



Brave PC Recognised At Awards

A Norfolk PC who jumped in a fast-flowing river to rescue a woman was our nominee for the National Police Bravery Awards 2023.

On the evening of 23 June 2022, PC Paul Odd attended a call of a young woman trying to take her own life by jumping off a bridge into the

although it landed close to her, she didn't reach for it. She nearly hit her head against the metal part of the pontoon and was pushed up against the bow of a moored boat.

The officer recognised that it was a precarious situation, so he tied the end of a second buoy's rope to the pontoon before entering the river

been in the water for some time and had been submerged on multiple occasions.

PC Odd said: "In an ideal world, I would not have entered the water. But I was happy to go in, even though I knew it was dangerous for both of us. If I hadn't gone in, it is unlikely that the woman would have survived."

"Paul's quick thinking and courageous actions saved her life, and we are all very proud of him"

River Great Ouse in King's Lynn. The woman had also attempted this two weeks before.

When PC Odd arrived, the woman was in the water. He tried to negotiate with her to come out of the river, but she wouldn't, and she was soon slipping under the water and drifting with the current towards the Wash.

PC Off threw a lifebuoy to the woman and,

himself. He swam over to the distressed woman and took hold of her while she thrashed about.

Other officers attended and got onto the pontoon to pull the buoy rope towards them. PC Odd and the woman were pulled to the pontoon and the woman was lifted from the water to safety.

The woman was detained under the Mental Health Act and taken to hospital as she had

Norfolk Police Federation Chair Andy Symonds said: "Without Paul's intervention, this incident would most likely have ended in tragedy. His quick thinking and courageous actions saved her life, and we are all very proud of him."

In July, PC Odd attended a Downing Street reception before continuing to an awards ceremony. The awards were sponsored by Police Mutual.

Fighting For Your Pension Rights

Norfolk Police Federation officials continue to represent members' views on the recent Employment Tribunal judgement against the Police Federation of England and Wales (PFEW), and they are attending national council meetings to discuss the matter.

being provided what appears from reading the judgement to be misleading information from the (PFEW) at the time in question.

"The judgement found that PFEW let down a large group of our members across the country. Clearly, the ruling makes for very difficult

"Norfolk Police Federation will hold PFEW to account to make this right, so that we can start to regain the trust of our members in relation to these national matters that hold

"We assure you that your Federation Branch and reps will continue to work tirelessly to represent you"

Andy Symonds, Chair of Norfolk Police Federation, said: "Like many of you, we are still trying to digest the results of the Employment Tribunal judgement on the police pension discrimination claim against the PFEW.

"It is understandable to us all that many of you, our members, feel that disappointment, frustration and anger. We include ourselves in that.

"Like you, we feel horrifically let down over

reading, both for our members, and for us as elected officials locally.

"What was done to policing by the Government was a disgrace, and as our staff association, PFEW should have done everything in its power and more at that time to fight it.

"We assure you that your Branch and our hard-working Reps will continue to work tirelessly to represent you to the very best of our abilities and, importantly, without fear or favour.

such significance in all of our personal and professional lives."



Wellbeing Guides

Police Mutual has published new Wellbeing Guides to help police officers manage three difficult issues: family finances, musculoskeletal problems, and grief.

The Family Finances guide includes advice on saving for the future, childcare costs, budgeting, wills and elderly care: policemutual.co.uk/assets/activity/lets-talk-money/newsletter/august-2023/

The guide to Musculoskeletal Problems – such as arthritis, lupus or back pain – and how to treat and prevent them can be found at: policemutual.co.uk/assets/activity/well-being/musculoskeletal-problems-2023/

And the Grief Awareness guide helps officers navigate their lives after someone close to them has died: policemutual.co.uk/assets/activity/wellbeing/grief-awareness-2023/



We Are Here For You In Difficult Times

All of us at Norfolk Police Federation – and the colleagues we represent – have been devastated to hear of the recent deaths of two serving colleagues. We are supporting their family, friends and close colleagues as best we can at this very difficult time. The Federation is always here for you. We would like to remind colleagues that if you need support, please come and speak to us.

Pay Deal Is A 'Welcome Start'

Police officers' 7% pay deal is a welcome start but it will need to be matched with a similar amount next year, Norfolk Police Federation has said.

The increase kicks in for officers on 1 September. Norfolk Police Federation Chair Andy Symonds said: "It's a positive first step, but I'm cautious because it's a unique set of circumstances that we're facing, both for us as police officers and for the Government, as there is pressure on them to increase pay with the cost of living.

"I'm fearful that this is a one-off increase – bearing in mind that officers haven't seen [as high an increase] as 7% for as long as I can remember. It will be interesting to see what happens next year, when we will need a similar figure."

Independent research has shown that police pay has fallen some 17% behind inflation between 2000 and 2022.

Andy said: "We need to catch up to where we should be, before the years of austerity and pay freezes and cuts.

"A number of my colleagues are pleased with the increase, but they accept that it's only going to go some way because their mortgages are

coming up to renewal and they will be paying £300-£500 more a month.

"The pay rise is going to be completely swallowed by that, and at the same time everything else is going up as well: food, electricity, etc. So it treads water, to a degree, and that's not good enough when it comes to pay, which is why we want that to catch up back to where we should be."

Andy also called for binding pay rises for officers, so that the Government adheres to future pay increases awarded by the Police Remuneration Review Body (PRRB).

Andy said: "We can't have a situation every year where we are second guessing whether or not we'll get the pay rise that a body has recommended. We've got to have certainty in the system, and a fair system, and an independent one. At the moment we haven't got that, in our view."

Federation members are also to be balloted on whether they want industrial rights, although there is no timeframe on this as yet, Andy said.

He continued: "It's been a long time since members last had an opportunity to have their voices heard on this.

"It's important that we now produce a proper, effective information-giving exercise around the pros and cons of industrial rights, and we have to allow members to make that decision for themselves so that we can fight and represent on their behalf – whatever that decision might be."



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Family Fun Day Brings Us Together

Hundreds of Norfolk police officers and staff and their families met Federation representatives at a successful Family Fun Day this summer.

The event was a success, with the sun shining and an impressive £300 raised for the Care of Police Survivors (COPS) charity, and £110 for National Police Memorial Day.

Visitors at the event, which hasn't been held since before the pandemic, had the chance to

look around the Federation's welfare van, while children enjoyed face-painting and jumping on the three bouncy castles, which were paid for by the Federation and the Police Benevolent Fund.

Andy Symonds, Chair of Norfolk Police Federation, said: "It was great to have the chance to catch up outside of the work environment.

"Our members work so hard, and they miss out on lots of time with their families to do so, so it was important that we were able to have

the chance to meet up with them in a relaxing and fun atmosphere and tell them that we appreciate all they do."

Federation-funded freebies were given away as a small token of gratitude to the force's hard-working officers and staff. Andy said: "There were lots of goodies, sweets and chocolate given out to the kids – and the cops as well. It was a good day give something a little bit back to the cops and their families who give so much to the job."

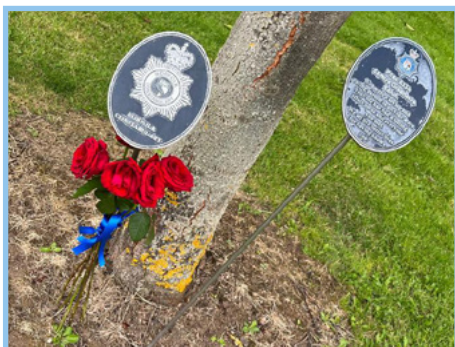
Officers Take Part In Police Unity Tour

Norfolk Police officers were among those taking part in the Police Unity Tour on 28-29 July.

The challenging cycling route of around 180 miles finished at the Care of Police Survivors (COPS) Memorial Service at the National Memorial Arboretum, Staffordshire on 30 July. The occasion was even more special this year as it is the 20th anniversary of the COPS charity.

Norfolk Police Federation Chair Andy Symonds said: "It was a poignant and moving Service of Remembrance, remembering police officers who have been lost and supporting the family members left behind.

"And well done to all those who completed the Police Unity Tour."



Policing's Violent Truth

798 Norfolk officers were assaulted on duty last year

That's **66** a month

15 a week

2 every single day

Last year, a shocking 795 Norfolk police officers were assaulted on duty, new figures show.

Norfolk Police Federation Chair Andy Symonds said: "Our members have been spat at, kicked, punched, attacked with weapons and, driven at by vehicles.

"The risks our officers face has never been greater. These are not robots. Our colleagues are mothers, fathers, sons and daughters, husbands and wives. They deserve to be going home at the end of their shifts to their loved ones. Not to hospital.

"We must Protect The Protectors. An attack

on a police officer is an attack on society and those doing so deserve the strongest possible punishments.

"While physical injuries can heal, mental scars can remain. Our hard-working colleagues out there will always have the Federation's support."

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New RAC Cover For Members

Subscribing members of the Norfolk Police Federation Group Insurance Scheme have access to RAC breakdown cover.



Log your breakdowns online at www.rac.co.uk/reportbreakdown/



If you are not in a dangerous location, logging your breakdown online is the fastest way to get help.

You can also call 0333 2000 999 from your mobile, press 1, and they will text you the link.

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Visit the Federation website for further details:

www.polfed.org/norfolk

Or call us on: **01603 971420**

*Terms and conditions apply. Full details of the cover including exclusions and limitations can be found in the policy wording, which is available from the Federation.

**The premium includes Insurance Premium Tax (IPT) and is correct at 1 September 2023.



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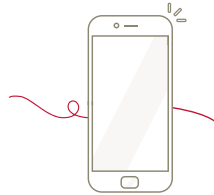
You have access to myStrength

myStrength is your new mental wellbeing app. Choose the support you need and get personalised guidance to help you overcome life's challenges. From guided meditation to improving sleep, you can learn from hundreds of activities at your own pace, helping you make simple everyday changes to improve your mental wellbeing.

What's included?

-  Personalised support based on your situation and preferences
-  Hundreds of activities, articles and videos covering a wide range of wellbeing topics
-  Chat with a myStrength guide for one-to-one support with exercises
-  Set goals and track your mood within the app
-  Exercises and practical guidance on mindfulness, meditation, improving mood, managing anxious thoughts, pregnancy, early parenting, improving sleep, reducing stress and much more

Key benefits



- 1** Personalised support in easy-to-follow steps
- 2** Hundreds of activities, articles and videos
- 3** Free for you and your immediate family
- 4** Available 24/7 through the app or online

How to get started

- 1** Download the 'Teladoc myStrength' app or head to www.mystrength.org.uk
- 2** Create a new account and enter your company's access code:
- 3** Complete a short wellbeing assessment to personalise your experience and determine your focus areas

Download the app

The app is available for both iOS and Android and is downloadable on the **App Store** and **Google Play**.



Frequently asked questions

Who can use myStrength?

You and your immediate family.
Immediate family includes your spouse, civil partner, partner, parent, brother or sister who lives in the same household as you. It also includes any legal dependant under the age of 21 and in full time education, or any other legal dependant who is dependent on you because of disability.
Users must be aged 16 or over to access myStrength.

Is there any cost?

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Where can we find our access code?

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Is the service confidential?

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Any questions?

Please speak to your employer or HR team to find out more.



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