

# Norfolk Police Federation

# NORFOLK NEWS

Winter 2021

## Continuing To Fight For Fair Pay



**Norfolk Police Federation Chairman Andy Symonds celebrates officers' resilience despite their financial worries and looks forward to pushing for a better deal in 2022 .**

**W**elcome to your latest newsletter. I am delighted to have been returned as Chairman of Norfolk Police Federation. I've still got the same passion and commitment I had when I first took the role on. I have the drive to push back, to make cops' lives that little bit better professionally and personally.

toll, physically, mentally and financially. That is a worry for officers and for the Federation. It should also be a worry for the force, particularly the financial aspect.

There are conversations I'm having with young-in-service officers in particular, but also some older-in-service, who are struggling finan-

real-terms pay cut over the past decade. Do we have to wait until this figure is 45% again before the Government will pay us fairly?

If officers are worried about money, come and speak to us, because we can put you in touch with agencies that we use and trust, who are experts in giving financial and debt advice. And

### "We're approaching Christmas, a financially demanding time"

I get a buzz from making sure that officers get the right result, be it through conduct investigation complaints, or if they're being treated unfairly. I'm pleased I'm back in the position to continue to fight for all of those things.

2021 has been another difficult year for policing, but our members are amazingly resilient. However the pressure has clearly taken its

cially. I'm seeing an increase in applications to the Benevolent Fund within the force, or people saying, 'I can't afford to replace my freezer', or 'My car needs repairing and I can't get to work'.

In the 1970s, the Edmund-Davies report said that police officers' pay had fallen far behind other occupations, and officers received a pay rise of 45%. Today, officers have suffered an 18%

we have access to pots of money, which we can apply for if members meet the criteria.

Now we're approaching Christmas, which is a financially demanding time. In 2022 the pay freeze will be lifted, but this doesn't feel like the light at the end of the tunnel. The Federation will keep fighting tooth and nail to redress the balance, and build pressure on the Government.

# Meet Your New Federation Reps

## Sgt Jonathan Loud

### What's your career history?

I've served over 20 years in the police, 17 in Suffolk and nearly four in Norfolk. I've been on the front line my whole career.

Currently I'm a Custody Sergeant in Great Yarmouth.

### What made you want to be a Fed rep?

I was a Fed Rep back in Suffolk and I'm very happy to be back doing this role. My primary motivation – as corny as it sounds – is to help my colleagues and offer advice.

### Why is it important for members to be support-

### ed by fellow officers as reps?

Because no one knows the pressures of the job like a fellow police officer.

### What are you looking forward to focusing on?

Pensions, and pay and conditions. I enjoy enlightening colleagues on pensions – in many cases, their biggest investment.

### What would you say to colleagues who wonder where their subs go?

None of us know what the future holds. The cost of legal representation is astronomical, but by paying your subs you're covered.



## PC Claire Smith

### Talk us through your career.

I joined in 2005 and spent my response years in North Norfolk before moving to CIU. Following an incident in custody I moved into a recuperative post.

From here I took on the Police Support Volunteer Co-ordinator role for West Norfolk, before moving into the 180 team. But then I experienced another incident, and was diagnosed with PTSD. After a period of treatment I was posted into my current role in Op Solve.

### What made you want to be a Fed rep?

I had a long recovery from PTSD and throughout that time I was supported by the Federation. So I decided to become a Fed rep to help and support fellow officers in their time of need.

### Which areas do you want to focus on?

I'm looking forward to focusing on equality and making sure that officers are treated fairly.

### What should members do if they're concerned about anything?

Speak to a Federation rep!

## PC Stu Barnard

### What's your career history?

I've had 20 years in Norfolk Police, the majority of which has been front-line response, but I spent four years in Learning and Development as a student officer assessor, PST and First Aid Instructor. I've completed acting roles on response at Sergeant rank, and I'm currently a Beat manager for Hethersett and Mulbarton.

### What made you want to be a Fed rep?

Having been involved in Post Incident Management, my awareness of Federation help increased. I want officers under investigation to

receive a balanced and fair process.

### What are you looking forward to focusing on?

My focus will be student officers, as I have experience in this field during my days in Learning and Development.

### What would you say to colleagues who ask where their subs go?

They might not think it now, but the Federation is a massive safety net, especially in terms of legal representation. The reps and the board have a massive amount of knowledge they bring to the table, which is priceless.





# Government Lifts Pay Freeze

**P**olice officers will receive a pay rise in 2022, as the Government confirmed the public sector pay freeze is being lifted.

Chancellor Rishi Sunak used his Budget at the end of October to announce that police officers, nurses, teachers and members of the armed forces were among those set to benefit.

A "temporary pause" in salary progression was introduced by the Government last Novem-

ber as a response to the COVID-19 pandemic.

Andy Symonds, Chair of Norfolk Police Federation, said: "I'm pleased that the Government has lifted the unfair and immoral pay freeze they imposed on us for this year. However officers will not be getting a pay rise until at least September 2022.

"I have spoken to many of my colleagues who are angry with this Government and how they

"However this so-called independent body can be instructed not to recommend a pay rise for officers by the Government.

"And that's exactly what happened for the 2021 pay round. In what world is this a fair and open system that recognises police officers have no industrial rights, meaning there is nothing we can do about this immoral and unfair instruction from Government to the pay review

## "This announcement will offer little solace to officers"

go about treating police officers.

"Officers have seen around an 18% reduction in real terms over the past 15 years in their pay. So this announcement will offer little solace to those officers whom I represent.

"All officers want is to be treated fairly, which means reforming the current pay review system.

"Currently we have the Police Remuneration Review Body, which is tasked with recommending pay rises to police officers.

body? I'm calling on all of the nine Norfolk MPs who I've requested meetings with, and the Government, to get behind the PFEW campaign to reform the pay review system for officers.

"The Independent Parliamentary Standards Authority (IPSA), the body charged with reviewing and recommending pay rises for MPs, cannot be given an instruction by Government to not recommend pay rises for MPs.

"Why then is it OK for Government to instruct the PRRB not to give officers a pay rise?

"You only have to see the pay rises given to MPs over the past few years compared to police officers, to see what a truly independent pay review system will offer."

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# Our Brave Norfolk Officers

**T**wo Norfolk Police officers who detained a pair of violent offenders wanted for threatening murder and blackmail travelled to Downing Street for The 2020 National Police Bravery Awards.

PC Katie Swann and PC Marley-Jay Symonds joined colleagues from across England and Wales at the prestigious event in October, which had been delayed due to COVID.

Back in January 2019, the officers had been dispatched to the village of Ormesby following reports that an armed man was making threats to kill and blackmail people.

The man had left the scene by the time the officers arrived.

PCs Swann and Symonds went to the address of the offender's mother, where they found him and another wanted suspect. Seeing the officers arrive, the pair became very aggressive.

PC Symonds tried to make an arrest but could hear that the other suspect was continuing to struggle with PC Swann.

PC Symonds tried to help PC Swann, but the man started to punch him, and PC Symonds had to use PAVA spray to get him under control.

PC Swann managed to get one handcuff on her suspect in the struggle, but he continued to be aggressive, even after PC Symonds administered another dose of PAVA spray.

It gave enough time for PC Swann to use her Taser on the man, but it needed the help of further colleagues who had now arrived at the scene to get him subdued.

One of the offenders was jailed for 26 weeks, while the other was fined.

Norfolk Police Federation Secretary Sam Hawkins said: "These men were big, burly, violent offenders, so PCs Swann and Symonds had to think on their feet and help each other out to get the job done.

"It was great police work, so our congratulations go to both officers for the bravery they have shown."







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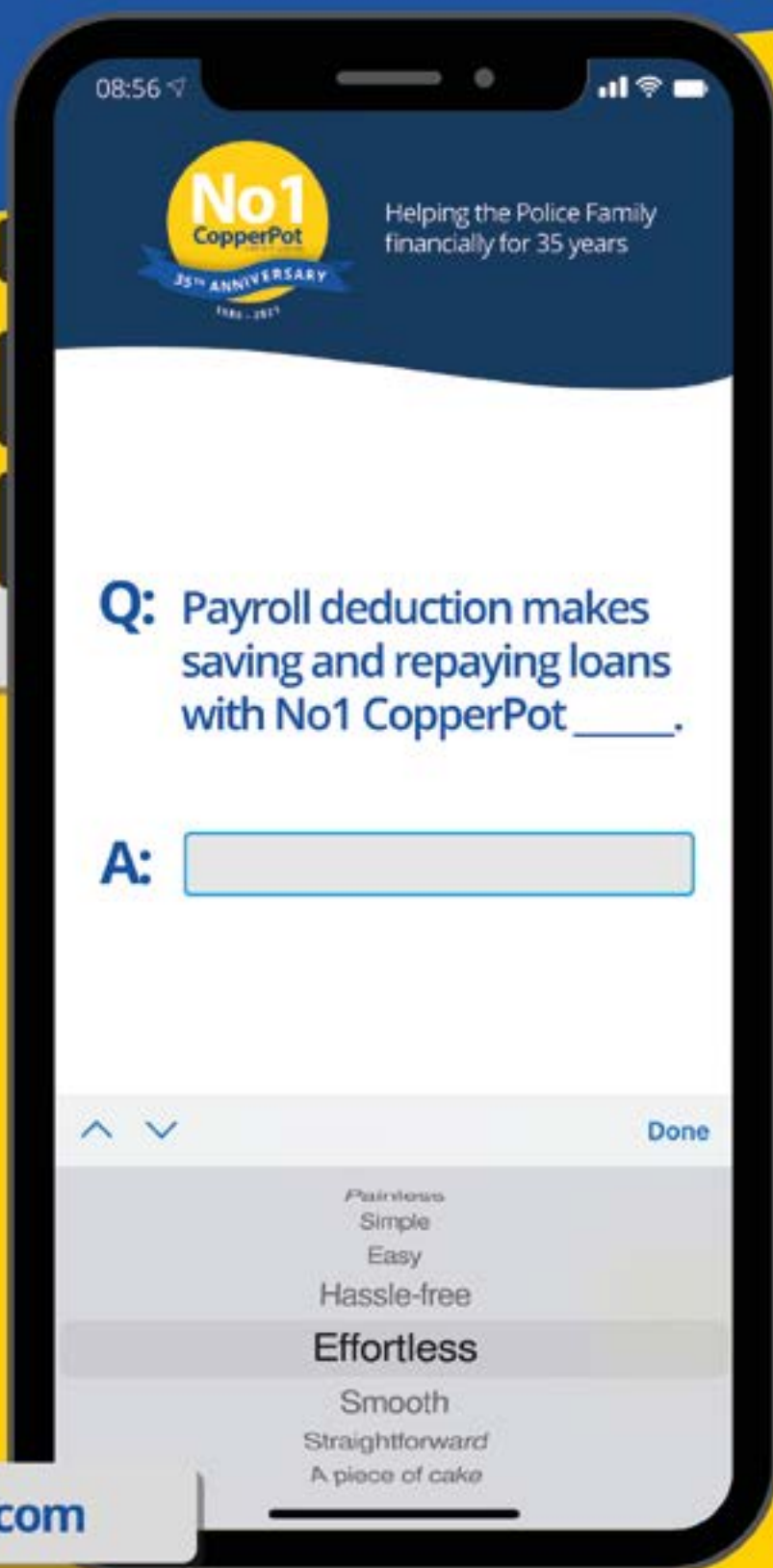
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# Remembering Sgt Matt Ratana

**T**ributes have been paid to Metropolitan Police Sgt Matt Ratana at a memorial service in central London.

A Guard of Honour of hundreds of officers paid their respects, as attendees at the service on 29 November walked from the Police Memorial on the Mall to the Royal Military Chapel in Westminster to remember Sgt Ratana.

His partner Su Bushby, Home Secretary Priti Patel, Met Commissioner Cressida Dick and Mayor of London Sadiq Khan were the last to walk down the Guard of Honour.

Also stationed outside the chapel were a quintet of pups that make up the 'Ratana Litter' with their officer handlers, as well as two officers from the mounted branch. Matt's partner Su named the litter earlier this year.

Inside the chapel, Reverend Prebendary Jonathan Osborne, Met senior chaplain, led the hour-long service featuring hymns, readings and tributes, including from those representing Sgt Ratana's different passions outside of policing – rugby and motorbiking.

A Maori hymn was sung by Ngati Ranana, a New Zealand cultural group.

Dame Cressida said: "When Matt was sadly taken away from us, COVID-19 meant we weren't able to mark his death with a force funeral in the



way that we would have wished to afterwards.

"We promised at the time that when restrictions weren't in place we would arrange a special memorial service that would allow us all to come together in Matt's memory, and I am delighted that today, we can finally honour that promise by gathering to pay him tribute.

"Matt has very much been in our thoughts

over the last year, both as we grieved for him, but also as we planned for this very special day where we will remember and give thanks for his life.

"There will be sadness and reflection, of course, but also celebration and much joy, for all the many lives he touched and the positivity and dedication with which he served."

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# A Time To Honour Lost Friends

**N**orfolk Police Federation joined colleagues from across the country in honouring the thousands of police officers who have died on police duty.

Norfolk Police Federation Secretary Sam Hawkins paid her respects to fallen colleagues at the 18th annual National Police Memorial Day (NPMD) at Lincoln Cathedral on 26th September.

The annual event honours more than 5,000 officers who have lost their lives on duty. It was the first time it had taken place since the pandemic.

Sam was joined at the poignant event by Bobbie Knowles [both women pictured, right], whose Norfolk Police officer husband DC Terry Glister was killed on duty in 1987.

"Officers make the ultimate sacrifice sometimes," Sam said. "And sometimes, with everything that's going on in the world, it can be easy to forget that.

"It's so important we remember those who have given their lives. It's lovely to be able to bring Bobbie along today. It will be bittersweet



long service medal, which I was presented with when Mark got his.

"We always have a memorial day for him, but today has been very special. I'm very proud. Terry

remembered during the service. They are: Sgt Paul Keany, of Northamptonshire Police; PC Christopher Miller, of the Metropolitan Police; Sgt Matt Ratana, of the Metropolitan Police; PC Thomas White, of Police Scotland; PC Darryl Street of the Civil Nuclear Constabulary; and PC Quamar Zaman, of Greater Manchester Police.

During the service, candles were lit for officers in each of the four nations. Representing England was Jayne Clemson, daughter of PC Ray Davenport, of Merseyside Police, who died in 1981 following a traffic incident.

Representing Northern Ireland was Andrea Brown, daughter of RUC Sgt Eric Brown, who was fatally shot by terrorist gunmen in 1983.

Representing Wales was Rhianydd Gardiner, great-niece of PC Noel Alexander, who died in 1964 of injuries sustained in a training incident.

Representing Scotland was Faye Buggins, widow of PC Roy Buggins, who collapsed and died on duty in 2019.

The service also heard a reading from Home

## "The Memorial Day is so important for the police family"

for her, but I know it will mean a lot.

"The memorial day is so important for the police family and for the public too, so that everybody can remember officers who have lost their lives on duty."

Bobbie's son Mark followed his father's footsteps into the force, and has just retired.

"I've been to as many of these as I can," Bobbie said, "and today I've brought along Terry's

was doing a job he loved, and it's always been a part of our lives."

HRH The Prince of Wales, who is patron of NPMD, said the country was "forever grateful for the steadfast dedication to duty of our police officers, who have adapted and worked so tirelessly amidst the ever-changing circumstances' of the COVID-19 pandemic".

Officers who have died in the past year were

Secretary Priti Patel.

Addressing the service, Metropolitan Police Commissioner Cressida Dick said: "Policing is a vocation... the women and men of the front line have risen magnificently to the challenges of the past 18 months.

"Today, we pay tribute to the courage of those killed in service, and the great courage showed by their families ever since."

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