



ENJOY A DISCOUNTED BREAK

MORE DETAILS, PAGE 8

A message from the chair

BY DARREN HARRIS,
CHAIR OF SUFFOLK POLICE FEDERATION

Welcome to the first edition of our Federation branch ezine of 2022.

It's fair to say that we have pretty much hit the ground running so far this year. Of course, it is pleasing to see a return to a more normal way of living with the easing of Covid restrictions, but that itself brings challenges and we all have to allow ourselves time to adjust.

As a Federation, we can now move forward after the triennial election process which drew to a close at a local branch level at the start of December. Both myself and branch secretary Ben Hudson were delighted to be confirmed in our posts for the next three years and we now want to build on the progress we have made to date. We have an active group of workplace representatives on our Branch Council and we all remain committed to supporting colleagues in any way we can.

All too often members only see the Federation as being there for when they are facing conduct

proceedings, and that remains a core part of our work. But we offer so much more and increasingly we are being approached by officers who need some support due to wellbeing or mental health issues and we welcome that.

We would encourage our members to contact us as we are here to help. Besides offering support ourselves, we can put people in touch with specialist support such as the Welfare Support Programme. The hardest part is making the first step towards reaching out for help. However, once you have made that move, I can assure you that we will pull out all the stops to get you any support you need.

Please remember to keep up to date with Federation news by visiting our website – polfed.org/Suffolk – regularly and also follow us on Twitter and Facebook.

Stay safe.

Disclosure rules having ‘massive impact’ on detectives and the public



Ben Hudson

Suffolk Police Federation secretary Ben Hudson says he’s “extremely concerned” at the impact new disclosure rules are having on detectives, their workload, their mental health and their ability to deliver timely outcomes for victims of crime.

Ben is also vice-chair of the Police Federation’s National Detectives’ Forum (PFNDF) and is leading the Federation’s work on this issue.

The new rules introduced last year by the Director of Public Prosecutions require detectives to provide the Crown Prosecution Service (CPS) with trial-ready prosecution before it makes a charging decision.

Ben explained: “This is a stealth tax on policing as detectives are having to spend far longer sitting at their desks file-building rather than getting out there engaging with their victims and investigating crimes as the public would want.”

Ben said: “The results of our survey are extremely concerning. Detectives were already being placed under considerable strain before these changes came in due to recruitment and retention issues, facing long hours, an often complex job and high stress levels – all of which can impact on their wellbeing.

“But, as the survey shows, these are all being exacerbated by the new guidance on charging.

“A huge amount of time and effort is being spent by detectives reviewing and redacting statements, documents and even videos and mobile phone data. Essentially they’re preparing court documents before a charge has even been made.

“It’s clearly adding to detectives’ workload and impacting their ability to do their job and investigate other crimes – and, as a consequence, it’s impacting victims of crime and public safety.

“But it can be a huge waste of resources, particularly if a suspect admits to an offence or the CPS decides not to proceed.

“And now it’s having an impact on morale and even retention, with 42 per cent of respondents indicating the changes increased their intention to leave their role as a detective.”

Ben is sharing the findings of the survey with the Force’s senior officers and local MPs to highlight the impact the issue is having on officers and their ability to deliver the service they want to the people of Suffolk.

He concluded: “I’m calling on the Government to work with me and the Federation’s national vice-chair, Ché Donald, on this matter so that the voice of our members can be heard and there can be a move back towards our previous system of agreed staged disclosure.”

Box C: PFEW Detectives Survey on the recent changes to the CPS Director’s Guidance: Findings for Suffolk



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Pay and morale survey reveals impact of pay freeze

Eighty-eight per cent of Suffolk's Federation members think they are not fairly paid for the stresses and strains of their job, the nationwide Police Federation pay and morale survey has found.

The annual survey, conducted during November last year, also found that 75 per cent of Suffolk respondents believe they are worse off financially than in 2020 and 72 per cent feel worse off than five years ago. More than one in ten (11 per cent) said they never or almost never had enough money to cover their monthly expenses.

Half of officers are suffering from low personal morale, a slight increase on the previous year, and 71 per cent reported low or very low Force morale, down slightly from last year.

The survey revealed 90 per cent believe the main reason for low morale is how the Government treats policing. Factors listed included pay (77 per cent), how the police are treated by the public (75 per cent), workload and responsibilities (71 per cent), pension (64 per cent), the Covid-19 crisis (59 per cent) and work-life balance 55 per cent.

Suffolk Police Federation chair Darren Harris comments: "Police officers are realistic professionals who fully understand the public purse is not a bottomless pit, but the sheer unfairness of being snubbed for a deserved

pay rise, added to rising inflation, plus of course the forthcoming impact of the National Insurance rise, will not be forgotten by our members.

"My colleagues feel undervalued by this Government and morale is low. We are also seeing a growing crisis in mental health, which if it is not addressed will impact on the service's capability for decades to come. So, my advice to the Government is do not ignore these findings, and work with us to repair the damage before it gets worse."

The Suffolk results also showed 67 per cent of officers were dissatisfied with their overall remuneration (including basic pay and allowances) and 41 per cent worried about their personal finances every day or almost every day.

More than half (54 per cent) would not recommend policing as a career to others and eight per cent plan to quit Suffolk Constabulary within the next two years or as soon as possible.

[Read the full report.](#)

Emma is named Employee of the Month



Emma Arthurs

Suffolk Police Federation workplace representative Emma Arthurs has been named as the Force's Employee of the Month in recognition of her work in support of colleagues diagnosed with cancer.

"She has had a positive impact on many lives, and she is always there for people who are often at their lowest ebb."

Emma had breast cancer in 2017 and underwent several surgeries. She has been tumour-free since September of that year.

In the years that followed her own cancer journey, Emma became the Force's cancer single point of contact (SPOC) and has gone above and beyond to passionately support colleagues who have received their own diagnosis.

She is driven by a desire to ensure they get the support and advice she felt was severely lacking when she was ill.

"It is always an honour to be able to help anyone of the policing family. It's a bit frightening when you get a diagnosis and so I wanted to turn my experience into something positive that could help those diagnosed or caring for family members with cancer," said Emma.

That help has certainly been appreciated.

One fellow officer said: "I would like to place on record my thanks to Emma Arthurs. It was odd as a rep asking for Federation support for the first time in my career, but I have to say Emma has been superb – her humour, knowledge and tough love have made a massive difference to me and my outlook in the early, distressing days.

"I can't stress enough how important it has been for me to have Emma to lean on, a person who can talk frankly from first-hand experience, and share experiences of her own journey. I know I am only at the beginning of a long, painful journey but I have the confidence that with Emma's support I will remain positive and focussed."

Another remarked: "Had it not been for Emma and my managers, I would have no professional support at all."

Emma, a PC in the very busy South Professional Development Unit, also serves as a workplace Federation rep and is the branch equality lead.

Branch chair Darren Harris said: "Emma is fully deserving of this Employee of the Month accolade. Much of this support she gives to colleagues is in her own time and she is the go-to person for anything to do with cancer or how to access support for those suffering with or caring for someone with a diagnosis.

"She has had a positive impact on many lives and she is always there for people who are often at their lowest ebb."

If you need support, please [contact Emma](#).

Fed rep reveals the benefits that come with training

A Suffolk Police Federation workplace representative who has recently completed a course on equality says she believes additional training helps her grow professionally, while providing her with the essential knowledge to better support fellow members.



Helen Self, who has been a Federation representative for the past eight years, opted to take part in equality training as she felt that she needed to be more familiar with that area in this day and age.

Having completed the five-day Federation course, Helen admits that she would now feel more comfortable and confident if a member approached her asking for advice on issues surrounding equality.

"I like to learn new things all of the time," said Helen, "I think, as a Fed rep, we have a responsibility to grow and develop. We all want to help others and the more we know, the more we can help.

"As the saying goes, knowledge is power."

As someone who is always keen to stick her head above the parapet and stand up for others, Helen says extra training allows her to channel that passion.

"More often than not, younger officers are coming to us for advice, so training like the equality course strengthens our knowledge and puts us in a better position to support them," says Helen, who joined Suffolk Police 25 years ago.

"And not only do we learn new information, but the training courses allow us to network with fellow officers from other forces, sharing our experiences with each other. We share real life scenarios with one another, that we can take back and learn from in our own role."

Moving forward, Helen is hoping to continue developing her role by taking part in further training courses, such as ill-health retirement.

'As reps, we need to continue learning'

A Federation representative who also completed the equality course says that the extra training means she feels she is in a better position to help support members.

Laura Parker, who has been a rep for around five years now, says that she took part in the course because she wanted to upskill and develop her position within the Federation.

She believes building her knowledge over the five-day course has given her the confidence to answer questions thoroughly that she may be asked by members.

"I always embrace the opportunity to improve my knowledge, I constantly aspire to be a better police officer and representative," says Laura, who joined the police nearly 13 years ago.

Laura explains that while the values of the police remain the same, the Force is forever changing.

"As reps, we need to continue learning, this is so the Federation reflects the changes felt by police officers suitably advising members on topics that matter to them. Equality, professional development and Operational issues are some of the most frequently queried questions," she adds.

"Ultimately, welfare and support are key. Having the Federation there means members know they have someone to talk to, a department they can trust to get independent advice.

"My mission is to support people as best as I possibly can while meeting the needs of the constabulary."



Matt Paisley with his two children

Matt urges officers to get themselves checked out



A Suffolk Police Federation workplace representative shares story of cancer battle to raise awareness.

A 41-year-old Federation representative who was diagnosed with a rare and aggressive form of testicular cancer last year says his message is clear: “Get yourself checked out.”

Father-of-two Inspector Matt Paisley is still recovering from the condition, after undergoing an operation to remove the cancerous testicle before receiving four months of chemotherapy.

He was diagnosed in May 2021, having felt no other symptoms other than suffering with an ongoing cough for six months.

“It wasn’t a good time to have a cough, was it? I was regularly doing Covid tests and they were all coming back negative. It turns out, I had cancer and the nodules had spread to my lungs,” said Matt, whose wife eventually forced him to visit his GP after noticing his cough was not going away.

“I vividly remember saying to the GP,

‘I know I’m wasting your time’ but fortunately, she wanted to take my bloods and do an x-ray. I went to the doctors on 13 April and was diagnosed on 5th May.”

Having been with the Force for 17 years, Matt admits that when he was given the news, he immediately went into “police officer mode”, trying to figure out how they would fix things.

“It wasn’t until we got home from the doctors and telling Mum and Dad that the news sunk in. I’m a bit of a catastrophist, so I straight away thought of the worst possible scenario, that I could die,” added Matt, who has a five-year-old son and an eight-year-old daughter.

“The next day, I actually went into work and started exploring how my family would be looked after if I wasn’t around. I even planned my funeral songs while I was driving.”

Matt said that in his time of need, the Federation was “brilliant”. He explained: “Aside from the hamper gifts and nice messages they sent me, the Federation actually absorbed a lot of the stress for me, when it came to sorting out the practical bits, like financial support. All those little things that make such a huge difference.

“It was like they’d taken a weight off my shoulders. I hadn’t needed the Federation for 16 years and you never hope you’ll need them – but when you do, their support is priceless.

“The approach they take, it’s so personal. It really is second to none, I couldn’t speak highly enough of them.

“And it wasn’t just the Federation, my line managers exceeded expectations too. They really did go above and beyond to make sure I was OK.”

Additionally, a fellow Fed rep had recently been through a cancer diagnosis herself, which gave Matt somebody relatable to talk to.

“She was on hand to have a chat with, which was huge for me. After all, it’s only really if you’ve been through it yourself that you have a real understanding of what’s going on and how somebody is feeling.”

Matt, who has been a workplace representative with the Federation for around four years, returned to work in January with heavily reduced hours.

He said: “I’m surprised how tired I am, it’s very frustrating. You don’t really consider the long-term impact of cancer and you don’t know how long these extra symptoms like joint pain will last.

“But the way I look at it is, I’m lucky to still be looking at living cancer-free. I’ve learnt to think positively about the situation.”

At Matt’s last check-up, he still had a tumour on his lungs, which is too small to treat, but he is hoping it will have shrunk or disappeared at his next scan in the summer.

“I know it’s easy to say now but if I could just show somebody a glimpse of my sitting there with my GP, or me telling my parents, or my boss that I had cancer, that would be enough for people to get themselves checked out sooner,” said Matt.

“As embarrassing as it is, having a doctor check out certain parts of your body, that’s nothing compared to the hurt and distress that cancer causes long-term.

“My message couldn’t be clearer to anyone reading this, just get yourself checked out.”



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Enjoy a discounted break at our holiday home

Suffolk Police Federation is offering members the chance to book a relaxing low-cost break at its new holiday home, Meadowlark.

The holiday gives members the opportunity to take a well-deserved break and recharge their batteries without having to break the bank on an expensive holiday.

Meadowlark, which sleeps up to eight people, is on Kelling Heath Holiday Park which is set among 300 acres of woodland and rare open heathland in an area of outstanding natural beauty near Weybourne on the North Norfolk coast.

The holiday park features miles of woodland and heathland trails for walking and cycling or just enjoying the area's diverse wildlife which includes red squirrels, bats, rare butterflies and bees as well as many different species of birds.

Visitors are encouraged to enjoy the beauty of the Norfolk countryside and panoramic views of the

Weybourne coastline by making the most of the glorious range of habitats, wildlife and history. There are brilliant beaches at Weybourne, East Runton, Cromer, Sheringham, Wells and Holkham and the holiday park is less than 30 miles from Norwich and its shops, bars and restaurants.

Visitors who want to spend more time at the holiday park can take advantage of its top-notch on-site recreational and leisure facilities which include a health and fitness club featuring gym, indoor and outdoor pools and tennis courts (six leisure passes are included free of charge).

Kelling Heath also has its own Countryside Team which is dedicated to caring for the area's natural environment and has been recognised and commended by a number of national and international award schemes.

The lodge has three bedrooms:

Bedroom 1 - king size bed

Bedroom 2 - two full size singles

Bedroom 3 - two smaller singles

There is also double-sized sofa bed in the living room.

The lodge is fully equipped and furnished to an exceptionally high standard and has been designed to help guests make the most of the holiday park lifestyle. Meadowlark has full central heating luxurious and fashionable free-standing furniture and an amazing kitchen with a five-burner gas hob including wok burner, quality feel worktops, integrated fridge freezer, dishwasher and microwave and a full height pantry. There are also plenty of TV points, power sockets and USB chargers and a satellite co-ax giving visitors the freedom to receive as many channels as they do at home.

Federation branch chair Darren Harris said:

“We wanted to offer our members a chance to take a much-needed break and get away from it all for a few days after what has been an incredibly challenging year.”

Meadowlark can be hired by members of the Suffolk Police Federation and subscribers to the Group Insurance Scheme on a first come, first served basis.

[Find out more](#)



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***The premium includes Insurance Premium Tax (IPT) and is correct at 1 February 2022.

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[Visit the GIS section on our website](#) or contact **01473 782001**.



**Correct at 9 July 2021 the premium includes the Federation administration fee and Insurance Premium Tax (IPT). Arranged by George Burrows. George Burrows is a trading name of Arthur J. Gallagher Insurance Brokers Limited, which is authorised and regulated by the Financial Conduct Authority. Registered Office: Spectrum Building, 7th Floor, 55 Blythwood Street, Glasgow, G2 7AT. Registered in Scotland. Company Number: SC108909*

Wendy offers wide range of support to Fed members



Wendy Leah

It has been a busy nine months for Suffolk Police Federation case handler Wendy Leah. Wendy, who spent 30 years as a police officer, joined the Federation in a new role in April last year but has already had an impact on the members she has supported.

"I feel I have established myself in this post," she explains, "I have built up a wide range of contacts across the Force and that really helps me to offer assistance to members.

"It is a busy and varied role and one of the ways I help make a difference is by contacting those officers who have been off work for 21 days or more to see if there is anything we can do to support them. "More and more members are understanding that I am here to help and getting in touch."

Wendy manages the administration and case work for sickness management, ill-health retirements, injuries, accidents and deaths and provides support to members and families involved in those processes.

"I also sign-post members in respect of any benefits they may be entitled to through Federation membership or their subscription to our Group Insurance Scheme," says Wendy.

"I deal directly with members, work-based Fed representatives and others representing the Force and feel very privileged to be in this role.

"I feel it really helps when I am talking to members that I can totally understand the challenges they are facing. I was an officer for 30 years and I do appreciate the difficulties of the role."

Wendy spent the last eight years of her service as a DC on the major investigation team but she also acted as a family liaison officer (FLO) supporting many families who were dealing with the loss of a loved one through murder or manslaughter. This work, in particular, she believes has stood her in good stead when speaking to officers who are perhaps suffering due to Post-Traumatic Stress Disorder (PTSD). Having retired on Christmas Eve 2019, Wendy worked for Kent Police in Hampshire in a FLO role before joining the Federation on 1 April 2021.

To help her understand the role of the Federation, she has undertaken the Police Federation of England and Wales reps' induction course and the conduct and performance training.

Wendy says: "I am really enjoying this role. I feel I have the empathetic and compassionate approach that is needed in this position. With an officer subjected to conduct proceedings, I get how rotten it can be, in terms of being demoralising and upsetting.

"When I read the job description before applying for this post, my immediate thought was I want this job; it was written for me!"

Wendy can be contacted via suffolk@polfed.org

"I feel it really helps when I am talking to members that I can totally understand the challenges they are facing. I was an officer for 30 years and I do appreciate the difficulties of the role."

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Nominate a colleague for 2022 Women in Policing Awards

Nominations are now open for this year's Women in Policing Awards and Suffolk Police Federation chair Darren Harris is encouraging members to nominate female colleagues who have made an outstanding contribution.

The annual award was launched by the Police Federation of England and Wales in 2015. It recognises a current, or recently retired officer who has gone above and beyond their job, while on duty.

Darren said: "This award recognises the achievements of women in policing, and those who have made an impact on or a significant contribution to women in policing.

"It's a fantastic opportunity to shine a light on the inspirational work that's being done in Suffolk, and I'd encourage you to put nominations through for the award."

The first Women in Policing Award was presented to the families of Fiona Bone and Nicola Hughes, the two Greater Manchester Police officers killed in a gun and grenade attack in 2012.

The winner of the 2021 award was Chief Inspector Sharon Baker of Avon and Somerset who spoke out about her experience of domestic abuse and being in a controlling relationship.

Nominations can be made by police officers or police staff and the closing date is 28 March.

Contact Suffolk Police Federation to nominate a colleague. All nominees will receive a certificate and Women in Policing badge.

The winner will be announced at the Federation's annual national conference in Manchester in May.

New guide on Regs

The Quick Reference Guide (QRG) to terms and conditions of service has been updated, replacing the issue dated July 2021.

It has been updated, in particular, with reference to the pay award 2021, the revised targeted variable pay scheme and the payment of allowances while on maternity leave.

[View the QRG.](#)

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'PUBLIC LET DOWN BY LACK OF INVESTMENT IN ROADS POLICING'

The failure to reduce deaths on our roads in the last decade is the result of underfunding the police, according to the chair of Suffolk Police Federation.

Darren Harris was reacting to a BBC Panorama programme shown earlier this year which claimed that vehicles had become safer in recent years, but this had not resulted in fewer casualties.

He said: "It is disappointing that the programme chose to blame the situation on 'weak policing' – that is an insult to colleagues frankly. The reality is that police officers are not miracle workers, we can only do our best with the resources we have and that comes down to the funding.

"Inevitably tighter budgets mean fewer police officers on the roads, keeping the public safe and carrying out the vital public information side of the role. The Federation has consistently warned of the tragic consequences of under resourcing roads policing and we are now seeing the results of that."

A Freedom of Information request from 34 forces, which featured in the programme, found that the

number of dedicated traffic officers had fallen from 5,014 in 2016, to 4,257 currently. And the number of police officers tasked with enforcing road laws has dropped by 15 per cent in that time.

Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS), reporting two years ago, found that between 2015 and 2018, an average of 1,610 people lost their lives each year while many more were seriously injured.

Gemma Fox, Police Federation roads policing lead, said: "Every single roads policing officer I know personally wants to complete more pro-active activities. While reacting to accidents and enforcement are essential aspects of the job, this lack of resources has meant the public information side of the role has not been prioritised and this has been really damaging.

"Admittedly, many forces have made major improvements in staffing and resources since the 2020 report findings. Although this will have a positive impact on the future of roads policing, we also must see further investment as there is so much more which can be done to improve safety for colleagues and members of the public."