

News & views



Derbyshire
Police
Federation

The members' magazine of Derbyshire Police Federation **SPRING 2019**

Police Officers Representing
Police Officers



Conference cancelled

By Tony Wetton, chair of Derbyshire Police Federation



The Police Federation's annual national conference has long been one of the key events of the policing year.

Many people with an interest in policing will most associate conference with a keynote speech made to delegates by the Home Secretary each year. But it has always been so much more than that since it gives officers the opportunity to hear about all the latest developments in policing generally and the Federation specifically.

This year, however, the Federation has been forced to cancel the conference due to a cyber-attack that has crippled its IT systems.

National chair John Apter has said the decision to call off conference was emotional for him both professionally and personally. He explained: "We cannot deny that the Federation as a whole is in crisis – the priority is our members and re-establishing day to day business."

At the time of writing this column, we were still operating under extreme difficulty from an IT point of view but, as a branch, trying to do the best we can to support members.

While there is no indication at this stage that any data has been taken, our computer systems have had to be closed down. A criminal investigation has been launched and huge efforts are being made to get us back to normal.

I would like to apologise to all members who have been affected by this unprecedented situation and assure them that we are doing our best to maintain all our services.

We will keep you posted of progress.

Just a few weeks before the cyber attack, we had launched our new website at polfed.org/derbys and we were in the throes of ensuring this was completely up to date. The website has also been affected by the IT problems but we hope this will go live again soon.

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Home Office criticised

The Home Office has failed to recognise the efforts of hard-working of officers in its response to the Police Remuneration Review Body (PRRB), says Derbyshire Police Federation chair Tony Wetton.

He hit out at the Government department, saying it is failing to take the police pay review process seriously after the publication of its submission came a month later than expected.

Tony said: "We are a month further down the line but no further forward in the Government recognising and rewarding our hard-working members. This response does not take the needs of our members seriously – it was barely worth waiting for."

The Federation put forward evidence of the need for a three-year pay deal, comprising of a five per cent uplift in police officer pay this year, in 2020/21 and again in 2021/22, as a start on the road to remedying years of below-inflation pay awards.

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

year with an increase coming into effect from September 1.

Details of the pay claim were part of a joint submission to the PRRB with the Superintendents' Association which included eight recommendations:

Recommendation 1: The PRRB require the NPCC to set out a full and proper project plan for pay reform, including a workable level of detail, within a set period.

Recommendation 2: The PRRB insist that the Home Office, NPCC and staff associations determine which elements of the pay reform should be prioritised, as the NPCC have not actioned this since last year.

Recommendation 3: In the interests of openness and transparency, and achieving appropriate expenditure from the public purse, a full cost benefit analysis of the existing Assessment and Recognition of Competence (ARC) process is undertaken. Only if it can be proved to be worth the overlay in terms of cost and time, should the NPCC proceed with plans for a Higher Skills assessment point linked to pay.

Taser decision welcomed

The Government's decision to allow student officers to be trained and equipped with Taser has been welcomed by Derbyshire Police Federation chair Tony Wetton.

However, he has called for the Government to provide the funding to enable forces to equip all front-line officers with the devices.

"The Federation's national chair has called this decision a victory for common sense and I would agree with him on that. We've had queries from student officers who are keen to carry Taser on patrol. If they are capable of passing the selection and exacting training then I think Taser would be a very valuable tactical option for young-in-service officers on the front-line of policing.

"Wider availability of Taser will lead to improved safety for members of the

public. The public should feel reassured that every police use of force, including the simple drawing of Taser, has to be justified by the officer and, with the increased use of body-worn video, officers are under intense scrutiny."

Chief Constable Peter Goodman wants all Derbyshire officers who wish to carry Taser to be able to do so, subject to selection and assessment as suitable and a further 100 officers will receive training and be issued with the devices this year. This will then be reviewed on an annual basis.

Police minister Nick Hurd issued a ministerial statement on the change of policy at the start of March. A package for training student officers has been drawn up by the College of Policing but chief constables will decide if their student officers will be given access to Taser.

New Federation website

We have now launched a new website at polfed.org/derbys

By adopting the new Federation microsite, we have been able to save the money we paid to the external company which provided the previous Derbyshire Police Federation website and can now use that for the direct benefit of our members.

"The new site not only reduces our branch expenses but also gives us more flexibility since we have the ability to carry out updates ourselves," says Tony Wetton, branch chair.

"So, as you will see on the news pages, we can keep you right up to date with the developments affecting Federation members."

We are still in the process of developing the site so let us know if there any features you would like to see.

over pay review delay

Further, consultation regarding any payment associated with the Higher Skills assessment must be undertaken at the Police Consultative Forum (PCF), and a full Equality Impact Assessment undertaken before such assessment is linked to pay.

Recommendation 4: Regarding the targeted bonus payments introduced last year, while the bonus payments should continue for now, there must be an opportunity to review: the circumstances under which they are paid; the impact on equal pay; and the guidance around their use, perhaps by incorporating more standard criteria.

Recommendation 5: A review is undertaken including both the London and SE Allowances, but that in the meantime the discretionary element is removed from the SE Allowances; all SE Allowances are set at the upper limit permissible (currently £3,000); and that both the London and SE Allowances are uprated in line with inflation.

Recommendation 6: We recommend an across the board pay uplift for the next three years. We seek a deal of five per cent

in Year 1, followed by five per cent in each of Years 2 and 3. This would enable the NPCC to demonstrate a commitment to move towards the overall rectification of the gap between current pay level and just pay levels. Should a three-year settlement not be considered possible, then we seek a one-year deal of 6.2 per cent.

Recommendation 7: The PRRB should reject completely the NPCC proposal regarding Police Constable Degree Apprenticeship (PCDA) and Degree Holder Entry Programme (DHEP) progression pay. DHEP progression pay is not within the remit letter. In the meantime, we believe those on the PCDA scheme should progress along the existing constable pay scale, in the way that all other entrants do.

Recommendation 8: Regarding on call, in the absence of a full review of the allowance usage and amount, as sought by Winsor, the PRRB and the staff associations, officers should be paid the same rate as staff members: £29.17 per day. Further, we believe this should be paid to all ranks.

Listen to police on knife crime

Derbyshire Police Federation chair Tony Wetton says members' voices have to be heard as the country tries to get to grips with the knife crime epidemic sweeping the country.

Tony welcomed a meeting between national chair John Apter and Home Secretary Sajid Javid to address the issue.

"It is imperative that the voices of police officers, who are at the forefront of tackling knife crime, are heard at the highest levels of Government," Tony said.

"While, thankfully, it is less of an issue in Derbyshire right now, our members nationwide are seeing at first-hand the devastating effects that this surge in violence is having on individuals, families and communities.

"They must be able to contribute to the debate because it is the officers who are first on the scene to try to save the lives of our young people, and it is the officers who are delivering the terrible news to families.

"I think their experience will be invaluable, and they have to be at the heart of any solution."

The meeting between the national chair and the Home Secretary followed Mr Javid's meeting with police chiefs during which they requested emergency funding to deal with the issue.

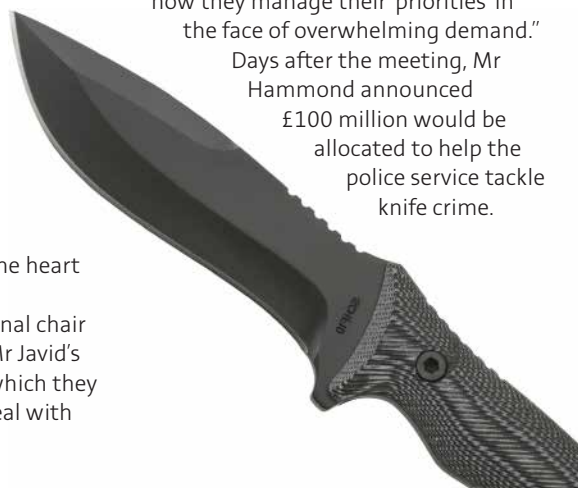
Following that meeting, Mr Javid pledged to do everything he could to ensure police have the resources they need.

However, he seemed at odds with Chancellor Philip Hammond who said the police service needs to 'prioritise' better rather than expect more money.

John Apter said: "Children are dying on our streets and the Chancellor has the audacity to suggest that the police need to prioritise. Let me assure him - this is a priority."

He added: "It is an insult to my dedicated and hard-working colleagues, and it shows a shocking lack of awareness of what they are doing to serve and protect our communities, and how they manage their 'priorities' in the face of overwhelming demand."

Days after the meeting, Mr Hammond announced £100 million would be allocated to help the police service tackle knife crime.



Women only fitness tests being offered by Force

Federation secretary Kirsty Bunn has succeeded in securing women-only fitness testing sessions.

They will now be held monthly, from April after Derbyshire Police Federation and the Force's Gender Agenda Network raised concerns about the number of women officers failing the Job-Related Fitness Tests (JRFT).

"We became aware that many women were feeling anxious about the tests and we believe taking the tests alongside their male colleagues was a contributory factor," Kirsty explains.

"We are not seeking any preferential treatment for women but we feel that since both nationally and locally the pass rate for female officers is lower than that of male officers something needed to be done to address try to help address their anxiety.

"The standard of fitness test will not be compromised but women officers who feel that anxiety or concern will have the opportunity to be able to take the test in a female only environment."

Women who want to continue to take the fitness test in mixed groups can still opt to do so.

The women-only JRFT sessions will be available at 8.30am on Day 1 of the identified two-day officer safety training refreshers on the following dates this year:

Wednesday	17 April
Thursday	6 June
Thursday	11 July
Monday	5 August
Monday	9 September

For those who only complete a one-day course, the dates are as follows, and again they will take place at 8.30am:

Wednesday	24 July
Wednesday	7 August
Wednesday	11 September
Friday	27 September

If your JRFT is due and you would like to take up this opportunity please send an email to Force Training with the date of your training and stating your preference for a women-only test session.

As you may be aware, the Operational Training Team can offer support and advice to anyone concerned about the test.

Demand and capacity imbalance hits officer welfare

Derbyshire Police Federation chair Tony Wetton says members are being put at risk after new figures showed 85 per cent of officers are often or always single-crewed.

The figure for single-crewing in the county is 10 per cent higher than the national average, and Tony says it is another illustration of how the Force has been hit by Government cuts.

He said: "Single-crewing puts both our members – and the public – at risk. But it has become the norm because Government cuts have left us down to the bare bones. The service is over-stretched, struggling to meet demand and that is putting officers under pressure and our communities at risk."

The figure is revealed in the national Federation's latest Officer Demand, Capacity and Welfare Survey.

The survey found that 62 per cent of Derbyshire Police Federation respondents feel their workload was too high or much too high, compared to the national sample of 72 per cent.

And 79 per cent said there were not enough officers to do the job properly, more than 10 per cent lower than the national average (90 per cent).

Tony said: "While it is slightly encouraging that we are bucking the national trend in these statistics, it is still not great surprise that the overwhelming majority of our members feel they don't have enough colleagues to do their job effectively and that their workload is too high.

"This is bound to have a detrimental effect on their overall health and wellbeing. We urgently need the backing and investment from the Government to provide an effective and robust police service, and to restore the morale of our members."

The survey, which is the only national policing survey of its kind, was undertaken by the Police Federation of England and Wales in August and September last year. More than 18,000 officers from the rank of constable to chief inspector give their views on the demand currently experienced by the service and how this has affected them, including 260 in Derbyshire, a response rate of 15 per cent. This is the second time this survey has been conducted, the first being in 2016.

Nationally, the results show:

- **Almost every police officer has been exposed to at least one traumatic experience in their career, with 61.7 per cent saying they had experienced at least one of these types of incident in the last 12 months**



- **79 per cent of officers say they have felt feelings of stress and anxiety within the previous 12 months with 94 per cent of those saying these difficulties were caused or made worse by their job.**

National Federation vice-chair Ché Donald said: "The police service's most valuable resource is its people and these results should be a huge red flag to the Government, chief constables and the public. Officers are stressed, exhausted and

consistently exposed to things people should never have to see – and these results show just how much it is taking its toll."

He added: "I compel the Home Secretary who claims he gets policing to read this report and act on it and when he is finished reading it, share it with the Treasury. We need more money, more resources and more officers, so this public safety emergency can be addressed, and the pressure on officers eased before it is too late."

'The constant support of the Federation was invaluable'

We often hear officers ask the question: "What does the Federation do for me?"

All too often, because of the nature of our work, it can be difficult for us to give the details of the many occasions when we support a member through a difficult time in their career; perhaps they are facing an inquiry into their conduct or performance or they are the subject of a complaint.

Some members may be lucky and may never need to call on the Federation in these circumstances but, even so, the Federation does represent all members when it negotiates with the Force on issues relating to their work, on health and safety and equality matters, for instance. It seeks to influence decision-makers locally and, at a national level, the Government.

You may not think the Federation does much for you but here's just one example of an occasion when we have provided invaluable support to a member and colleague. There are many more.

During my 20 years plus service within Derbyshire Constabulary, I have been investigated by Professional Standards on two separate occasions. Both of these went to the level of gross misconduct with the second matter resulting in me attending a full discipline panel, ending with an 18-month final warning.

These periods of time were incredibly stressful on both myself and my family, resulting in the obvious lack of sleep,



appetite and sense of security. Due to the uncertainty of my future, we made the decision to sell our property and buy a small house for cash and attempt to renovate it ourselves, for fear of losing my income and therefore a home for my family.

Throughout this period of time, the constant support of the Police Federation was invaluable, they were always available to speak to me through the really dark times, organising legal assistance and welfare while at the same providing honest and frank advice.

I successfully served my written warning as a front-line officer, completed the property renovation, selling it and buying a more comfortable address again before getting the opportunity to apply for, and successfully obtain, a position which I consider privileged and one that I have sought for several years.

Member name published but withheld

Supporting you

A number of members of Derbyshire Police Federation have now been trained to take on their new roles as Federation support officers (FSOs).

While the FSOs will not be able to give detailed advice on Federation matters, they will be able to help colleagues access information on many issues that many believe fall within the Federation's work – such as the Group Insurance Scheme, which is now managed by Derbyshire Benevolent Trust, the Police Treatment Centres and welfare support.

"In total 26 officers – from the rank of constable through to inspectors, detectives and uniformed – have volunteered for this new role which is something I don't think other Federation branches provide," says Kirsty Bunn, secretary of Derbyshire Police Federation.

"Each officer will receive a day's training before taking up the position and so far five individuals have completed that course with the others set to undertake their training in the coming months."

The training included:

- **Current structure of the Federation**
- **Who's who**
- **The role and responsibilities of a Federation workplace representative**
- **The work of the Police Treatment Centres**
- **What is the St George's Fund**
- **Police Regulations – the Quick Reference Guide**
- **Flexible working**
- **Conduct – breaches of behaviour, Unsatisfactory Performance Procedures (UPP) and attendance management**
- **The limitations of the FSO role.**

Spit guards: the choice is simple says Fed chair

The Federation's national chair has been praised for challenging the human rights organisation Liberty over 'ill-informed' comments about spit guards.

John Apter has published an open letter to Liberty in which he states: "The act of spitting phlegm or blood, or biting an officer is degrading and disgusting. The police have a duty of care to protect the public and the use of spit guards does not just protect officers but also protects members of the public. My advice to those who don't want to have a spit guard applied is don't spit or bite, it's quite simple."

John's comments came after Liberty issued a statement about the roll-out of spit guards by police forces across England and Wales.

Liberty said: "At least 30 police forces in England & Wales now use spit hoods. They are dangerous, degrading and unjustified. They have no place in the future of policing and must be relegated to the past."

But Tony Wetton, chair of Derbyshire Police Federation, says spit guards should only be relegated to the past if people stop spitting or biting police officers and that John Apter was right to speak out on officers' behalf.

Tony explained: "Sadly, spit guards have become an essential part of officers' kit due to an increase in the number of cases where people are spitting at officers or trying to bite them. While Liberty may feel they are 'degrading' for the person who is made to wear one, where is its concern for police officers who day in, day out are doing their best to protect their communities and yet find themselves spat at?"

"Many officers I have spoken to have said they would rather be punched than spat at which gives an indication of just how disgusting and vile it is to find people attacking them in this way."

John has invited Liberty to attend a training session on the use of spit guards and to discuss the issue further but so far the offer has not been taken up.

He has also pointed out the effectiveness of spit guards, telling Liberty: "Prior to spit guards being issued, a person who was biting or spitting at officers would either be put on the ground or restrained with their head forced down. The application of a spit guard uses less force and prevents the act of spitting or biting from continuing. Officers will always have to justify their use. Your blanket statement that spit guards must not be used offered no alternative, it would either be use more force or for the officer to allow themselves to be spat at or bitten.

"I have heard some say that police officers should try to talk to the offender to prevent them from spitting or biting. I'm afraid the real world is not that simple and many of those individuals we deal with are violent and would use any opportunity to inflict harm on a police officer."

Small decrease in officer numbers

Derbyshire is one of two forces in the East Midlands region to see a small drop in officer numbers over the last 12 months.

The Police Workforce Statistics, released by the Home Office, show that in the year to September 2018 the Force lost three officers (0.2 per cent).

The actual total number of officers were as follows:

September 2017 – 1,740

March 2018 – 1,738

September 2018 – 1,737.

Of the four other forces in the East Midlands – Leicestershire, Lincolnshire, Northamptonshire and Nottinghamshire – the only other one to show a decrease was Leicestershire which lost seven officers in the same 12-month period. Overall the region's numbers were up 2.2 per cent, compared to an increase nationally of just 0.4 per cent.

Tony Wetton, chair of Derbyshire Police Federation, commented: "While it is good to see that we are no longer losing officers at the rate we were when the Government's cuts first kicked in, we are really not getting our numbers back up to the levels that we need if we are provide the public with an effective policing service.

"Forces have had to make tough decisions as they have tried to balance the books and sadly we have seen officer numbers decline, crime increase and growing public dissatisfaction due to a lack of policing presence on our streets. It's time for a proper re-investment in policing."

Commenting on the national statistics, John Apter, national Federation chair, said: "This isn't a cause for celebration. This is a miniscule increase and this report does not include data about those leaving the service and does not undo the damage caused by the reduction of the thousands of officers we have lost over the last eight years.

"I would be interested to see if this minute upwards trend continues; I suspect it is merely a blip and in any case it is not enough to compete with the increasing rate of violent crime. Tackling this level of violence needs an immediate re-think and we sincerely want to work with Government to help turn this around."

58 more officers to be recruited

Derbyshire Police Federation chair Tony Wetton has welcomed the Police and Crime Commissioner's plans to recruit 58 more officers and 62 members of police staff.

Hardyal Dhindsa successfully put forward a budget to cover the cost of the new recruits through a 12.5 per cent increase in the policing element of council tax.

"I am pleased that the PCC has come up with a plan through which the Force can increase both officers and staff," says Tony, "After years of under-funding from central Government, we need to see an investment in resources that will allow us to improve our visible presence in our communities and the policing service we can provide."

As well as re-dressing the balance of uniformed officers, the funding will be used to improve road safety measures, boost investigative capacity and offer more support of vulnerable people.

The budget will deliver increased visibility, a redressing of the balance of uniformed officers across the force area, enhanced road safety measures, greater investigative capacity and more support for vulnerable people.

Mr Dhindsa said: "People want a visible and reassuring policing presence in their communities. I know that. I have been clear that I wanted to provide more officers but, until now, harsh funding cuts made that an impossibility. With the increase in the amount of council tax that goes towards policing, we are now in a position to put those plans into action.

"I remain disappointed that the Government has chosen to place so much of the burden on this year's increase on local people, but this is the only option we have to put more officers out on the streets of Derbyshire. People will really be able to see and feel the difference, which I think is only right and fair."

The revenue budget for 2019/20 has been set at £181.016 million, an increase of £11.846m over last year's figure of £169.170m.

The Government has confirmed that it expects Police and Crime Commissioners to increase the amount of council tax paid towards policing by the maximum £24 for a Band D property in the coming year. This will take the total amount paid towards policing in Derbyshire by a Band D household to £216.60, a rise of 12.5 per cent.

Roads policing conference has officer welfare theme

The two Derbyshire Police officers who attended this year's Police Federation roads policing conference have praised the Federation for its efforts to improve officer welfare and ensure that legislation is in place to protect police officers.

PC Adrian Hardwick and Detective Inspector Dave Neate, who are both Federation workplace representatives, said there were many highlights during an 'excellent' two-day conference but were particularly full of praise for two Staffordshire Police officers who talked about their experience of being involved in Post-Incident Procedures (PIP) following a pursuit that ended badly.

Dave explained: "Their presentation included video footage and they recounted the incident chronologically which gave the audience a true feeling of being involved. As a manager, some of the things they said really made me think about how I would act in the same situation. It was an emotionally impactful presentation but with a very

positive outcome and view of the PIP process.

"The officers spoke from two differing perspectives, one who was aware of the PIP and one who was not. They explained how they felt at each stage and how the words used by people involved in the process and by managers either increased or decreased their levels of anxiety. However, having gone through the process, they are both confident that it helped them to provide the best possible evidence and that they were still able, with the support from their organisation, to remain at work and are both back doing the job they love. They spoke highly of the support the Police Federation gave.

"I came away having learned how the words I use as a manager can affect the staff I am dealing with in a profound way during times of stress and worry. I also realised that the role of the Federation rep is vital in, not only protecting the interest of the member legally, but also their welfare."

The theme of the conference, which was held at The Jurys Inn, Hinckley, Leicestershire, was awareness of officer fatigue, stress and PTSD. Presentations by Dr Paul Jackson, a chartered psychologist in the Transport Safety and Behaviour Group at TRL, and Federation vice-chair Ché Donald discussed these issues. One area in particular is that of repeated trauma and how the mind requires time to process, store and deal with the distressing situations officers deal with on a daily, if not hourly, during the working day.

"Even more shocking was how this exposure to trauma can lead to PTSD or SPTS," says Adrian.

But Dave said he felt reassured that many of the welfare concerns discussed during the conference have already been addressed by Derbyshire Constabulary.

"We have significant support for our staff and supervisors and managers are trained and given advice on how to help staff. We can always improve, but I think we are in a good place compared to other forces," he

Pensions: update from the Federation's general secretary

Federation members are being urged not to rush into making decisions about their pensions.

Writing a blog update on the current situation with public pension schemes, Alex Duncan, the national Federation general secretary, said he understood officers' frustration but felt it would be irresponsible for him to speculate on a possible outcome.

"Currently, our recommendation to members is to not rush into taking decisions and/or actions. The police pension schemes remain better than alternatives," he wrote.

"Our understanding is that those representing the police pension challenge group are inviting officers who are not currently signed up with them to do so now. Our advice is to wait. The Government's recent moves suggest that it is planning to take action across the public sector.

"This means it is possible that only the judges' and firefighters' cases will be heard in court, as the police pension challenge case

has been stayed. In those circumstances, any remedy will cover all impacted members.

"Even if this proves not to be the case, we believe it would still be possible to lodge a claim. However, we are not taking claims, and any choice to do so remains a personal matter."

The Government announced in January it will not be taking further action to rectify the public service pension cost cap breach due to the 'uncertain impact' of December's Court of Appeal ruling that the transitional protections provided for older judges and firefighters amount to unlawful discrimination.

This decision means the higher accrual rate for all existing members of the CARE scheme that would have been put in place is now on hold until the judges and firefighters' case has concluded. The Government has applied to the Supreme Court for leave to appeal the decision of the CoA, and a decision on whether this is being granted is

Alex Duncan.



expected in early summer.

"It is our view that the suspension of the cost cap breach remedy suggests that the Government is moving towards an 'industrial resolution' that would apply across public sector pension schemes, in keeping with the potential outcome of the judges' and firefighters' claims," the secretary explains.

And he adds: "We cannot predict what will happen next: whether the Government's application to appeal will be accepted, or how they will choose to deal with the potential outcomes of the case. We were in the process of getting legal advice following the CoA ruling, but the cost cap announcement has changed the situation significantly.

"We need to consider all possibilities, one of which could be the removal by the Government of transitional protections from a future date, but before April 2022 when they are due to come to an end. This is a very complicated situation with a number of possible outcomes, and we are working hard to gain further insight and provide further guidance as soon as we can."

“ CURRENTLY, OUR RECOMMENDATION TO MEMBERS IS NOT TO RUSH INTO TAKING DECISIONS AND/OR ACTIONS. THE POLICE PENSION SCHEMES REMAIN BETTER THAN ALTERNATIVES. ”

said, though he would still be taking back to Force the message that the welfare of its staff is vital and it must ensure that they have the correct training, equipment and time to perform their role.



Adrian

highlighted that presentations during the conference made it clear, despite the Federation's best efforts, there had been further delays with proposed changes to legislation to give better legal protection to police drivers.

"We are told there is support for the change and this is supported by the Department for Transport but it remains with MPs," Adrian adds.

Dave is frustrated about the delay, saying: "I have concerns about the lack of

legislative support for my staff who are called upon to pursue high-risk road users. The public, the Government and the police service asks them to take risks and to do a difficult job every day, yet there is no defence in law to rely on when using TPAC tactics. It was good to hear that the courts and CPS rarely seek to prosecute our officers and that progress is being made to get the legislation through Parliament."

Adrian also explained that there is a new system being introduced called CRaSH which

will be a standalone database to record RTCs. The software has been created with the Department for Transport and will revolutionise the recording of road accidents. The database, which looks simple to use, will soon be linked to Niche and does not allow an officer to miss anything.

Adrian explains: "From a photograph at the scene, it will tell you where you are, the correct northings and eastings and will also fill in the details of the local authority. The database will be linked to other agencies such as NIB, DVLA to name a few and will provide all the accident details direct to local authorities without delay. Derbyshire Police are in talks at the moment but, there is a big push from the Department for Transport for all 43 forces to have the same database. It is also free and software updates will also be free."

Dave has been a police officer for more than 18 years, seven years as a PC on South Division on response, Crime Action Groups and CID, nine years as a sergeant on both response and CID and just over two years as an inspector. He became the roads policing inspector in January this year.

Finance theme for Did You Know?

The Federation's Did You Know campaign focused on finance-related issues during March.

A theme is chosen each month, based on questions that we receive from members. The aim is to highlight key issues and to make sure serving officers know exactly what they can claim as part of their role.

Launched in November, the campaign has already focused on annual leave, rest days and performance.

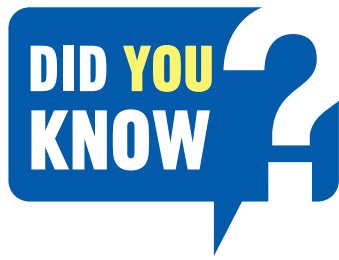
During March the campaign covered the allowances and expenses you can claim for doing your role, and topics included NHS medical costs incurred while on duty and pension buy-back.

National Federation chair John Apter, addressing members, said: "I am really pleased that the Did You Know? campaign, which is fundamentally about you understanding your rights, is now being rolled out across England and Wales.

"Over the coming weeks and months we are going to be putting out information which we believe is going to be really important to you to understand what your rights are.

"Police regulations are not there to be cherry-picked. They are not a nice to have. They are the rules we must comply with. They are your rights.

"Please help us to educate all police officers about what your rights are. The Did You Know? campaign will, hopefully, share some valuable information over the coming months."



Date set for memorial service

This year's National Police Memorial Day service will be held in Glasgow and Federation members are invited to attend.

The service will take place in the city's Royal Concert Hall on Sunday 29 September. It aims to remember police officers who have been killed or died in the line of duty; to demonstrate to relatives, friends and colleagues of fallen officers that their sacrifice is not forgotten; and to recognise the dedication to duty and courage displayed by police officers.

"The memorial day is one of the key events in the policing year," says Tony Wetton, chair of Derbyshire Police Federation, "It is a moving service and I would encourage all officers to attend at least once during their service. It brings home to you that police officers hold a unique place in society, putting their lives on the line to protect their communities and sadly sometimes paying the ultimate price for doing so."

The service is open to all who wish to attend and registration is now open at nationalpolicememorialday.org/register.htm



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