



Wiltshire Matters

Chair's Update >>>

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

It has been the greatest honour of my career to represent and support you and I am looking forward to handing over the torch to my successor in the hope they battle as hard as I have.

I am extremely proud of our successes over the years, despite the pressures of the Pandemic and resource problems, we have had real influence in changing things for the better as well as improving the way we operate as a Federation. Listed below are some of those achievements.

- The reintroduction of Chief Inspectors,
- An increase in Inspector numbers within the County. Who have direct management responsibility for teams,
- Redesign of the promotion process,
- Review of the RMP process,
- Full time CAPLO to improve speed and professionalism of conduct support,
- On-call Fed Rep to provide 24/7 support especially for PIM's,
- Increase in offers available to members,
- Creation of a Local Federation pledge for our members to hold us to account,
- More effective internal communication with our members,
- Greater visibility in the media and influence with stakeholders to impact on issues which affect our members,
- Introduction of voucher system for officers who are attacked on duty and receive a visible injury,
- Unfortunately, this section is too small as there is so much more.

Thank you and Goodbye.

Mark



Wiltshire Federation Newsletter

Sep 2021
Issue Three

National Update

National decisions, with local impact!

Pay Freeze

In July, the National Chair and other PFEW colleagues (including our Chair) hand-delivered a letter to the Prime Minister and Chancellor setting out our anger at the zero per cent pay award for police officers this year. We withdraw support and engagement from the Police Remuneration Review Body and expressed no confidence in the current Home Secretary.



To date it is disappointing that we have still to receive a reply despite the Government choosing to reply to the NPCC who raised similar concerns. This continues to demonstrate how little the Government regard our hard-working members.

Our stance has since been supported by many Chief Officers such as Dame Cressida Dick and Police and Crime Commissioners as well as the Superintendent Association who have also chosen to withdraw from the PRRB.

Work continues with key stakeholders and politicians supportive to our argument, making sure police pay remains firmly on the Government's agenda. This issue is not going away until it is resolved and a fair mechanism for determining police pay is introduced – anything less just isn't worth the paper it's printed on.

Protecting our Members

Police officers are one step closer to being better protected by law following a successful meeting between Federation representatives and members of the House of Lords. It is hoped the following will go forward.

- Drivers to not only stop under section 163, but to also switch off their engine. PFEW is also suggesting police officers should have the power to ask occupants of the vehicle to exit upon request.
- A new legal test will be applied meaning Police driving will be measured against that of a 'careful and competent police driver'.
- Police disciplinary investigations to be concluded within 12 months from the moment an allegation is made.

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Your New Federation Council

Wiltshire Federation Council was elected recently and your new members are as follows:

Mark Andrews
Penny Andrews
Scott Barrett
Sophia Best
Tim Bunt

Derek Buswell
Elizabeth Coles
Connor Crespín
Mark Douglas
Sarah Ennis

Debbie Hatch
Megan Kenzie
Phil Matthews
Chris Maundrell
Alex Mulley

Shane Robinson
Joe Saunders
Richard Tottle
Alan Webb
Louise Wright

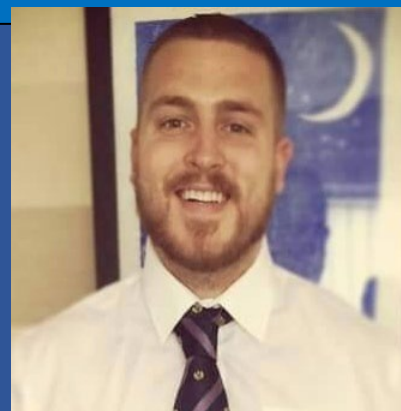
The next elections are for the Board members. Then the election of the Chair followed by the Secretary, Treasurer and other officers. These will be completed by 1st Jan 2022. From 3rd January 2022 the National Council will be elected, then the National Chair in February, followed by the Key roles.

New Rep – Mark Douglas

Congratulations to Mark, who is one of our new Reps based in Salisbury. It is so important we have representation across all areas so we would encourage others from underrepresented departments and locations to get involved. Mark said; "I put myself forward to the Federation to ensure we have some level of representation from "South of the County".

I hope to highlight the ongoing good work the federation do and provide support to our officers.

I was a Federation Rep in my previous force and managed to have some successes in supporting officers and hope to emulate that here whilst representing your views".



Police (Conduct) Regulations 2020

The Police (Conduct) Regulations 2020 have been devised to ensure that these matters are dealt with in accordance with the principles of natural justice and fairness. The regulations should be implemented in that spirit in order to ensure confidence in the system.

The purpose of the initial stages of the proceedings is to assess whether the alleged conduct, if proved, would amount to misconduct, gross misconduct or neither.

Regulation 14 provides for the appropriate authority to conduct a severity assessment. Where it is assessed that the conduct, if

proved, would not amount to misconduct or gross misconduct, the appropriate authority must assess whether:-

- the conduct, if proved, would amount to practice requiring improvement;
- the matter should be referred to be dealt with under the Performance Regulations; or
- it should take no further action.

Type of Allegation	Definition	How to be dealt with	Outcome
Gross Misconduct	"A breach of the Standard of Professional Behaviour that is so serious as to justify dismissal"	<ul style="list-style-type: none">• Formal investigation• Misconduct Hearing	<ul style="list-style-type: none">• Dismissal• Reduction in Rank• Final Written Warning
Misconduct	"A breach of the Standards of Professional Behaviour that is so serious as to justify disciplinary action"	<ul style="list-style-type: none">• Formal Investigation• Misconduct Meeting	<ul style="list-style-type: none">• Final Written Warning• Written Warning
Practice Requiring Improvement (PRI)	"Underperformance or conduct not amounting to misconduct or gross misconduct, which falls short of the expectations of the public and the police service as set out in the policing Code of Ethics"	<ul style="list-style-type: none">• Reflective Practice Review Process- Fact-finding- Discussion- Development Plan <p>NOT a form of Disciplinary proceeding.</p>	<ul style="list-style-type: none">• Identifying learning• Proportionate remedial or restorative action• Training• Mediation• Shadowing or mentoring• Closer supervision• Welfare interventions

National Police Memorial Arboretum

On 28th July this year, the first National Police Memorial Arboretum in Staffordshire was unveiled. This 12-metre high sculpture will take centre stage as a tribute to remember fallen officers across the Country. The event was attended by HRH Prince Charles, the Prime Minister, Home Secretary and our National Chair, John APTER. Our Chief Constable Kier Pritchard was also in attendance and Sarah Ennis had the privilege to represent the officers of Wiltshire on behalf of Wiltshire Police Federation.

It was a wet day with breaks of sunshine throughout the emotional and thought provoking service. NPAS attended with a fly pass with one of their busy helicopters. It hovered and bowed towards the sculpture before returning to complete it's duty.

After the ceremony, Sarah was able to talk with Dan COOPER's parents who were invited to remember Dan on this special day, 11 years after his passing and to remember other Wiltshire officers we have lost along the way. It brings home the very real importance of the role and job for police officers to protect the public and at the same time the unselfish act of bravery that's unseen until after the event. HRH Prince Charles spoke of his profound gratitude to the fallen officers saying "I pray this memorial will provide a place to pay tribute and provide reassurance that those who have given their lives will leave a lasting legacy and will never be forgotten."



The Prime Minister, "It takes a very special kind of person to be a police officer. When you put the uniform on, you know there's a chance however small that is, that you won't be going home, yet you continue to do it anyway."

He's absolutely correct in saying, we know the risks but still do it, as it's necessary to avert any danger to others. It was an honour to listen to the fathers of Fiona BONE and Nicola HUGHES talk about their journey from bringing the sculpture off the drawing board into tangible statement for everyone to see.

"Together we stand tall, shoulder to shoulder, leading the way and filling the footsteps where our colleagues have fallen. We who are left behind, continue to carry the gauntlet high and we will remember them."

Bravery Awards

Year-on-year we are humbled to nominate officers from Wiltshire for consideration of a National Police Bravery Award – officers who have put the safety of others before themselves. From running into burning buildings to rescue people and arrest suspects like this year's nominees, Callum Davis and Gavin Nix, or wading into deep waters like last year's winner, Chris Miller, we have so many examples to choose from and it is always a difficult task to do so.

Every officer we recognise at the Police Bravery is an inspiration and we pay credit to their dedication to duty in the presence of senior officials in government and policing, culminating in a glittering awards ceremony in central London.

Sadly, we had to postpone the last two events due to the pandemic, but we are planning to meet this year on 12th Oct and 9th Dec to say thank you to Chris, Gavin and Callum on the national stage.

Well done.



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!

- Police Pensions & Retirement Planning
- Investment Planning
- Inheritance Tax Planning
- Budget Management

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

3Nines is run by Financial Advisers, Rob Heath a retired Hampshire police officer and Steve Adsett who has worked as an adviser for over 25 years. They can provide you with a financial plan to help you achieve your goals

3Nines are 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 us a call

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KNOW YOUR RIGHTS

Christmas / New Year Public Holidays falling upon a weekend

When the 25th or 26th December or 1st January fall on a Saturday or Sunday, an additional day in lieu is normally designated by the Government. When this occurs, all of these days are regarded as public holidays for police officers i.e. double time for all the days.

In these years, for police officers, the record of public holiday entitlement allocated at the start of the leave year (known locally as the 'public holiday pot') should be increased by the number of additional days, in multiples of 8 hours.

3Nines Financial Planning* (Eight Wealth Management Ltd) will be holding virtual one to one Finance surgeries via Zoom or Microsoft Teams on the below dates:

- Friday 15th October
- Wednesday 20th October
- Wednesday 3rd November
- Thursday 18th November
- Wednesday 1st December
- Tuesday 14th December

Appointments times are 0930, 1045, 1300 & 1415 hours so please book early to avoid disappointment. Once your appointment has been confirmed you will be sent 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.

KEYSTONE LAW

FAMILY CRISIS LOOK NO FURTHER

Balancing the needs of a family and police work is a challenge which is only exasperated on separation. When making significant decisions in life it helps to have specialists who understand the job you do, and the related personal and financial issues. Hannah Cornish can guide you through these issues:

- Specialist expertise in police pensions on divorce
- Children matters
- Cohabitation disputes
- Divorce
- Domestic violence
- Pre-Nuptial agreements
- Resolution of finances on divorce or separation
- Surrogacy and adoption

For a free consultation and discounted hourly rates contact:



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