

federation focus

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Remembering fallen colleagues See Pages 5 to 7



South Wales Police Federation
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Cover photo: Cardiff hosts National Police Memorial Day. Photo courtesy of Anderson Photography.

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CHAIRMAN'S UPDATE

Pay settlement is a disgrace

By Steve Trigg
Chairman, South Wales Police Federation



Lies, damn lies and statistics – or, when is two per cent not two per cent?

It seems everyone knows the answer to that one, everyone except the Government.

Our pay settlement is a disgrace, it does nothing to acknowledge the commitment, workloads, stress and dangers officers routinely face. It flies in the face of the independent pay review body's recommendation and has consigned officers to another below inflation pay rise. For clarity - it is a one per cent pay rise plus a one per cent one off bonus, which comes from our own already stretched Force budget!

To add insult, the Government continues to perpetuate the myth that all is well within policing.

FACTS: Our police service and the officers within it are suffering, there are no extra officers to counter the terrorist threat or cyber-crime or child sexual exploitation; officer numbers are falling. There is no extra funding; budgets continue to reduce. Crime is rising, stress-related illness is up and our communities are at risk.

We deserve a properly funded pay rise as recommended by the pay body. Our communities deserve a properly funded police service and officers deserve to work in an environment where the demands placed upon them don't lead to mental or physical injury.

I believe the public have woken up and now understand how poorly we have been treated and the challenges we face and it will be the public that ultimately make the Government listen. In the meantime, we will do our best to make it work – it's what we do and why we remain the best police service in the world.

Mr Matt Jukes is set to become our new Chief Constable in the New Year, so it would be remiss of me not to acknowledge and pay tribute to Mr Peter Vaughan, who retires as our Chief Constable in December.

Mr Vaughan's appointment came at a time when South Wales was hugely under-performing and coincided with the

Comprehensive Spending Review which ripped a huge hole in our budget. He has turned SWP around from being one of the least successful to one of the best forces in England and Wales. Modest as he is, he will insist that this success is down to our officers and staff and, while that may be true, it's also true that his astute guidance and leadership was central to the near miraculous turnaround.

He instilled a sense of purpose and direction that put our communities at the centre of everything we do and he genuinely cares for officer welfare. Despite the financial pressures, he has managed to maintain officer numbers near to our previous establishment and found funding to roll out new mobile IT and equipment as well as delivering new building projects.

He's had to make some tough decisions along the way, some of which I know he made with a heavy heart, but he was always looking to do the best for SWP, a Force that everyone can now be proud to be a part of.

Mr Vaughan QPM, CStJ, DL (and still a nice bloke), we thank you for your service and wish you well for the future with a long and healthy retirement.

He'll be a tough act to follow.

To deliver our obligations as a strategic force, while achieving the performance we now turn in, the organisation at times runs white hot. This inevitably leads to casualties with officers suffering injury, sometimes physically but more frequently mentally, due to the stress of high workloads, the level of risk they carry and scrutiny of everything they do.

We need to consider how we can better support and assist officers who are close to breaking due to stress. We need to develop strategies and interventions to provide help where and when it's needed, effectively a new prevent strategy for police.

We are currently reviewing the structure of SWP Federation to ensure we comply with changes to regulations due in the New Year and hope this will provide an opportunity to work more closely with the Chief Constable to identify officers at risk and provide assistance.

We continue to represent you and do our best on your behalf. As ever, please stay safe out there.

"Pay award is an insult"

The misleading way in which the Government has attempted to claim it has given police officers a two per cent pay increase is insulting, according to South Wales Police Federation.

The Federation has hit out at MPs enjoying above inflation pay awards while the police have been hit hard by austerity measures.

The South Wales Police Federation officials' views on the pay award, heralded as a two per cent increase and a break from the one per cent cap on public sector pay rises, echo those of the national Police Federation chair Steve White who has said it would leave many officers "angry and deflated".

He explained: "Police officers do not join the service to make huge amounts of money; they do it out of a sense of duty and this year in particular have been tested to the max. However, they expect to be paid suitably for the immensely demanding role they perform and this simply is not the case."

The two per cent award, which came into effect from 1 September 2017, is a one per cent pensionable pay rise across the board, plus one per cent as an extra amount this year, non-pensionable.

"We asked for 2.8 per cent and provided compelling evidence

to support this, which on first review appears to be reflected in the recommendations made by the Police Remuneration Review Body (PRRB) – the body which makes recommendations on police pay – to the Government. We were not greedy in what we asked for. Officers have been taking home about 15 per cent less than they were seven years ago. While it is a step in the right direction, the Government should have done this sooner but we don't feel that non-consolidated pay awards are the way forward," Steve explained.

There are also concerns about how this will be funded.

The 76-page report ends with a commitment from the review body to help develop an effective police officer package which supports delivering a policing service for the public.



Federation demands answers in open letter to PM

Police Federation officials from across England and Wales have sent an open letter to the Prime Minister demanding answers from the Government on the police pay award.

Representatives from all 43 Police Federations in the country endorsed the letter, saying "members were angry" and forces "had been put in an impossible situation".

"We feel the Government has not been truthful and honest about the pay award given to officers, and that is insulting. The two per cent awarded has to come from existing policing budgets which means forces may have to choose between officer numbers and public safety. That cannot be right," said Calum Macleod, vice chair of the Police Federation of England and Wales.

The letter was sent on behalf of all 43

branches of the Police Federation of England and Wales.

It tells Theresa May:

- The pay award of, on average, less than £10 a week is insulting.
- A two per cent rise is not a rise when it has to come from existing policing budgets.
- It's a disgrace you have dressed it up as a pay rise.
- Funding must come centrally; it is unfair to make the public suffer with fewer officers available to fight crime.
- It's a disgrace you have ignored the recommendations from the independent Police Remuneration Review Body – the very body you set up to advise on police pay.
- Forces cannot cope with any further falls in police numbers.

- Communities will be further under threat at the very time protection is needed the most. Community policing plays a vital part in intelligence gathering to help combat terrorism and it has been decimated.
- 'Extra' police officers are not 'extra' police officers. They are the same officers doing longer hours, being called back in when they are off or being given extra responsibilities.
- Crime is not falling.

The letter concludes: "We don't want meaningless platitudes. We want a properly funded and well-resourced police service. The public rightly want and expect this."

"For the sake of those who put their lives on the line for the public, we demand you address these injustices and give us answers."

You can read the letter in full at polfed.org

receive training and be issued with firearms as and when needed.

Steve White, national chair of the Police Federation of England and Wales, said: "Considering the threats we now face, the resources we don't have and the demand we can't meet, we expected to see an increase in support for routine arming."

"Despite the atrocities seen this year, a terror threat that only goes up, never down, and prolonged pressure heaped on officers, they still hold on to the principle of policing by consent, with two thirds of officers not wishing to be routinely armed if given the choice."

You can read the full report on the survey at polfed.org

Armed policing survey: the results

Two thirds of officers don't want to be routinely armed, according to the results of the latest Police Federation of England and Wales survey on the issue.

Just over a third (34 per cent) personally supported the idea of routine arming, compared to 23 per cent in 2006, the last time a similar survey was

conducted by the national Federation.

And 55.2 per cent (44.6 per cent in 2006) said they would be prepared to carry a firearm if it was decided all officers should be armed on or off duty.

However, the greatest support (42.5 per cent) was for firearms to not be issued routinely to all officers, but for more to



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Remembering fallen colleagues



St David's Hall in Cardiff hosted this year's National Police Memorial Day service.

The service, on Sunday 24 September, was attended by chief officers, Federation representatives from across England and Wales and Home Secretary Amber Rudd. But the most important guests of all were the families of fallen officers. South Wales Police Federation was represented at the service by both Steve Trigg, chairman, and Clare Biddlecombe, secretary.

South Wales Sergeant Ian Cameron once again acted as standard bearer.

Continued overleaf

NATIONAL POLICE MEMORIAL DAY 2017

"The memorial day service is one of the key events in the policing year," explains Clare, "It provides a fitting tribute to our fallen colleagues and allows serving officers of all ranks to stand alongside the families of those who have lost their lives while serving their communities."

"I think Cardiff did those officers proud and would like to thank everyone involved in ensuring the day went smoothly."

The service began with processional music led by the band of the South Wales Police and Corps Drums and a welcome from the Lord Mayor of Cardiff, Councillor Bob Derbyshire, before a new book of remembrance, provided by The Police Roll of Honour Trust, was dedicated with prayers led by Canon Adrian Gatrill of Police Chaplaincy UK and the swearing of an oath of allegiance by all serving officers led by Chief Constable Sara Thornton, chair of the National Police Chiefs' Council.

Along with hymns and prayers, which included participation from the family members of four fallen officers, the Cor Meibion Llanelli male choir performed two songs and the Home Secretary gave a reading from the gospel of St John.

The names of the six officers who have lost their lives since the last memorial day

service, held at St Paul's Cathedral in London last year, were read out by national Police Federation chair Steve White:

DC Joe Mabuto (42) of Thames Valley Police who died on 27 September 2016.

Inspector Mark Estall (45) of Essex Police who died on 5 January 2017.

PC Paul Briggs (43) of Merseyside Police who died on 21 January 2017.

PC Austin Jackson (38) of Leicestershire Police who died on 16 March 2017.

PC Keith Palmer QGM (48) of the Metropolitan Police who died on 22 March 2017, and

PC Gareth Browning (36) of Thames Valley Police who died on 1 April 2017.

During the act of remembrance four candles were lit, one for each of the four nations of the United Kingdom of Great Britain and Northern Ireland, with family members again taking part in this part of the service.

PC Lowri Davies, daughter of PC Terence John Davies of Gwent Constabulary who died on 23 August 1990, aged 34, lit the candle for Wales.

Thelma Corkey, widow of Reserve Constable Samuel Snowdon Corkey, who died on 16 November 1982, aged 41, lit the candle for Northern Ireland.



Photos courtesy of Anderson Photography

Laura Wiggins, daughter of PC Douglas Wiggins, Police Scotland, who died on 3 May 2016, aged 55, lit the candle for Scotland.

Pamela Knee, sister of PC John Egerton, Greater Manchester Police, who was

“ THE MEMORIAL DAY SERVICE IS ONE OF THE KEY EVENTS IN THE POLICING YEAR. IT PROVIDES A FITTING TRIBUTE TO OUR FALLEN COLLEAGUES AND ALLOWS SERVING OFFICERS OF ALL RANKS TO STAND ALONGSIDE THE FAMILIES OF THOSE WHO HAVE LOST THEIR LIVES WHILE SERVING THEIR COMMUNITIES.

murdered on 11 March 1982, aged 20, lit the candle for England.

As the National Police Memorial Day Orchestra played Abide With Me and the Last Post was sounded, petals of remembrance, representing all who have lost their lives, fluttered down from the gallery in a very moving feature of the service. After a moment of silence, Reveille was sounded.

The service ended with an act of dedication, led by South Wales Chief Constable Peter Vaughan, a blessing led by the Archbishop of Cardiff George Stack and Archbishop of Wales John Davies, and the national anthems Land Of My Fathers and God Save The Queen.

Next year's National Police Memorial Day service will be held in the Waterfront Hall in Belfast on Sunday 30 September 2018.

The memorial day was founded by Joe Holness following the brutal killing of his Kent Police colleague Jon Odell in December 2000. The first service was held in 2004. HRH The Prince of Wales is patron of the National Police Memorial Day charity and while he did not attend this year he did write a foreword to the programme in which he said: "Today we honour the heroic work that our police officers perform constantly and consistently and the exceptional efforts they make to keep us all safe at all hours of the day.

"I am enormously proud to be patron of the National Police Memorial Day and to be able to recognise the selfless service of countless police officers around the country. They are an immense credit to our nation, and I know I speak for many when I say that we owe them a very deep debt of gratitude."



Home Secretary Amber Rudd gives the reading.

*Standard bearer
Sergeant Ian Cameron
during the service.*



A guard of honour and mounted officers outside St David's Hall.

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MPs back bill to Protect The Protectors

A bill calling for tougher sentences for those who assault police officers and other emergency service workers has won cross-party support in the House of Commons.

The Assualts on Emergency Workers (Offences) Private Members' Bill, presented by Chris Bryant, the MP for Rhondda, will now go forward for a second reading on 20 October.

The bill incorporates many of the provisions that the Police Federation and partner organisations have been calling for as part of its Protect The Protectors campaign.

It will:

- Introduce new offences including wounding or assault when perpetrated against an emergency worker in the performance of their duties
- Compel those suspected of assault - including spitting - who may pose a health risk to undergo blood tests

- Make it an offence to refuse to undergo such tests, and
- Lay down tough sentences for those convicted of these new offences.

Mr Bryant explained: "It is so important that we protect the protectors. One of the really shocking injustices is that we have had so many assaults on police officers, and for that matter other emergency workers, in the last few years, and sentences that have been handed down have been wholly inadequate to deal with the problem."

Holly Lynch, the Halifax MP who

previously introduced a 10 Minute Rule Bill calling for stronger deterrents for those who assault emergency services, said she was delighted that the issue is going forward as a Private Members' Bill.

She said: "The work of our emergency services has never been on the agenda quite so much as at the moment. Everybody really sees, really appreciates, the work they do that's so important to keeping [the public] safe. It's our job as legislators to make sure that we are keeping them safe. I've been so concerned that's not the case as it stands in law."



Force assault figures

A total of 22 South Wales Police officers were injured after being assaulted on duty during 2016/2017.

This figure is based on assaults reported to the Force health and safety or HR teams by officers themselves, though it is widely believed many officers do not submit the relevant forms so many assaults go unreported.

In the same period, 236 "assaults without injury on a constable" were recorded in South Wales according to data submitted to the Home Office by the Force.

South Wales is one of 24 – out of 44 – forces not to supply separate data on the total number of assaults on its officers – including those involving injury – from its crime recording system as part of a voluntary submission.

"There is a real need for a consistent method of reporting officer – and staff – assaults to be adopted throughout the forces across England and Wales so that we can get accurate and reliable figures," says Clare Biddlecombe, secretary of South Wales Police Federation. "Until we have got that in place, we just don't know the extent of the problem although I am pretty certain that the figures we are currently seeing are not a true reflection of the number of assaults officers are being subjected to."

People urged to sign online petition

South Wales Police Federation is urging people to sign an online petition calling for improved protection for police officers and other emergency service workers.

The petition was launched by the Police Federation of England and Wales (PFEW) to coincide with Day 1 of the Emergency Services Show in Birmingham in September. It aims to show how much support there is for emergency service workers as part of the Federation's Protect The Protectors campaign.

"We hope that as many people as possible will get behind us and sign the petition, particularly since a Private Members' Bill calling for better legal and practical protections for police officers and other blue light workers is currently making its way through Parliament," explains Clare Biddlecombe, secretary of South Wales Police Federation.

"We have lobbied South Wales MPs asking them to support the police service by supporting the bill. If members of the public sign the online petition perhaps our MPs will feel compelled to speak out in support of us."

The issue has already been discussed in the House of Commons via a Private Members' Bill, raised by Chris Bryant MP. A second reading of the Bill is due to take place on 20 October.

You can sign the petition at <https://www.change.org/p/home-secretary-amber-rudd-tougher-sentences-for-those-who-assault-our-emergency-services>



Our bravery award nominees, PC Rhys Edwards (left) and PC Chris Bluck enjoy the Downing Street reception.



Fire rescue officers honoured at bravery awards



Outside No 10 are (left) PC Chris Bluck and wife Kathryn and PC Rhys Edwards and partner Sophie Mogford.

A drinks reception in the garden of No 10 Downing Street and a meeting with the Prime Minister were just two of the highlights for two South Wales officers nominated for this year's national Police Bravery Awards.

PCs Christopher Bluck and Rhys Edwards, who are both patrol officers based in Bridgend, were nominated for the awards by South Wales Police Federation and were accompanied to the awards ceremony at London's Dorchester Hotel by the Federation chairman Steve Trigg.

Among the guests at the reception was

HRH The Countess of Wessex and Cressida Dick, the Metropolitan Police Commissioner.

Earlier in the day, PC Bluck and his wife, Kathryn, and PC Edwards and his partner, Sophie Mogford, were at the Downing Street reception hosted by Prime Minister Theresa May and Home Secretary Amber Rudd where they were able to meet the other 69 nominees for this year's awards.

PCs Bluck and Edwards were nominated for their efforts to rescue a woman from a fire.

They were called to the scene in the early hours of a March morning and were

let in to a property where they could see smoke coming from under a bedroom door which had been barricaded by furniture.

Without hesitation, they forced entry and discovered a woman sat among a pile of burning clothes and paper with her clothing alight. More alarmingly, she had a firearm and was threatening to harm herself.

They did not have time to consider whether the gun was real and together dragged the woman to safety on the street where they administered first aid while the fire service put out the blaze.

They recovered the gun which was discovered to be a BB gun that fired metal ball bearings, two of which the woman had shot in to her mouth, and then drove her to the hospital where she was treated for her injuries and put in to the care of health services.

As part of their ongoing investigations, the officers also recovered two more firearms.

Steve Trigg said: "These brave officers put themselves in harm's way by entering a dangerous fire. Not only that, they were then faced with a woman, surrounded by fire, pointing a gun in her mouth."

"Without their quick thinking and dedication to duty, someone or all of them could have lost their lives."

“ THESE BRAVE OFFICERS PUT THEMSELVES IN HARM'S WAY BY ENTERING A DANGEROUS FIRE. NOT ONLY THAT, THEY WERE THEN FACED WITH A WOMAN, SURROUNDED BY FIRE, POINTING A GUN IN HER MOUTH. WITHOUT THEIR QUICK THINKING AND DEDICATION TO DUTY, SOMEONE OR ALL OF THEM COULD HAVE LOST THEIR LIVES.

"I couldn't be more proud"

Chief Constable Peter Vaughan is retiring at the end of this year after eight years in the post and more than 33 years in the police service.

He is proud to have served at every rank in all parts of the Force area, policing the communities where he grew up and still lives.

In 2003, Mr Vaughan left South Wales Police taking up the role of Assistant Chief Constable for Wiltshire Constabulary. He returned to South Wales Police in 2007 as Assistant Chief Constable and then Deputy Chief Constable before being appointed Chief Constable in 2010.

He was awarded the Queen's Police Medal in the New Year Honours 2013.

Married with two children, the Chief is a very proud Grampa, enjoys keeping fit and is a keen rugby fan.

Ahead of his retirement, he agreed to take part in this Q and A feature.

What made you join the police service?

There were a number of reasons, I had often thought that I wanted to serve the public, be that with the military or the police. We had a family friend who was a local inspector who told my brother that he should think about being a police officer. Mike did that in 1982. I was fascinated to hear what his job entailed and, convinced it was the right job for me, so in 1983 I applied to South Wales Constabulary and in 1984 I joined.

Did you get in at the first attempt?

I was doing a degree at Swansea so was told to apply under the graduate entry scheme. I did this but was unsuccessful. South Wales Constabulary did, however, offer me entry via the more usual route so I jumped at the chance.



Sergeant Ian Cameron and the Chief at the Saturday night reception ahead of this year's National Police Memorial Day service in Cardiff.

What career would you have chosen if you hadn't made it into the police?

Farmer! I have a fascination with all things mechanical, particularly tractors, and spent a great deal of my time as a teenager working on farms. Who knows, one day I may realise my ambition, I've even got a few names for my alpacas, Gruff and Colin!

Do you ever wish you had pursued that instead?

Not really, I've loved my job. I have worked in so many different places with so many different people. I feel so privileged to have been part of South Wales Police and so proud of all our people. If I had to go back to deciding on what career to follow again, I would re-join in a heartbeat.

What were your ambitions when you first joined up, did you always have your sights on being Chief Constable?

To survive my probation!

Have you stayed in touch with people in your cohort of new recruits? And did others go on to become Chief Constables or senior officers?

Yes, there are three of us still working - Andy Robinson, the volunteer co-ordinator, and Inspector Louise Davies in the PSC. Another great friend, DS Nigel Stokes, has just retired.

What were your early days as an officer like?

Confusing and exciting. I joined at the time of the miners' dispute and was one of a few people who policed the Rhondda on each

shift. The vast majority of police officers were on PSUs. I remember dealing with my first domestic disturbance thinking the man and woman were the same age as my parents, I'm not married, how can I help? You soon get to learn, with great colleagues, people who care, what we can do to make a positive difference.

The equipment wasn't up to much, officers had just been given personal issue handcuffs, but if you wanted a handcuff holder you had to buy that yourself. We had a truncheon and always had to wear a tunic, the clothing didn't keep you warm or dry and the radios rarely worked. The pubs and clubs shut in the afternoon which created "kicking out times" twice a day.

I made some great friends and learned so much, about myself, policing and our communities.

Do you remember your first arrest?

Yes, it was in Cwmparc in the Rhondda in a very cold January, I can even remember the name of the perpetrator. My tutor and I disturbed him and two others breaking into a car. It had been snowing and was the middle of the night. He ran off up the Bwlch Mountain so I gave chase and caught him, the other two got away. I quickly realised the radio didn't work and it's not easy escorting someone back to the car down a mountain in the snow when he didn't want escorting.

Rather than being congratulated by my tutor, he told me to think of my safety and the consequences of the three of them turning on me. He was, of course, right... but I was so happy I had my first arrest!

If you had to name three highlights of your policing service what would they be?

Being the Chief Constable of South Wales.

Being so proud of our staff and all they do particularly during current times where demand is so great and the threats so high.

Serving the communities of South Wales.

And what about low points?

The low points all concern the loss of life. All too often as a police officers we are faced with the tragic consequences of violence, accident and misfortune. The impact on families is enormous. I travel throughout the Force area and, at certain locations, I can remember the incidents that meant individuals' lives ended. I think of that time and the images are crystal clear in my mind. I also think of the families whose lives were altered forever.

What has changed the most in policing during your career?

Technology! Quite simply when I joined we didn't have any. Well, very little, we had one incident control computer system in the sub divisional HQ, it was called IRIS. Also the radios didn't work.

What has been the best development, in your opinion?

Our reconnection with our communities. It is fair to say that the miners' dispute put us in conflict with too many people and the scars were immediate. While that was so long ago, it affected families, villages and individuals. It's my opinion that during this time we lost some of the trust and confidence of those communities and it has taken some time to regain that.

Our approach to neighbourhood policing; understanding and responding to communities needs and putting the victims at the centre of all we do has changed things. I now feel we are so much better at understanding community issues (a fact HMIC agrees with) and their confidence in us has shifted. Neighbourhood policing and the complete service focus of all departments on our communities and their concerns is the best development.



Retiring Chief Constable Peter Vaughan delivers the Act of Dedication at his last National Police Memorial Day service.

And what has been the worst?

The implications of the Comprehensive Spending Review. The last six years have seen us lose £52 million from our budget and having to say goodbye to 1,000 colleagues. While there was some scope for us to be more efficient, finding the money becomes more and more difficult. When this all started I was conscious that I didn't want to do what we did in the 1990s when we had financial problems and that was stop doing things. Stop recruiting, stop promoting, stop investing in technology, equipment cars and buildings. It's felt counter-intuitive at a time when we have invested in all those things we have also lost so many people. As this is the Force I grew up in, I invariably knew the people we were forcing to retire, the use of A19 and the removal of the 30+ scheme were real low points for me.

What do you consider the greatest strengths of South Wales Police?

It's all about our people and our connection with our communities. We used to have a "brand" that wasn't as good as it should have been. Through our work with victims and communities, we have gone from strength to strength. We have a great reputation for the positive way we ensure

the safety of the public at events, that style of policing is well known and respected throughout the UK. Without the people of South Wales Police that wouldn't be possible. I couldn't be more proud of them all.

What challenges do you think the Force faces in the year ahead, and the next five years?

Unfortunately, it will be more of the same, increasing demand and demand that is more complex with budgets that will continue to be financially challenging.

Do you think you leave the Force in a better place than when it was when you joined?

That will be for others to judge, but I couldn't be more proud of our people and all they do.

What do you consider your greatest achievement?

Having a loving family around me. I have the best family a man could hope to have.

How would you like to be remembered in terms of your life with the Force?

As someone who cared about people.

Who do you most admire in policing?

That's a tough one but probably a police officer called Paul Atkins, I went to work with Paul when I was very new to South Wales Police. He showed me that it was essential to care about the people we dealt with and the way you achieved an outcome for a victim was as important as the eventual result. He was focussed on victim satisfaction long before the Home Office started measuring it.

Who has had the biggest influence on your life?

My wife Suzanne, quite simply she has been superb. Always there, always encouraging and supporting, always helping. She also gives me the proverbial kick... when I need it as well! The nature of my job has meant working away and not so family-friendly hours, she has been the mainstay of our family. I couldn't have done what I have without her support.

What advice would you give to someone just starting out in a career in policing?

Enjoy it because it goes all too quickly! But always remember it's about people, the people you work with and the people who seek our help. You should always treat people the way you would expect your family to be dealt with.

What are your plans in retirement?

Open that alpaca farm. But, in reality, I will be working with the University of South Wales on a part-time basis. The rest of the time is for family and being Grampa.

“ THROUGH OUR WORK WITH VICTIMS AND COMMUNITIES, WE HAVE GONE FROM STRENGTH TO STRENGTH. WE HAVE A GREAT REPUTATION FOR THE POSITIVE WAY WE ENSURE THE SAFETY OF THE PUBLIC AT EVENTS, THAT STYLE OF POLICING IS WELL KNOWN AND RESPECTED THROUGHOUT THE UK. WITHOUT THE PEOPLE OF SOUTH WALES POLICE THAT WOULDN'T BE POSSIBLE. I COULDN'T BE MORE PROUD OF THEM ALL.



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Pay and morale survey: officers do not feel they are fairly paid

Nine out of 10 South Wales Police Federation members do not feel they are fairly paid for the stresses and strains of their job, according to the results of a nationwide survey.

The South Wales results of the Police Federation of England and Wales pay and morale survey revealed 89.8 per cent of respondents felt they were not paid fairly, the second highest of the 43 forces.

And 72.5 per cent were dissatisfied with their pension – the highest percentage of all forces, with 72.3 per cent of South Wales officers who took part in the survey also saying they were worse off financially now than they were five years ago.

In terms of morale, 62.2 per cent of respondents from South Wales Police said their morale is currently low, ranking the Force 14th out of 43, and 88.3 per cent said Force morale was low, putting the Force mid-table in this area.

The reasons for low morale were:

- How the police as a whole are treated (83.8 per cent)
- Pay and benefits (78.7 per cent)
- Work-life balance (69.5 per cent)

- Health and wellbeing (66.6 per cent)
- Workload and responsibilities (63.7 per cent)
- Treatment by senior managers (53.2 per cent)
- Day to day job role (50.1 per cent), and
- Opportunities for development and promotion (43 per cent).

Nearly 72 per cent of respondents from the Force said their workload had increased over the last 12 months with 66.8 per cent reporting that their workload was too high, ranking South Wales at 15th in the table of 43 forces.

Almost three quarters (70.2 per cent) of South Wales officers taking part in the survey said they would not recommend joining the police to others while 71.6 per cent said they did not feel valued within the police. In addition, 8.8 per cent said they intended to leave the police service within two years, slightly higher than in last year's survey when the figure was 6.8 per cent.

When asked the main factors affecting their intention to leave, the three highest rated responses were: morale (81.6 per cent), the impact of the job on health and

wellbeing (81.4 per cent) and how the police are treated as a whole (78.2 per cent)

The survey also asked officers about fairness within the Force, with the following results:

- 33.9 per cent of respondents from South Wales Police agreed they were treated fairly
- 36.2 per cent said they were not treated fairly
- 22 per cent said the decisions affecting them were usually made in a fair way
- 49.7 per cent said they were not usually made in a fair way
- 29.7 per cent said that overall the people they worked with were treated fairly, but
- 41.1 per cent said the people they worked with were not treated fairly.

A total of 1,112 South Wales Federation members took part in the survey, representing a response rate of around 39 per cent, far higher than the national response rate of 25 per cent, and last year's South Wales return rate which was also 25 per cent.

Match day boost for officers in need

South Wales Police Federation has again bought two season tickets for both Swansea City FC and Cardiff City FC.

These tickets will be made available for every game of the season and will be offered initially to those who have a serious welfare consideration. If you have such a consideration, or know someone who has, please submit the details of the circumstances to your divisional Federation representative who will forward them to the office for consideration.

Where no such welfare consideration has been submitted, the tickets will be subject to a draw from those who have registered an interest in attending that particular game.

You can register your interest in attending individual games on our dedicated football site at <http://swpf.org/football/>

Only serving South Wales officers are eligible to register.

Please register only for those games that you will be able to attend.

Registering for games on days which you are not available simply causes undue bureaucracy and wastes time. Please don't register for the same game more than once as duplicate entries will be deleted.

The draws will take place around two weeks prior to the respective game and the winners will be informed accordingly. Therefore, please include an accurate email address/mobile number so that we can quickly contact you.



Stress: what does it mean to you?

By Darran Fenton, health, safety and wellbeing lead for South Wales Police Federation

Stressor – an event that triggers the **stress response**.

Stress response – the fight or flight response aka hyperarousal or acute stress response. A physiological reaction that occurs in response to a perceived harmful event, attack or threat to survival.

There are many factors that will cause a person stress, and some may impact more on certain individuals than they do on others - these are the stressors.

Stressors are many and varied and can take many forms. They can be real or perceived but never the less they can have a devastating effect on an individual's wellbeing and ability to function effectively. I decided to conduct some live research and, while at the South Wales Police Federation statutory meetings, passed around some sheets of paper asking for my colleagues to think about what causes them stress in their individual roles within South Wales Police. Around the table we had a good snapshot of roles – response constables, sergeants and Bronzes, a major crime supervisor, Hub PCs/DCs and PPU PCs/DCs.

The table opposite is what I got back.

There are some common themes that arose, for instance high/ever-increasing workloads and not enough time or resources to complete them which, in turn, increases the workload.

Some were very specific to a particular role or activity. There were recurring issues around technology and its failings which hinder work that should be easier to complete.

A whole host of "stressors" were highlighted and that was just from a dozen and a half of us.

So, what do we do or, more importantly, what does South Wales Police do about these workplace stressors?

Well, the Health and Safety at Work Act is quite specific about this. There is a clear link between workplace activities and stress and where stress has a negative impact on its employees' health and wellbeing, the employer, namely South Wales Police, has a duty to put measures in place to reduce the amount of stress being placed on individuals in the work environments. The organisation creates the risks and it must therefore control the risks.

However, as employees, we also have a duty to take care of our own health, safety and wellbeing and if you are feeling stressed by your work then your first port of call must be to point out the issues to your supervisor. You could have a chat with them or you could document it in an email. That is entirely your call but I always repeat the same mantra: "If it ain't written down, it didn't happen."

What is the Federation doing about it?

The Police Federation of England and Wales has drafted a set of nine "Stress Management Standards" that, when finalised, it will be asking chief constables to sign up to so they can declare their commitment to upholding them.

This work is ongoing and an update will be published when the details are finalised.

The Health and Safety Executive (HSE) has its own set of "Stress Management Standards" identifying six key areas:

- **Demands** – including issues such as workload, work patterns and the work environment.
- **Control** – how much say the person has in the way they do their work.
- **Support** – including the encouragement, sponsorship and resources provided by the organisation,

line management and colleagues.

- **Relationships** – including promoting positive working to avoid conflict and dealing with unacceptable behaviour.
- **Role** – whether people understand their role within the organisation and whether the organisation ensures that they do not have conflicting roles.
- **Change** – how organisational change (large or small) is managed and communicated in the organisation.

From this list, you can clearly see similarities in the list of stressors identified from a snapshot of Federation representatives.

Going down the list it is clear that South Wales Police has some way to go to address these key areas identified by the HSE. How much control can you honestly say you have in the way you work? What is the Force's plan to address the workloads of officers that we all seem to be screaming about?

It can't have gone unnoticed from the various articles on "BOB", numerous Twitter feeds about "Wellbeing Wednesday" and other initiatives that the Force is seemingly trying to address the imbalance that has accrued over years of lack of investment in its most valuable asset – its staff.

It is vitally important that this work gathers momentum and delivers to service providers and isn't just a flash in the pan which can easily get consigned to the "too hard to do" pile that former Prime Minister David Cameron's "Big Society" currently tops.

It needs substance and investment and it must reach to all the hard to get areas of the Force: the response teams in the more remote locations around the Force area, the neighbourhood teams working most weekends to provide for the night-time economy, Hub teams and CID teams. These are all struggling with the increased demands.

Time will only tell, and failure is not an option.

- Darran Fenton is a Federation workplace representative and is in Team 2 Response, Penarth and The Vale.

| Work based activity that causes stress, the "stressor" | What is it about this particular activity that causes YOU stress? | What is your current role? |
|---|---|-----------------------------------|
| PPNs – Dash questions and completion process | Too many, don't read well, don't make sense – unable to complete at point of asking which you then have to duplicate onto Niche as there is no ability to cut and paste from the Dash template on the Ipatrol app. | Response supervisor/acting |
| PPNs – whole process | Niche PPN is poorly designed. Such a small space to input observations. Questions are too far away from the answers making it difficult to read and complete. Uncertainty of when to complete PPNs so end up completing them for nearly EVERY incident. | Response supervisor/acting |
| Mobile devices | Number of passwords you have to input to access the content, emails, and just to enter anything into your epnb. | Response supervisor/acting |
| Mobile devices | Current call facility. When you press the maps button on the current incident it opens the MAPS program but the data populated is often duplicated ie duplicated address and postcode so Google Maps is unable to find the address. You then have to delete certain sections which should be unnecessary. | Response supervisor/acting |
| Technology | Computers are very slow – especially when you have various applications and windows open - Control Works, Niche, Outlook and Firms etc. | Hub PC |
| Files of evidence | File deficiencies from Response causing clock to tick down. | Hub PC |
| High workload/pressure of safeguarding | No time to complete tasks in the working day when there is no-one else to replace you when you have to leave etc. | Response/PPU PC |
| High workload/demand versus safeguarding from risk, threat and harm and scrutiny | There is too much work to negate TRH in the demand and those who scrutinise do not appreciate it. | NPT supervisor |
| Property | Booking in process long and laborious especially for a lot of exhibits. No clear training given and no clear direction as to the proper process. | Response PC |
| Property | Process for returning property. Have to send request, property then returned to nearest property store and officer then has to travel to the property store to collect to return to the owner. Laborious, and serious consideration should be given to getting property store staff to arrange on officers' behalf once authorisation provided. | Response PC |
| Workload | Unmanageable workload with no time to do it and work being added even though you have highlighted that you have a high workload. | Hub PC |
| Software eg Niche | Still not effective or efficient, too much duplication, sometimes takes longer to complete work than if we used slate and chalk. | PPU PC |
| Too much work/not enough people | Often hear G1s going unanswered or officers from furthest sides of BCU to attend call. | PPU/Response PC |
| RDS/AL | Persons going sick with stress, reducing police levels thus officers are getting AL/RRDs refused due to low numbers. | Hub PC |
| Weekly FT51 vehicle checks | Checks to be conducted on Monday morning, vehicles often leave first thing therefore unable to complete checks as required. As a result, the admin takes a number of days to resolve. | DS MCIT |
| Vehicle checks – POWDER – daily checks | No way of knowing who has previously submitted a vehicle defect form and no way of knowing what damage has already been found on a vehicle and reported. | |
| Mental health assessment forms | Why are two lots of forms necessary? | Response PS |
| Annual leave planning process | With so many role and post changes, plans quickly dissolve. | Response PS |
| Trying to match resources to meet the demand | Lack of resources. | Bronze inspector |
| Having two bosses, Bronze and sector inspectors | Differing priorities between the two. | Response PS |
| Constant leave embargoes | Seems to be when AL is at a premium anyway. | PC |
| Lack of resources which, in turn, causes larger workloads also CPS making poor decision of "no decision". | Unable to manage workloads satisfactorily. | Response PC |

Health, safety and wellbeing – the briefest of history

There are many people who have been pivotal to British policing through the ages and Sir Robert Peel must top the list. But there are two others who are not so well known whose actions or involvement in an event not readily linked to policing have helped shape and focus attitudes toward health and safety in modern day British policing.

A disaster waiting to happen

On the morning of Friday 21 October 1966, after days of downpours, a subsidence occurred on a mountain in the South Wales Valleys which caused a sea of thousands of tonnes of debris from a colliery spoil heap to career down to the village below.

That village was Aberfan. We should all know the rest.

The tribunal

On 26 October 1966, the Secretary of State for Wales appointed a tribunal to explore the causes of the disaster. The Welsh judge and Privy Councillor at the time, Lord Justice Edmund Davies, was appointed as its chair. Mr Davies was a very well respected member of the judiciary and was born only a few miles from Aberfan.

The tribunal lasted 76 days and questioned, among other things, the foreseeability of the disaster by the National Coal Board (NCB). Its findings put the blame squarely at the door of the NCB and many of its managers specifying their **ignorance, ineptitude and failure to communicate** dangers of which they were already aware, as the over-riding causes.

The report pulled no punches and its

introduction included the damning sentence:

"... our strong and unanimous view is that the Aberfan disaster could and should have been prevented".

Lord Alfred Robens was the chair of the NCB at the time of the disaster and history shows that he made a number of calamitous errors of judgment during the disaster and the subsequent tribunal proceedings. Both his reputation and the NCB's were severely dented and irreparably damaged by the whole sordid affair. It was known that Robens backed himself to be a future Prime Minister but this would now never transpire.

The ironic twist on the road to perdition

Forward wind three years to 1969 and Lord Robens is appointed as the chair of a committee on workplace health and safety. The findings of the committee were contained in the 1972 Robens Report and this led to the pivotal and far-reaching Health and Safety at Work Act 1974. This spawned the formation of the Health and Safety Commission and the Health and Safety Executive.

At its inception, the Health and Safety at Work Act did not apply to the police; the police as Crown servants and not employees were not afforded its protection.

It was the Police (Health and Safety) Act 1997 that formally brought the police within the provisions of the Health and Safety at Work Act 1974.

The Police (Health and Safety) Regulations 1999 apply the provisions of all

existing health and safety regulations to police officers but with some aspects amended to allow the police to use items of work equipment with appropriate force against others during their operational activities.

History repeats itself

Forward a further three years to 1977. Policing in England and Wales was suffering severe problems with retention and recruitment (any of you hear alarm bells yet?) This was without doubt a direct result of chronically low pay of the police which had fallen well below that of comparable occupations. Newspapers of the time report of police pay being below that of bin men.

The home secretary of the day, Merlyn Rees, appointed Lord Justice Edmund Davies to chair a commission of inquiry into the negotiating mechanics for police pay and conditions. His report, published in 1978, recommended a 45 per cent increase to police pay (yes 4 and 5 together, it is not a typo).

The incoming Conservative Government of 1979, under Margaret Thatcher, implemented Lord Justice Edmund Davies' recommendations in full and they remained largely untouched for 30 years - even after some meddling by Patrick Sheehy in 1992 - until 2010 when the 'cut and shunt' deeds of Theresa May and (now Sir) Thomas Winsor undoubtedly sent police pay and remuneration back to pre-Edmund Davies.



Five per cent fall in complaints

Complaint cases recorded in South Wales fell by five per cent during the year 2016/2017 when compared with the previous 12 months, according to statistics published by the Independent Police Complaints Commission (IPCC).

A total of 770 cases were recorded in South Wales in 2016/2017 compared with 807 in 2015/2016.

Those showing the highest decreases were Nottinghamshire (-31 per cent), Cleveland (-25 per cent), West Midlands (-24 per cent), Durham (-21 per cent), Essex (-15 per cent) and Derbyshire (-13 per cent). By contrast, Warwickshire recorded an increase of 60 per cent.

The number of allegations against South Wales officers also fell. There were 1,125 allegations in 2015/2016 and 979 in 2016/2017 – a drop of 13 per cent. Nationally, there was one per cent drop. Nottinghamshire recorded the largest decrease at 29 per cent while Warwickshire recorded a 30 per cent increase.

In terms of the number of allegations recorded per 1,000 employees in 2016/2017, South Wales recorded 191, less than the national average of 279, and was one of six forces to record fewer than 200. The highest number per 1,000 employees was recorded in Lincolnshire (512) and the lowest was in the British Transport Police (133).

However, South Wales is taking an average of 141 days to finalise local investigations against British Transport Police with 94 days and Suffolk with 101. At the other end of the scale Northamptonshire took an average of 316 days. The national average is 166 days.

Overall, figures show that 34,103 complaints – with the largest number of allegations being in relation to “other neglect or failure of duty” and “incivility” – were recorded across the country in 2016/17, an almost identical figure to last year, when 34,247 complaints were recorded. In just over a third of forces there was a decrease in the number of complaint cases recorded.

There will be significant changes to the police complaints system in 2018, including a greater role for PCCs who will decide on appeals that do not go to the IPCC.

IPCC chair Dame Anne Owers said: “The current system is extremely complex and bureaucratic and this has led to some of the inconsistencies we have recorded year on year.”

For a full breakdown of the complaints statistics for 2016/17 please visit https://www.ipcc.gov.uk/sites/default/files/Documents/research_stats/complaints_statistics_2016_17.pdf

Assaults and near misses

Over the past six months I have repeatedly raised the issue with the Force health and safety committee about the under reporting of assaults and near misses.

The reporting needs to be much more simplified and the actual form for reporting accidents/injuries/near misses (known as an F64) is eight pages long.

There does not seem to be any appetite to simplify it and make it easier and I can only conclude that some senior managers are actually scared that it reflects badly on them, the division or the Force if we have too many F64 reports.

I have a long-term project which is ongoing to try to get the Force to create a much more user-friendly form but it is very slow going. It is my idea to have the

form integrated into our Niche system so that the form can populate lots of the data necessary (which is repeated several times on the F64) and a permanent record is created which can then feed into other Force databases.

I am also putting together an article on near misses and the types of incidents that should be reported and we will include this in a future feature in Focus magazine.

I have heard of some managers actually refusing to report incidents as requested by officers which I think is a breach of health and safety law so I want to make colleagues aware that it is not up to their supervisors to decide if something was a near miss and worthy of reporting it is up to them.

heard nothing which is very frustrating.

To tie in with lack of reporting/under reporting of assaults and near misses, it is interesting that the evidence officers in South Wales were being spat at actually came from the Use of Force forms that officers now have to complete when they use any type of force. In the timeframe of around a year, there were around 350 Use of Force forms submitted on which officers had ticked the ‘yes’ box which asked if they had been spat at during the incident. This was in stark contrast to around 30 F64s/injury on duty reports for spitting; a huge difference.

depleted Roads Policing Unit which is estimated to be around 50 per cent less than it should be. The Force is clearly not providing what it should be in this area and I am currently involved in consultations on this matter to improve safety for those who have to attend such incidents.

Hopefully, for the next issue of the magazine, I will have an article on POWDER checks – the checks that should be completed by drivers before they take a vehicle out.

particular make of boot may be able to swap them for one of the other five brands on the approved list.

There is a wait of a few weeks and officers are requested to get in touch with uniform stores who will be able to assist.

Please let the Federation know how this process works – good or bad - if you get in touch with uniform stores, and also contact the Federation if you are having any issues with any other piece of uniform or equipment so the necessary representations can be made on your behalf.

Darran Fenton, the Federation’s health, safety and wellbeing lead.

Spit guards – an update

You may be aware that spit guards/hoods were discussed in a Gold meeting in March this year and a decision made to issue them to officers and custody staff.

Training is currently being undertaken on BCUs.

After the decision was made, I sent a number of emails requesting a meaningful consultation with me on behalf of SWPF and its members, however, to date I have not had any.

Again, I feel this is a breach of health and safety legislation. Employers must consult with employees on equipment issued for personal protection. But I have

Fast roads

One of the big issues I have also raised with the Force is around response officers, neighbourhood beat officers and even PCSOs attending incidents on fast roads (roads with a 40mph or more speed limit) in lieu of our roads policing officers.

There are a number of problems which include the lack of a clear policy, lack of training and lack of equipment such as road signs, cones and warning lights and personal protective equipment and a

Action on boots

Uniform stores have been issuing Magnum boots to officers as part of their PSU kit.

But South Wales Police Federation has been made aware of some issues with these particular brand of PSU boots.

Some officers have stated that they are heavy and cumbersome especially when running in them and not particularly well fitting.

This was brought up recently at the quarterly meeting of the Uniform and Equipment User Group and uniform stores has informed the Federation that those officers who are having issues with this

Flint House – helping keep you fit and well

“

OUR MISSION IS TO PROVIDE THE HIGHEST STANDARDS OF INDIVIDUALLY PLANNED, INTENSIVE, REHABILITATION SERVICES FOR SICK AND INJURED, SERVING AND RETIRED POLICE OFFICERS.

The Police Rehabilitation Centre, Flint House, based in south Oxfordshire is a charity paid for by police officers themselves.

Flint House has a highly skilled team of physiotherapists, mental health practitioners and registered nurses who every year help more than 3,300 police officers get back to full operational health.

Flint House focuses on assisting serving officers back to full duties, using a sophisticated and specialised programme of treatments and therapies. The reason it refers to the police officers as "patients" is to denote the fact that they are there for active treatment under the care of health professionals and that Flint House treats them as individuals, with no rank structure or any reference to their police title.

Retired officers are also welcome and are assessed individually and treated in a

holistic manner for an improved quality of life on return home.

While physical rehabilitation is the major treatment requirement for patients attending the centre within the past two years mental health has become an increasingly required and vital part of the Flint House treatment portfolio, with considerable dedicated resources both financial and people investment undertaken.

The Health and Wellbeing Department is staffed by experienced mental health practitioners and registered nurses.

The mental health practitioners facilitate low intensity group work, with psycho-educational classes for common mental health conditions, anxiety, depression and stress, run over the 12-day stay. Gentle exercise and finding pleasure in walking is part of the programme to increase mental health.

In addition, general nursing care and health education classes are also undertaken. Wellbeing encompasses healthy

lifestyle and choices. Patients can take time to reflect on their lifestyle, habits and with advice, education and encouragement, make decisions on change to ensure a healthier life.

General classes are open to all patients for information and advice on aspects of health, sleep, stress management, nutrition and relaxation. Payroll donation is the route to being a donor and is open to holders of the 'office of constable', and prepared to contribute a weekly voluntary donation to support the charity's aims and objectives.

The requested payroll giving donation is £1.70 per week net. Flint House is a registered charity funded almost entirely by the donations of serving officers.

Currently, only 64 per cent of South Wales officers subscribe to Flint House, and this has fallen by three per cent in a year.

If you would like to subscribe, please contact the Federation office.



Menopause matters: Keeley spreads the word

At the age of just 38 Nottinghamshire DC Keeley Mansell found she had early onset menopause.

At first, she did not know what she was experiencing, having gone to work feeling dreadful, not being able to do her job and walking into a room and immediately forgetting why she was there.

It reached a point where she was signed off on sick leave but, having tried different treatments, she found one that suited her and was able to return to duty.

She also found an inner resolve to meet the challenges she faced head-on and, in doing so, help other women trying to hold down a career in policing while also facing the menopause, at whatever age they were.

This determination has led her to spearheading a national drive towards all forces adopting policy and best practice guidelines she has produced, and also earned her the national Women in Policing Award at this year's national Police Federation of England and Wales conference.

"Hopefully, long-term, all 43 forces will adopt these guidelines or at least adopt their own guidelines on how they are going to deal with the menopause in the workforce. That's what I am trying to push anyway," says Keeley, who has been a police officer for 15 years.

"Since the conference I have been invited to speak at a number of key menopause events and am still continuing to get invites to talk about it in other forces. I will continue to attend as many of these events as I can, spreading the word around the importance of supporting women in the workplace around the menopause.

"I have found from speaking to many that the menopause has always been on people's agendas over the years, however, it isn't long before it's forgotten again. While I appreciate that there are lots of pressing issues, the menopause cannot keep being ignored or forgotten about hence why we need to push for forces to adopt a policy or best practice guidelines so that it's here to stay and women will continue to be supported long after we have all retired."

Keeley is still busy with meeting and supporting women in her own Force around menopause issues. Some of these women have agreed to become in-Force points of contact and support other officers having similar issues in the workplace.

She explains: "This will hopefully keep growing so that women have their own support networks. I have found through my journey sometimes you just need to talk. And having someone sharing the same experience



Keeley Mansell is presented with her Women in Policing Award by Dame Vera Baird, chair of the Association of Police and Crime Commissioners, at the Federation's national conference in Birmingham in May this year.

feels quite reassuring. This I hope will continue and grow."

At an informal Force evening focused on the menopause Keeley was surprised to hear that some women are still having issues with line managers not recognising that they may need extra support and not taking the issue seriously. So the next event she will stage will be an informal meeting for line managers with a view to re-launching the Force policy with more publicity in Force and she will also look at further training events.

On returning to work after her own diagnosis, Keeley undertook her own research to find out what support was available from the Force, and found that neither human resources nor occupational health had anything in place that recognised this condition or how to deal with it.

In her own time, she undertook further research around the country with other forces and employers and it soon became clear that the police service was not alone in not being able to recognise issues associated with the menopause. With her Chief Constable's backing, she set up a working group, held meetings and a seminar, which

quickly became over-subscribed.

The Managers' Guide and Policy Keeley helped establish has now been adopted by Nottinghamshire Police and it is this document that she hopes will be rolled out nationally.

Keeley was asked to contribute to a book "Menopause in the Workplace" written by Deborah Garlick and this is due to be published soon.

In the meantime, she will also be reviewing the menopause policy and considering whether it needs amending or updating.

"The policy was just the beginning and the work has really started now trying to make sure that it's not forgotten and we continue to promote that the menopause matters," says Keeley.

- Keeley has been a detective for 10 years. She has served with Nottinghamshire Police for four years, having transferred from Leicestershire where she began her policing career. She works as part of the Public Protection Team managing sexual and violent offenders.

Pursuit driving laws to be reviewed

The Home Office has announced a review of the law and guidance surrounding police pursuits and response driving after a hard-fought campaign led by the Police Federation's pursuits driving lead.

Police minister Nick Hurd has confirmed the review will involve the Federation, the Department for Transport, the Department of Health, the Attorney General's Office and the IPCC, as well as the relevant national policing leads, representatives of the other emergency services and groups representing other road users.

Tim Rogers, pursuits lead for the Police Federation of England and Wales, said: "Momentum has been gathering in recent months and this marks a significant step in bringing about the change we feel is necessary.

"We have been fully engaged with partners including the Home Office, College of Policing and national roads policing leads, as well as MPs, to push for the change. There is light on the horizon and we won't let up in our efforts to better protect our members in the face of the dangerous role they perform to keep us all safe."

The recent spike in moped related crime has been cited as a key factor for the review.

In the summer, the Federation wrote to all its members reminding them that officers responding to emergency calls or engaging in pursuits could be prosecuted for driving

offences just like any other motorist.

Current legislation means that regardless of their training and experience, officers are judged by the standards of the "careful and competent driver" who is unlikely to go through a red light, cross the wrong side of bollards and so on. This means those engaging in a response or pursuit are vulnerable to a prosecution charge of dangerous or careless driving.

Speaking at the national Federation conference in May, Tim said the current law was unsatisfactory and unworkable leaving officers risking their liberty and livelihood.

The letter sent to members stated: "A typical response or pursuit drive is likely to involve the officer contravening traffic signs and or speed limits. A course of driving involving contravention of traffic signs and speed limits is very likely to fall within the definition of careless or dangerous driving."

It continued: "There are no legal exemptions from the offences of careless or dangerous driving for officers responding to calls for help from the public."

Officers were advised that they should drive in a way which is lawful and does not contravene the laws of dangerous or careless driving.

The Federation has been campaigning for a change in the law for the past seven years.



Tim Rogers, the national Federation's response driving lead.

Pensions stalemate

A stalemate between the Home Office and forces means officers in the Police Pension Scheme 1987 will lose out financially if they retire when they have between 25 and 30 years' service.

The Home Office had agreed to amend the regulations to lift a commutation restriction affecting these officers. However, it insisted that forces would need to fund the difference between the original provision and the larger commutation payment this would have allowed.

But chief officers say forces cannot afford to do this.

The Federation's general secretary, Andy Fittes, has commented: "We have lobbied for a number of years to remove this restriction. Officers who do not want to do the job anymore, and who are in the upper pay scales and nearing retirement, should be allowed to leave without penalty – this benefits the service, which is already low on funding and morale."

Members of the 1987 scheme who retire with between 25 and 30 years' pensionable service are currently restricted in the amount they can commute on retirement to 2.25 times the initial annual pension.

Home Office ministers had agreed to amend the regulations and in January, the Federation was consulted on draft regulations which would allow chief officers discretion to lift the restriction within their forces. However, the force has to fund the difference between the 2.25 times provision and the larger commutation payment.

In its response to the consultation, the Federation said:

- The current restriction should be removed in its entirety and not be subject to chief officer discretion;
- The current restriction prevents officers who wish to retire from doing so;
- Chief constables/forces should not be required to fund the difference in payment; and
- In its proposed form, the need for forces to fund this will be a barrier and the higher commutation provision won't be used.

The National Police Chiefs' Council has similar views to the Federation on the funding of this provision, but the Home Office is refusing to consult further.

Police pensions on divorce or dissolution

By Ben Evans, senior associate in family law at Slater and Gordon



Police pensions are often the most valuable asset on divorce and yet, due to their complexity, a great deal of confusion surrounds them. Officers who do not seek guidance from an expert often find themselves provided with incorrect and often misleading advice from well-meaning others.

Following a separation it is important to get advice about the financial arrangements surrounding your pension including how the courts are likely to deal with the pension as part of any overall financial settlement, as there are various options available including Pension Sharing Orders or offsetting against other assets, such as savings or equity in a family property.

In complicated divorce cases, particularly those where the pension is already in payment due to retirement or ill health, it is not uncommon for it to be necessary to seek advice from a pension actuary who provides

a report about the different pension needs and options within the court process.

The conclusions reached in such reports may prove critical in informing the court about how issues in relation to pensions held by both parties should be resolved. It is very important you have a lawyer who is confident from the outset, ensuring the correct questions are asked and to vigorously challenge any conclusion, making certain your interests are properly protected.

Because of the various options available for the division of pension assets upon divorce or dissolution, there are many myths surrounding them. For example, the recipient of a Pension Sharing Order in relation to a police pension does not receive an immediate lump sum equivalent to the "share" and will have to wait until their 60th birthday to realise any benefits.

Further, if the person having their pension deducted has already retired, they will experience an immediate deduction in any income they are already receiving, even if the recipient might not receive theirs for a number of years because they are not yet 60.

When deciding how to deal with your pension, and other matrimonial assets, the

Family Court will consider a number of different criteria and it may be that a Pension Sharing Order may not be the best outcome based on the length of your marriage, the value of your pension, your length of service and the value of the other matrimonial assets.

For example, if a marriage is short, a court might prefer to "offset" any interest in pension funds generated during the marriage by way of a smaller lump sum. No two situations are the same and you should have a lawyer who understands these complexities and how the different circumstances might affect the outcome.

If you would like specialist advice from a family lawyer then please contact Slater and Gordon on **0808 175 7710** and we'll be happy to help.

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National chair announces plans to resign

National Police Federation chair Steve White has announced his intention to resign at the end of this year.

The announcement came as it appeared a vote of no confidence in his leadership was about to be tabled.

He said: "I have been proud to lead the organisation during a period of significant change but feel it is time for the next stage of our continuing reform to progress under new leadership.

"I am proud of what we have been able to achieve for the benefit of those that are at the heart of everything we do, our members. This includes new financial governance, improved engagement with Government and the strengthening of relationships with stakeholders including the National Police Chiefs' Council (NPCC), College of Policing and HMIC who now use our evidence base to help guide national

policies and processes."

The chair has led the Police Federation since May 2014 when he and fellow candidate Will Riches received an equal number of votes and the ultimate decision was made on the toss of a coin. He will step down before the end of the year with members of the Interim National Board (INB) electing a successor from their midst in November.

This will mean that one of the favourites to take over as chair will not be allowed to be considered. John Apter, currently chair at Hampshire Police Federation and widely respected for his work on officer assaults, is not a member of the INB and therefore cannot stand for election.

Updated Police Federation regulations, which will allow the final stages of the Federation's reform agenda to go ahead and change election procedures, will be laid before Parliament on 31 December.



The Federation's general secretary Andy Fittes has also announced his intention to retire from the service next year.

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