

SUFFOLK  
**POLICE**  
*Federation*



**SEPTEMBER 2018**



 **National Police Federation Chair Q & A**

 **Cameron Grant Memorial Trust**

 **Light the Lakes Charity Event**



**MEMBER SERVICE PROVIDERS**



# You protect us. **We protect you.**

At Slater and Gordon, we understand that police work can be challenging and stressful, but with us by your side, dealing with legal issues needn't be.

For over 50 years, we have been defending, advising and representing thousands of police officers just like you.

With offices throughout the UK, we are the only firm to offer a full range of legal services to the Police Federation.

## Legal services:

- Crime and misconduct allegations
- Personal injury claims - on or off duty
- Family law
- Employment law
- Police pensions
- Wills, trusts and estates

---

## GET IN TOUCH

**0808 175 7805**

**24h Criminal Assistance number:  
0800 908 977**

**[slatergordon.co.uk/policelaw](http://slatergordon.co.uk/policelaw)**







## CONTENTS

General Secretary's Report .....	4-5
Federation Rep's Perspective .....	7
Equality & Pride Month .....	8
Cameron Grant Memorial Trust .....	10-11
National Police Bravery Awards 2018 .....	12-13
National Police Federation Chairman's Q & A .....	14-15
Chair's Report .....	16-17
Police Federation Urge Claim of Basic Entitlements .....	18
Light the Lakes Charity Event .....	19

## ADVERTISING

Slater + Gordon .....	2
Copperpot Credit Union .....	6
George Burrows .....	9
Paul Ward .....	13
Altberg .....	15
Barker Gotelee .....	17
BMW Group .....	20

Suffolk Police Federation  
 The Pines,  
 Suffolk Police Headquarters,  
 Portal Avenue, Martlesham Heath,  
 Ipswich, Suffolk IP5 3QS

*Suffolk Police Federation  
 would like to thank all our  
 Member Service Providers  
 who have advertised in this  
 magazine, which is self-funding.*

Published by:  
 Suffolk Police Federation

Editor:  
 Mark Emsden



Bravery Award photos courtesy of  
<http://www.andersonphotography.co.uk/>

**Designed and Printed by:**

**Print Services**  
 Norfolk & Suffolk Constabularies

Suffolk PHQ, Portal Avenue  
 Martlesham Heath, Ipswich  
 Suffolk IP5 3QS

**T:** 01473 613888 ext. 8239 / 2731  
**E:** [PrintServices@norfolk.pnn.police.uk](mailto:PrintServices@norfolk.pnn.police.uk)



# General Secretary's Report

by Mark Emsden



Where do I begin, it has been really busy over the last few months but I am sure I don't need to tell you guys that, it has not been lost on us in the Fed office just how much is being asked of you all and whilst it may not feel like it we are trying as hard as we can to keep the pressures down and to see if we can reduce them.

It is worth remembering however that we are restricted to what the regulations say and as long as the force abide by these rules there is often little that can be done.

*Please know that at every possible opportunity we get we do push back and challenge the force to ensure what they are doing is absolutely necessary and proportionate.*



Some of the key issues that I wanted to update you on are things like the visit of Donald Trump to our fine island, I know a number of you were asked to go and support our colleagues in Essex with their commitments during the visit and many of you were greeted with some below standard sleeping arrangements, I know that there was lots of work done to try and improve the situation but for some it was too little too late, not that it would have helped but the CC of Essex apologised for what had happened although I suspect it was someone further down the tree that felt the true force of the débâcles.

I would however like to thank those of you who attended for the professional manner in which you conducted yourselves in the light of the circumstances, some of you in true police fashion were even able to see the funny side, a true credit to our force. There have been many lessons learnt from that deployment so lets hope that next time, and there will be a next time, there is such a large mobilisation of officers we can do better.

**Pay award ...** What can I say about this, what an insult after listening to the Home Secretary Rt Hon Sajid Javid at the Federation conference in May I must admit I had a small glimmer of hope that things would change, how wrong I was, I said in the last article I wrote that the first test of his speech would be the pay award, in my opinion it shows he was just paying lip service, what a shame.

There are two major issues with the pay award, the first being that we have received the lowest award of all public sector workers, shows how the government feel about us, the second and in my opinion the more serious is that the government has for the second year running ignored the recommendation of the PRRB, the body that they created to provide a balanced and fair approach for all, it does beg the question why are we bothering to invest huge amounts of time and money in providing a researched package of information year on year supporting why we ask for what we do? This is a question that is being debated nationally with a view to if and how we engage going forward, what I will say is that the PRRB are no happier with this than we are as they also spend much of their time evidencing their recommendations, I personally believe that if we can get the PRRB to speak up with us we will have a stronger position, I will keep you posted on what is discussed.

*I would like to take the opportunity to thank Peter Aldus MP, MP for Waveney, for his support over the past months, Peter has met with us in the Federation a number of times and has whenever possible spoken in the House of Commons in support of things like the assaults on emergency workers bill (protect the protectors) and continues to add his support to the Emergency drivers bill that we are trying to bring to help protect drivers on 999 calls.*

*He has also helped to clarify the often-complex way in which parliament works, helping us to understand why a private members bill has or may fail and what we can expect in the way of support from other MPs in the area, he continues to be a supporter of policing and a friend to Suffolk Police Federation.*

Peter Aldus MP





**Cash machine ...** I know in the last magazine I reported that the machines at PHQ is to be removed, this is still the case but we are waiting for Police Mutual to provide us with a date for this to happen, the machine is as unreliable as ever and are still massively under used. I understand that the machine at Landmark House has already been removed. I will keep you updated on progress.

**Diaries ...** The thing that many of you believe is the only thing you get from the Federation! Clearly that's not true however I wanted to inform you that I have just negotiated another three years of diaries FREE OF CHARGE, so strictly speaking you don't even get a dairy for your subs because its free, on a serious note I am happy to spend time with any of you to show you what it is you get for your subs, or you could just ask someone who has benefited from the advice of a rep of the legal services you are covered by. I very nearly called an end to the paper diaries due to the fact I know for many of us they are a thing of the past and don't really get used, but I was convinced otherwise, I would however welcome your constructive views on whether or not in three years you would like them again, they should be coming out around the end of November so watch this space. Please be aware however that due to GDPR I am no longer permitted to send these to you directly as they contain marketing information, therefore what will happen is that a large box of diaries will be sent to each station where you will be able to help yourselves, if for whatever reason you can get to one there will be some available at the Federation office or via your local reps.

**New Mobile phone number ...** I have a new mobile phone number which is 07508715996 and replaces any other numbers that you may have. I should be grateful if you could amend the contact details in your phones.

**Fatigue and tiredness ...** I wanted to take the time to address a subject that is becoming more common, that is fatigue and tiredness, as the pressures on you all increase along with the amount of work you are expected to cover it is becoming more and more common for officers to be feeling tired where perhaps a few years ago they were not.



This is an issue for not only the new in service who are perhaps not as used to working at night or driving on high pressure response runs but also the long in the tooth officers who are looked at as setting an example.



No matter who you are, where you work or what rank you are there is a need to listen to your body if the warning signs are there, the nodding dog effect while you are driving or that feeling that you cant remember the last 5 minutes because your mind is wandering, don't feel that you have to soldier on, I do understand that there is always that want to carry on to assist your colleagues or get the next job done, but if you were to injure a member of the public because you are not thinking straight or you fall asleep the IOPC will not be concerned that you were trying to be a good egg, and if you injure yourself you could be out of action for a long time getting better or even worse you could be under investigation.

My advice is simple if you are feeling tired stop what you are doing and take a break, inform a line manager and explain what you are doing, if you are in a car, stop stretch your legs and get a drink.

It only needs to be for a short time, but no matter what do not try and fight on through, you may be lucky and get away with it but just think, is it worth the risk?

You have my word that you will have the support of the Federation if you take this action and I would hope the force would feel the same way.

**Are you an Inspector or Chief Inspector and feel up to the challenge of being a Federation Rep?**

*From my point of view as the General Secretary of the Suffolk Federation I would say the following to anyone who is interested or thinking about being a Federation Rep.*

*As a manager within Suffolk you will already have exposure to the more strategic side of running the force, however being a rep will provide you even more exposure to the inner workings and more importantly those who make the decisions that shape and guide the force.*

*It will also give you a totally unique ability to challenge decisions at the highest level with the backing of the training and support you will be provided by the Federation, without fear of reprisals.*

*We are very fortunate in Suffolk that we have the 100% backing of CC Wilson and the chief officer team in or involvement in key decisions and areas of business and also in holding the force to account in anything they do which directly impacts on the rank and file.*

**If you are interested please do get in contact with me in the Federation office (ext. 3994) or on my mobile number (07508715996).**



**Thank you and goodbye**

*Mark*

Savings, loans and mortgages  
exclusively for the Police Family



### Easy access savings

Save straight from Suffolk Constabulary payroll  
Junior Accounts - start saving for their future



### Fair and clear loans

Apply to borrow up to £25,000 unsecured  
Simple online application form



### Mortgages with a smile

Up to 90% Loan to value mortgages available  
No Application or arrangement fees

Visit [www.no1copperpot.com](http://www.no1copperpot.com)  
to become a member today

**YOUR HOME MAY BE REPOSSESSED IF YOU DO NOT KEEP UP REPAYMENTS ON YOUR MORTGAGE.**

Your savings are protected by the Financial Services Compensation Scheme up to £85,000.  
You can hold a maximum of £40,000 with us across all saving accounts.  
All loans and mortgages are subject to affordability and our lending criteria.

Number One Police Credit Union Limited trading as No1 CopperPot Credit Union is authorised by the Prudential Regulation Authority and regulated by the Financial Conduct Authority and the Prudential Regulation Authority. Firm Reference Number 213301. For details visit <http://www.fca.org.uk>.





# A Federation Rep's Perspective



**Matt Paisley**

*There are so many strands to being a Federation Representative, and quite often those reading this article might wonder what we do in addition to our day job. Over the past two years, I have thoroughly enjoyed every aspect of my Federation work, and recently have progressed my own development into areas that not only interest me, but where I feel my skills are best suited in helping our members.*

*In the recent Suffolk Police Federation AGM, I was fortunate enough to be elected as deputy to Inspector Jane Coe for the role of Professional Development Liaison Officer. I am looking forward to attending my first Seminar on this subject in September where I will be looking to develop my knowledge and understanding of this area of business. One of the real positives of being a Fed Rep for me is knowing that you are working hard to influence change, or impact the quality of lives for our members. With the College of Policing implementing a more structured progression process based upon academia, I feel it is vitally important that we continue to be the voice of our members in ensuring the right balance is kept between the development of existing, experienced officers, and those fresh new people coming into policing backed up by degree based qualifications.*

*I am also currently pursuing an application to become an ambassador for the Police Dependants Trust. Since the 1960s the Police Dependants' Trust (PDT) has provided financial support to police officers and their families in the event of that officer being killed or seriously incapacitated while on duty.*

In particular, it supports:

- dependants (spouses, partners, children and possibly elderly parents and other relatives) of police officers, or former police officers, who die, or have died, as a result of an injury received in the execution of duty;
- police officers, or former police officers, who are, or have been incapacitated as a result of an injury received in the execution of duty; and
- dependants\* of police officers, or former police officers, who are, or have been incapacitated as a result of an injury received in the execution of duty.

*The PDT operates across the United Kingdom and has to raise around £2.5 million each year to continue supporting officers and their dependants who are in need of financial support. Since its inception, it has given more than £45 million to some 7,000 beneficiaries.*

*It was set up in December 1966 following the murder of three police officers by armed criminals.*

*In addition to this, I continue to support the recruitment process for new recruits by sitting on final interview boards and am an active member of the PCSO Forum, chaired by Ch. Supt. Antonis.*

My passion for policing remains as strong now as it ever has, particularly as we move through unprecedented times of continued tightening of budgets, remodelling of local policing operations, and the very sad reduction in posts of many of our civilian and PCSO colleagues from the Constabulary. Through all of this, the Federation have always been there to support us all on an individual level, and Forcewide.

**Matt**

*Matt Paisley  
South Neighbourhood and Partnerships Team, Landmark House*

# Equality

## Equality / Pride Month

**H**ave you ever felt out of place for being different? This was a question that I was asked back in July when I attended Federation House in Leatherhead for my Equality course, at the time I was surrounded by other officers all at varying levels of service, we all felt pretty equal but our answers suggested that despite where we were on the day our paths had been very different.

**B**ack in 1998 at the ripe old age of 21 I decided to join the Army, I remember very well my selection process at Pirbright, it was a two day process which included the usual fitness tests, medical and interview about my sexual orientation, yes that is correct, I had an interview about my sexual orientation, it sounds like a strange process but back then it was 'incompatiable' with military life to be gay, I passed selection but only because I decided to hide my sexuality, the questioning didn't end there, I began basic training at Basingbourne and for the most part it was the best experience ever but it was a struggle being singled out and provided with numerous nicknames that were derogatory.

**T**oday it is no longer 'incompatiable' to be a member of the Armed Forces, the law changed soon after I decided I'd had enough of the Army experience and left, and whilst it was only 20 years ago that I experienced this I am happy to say that my 15 years in the Police have been a complete contrast.

**T**he last few weeks has seen a number of events taking place across the country, namely Pride, Norwich celebrated Pride on the 28th July and it was attended by Norfolk and Suffolk's recruitment team to engage with the diverse members of public attending the event to promote the Police as a great place to work, no matter what background.

**E**quality is a role that I chose to take on alongside Ben Hudson who is the Equality Lead for Suffolk Police Federation, it touches most of us as we all have varying backgrounds, I'm based at PHQ in the training block and am more than happy to take a call if there is something you want to discuss or just want some advice.

**Emma Arthurs**  
Deputy Equality Lead

*Emma*





# Life cover

## Protecting the things that matter most to you.

Top up life cover from George Burrows. Developed specifically for serving officers, and their partners, who subscribe to the Federation Group Insurance Scheme.

Prices from just £6.05\*\* per month

- Cover for you and/or your partner
- Payable on death by any cause
- Choose from 3 levels of cover:

**£50,000**

£6.05 per month\*

**£75,000**

£9 per month\*

**£100,000**

£12 per month\*



**Call us today**

**01403 327719**

[www.georgeburrows.com](http://www.georgeburrows.com)

**GeorgeBurrows**

There's no substitute for experience

George Burrows is a trading name of Arthur J. Gallagher Insurance Brokers Limited, which is authorised and regulated by the Financial Conduct Authority. Registered Office: Spectrum Building, 7th Floor, 55 Blythswood Street, Glasgow, G2 7AT. Registered in Scotland. Company Number: SC108909 [www.ajginternational.com](http://www.ajginternational.com)

\* Benefit levels reduce and premium rates increase on retirement. Cover ceases at age 65. Terms and conditions apply. Full details are available from the Federation or George Burrows.

\*\*The premiums quoted are correct at 1 February 2018

GB1401/FP50-2018/V3

# Cameron Grant

## MEMORIAL TRUST



[www.camgrant.org.uk](http://www.camgrant.org.uk) ♦ [info@camgrant.org.uk](mailto:info@camgrant.org.uk) ♦ [@CamMemorial](https://twitter.com/CamMemorial) ♦ [facebook.com/CamMemorial](https://facebook.com/CamMemorial)

It has been over 3 years since Cameron took his own life in November 2014, aged just 21. He seemed very happy at university where he was in his third year and was planning to do a Masters Degree. Cameron fought a silent battle with depression for over 7 years before he died but we only know this through the letter he left us, as he hid his depression successfully from everybody who knew him. This has devastated our family and we set up the Cameron Grant Memorial Trust in Cameron's memory especially to help others in these circumstances and to try to stop this from happening to anyone else.

*We've now learnt a lot about suicide and mental health and the statistics are frightening. About ¼ of suicides are male, and it's the biggest cause of death of men under 50. 10% of young people, or about 3 in every school classroom, have a clinically diagnosable mental health condition at any given time. 20% of students consider themselves to have a mental health problem.*

One of our goals is to encourage all, and especially young people, to speak up and ask for help rather than to soldier on battling poor mental health on their own. To this end, we have created Cameron's Coasters. These are simple drink mats which carry the message "There is always someone you can talk to" on one side, and contact details for people who can help on the other. We have worked with universities & colleges to customise Cameron's Coasters so that they carry the help details relevant to each place where they are used. Further information can be found on our website: [www.camgrant.org.uk/events/camerons-coasters](http://www.camgrant.org.uk/events/camerons-coasters).

*To date we have sent out over 380,000 coasters to 66 universities around England, Scotland and Wales, including Cambridge University, 11 schools, 4 GP Practices, Dorset Healthcare University NHS Foundation Trust, Ricoh Arena and Wasps Rugby Club, other local sports clubs and IBM. This year we will increase the number of schools and 6th form colleges as well as universities which hold Cameron's Coasters.*

West Midlands Police Federation, The West Midlands Superintendants Association and so far 10 other Police Federations, including Suffolk Police Federation, have supported Cameron's Coasters. These coasters are currently being printed and will be distributed through Suffolk shortly. We are looking to increase this nationally. One further aim is to get Cameron's Coasters into as many railway station coffee shops as we can to complement the "Small Talk Saves Lives" campaign from Samaritans.

We won grants from the Aviva Community Fund in 2015 and 2016, and they produced a video 'Could these drinks coasters save lives?' [youtu.be/zs7RwUfeGLk](https://youtu.be/zs7RwUfeGLk). We have also received grants from the St James's Place Foundation and the Alpkit Foundation, and we are very grateful for the donations and sponsorships from numerous events completed by groups and individuals including family, friends and from people who have been touched by Cameron's story, who we have never met.

*We have also produced a 'credit-card' with similar help information – these are more enduring than coasters and can easily be put in a wallet to be close at hand whenever they might be needed - as well as coffee cups. BBC Stories recently featured "The coffee cups that get you to talk" [youtube.com/watch?v=CJyOjLHhne4](https://youtube.com/watch?v=CJyOjLHhne4).*

We started this project to encourage people to ask for help rather than to suffer in silence as Cameron did. If you know of a community that might benefit from Cameron's Coasters, Cards or Cups, then please get in touch on [info@camgrant.org.uk](mailto:info@camgrant.org.uk).





We sponsored PAPYRUS Prevention of Young Suicide to deliver Suicide Awareness workshops and Applied Suicide Interventions Skills Training (ASIST), and have also delivered a Suicide Awareness workshops on their behalf. In addition, we sponsored a student to attend 'Look After Your Mate' run by Student Minds, we ran two 'A Stranger on the Bridge' workshops for schools and we sponsored a Warwick University Christmas Lecture. We have given several talks to both teachers and students about the importance of good mental health. We were invited by West Midlands Police Counter Terrorism Unit to participate in a school well-being workshop and were also invited by Reading University to take part in their Mental Health Day with Frank Bruno.

We worked with The Hampton Gym to introduce a Teen Membership for 13 to 18 year olds and supported this by funding a series of classes for junior members. This has been successful and The Hampton has had enquiries from local councils to provide this to their teenagers.

Our family and close friends climbed Kilimanjaro in Cameron's name in 2016, and took part in a street collection with Cambridge RAG. We are a listed Charity for the Ultra Challenge Series in 2018; you can find more details on our website here: [www.camgrant.org.uk/2017/11/push-yourself-further-in-2018-do-an-ultra-challenge](http://www.camgrant.org.uk/2017/11/push-yourself-further-in-2018-do-an-ultra-challenge).

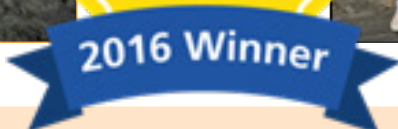
We are members of The Alliance of Suicide Prevention Charities (TASC) an alliance of UK charities. This helps us keep current with other initiatives and programmes, and the latest research, and gives us another means of communicating what we do. It also allows us to check we are not duplicating work done by others. We are also members of the Zero Suicide Alliance, launched on 16 Nov 2017.

We run an annual Night Walk from Hampton-in-Arden, Solihull on the Friday closest to Cameron's birthday which this year is 12th October 2018. This allows us to remember Cameron, raise some money, and have some fun! See our website for more details: [www.camgrant.org.uk/night-walk](http://www.camgrant.org.uk/night-walk).

Mental Health issues can affect anyone and there is no shame in seeking help for any illness, physical or mental. We hope that by spreading this message openly and honestly we can help many others in Cameron's memory. We miss Cameron an unbelievable amount and we so wish that he had asked for help.

*Carol & Evan Grant*

March, 2018



# Police Federation National Police Bravery Awards 2018

By PC 299 Steve Vaughan

The National Bravery Awards are an annual Award ceremony which pays tribute to the thousands of acts of bravery performed each year by Police Officers. Each Force can nominate a person (s) who it is deemed has performed an act of bravery in their role as a Police Officer, whether on or off duty. The event is organised by the Police Federation and sponsored by Police Mutual



Earlier this year I was honoured and delighted to be invited to represent Suffolk at this event. I was quite taken aback really as, like most people, "I was just doing my job". Coming to the end of my Service as I am, this once in a lifetime experience, was even more exciting.

My wife, Debby and I travelled down to London by train, meeting Darren Harris and Mark Emsden, from the Police Federation, en route at Ipswich. The plan was that all the Eastern area nominees and their partners and Federation Reps were all going to go for a meal out on the Wednesday evening, followed closely by a tour of the Tower Of London and Ceremony of the Keys. About 10 minutes out from Liverpool Street Station, Mark received a phone call from the restaurant and then did a remarkable job of dealing with the news that the restaurant had had to close due to a gas leak. Both Mark and Darren remained amazingly calm while trying to re-arrange food for 29 people at no notice!



After a quick change at the Park Plaza Hotel at Westminster, we had a very nice meal at Prezzo's and on to the Tower, where the Chief Yeoman Warder, gave us a humorous and insightful tour while also, unfortunately, seeing England lose a semi-final football match!

The following day, we dressed as smartly as we have been, since we got married...tunic and medals...and were taken by taxi to Downing Street, late morning. After a brief, checking in procedure, we had our photographs taken outside the front door and were then shown through number 10 and into the surprisingly large gardens for a reception with drinks and canapés. The Prime Minister was unable to attend on this occasion, but the Minister for Policing Nick Hurd was there to welcome us in a refreshingly sincere manner. There were some more photograph opportunities, while we met all the other attending nominees and after a couple of hours we returned to the hotel.

The weather for the trip was superb throughout so Debby and I, having a few spare hours, got changed and walked around St James' Park, close by.

The actual evening Award Ceremony took place at the Dorchester Hotel. The evening was hosted by Mark Durdan- Smith, (son of Judith Chalmers ..... for the mature readers) in a humorous and sometimes quite emotionally moving, manner. The Home Secretary and Shadow Home Secretary were both present as well as the Minister for Policing and the familiar face of Nick Knowles. Most Police Forces had representatives from their senior officers present and Chief Constable Gareth Wilson had made the trip to support us. We had a delicious meal after which the citations were read out and Awards presented on a Regional and National level, by the notable guests. I felt very humble, listening to the accounts of some of the acts that were being honoured that evening and privileged to be a part of it. Our Eastern Region winner was a fellow dog handler, from Norfolk, PC Frances Peters and the National winners were jointly, PC Keith Palmer GM (posthumously) and PC Charlie Guenigault for their brave sacrifices in the face of the London terror attacks. All were truly deserving of the accolade and they or their representatives received standing



ovations from all present. All nominees received an engraved glass award which will remain a valued memento of both the occasion and my career as a whole.

At the end of the presentations we returned to our hotel for a more informal drink to conclude the evening, returning to Suffolk by train, the following morning.

The efforts of Darren, Mark and Mish (slaving away behind the scenes) in ensuring the smooth running of the event and hospitality throughout, resulted in this being one of the best experiences of my career and I cannot thank them enough. Every day, colleagues, on or off duty, perform acts of bravery as Police Officers and this annual event is an excellent opportunity to recognise and appreciate this.

*Steve*



Bravery Award photos courtesy of <http://www.andersonphotography.co.uk/>

## PAUL WARD

FINANCIAL PLANNING CONSULTANT

# A wealth of expertise on your doorstep

Offering clients face-to-face specialist advice whether they are looking for;

- Retirement planning
- Tax efficient investment planning
- Tax & Estate/IHT planning
- Financial Protection for their family or business
- Or just looking to review their financial affairs



For further details contact Paul Ward on:

**Tel: 07984 317 795**

Email: [paul.ward@sjpp.co.uk](mailto:paul.ward@sjpp.co.uk)

Website: [www.paulwardwealth.co.uk](http://www.paulwardwealth.co.uk)

The Partner represents only St. James's Place Wealth Management plc (which is authorised and regulated by the Financial Conduct Authority) for the purpose of advising solely on the Group's wealth management products and services, more of which are available on the Group's website [www.sjp.co.uk/products](http://www.sjp.co.uk/products). The 'St. James's Place Partnership' and 'Partner' are marketing terms used to describe St. James's Place representatives.

# NATIONAL POLICE FEDERATION CHAIRMAN'S

## QUESTION AND ANSWER SESSION

**John Apter become the new National Police Federation Chairman on 1 August 2018 and we are pleased that he recently made time to speak to Suffolk Federation in a question and answer session:**



**John Apter**

**Q) What does being elected as Chair of the Police Federation of England and Wales mean to you?**

A) *It's an honour and privilege and a role I'm really looking forward to getting stuck into and making a difference in. I want to give PFEW members their voice back, I want to make their priorities my priorities and I won't be shying away from a fight if one's needed.*

**Q) Why did you want the job?**

A) *I know I've made a difference locally in Hampshire when I was Federation Chairman there, but I've seen officers fall out of love with the Federation at a national level. I've been frustrated with the direction we've gone at times and wanted us to shout louder about our successes. I want to shine a spotlight on some of the brilliant work being done locally by Federations and I want members to engage with the National Federation. We can only do that by making a difference.*

**Q) How are you going to 'bite back' as you said you would in your election pledges?**

A) *It's important to have relationships with others, I have a relationship with my Chief Constable, with my PCC, with local MPs. But I'm not their friend and I will challenge them however that needs to happen, face to face or through other channels and we mustn't shy away from that. I'm not here for them, I'm here for PFEW members so if they want us to fight for something then that's what we need to do, to bite back. I think the perception has been that the Federation doesn't do that for them. Police Regulations for example; many colleagues don't know what that means to them, but I think we should reignite the Met Police Federation 'Know Your Rights' campaign. Let's not shy away from tough decisions about employment rights, let's have the conversation, let members decide. After all we're there for them, it's not the other way around.*

**Q) What about officers' pensions? It's a question widely asked by officers, are you going to get them back?**

A) *I've been affected by pension changes – not as badly as some others - but my life plans have had to change. I hold the Government solely responsible, they hammered public sector pensions and many colleagues have been really badly affected. The PFEW took a certain path but I think a better job around communicating why they took that path could have been done. It led to passionate groups like Pension Challenge being created, who I actually admire. I don't think the Federation engaged with them well enough. I'm not going to say I'm going to get pensions back when I know I can't deliver that. But what I can say, is that our decision-making will be more transparent; legal advice will be made more available to members and I want to work with Pension Challenge to understand what it means to members. If I could get pensions back I certainly would, but it's made very clear that's not going to happen.*

**Q) What was your reaction to the "2% pay rise" announced for Police Officers**

A) *It was contemptible, a kick in the teeth. The Government must think we are really stupid to believe it was a genuine 2% pay rise. The PRRB made the recommendation of 3%, not as much as we deserved but better than we had. The Government ignored it, as they did last year, and gave us a rise which was in real terms less than 1%. How can they then say they are standing with us? Recognising our bravery, while all the time stabbing us in the back. They can't be allowed to get away with that, we are going to bite back.*



**Q) What are you going to do in the role?**

A) I want us to talk about what employment rights look like and look at the potential legal avenues. I think that's what members would expect us to do, albeit privately so we don't show our hand to the Government. Watch this space - we are not going to sit back and let them tickle our tummies I promise that.

**Q) What will your first 100 days in the role look like?**

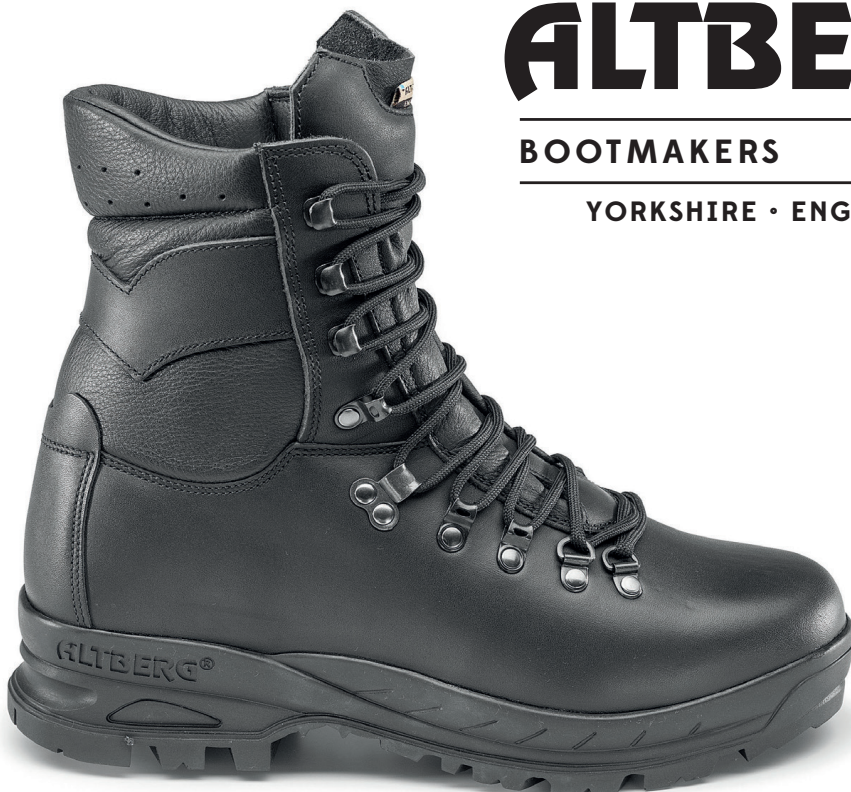
A) There are so many important things to look at. We've got to unite the Federation and ensure we are a strong, united body. I know we might not always agree with each other, but the national office needs to know its place – the credibility of the organisation comes from local Federations and I want to give them the autonomy they need to be the very best they can. A united organisation is a strong one. I want to build a relationship with the Government, too, particularly around officer safety, around funding and the use of Taser and around Special Constables becoming Federation members. Let's build on officer wellbeing too, there's a lot of great stuff happening out there, but why aren't we all doing it? In some places it's just a poster on the wall so let's end the postcode lottery about welfare. Let's build on it and get everyone doing good work on it. I want to unify us – what's important to members is important to me, I will make sure their voice is heard.

**Q) What's your message to PFEW members?**

A) Have faith, give me a chance to make a difference, I promise to do that. I want to be more visible than any chair has been before, I'm going to listen to you and fight for you. I want to say thank you for giving me the opportunity to do that. This is the first time a chair of the PFEW has been elected by all members of the PFEW and I really appreciate that, that's how I would have liked to have been elected. So, I would say give me the chance to make a difference for you.

**Q) You've said how inspiring Paul McKeever, a former Chair of the PFEW, was to you. What does it mean to you to be following in his footsteps?**

A) That's emotional for me – I became a local chairman because of him. He inspired me, and he was a brilliant man, not only when he was in the public limelight but when you met him in private, too. He was an incredibly kind and generous individual. I want to put a modern twist on those McKeever days of the Federation. He encouraged me to work at a national level and I remember him saying one day that he could see me being national Chairman. I hope he's looking down and is very proud.



**ALTBERG®**

**BOOTMAKERS Est. 1989**

**YORKSHIRE • ENGLAND**

**THE  
PEACEKEEPER  
P1 ORIGINAL  
BOOT**

Also available in a waterproof version  
- Peacekeeper P1 Aqua

**EXCLUSIVE DISCOUNTS**

P0001b

For our full range of boots and discounts for federation members visit [www.altberg.co.uk/pf](http://www.altberg.co.uk/pf)  
Log in with USERNAME: **police** PASSWORD: **federation**

Unit 2b Racecourse Road, Gallowfields Trading Estate, Richmond, North Yorkshire DL10 4TG Tel: 01748 826922



# Chair's Report

Congratulations to Stephen Vaughan for being nominated to attend the Bravery Award ceremony in London, which I had the honour of attending with him and his wife, Debby in July. You can read his story of the event within this magazine.

Sadly the goodwill appears to be disappearing and enough is enough. When we look at policing at the moment – and everything our members endure – you have to wonder when the goodwill will be gone for good.

As an example, let's start with pay and conditions.

The recent pay "rise" was a huge disappointment, especially for our young in service members who are suffering in the lower pay band.

The Government announced in July that all police officers would get a 2% pay rise from 1 September. However, because last year's pay award consisted of a 1% rise and a 1% one-off bonus, that means that officers are effectively only getting another 1% in their pay packets.

It's difficult for Suffolk officers, as we are in the commuter belt, house prices are high, and we don't get any regional allowances like our neighbours in Essex do.

I think the Government changed from the Police Negotiating Board to the Police Remuneration Review Body because it gave them power to pick and choose or ignore parts of the pay recommendations if they want. But by not listening to the PRRB – which effectively recommended 3% for officers this year - they are undermining the whole process.

There has been talk of the Police Federation withdrawing from the PRRB process; watch this space

I have heard that the Home Secretary stated that he didn't agree with the Prime Minister on police pay. That was all too little too late, he should have said something when the pay 'award' was announced, he could have said 'I was behind you on this but I was overruled.' If he had truly been behind us I think he would have come out earlier and said so.

It's perhaps not surprising how our Suffolk colleagues responded to the recent PFEW Pay and Morale Survey. Morale is low - 91% of us said we thought that it was low across the force. It sadly shows where we are as a police service.

Like all forces we get the job done and pull together in times of crisis, all as part of our "day job".

We continue to support our neighbouring forces when it comes to national issues and mutual aid. This of course causes extra pressure and strains on our resilience but despite this we get on with it, and get the job done.

But we're running on goodwill and we cannot carry on like this. Once this has gone – where will that leave the Force?.

Back in our heyday we had around 1,350 officers, now we have 1,075 and we are trying to get it back to 1,100 or so.

Former Chief Constable Simon Ash was all about efficiencies and savings and you could say he was a forerunner in this area. It meant that when the budget cuts struck we were pretty much cut to the bone already.

We receive one of the lowest amount of funding from central Government already and get less per head of population than our neighbours in Norfolk. We are much more reliant on Council Tax precepts. Should policing rely on local taxation? I believe not.

We had already streamlined many of our departments through collaboration with Norfolk Constabulary before the big crunch came so now we are at a tipping point. To be honest, I don't think the public are getting the standard of policing they expect.

It's of immense credit to Suffolk officers that the crisis in policing is not being more keenly felt by the public.

The number of assaults police officers are now subjected to is certainly also a concern.

341 colleagues were assaulted on shift last year which is obviously unacceptable. I know Taser is seen as a deterrent and I believe that every officer who wants Taser on shift should have it. However, it can't provide the solution alone.

Is the Force really investing in officer safety training? It's been reduced from two days to one in Suffolk, so are we equipping officers with the skills they need to be able to deal with these situations?

There are fewer of us, it's more likely you'll be heading out on a job alone and fewer officers are covering huge areas meaning back up is further away. Then you've got pressures on response times, people don't respect officers as much as they used to and there's a lack of proper punishment through the criminal justice system.

Plus, of course, we have to deal with more and more mental health illness cases. Ultimately, these days, people just seem to think they can get away with assaulting officers.

We are aware of Officers suffering from PTSD, stress and depression and that's because of the trauma we deal with, child deaths, RTAs, suicides, and the impact the job can have on social and home lives, pay, conditions and even debt management.

Officers are working long and stressful shifts, overtime, nights – their home lives are suffering. I want you to know you can turn to us and to the force and that we can help and support you. Tell us what the problem is and let's remove the stigma around health and wellbeing.

Speaking overall, we need to get the National Police Chiefs' Council to stand up and say, 'Enough is Enough.'

So how do we fight back?

I know the new Chair of the Police Federation of England and Wales, John Apter, talks about starting once again the debate around employment rights for officers, but I'm personally against this. Police officers are not employees, the Office of Constable is sacrosanct, and it's unique.

If the public need protecting, we'll do it. However we can't let ourselves and our "can do" attitude be taken advantage of by the Government.

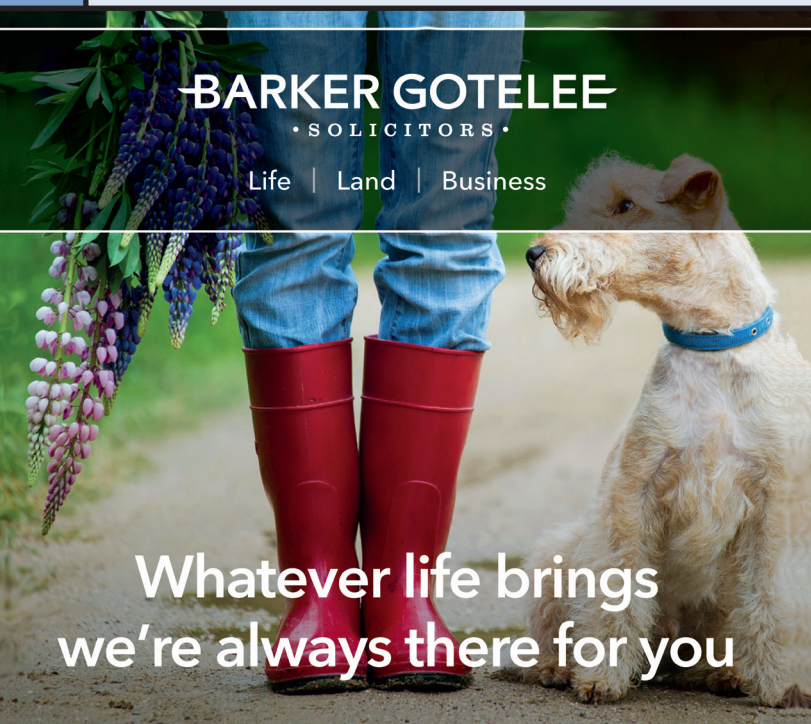
Over the coming weeks – and after we have gone to print - the Police Federation will be launching a series of initiatives and proactive measures to illustrate to politicians, press and the public the reality of what is happening out there.

And will be encouraging police officers across England and Wales to play their part.

Please keep an eye on our Social Media - @Suffolk-PolFed on Twitter and Suffolk Police Federation on Facebook – to see how you can ensure that your disappointment at how officers and policing are being treated by this Government can be shown.

I am so incredibly proud of Suffolk Police Officers. We are a small force and we punch above our weight which is something we should all be aware of and be proud about.

Regards  
**Darren**  
Chair



**BARKER GOTELEE**  
• SOLICITORS •

Life | Land | Business

Whatever life brings  
we're always there for you

Our friendly, local solicitors are on hand to advise Suffolk Police on a host of legal matters, including making a will, buying and selling property or family breakdown.

Contact us, we're here to help.

41 Barrack Sq, Martlesham, Ipswich IP5 3RF Free parking

Visit [barkergotelee.co.uk](http://barkergotelee.co.uk) or call 01473 611211



## Members urged to claim basic entitlements following 'derisory' pay award

**As the new pay scales come into effect, the Police Federation of England and Wales (PFEW) remind officers of the importance of claiming what they are entitled to.**

The Government announced a 2% pay 'award' back in July - ignoring the Police Remuneration Review Body (PRRB) recommendations for the second year running.

From 1 September 2018 officers in England and Wales will see an insulting £2.50 increase in their pay a week\*.

In terms of the amount that officers receive in their pockets the 2% will be a mere 0.85% – leaving officers financially worse off when inflation is accounted for\*\*.

The Police Federation of England and Wales recommended a 3.4% increase so that officers could be paid fairly for the dangerous job they do after years of austerity. The independent PRRB body recommended a total of 3%.

John Apter, Chair of the Police Federation of England and Wales, says: "It's no wonder officers are feeling undervalued and unappreciated when the Government ignores the recommendation of its own independent pay review body.

*"We have played ball submitting extensive evidence to the pay review body with it being disregarded with no justification yet from the Government."*

*"Police pay has declined relative to inflation by 18% since 2009/10 which makes no sense when you take into account the increasing demand on the service. Officer numbers have also plummeted to an all-time low since 1996."*

*"What other shocking statistics need to be released before the Government realises the implications of their actions?"*

The latest findings from the PFEW Leavers' Survey show that nearly 2,000 officers voluntarily quit the service over the past 12 months – an increase of 31% over the past four years. A staggering 69.4% felt the police service had failed in its obligation to provide pay increases to maintain their standard of living and 64.4% said they would never consider re-joining the police service after they had left.

John continued: *"Sadly, this comes as no surprise to me – where is the incentive to do such an incredibly dangerous job? Because officers certainly don't do it for the money."*

*"Now more than ever it is imperative pay is adequate and fair acknowledging the incredibly demanding job they do. It is unacceptable to see officers struggling to meet ends meet whilst working all the hours under the sun to keep the public safe because there simply aren't enough officers to meet the increasing demand."*

*"Results from our 2018 Pay and Morale survey show that a staggering 44.8% of officers worry about the state of their personal finances either every day or almost every day and more than one in nine said they never or almost never have enough money to cover all of their essentials. This is up from 11% from 2017."*

*"Police regulations and terms and conditions are all too often cherry picked. Over the coming months I will be campaigning for officers' rights and educating members on the importance of claiming what they are entitled to from leave to rest days, overtime allowance and taking adequate rest breaks."*

*"Our officers go above and beyond the call of duty to protect the public and it's imperative they claim their basic entitlements, especially when their hard work and indisputable dedication is not being recognised in their pay packets."*

*"We will continue to fight for members' best interests using the processes we have in place, but we will also regularly review the merits of direct involvement in those forums if those routes are not achieving what we want."*

*"Police officers' good will has been taken for granted for too long and there are consequences to this and the Government need to wake up and realise it is not acceptable", John concluded.*

\* This figure is based on the starting salary of a police constable which amounts to an increase of approximately £10 a month.

\*\* The 0.85% figure is derived from the fact that of last year's 2%, only 1% was consolidated. That 1% has now been removed by the Government for this year's pay award, so taking into account pension contributions, then the actual uplift is worth approximately 0.85% to Constables.

# Light the Lakes Charity Event



**Dear All,**

For a number of years I have been organising a charity event which raises money for COPS (Care of Police Survivors) called Light the Lakes. Which sees people from all over the UK migrate to The Lake District Cumbria and in the early hours of the morning at a predetermined time between 0230 and 0300 light a blue flare or a beacon to remember fallen officers from the thin blue line.

With each year, Light the Lakes continues to grow and develop, drawing ever more participants from police forces around the UK and the wider public. Since its inception, it has raised in excess of £30,000 for COPS, and provided those who take part with a valuable opportunity to reflect and remember their fallen friends and colleagues in the police force.

My dream is to see all of Wainwright's 214 peaks illuminated. This year I scaled Ill Bell with a different team from my usual crowd, in order to gather new ideas and feedback to continually improve the event.

This year over 350 people took part, climbing 90 peaks, which is double the number we had in 2017. We are growing steadily and I'd like to think Light the Lakes is becoming a permanent calendar entry for many people.

***"The event is open to everyone, and the great thing about it is that anyone can participate, whatever level you are at. We have the serious hill walkers who want to do the highest peaks, and we have family groups with young children doing the smaller fells."***

I find it hard to explain to people in words what it feels like to light a peak – a photo doesn't really do it justice. You need to experience it yourself. This year we also had strong support from Chief Constable Simon Cole, who is a trustee for COPS and is now continuing to help promote the event to reach my dream of covering 214 peaks.

We have already had 23 forces sign up, it would be great to see all 43 forces including Scotland, Wales and Northern Ireland take part.

My plea is to seek your support in reaching out to your staff and helping reach this goal.

## **How to get involved:**

- Light the Lakes 2019 is taking place on Friday June 21 – Sunday June 23.
- To see which peaks are available and book your peak visit: <http://lightthelakes.org.uk/book/>
- The lighting of the peaks takes place between 2.30am and 3am on Saturday June 22. It is up to you when you climb your peak. Some choose to climb on the Friday evening and descend in the morning, spending the night at the top, while others choose to climb later on and come down in the dark following the beacon-lighting.
- The event is based at Brathay Hall, Ambleside. On Saturday June 23rd in the afternoon, there is a food available and a get-together at the hall for participants.
- Light the Lakes Welcome Packs will be available to buy and a link will be provided from December onwards? They will include a Light the Lakes T-Shirt, a flare for lighting your peak and a bottle of Wainwright's Golden Ale, courtesy of the event sponsors, as well as a number of other goodies from supports. You can collect your prepaid Welcome Pack from Brathay Hall on the 22nd.
- Participants taking part in Light the Lakes are asked to raise money for COPS. Join the Light the Lakes fundraising team on Just Giving at: <https://www.justgiving.com/campaign/lightthelakes2019>. Sponsorship forms are also available
- Any other questions? Visit the FAQs section on the website at <http://lightthelakes.org.uk/faq/> or email: [lightthelakes@surrey.pnn.police.uk](mailto:lightthelakes@surrey.pnn.police.uk)

**Thank you for your Support**

**Vinny Wagjiani** - Detective Sergeant, Surrey Police

**07880 022392**





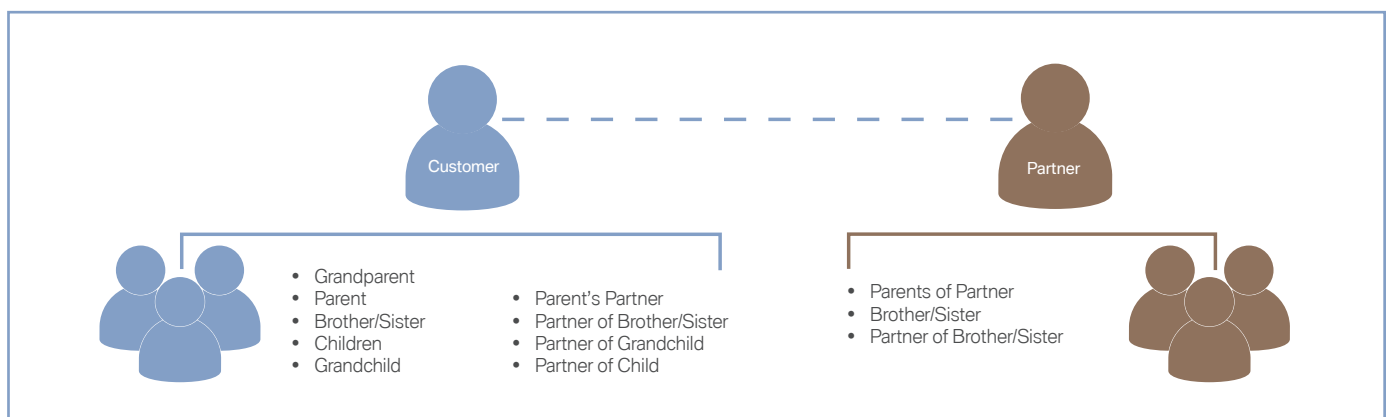
## THE UK FORCES SALES PROGRAMME.

BMW Group is proud to offer preferential rates throughout the BMW and MINI ranges to all current and previously serving members of the Military and Emergency Services.

Benefits include:

- Exclusive discounted sales programme across the BMW and MINI Range
- Experienced and dedicated friendly sales team
- Fast delivery with immediate stock available on some models
- Offers available to current and formerly serving Police, Army, Air Forces, Navy, Air Ambulance Association, National Fire Services and the NHS.
- Offers available to immediate family members, please see the family tree below
- Mainland UK delivery to an address of your choosing\*

**View our eligibility tree below, and for more information, please contact our UK Forces Sales team by calling 020 7514 8606, emailing [ukforces@bmw.co.uk](mailto:ukforces@bmw.co.uk) or visiting [www.bmw-ukforces.co.uk](http://www.bmw-ukforces.co.uk)**



\* T&Cs Apply.