



Wiltshire Matters

Contact. 01225 256861. polfed@wiltshire.police.uk

Chair's Update >>>

Your local update.

I will begin once more by saying thank you for your votes. Not only those that voted for me but anyone who voted. The federation is here to support all of us, it is so very important to me that you are heard.

I have been in post only a month so far and already our federation is going through some changes. Our permanent conduct and performance lead officer (CAPLO). Shane Robinson retired last week, and he has left some big shoes to fill. I want to thank Shane for all his hard work for our members and wish him all the best in his retirement. While the dates are to be confirmed I welcome Chris Maundrell into the position of CAPLO. This is a difficult role, and I am confident Chris will work hard for you in ensuring you are supported and treated fairly.

For me, the learning curve is steep. The chairs job is so very involved, and it will take me a little while to get my feet under the right tables. So far I have been impressed with the welcome from the various departments in Wiltshire Police. The force is showing itself as being open with the federation and welcomes conversation and challenges where appropriate. I have met with the chief constable and the DCC and both have been very accommodating. I have been helped endlessly by the secretary, Sarah Ennis. While you may not see what she does overtly. I say with confidence, hers is the busiest job in our federation and she puts in a lot of hours. My thanks to her for her help this last month.

In the coming weeks we will be discussing the new pay progression schemes, agile working, the possible creation of the volume crime teams and hopefully soon, a consultation around the shift pattern for CPT and look to see what can be done about "Big Thursday" 12 hr shift.

It is still my plan to come out and see as many of you as possible real soon. Until then, Stay safe and thanks for reading.

Phil.

Wiltshire Federation Newsletter

January 2022

Issue Four

In this issue:
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New Reps wanted

Ever thought of being a federation representative? We have just started our search for our next five workplace reps. You will be given courses on how to help members. We are particularly short north of the county but would welcome anyone from any department. It's important that we have reps from across as many disciplines as we can.

You will be in a position to help your colleagues and friends around fairness and equality, health and safety, conduct and performance and anything else you think they need help with. You will be the conduit for the member and the federation and be able to feed back the true feelings of the cops. We meet four times a year as a federation and keep ourselves up to date with all developments.

There is no limit on length of service. Whether you have 1 year or 29 years, you can help. The federation is here to support all members of all service. If you want to know more, please contact me or Sarah and we'll talk it through with you. Alternatively contact any of your workplace reps:-

Allen, Jackie <jackie.allen@wiltshire.police.uk>;
Andrews, Penny <penny.andrews@wiltshire.police.uk>;
Barrett, Scott <Scott.Barrett@wiltshire.police.uk>;
Best, Sophia <sophia.best@wiltshire.police.uk>;
Buswell, Derek <derek.buswell@wiltshire.police.uk>;
Crespin, Connor <Connor.Crespin@wiltshire.police.uk>;
Douglas, Mark <Mark.Douglas@wiltshire.police.uk>;
Hatch, Debbie <Debbie.Hatch@wiltshire.police.uk>;
Kenzie, Megan <Megan.Kenzie@wiltshire.police.uk>;
Maundrell, Chris <Chris.Maundrell@wiltshire.police.uk>;
Mulley, Alex <alex.mulley@wiltshire.police.uk>;
Matthews, Philip <philip.matthews@wiltshire.police.uk>;
Saunders, Joseph <Joseph.Saunders@wiltshire.police.uk>;
Tottle, Richard <Richard.Tottle@wiltshire.police.uk>;
Wright, Louise <Louise.Wright@wiltshire.police.uk>;

check

Each month the force puts out a newsletter. We at the federation attend so very many meetings to try and ensure fairness at work for you all, and to make sure that you are listened to. Completing this questionnaire will help us demonstrate the true feelings of the officers out there in all departments. It takes only 2 minutes and is only 8 questions. If you possibly can find the time, it would really help.

This month's edition of the monthly online health check questionnaire is now live

PSD

Being the start of the year, I asked PSD to offer some figures around misconduct to give us all a picture of what is happening in their world.

Outcomes at Misconduct meetings 2021

Written Warning = 2

Final written warning = 1

Outcomes at Misconduct hearings 2021.

Final written warning = 2

Final written warning extension=
Dismissal with notice

Dismissal without notice = 4

Outcomes at criminal investigations

Discontinued = 1

Caution = 1

While none of what we see here is good. It is a low number all the same. The force gets a huge number of complaints that don't reach misconduct and in the next newsletter ill be discussing RPRP with you all and helping you understand things a little better around the idea of reflective practice.

As I promised when getting elected, I want us to work closely with the organization and lately, we have been working closely with HR. I asked the business partners what advice they would give cops to help us all out a bit. The following advice was offered.

One of the biggest quick wins I think all officers would benefit from is getting to know EPDR better and using it. Now, this is the system used to record development evidence, and this will become important going through a career as more and more direction is coming from the College of Policing that everything (Promotion etc,) needs to be evidenced – use it early and use it regularly.

Also, this supports more focus on your own development, and not just your development up – but broad development, sideways moves, secondments and so many other things.

I am becoming more and more aware of the necessity for your PDR to be updated. You will soon see more coming out around the PDR and the advice given here is excellent.

Since I have taken this position, I have found our colleagues in HR to be very welcoming and willing to help. A question to the supervisors out there. Do you use them? If you need help understanding processes around sickness or other absences or even around evidence for promotion, how to record your one to ones. Do you know your Assistant Business Partners and HR business partners? I recommend having a chat, they can do an awful lot to assist you.

National Update

National decisions, with local impact!

Pension..... There, I said it !

The police pension is rather the buzz right now and has been for a while. Particularly if you are on the 1987 scheme and worried about what the government are doing to your money. I have taken the following from the PFEW site to share with you:-

As part of the consultation of the Police Pensions (Amendment) Regulations 2022, PFEW has provided a formal response to Government. The comments cover phase one of the prospective Remedy, which will close the final salary schemes (PPS 87 and NPPS 2006) and move all active members to the 2015 CARE Scheme from 1 April 2022. PFEW's response to the phase one consultation raises questions around the prospective and retrospective elements of the Remedy and how they will interact in order for it to be successfully implemented without bias or prejudice to those affected. PFEW has also provided comment on Immediate Detriment and the 'pensions trap'. Though HM Treasury (HMT) have withdrawn the Immediate Detriment guidance which was issued in August 2020 due to the complexities around its interaction with Section 61 of the Equality Act 2010, and tax legislation, PFEW continues to be of the view that members who have already retired or are imminently due to retire, should not be subject to any delays in formally rectifying the detriment they have or will experience.

We have also made challenges on behalf of members who attain 30 years' pensionable service before age 55 (or 25 years' service and are aged over 50), where some of their pension has been accrued in the 2015 CARE Scheme.

As CARE benefits are not payable until age 55, currently members must either wait until State Pension Age (SPA) to access their CARE benefits (unreduced) or put them into payment from age 55 – but the pension is then subject to a reduction for payment before their SPA.

PFEW continues to lobby Government to reduce this penalty given that it is unfair and immoral; this issue has again been raised by PFEW in response to the current consultation.

The retrospective Remedy (enabling the Deferred Choice Underpin) will be affected in regulations to be set out by October 2023 requiring members to make a choice of benefits for the period 1 April 2015 – 31 March 2022 when they retire.

National Secretary Alex Duncan said: "This consultation has not been well thought through by Government; the draft regulations do not achieve Government's stated aims and the quality of the explanations in the consultation are poor.

"Nevertheless, PFEW has made clear in the response that the level of ambiguity in the proposals is unacceptable. As is the Government's unwillingness to fully consider and address potential equality issues for members with protected characteristics.

"The Equality Impact Assessment (EIA) which was published alongside the consultation reads as a 'tick box' exercise, relying on the defence that they do not have comprehensive data for police pension scheme members.

"PFEW is committed to holding Government to account in remedying the discrimination they caused and addressing their failures through litigation if necessary.

"Whilst the Remedy is front and centre of police pensions at the moment, PFEW remain an interested party in the FBU's Judicial Review of the Cost Cap. The FBU's case seeks to challenge both the inclusion of Remedy costs within the Cost Cap calculation completed for the 2016 valuation, and the decision by Government not to implement the improved accrual rate in 2019 following a fall in member costs."

You can read PFEW's response [here](#).

This response follows on from our work in April 2021 on the Remedy and our announcement last week that PFEW will fund new Court of Appeal proceedings with other staff associations to ensure we cover all possible opportunities to work in the best interests of our members.

The above is a direct lift from PFEW and will explain what the federation are trying to do for you. Locally we will do what we can to answer any questions for you but please remember. Each persons pension is different, we are not financial advisors. The federation will fight tirelessly to protect your pension but please also remember, we don't own or run your pension. If you are looking for definitive answers as to the value of you pension. My advice is to seek out a financial advisor who will give you more accurate information than we are able.

Wiltshire Federation Member Services

Just some examples of what you will find on our members services pages. We are working hard to get the best deals for you.



It's never too early!

- Police Pensions & Retirement Planning
- Investment Planning
- Inheritance Tax Planning
- Budget Management

The earlier you start your financial planning, the earlier you could reach financial freedom

3Nines is run by Financial Advisers, Rob Heath a retired Hampshire police officer and Steve Adsett who has worked as an adviser for over 25 years. They can provide you with a financial plan to help you achieve your goals

3Nines are passionate about working with police officers and staff to build a long term, robust plan to help achieve financial freedom

For a no obligation discussion, give us a call

T: 01489 555180 | E: info@3nines.co.uk

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01793 615 011
FamilyLaw@blbsolicitors.co.uk

We can help you with:

- Relationship breakdown
- Divorce
- Dissolution of civil partnerships
- Finances on divorce and separation
- Arrangements for children including contact and finances
- Unmarried couples, including cohabitation and separation agreements
- Pre and post-nuptial agreements
- Domestic abuse
- Adult and child change of name
- Accredited family mediation



And Finally.

A Chippenham officer was off duty and treating herself to a well deserved take away. Whilst waiting for the takeaway she sat and leaned back on to a wall. When she got home she realized she had, in her hood, a key to the electric at the takeaway, Fortunately she noticed and returned the key before anyone lost power !!

KEYSTONE LAW

FAMILY CRISIS LOOK NO FURTHER

Balancing the needs of a family and police work is a challenge which is only exasperated on separation. When making significant decisions in life it helps to have specialists who understand the job you do, and the related personal and financial issues. Hannah Cornish can guide you through these issues:

- Specialist expertise in police pensions on divorce
- Children matters
- Cohabitation disputes
- Divorce
- Domestic violence
- Pre-Nuptial agreements
- Resolution of finances on divorce or separation
- Surrogacy and adoption

For a free consultation and discounted hourly rates contact:



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