

# Federation Matters

The magazine of Hertfordshire Police Federation

Winter 2021



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# We carried on

By Geoff Bardell, chair of Hertfordshire Police Federation

Policing has been through yet another tough and turbulent year since I wrote my last Christmas message for this magazine and, to be honest, it's been a year in which many of us have felt a real sense of betrayal.



We began 2021 in lockdown but we continued to police the pandemic with courage, professionalism and determination despite being overlooked for priority vaccine status which for many - bearing in mind we were on the frontline and keeping the country safe day in and day out - seemed like a strange decision.

But nevertheless we carried on. We carried on putting ourselves in danger to ensure our communities were protected, we carried on adapting to the frequent and often confusing rule changes as the crisis showed signs of easing, we carried on picking up the responsibilities of other agencies as they struggled to cope and we carried on rising to the extraordinary, unprecedented challenges we faced as police officers.

And after all that the Government told us we weren't getting a pay rise. And the anger from that decision - another that many find strange - is still felt in police stations across the length and breadth of the country.

To offer police officers a zero per cent increase was insulting, disrespectful and a real kick in the teeth to the men and women who had given so much in the most trying of circumstances. And we were furious.

But nevertheless we carried on. We carried on making personal sacrifices to make sure the job got done, we carried on putting others before ourselves and our families, we carried on in the face of soaring levels of verbal and physical abuse from members of the public and we carried on despite the increasing pressure we were coming under and the growing workload that impacted

on the health and wellbeing of many of our members.

So we were shocked and hurt when politicians and sections of the mainstream media appeared to turn against us. Police officers were berated for the way they handled demonstrations which had been forbidden during lockdown - some said we were being too heavy handed, while at the same time others condemned us for not being strict enough.

If we got things wrong we faced a firestorm of criticism, often from the very people who are happy to tell us they have our backs and support us all the way.

When climate protesters ran out onto the M25, we were attacked for trying to save their lives and even accused of aiding and abetting them. Some commentators suggested we should leave the activists to their fate on one of the busiest motorways in Europe.

People who have very little idea about policing, about policy or about the law were queuing up to tell us how to do our jobs and point out where we were going wrong.

But nevertheless we carried on. We carried on because that is what we do. And that is why I am proud to serve alongside you and honoured to be representing you as branch chair for a second term in office.

And I will do everything I can to try to make sure your voices are heard, your feelings are recognised and the efforts you put in are properly rewarded.

Many of us will be working over Christmas and New Year but I hope everyone gets a chance to spend at least some time with their loved ones during the festive period and can make the most of whatever time off they get.

Policing is a family and despite all the trials and tribulations of the last 12 months and, indeed the 12 months before that, we stuck together as a family should. And we carried on.

# A year of incredible demand

By **Al Wollaston**, secretary of Hertfordshire Police Federation

One of the highlights on the Police Federation calendar is the Police Bravery Awards event when we get the opportunity to honour the courage, determination and selflessness of our members.

There were two ceremonies this year as the 2020 awards were postponed because of the pandemic and I was proud and privileged to accompany the Hertfordshire nominee to the 2021 awards in December, while chair Geoff Bardell attended the 2020 awards with our nominee. You can read the full reports in this issue of the magazine.

The awards are always very emotional and poignant events but also worthy celebrations of everything that is good about policing and we certainly needed something to lift the spirits after one of the toughest years we have ever known.

The country is still very much in the midst of an unprecedented health crisis and inevitably the police service still finds itself at the frontline of the pandemic.

This has led to incredible demands on members and the Police Federation is fully aware of the impact that is having on your health and wellbeing so we are continuing to push for officer welfare to remain a top priority for the Force.

In Hertfordshire, we have also had to deal with the sad loss of PC James Draper who died in August. His passing had a big impact on me and Geoff and he is sorely missed by his friends and colleagues in the police family.

The pay freeze and continuing wrangles over pensions have rightly dominated the conversation for much of the year but a number of other important



issues that affect our members have cropped up over the past 12 months.

We have been trying to build a better working relationship with the Professional Standards Department (PSD) and are continuing to make representations relating to officer assessments.

And we are also very concerned about the fairness of future misconduct hearings and believe changes announced by the National Police Chiefs' Council (NPCC) threaten to undermine the independence and transparency of the misconduct process.

We have a system at the moment that is fair and transparent but these proposals are a nail in the coffin of that fairness and transparency and give chiefs the ability to interfere in the process and influence decisions before evidence is presented.

We are doing all we can to preserve the integrity and the independence of misconduct hearings. I have also spent a lot of time negotiating around allowances for officers who travelled up to Glasgow to join the policing operations for COP26.

We were in Scotland to support our members with the Hertfordshire Police Federation welfare van which proved very popular.

All in all it has been another challenging year but, as usual, our members have shown the resourcefulness and fortitude to get on with the job of keeping the people of Hertfordshire safe and secure.

I am honoured to have been elected to serve another three years in office and am looking forward to continuing pushing for welfare improvements as well as fighting for fair remuneration, meaningful pay rises and officer allowances.

But for now I would like to wish you all a merry Christmas and happy New Year, urge you to stay safe and hope you get a chance for some well-earned rest over the festive season.

**“All in all it has been another challenging year but, as usual, our members have shown the resourcefulness and fortitude to get on with the job of keeping the people of Hertfordshire safe and secure.”**

# Brave Martin honoured at awards ceremony

**A** Hertfordshire police officer who pulled a man high on drugs out of the way of a lorry on the busy M25 has been honoured at the 2021 Police Bravery Awards.

Sergeant Martin Kemp, who has since retired from the Force, joined nominees from across England and Wales at the presentation ceremony in London on 9 December which was attended by policing minister Kit Malthouse, shadow home secretary Yvette Cooper and Metropolitan Police Commissioner Dame Cressida Dick.

He and his partner were also guests at a Downing Street reception which they both said was an amazing experience.

Martin was nominated after risking his life to pull the man to safety just seconds before he was hit by a HGV.

The man, who had taken cocaine, had abandoned his Mercedes Sprinter van at the junction of the M25 and A1 at South Mimms where he was spotted by a Highways England traffic officer darting in and out of the motorway traffic. The incident happened at 10.50pm on 7 June 2019.

Police were called and traffic on the eastbound carriageway was stopped – but he crossed onto the westbound side of the motorway which was still live.

Martin caught up with him in the middle lane of the motorway and, with two lorries approaching, tried to drag him off the carriageway.

But the man started fighting, punching the officer, knocking his glasses into the road and grabbing his genitals.

The brave officer explained: "I cannot recall a time in my 25-year career that I have felt so vulnerable in the belief I was about to die. The HGV missed us by

mere inches.

"I have two young daughters who I firmly believe could have been made fatherless as a direct result of this man and his behaviour. I come to work to help people, not to be assaulted and have my life put in danger by them."

As the HGVs approached, he managed to get the man into the outside lane of the motorway seconds before the lorries passed.

With the man still resisting arrest, Martin managed to inch him to the relative safety of the central reservation until colleagues arrived and he was arrested.

Martin has already received a commendation for bravery for his actions from Judge Michael Simon, who presided over the case when it came to court.

He has also received a Commendation for Bravery from Chief Constable Charlie Hall.

The national Police Bravery Awards, organised by the Police Federation of England and Wales, honour officers from across England and Wales who have performed outstanding acts of bravery while on or off duty.

The overall winners were four West Yorkshire Police officers who detained two attackers who had murdered a man with a samurai sword.



*Sergeant Martin Kemp and his partner, Ali, outside the gates to Downing Street.*

## A humbling experience

Martin Kemp has described taking part in the awards ceremony as a humbling experience.

Reflecting on his trip to London for the awards, which included a reception at 10 Downing Street, he said: "We had an awesome time. I felt honoured to be nominated, especially when there are so many deserving others in the constabulary. I felt privileged to be in Downing Street - a once-in-a-lifetime experience."

Martin did not get the chance to speak to Home Secretary Priti Patel or policing minister Kit Malthouse during the reception at Number 10 but spotted them

chatting with other nominees and guests.

He said: "The whole package was a highlight for me, from the nominee pre-party through to the ceremony. This was a once-in-a-lifetime experience which was very humbling. So I think if I had to pick a particular part it would have to be being alongside so many other brave, brave officers at the awards ceremony.

"I felt proud to be among so many fantastic and inspirational people, some of whom had received horrendous injuries just by doing their jobs."



# Josh's bravery is honoured at national awards ceremony

A Hertfordshire officer who rescued a vulnerable missing woman from a river in the early hours of the morning has been recognised at the national Police Bravery Awards 2020.

PC Joshua (Josh) Darton attended the bravery awards ceremony in London in October and took along his father Andy as his guest.

They were accompanied at the awards ceremony by Geoff Bardell, chair of Hertfordshire Police Federation, which had nominated the brave officer for the award, Chief Constable Charlie Hall and Police and Crime Commissioner David Lloyd.

Earlier in the day, Josh and Andy attended a Downing Street reception hosted by Home Secretary Priti Patel and policing minister Kit Malthouse along with 92 other nominees from 42 police forces across England and Wales.

They enjoyed seeing the inside of the buildings behind Nos 10 and 11 Downing Street, with the deep sense of history of the two famous black doors.

Josh was put forward for the awards after battling gale force winds and near-freezing temperatures to find a young woman clinging to a steep bank of the River Lea.

Having pulled her from the water, he then carried her in a fireman's lift for a mile across marsh land to ensure she received medical treatment since the area was only accessible on foot.

The overall national winner of the 2020 Police Bravery Awards was PC Stuart Outten from the Metropolitan Police.

He suffered multiple stab wounds and skull fractures, but managed to use his Taser to disable an attacker who was armed with a machete. In the horrific attack, he suffered six deep wounds to his head, skull fractures, and two wounds to his arm and multiple finger fractures.

John Apter, national chair of the Police Federation of England and Wales, said: "We have the finest police officers in the world - dedicated



*PC Josh Darton at the bravery awards ceremony with his father Andy.*

public servants who, without hesitation, put themselves in danger to protect others.

"They are humble, professional and committed individuals who I am proud to call my colleagues. Police officers are everyday heroes who are anything but ordinary. My congratulations go to PC Outten and all the Police Bravery Awards nominees. They deserve every bit of recognition they receive."

The annual Police Bravery Awards, sponsored by Police Mutual, honour some of the finest officers in England and Wales who have performed incredible acts of bravery, while on or off duty. The 2020 awards ceremony was postponed last year due to the pandemic.

# Welfare van support for COP26

Police officers deployed to the recent COP26 gathering of world leaders in Glasgow were given some respite from their long shifts thanks to the Hertfordshire Police Federation welfare van.

Branch secretary Al Wollaston and workplace rep Dean Cornish took the van to Scotland and were on hand to deal with any welfare issues arising for the Hertfordshire officers on duty at the global climate change conference.

The specially converted vehicle has a kitchen area, toilet, wash-down facilities, a drying area, a seating area and a table to eat or work from.

It gave officers the chance to grab hot and cold drinks and light snacks during their much-needed breaks from the high-profile security operation.

Al said: "We were there for a week based in Livingston, which is between Glasgow and Edinburgh. Our main thing was driving round where the officers were deployed in both Glasgow and Edinburgh and near to Loch Lomond and Grangemouth, providing snacks and hot drinks as well as a toilet.

"The main issues we dealt with were all welfare based but we also went to one of the hotels to help deal with some accommodation issues.

"The van was very well received. On an operation like this, little things like having hot drinks and snacks can make a big difference for officers who have been on long, 12-hour shifts."

Al and Dean were able to offer respite to officers from at least 25 other forces as well as the Hertfordshire contingent and their efforts were fully appreciated.

"We may have had one of the more basic vans but definitely the best stocked," said Al, "Our Freddo bars were legendary!"



*Al Wollaston and Dean Cornish in a very cold Scotland.*



*The van was well stocked.*



*Officers make the most of the hot drinks available.*

# Chair 'honoured' to remain in post

**H**ertfordshire Police Federation chair Geoff Bardell said he was "very honoured" to have secured a second term in office.

Geoff has vowed to continue focussing on officer welfare and working with the Force to streamline and speed up policies and procedures over the next three years.

He predicted the introduction of the College of Policing's new Policing Education Qualifications Framework (PEQF) and the Government's uplift programme would be among the challenges faced by the Police Federation during his second term.

And he said continuing to police during the pandemic and tackling the ongoing issues surrounding officer pay, conditions and morale would also remain high priorities in his in-tray.

Reflecting on his first three years as chair,

Geoff said: "I first put myself forward because I thought I had the skills and abilities to be an effective chair.

"I already had relationships with very senior officers, not least because very many of them had been managed by me in the past."

He said his key achievements had been using Police Federation funds in new areas to support members' wellbeing such as team building days, the respite and welfare holiday home, the specially-commissioned welfare van and making financial contributions towards counselling.

Geoff's career in the Police Federation dates back to 2007 when he first became an inspector Fed rep for the western area of Hertfordshire.

He said: "I am very honoured that people have returned me for a second term as branch chair."

## Al looks forward to second term in office

Hertfordshire Police Federation secretary Al Wollaston is looking forward to continuing the work he has started over the last three years after being elected to serve another term of office.

Al first took up the position in 2018 after serving as branch chair for a year and said his key priority had always been officer welfare.

He said: "In relation to Police Federation work I can't single out jobs that have really stood out over the last three years, but the main thing for me was to ensure the welfare of officers was paramount.

"So this has always been at the forefront, alongside trying to get the Police Federation into the 21st century, listening to what the issues are and then acting upon them.

"Getting the welfare caravan and welfare van are two good examples of what we have achieved as well as ensuring we hold the Force to account.

"I am always being told by senior officers that I am too emotive but I don't see this as a negative and it shows that I care."

Al first put himself forward for the Police Federation role after going through a Crown Court trial as a result of a criminal allegation made against him.

He explained: "I was told that our then chair was retiring and it thought it was the right time for me to look at working within the Police Federation full-time.

"I feel proud and pleased that I am now able to continue what I have started over the past three or four years."

And he said his focus over the coming three years would continue to be "welfare, welfare, welfare".

He acknowledged fighting for fair remuneration, meaningful pay rises and officer allowances would be among the biggest challenges faced by Hertfordshire Police Federation alongside the long-running pension issues and their potential remedies.

But he also warned a lack of experience among officers could also become an issue for the Police Federation as this, the College of Policing's new Policing Education Qualifications Framework (PEQF) and officer retention were already key concerns for the Force.

Al first became a Fed rep in 2008 after being encouraged to stand by a colleague who performed the same role.



# Fed rep dedicated to getting members' voices heard

"Officers need a voice and deserve to be heard. That's what I do and will continue to do," says Hertfordshire Police Federation representative Dean Cornish.

Dean joined the Force in 2003 and spent a total of 18 years working at Cheshunt station before becoming a full-time Fed rep in April this year.

"The reason I became a Federation rep was to use my personal skills in a positive way to give something back to my colleagues when they require any form of help or support as we all know what type of experiences and trauma comes our way," he says, "As an experienced officer, I have probably been through what most officers may be experiencing."

His passion stems from wanting to support his colleagues, by giving them "someone to talk to" and "stand up for them when needed".

"It's what my personality is all about," he continues, "We all join the job as we wish to serve the community and protect those in their most difficult circumstances. Our officers deserve the same support and respect that we give those in our community when they are in need."

As lead for the Police Federation Welfare Support Programme, through which members can access extra support, Dean says he is especially



*Dean Cornish.*

concerned about the wellbeing of officers, something he believes has been highlighted this past two years.

He added: "This is a demanding, unique role that we do – it is unlike any other. We are not robots. We do this job because we care and wish to help but we also do it for our families and to provide for them.

"Officers' health shouldn't be ignored, we need support, guidance and shouldn't feel ashamed for seeking help. Our Force has lost sight of this recently and it's our job to be their voice and to be heard. This is something I feel very strongly about."

Dean, who has been a family liaison officer working in both traffic and crime, sits on the People's Council, Awards Council and Sexual Harassment Focus Group. He is also a Crown Court liaison officer.

"I hope that from the roles I perform you can see that my skills are around people," he adds, "I am a people's person and have been complimented on my people skills in a wide range of situations."

Dean says his portfolio of roles show that he has the communication skills to represent members, especially when facing senior management. "This isn't something that comes as a struggle," he explains.

"I think just because of an officer's rank that doesn't mean we shouldn't stand up and express concerns or even challenge management in the correct manner and respect levels."

With self-satisfaction his main motivator, Dean says he wants to do his very best for the members he represents.

"When you receive positive feedback from the people that you have invested so much time and effort into, then, well I'm sure you all have had that feeling," he added.

"The number of members we help is amazing. Often people aren't aware of the work we do, but I can say how proud I am of the work the Hertfordshire branch does."

# 'Officers need substantial pay rise'

**H**ertfordshire Police Federation chair Geoff Bardell has called on the Chancellor to “put his money where his mouth is” and ensure officers are given a substantial pay rise next year.

Geoff was commenting on Rishi Sunak’s budget statement in which he announced an end to the public sector pay freeze.

And he called on the Chancellor to guarantee the increase was higher than the cost of living.

“We welcome this announcement to end the public sector pay freeze,” said Geoff, “But now we need to see words backed up by deeds.

“We’ve seen our pay cut in real terms over the last decade while living costs are rising considerably.

“It’s only right, particularly after the last 20 months we’ve been through policing the pandemic, that officers should be rewarded for the unique role they play in society and the dangers they face.

“We need the Chancellor to put his money where his mouth is and guarantee an above-inflation pay rise for officers. Anything less would

be another insult.”

The Federation’s national vice-chair, Ché Donald, echoed the comments, calling on the Government to level up police pay so inflation is taken into account, and to make sure they receive a fair wage for an increasingly difficult job.

“Police officers were shoddily treated by this Government and rewarded for their dedication and professionalism during the pandemic with a zero per cent increase, which was a real terms pay cut,” said Ché.

“While we welcome the Chancellor’s decision to end the unfair pay freeze for some public sector workers, this must result in an increase of more than the four per cent inflation figure he predicted for 2022, if it is to make a positive difference.

“As well as a real term pay increase, we urgently need a fair pay mechanism which is independent of Government interference and delivers a binding outcome to restore trust and faith in the police pay process as anything less is just populist political fanfare.”

**“It’s only right, particularly after the last 20 months we’ve been through policing the pandemic, that officers should be rewarded for the unique role they play in society and the dangers they face.”**



# Conduct hearings: 'a nail in the coffin for fairness'

The secretary of Hertfordshire Police Federation says changes to independent conduct proceedings are a "nail in the coffin of fair and transparent" process.

Al Wollaston says he's concerned about the fairness of future misconduct hearings after changes announced by the National Police Chiefs' Council (NPCC).

NPCC chair Martin Hewitt, in his keynote speech at the Association of Police and Crime Commissioners (APCC) and NPCC Summit, said it has asked all chief constables to chair more accelerated hearings, "wherever the grounds are met, to swiftly determine the facts".

Mr Hewitt revealed the NPCC has also asked chief constables to make submissions to legally-qualified chairs "wherever appropriate, so that sanctions always meet the gravity of an offence".

Chief constables have also been advised by the NPCC to seek judicial reviews where dismissal is not the outcome, and it wants amendments to the College of Policing guidance.

Al said that the changes threaten to undermine the independence and transparency of the misconduct process.

"The proposals are concerning," he explained, "We have a system at the moment that is fair and transparent but these proposals are a nail in the coffin of that fairness and transparency.

"They give chiefs the ability to interfere in the process and influence decisions before evidence is presented, which undermines a tried and tested system.

"We need to do all we can to preserve the integrity and the independence of misconduct hearings," he added.

Al's comments were echoed by Phill Matthews, national Federation conduct and

performance lead.

Phill said: "We agree it is vital the service is as open and transparent about misconduct processes as possible, but what is being suggested risks undermining that which is deeply concerning. What is being proposed risks turning misconduct proceedings into kangaroo courts.

"Allowing chief constables to write to legally-qualified chairs of independent panels before they have heard evidence from all parties involved could unduly influence the outcome of a hearing and is akin to the Queen writing to crown court judges ahead of trials with her view of the outcome without hearing the evidence or trial.

"We already have a fair and transparent system in place with independent panels consisting of both officers and members of the public. We are under the impression chiefs want to hamstring and hinder this process so they can rig outcomes in order to suit their agenda.

"Permitting chiefs constables to chair more accelerated hearings, or make submissions, is far from open and transparent justice and could lead to a return to the dark days where officers were dismissed in the eyes of those present even before any evidence was considered.

"We are pleased to see the NPCC finally recognises the need to speed up disciplinary processes, which we have been pressing hard for this as part of our Time Limits campaign for the last two years, but chiefs have consistently refused to back this.

"Moving forward we will continue to work with forces and the Government to ensure disciplinary processes are fairer for not just officers, but also for members of the public, but this is not the way to do it."

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# Tribute to national Fed chair

**H**ertfordshire Police Federation chair Geoff Bardell has paid tribute to John Apter who has decided to step down as the national chair of the Police Federation.

John, who took up the role in August 2018 when he became the first national chair to be elected by Federation members, has announced he will not seek re-election next year.

Geoff said: "It has been a pleasure working with John over the last three-and-a-half years. It has been a difficult time for policing and we have been under unprecedented amounts of pressure, not least because of the challenges of the coronavirus pandemic.

"John has worked tirelessly to make sure the potential impact of the pandemic on the health and wellbeing of Federation members was properly acknowledged and recognised and that has been very important.

"He has also shown a willingness to stand up to the Home Secretary and has pulled no punches in his assessment of the Government's attitude towards the police service.

"He leaves office with the respect, thanks and best wishes of Hertfordshire Police Federation and its members. John has always offered great support to me, Hertfordshire Federation secretary Al Wollaston and the rest

of the branch."

Announcing his decision not to stand for re-election, John said: "This role is a privilege to hold and it truly is an honour to do what I do. However, I feel after a pretty eventful three and a half years for the Police

Federation and for policing in general, and with almost 30 years' service, it's time for me to move on.

"I've been a Fed rep for as long as I can remember; I love what the Federation and our reps do and I couldn't be more proud of the small part I have played.

"A lot has happened since I became national chair, both professionally and personally; it's been relentless. In all that time, all I have ever done is my best, and I hope that in some small way I have helped make a positive difference.

"I will continue to do my very best until the new national chair takes up the position in April 2022 and I wish them well in this exciting and unique role. It's truly something special."



*National Federation chair  
John Apter.*

**“It has been a pleasure working with John over the last three-and-a-half years. It has been a difficult time for policing and we have been under unprecedented amounts of pressure, not least because of the challenges of the coronavirus pandemic.”**



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# New pensions guidelines

**T**he Federation has warned the Government that the unexpected publication of new guidelines regarding unfair discrimination caused by the 2015 pensions reforms must not further delay the settlement of pension claims by retired and serving members.

Her Majesty's Treasury (HMT) has issued new guidelines advising public sector pension remedy claimants and schemes to halt claims until new legislation had been created to reduce the potential for tax consequences.

Previous Government advice made it clear

Federation members who moved to reformed pension schemes on or after 1 April 2015 and retired were entitled to be treated as a member of their legacy scheme for the remedy period, if they wished.

However, the new HMT and Her Majesty's Revenue and Customs (HMRC) advice on drafting the remedy through the McCloud Bill has now described the uncertainties caused by the Government's original guidelines as 'considerably greater than was previously thought'.

Find out more on the Police Federation of England and Wales website.

# Leavers' survey reveals impact of poor morale

The severe impact of poor morale, low pay, overwork and the lack of resources available to meet the demands of the job has been highlighted by a Police Federation survey of officers leaving the police service.

The Leavers' Survey, compiled by the Police Federation of England and Wales (PFEW) research department, polled 2,326 members between October 2017 and July 2021.

Of those who resigned, 59 per cent said the impact of the job on their psychological health had a major effect on their decision while a quarter of all respondents said workload was a factor.

Roughly a fifth of respondents said pension changes were a big factor in their decision to leave, while 19 per cent said the way pension changes had been implemented had a major effect on their decision to leave – especially amongst mid-career respondents.

The erosion of basic pay in recent years was also another contributing factor for many leaving early, with 30 per cent of those who resigned

saying this was a major reason.

However, 28 per cent also said a better work-life balance would have made them reconsider their decision to leave, while improvements to welfare and work-life balance could have made approximately 40 per cent of respondents who resigned reconsider their decision.

Hertfordshire Police Federation chair Geoff Bardell said: "Low morale in the police service is a real problem that needs to be tackled and, as the survey highlights, it can have a massive impact on officer wellbeing.

"The Police Federation takes such issues incredibly seriously and we are always there for our members when they need us. But there is only so much we can do and low morale will only be addressed when action is taken on pay, conditions and workload and that has to be Government-led.

"Our members are not interested in broken promises and empty gestures from politicians, they want to see properly thought-out solutions to the problems faced by policing as the pressure on officers continues to grow."

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