

Chairman's Christmas Message

Hello and welcome to our first newsletter! We hope you find it interesting and informing – as well as regular Twitter and Facebook posts that we now publish, which is another way of keeping in touch with our members.

First, I'd like to start by thanking all officers for working under immense pressures. The thin blue line has been stretched beyond its capacity again and continues to be tested on what feels an almost daily basis.

Norfolk Police Federation is not all about collecting subscriptions and dealing with misconduct matters. We engage and challenge the force at daily meetings, advising on Regulations, consulting over policy changes and new policies, representing officers' views and concerns – not just the vocal few but making sure it's fair for all. This includes raising concerns from members and seeking to help the force solve them.

We are in frequent contact with both the Resource Management team and Chief Officers to make sure that enforced rest day working is truly the last option in a challenging environment where, due to cuts, we simply do not have enough staff to meet the demands that are made on Norfolk Constabulary.

We have been working tirelessly in the background in attempts to smooth the bumps in the road for you. We are consulted on all of the force



pay if they wanted. It's a great result.

I have also made representations to the force around how they resource Norwich City football matches, and thankfully the status quo remains in place with officers working overtime at time and a half rather than on a re-rostered RD.

The #ProtectTheProtectors campaign continues. I have been bitterly disappointed with some of the sentences given to offenders who were

regional press which I have been doing to highlight the issues of assaults and the wider pressures the service faces.

I have been arranging and meeting with the nine Norfolk MP's during 2019 and will continue to do this in 2020. I have been putting all of your views and the realities that officers face day in day out. I have not held back particularly around funding cuts which have a direct impact on

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policies and regularly make representations and provide feedback to the force on these. This has led to amendments, deletions and additions to these policies that are advantageous to officers.

One example was an improvement in pay, regarding paternity leave. Before, Officers received one week off on full pay and then could take another week on statutory pay of £130. Many new fathers didn't take the second week as they just couldn't afford to. But we managed to persuade the Chief to give them an extra week on full pay. They then can take an extra week on statutory

found guilty of assaults on officers. Now all we need is for Magistrates and Judges to step up to administer the appropriate sentence which will act as a deterrent. I have had meetings with senior managers within the East of England CPS.

I'm also now trying to secure meetings with some of the Magistrates who work the courts within Norfolk. In these meetings I have and will be taking some of the plethora of examples of poor sentencing of offenders who assault police. I hope that you've also seen some of the many interviews and articles within the local and re-

officer numbers, our pay award and many other issues which include the unacceptable length of many IOPC investigations.

Norfolk PCC Lorne Green has launched his annual budget consultation setting out the challenges facing the county's police and asking for people's views on how best to tackle them. The Federation would encourage all officers to take part in this survey.

So, a busy 2020 awaits. It is a privilege to be your local Chairman, an honour to be your voice and I want to thank you for your support.

POLICE

Call For Bonuses For Detectives

Bonus payment for investigators could be one way of helping to improve detective numbers at Norfolk Constabulary.

DC Kevin Maskell, a workplace Federation become representative, said officers in Norfolk lose out financially when they become detectives, due to the loss of shift allowances.

He said: "The most obvious thing we can improve is remuneration.

"A bonus payment would help, because if somebody wants to be a detective they have to go on a board and pass that board, and they have to go into training and pass an exam.

"They're then on their temporary until they

shift allowances for working unsociable hours, and coming into a CID office to do a difficult and taxing job."

Kevin was speaking from the Police Federation of England and Wales National Detectives' Forum (PFNDF) in Birmingham, where the problem of a nationwide 5,000 shortfall of investigators was discussed.

Kevin said that Norfolk could benefit from around 40 more detectives.

He said: "We are struggling to fill CID posts. We've just had a round of recruitment.

"We also find that when people are acting up we are losing CID officers into uniform tem-



years since I've been in the police.

"We now look at more digital examinations.

"We are struggling to fill CID posts... The most obvious thing we can improve is remuneration"

get through their temporary process to be a substantive detective. They go through a lot of hoops and they put a lot of their time into that.

"There's a qualification that they take which is not always massively recognised.

"So I think formal remuneration would be good to balance the fact that they lose money simply by buying their own clothes, losing their

temporary and acting roles and supervisory roles, which aren't filled because we can't replace them when they're only temporary.

"We're still managing to get people to come into the detective world, but there are fewer and fewer. I think it's the [lack of] incentive and the shift patterns. The challenges for investigation have changed dramatically over the past 20

We're looking at third-party material that we have to provide and research.

"We're looking at investigations into fraud, more investigations into the private sector, into people's lives and people's homes. So I think we may have to consider that there may be a different way of approaching recruitment in the first place."

New Government Must Provide Welfare Support

The Government must provide "far more police officers" and prioritise welfare, according to Norfolk Police Federation Chairman Andy Symonds.

He said: "How we look after our officers is so important.

"In Norfolk our Chief has introduced, with our support, a welfare support programme which is linked to [mental health organisation] The Walnut Tree."

The organisation is dedicated to helping emergency services and military personnel in the county.

However, Andy said it was crucial that the Government provides the funding to provide proper welfare support for officers.

He explained: "My colleagues come into my office day in and day out, struggling because of things they've seen, situations they've had to deal with, including family liaison in times of bereavement.

"This all takes its toll, so it's really important that Government recognises that and puts its warm words into action."



Officers Dissatisfied With Pay

A total of 74% of Norfolk Police officers say they are dissatisfied with their pay, according to the PFEW Pay and Morale survey. And 46% of those who responded said they have low morale.

And 72% of respondents said they were worse off financially than five years ago – with 14% reporting never or almost never having enough money to cover all their essentials.

Norfolk Police Federation Chairman Andy Symonds said: “I’m pleased we’ve got a detailed report that shows the issues that Norfolk officers are facing at the moment. One of the standout figures for me is around the state of personal finances. On a day-to-day basis 53% of my members worry about their personal finance, which is pretty shocking.

“I’ve looked at the figures of how many of those officers have sought financial help, be it from debt pay plans or borrowing money from family and friends, and around 16% of that 53% have sought some financial help in the past year. It’s important that the Government take this forward as a matter of urgency.

“In 2019 we’ve got police officers seeking financial help. That can’t be right and it’s a time for the Government to sit up and listen. I’m

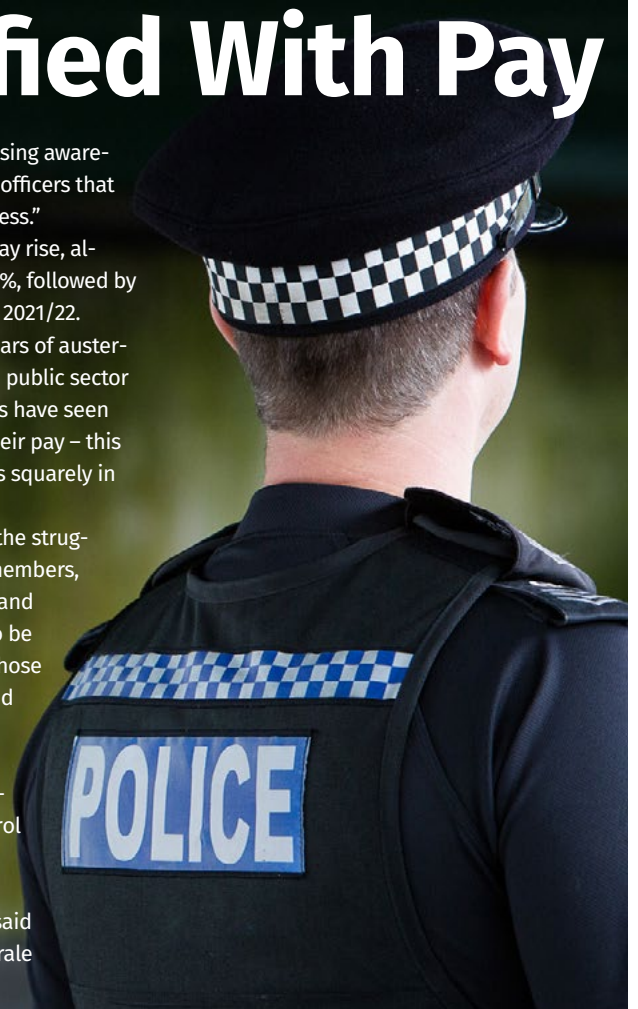
focused on this with my Chief, raising awareness of companies that can help officers that are in financial pressures and stress.”

This year, officers had a 2.5% pay rise, although the PFEW had asked for 5%, followed by a further 5% in both 2020/21 and 2021/22.

Andy continued: “We’ve had years of austerity, with pay freezes and then the public sector pay cap. Since 2010 police officers have seen an 18% real-term pay cut from their pay – this is a national disgrace and it lands squarely in the Government’s lap.

“These figures give a sense of the struggles and frustrations facing my members, but despite feeling undervalued and underpaid most are still proud to be police officers. This is typical of those who do this extraordinary job, and something I know is appreciated by the public here in Norfolk and nationally. It now needs to be appreciated by those who will control the Government purse strings.”

Norfolk Police received 429 responses – a rate of 26%. Andy said it was pleasing that personal morale had improved by 11% on 2018.



74% of Norfolk Police officers are dissatisfied with their pay

Source: www.polfed.org/media/15368/norfolk-pay-and-morale-force-report-2019-6-11-19-v10.pdf

Norfolk Team Wins World Class Policing Award

Norfolk Police has won a prestigious World Class Policing Award for its innovation in tackling, disrupting and preventing crime.

The force beat off competition from 54 finalists, drawn from more than 100 entries from across the globe, to win a trophy at the new event recognising outstanding police work.

Operation Moonshot combines police intelligence, specialist training and automatic number plate recognition (ANPR) tools and has returned some incredible results since it piloted in 2016.

The programme uses ANPR static and mobile cameras to highlight vehicles of interest and innovative use of intelligence to provide a bespoke ‘hotlist’, ensuring vehicles stopped by the intercept team are actively relevant criminals.

It means intercept teams can now pick out criminals of interest from other more road- and traffic-related offenders.

The types of crime being disrupted by the programme are high-harm, high-risk offenders, ranging from organised crime groups through to domestic abuse offenders.

Across the county, within just 50 operational



days 1,084 arrests were made, 1,179 vehicles seized, 827 intelligence submissions made and 1,450 traffic offence reports completed.

Operation Moonshot teams have seized 28 knives, five imitation and viable firearms and charged 13 criminals with offensive weapon offences, while non-residential burglary and vehicle crime has been reduced in Norwich.

The programme is now in place at Suffolk Police and has become a fundamental part of both forces’ neighbourhood policing tactics.

Norfolk Police Federation Chairman Andy Symonds said: “This is really positive for Norfolk Police. Our Chief has introduced a proactive unit

because he realised we were becoming a response based policing model as we didn’t have the numbers to do anything proactively.

“The officers out on the streets must be commended, because I know they’re working hard. At the drop of a hat they’re changing shifts and not expecting any payment for it; they’ll come in the next day after working 12, 13, 14-hour shifts to see the job through, just to get convictions for serious and organised crime in the community.”

The World Class Policing Awards celebrate the collaborative nature of policing in delivering the most effective and efficient way to protect our communities.

Good PIP Support Is Essential

Post-Incident Procedures help Norfolk Police Federation support officers in their hour of need, according to Federation Chair Andy Symonds.

Having a PIP in place means officers can get proper welfare and legal support.

Andy explained: "This is a big event in their policing career where they need to be properly supported: for one, to give their evidence properly, and two, for their own welfare.

"I realise how under pressure, worried, fearful and anxious the officers are when they come into the post-incident suite. So we need to grab hold of the situation and as a Federation make sure the process is done correctly. It's done with their welfare at heart, and done openly and transparently for the process as well.

"In the PIP suite, officers have access to legal support, which is really important, because that first ink you put on the paper is making sure that evidence is done with the right help and support, particularly if there's been a death.

"The second part is officers' welfare; letting them make phone calls to family worried about them as they might be late off duty.

"We'll make sure they are fed and looked

first and foremost, officers are witnesses. He added: "It's a process that helps witnesses and we have to understand that officers involved in a post-incident are witnesses. They're not subjects of the investigation. It's making sure that we, as the Federation – and Post-Incident Managers – facilitate an open and transparent investigation.

"That has to be done by either the PSD, the local investigation, or the IOPC. We help officers put their best foot forward in giving evidence.

"It's important for the family who has had a death or serious injury following police contact are confident our processes are open, transparent and deliver a full account of exactly what happened in the lead-up to the incident.

"If officers have been involved in a post-incident and death or serious injury, then it's really important that they have the knowledge to challenge if there is going to be a PIP called, and making sure that they don't confer, they don't have a chat with their colleagues about what happened and their honestly held belief.

"It's making sure they know to keep their body-worn video on and to keep it running until they arrive at the PIM suite.

"That's when we wrap around as a Federation



"I realise how under pressure, fearful and anxious officers are when they come into the post-incident suite"

after. Part of our PIM suite at the Fed office has a breakout room with TV, meaning they can take their mind off things once they've done the hard work of putting pen to paper. We then ensure that requests coming in from the investigating officer aren't against the APP [procedure] and that they are reasonable and fair."

Andy said it is important to remember that

to really offer them that support. They need time for their brain to go through [everything] and make sure that first account is given properly and under the proper processes."

This year's PIP seminar topics included Novichok and its aftermath; deaths in custody; and the Sean Rigg case, in which a group of Met officers were dragged through a 11-year IOPC case.

Service Honours Fallen Officers At Memorial Day

Police officers from across the UK gathered at the 16th annual National Police Memorial Day at the Royal Concert Hall in Glasgow to honour the more than 4,000 officers who have lost their lives on duty. The names of those officers who have died in the past year were read out.

HRH The Prince of Wales, who is Patron of National Police Memorial Day, was among those attending the service, led by Canon David Wilbraham. He was joined by Home Secretary Priti Patel, Scotland's First Minister Nicola Sturgeon, more than 40 Chief Constables and 1,500 police officers and family members.

Norfolk Police Federation Chairman Andy Symonds said: "I'm here today because it's



so important that we remember fallen officers. It's a poignant day. I've just met George McLaren [brother of Norfolk officer Robert McLaren, who died in 1981] and I can see he's upset

today, so it's important that we're here to support the policing family of all the colleagues that we've lost nationally.

"The memorial is for the families who send their brothers, their daughters, their sons, out to protect the community and they never expect that they won't come back.

"They're bereft and it's important that every single year the memorial continues to make sure their sacrifice is known and that they are thanked every year."

During the service, candles were lit for officers in each of the four nations. There was silence as petals of remembrance, representing all who have lost their lives, descended from the gallery as the Last Post was sounded.