



Wiltshire Matters

Chair's Update >>>

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

This has been another period of high demands on you which has led to a significant impact on your wellbeing and the families who worry.

Your Federation has continued to try to get the best we can for you which has been highlighted in the recent G7 deployment where we worked with our senior leaders to ensure the allowances for all recognised the sacrifices made.

We have also continued to try to influence for real change in the way the force promotes and posts its officers.

As a result of our efforts it has been recognised the perception of RMP lacks the positivity an employer of choice would desire. I am glad our wishes for a full-scale review of RMP and its associated policy has commenced and look forward to contributing to this to ensure RMP truly reflects a fair and transparent process.

We are also continuing a push for a more effective PDR system which is easier to use and has a point to it. This will hopefully soon be used to record evidence for those seeking promotion or a sideways move and will give control to those wishing to develop.

I would like to remind you of the Station Welfare fund. If you can think of something which will make things a little better let us know and, if it meets our rules, we will give £200 towards it.

Also, your Federation makes charitable donations on your behalf to charities directly impacting on the lives of police officers or their working animals. Please contact me if you would like to nominate a charity.

Mark



Wiltshire Federation Newsletter

July 2021
Issue Two

National Update

National decisions, with local impact!

Naxolone

Durham Constabulary has begun training frontline officers to administer Naxolone to people who have overdosed on methadone, heroin, fentanyl and codeine. The Federation has concerns about whether police are putting themselves at risk of misconduct if they administer Naxolone and something goes wrong.

PFEW Operational Lead, Simon Kempton, commented "an opioid overdose is a critical medical emergency and to give the best chance of saving a life, that emergency should be responded to by a fully trained and equipped paramedic.....there should be no blurring of the roles between police and paramedics"

Police, Crime, Sentencing and Courts Bill

This may be a bit of a mouthful piece of legislation but it has significant ramifications for police officers. Its provisions include doubling the maximum sentence, to two years, for persons convicted of assaulting an emergency worker, permits Special Constables to join the Federation, provides added protection to police drivers from prosecution and introduces a Police Covenant which commits society to support those who run towards danger on behalf of the public.

The new bill, which is expected to gain Royal Assent in the New Year, is as a result of several years of hard work by the Federation to influence legislative and policy changes with sympathetic MP's who understand the sacrifices we make.

Need to Report Every Assault

Officers have a duty to themselves and colleagues to report every assault.

Chief Inspector Dave Brewster, who has been seconded to Oscar Kilo said "Every single assault regardless of the injury has an impact. First, we have to consider the impact on the individual. Second, consider the impact on your team, the people around you, when you walk away from it. He added: "We are educating colleagues on the importance of a good victim personal impact statement. Equally we help them understand that the victim's right to review applies to them and not just the public."

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Tri-Annual Elections

Our elections give members the opportunity to vote for the colleagues they want to represent them locally and nationally. Our Police Federation representatives support and advise members in matters such as conduct, pay, allowances, terms and conditions, equality, professional development and operational policing issues.

We hold elections for Fed reps every three years with our next election process beginning on 1st July 2021. All of your current serving Federation Council will have to stand for re-election if they wish to continue in the role. I would personally like to thank everyone on the council for their hard work since I took over as Chair and wish them luck should they decide to throw their hat in the ring again.

For those members considering putting their name forward please know you would be joining a progressive Local Fed, who believes in putting it's members first and fighting to make their lives better.

You will receive an email over the coming weeks detailing how you take up this opportunity. You will then go forward to your colleagues to decide in an electronic vote. Sarah Ennis will be managing the process to its conclusion.



Good Luck to all!

Mark

Your CAPLO

Hi, I am Shane Robinson and I am your Federation full time Conduct and Performance Liaison Officer (CAPLO). This is a role I have been carrying out since last November however prior to this I was doing it on a part time basis.

I have been a police officer for just shy of 21 years, 4 years in Swindon (North Sector as it was known in those days) followed by 16 years on the ARG.

I made the decision to become a Fed Rep after previous ARG rep left. I saw the difference they were able to make and I wanted to continue to assist and help officers on the department for day to day matters, to make things better. I am passionate about ensuring our officers are treated fairly in line with Regs and that things are done quickly to reduce the time they are under stress whilst being investigated.



Being the CAPLO is a fantastic role and I get such a great sense of satisfaction and pride from helping officers, who are often at their lowest ebb, following misconduct complaints or performance matters. The training I have received from central Federation, the experience of being the lead and the contacts I have made ensures I can advise officers of paths through their troubles and hopefully towards a successful resolution for all concerned.

I am not just here to catch you when you fall, I am here to give you information and advice to prevent you getting into difficulties. I am always happy to help so please feel free to drop me an email and I will get back to you.

Shane

Why be a Rep?

Some insights from one of our Regional Reps.

"When I started as a Fed rep I had no experience of that world and was pleasantly surprised! I like the fact that there is a respectful but transparent nature to the work; people don't discuss cases other than when it's appropriate.

As police officers we are here to serve and that applies to our own as a rep too.

"Equality is in my heart, so when I became a Fed rep three years ago I took a real interest in that work. Equality cases are more nuanced than some work you do as a rep. It's complicated and a lot of it is relationship-based as you're trying to get to a point where you don't need a tribunal. You use your soft skills a lot to reach that point together.

"Empathy plays a very big role in equality and being prepared to see, hear and feel how a member is feeling helps me to understand things from their point of view. Developing an ability to articulate the detrimental effects of a management or force policy on an officer, can often take courage and moves me out of my lived experience.

"Police are people who deal with people and through dialogue we can often resolve the situation. It feels great when you can resolve cases without going to tribunal.

Reps@Work

Post Incident Procedures

Post-incident investigations will commence in all situations following police contact that may have:

- Resulted in death or serious injury
- Revealed failings in command
- Caused danger to officers or the public.

If the above criteria are not met, the force should still consider the proportionate application of these procedures, where appropriate.

Your local Federation has a trained Rep on-call 365 days a year to support you should you find yourself caught up in such an incident.

You are entitled to speak with a Federation Rep as soon as possible and it is vital we are involved from the outset. Our Reps will be present to ensure welfare considerations are made and to assist members with access to legal advice.

We will take you through every step of the process and answer any queries or concerns you have.

It is understood these procedures may cause concern but be assured it is not personal. The police service is accountable for all its actions and inactions and these procedures are designed to aid the investigation whilst looking after your welfare and needs in what may have been a traumatic incident.

We are here to look after you.



Police Firearms Officer Association

The PFOA is open to any officer of any rank involved in firearms operations e.g. all Authorised Firearms Officers, Strategic, Tactical, Operational Firearms Commanders, Post Incident Managers, Tactical Firearms Dog Handlers, Negotiators, Weapon Issuing Officers and Taser Only Officers.

They have over 230 highly trained counsellors, EMDR & CBT therapists and 12 PFOA NLOP Coaches available within 24 hours to assist officers and their families. If you want to speak with someone who has been involved in an incident similar to your own, then they can arrange it. They have members in 52 forces and agencies.

They help organise family days for firearms units, and have their own training department, which offers unique training for the police service and private companies.

They are contactable during working hours through the PFOA office, wither by phone or email.

Your £4 monthly donation becomes part of the funds available to assist officers and their families.

This is a non-profit organisation.

PFOA
POLICE FIREARMS OFFICERS ASSOCIATION

'Prompt confidential support for you and your family'

If you handle one of these you need one of these!

Police Firearms Officers Association
John SMITH
UK Wide
Member No: 14670
01354 697890 info@pfoa.co.uk

Join us today for just
£4 per month
www.pfoa.co.uk
01354 697890

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.

It's never too early...

Whether you are...

- ❑ Planning for Retirement
- ❑ Mortgaging or re-mortgaging
- ❑ Protecting your family
- ❑ Inheritance Tax Planning

The earlier you start your financial planning, the earlier you could reach financial freedom

Rob Heath DipPFS is a retired Hampshire police officer and qualified Financial Adviser who can provide you with a financial plan to help you achieve your goals.

Rob is passionate about working with police officers and staff to build a long term, robust plan to help achieve financial freedom.

For a no obligation discussion, give Rob a call.

Your home will be repossessed if you do not keep up repayments on your mortgage.



Telephone: 01489 555180 | Mobile: 07470 323473

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KNOW YOUR RIGHTS

Reg 35 – Determination Annex V

When a member of a police force is necessarily prevented in the course of a tour of duty from obtaining a meal in his usual way, they shall be reimbursed the difference between the meal obtained and the meal usually taken in the course of that tour of duty, provided that the additional expenditure is reasonable and backed by a receipt.

When a member of a police force is retained on duty beyond their normal daily period of duty, they shall be reimbursed the cost of any meal they obtained provided that expenditure is reasonable and backed by a receipt.

Feedback from officers who attended Eight Wealth Management presentations:

"They were both really informative esp Rob who was able to answer my questions around my Police Pension and retirement".

"Rob and Steve were both incredibly helpful and explained everything to me in plain English. More importantly, they put me at ease instantly because the meeting was so relaxed."

"it was very reassuring and refreshing to receive completely independent advice that would tailored to my situation".

Rob Heath will be holding virtual one to one Finance surgeries via Zoom or Microsoft Teams on the below dates:

- **Weds 14th July (2 appointments left 1300 & 1415)**
- **Weds 11th August**

Appointments times are 0930, 1045, 1300 & 1415 hours. Once your appointment has been confirmed we will send you the appropriate Zoom or Teams link.

To book your appointment please email the Wiltshire Federation Mailbox with your requested date, time and best contact number along with your Teams/Zoom preference.

Federation Funding:

Officers often think when they get into trouble on duty they will automatically be covered by the Federation for the cost of a solicitor. Although we cover the majority of incidents there are strict rules for funding.

For example, it is not a matter of whether you were merely on duty at the time of the alleged gross misconduct but the fact that it arose out of your performance or purported performance of duty. Just being on duty does not mean you will be covered for doing something completely unconnected with it.

That is why it is vital you also consider Insurance which provides Legal cover.

If you are interested our Local Service Insurance Scheme provides such and Belinda or Angela will be happy to talk to you about how to join.

