



Brave Geoff in line for national award – See Page 2

Chair's foreword



By Tony Wetton, chair of Derbyshire Police Federation

Welcome to the autumn edition of our members' ezine, giving you an overview of the issues affecting you at work.

This edition features coverage of National Police Memorial Day which, for the first time in its history, was held virtually due to the restrictions in place because of the pandemic.

Despite not being able to attend in person, I am sure the families of our fallen colleagues were pleased to see the annual memorial day service go ahead. It was, of course, particularly poignant this year since it was held just two days after the tragic and

shocking death of Metropolitan Police Sergeant Matt Ratana.

We also focus on the departure of our former chief, Peter Goodman, who we interviewed ahead of his retirement.

It turns out that it's all change at the top, of course, with former DCC Rachel Swann taking over as Chief Constable and we will also soon be welcoming Nottinghamshire ACC Kate Meynell to the Force as our new Deputy Chief Constable.

We will continue to work with the chief officer team so we can represent members, share their views with decision-makers and seek to shape Force policies and initiatives.

Above all, we all want the same thing – we want to provide an effective policing service for the people of Derbyshire. But, as a Federation, we also have to ensure that officer – and staff – wellbeing is put to the fore.

This year has, of course, been like no other. Covid-19 has disrupted everyone's lives and the police service has been at the forefront of the nation's response to the pandemic. While media commentators, and the public, bemoan confusing and rapidly changing Government guidance, it is police officers who have been on the front-line of trying to encourage everyone to stick to the guidelines.

Just like so many other people, they have also had to adapt to working from home – where possible – and they will have had concerns for their own health and wellbeing, and that of their families.

I would just like to remind everyone that the Federation is here for you all. Just get in touch if you have any concerns about issues at work or about your wellbeing. We can help. We will help. We do help.

Assaults on police: maximum sentences will double

Maximum sentences for assaults on police officers are set to double as the Government has agreed to bring new legislation forward.

The move follows extensive campaigning by the Police Federation which argued the previous maximum prison sentence of 12 months did not reflect the seriousness of assaults on police officers. Offenders will now receive a maximum sentence of two years.

The chair of Derbyshire Police Federation, Tony Wetton, said: "We welcome this change in law which we've been working hard for.

"The Federation's Protect the Protectors campaign was about safeguarding officer wellbeing via tougher sentencing for those mindless individuals who seem to think it's acceptable to attack a police officer or another of our blue light colleagues while they are doing their jobs and serving their communities.

"The courts can now issue more suitable sentences for those offenders which I hope will be a deterrent.

"We will continue work locally to ensure that all assaults on officers are properly investigated and prosecuted wherever appropriate."

More than 11,000 people were prosecuted for assaulting an emergency worker in 2019, according to Ministry of Justice statistics.

This latest change in the law will be the second in two years after the 2018 Assaults on Emergency Workers (Offences) Act increased the maximum sentence from six months to a year.

The new law will mean that when a person is convicted of offences, including sexual assault or manslaughter, a judge must consider whether an offence against an emergency worker merits an increase in sentence.

Our bravery award nominee

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.

Tony Wetton, chair of Derbyshire Police Federation, commented: "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."

This year's ceremony, which was due to be held in London in July, was postponed due to the pandemic, but will be staged on Thursday 15 July next year. A total of 94 brave officers from forces across England and Wales have been put forward for an award.

Keeping you informed

Remember to check www.polfed.org/derbys for news and views from Derbyshire Police Federation.

You can also follow us on Facebook and Twitter.

Covenant welcomed

Derbyshire Police Federation chair Tony Wetton says he's delighted by the decision to enshrine a Police Covenant in law.

The covenant will apply to serving and former police personnel and creates a statutory duty for forces to support them.

It will focus on protection, health and wellbeing, and support for them and their families, and places a requirement on the Home Secretary to report annually to Parliament.

Tony said: "Policing is a dangerous and unpredictable job and officers put themselves in harm's way every day they go to work. They are on the front-line throughout this pandemic and will continue to be there to protect the public.

"We've long campaigned for a Police Covenant to offer support and protect officers, and I'm delighted to see it coming to fruition."

New Chief

Rachel Swann has spoken of her excitement and pride at being appointed as Chief Constable.

Rachel, who became the Force's Deputy Chief Constable in February 2019, says she is grateful for the opportunity to lead the Force.

"I am feeling the usual mix of excitement, privilege – Derbyshire is a great place and it is my privilege to be a leader in it – and also the normal feelings of a tiny bit of apprehension. I would not be human if I didn't think that. It is a big job and a huge responsibility but it's one I take very seriously. I want to get it right for everyone in the Force and for the communities we serve," she explained.

"I love working in Derbyshire so obviously I am very happy that I get to carry on working here."

The news that Rachel is set to take over from Peter Goodman, who retired as Chief Constable on Friday 31 July, has been welcomed by Tony Wetton, chair of Derbyshire Police Federation.

"We have developed a good working relationship with Rachel in her time as DCC so we are pleased that she has been appointed as our new Chief Constable" says Tony.

"Rachel understands the pressures officers are under, appreciates the need to prioritise their wellbeing and represents a very safe pair of hands to take the Force forward."

- Retirement interview with Mr Goodman – see Page 8.



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NEWS IN BRIEF

Home Secretary interview

The Home Secretary has compared her role as a politician with that of a police officer in an online interview with the Police Federation of England and Wales.

Priti Patel talked exclusively online to the Federation's national Chair, John Apter, and responded to his question around her passion for policing.

"It's about the shared values we have," she said, "Policing is in my family and I've seen the most extraordinary and exceptional things around policing. My work is all about putting people first and I see big similarities with policing. I've always had that connectivity with public service and those on the front-line who give their all to serve their communities, so I think it's a natural affinity that we have."

In an informal, wide-ranging interview, Ms Patel also talked about the Police Covenant, stop and search and policing during the pandemic.

The Home Secretary was interviewed as part of a new 'The chair asks' feature for Police magazine.

Read [Police magazine](#) and [watch the interview](#) with the Home Secretary.

Support over BWV

Derbyshire Police Federation chair Tony Wetton says the support of the Home Secretary for a campaign to share body-worn video (BWV) footage with the public is welcome news.

The campaign aims to protect officers from facing 'trial by social media' when selected clips are posted on the internet.

[Read more.](#)

Time Limits

Hard-hitting evidence collected as part of the national Police Federation's Time Limits campaign is due to be reviewed by the Home Affairs Select Committee (HASC).

The campaign was launched last year to highlight the need for investigations into officers' conduct to be concluded within 12 months of an allegation being made.

Case studies giving graphic details of the devastating effect long-drawn-out inquiries can have on officers' lives have been shared with MPs on the HASC.

Prince Charles honours fallen officers

HRH The Prince of Wales told this year's virtual National Police Memorial Day (NPMD) service that the UK's police officers had faced the invisible threat of coronavirus with visible courage and commitment.

The service was due to be held at Lincoln Cathedral but ongoing coronavirus restrictions made that impossible. Instead, the families and colleagues of fallen officers were encouraged to join in from their homes and share images of a virtual candle. They were also able to write messages and share memories or thoughts on a Tribute Wall to remember and celebrate the lives of their lost loved ones.

Prince Charles, patron of NPMD, opened the ceremony and said: "We can't meet as usual but we can all take a moment to honour those who have paid the ultimate price and who have given their lives in the service of others."

"We've faced an unseen and deadly threat this year but throughout all the uncertainty we have learned to value those things we can always be certain of, such as the steadfast dedication of our police forces in the UK."

"Officers have met this invisible threat with visible courage and commitment, providing calm reassurance that has been essential to our communities day and night."

He paid special tribute to the seven officers who have lost their lives since the last NPMD and spoke of the shocking killing of 54-year-old London Metropolitan Police Sergeant Matt Ratana two days before the memorial service – an incident which gave the event special poignancy.

"What happened on Friday is the latest heart-breaking evidence of the risks faced by our officers daily. These are losses we can never replace, sacrifices we can never repay but of which, as a society, we can only strive to be worthy. We owe our police service and its remarkable officers the most profound debt of gratitude for their continued selfless commitment and dedication," he added.

The Home Secretary, Priti Patel, read the Beatitudes and expressed her gratitude to police officers and staff for their "selfless



work", adding that the courageous officers who made the ultimate sacrifice would "never be forgotten".

In addition, Prime Minister Boris Johnson sent a message of support: "The terrible killing of an officer in Croydon on Friday is a reminder of the risks police officers face every day. They show extraordinary courage by going towards danger rather than away from it to protect the public. The officers we remember today laid down their lives to prevent us from coming to harm and for that we owe them a huge debt."

The Archbishop of Canterbury, the Most Reverend Justin Welby, gave a blessing and the British Police Symphony Orchestra played a moving rendition of 'I Vow to Thee My Country' as speakers from the four corners of the UK spoke about what Memorial Day means to them.

Louie Johnston, son of Reserve Constable David Johnston of the Royal Ulster Constabulary George Cross, who died in 1997, aged 30, said NPMD is an occasion to "look past the uniform and to celebrate the

character, the memories and the special place that our loved ones will always have in our hearts".

Jayne and Lowri Davies, the widow and daughter of PC Terry Davies of Gwent Police, who died in 1990, aged 34, recalled attending the inaugural NPMD, not knowing what to expect but found it was a source of comfort. Lowri is now a serving officer with Gwent Police and wears her father's collar number.

Rumbie Mabuto, the widow of DC Joe Mabuto of Thames Valley Police, who died in 2016, aged 42, said the event is something her family looks forward to each year, adding: "We're grateful for the support we receive and



Prime Minister Boris Johnson.

“We were determined to still pay tribute to fallen colleagues this year, we just had to do it in a different way. And perhaps it was fitting that the commemoration took place at home because that’s where officers are missed and loved the most.”



Lissie Harper lights a candle as national Federation chair John Apter looks on.

hope everybody will be able to meet again next year."

And Donna Alcock, widow of PC John Alcock of Grampian Police, who was injured in 2003 and died in 2017, aged 54, said: "When they say police are a family there is no truer statement."

The service also included a recorded message from Samantha Dixon whose husband, PC James Dixon of Thames Valley Police who died in a road traffic accident on duty three years ago. She was pregnant with their son at the time.

"The Police Memorial Day is somewhere I can take our son, who sadly never got to meet his father, and he can be remembered in a proud way rather than with the sadness that is normally attached to it," she said.

Candles were lit to represent the four nations of Great Britain and Northern Ireland and to symbolise the flame of devotion and commitment exemplified by those

acknowledged by the service.

England was represented by Lissie Harper, widow of PC Andrew Harper of Thames Valley Police, who died on 15 August 2019, aged 28. Lighting a candle for Wales was Rebecca Davies, daughter of PC Terry Davies, Gwent Police, who died on 23 August 1990 aged 34, and for Northern Ireland, Louie Johnston. Scotland's candle was lit by its Chief Constable, Iain Livingstone QPM.

Derbyshire Police Federation secretary, Kirsty Bunn, said: "We were determined to still pay tribute to fallen colleagues this year, we just had to do it in a different way. And perhaps it was fitting that the commemoration took place at home because that's where officers are missed and loved the most.

"The loss of a police officer is a loss to their family, the police family and the nation so it's right that we honour those lost lives."

John Apter, national chair of the Police

Federation of England and Wales, added: "National Police Memorial Day ensures that police officers who gave their all are never forgotten. We must always remember them - their commitment and ultimate sacrifice to public service. Every day, police officers selflessly put themselves in harm's way for the sake of others - I thank them, and I am proud to represent them."

One of the last images of the service was a reminder of the Book of Remembrance which pays tribute to the almost 5,000 British police officers who have been killed or died on duty or as a result of duty since the first recorded death on duty of an officer in 1680.

The National Police Memorial Day was founded in 2004 by retired Kent police sergeant Joe Holness and is supported by the Police Federation of England and Wales.

Next year's service is scheduled for Sunday 26 September at Lincoln Cathedral.

[View Sunday's service.](#)

Roll of honour

The service included a tribute to all officers who have died since last year's National Police Memorial Day.

PC Chris Miller, Metropolitan Police
Special Constable Resham Singh Nahal, West Midlands Police

PC Matthew Lannie, South Yorkshire Police

PC Nick Dumphreys, Cumbria Constabulary

DC Jonathan Mark Hicken, Dorset Police

PC Roy Buggins, Police Scotland

PS Matt Ratana, Metropolitan Police.

Those who have died as a result of the Covid-19 pandemic were also remembered.

'Deeply moving'

By Angela Morgan

I attended last year's National Police Memorial Day in Glasgow with Derbyshire Police Federation. Last year's service was attended by HRH The Prince of Wales.

I found the service deeply moving in remembering and honouring those officers lost on duty throughout the previous year. Particularly poignant for me was the loss and tribute to PC Andrew Harper because I know



his parents. I think for the families it gives some consolation in knowing their memory shall never be forgotten.

As the partner of Derbyshire DC Gary Freeman, killed on duty 26 years ago, I know how important this is, as I remember and miss Gary every day.

With the recent tragic killing of Sgt Matt Ratana fresh in our minds, my heart goes out to his family. I know they will never forget him and the nation needs to pay tribute in this formal annual service of remembrance to those who have paid with their lives while protecting us all.

Chief thanks officers and staff as he retires



Chief Constable Peter Goodman thanked Derbyshire police officers and staff for their service as he retired in July after 32 years in policing.

Peter admitted he was 'humbled' to have led Derbyshire Constabulary for the last three years.

He said: "Thank you for your everyday heroism, commitment, passion. It has been humbling to lead such a great force. The past few months have just reinforced that.

"Also, please stay safe in these difficult times as you walk towards the pandemic when the world is running away."

Peter said the officers and staff, and their commitment to the job, are the Force's greatest strength.

"I mean it when I say I think we are a force laden with heroes," he said. "Thank you."

Peter admitted he was nervous about leaving but said he had plenty of plans for his retirement.

"I need to spend more time with my lovely partner, Anita," he said. "The time has come for her to come first.

"My plans in retirement are travel, cycling, spending time with Anita, and my beloved Leicester City. Sorry!

"I really don't know what I'm most looking forward to. I'm a bit frightened about leaving, to be honest.

He added: "I'll miss pretty much everything but, most of all, being part of the most noble profession in the world."

Peter joined the service at the first attempt.

"I think it was easier then," – he said, "I joined because I liked working outdoors. I would like to say it was for some great yearning to do good, but it wasn't.

"It was after I'd joined that it became my absolute passion. It is addictive.

"I loved it. I couldn't believe I was getting paid to have such fun. I worked with some great teams and individuals. We knew how to have a laugh, but we really enjoyed locking villains up.

"I didn't really have any early ambitions. I was young and enjoyed dealing with something different every day.

"I liked nights best as you could be proactive and go looking for burglars. I went on CID quite early and soon wanted to progress as a detective. My ambition was to be a DI before I retired."

His first posting was in Hyson Green in Nottingham and his first arrest was a burglar.



"Yes, Billy Black, a burglar in Hyson Green I caught in a house on my first day out of training school," he recalled.

"He had a homemade tattoo that read 'EVLIS'. I think he meant it to say 'ELVIS'.

Peter said his three career highlights were getting on CID within 18 months' service, getting his Queen's Police Medal – "It was great for my family" – and joining Derbyshire Constabulary.

"It's the best police force in the country," he said. "It felt like coming home."

Peter said there have been many low points, but one sticks out.

"Mostly dealing with families of murder victims," he said. "My saddest moment in policing was going to a triple murder on Christmas Eve where the father had killed his partner and two young children in their home. It still haunts me today."

Peter said that the biggest change in his career has been around technology and said that will continue.

"Get ready for more of it," he said. "I would like to think that the best change is that we put people first in Derbyshire.

"That wasn't really the case when I joined. It was pretty brutal, especially for women. I have heard people say the most awful things."

And the worst change?

"The ridiculous performance culture

forced upon us where we knew the cost of everything and the value of nothing," he said.

Peter believes policing will need to adapt in the future.

"I think crime and society will change faster than ever before," he said. "Policing will need to have the energy, imagination and resilience to remain effective.

"Sadly, I see few current chiefs who possess those qualities."

Peter said he hopes he is leaving Derbyshire in a better place than when he became Chief Constable.

He said: "I've achieved very little but hope I've enabled the Force, teams and individuals to be better. I hope my focus on people, culture, innovation and technology have enabled this."

So, how would he like to be remembered for his time on the Force?

"As a compassionate leader who set about modernising the Force for the long-term. People, innovation and technology," he said.

Peter said that the person he most admired in policing was the former Prime Minister and Home Secretary Sir Robert Peel, who is regarded as the father of policing after creating the Metropolitan Police.

"He created a policing in this country which is so closely entwined with the people it serves," he said. "We remain unique and he started it all."

Peter said the best piece of advice he has been given during his career came from Chris Sims, the former Chief Constable of the West Midlands.

And he offered the advice for new officers starting out on their career.

"Do the right thing, work hard and good things will happen. I believed it then and I believe it now," he added.

“Thank you for your everyday heroism, commitment, passion. It has been humbling to lead such a great force. The past few months have just reinforced that. Also, please stay safe in these difficult times as you walk towards the pandemic when the world is running away.”

Understanding your payslip

As officers, we sign up to various things during our careers with deductions being shown on our payslips.

But, sometimes we can lose track of just what we are paying out for – and what we could be missing out on.

So, here we take a typical payslip and break down all those deductions.

DBT insurance – this is for the comprehensive Group Insurance Scheme package offered through Derbyshire Benevolent Trust (DBT). See Page 9 for more details.


Derby Sport Dev Fund – This is the Force HQ Lottery originally set up to raise extra funds for the Sports Club and contribute to sporting sections and corporate passes. Half the funds raised on a monthly basis go to the Sports Club and there are 12 draws on the 28th of each month, or as near as, and a 13th draw for Christmas which clears out any excess funds. Each lottery share is 70p but you must be a member of the Sports Club to be included. The current prize fund each month is £1,200 with a top prize of £400 and eight further cash sums. The Christmas draw usually has a prize fund of £10,000.

Police Federation – this gives you access to the wide range of support and advice available through the Derbyshire Police Federation branch and the Police Federation of England and Wales. On 1 September 2020, subscriptions increased to £23.58 – the first rise since 2011. Remember you can claim tax relief on your subs which will reduce this to £18.90. Student officers receive a 50 per cent discount in the first year of service. [Find out more.](#)

Conv home charity – this is for the Police Treatment Centres (PTC), the charity operating the police rehabilitation facilities at Harrogate and Auchterarder. The centres provide physiotherapy treatment and a mental wellbeing programme but are only available to those who subscribe to the PTC

Sports Association Derby – the Force's sports association is made up of a wide range of sport clubs offering the opportunity for competitions or just sporting activities.

PRIVATE AND CONFIDENTIAL



Collar Number: _____

Payroll Name Derbyshire Police - Officers **Paydate** 28/07/2020

Employee Name _____ **Tax Period** 4 / 2020

Reference No. _____ **Tax Ref.** 507 / D3 **Tax code** 1289L / 0

N.I. Number _____ **N.I. Code** A

| Payments | | | | Deductions | | This Period | |
|----------------------------|-----|------|----------|---------------------------|--------|-------------------|----------|
| Description | U/T | Rate | Cash | Description | Cash | Description | Cash |
| Salary | | | 3,344.00 | Tax | 362.00 | Taxable Pay | 2,885.30 |
| Holiday Pay - Officer (NP) | | | 0.03 | NI - A | 306.24 | Ni'able Pay | 3,344.03 |
| | | | | Police Care 2015 (13.44%) | 449.43 | ER's Pension | 1,036.64 |
| | | | | DBT Insurance | 27.05 | Pensionable Pay | 3,344.00 |
| | | | | Derby Sports Dev Fund | 0.70 | Employer's NI - A | 360.46 |
| | | | | Police Federation | 21.58 | | |
| | | | | Conv Home Charity | 7.80 | | |
| | | | | Sports Association Derby | 5.00 | | |
| | | | | GAYE St George's Fynd | 1.50 | | |
| | | | | PMAS | 25.00 | | |

Year-to-date

| | |
|--------------------|-----------|
| Taxable Pay YTD | 11,541.20 |
| Ni'able Pay YTD | 13,376.12 |
| EE's NI YTD - A | 1,224.96 |
| ER's Pension YTD | 4,146.56 |
| Tax Paid YTD | 1,448.20 |
| Pens'ble Pay YTD | 13,376.00 |
| Emp'lrs NI YTD - A | 1,441.84 |
| EE's Pension YTD | 1,797.72 |

Payments 3,344.03 **Deductions** 1,206.30 **NET PAY** 2,137.73

If you have any queries regarding your overtime, unsocial, mileage or expenses please contact Derby Finance.

Paid By BACS
Sort Code _____
Account _____

V3.1

GAYE St George's Fund – this charity provides support to children who have lost either parent (a serving or retired police officer) or whose police officer parent is unable to earn an income due to illness or injury, sustained on or off duty.

PMAS – standing for Police Mutual Assurance Society, PMAS, widely known as Police Mutual provides financial services exclusively for the policing family including savings accounts, insurance, mortgages, personal loans. On this payslip, the £25 deduction goes straight into a savings account.

Comprehensive cover through Group Insurance Scheme

Derbyshire Benevolent Trust (DBT) is an independent organisation set up specifically to support members of Derbyshire Constabulary.

The trust offers members a Group Insurance Scheme (GIS) providing a range of cover to gives members protection in their work, personal and social lives.

Student officers sign up to the scheme receive full protection for the first 52 weeks of their service entirely free. They simply need to complete the application form, return it to the DBT office and, once confirmed as being a member of the scheme, are eligible for full protection.

A single subscription to the GIS is £27.05 per month and partner cover is an extra £14.80 a month, making a monthly total of £41.85.

Legal expenses

One of the key parts of the scheme is the legal expenses cover for advice and representation should a GIS member be investigated for a complaint regarding their actions while off duty.

Court compensation

This allows officers to claim money awarded by a court, but which has not been paid by the offender.

Many officers make use of this facility meaning that hundreds of pounds of compensation are paid out that would otherwise not be received.

Motor breakdown

The full motor breakdown cover provided through the scheme covers the member and their spouse/partner for the car they are in.

The cover includes:

- Home Assist
- Roadside assistance and recovery
- Emergency overnight accommodation
- Misfuelling
- Loss of keys.

It extends to motorcycles, camper vans, motor homes and all domestic vehicles up to 3.5 tonnes. It even includes caravans and trailers.

This means officers do not have to spend extra money on AA, RAC or any other vehicle breakdown cover. Comparable cover with the RAC is £21 per month or £216 a year.

Worldwide travel (holiday Insurance)

The GIS provides holiday insurance for the member, their spouse or partner and their children up to the age of 23.

This is very comprehensive cover with just a £40 excess and gives members the cancellation, loss, theft, medical and baggage protection they would expect. Members of the GIS also have access to airport lounges if their flights are delayed.

Sick pay benefit

Should a member of the scheme be absent from work for an extended period and be on reduced pay, they can make a claim through the scheme for 20 per cent of their scale pay.

GP24

This cover gives members access to a practising UK-based GP 24/7 for either telephone or video consultations. The GPs can also issue prescriptions private 'Fit Notes'. Members can access this service wherever they are in the world.

Life Insurance

The scheme provides £100,000 of life cover for its members. The cover is for 'death by any cause' and does not reduce in level while a serving police officer.

Members can use this cover as life insurance for their mortgage.

The cover can be increased too. Contact DBT for more details.

Legal expenses

This cover includes uninsured loss recovery and motor prosecution defence which is usually an extra cost of about £35 on top of your motor insurance premium.

Other areas of cover include:

- Personal injury claims
- Consumer protection
- Education disputes
- Clinical negligence
- Discrimination claims
- Home rights
- Identity theft

Other cover

The comprehensive policy includes:

- £10,000 critical illness cover
- Payments if you are assaulted with a firearm or stabbed on duty
- Payments if you are hospitalised after an accident
- Payments if you are temporarily or permanently disabled
- Emergency dental cover
- Best Doctors second opinion service.

The scheme also provides members with a range of support and counselling services. Some of these covers are just for the serving member, but some cover the member's spouse or partner and even children. See the scheme booklet for more information.

A spouse or partner can join the scheme with an officer and have life and critical illness cover. Their cover is free too during the first 52 weeks of a student officer's service.

If your spouse or partner is a serving officer in the scheme, an officer may have some cover through their membership, but not full cover for

- Life Insurance
- Critical illness
- Half pay claims, and
- Court compensations.

If two serving officers are members of the scheme, they can claim a rebate.

The GIS is designed to help officers facing challenging situations. Payments are made from payroll, making it very easy.

The trust provides other service for its members which are set out in detail on the DBT website

www.derbyshirebenevolenttrust.com just register with the site for full access and updates about its services.



Federation survey puts focus on demand, capacity and welfare

Derbyshire Police Federation chair Tony Wetton is encouraging members to use a new survey as a chance to discuss their experiences during the pandemic.

Tony says this year's [Demand, Capacity and Welfare Survey](#), carried out nationally by the Police Federation of England and Wales (PFEW), is an opportunity for members to have their say on a range of issues, including policing during the Covid-19 crisis.

He said: "This is an important survey that looks at a range of other issues around your workload and welfare and gives you the opportunity to help shape our policy.

"It's the first survey the Federation has run since the pandemic started and it will help us build a picture of just how it's affected our members.

"It builds on previous Demand, Capacity and Welfare Surveys and will identify trends that we can then help to address with police leaders.

"It will enable us as a Federation to spell out to the Government and the Home Office the issues that are affecting officers.

"Please make your voice heard. If we get sufficient responses from Derbyshire officers, we will get a Force level report which will be very useful when we are make representations on members' behalf during meetings with our chief officers."



This year's is the third Demand, Capacity and Welfare Survey. It's designed to provide a fuller picture of the main challenges currently facing policing and includes bespoke questions around officers' experiences of working during the pandemic, and the plan to recruit an extra 20,000 officers by 2023.

Other topics covered include resilience within the police service, the day-to-day demands facing officers and the stress and impact on their mental health and welfare. The results will allow the Federation to make meaningful comparison with the data gathered in 2018 and 2016 and to identify trends.

The last Demand, Capacity and Welfare Survey in 2018, found that in Derbyshire the average job satisfaction rating was 5/10, 85 per cent of respondents reported frequent single crewing and 56 per cent reported never or rarely taking their full rest break

entitlement.

Of the respondents, 62 per cent said their workload was too high, 79 per cent said there weren't enough officers to do the job and 80 per cent indicated they had experienced difficulties with their health and wellbeing over the previous 12 months.

PFEW national vice-chair and mental health lead Ché Donald said: "We greatly appreciate members taking the time to support the service by filling in this survey, and the information provided will be used to inform our policy development and help us to support and represent colleagues.

"It is critical their voices are heard to keep people at the highest levels of policing informed of the reality of policing to build awareness, influence and most importantly initiate action and positive change for the greater good of our members."

[Find out more about the survey.](#)

'Fed by the Fed'

Last Christmas, our 'Fed by the Fed' initiative saw Christmas boxes of chocolates and sweet treats delivered to officers working lates and nights on Christmas Eve and New Year's Eve to recognise that it's a really difficult time to be at work.

This year, with restrictions likely to still be in place to try to halt the spread of coronavirus, we are unlikely to be able to share mince pies, Christmas cake and the like.

So, we would welcome suggestions from members for alternative ways of showing our support to officers.

Please email the office at derbyshire@polfed.org

Coronavirus funding

The Force is being given more than £400,000 to help fund its coronavirus enforcement work.

Total funding of £60 million will be split equally between local councils and police forces. Derbyshire's share of policing's £30 million will be £424,165.

"We welcome this extra funding," says Tony Wetton, chair of Derbyshire Police Federation, "But I am a little at a loss to see what more policing can do over and above what it is already doing. We just don't have enough police officers to be doing all this extra work given the demands that are already placed on us.

"During the cuts to police budgets, our numbers plummeted and, while we are now in the midst of a recruitment campaign, our numbers are not even back to where they were 10 years ago.

We simply cannot be all things to all people – our primary role is fighting crime and keeping order. We will do all we can to support the fight against coronavirus but ultimately we need the public to follow the guidelines and play their part too."

John Apter, national chair of the Police Federation, has also welcomed the extra funding but commented: "Alongside this announcement must be an effective public information campaign. This must make it crystal clear what is expected of the public."

The Government announcement said the aim was for police to be more visible to ensure members of the public comply with the restrictions in place to try to halt the spread of coronavirus while councils would get funding and guidance to support compliance and enforcement.

Face down your fears: get help with the bleep test

A Federation workplace representative who has laid bare her fear of the bleep test is encouraging others who feel the same to seek support.

Tenielle Hardwick, who is also the Federation's equality lead, lists the test as her second biggest fear and admits she was even hoping for a minor accident in her car so she had a valid reason for not attending her most recent one.

"My biggest fear in life is my children dying. My second biggest fear is the bleep test. My heart sinks when I get that email from DMS but I don't know why I'm so fearful," she said.

"I ran in county races when I was younger and completed the 8:4 test three times no problem when I joined the Force. But from the minute Ops Planning book me on, I become a nightmare – more so than usual.

"I think about it when I go to bed; I think about it when I wake up in the night; and when I wake up in the morning it is the first thing I think of. I can honestly say it takes over my life. I go to the gym, I can do an hour's spin class, I can run at level 8:4 on the running machine. But I can't do the bleep test."

On the day of her latest test, Tenielle's fear almost got the better of her: "I had to pull my car over twice at the side of the A38 to be sick. My nerves were all over the place, I was crying, my heart was racing, I was even hoping someone bumped into my car so I had an excuse not to turn up.

"I'll be honest, having been a football spotter for 15 years I'd rather be in the middle of Derby v Forest fans outside the Neptune pub alone!"

But once her test began, Tenielle credits the OST team with getting her through it.

"They are brilliant, 100 per cent supportive. They know my fear and tell me what to do to get over it. They've run the test too so were able to point out where I was making extra work for myself.



Tenielle Hardwick.

"And they were shouting at me to encourage and boost me. I was running and running and then it was over! I'd hit 5:4 and was on my knees crying and gasping but I'd done it!"

Tenielle also admits she wasn't initially keen on writing about her experience as she felt it would expose her as being weak and scared.

"Many of you know that I will be the first one through the door if there's a pub fight, the first one out of the van on a Friday night and the first one to get stuck in when things go wrong. So I'd be mortified if anyone thought I was weak and scared," she said.

"But reading this might just help someone else who fears the test and, ultimately, the consequences of failing it."

She added: "If you have felt or are feeling like I did then please get in touch with the OST staff at HQ. They put me at ease and that's never easy. They shouted me on and they helped me and I cannot thank them enough. Gemma Roberts, Diane Day and Lauren Blakley – you are the best!"

NEWS IN BRIEF

Physio available through the PTC

The Police Treatment Centres (PTC) have now re-opened their doors and are using leading edge technology to accept new physiotherapy applications.

Mark Oxley, head of the PTC's clinical services, said it was good to be back: "It's great to have people back in the building and, although things are running slightly differently, people are getting on with it and we're offering the best possible treatment we can.

"New physio patients will be offered an 'Attend Anywhere' appointment to address their condition. This is a new video platform the charity invested in during the closure and we think it offers the best remote consultation experience. It is designed to mirror a normal clinical consultation so will address patients' symptoms and conditions and make sure they're happy to come to the centre for residential treatment. Also, importantly for us, it's a really secure platform."

New applications for the Psychological Wellbeing Programme are not yet being accepted but, in preparation for when that also re-opens, a new, updated application form is required. Any new applications received on the old form will be rejected.

Members who subscribe to the PTC can apply for treatment through [their website](#).

Test and Trace

Derbyshire Police Federation is encouraging members to use the Test and Trace app to help control the spread of coronavirus.

Officers are asked to download the app on to their personal phones and use it while working.

[Find out more about the NHS app.](#)

Look after your health

"Being physically healthy or the best version of yourself that you can be has never been so important."

This is the message from a new Police Mutual video which has been produced to encourage members to adopt a healthier lifestyle in the fight against coronavirus.

The video, hosted by Carl Laidler from Health Shield, gives useful tips on exercise, nutrition, hydration and weight, as well as immune system boosters, vitamins in food, sleep, stress and Vitamin D.

[Watch the video.](#)

“They are brilliant, 100 per cent supportive. They know my fear and tell me what to do to get over it. They’ve run the test too so were able to point out where I was making extra work for myself.”