



News & views

SPRING 2020 News and views from Derbyshire Police Federation



We're in this together, we need to stand together



By Tony Wetton, chair of Derbyshire Police Federation

I am sure, for years to come, many people will remember where they were when Prime Minister Boris Johnson made his speech to the nation on Monday (23 March).

In response to growing unease at the number of people going out and about as if we were not in the grasp of a crisis of epic proportions due to the rapid spread of coronavirus, the PM announced new controls around social distancing, urging everyone to stay at home as much as they possibly could.

Of course, there will still be people who flout the new guidelines somehow thinking that the rules don't apply to them and police officers and staff will be the ones trying to enforce a state of 'lockdown'.

The reality is we all have a part to play in trying to protect individual people, and

particularly the vulnerable, but also ease the pressures on the NHS.

We need to come together to follow the unprecedented range of measures announced by the Prime Minister and not go out other than for the four strict exceptions to the 'stay home' rules.

As an emergency service, where the majority of roles cannot be undertaken from home, policing has many of its officers and staff working now to maintain an efficient service to our communities.

But, as I write, we are also seeking some clarity around how we can enforce the social distancing guidelines.

This is a rapidly changing situation so please keep an eye on our website – polfed.org/derbys – for further updates.

There is also a dedicated website page under the 'Our work' tab on the national Federation site – polfed.org - which pulls together a range of information and advice.

But I would also like to reassure members that there is a wide range of financial support that officers can access.

The reality of the current crisis is that many households will see their incomes severely reduced so please take a look at our feature on financial wellbeing on Pages 10 and 11.

Please seek help if you feel you are going to struggle to make ends meet and provide for your families.

Likewise, if your wellbeing is suffering, please speak up. There are a number of organisations who can provide mental health support. Just contact the Federation via the office staff, the full-time officials, the workplace representatives and our Federation support officers.

We are in this together, we need to stand together and we need to support each other.

Stay well, and take care of yourselves.

Coronavirus and the Federation office

In line with Government advice, we have arranged for our office team to work from home for the foreseeable future.

"While this has been a difficult decision for us, as we like the branch office to be as accessible as possible to members, we do feel this is the right decision at this time," says Tony Wetton, chair.

"The Government has called for as many people as possible to work from home and while we appreciate this is just not feasible for some roles we have been able to make effective arrangements for our admin team to continue to support members without the need for them to come into the office which is in a building shared with many other businesses.

"Every case of infection we prevent at this stage prevents 36,000 infections in six weeks' time. Please keep yourself and your loved ones safe by following the latest advice. Connect is updated regularly and has the latest advice and guidance. Please refer to the coronavirus page if you have any queries. If you cannot find the answer there then there is a dedicated email address to Silver command in Force.

"Branch secretary Kirsty Bunn and I will also work from home other than attending essential meetings. We are available to you as usual should you need to contact us."

The Federation office administration team, Pete Roberts and Jo Johnson, will continue to job share so that there is office cover in normal working hours. Jo works Monday to Wednesday and Pete works Wednesday to Friday.

Contact details:
Jo – 07583 002 298
Pete – 07813 693 638
Tony – 07980 622 221
Kirsty – 07981 925 593

You can also contact Jo and Pete by emailing derbyshire@polfed.org as usual.

Further contact details for the branch officials and workplace reps can also be found on the 'Meet the team' page on our website.

Get tax relief on your Fed subs

Members can claim tax relief on their Federation subscriptions.

The amount you can claim in each tax year varies slightly as subscriptions are revised annually. Normally, the tax relief will be applied through an allowance in your PAYE code.

Uniformed police officers are also entitled to claim an allowance of £140 (from 6 April 2008) to cover the costs of renewals and repairs of footwear conforming to Police

Regulations and also the cost of dry cleaning and laundry of uniforms.

In theory, if the costs exceed £140 in a tax year, then an officer can write to the Inland Revenue to claim a further allowance but they would be required to produce receipts to support the extra expenditure claimed.

Simply visit our website and find a template letter under our news items or under the advice/information section.

Have you re-joined the Force?

Officers who have re-joined Derbyshire Constabulary are being urged to check their salary to ensure they are on the correct pay point.

It comes after an officer who served another force for eight years until 2015 and then re-joined Derbyshire in 2019 was placed on the wrong scale, meaning she was losing out on money.

Now, with the help of Derbyshire Police Federation, she is being reimbursed the money owed and is on the correct scale.

Kirsty Bunn, secretary of Derbyshire Police Federation, said: "As a result of help from a solicitor, the Force has accepted that the officer was put on wrong pay point and is being reimbursed.

"What I'm concerned about is others who may have been affected – if you have re-joined please check you are on the pay scale relevant to your experience. If you have any concerns or queries please speak to someone at the Federation as we will be able to give you further help and advice."

In this recent case, the officer was put on Pay Point 6, as when she left the other force in 2015 she was on a salary of £34,779 which was, at that time, Pay Point 8.

Since her old force's pay points did not match Derbyshire's, the approach taken in determining her pay was to place her on the nearest current salary – this being £36,189 and Pay Point 6.

The Federation argued that, with the exception of London weighting, constables' pay scales do not vary nationally. In April 2014, constables' pay scales were reduced by three points (from 10 to 7), which took effect over two years from 1 April 2014.

As such, the fact that she was on Pay



Kirsty Bunn, secretary of Derbyshire Police Federation.

Point 8 when she left the other force in 2015 simply reflected the national pay scales as they were at the time and not a difference in scales between her old force and Derbyshire.

Under Police Regulations, a constable's pay point is determined by officers' reckonable service in accordance with Regulation 24 and Annex F. In calculating reckonable service for the purposes of pay at a particular rank, Regulation 24(2) states that regard must be had to 'all his service in that rank, whether in that or another police force'.

This is supported by the College of Policing guidance in respect of Regulation 24 which states that 'a re-joiner member would not be expected to restart the pay scale if re-entering at the same or lower rank as on departure. Instead they will re-enter at the pay point commensurate to length of service previously completed in that rank as per governing regulations for police pay'.

Force stance on UAP and UPP welcomed

Derbyshire Police Federation secretary Kirsty Bunn has welcomed moves by the Force to take a practical view with performance-related conduct proceedings in light of the ongoing situation with COVID-19.

Judith Wells, the Force's HR manager, says reviews will now take place on a fortnightly basis to look at planned UAP (Unsatisfactory Attendance Procedures) or UPP (Unsatisfactory Performance Procedures) meetings.

She explained: "Things are changing on a daily basis so discussions will take place with line management/command teams to explore options to continue with meetings if possible, by phone or Skype.

"In some instances, if all parties are in agreement, it may be possible for the face-to-face meeting to go ahead.

However, there obviously will be ones that

need to be postponed.

"If this does occur, we are proposing to then rearrange the meeting for as soon as practicably possible.

"Likewise, if someone's having to self-isolate or other reasons relating to COVID-19, it may mean that they are unable to fully demonstrate an improvement in performance/attendance."

Kirsty responded to the measures by saying: "These are positive practical moves to deal with a difficult and ongoing situation for everyone involved in the UAP or UPP procedures.

"The decision to constantly review proceedings means that the process can continue where possible but also keeps all parties in the loop if inevitable delays are needed."

● New conduct regulations – see Page 8.

Officers urged to have their say on Police Covenant

Officers are being urged to take part in an online consultation on Government plans for a new Police Covenant, which will enshrine the welfare of officers, police staff and their families in law.

Home Secretary Priti Patel has launched an eight-week consultation which will seek the views of police officers, their families and other stakeholders on how best to protect the physical health and mental wellbeing of police officers and also recognise their bravery and hard work.

Tony Wetton, chair of Derbyshire Police Federation, is urging every officer to take the time to complete the online consultation, stating: "It is your chance to have a say and shape the future of policing and, if we get this right, it could make a difference for generations to come.

"It asks questions around officer safety, health and wellbeing and the Government's role in setting standards for safety equipment and invites you to leave your opinions and express your views. We need to get this right."

In a statement to Parliament, the Home Secretary said she was committed to introducing a Police Covenant in England and Wales to 'recognise the exceptional job our front-line officers do in unique and challenging circumstances'.

"Our outstanding police deserve the upmost respect, support and recognition," she said. "Brave officers put their lives on the line every day to keep us safe, demonstrating remarkable courage, sacrifice and public duty.

"They face extraordinary pressure as they protect the people they tirelessly serve from terrorists, serious violence and exploitation. Their families too often fear for their safety or are left to pick up the pieces when something goes wrong."

She added: "We are determined to give our officers the enhanced support they need, so I have accelerated work on this pledge to protect both them and their loved ones. Our commitment to ensuring our police have the recognition they deserve is absolute, so this Covenant will be enshrined in law. This will leave no room for doubt, creating a statutory duty to do more to support our police."

The survey asks for people's views on the wording of the covenant and who it should apply to.

The survey closes on 22 April – you can take part at

<https://www.homeofficesurveys.homeoffice.gov.uk/s/NC12Z/>

Brave PC in line for award after critical role in preventing dam disaster

A Derbyshire police officer who put his life on the line to save thousands of others has been nominated for a national award for his 'outstanding bravery'.

PC Geoff Marshall has been nominated for the Police Bravery Awards for his courage in helping to prevent the dam at Toddbrook Reservoir from collapsing and overwhelming the town of Whaley Bridge below. He was put forward for the award by Operational Support and selected as Derbyshire's nominee by Derbyshire Police Federation's Branch Board.

The tense and dramatic events began on Thursday 1 August and were played out across the world's media.

Days of heavy rain had sent water raging over the dam wall, taking with it a huge section of the structure.

Engineers estimated it was likely that the entire 250-metre long dam would fail sending billions of litres of water onto the town.

Derbyshire Police Federation chair Tony Wetton said: "There is no doubt this would have led to significant loss of life."

The emergency operation kicked in with officers in the potential flood area evacuating 1,000 people in the middle of Whaley Bridge from their homes and businesses.

At the dam, it was critical that sandbagging was completed to try to prevent the structure from collapsing.

As heavy rain continued to fall, a plan was drawn up to put hundreds of sandbags in place to divert water away from the damaged section.

Tony said: "The sandbagging needed to be performed by a member of staff on the actual spillway and others on a metal bridge passing the bags down."

He added: "Engineers briefed the police officers and several volunteer members of mountain rescue that should certain tell-tale signs be visible either on the water or on the



PC Geoff Marshall.

downstream side, that they would have between 45 seconds and a minute to evacuate the entire area before the dam wall would collapse beneath their feet.

"In reality, were the dam to have failed it is highly unlikely any of those involved in the sandbagging operation would have survived. The control measures such as ropes and personal flotation devices were provide some protection in the event of an officer falling into the water rather than the dam failing.

"All the officers present elected that they could not stand by and risk the death of around 2,000 people, including colleagues, without doing something."

PC Marshall volunteered to work on the spillway and secured himself with a rope while his colleagues passed the bags down.

For around two hours, officers and mountain rescue worked to place sandbags on the wall and buy enough time to temporarily secure the reservoir.

As he worked on the dam, colleagues who were looking out for signs the dam

was beginning to breach suddenly shouted at him to get off.

Tony said: "At this point, PC Marshall was positioned on the spillway and secured with a rope and was at significant risk and there was a delay in him being unsecured so he could make his way off safely."

He added: "Actions of officers completing the sandbagging operation on the spillway undoubtedly reduced further erosion to the dam wall and prevented a breach.

"There were numerous officers involved in the incident and I would like to acknowledge their bravery and outstanding efforts too but PC Marshall went over and above the call of duty while thankfully supported by his colleagues."

The following morning an RAF Chinook helicopter was deployed and over the next five days, 530 tonnes of aggregate were used to reinforce the dam wall.

After a tense seven days, the dam wall was repaired and the water pumped out.

PC Marshall, who has been an officer for 26 years, is to receive a Chief Constable's commendation at an upcoming ceremony which will mark the anniversary of the event.

The superhuman efforts were recognised publicly by Prime Minister Boris Johnson who visited Whaley Bridge and nearby villages. Indeed, during the operation, a COBRA meeting was held by the Government to provide support and oversight.

Tony said: "PC Marshall showed outstanding bravery and selflessness in an extreme situation.

"Our humble nominee would be the first to say that the whole, unprecedented event was a team effort and there are a whole army of people and organisations to recognise.

"The enormity of their service and actions will be appreciated for many, many years to come."



Extra funding allows roll-out of Taser

Derbyshire Police are training 100 officers a year over a three-year period in the use of Taser.

And the Force's Taser training manager Pete Moss says there may be the opportunity for even more officers to be trained after it received £165,000 from the Home Office to equip an extra 200 officers with Taser.

The money, which will allow the Force to buy 200 Taser X2s, is part of £10 million the Government set aside for the uplift last year and Derbyshire received the eighth-highest allocation in England and Wales.

Pete said the funding would purchase 200 devices and help meet Chief Constable Peter Goodman's aim of training and equipping every officer who wants to use Taser.

He said: "The Taser training unit is about to begin Year 2 of a three-year plan to further uplift the number of officers deploying with Taser in line with the Chief Constable's wish to train and equip any officer who wishes to be trained.

"We are currently training 100 officers per year over the three years, after which the position can be reviewed.

"The new fund affords us the opportunity to consider putting on extra courses to increase the agreed 100 newly-trained officers per year.

"Planning is underway in order to tweak the plan in terms of logistics to try to make this happen."

There are currently 327 officers in Derbyshire who routinely carry Taser during their duties. This includes 105 in North Division, 102 in South Division, 98 from operations support and 22 covert officers seconded to regional teams. There are also 56 AFOs who carry Taser as a less lethal option.

Pete says that as more officers have been trained in the use of Taser the proportion of discharges has fallen.

He pointed to statistics which showed in 2015, prior to any officers from BCUs being trained, there were 536 Taser authorities granted, resulting in 87 uses, including 25 discharges. This equates to 29 per cent of all uses result in discharge.

In 2018, there were 524 authorities granted, with 190 uses resulting in 21 discharges. This equates to 11 per cent of all uses result in discharge.

Last year, there were 772 authorities granted, with 262 uses resulting in 25



discharges. This equates to 9.5 per cent of all uses resulting in discharge.

"The term Taser 'use' means that the officer has either drawn, aimed, red dotted, arced, drive stun or discharged a Taser," said Pete.

"When the force initially trained officers from BCUs, there was some scepticism that Taser usage would be disproportionate and damage the reputation of the force. This has simply not happened in the way some predicted.

"Naturally, as we have increased the number of officers trained, the force incident managers have had more resources at their disposal to deploy to incidents that require a Taser response as the most appropriate, when in previous years unarmed officers would attend and have to do the best they could.

"Therefore, the number of Taser authorities has risen, and consequently the number of uses has risen, but most importantly, the number of discharges in proportion to uses has dramatically reduced."

TASER USE

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Taser trainer with a 30-year policing career behind him

Pete Moss joined the Force in December 1989 as a 19-year-old fresh out of college and with only six months' work experience in the hotel industry under his belt.



He began his career working at Long Eaton as a uniformed patrol constable. He walked a foot beat for the first two years of his career, armed only with a radio, a truncheon and a pair of handcuffs.

"There was no body armour in those days and everything was done on paper. There were no computers, mobile phones or internet. I loved my time walking the beat, and feel that every new bobby should do it," he explains.

"But I was also lucky enough to be seconded to CID during my probation due to dealing with a bike theft that snowballed into hundreds of offences and a dozen offenders.

"I experienced so much during that six months or so, including relieving a bank robber of his loaded revolver during a bank robbery in Ilkeston."

After Long Eaton, he moved into the A Division pro-active unit, which introduced him into covert policing, and then joined the Pentagon burglary unit, set up specifically to target domestic burglaries.

Returning to Long Eaton in 2000 as a temporary sergeant, in 2003 he was promoted to substantive sergeant and then

in 2004 became a Derby custody sergeant where he stayed for seven years.

"Many people see custody as the 'dreaded' posting, but honestly it was one of the most challenging, but enjoyable, roles I ever held. I worked with, and dealt with, some real characters, and actually had some of the funniest experiences of my career in there. I will keep the details to myself though."

In 2009, while still in custody, Pete completed his first initial firearms and ARV course, which also included Taser training, becoming the first sergeant in Derbyshire to complete it.

"I was one of only three to pass but, unfortunately, the expected post was unavailable. I returned to custody and after 18 months had to give up my authority as it was too difficult to continue to be abstracted for the required training," he recalled.

Pete left custody in 2011, and moved to Derby East (Cotton Lane) as a uniformed patrol sergeant and the following year, asked to consider firearms again due to a vacancy on the armed response unit, underwent the training again, which led to him routinely carrying Taser

"The initial firearms and ARV course is, in my opinion, the hardest course to successfully complete within the police service. However, it is hugely enjoyable and gives you an enormous feeling of achievement if you pass it. You definitely earn it," he said.

"During my time as an AFO due to my rank I was required to become an operational firearms commander and firearms tactical adviser much sooner than I would have had I joined the unit as a constable.

"I had some fantastic mentors to help me develop, and I had an amazing few years in the role until a back injury meant I struggled to maintain the required level of fitness to continue as an ARV officer.

"Out of every cloud, comes a silver lining. In 2016, I was very disappointed that my firearms career had ended and was preparing myself to spend the last three and half years of my career back on division, when I had the opportunity to come up with a plan to train a handful of officers from the north west of the county in the use of Taser.

"This plan quickly expanded from a handful of officers to 110 officers across the whole of the Force. The Taser Training Unit was born."

In the early days, Pete had two officers to help him deliver the training. But the senior leaders in the Force have been extremely supportive and positive about the Taser roll-out.

The Force is about to embark on Year 2 of a three-year plan to train 100 officers per year in addition to the existing numbers. It is also halfway through a full refurbishment of the training venue which will provide officers with a purpose designed venue to receive 21st century Taser training. It has been designed with future technology such as virtual reality very much in mind.

Pete retired from the Force in December 2019 but came back in a new staff role – Taser training manager - in February this year.

"I have been extremely fortunate during my career to have thoroughly enjoyed every single role I have had; 30 years has passed in a blink and I really can't believe it came to an end so quickly," he said.

"There have been huge changes to the face of policing during that time, mostly for the better. Taser is clearly one of those changes. I guess it reflects where we are in society that such devices are needed to keep our officers and the public safe.

"If I can pass anything on in the way of advice or wisdom to newer officers; it is to be kind to people, work hard, be honest and try not to become too cynical. If you do those things, trust me you will not go far wrong."

ABOUT THE TASER TRAINING UNIT

The unit consists of Pete Moss as a manager



PC Jon Simms demonstrates a discharge of Taser against PC Shaun Hill in the Taser suit.

and seven instructors including two lead instructors – PC Jon Simms and PC Louisa (Lou) Briscoe.

They are all police officers at present but in the future the Force may consider recruiting police staff instructors. Pete also line manages the chronicle administrator, Rebecca (Becky) Catling.

Jon worked with Pete from the very beginning and was instrumental in the creation of the unit. An experienced AFO, Pete says Jon is an ‘excellent’ firearms instructor.

“His enthusiasm and knowledge are admirable. Lou joined the unit a couple of years ago. She shone on her initial Taser course and we quickly identified her as a potential instructor. She is a real role model particularly for female colleagues,” Pete explains.

Also in the unit is PC Darren (Daz) Mabbott, an ex-dog handler and AFO who brings a huge amount of experience into the training. He is also an accomplished martial artist, specialising in Krav Maga.

PCs Hannah Terry and Shaun Hill joined the team a year ago. Hannah worked at Matlock with Shaun, who transferred to the Force from Leicestershire, working in Ilkeston. He also spent a number of years in Leicestershire Police before transferring to Derbyshire.

The most recent additions to the team are PCs Ricky Kirk and Matt Clarke; both from North Division.

“I’m delighted for Ricky as he seems to have been waiting forever to join us after narrowly missing out on the first round of recruitment and having to go on a select list second time round,” says Pete.

“He has never lost his enthusiasm for the role and has been a constant with us for a couple of years assisting the team with role acting. Matt has returned to operational support after a spell as an AFO on the Armed Response Unit. His knowledge and experience will be invaluable on the team.”

All training records and operational data for firearms, Taser and dogs are recorded on the Chronicle computer system with Becky being extremely knowledgeable and innovative with how the system can be used to improve performance and efficiency.

“I am very proud to lead the team and am very lucky to have such fantastic people to work with,” said Pete.

THE COURSE

The Taser training comprises of a minimum of 18 hours delivered over three days. The curriculum is from the National Police Firearms Training Curriculum (NFPTC). This course was initially written for authorised firearms officers (AFOs) who already had extensive training around weapons and tactics.

“I felt that training officers without that



The Taser training team (left to right): PC Louisa Briscoe (lead instructor), Becky Catling (Chronicle administrator), Pete Moss, PC Jon Simms (lead instructor), PC Darren Mabbott, PC Hannah Terry and PC Shaun Hill.

experience required more than the minimum 18 hours. The senior management agreed and authorised an additional day to spend on scenario training where we can focus upon and contextualise the National Decision Model (NDM),” Pete explains.

“Similar rationale has been applied to refresher training. The minimum requirement of six hours’ delivery has been increased to 12 hours, delivered over two days per year.”

The course focuses on the theory of all things Taser: weapon handling, weapon retention, shooting and application of the NDM and use of force legislation.

“It is a pass or fail course, which does put the students under pressure. The final day is stressful for them and comprises of a written exam, qualification shoot and three summative scenarios, where they must demonstrate all they have learnt and justify their actions using the NDM,” says Pete.

The Taser training unit is at Force Headquarters in what was formerly, and perhaps more widely, known as the old CREST Portacabins.

Six to eight students at a time undertake an initial course and there are eight on a refresher course with all Taser trained officers undertaking two days’ refresher training a year, though not two days together.

Last year, there were 21 initial courses, with officers chosen from volunteers in front-line policing divided equally between North and South Divisions, with the

remainder of the year taken up with refresher training.

The courses were made up with the 100 planned Derbyshire front-line officers and additional officers from covert regional teams.

Prior to attending the training, officers must be current with their officer safety, first aid and fitness test. They must also pass a sight test to AFO/advanced driver standard.

Officers are able to wear glasses or contact lenses to achieve this standard. Colour vision deficiency remains a problem for officers. There are a number of officers in Derbyshire who are currently disqualified from Taser training on those grounds. However, the College of Policing is close to a remedy, which is likely to introduce some practical assessments.

There were 12 officers who were not initially successful with their initial training but, after completing development plans, all made the grade and are operational.

TASER UPLIFT

The grant can only be spent on new devices.

A total of 50 units were due to arrive in March and the remaining 150 at the beginning of the new financial year.

The senior managers on division in conjunction with their inspectors will decide upon who is prioritised for the training.

Officers are trained as per the training plan but the new funding may give the Force the chance to divert funds already ear-marked to buy Tasers to pay for sufficient cartridges to train more than the planned 100 officers this year.

New conduct regulations



Phill Matthews, national Federation conduct and performance lead.

New conduct and performance regulations aiming to create a culture of learning and development rather than sanction and punishment are now in place.

They will give officers required to improve their performance the chance to undertake Reflective Practice with their line manager to discuss how the issue can be avoided in the future, accept what happened and then move forward rather than face punitive action for minor issues.

There will also be a higher threshold for disciplinary action so misconduct proceedings will only be triggered if the wrongdoing warrants at least a written warning and low-level outcomes have been removed.

The harsher outcomes are balanced by the fact that more officers will be diverted away from the misconduct arena and only serious matters will be escalated.

Phill Matthews, national Federation conduct and performance lead, said: "The Federation has spent many years lobbying for a culture change in police discipline - away from blame and punishment and towards learning and performance.

"There needs to be a shift in mindset whereby forces are alive to the fact that mistakes, errors or poor working practice can be corrected and learned from - not just by the individual but by the whole service - and learnt from quickly. But culture change does not happen overnight and we will need everyone's backing for this to work."

Phill also highlighted that investigators'

time will now be freed up to focus on removing corrupt officers from the service and welcomed moves to prevent long-drawn-out investigations.

Now, if an investigation is ongoing after 12 months, the Appropriate Authority has to send a report to the Police and Crime Commissioner explaining why and then again if another six months passes.

Phill explained: "We are massively encouraged the Home Office has acknowledged investigations should normally be dealt with within a 12-month period which is something we will continue to push for through our Time Limits campaign.

"Protracted, disproportionate investigations are hellish for officers and have ruined both the working and home lives of some due to the enormous amount of stress and anguish they are put through.

"But there is still more work to be done and we will continue to work with the Home Office, chiefs, HMICFRS and the Independent Office for Police Conduct to monitor how it's being implemented across forces so our members are treated more fairly in the future."

Disciplinary action outcomes starting with the least severe:

Misconduct meeting

- A written warning - 18 months
- Final written warning - two years.

Misconduct hearing

- Final written warning two to five years
- Reduction in rank in exceptional circumstances where the rank was an issue
- Dismissal.

Other changes include:

- Opportunities for early review of allegations – if, at any time before a meeting or hearing, it appears that the allegation no longer meets the high threshold test for disciplinary proceedings the matter can be reassessed and discontinued or moved into the Reflective Practice Review Process.

Derbyshire Police Federation has also backed calls for a review of all IPCC legacy and other long-running conduct cases and has welcomed a pledge by the watchdog's director general to further improve the way in which it works.

Wellbeing plan more important than ever

Derbyshire Police Federation chair Tony Wetton says he is fully supportive of the Force's plans to put together a wellbeing plan for its officers, and believes it is even more important due to the coronavirus crisis.

The initiative is being led by DCC Rachel Swann and is a reaction to the mental and physical stresses that officers have been put under in recent years.

"Derbyshire Police Federation had already made wellbeing its main focus for 2020," said Tony, who sits on the Force's Wellbeing Board. "It should be at the heart of everything we do and we are going to ensure that is the case, particularly given the additional pressures officers – and staff – are going to be under due to the coronavirus outbreak.

"Everyone agrees we should have wellbeing plans in place and I am determined that we are walking the walk not just talking the talk."

Tony explained that while there has been a tendency to focus on mental and physical welfare, the parties involved in creating the plan were determined to place equal importance on the financial aspects of officers' wellbeing too.

"Last year's pay and morale survey revealed that 40 per cent of Derbyshire officers are worrying about their finances," Tony added.

"Almost three quarters of them said they were worse off financially than they were five years ago with some of them saying they struggled to have enough money to cover essentials.

"As a result, we will be working with a number of our member service providers to ensure members have access to financial advice and support should they need it.

"I think this is particularly important given the financial pressures everyone is going to be facing in the coming year."

The wellbeing plan will be split up into a number of focus areas: financial wellbeing, stress management, mental health resilience and awareness training, psychological risk management and screening and trauma and disaster management as well as health and wellbeing promotion campaigns.

Each one will have an objective and activities to support those goals which will take place over the three years the plan will cover.

The Force is changing providers for its Employee Assistance Programme to Health Assured. They will be contactable on a 24-hour basis by telephone, computer portal or app. Look out for updates on the intranet.

“We are massively encouraged the Home Office has acknowledged investigations should normally be dealt with within a 12-month period which is something we will continue to push for through our Time Limits campaign.”

Officers' mental health has to be treated seriously

It is time mental health in policing is treated as seriously as physical safety, says Derbyshire Police Federation chair Tony Wetton.

His comments come as the Police Federation of England and Wales launches a wellbeing campaign encouraging members to talk about their mental health.

The campaign is being called Hear 'Man Up', Think 'Man Down' and its launch coincides with national Time To Talk Day.

"This campaign urges officers to look out for signs that colleagues might be struggling with their mental health," says Tony, "When you work alongside someone you can tell when something is not quite right and it is important that we act on these signs. It is important that we talk to one another and offer a listening ear to anyone who might be having mental health difficulties.

"Police officers have protective clothing and equipment and receive training to keep them safe from physical harm. But their psychological wellbeing and mental health is often overlooked.

"While other people run away from danger, police officers are the ones running in the opposite direction, seeking to help the public and deal with critical incidents. Officers see, hear and experience trauma every day: things that are not easy to forget and which can affect officers' physical and mental health.

"Those suffering from mental health issues may be the last to realise there is a problem - or accept help. But those closest to them often notice a change in behaviour first so we all need to be aware, look for the signs in our colleagues and offer our support by encouraging them to access the support that is available to them."

In addition to encouraging officers to talk, the campaign will aim to raise awareness of what signs to look out for and where officers can get help if they need it.

Belinda Goodwin, the Federation's national wellbeing lead, said: "It's about joining up the wealth of Federation support available locally and nationally."

The campaign follows a study by the



Federation's research and policy support department which revealed the extent to which officers are struggling with their mental wellbeing.

To date, it has been difficult to determine the actual number of police officers who take their own lives. Police forces have not routinely collected this data and, although the Office for National Statistics (ONS) collects data based on coroners' verdicts, the figures often exclude either non-residents and/or PCSOs. It is also unclear whether retired or former police officers are routinely included in the figures.

Official ONS figures show that 66 police officers took their own lives between 2015-17.

Although significant improvements in mental health support have been made in recent years, the Federation continues to press the Government and forces to provide earlier, better and more consistent support.

As well as concentrating on mental health, the campaign will focus on physical and financial wellbeing.

The Federation has linked up with Police Mutual to highlight financial issues in a monthly newsletter called Let's Talk Money. The newsletter will concentrate on a different issue each month for a year.

Officers are being encouraged to support the campaign and to help promote the message that it's OK to talk. Join in the campaign on social media using the hashtags #ManUpManDown and #PoliceWelfare.

[Find out more.](#)

HEAR 'MAN UP' THINK 'MAN DOWN'

1 in 4 Emergency service workers have considered taking their own life

x2 Up to 2 police officers commit suicide every month

Emergency service workers are twice as likely to suffer from mental health problems as a result of work pressures than the general public - but they are much less likely to seek support

FINE 81% of people who say they are "fine" don't mean it

75% 75% of suicides are men

#1 Suicide is the biggest killer of men under 45

SIGNS TO LOOK OUT FOR

- Talking (even joking) about wanting to die
- Feeling hopeless or saying things like "everything is against me"
- Drinking more - or drinking alone
- Sleeping too much or too little
- Feeling tired or exhausted all the time
- Loss of personal discipline, late, scuffier than usual
- Finding it hard to think clearly or cope with day-to-day life
- Being anxious, irritable or aggressive
- Being withdrawn, wanting to be left alone, no longer enjoy things
- Feeling fearful or experiencing mood swings
- Missing meals or group activities

RISK FACTORS

- Relationship and family problems
- Loss - inc bereavement
- Financial worries
- Job related stress
- Loneliness and isolation
- Depression
- Painful and/or disabling physical illness
- Heavy use of alcohol or other drugs

SOUND THE A.L.A.R.M

Ask Open ended questions:
 • How are you?
 • You don't seem yourself, is everything ok?
 • There has been a terrible week, how are you now?

Listen With empathy and without judgement

Allow time Don't rush them or feel like you need to fill the pauses. If they really don't want to talk, let them know you will be there for them when they are ready.

Reassure Let them know they are not alone and that help is available

Make a plan Is it safe to leave them alone? Make a date to check in with them. Encourage them to talk others and get help. You can contact the Samaritans anonymously and ask them to get in touch with someone else.

GET HELP

SAMARITANS Call 116 123 or email ja@samaritans.org

Police WSP Call 020 303 5599 Monday-Friday 9-6

The Life Programme

Contact your Fed Rep to see if you could be eligible for the Welfare Support Programme.

www.police.org/manupmandown
 #ManUpManDown
 #WhatsNotToSay

POLICE Federation

FINANCIAL WELLBEING

Help on hand if you are struggling financially

The results of last year's Police Federation pay and morale survey made for some worrying reading.

As well as three quarters of Derbyshire respondents saying they were dissatisfied with their overall remuneration, including basic pay and allowances, our survey results revealed:

- **41 per cent of respondents worried about the state of their personal finances every day or almost every day**
- **70 per cent felt that they were worse off financially than they were five years ago**
- **Eight per cent reported never or almost never having enough money to cover all their essentials.**

With this in mind, and to coincide with Debt Awareness Week (23 to 30 March 2020), we have put together a brief overview of the various organisations who are on hand to offer specialist advice to any officer with money worries.

For further information

The Police Federation website has a section on financial support to help officers through the coronavirus crisis – visit polfed.org/ourwork/covid-19/covid-19-financial-support

No1 Copperpot: helping the police family

Within the UK police family, No1 CopperPot Credit Union has more than 35,000 members.

Different to many other financial institutions, credit unions offer their products only to members, who must be within a common bond. At No1 CopperPot Credit Union, the common bond is the police family. This means anyone employed by, or working for, the police can join and once you are a member you can introduce family members residing at your address too. The exclusivity of the credit union means that members are working towards the same goal, and pool their finances to benefit one another.

Membership means you can save on a regular basis, which creates good savings habits as well as a rainy day fund. These pooled savings can be accessed by all members through loans and mortgages, as and when necessary.

Whereas building societies were created to make all members home-owners one day, credit unions are an affordable, fair source of finance for loans as well as mortgages. As soon as you join No1 CopperPot and agree to start saving, you can then apply for any other products and services as required.

The credit union is member-owned which means members have a say in how the credit union is run, which puts members at the heart of every decision made.

As a not-for-profit organisation, surplus available profits made each year are shared among all members in the form of an annual dividend. Credit unions have no shareholders, only members benefit from the profits.

No1 CopperPot Credit Union was created in 1986 by police officers who liked the idea of colleagues helping one another financially.

For more information, please visit www.no1copperpot.com





Wide range of support available from Police Care UK

Police Care UK is a charity for serving and veteran police officers and staff, volunteers, and their families.

Independent of the police service, it is entirely funded by donations and fund-raising and receives no money from the Government or police forces for its work.

You can access practical, emotional and financial support that is confidential and impartial by submitting a referral for you or someone you know.

Police Care UK offers:

- Psychological support
- Financial assistance and benefits
- Specialist equipment grants
- Support for those seeking new careers after policing
- Veterans' peer support
- Educational bursaries for the children of serving and retired police officers and staff and volunteers in full-time or higher education.

Find out more at [policecare.org.uk](https://www.policecare.org.uk)

Helping you save, and borrow

Police Credit Union is a free employee benefit which helps members of the police family save and borrow with repayments straight from their pay.

It is passionate about improving the financial resilience of those who serve and protect and currently serves more than 32,000 members including police officers, staff, retirees and their family members.

Here to help our members save, there when they need to borrow.

Committed to the principles of people helping people – it is a not-for profit financial cooperative owned by and run for its members – offering an ethical alternative to other financial providers and treating people as an individual rather than just a credit score.

- Save with repayments straight from your salary
- Receive a return in the form of an annual dividend
- Loans of up to £25,000 – with no early repayment penalties
- FREE life cover
- Completely confidential
- Join for FREE.

“We are proud to play our part in helping our members protect the nation, helping them prepare for their financial future, so they are ready to respond to any financial challenges they may face throughout their career,” says Rob Lovesey, business development manager at Police Credit Union.

For more information call **0121 700 1220** or visit www.policecu.co.uk

Force runners back marathon effort for MND

Two Derbyshire officers will be joining hundreds of others from the policing community to raise money and awareness of motor neurone disease (MND) by taking part in the Liverpool Rock 'n' Roll Marathon events later this year.

Detective Constable Shaun Bott and Custody Sergeant Christine Howard are taking on the event with other officers from up and down the country to show support for West Midlands Police Assistant Chief Constable Chris Johnson who was told he had MND at the end of 2018.



Chris Johnson.

So far, more than 350 police officers, police staff, friends, family and little ones have signed up including colleagues and friends from all over the country to run either the full or half marathon or the 5K or one-mile events.

For Shaun, it will be his 13th marathon but the first time he has run the streets of Liverpool, with his previous marathon efforts including London and Paris, and a personal best time of 2:57:03.

He said: "I've never done the Liverpool Marathon so this was a good opportunity to run in a new place while at the same time raising awareness of MND.

"Aside from my wife and children (and I suppose my job), running is my life, although I didn't start running competitively until 2012, I now run pretty much every day.

"Hopefully, as a collective, we can raise thousands of pounds for MND. And on a personal level a time under three hours would be nice. A personal best would be excellent. Sub 2:55 would be a dream."

Shaun was approached by DS Trudy Gittins, from West Midlands Police, to ask if he would take part in the event. She was inspired by ACC Johnson's approach to his diagnosis and decided to run the full marathon to raise funds for two charities offering support to the family – the Motor Neurone Disease Association (MNDA) and Primrose Hospice in Bromsgrove - and encouraged others to join her.

Christine is a seasoned runner and represented the PSUK in several European marathons. Her marathon personal best is 2:51, although she says she is more likely to run around 3.30 at Liverpool due to now



Shaun and Christine in training.

being almost 50 rather than 29.

She has her own personal reasons for supporting the event.

"My father is 80-years-old and was diagnosed with MND four years ago," she said, "During this time, he's lost all use of initially his hands and arms, later his legs, now almost everything else. He's at the stage of MND where he wants his life to be over as everything is simply too hard and every day is another day to suffer.

"I have seen him being reduced from an independent lively active pensioner to a skeletal shadow of himself who can barely sit upright in an MND specific wheelchair and can no longer swallow food, so he is simply waiting to drift away to what is hopefully a better place for him.

"Every time I train I feel grateful for the physical freedom this gives me, watching this happen to a loved one is probably the hardest thing I've been part of. Funding research to get a cure for this disease is a huge motivator for me."

Christine will be joined by her partner Karl Webster, an officer on the Derbyshire

rural crime unit who is also no stranger to marathons having run for the PSUK in Europe at Athens in 2002.

Shaun who is currently based within crime training at Force HQ, teaching trainee detectives investigative and interview skills for serious and complex crime, concludes with some advice to new runners, saying: "Don't do too much too soon. A beginner should start off running slowly and well within their comfort zones. Too often I see runners trying to achieve unrealistic goals and pushing themselves too hard. This leads to injuries and a lack of motivation, because every run feels hard. It's important to enjoy running and start off slow."

The team of runners - #WMPMND – will split the funds they raise between MNDA and Primrose Hospice.

● The Liverpool Rock 'n' Roll Marathon was scheduled to take place in May but has been postponed until the weekend of 24 to 25 October 2020, as a result of the coronavirus outbreak.

[Support the fund-raising.](#)
[See Chris Johnson interviewed on Channel 5.](#)