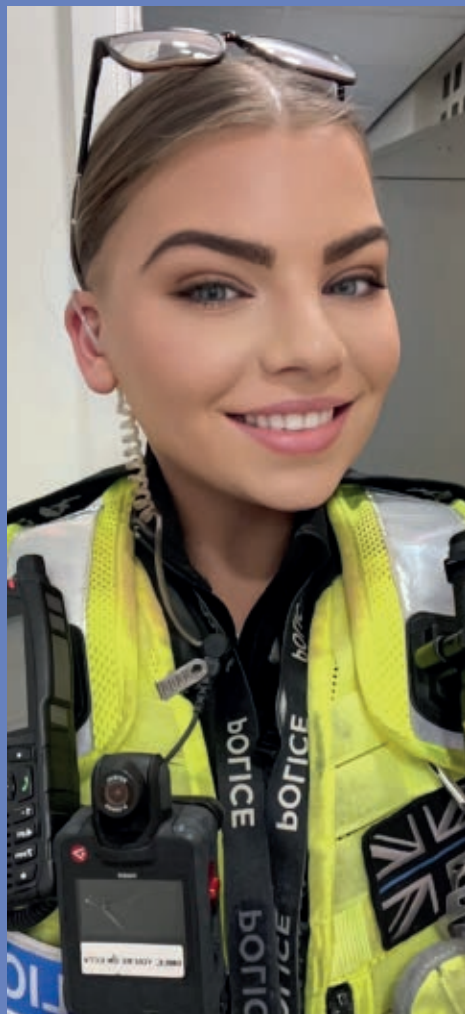


# Federation Matters

The magazine of Hertfordshire Police Federation

Summer 2023



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# A message from the chair

By **Luke Mitchell, chair of Hertfordshire Police Federation**

I make no apology for continuing to bang the drum about police pay and conditions and I will do so until we have reached a fair and appropriate settlement with the Government.



Our claim this year is for a 17 per cent increase across the board and that figure is not an unreasonable one.

Anyone who suggests such a demand is unrealistic has not been paying attention to what has happened in policing over the last 20 years.

Our salaries have barely risen at all during that time which means real terms cuts of around 20 per cent and that is totally unacceptable.

Police pay has fallen so far behind the other blue light services that a 17 per cent award would just about bring parity.

It would also take into account inflation, soaring mortgage rates and rises in energy bills - our members are not immune to the cost of living crisis and some are really struggling to make ends meet with visits to food banks and relying on the generosity of family members becoming far too common.

And it also takes into account the fact we are unable to take industrial action to press home our case for fairer pay, unlike our colleagues in the fire, ambulance and frontline

health services.

We take a closer look at the pay issue in this magazine alongside officer numbers and our desire to return to the community policing model we know can have such positive results.

The numbers game can be a tricky one. Hertfordshire Police exceeded its uplift programme target and has brought in some excellent recruits who will hopefully all have long and rewarding careers with the police.

Statistically, we now have more officers than we did in 2010 but that, of course, is only half the story.

It means we have a very young and experienced Force and that is bound to have an impact on the service we deliver.

I will not take anything away from our new recruits - I am lucky enough to get to meet most of them and they are bright, enthusiastic and determined young people who have so much to offer.

But the reality is that it takes two years to fully train a police officer which, coupled with our well-documented retention crisis, means our frontline has a very different look and feel about it and I worry there is a shortage of long-serving officers to pass on their knowledge and hard-won experience our newer colleagues.

I wish our new recruits every best wish in their chosen career and will do everything I can to offer them my help and support.

**“ OUR CLAIM THIS YEAR IS FOR A 17 PER CENT INCREASE ACROSS THE BOARD AND THAT FIGURE IS NOT AN UNREASONABLE ONE. ANYONE WHO SUGGESTS SUCH A DEMAND IS UNREALISTIC HAS NOT BEEN PAYING ATTENTION TO WHAT HAS HAPPENED IN POLICING OVER THE LAST 20 YEARS. ”**

# ‘Better support needed from senior officers’

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

I have noticed what appears to be a growing disconnect between senior officers and our members in the rank and file.

It is a real shame officers do not feel confident when issues that matter to them are raised with senior managers they are being properly dealt with and treated with the seriousness they deserve.



When I'm out and about chatting with members there is a real feeling that leaders are simply paying lip service to the concerns of officers without genuinely caring about the impact of the decisions taken at management level.

One of the big talking points among members is overtime - or the lack of it.

We are seeing the purse strings tightened and less overtime opportunities being made available and that couldn't have come at a worse time for many members who are struggling to make ends meet in times of financial crisis.

We are still awaiting news on this year's pay offer but overtime payments have become essential for some officers who have seen food, fuel and now mortgage costs go through the roof.

Financial insecurity has a huge impact on officer wellbeing and mental health which is an extremely serious issue and is always magnified when morale is already low for a variety of reasons.

Out on the frontline, our members are finding

that resourcing has once again become a major cause for concern.

According to Home Office figures released at the end of the Police Uplift Programme recruitment campaign show that Hertfordshire Police has more officers than others and yet our response teams are always at minimum strength, the control room is chronically understaffed and officers are still being brought in from other areas to make up the shortfall.

We are also experiencing an increase in conduct cases which many believe are knee-jerk reactions to sensationalist headlines in the media in the wake of the Carrick case and other scandals.

There is no doubt that public trust and confidence has been damaged by some of the terrible events involving serving officers.

Serious criminal acts and unacceptable cases of racism and misogyny have rightly been exposed and the impact this has had should not have come as a surprise.

None of us would suggest that public support is not important - we are proud to uphold the doctrine of policing by consent - but we must make sure our members are always treated fairly and that due process is not sacrificed in response to lurid newspaper headlines.

It is so important that officers can come to work and feel that they are supported and have a safe working environment and the Federation is committed to ensure this is the case.

**“ IT IS A REAL SHAME OFFICERS DO NOT FEEL CONFIDENT WHEN ISSUES THAT MATTER TO THEM ARE RAISED WITH SENIOR MANAGERS THEY ARE BEING PROPERLY DEALT WITH AND TREATED WITH THE SERIOUSNESS THEY DESERVE. ”**



**H**ertfordshire Police Federation chair Luke Mitchell described poor pay as the biggest pressure facing police officers as he renewed his call for a 17 per cent increase.

He said falling wages were hurting morale and hampering officer recruitment and retention.

Luke said: "Poor pay is doing more than anything to hurt policing. It's time the Government put its money where its mouth is and rewarded hard-working and dedicated police officers for the unique role they perform."

Luke was responding to a speech by Home Secretary Suella Braverman in which she said political correctness was hampering police.

Ms Braverman was speaking at the Public Safety Foundation think tank where she said that officers should concentrate on "common sense policing"

She said: "Common sense policing means more police on our streets.

"It means better police culture and higher standards.

"It means giving the public confidence that the police are unequivocally on their side, not pandering to politically correct preoccupations.

"It means measuring the police on outputs such as public response times, crimes solved, and criminals captured.

"It means police officers freed up to spend their time on proper police work.

"It means police prioritising the highest harm crimes and those that matter most to the public.

"It means the police making use of powers like stop and search that have proven effective in taking weapons off our streets.

"And above all else, common sense policing means officers maintaining a relentless focus on fighting crime, catching criminals, and keeping the public safe."

Ms Braverman added: "Now I believe in the police. But the policing in which I believe isn't riven with political correctness, but enshrined in good old fashioned common sense.

"The perception – however unjustified or unrepresentative – that some police are more interested in virtue signalling, or in protecting the interests of a radical minority engaged in criminality, than they are protecting the rights of the law-abiding majority – is utterly corrosive to public confidence in policing. The police must be more sensitive to this and work harder to counter it.

"If police chiefs approached instilling a culture of political impartiality, with the same dedication which they approach instilling a culture of diversity and inclusion, I have no doubt that public confidence in policing would be materially improved."

Luke added: "These comments are unhelpful and divisive and designed to deflect from the lack of investment in police and poor pay for officers.

"We've seen a 20 per cent cut in real terms in police wages in the past 20 years which is why I'm renewing our call for a minimum 17 per cent rise for officers.

"Our members come into policing to tackle criminals and to protect the public. But they can't do it effectively when they're having to visit food banks or worrying about paying their rent or their mortgage."

# Uplift figures could be misleading, says Fed chair

**H**ertfordshire Police Federation chair Luke Mitchell has warned new recruitment figures from the Home Office should be treated with caution.

The latest statistics show the Force has taken on 330 new officers under the Police Uplift Programme, 34 more than the target of 304 set by the Government when it launched the recruitment drive.

The current headcount of 2,415 is higher than 2010 when it stood at 2,069 but that figure had fallen as low as 1,924 by the start of 2019 after several years of austerity-led funding cuts.

Luke gave a cautious welcome to the increase in officer numbers but said the figures could be misleading.

He said: "Firstly, I'd like to say well done to all the staff who helped ensure we as a Force met uplift. These additional officers are very much welcome and so very much needed.

"However I still have Theresa May's constant rhetoric playing through my ear when she for so many years told the police and the public that it is not about numbers but how you use them as she presided over slashing police officer numbers, pay and conditions. Fast forward a few years and it now all appears to be about police numbers.

"As with anything that is politically driven and target led, we must ensure the public have the facts. The fact we in Herts have more officers doesn't mean the public can expect a better service. It takes two years to fully train a police officer, there is no magic wand. I'd suggest around 150/200 police officers are currently within their first six months of training and haven't landed on area. Due to the sheer retention issue, our frontline teams look very different to how they did under Mrs May, as experienced officers left in their droves due to pay and condition. We now have a young in age and young in service workforce, it

will therefore take our staff longer to deal with incidents and more mistakes will be made as there isn't the share learning available to our new officers.

"When you factor in the population growth in our county per head, in 10 years its risen by over 70,000 and continues to grow at pace, and the change in demands of policing often picking up where other services are failing, the number won't make much of a difference. I'd argue we're in a worse place than we were five years ago.

**“ WE NOW HAVE A YOUNG IN AGE AND YOUNG IN SERVICE WORKFORCE, IT WILL THEREFORE TAKE OUR STAFF LONGER TO DEAL WITH INCIDENTS AND MORE MISTAKES WILL BE MADE AS THERE ISN'T THE SHARE LEARNING AVAILABLE TO OUR NEW OFFICERS.”**

"So while the Government will play smoke and mirrors (again) with misleading statements, this news isn't something to celebrate and rather than focus on the fact we will now have to constantly recruit as we can't retain. The fact we can't retain again falls into pay, while other public sectors have received between a 1 and 24 per cent increase over the last 20 years police officers have had a real terms pay cut of 17 per cent. People join the police and soon work out what is demanded of them is not recognised by the money they receive, likewise those more experienced officers are now leaving as they have simply had another of pay freezes or one per cent increases.

"I've pushed senior officers as far as I can within Force to ensure they can give officers as much as they can, increase in South East

**“ ON A POSITIVE NOTE, THE NEW RECRUITS I HAVE MET ARE BRIGHT, ENTHUSIASTIC AND HAVE A LOT TO OFFER SO HOPEFULLY THE FORCE WILL DO ALL IT CAN TO MAKE SURE THEY ARE PROPERLY TREATED AND GIVEN ALL THE SUPPORT THEY NEED.”**

Allowance, use of TVPs and one-off use of honorarium payments, the elephant in the room is the Government awarding officers a sizeable pay increase, the Federation has asked for 17 per cent which again isn't a pay increase, merely what we have lost out on.

“The uplift will hopefully relieve some of that pressure but that is also a double-edged sword because by the very nature of the uplift programme, the new officers are much less experienced than the people they have replaced and they will have to be properly trained and monitored and that takes time and money.

“So, in real terms, I'm not sure we are much better off than we were 13 years ago when the decade of funding cuts got underway.

“On a positive note, the new recruits I have met are bright, enthusiastic and have a lot to offer so hopefully the Force will do all it can to make sure they are properly treated and given all the support they need.”

The Home Office figures show that nationwide, a total of 20,951 extra recruits have joined the service under the Police Uplift Programme and that the only Force that failed to meet its target was the Met.



# Police Bravery Awards: Courageous duo receive nomination

A pair of quick-thinking Hertfordshire Police Federation members who managed to prevent a violent and dangerous knife-wielding thug from harming anyone have been nominated for a Police Bravery Award.

Police Constable's Mercedes Newman and Tristian Morrison bravely managed to tackle, disarm and arrest a man who was carrying a knife, after he had attacked them.

The officers had been called to Goff's Oak at around 10am on Sunday 16 October following reports that a man, 'who was carrying a large kitchen knife' was approaching members of the public 'there had been a murder' and 'there was going to be a murder'.

"I remember every single detail of that day," said 24-year-old Mercedes, who was less than three years into service when the incident took place.

"We were directed into a car park by a member of the public who stated he was wearing a thick grey coat - my mind was thinking about what options I had at this point. As we entered the car park we found a man - who fitted the description of the offender, he was sitting alone on a white deckchair. We got out of the car and had barely taken two steps before he pulled out a kitchen knife, which was probably around 11 to 12 inches long.

"I immediately took my Taser out and told him to put down the weapon. I just needed him to put that knife down, but nothing I did or said seemed to work."

Mercedes had completed her Taser course 10 days prior to the incident and her response course a few weeks before that.

"The Taser just seemed to annoy and wind him up," she added.

"The man then took the knife and held the blade up to his neck and so I discharged my first Taser cartridge but it was ineffective due to the number of layers he was wearing, however, I had to try."

Aggravated even more, the offender suddenly turned on Mercedes, charging and stabbing at her



*Brave officers PC Mercedes Newman and PC Tristian Morrison.*

several times.

"Tristian pulled me back and I have no doubt in my mind that without him doing that, I would've had a knife in my neck. Without him I don't think I would have been making it home that day," continued Mercedes, who then discharged her second and last Taser cartridge and sprayed him in the face with PAVA which did not have the desired effect.

"At this point, he has moved back and I remember him standing there ripping out the Taser bars that were in his clothes. I remember trying to create some distance between us, as I tried to figure out my next move - I had no Taser cartridges left and no PAVA. I thought I was done for," Mercedes continued.

"I had a baton but if I'd tried to use it, he would've ripped it out of my hand. He was a 6ft 3 large male, he towered over us and to be honest I didn't want him anywhere near me."



After a few seconds and officers defending themselves, he dropped the knife. But he's also making threats that he has another knife on him before putting both hands back in his coat pockets.

The offender then turned to run down a nearby alley, which led into a high street - which, on a Sunday morning, was likely to be busy.

Mercedes picked up the knife and locked it in the police car, while Tristian, who was a student officer at the time, chased after the offender.

"I'd pressed the emergency button as soon as he had put the knife to his throat," said 34-year-old father-of-two Tristian.

"Everything moved so quickly and I remember being so afraid. My mind was completely focused on where that knife was and where his hands were. When he ran off through the alleyway, I was concerned about what he could do to the public or himself.

Tristian eventually caught up with him and sprayed him again with PAVA before the offender ran off once more.

"He turned into a secluded car park and still had his hands in his pockets. He then took his hand out of his pocket and put something to his neck, so I got my baton out.

"I soon realised it was a key he had in his hand, so I put down the baton. I eventually managed to get the cuffs on him and arrest him."

Tristian said that while he felt 'proud' to have been nominated for a Police Bravery Award, he explained that 'officers do not do their job to get an award'.

"Ultimately, what I'm most proud of is that nobody was physically hurt that day," he added.

"It was difficult watching the footage from our bodyworn back. I didn't realise I'd pulled Mercedes away until I watched it - and when I did, I got a bit emotional.

"One of the things I do remember is seeing Mercedes' partner [who is a Sergeant in the Force] and him giving me a big hug.

"This nomination is for Mercedes. She was fearless that day and I honestly believe she led by example and we worked great as a team. I had her back like I know she would have mine."

The National Police Bravery Awards is organised by the Police Federation for England and Wales (PFEW) and will take place on Thursday 13 July in London.

## 'Officers still feel a sense of connection with communities'

Neighbourhood policing still has a vital role to play in 2023 despite an ever-changing social and landscape and the challenges faced by officers, according to Hertfordshire Police Federation member Craig Butler.

Craig, the Watford central ward sergeant, runs a team of seven PCs and three PCSOs which covers the shopping centre, high street, the county's largest night-time economy, a couple of outlying retail parks and around 1,000 residential homes.

He said: "Our main challenges are shoplifting, drugs, youth ASB and violence against women and girls.

"We are policing a busy town centre so it's shoplifting and anti-social behaviour galore and in that respect there will never be enough of us when it comes to officer numbers."

Craig said the impact of the coronavirus pandemic and long periods of lockdown on people's behaviour and attitudes was still being felt today.

"It is amazing how locking teenagers in their houses for a couple of years has made them forget how to act around each other and how the dynamics of a community has changed as a result," he said.

But he stressed that a neighbourhood policing model was still relevant despite the big societal changes of recent years.

Craig, who has been with the Force for 17 years, said: "Our officers definitely still feel that sense of connection with our communities.

"I am not only dealing with the people I used to deal with 10 years ago but also their kids and in some cases their grandkids.

"They still know me and I still know them and people are more happy to talk to you if there is that relationship so being out on the street and being out on the beat is only going to help.

"Members of the public love seeing us out and about but community policing for me is all about the relationships, not just with the public but with our partners and how we can work together to create safer neighbourhoods."

# 'Policing helped me find my purpose in life'



**DS Dan Stoddart.**

**A** Hertfordshire Police Federation member whose exciting career has seen him seize £7 million worth of ecstasy pills from the boot of a car, discover £180,000 stuffed inside a vacuum cleaner and who is now responsible for preparing the county in case of a terrorist attack

has received his long-service award.

Having joined the Force back in 2002 - admittedly, simply to make his mates a bit of extra cash - Dan Stoddart, now 51-years-old and a detective sergeant, says he 'never looked back', as he credits the police for helping him to find his purpose in life.

Just over 21 years in, Dan recently received his long-service award, which gave the Federation the perfect opportunity to catch up with the father, husband and still job-happy copper, as he reflects on the past two decades.

"I'd left the army and had drifted into a few rather unsatisfactory jobs - I didn't really have a clue what I wanted to do. At the time, the police were offering a recruitment initiative, which meant for every successful referral, a serving officer would receive £500 for a candidate who completed training. I had a few pals in the rugby club who were cops and who were keen to get me to sign up for the bounty," explains Dan, as he takes us back to the start of his career as a cop, adding: "And I've never looked back.

"Policing helped me find my purpose in life. I had finally found my calling in life and discovered something I was finally quite good at.

"And more than that, I found two best friends - we have all been each other's best men since. I also met an excellent (and rather lovely) detective - who later became my wife with whom I went on to have a daughter and we even own a failed police dog. I have a lot to thank the Force for.

"How many people say they would run to work in the morning because they loved their job so much? That was me. And it was easy to see why - I was working with my best mates, out every day helping people, locking up the bad guys, what more do you want from a job?"

Hertfordshire Police Federation chair Luke Mitchell has thanked Dan for his service.

"I myself have had the pleasure to work alongside Dan for a number of years and was lucky enough to be supervised by him prior to taking a promotion. He has a wealth of experience, is hard working and always puts others before himself,"

**“ HOW MANY PEOPLE SAY THEY WOULD RUN TO WORK IN THE MORNING BECAUSE THEY LOVED THEIR JOB SO MUCH? THAT WAS ME. AND IT WAS EASY TO SEE WHY - I WAS WORKING WITH MY BEST MATES, OUT EVERY DAY HELPING PEOPLE, LOCKING UP THE BAD GUYS, WHAT MORE DO YOU WANT FROM A JOB? ”**

said Luke.

“Hundreds - literally - of officers have started their career under Dan and have been supported out of their probation and into other roles. A huge well done and massive thank you for your service Dan, we're incredibly lucky to have you in Hertfordshire Constabulary.”

Echoing Luke's comments, Temporary Assistant Chief Constable Matt Nicholls said: “I've known Dan since he was a probationer on my team back in Watford 20 years ago. I saw the potential in him and mentored him for a while and I was really pleased when he was awarded 'Probationer of the Year' back in 2003.

“We have kept in touch through our differing career paths providing help and support to each other on our respective journeys. He is passionate about policing and a dedicated public servant and has excelled in every role he has taken on within the constabulary.

“I am proud of all his achievements and the officer he is today and we should rightly celebrate officers like Dan to counter the negative narrative the police are currently receiving in the media.”

Speaking about his career, Dan says: “One thing I've always felt is that frontline policing is very much under-appreciated and overlooked. I always have been, and will continue to be the champion for those who protect us, day in, day out.”

Now a qualified Chemical Biological Radiological and Nuclear (CBRN) Tactical Commander and Counter Terrorism (CT) Security Coordinator, Dan spends his working days reviewing vulnerabilities



***Dan with his daughter.***

for major events and VIP visits.

Alongside this, he delivers training and testing for everyone, of all ranks, preparing them in the case of a terrorist attack.

“I know I say this about every new job I get, but this really is the best job I've ever had,” Dan said, “I would be lucky to have this role for the rest of my service.

He adds: “Looking back, I genuinely feel like I won the lottery, the day I became part of the police force.”

This is an edited version of an article that appeared on the Hertfordshire Police Federation website in March this year.

# Luke looks back on his time as a Special

**H**ertfordshire Police Federation chair Luke Mitchell has praised the contribution Special Constables make to policing.

Luke spoke of his own personal pride as a Special policing his home town Watford, as he reflected on his time as a volunteer.

It's now almost 12 months since the Police Federation welcomed Specials into its membership following a lengthy campaign, and Luke said their contribution was invaluable.

"I remember working with a huge amount of volunteers who gave up so much of their time to help police their community," he said.

"We had a huge range of people doing their bit, some keen to move into policing full-time, others just wanting to give back.

"Some of the Specials I worked with at the time had committed more than 30 years to policing, which is just incredible. I was proud to be policing my home town of Watford and doing my bit to help people."

Luke's comments came as the policing celebrated National Specials Weekend (2 - 4 June), which formed part of Volunteers' Week which ran until 7 June.

Now in its 39th year, Volunteers' Week is a chance to recognise the incredible contribution volunteers - including Specials - make across the UK.

Luke said: "Being a Special is a really rewarding role. The huge range of roles afforded to Specials now is vast.

"It gives you self-worth, a feeling you're doing something valued and in support of others.

"Not only that, but you get a chance to see the reality of policing, the sheer hard work put in daily by police officers, it'll dispel the constant negative press the police get.



**Luke Mitchell.**

"It will make you a better person, more confident and give you so much experience that can't be obtained in any other role.

"While you might not want to join up full-time, the experience you get from policing will give you that edge in any job you may go for."

Luke joined Hertfordshire Police as a Special when he was a teenager and it was a key part of his journey to fulfilling his ambition of being a full-time officer.

"I was always committed to joining the police," he said. "It was the only job I wanted to do. When I was 18 a good friend of mind had already joined and encouraged me to join. I still felt very young and perhaps not ready to join full time and wanted to gain the experience.

"From 13-years-old I started to volunteer for the police. I was part of the Youth Crime Prevention Panel. I suppose it was much like the cadets. It was here that I met a lot of great police officers and staff who helped me on my journey into policing.

"I was blessed to have such good people around me who genuinely wanted to help me achieve my aim of becoming a police officer."

Being a Special Constable helped Luke in other ways to become a full-time police officer, he said, including with his dyslexia.

He explained: "Because I'm dyslexic I knew becoming a police officer would be a challenge for me. While I was a good street copper, I struggled with paperwork.

"Being a Special first allowed me to form good relationships with other officers so I was well supported. I honestly feel that had I not had that 12 months as a Special I may not have made it through my probation.

"When I came back to my area after my training as a full-time officer I was already skilled in lots of the things others were still learning. This afforded me the time to work on my paperwork, statements and files.

"Policing has vastly changed over the last 20 years and I'm pleased to see that those that may struggle with dyslexia are afforded extra support in terms of a laptop or other reasonable adjustments," he added.

# How Fed rep went from pub manager to police officer

**F**rom pub manager to police officer - and now a full-time Police Federation representative - Terasa Holden has been reflecting on her career in the Force.

As a self-confessed cheerleader for everyone else, but not herself, Terasa said she always lacked self-confidence and despite dreaming of joining the police, never felt she would be able to.

Now, 13 years into her policing career, Terasa reveals how being born blind inspires her to support members with disabilities, as the branch's equality lead.

"I am very proud of the journey I've been on to get here," said mother-of-three Terasa, who explains she was registered blind at just six weeks.

"I thank my lucky stars every single day that I am where I am, and now, I want to help others who might feel like their disability or neurodiversity will prevent them from getting to where they want to be.

"I'm constantly hearing young people saying they want to become a police officer and then saying 'but' - I want to show people that there are ways of working, in most cases, that mean they can join the Force.

"I believe everyone should be given the same opportunities."

Terasa explains that her optic nerves were late developing, which means that at around one year, she started to see. However, a delay in her sight meant she did not start talking until she was around five-years-old.

"My mum pushed for me and I work hard, every single day and night, to get to where I want to be - and where I am today," continued Terasa.

"I know I'm not naturally clever but I'm proof that it's not just those with an education who can develop a career. After all, everyone brings something different to the job."

When Terasa was 35, she found herself at a crossroads, needing to make the decision between either buying out the pub she was running or



**Terasa Holden.**

joining the Force as a Police Community Support Officer (PCSO).

"I joined as a PCSO at 35, specifically at local schools and I loved it. It immediately felt like the job for me, but like a lot of roles, it didn't offer any opportunity for career growth. So in 2010, I applied to be a police officer and I passed first time," said Terasa, who has worked on the frontline, on the neighbourhood team and as a hate crime officer.

In May last year, she became the first female full-time Fed rep to join the branch's council.

She ended: "Don't get me wrong, this role is hard but I've never experienced job satisfaction like it. When you're helping your own, and you're part of a team that helps a member get the results they deserve, that is extremely rewarding."

# Digital memorial will keep the memory of fallen officers alive



**H**ertfordshire Police Federation has welcomed a new project that will record the service and sacrifice of fallen officers for years to come.

The UK Police Memorial has gathered the views of 200,000 people to help shape the world's first digital memorial to the 4,500 police officers and staff who have given their lives to policing across the UK.

Branch chair Luke Mitchell said: "The policing

family takes honouring the memory of its fallen members extremely seriously so we are pleased that this project is going ahead.

"This permanent digital memorial will create a lasting legacy for all the colleagues we have lost in the line of duty and will help keep their memories alive for future generations.

"Hopefully, it will bring some comfort to the families and friends left behind and do justice to

**“THE POLICING FAMILY TAKES HONOURING THE MEMORY OF ITS FALLEN MEMBERS EXTREMELY SERIOUSLY SO WE ARE PLEASED THIS PROJECT IS GOING AHEAD.”**



## Federation welcomes merger of UK police memorial charities

Hertfordshire Police Federation chair Luke Mitchell says fallen police officers will never be forgotten as he welcomed the merger of two police memorial charities.

The National Police Memorial Day and the Police Roll of Honour Trust have joined forces to create the Police Remembrance Trust.

Luke said: "It makes a lot of sense to bring the work and the expertise of these two fantastic charities together.

"The new Police Remembrance Trust will continue to work to ensure that fallen officers will not be forgotten and that their families will not be forgotten either.

"It's absolutely vital that we keep memories alive and that we're committed to support loved ones left behind."

The two charities are officially merged to create the Police Remembrance Trust

The Reverend Canon David Wilbraham MBE, newly-elected chair of the Police Remembrance Trust, said: "This is a huge moment in the history of these two charities.

"We believe that together we can build on their vision, work and commitment.

"To all who have been involved with National Police Memorial Day and the Police Roll of Honour Trust, we are grateful for your support over the years and invite you to remain on this journey with us with continuing commitment and enthusiasm."

Meanwhile, preparations are underway for a special weekend to mark the 20th anniversary of the National Police Memorial Day, which this year will be held in Cardiff.

There will be a performance by the British Police Symphony Orchestra on Saturday 23 September in St David's Hall, Cardiff. The service itself will be held on Sunday 24 September, also in St David's Hall in Cardiff.

the memory of our fallen officers."

The project, which was officially launched at the Tower of London in March, will draw on data from the Police Roll of Honour Trust (PRHT). The College of Policing, Staffordshire University, Accenture and the National Memorial Arboretum are also partners in the project.

The most popular features identified by the public consultation included the life stories of the fallen, with photographs, oral histories, video tributes and media coverage and the ability to pay tribute to family members, friends and colleagues.

Shadow home secretary Yvette Cooper, who attended the launch, said: "The memorial plays an important part to ensure that their memories live on."

# Did you know...

## The Hertfordshire Police Federation Group Insurance scheme\* includes GP Care on Demand?

Providing subscribing scheme members and their resident families with unlimited access via telephone or app to a GMC licensed practicing GP, from the comfort of their home.

Available 24/7, 365 days a year, worldwide— you can even use it when you're on holiday!

At **£34.90\*\* per month** the scheme also includes:

- £120,000 Life Assurance
- £15,000 Critical Illness
- Personal Accident Cover
- Sickness Benefits
- Legal Expenses Cover
- Vita Care Counselling
- Best Doctors®
- Worldwide Family Travel Insurance
- Home Emergency Assistance
- Mobile Phone/Gadget Cover
- RAC Motor Breakdown Assistance

Visit the Federation website for further details:

[www.polfed.org/herts](http://www.polfed.org/herts)

Or call us on: **01707 638096**

GeorgeBurrows



\*Full details are available from the Federation or George Burrows. Terms and conditions apply.  
\*\*Correct as 1 May 2023 the premium includes the Federation administration fee and Insurance Premium Tax (IPT).

GP Care on Demand is provided by Teladoc Health, Inc. Teladoc, Inc. is a telemedicine company that uses telephone and video conferencing technology to provide on-demand remote medical care via mobile devices, the internet, video and phone. [www.teladoc.com](http://www.teladoc.com)

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# Police Covenant officials list new priorities

**T**hree new priorities have been identified by Home Office officials working on the new Police Covenant.

The Police Covenant Oversight Board (PCOB) said the additional priorities were a reflection of the rapidly changing nature of police work.

Hertfordshire Police Federation chair Luke Mitchell welcomed plans to update the Covenant.

He said: "The Police Covenant is important to our members because it formally acknowledges the sacrifices made by police officers and their families.

"It can make a positive impact on the mental health and wellbeing of both serving and retired officers so we are pleased its priorities have been updated in line with the work they do."

The primary focus of the Covenant has always been ensuring the health and wellbeing of serving and former police officers, their physical protection and the support required by their families.

And it was initially working on 11 key priorities agreed within the parameters set out in the Police, Crime, Sentencing and Courts Act 2022.

But three extra priorities have now been added to the list.

They are:

- **To identify and implement a package of measures for individuals who have left the police workforce**

- **To scope the current support in place in relation to healthcare pathways for the police workforce through further NHS Engagement**
- **To consider wider issues around police officer and staff safety at the roadside and propose non legislative options to improve safety.**

A spokesman said: "The Oversight Board will continue to review all priorities throughout the year to consider any further points to add, or the potential combining of priorities."

Of the original eleven priorities, three have now been completed and signed off by the PCOB.

The work under the Covenant to consider the issues raised in the Officer and Staff Safety Review have been met through the changes to legislation around assaults on emergency workers brought in by the Police, Crime, Sentencing and Courts Act 2022.

The workstream to support forces to put in place Operation Hampshire relating to assaults against officers and staff has also been implemented, with data collection on these assaults now a key part of recording practices.

And the third and final completed area of work is the inclusion of mental health training for new officers in initial training, as part of the Policing Education Qualifications Framework (PEQF) developed by the College of Policing.

## Free, independent mortgage advice

Federation members are invited to take advantage of an opportunity to get free, independent mortgage advice at a forthcoming surgery.

Uniform Mortgages, a member services partner of Hertfordshire Police Federation, will offer appointments to officers between 10.30am and 3.30pm on 13 July 2023.

The no obligation appointments allow members to get independent advice for:

**Purchasing – first time and subsequent buyers**  
**Buy to let – purchase and remortgaging**  
**Residential – remortgaging.**

Uniform Mortgages can also secure a rate

up to six months in advance – so if you have a mortgage now and your fixed rate will be expiring within six to seven months then please contact Uniform Mortgages to speak to a mortgage adviser.

To book an appointment, please call **01767 316626** or email [info@uniformmortgages.co.uk](mailto:info@uniformmortgages.co.uk) with your requested date, time and best contact number (**PLEASE QUOTE HTS1**)

If you are interested but unable to attend the surgery you can also arrange an appointment at a mutually agreeable time with the Uniform Mortgages team.

**Not a bank.**

**Better!**

**We're just 'People Helping People'**

All our members are required to save each month. This allows other members and colleagues to access affordable credit.



**We're quite an Exclusive Club**

Only certain people can become a member of our credit union. Once you join, you can remain a member for life!



**We are also Not-for-Profit**

Profits are shared with members and reinvested back into the credit union and the communities we serve.



[www.serveandprotectcu.co.uk](http://www.serveandprotectcu.co.uk)

# Play and Give Challenge

**S**erve and Protect Credit Union has announced the launch of its latest wellbeing event - the Play and Give Challenge.

This follows the spectacular success of its #StayForceFit challenge in 2021 and 2022. The #StayForceFit competition was originally organised in February 2021 in response to the country's third coronavirus lockdown. As a credit union, Serve and Protect wanted to improve wellbeing and encourage healthy competition at a difficult time for its members.

The result? Hundreds of police officers took part, with more than 138,000 kilometres being covered and representation from 20 different police forces across the UK. In the aftermath, cycling clubs and exercise groups were set up within police forces, and many participants expressed their joy at the amount of weight they had lost as a result of taking part.

The Play and Give Challenge sets out with a similar aim, to improve wellbeing among the credit union's members. It will be held from 1 to 31 July 2023. Participants will be able to join one of five Strava Clubs, each club in support of a different charity close to the hearts of members. The club with the most distance covered by the end of July will win £2,000 for its chosen charity. Each subsequent charity will win a smaller prize, with a total prize pool of £4,200 being split between the charities.

Serve and Protect selected a charity to support for each of the markets it serves **Care of Police Survivors (COPS), Prison Service Charity Fund, SSAFA, The Fire Fighters Charity, NHS Charities Together**

## How to take part

The Play and Give Challenge enables you to raise money for charity just by exercising! Here is how you can take part:

1. Choose the charity you would like to support from the list above. You can learn more about the work each charity does by visiting their respective websites.
2. Log in to Strava and join the club which is in support of your chosen charity. Find the clubs at <https://linktr.ee/playandgive>
3. Get active by running, walking, cycling, or completing any other activity to contribute mileage to your club. You will need to allow Serve and Protect to follow you on Strava for your activity to be counted. Your mileage will then be added automatically.
4. Get your friends, family, and colleagues involved to further support your chosen charity. Anyone can take part in the challenge!
5. Follow Serve and Protect on social media to keep up to date with important updates and the latest weekly leaderboard. Find Serve and Protect's social media channels at <https://linktr.ee/serveandprotectcu>

## Join the Play and Give Challenge today!

Serve and Protect is looking forward to seeing participants getting active to support their chosen charity and the friendly competition between each club.

Be a part of the Play and Give Challenge and do your bit for charity. Choose your charity and join the relevant club at <https://linktr.ee/playandgive>

## Great deals on vehicle leasing

Members of Hertfordshire Police Federation can get access to some great deals when leasing vehicles from the Motor Source Group.

And our member services partner extends its offers not just to officers themselves but also their family members so if your partner, son or daughter is looking for a new car then it is worth looking at the latest Motor Source deals.

There is a wide array of options whether you're after a sporty hatchback to zoom around town or

a spacious SUV for your family adventures Motor Source has it covered with a diverse range of vehicles ensuring there's something to suit every taste and lifestyle.

Feel free to give Motor Source a call on **01522 500055** or visit the company's leasing website [www.motorsourceleasing.com](http://www.motorsourceleasing.com)

to learn more about the deals available to you and your family members.



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- Committed to delivering mortgage solutions to match your specific requirements
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