and some personalised recommendations for managing this.

Some stress can be good for us. But when it stops being good for you, that's when members need to reach out. Remember, there is help out there for everyone. If you feel you are experiencing stress and you need to chat with someone, your Federation Branch can help - one of our Reps can confidentially advise you on the best way forward.

LOCKDOWN RESILIENCE TIPS

by The Stress Management Society

MAINTAIN YOUR NETWORK

- Reach out to friends and family
- Meet up in person where possible
- Create water cooler/coffee machine moments with colleagues
- Do something kind for a neighbour



RECLAIM YOUR POWER



'To accept the things I cannot change; Courage to change the things I can, And wisdom to know the difference'
- Reinhold Niebuhr

- Power is defined as the ability to do or act
- Understand what is and isn't in your control
- Develop your resilience to increase your power

TUNE IN

- Disconnect from the external distractions and tune in to your internal reality
- Acknowledge how you're feeling - Are you happy, content, sad, lonely, blue, tired etc?
- Listen to your body - Are you eating when hungry, resting when tired etc?



BE PRESENT

'85% of the things we worry about never come to pass.'

- Be present in the moment without judgement
- Observe reality objectively
- Practice mindfulness techniques
- Use your breath as an anchor point



Know Your Rights

Mileage claims when working on a rest day

- Cancelled rest day which is not given as a RDO, claim the miles.
- Cancelled rest day but given RDO, no mileage claim.
- Volunteer to work RD at home station, no mileage claim.
- Volunteer to work at station or location away from home station, can claim mileage - however if less than 10 miles no claim (unless travelling in a totally different direction from normal home station). If travelling in totally different direction or greater than 10 then claim the full miles travelled no need to take away normal travel miles.

Welfare Support Programme

Our Occupational Health do their best to care for us but there may be times when more specialist provision is needed outside of what they can offer – which is why PFEW have a Welfare Support Programme (WSP) in place.

The WSP provides invaluable support to members throughout England and Wales. This service is provided by us, Defence Medical Welfare Service and is available to all subscribing PFEW members – Monday to Friday, 09:00 to 17:00.

What service does WSP provide?

Our WSP offers a wide range of welfare support that includes:

- practical and mental support
- clinical assessment/counselling
- person-centred support (via telephone or face-to-face)
- access to fully trained and accredited professionals
- independent and confidential support
- referrals to appropriate follow-on specialist support, if needed.

All subscribing PFEW members can be referred to the service, but unfortunately it does not provide support to family members.

How to obtain support?

- Approach your local Rep or our Federation office.
- The Rep – in conjunction with Chair or Secretary will look at what support is available via the branch or wider force.
- If suitable support isn't available locally, the branch will refer the member to DMWS via the WSP following confirmation they are a subscribing member.



Wiltshire Federation Member Services

Just some examples of what you will find on our members services pages. We are working hard to get the best deals for you.

WOW, what a discount!

Being a member just got a whole lot better

As a Wiltshire Polfed member you now have free exclusive access to 1000's of national and local perks

Start saving today!
Access the perks online at www.polfed.org/wiltshire
Powered by **Perkjam**



Accord Legal Services are proud to be offering FREE WILLS for NHS staff and other Key Workers as our way of saying thank you for their hard work throughout this pandemic.

For more information, contact Accord today on **0843 506 5115**, or email info@accordwills.co.uk.



Q: *I need to get fit but the force gyms are closed*

Use our staff discount scheme available for gyms

A: *across the county. Link is available via Wiltshire Police Federation website*

Comprehensive legal cover for the member including criminal and conduct matters not covered by the Federation, personal injury claims, home rights, uninsured loss recovery and so much more. Much of which can be apply by cohabiting partner.

Life Insurance, critical illness, injury and hospitalisation benefits

If a member who, is off sick, suffers a pay cut under regulations or terms of employment, this benefit will provide a salary uplift.

WILTSHIRE POLICE Federation
(Philip Williams & Co Insurance Scheme)

Travel insurance covers the member, their cohabiting partner and any number of their unmarried dependant children aged under 23 years, all normally resident in the family home. It covers travel worldwide and in the United Kingdom.

GP24
Provides you with unlimited 24/7 access to a practising UK-based GP from wherever you are in the world. Consultations are available 24/7 by phone or by video consultation. Includes cohabiting family. Prescriptions also available.

Your mobile phone is covered against the repair or replacement cost.

With one call an approved contractor will come to your home and make emergency repairs. Cover is provided 24 hours a day, 365 days a year:

Comprehensive motor breakdown cover for you and your cohabiting partner