

# FEDERATION FOCUS

News and views from South Wales Police Federation



## BRAVE DUO HONoured AT LONDON AWARDS CEREMONY



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**Cover photo:** PCs Brian Cooper (left) and Ryan Morgan outside the famous black door of No 10 Downing Street.

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# CHAIR PLEDGES TO BUILD ON SUCCESSES AS HE IS CONFIRMED IN POST



Steve Treharne, chair of South Wales Police Federation.

South Wales Police Federation chair Steve Treharne said he felt "extremely privileged to be able to continue with the role" after being re-elected to serve another three-year term of office.

Steve said lots had changed since he was first voted in as chair in 2018 but said he was determined to improve the branch for the benefit of its members.

He said: "My journey through my first three years has been much about learning and developing into the role.

"There have been significant challenges as I took on the role without any handover. The role of chair, which has local, regional, and national responsibilities, also came with the CaPLO role (Conduct and Performance Liaison Officer) where I have the lead responsibility for conduct matters and the representation of officers in South Wales and also the branch treasurer.

"There has been a lot to take on but I am looking to push on to improve us further for the benefit of our members in all the different areas of business I am involved in."

Reflecting on his first three years as chair, Steve said a couple of things stood out as highlights.

He said: "One of the most pleasing areas has been the level of engagement we have with officers as the result of the creation of our own closed Facebook group.

"The group now has more than 1,400 officers and I hope to see continued growth. This group has allowed us to convey

information to officers on the many different strands of our services.

"Whether that is a regulation question on overtime or working practices or whether it is information on the group insurance we provided. It allows officers to raise any questions of us and for us to be able to provide timely responses or updates."

Steve said another aspect he was extremely pleased with was the modernisation of his treasurer role alongside branch financial mechanisms and financial strategy.

"When I took over the role in October 2018, the Police Federation had engaged in a process of auditing all the 43 federation branches around England and Wales.

"A microscope was taken on the inner workings of the branch and financial practices. The audits were to provide the scrutiny and ensure confidence and accountability.

"Our first audit results in an Amber graded report. While it was an uncomfortable process it was a starting point where we could push on and bring the necessary changes.

"It was extremely pleasing to gain our Green, full confidence audit status the following year and for this I must credit Kay Bennett, our office manager, who assisted me tremendously throughout the process."

Steve said he was also able to modernise the approach to branch funds which had historically been kept in extremely low interest-bearing accounts which were not working for members.

He said: "I undertook a piece of work looking at financial investment strategies, engaging a local firm that held Chartered status. Our finances needed to be addressed to afford long-term stability while maximising our growth which will result in us being able to provide additional support to our officers where needed.

"There was also no provision in place for the auditing and financial reporting of our Group Insurance Funds, which I again addressed so that there are now full assurances and confidences surrounding our finances."

Steve said he was also proud that the branch supplied hand gel to its members during the coronavirus pandemic.

He said: "Operationally, most of my tenure has been within Covid but I am proud that we were able to provide support to our officers where as a branch we purchased

£20,000 of hand sanitiser to distribute to our officers.

"We have also created a scheme where officers who are a member of our Group Insurance can apply for physiotherapy treatment if they have sustained an injury on duty.

"Much of the work we do within the branch can be unseen, where we support officers who are going through difficult times. Whether that is matters of conduct and discipline, illness, financial distress, or work-based issues. It is difficult to put this across as I take the view that would seem wrong to be blowing our own trumpet based on one of our officers going through a difficult period.

"We just hope that when an officer receives the support they need that this is conveyed by them - where they feel able to - to tell others. We also need to hear when things haven't gone so well so that we can address matters and improve."

Looking ahead, Steve said he wanted to increase engagement with members and raise the levels of support provided by the branch during his next three years in office.

He said: "While I acknowledge that we can't always gain the result an officer is looking for on an individual basis it should not be for the want of trying.

"There is one mantra and that is to be able to look into an officer's eyes and be confident that you have done the best that you can for them.

"There will be many priorities to look at within our branch, whether that is resourcing, equipment, or supporting our student officers where we know there is significant pressure at play due to them having to balance the demands of an academic degree with their operational duties.

"I won't pre-empt our priorities as this will need to be determined by the branch council at our next meeting."

Steve believes the key future challenges for policing will continue to be pay, where officers have sustained pay cuts since 2010 and it is estimated that there has been a 20 per cent real-terms cut in wages since then.

He warned demand was stripping resources both in Force and nationally and said while the significant police uplift programme was not without its challenges.

He said: "We have to remember that these are not additional officers but the replacement of the officers we have lost since 2010.

"We are moving toward an extremely inexperienced front line where they are juggling the demands of a degree program upon entering.

"I fear that it is breaking good people and there needs to be a national review of the current program as the stresses are clear to see and this is demonstrated by the resignations we are now seeing."

Steve said pensions would also continue to be one of the biggest issues and warned it was still surrounded by much uncertainty.

He explained the current approach to the rectification of the schemes was littered with unresolved issues and that there was much uncertainty for those officers who have or will be retiring as to what their pension will be.

Steve said: "I came into my position at a time of much divisiveness and anger at the pension situation and this has led to much negativity towards the Federation from affected officers.

"We do get the anger and I also feel anger as I am also affected by the pension changes. I can't change what went on six years before I took the position, it is a situation that is far from ideal, however, what I can do is look towards us being the best branch we can be and provide the direct support and representation for our officers within South Wales."

Steve said one of the biggest challenges locally was encouraging South Wales Police officers to step forward as Federation reps.

**THERE IS ONE MANTRA AND THAT IS TO BE ABLE TO LOOK INTO AN OFFICER'S EYES AND BE CONFIDENT THAT YOU HAVE DONE THE BEST THAT YOU CAN FOR THEM.**

"We appreciate that it is difficult for many as the pressures of work and family life can mean that many cannot then devote the extra time that is required to be an effective rep," he said.

"The work of a workplace rep does not tend to stop at the end of the working day. Much of our work is done in our own time, whether that is beyond the end of the working day, on rest days, or even annual leave.

"Having said that, there is nothing more rewarding than having supported someone through a difficult time with having got the right result for them. These moments put an additional spring in your step and drive you on further to help the next officer.

"There is an excellent range of training available for federation reps, whether that is H & S, misconduct, post incident procedures or equality.

"These skills are extremely valuable and can complement your skills as an operational officer as well as increase the skill capacity of those who are in or seeking to be a supervisor or manager.

"We also need to increase our diversity

and we would encourage anyone who would be interested in becoming a rep to get in touch with one of your reps to see what opportunities there are."

Steve first became a workplace rep himself in 2013.

He said: "This was at my third attempt as previously there was only one detective rep across the whole of the Force and detectives were not eligible to apply for the divisional

"This was an unfair situation and limited a large section of the workplace - the detectives - from becoming a rep.

"This was something that we subsequently changed in 2018, whereby the anticipation was that more detectives would put themselves forward to become Federation reps."

He became a rep because of a long-standing and strong desire to support colleagues who may be going through difficult circumstances.

"As we are aware, 2010 proved a pretty disastrous period for policing," he said.

"We had the Winsor review and the Hutton pension reforms, significantly reduced funding for policing and our numbers were being slashed.

"I had always been an active member of the Federation Forum and wanted the opportunity to get myself involved, in effect to put my money where my mouth was so to speak.

"I previously worked for the council before joining South Wales Police and was involved within our union. I was also an elected member of Pembrey and Burry Port Town Council before joining the Force so my interest in representation had been long-held."

He first became chair in October 2018 after serving as vice-chair for the previous two years.

He said: "This was a natural progression for me after having been vice-chair. I had a desire to drive our local branch forward and be an integral part of modernising our working practises for the benefit of our officers.

"As an individual, I sometimes held myself back from pushing myself forward for positions as it was always an uncomfortable area for me. The trigger to leap was as a result of suffering a significant heart attack in 2014.

"This changed my mindset, in that life can be fragile and sometimes there are no second chances. I had a passion for supporting people and I didn't want to leave the service with any regrets and look back and wonder 'what if' had I not sought the opportunity to try to make a difference as our local chair.

"I know it was a cause of concern to my family as the role can be extremely stressful with long hours, however, I did not want to wrap myself in cotton wool and saw my heart attack as a springboard to push on."

# BRAVE DUO HONOURED AT LONDON AWARDS CEREMONY



*Outside No 10 are PC Ryan Morgan (left) and PC Brian Cooper.*

**T**wo South Wales Police officers have been honoured at the national Police Bravery Awards after being nominated for the “calm and selfless” way they dealt with a traumatic situation when called out to a report of a man who was threatening to kill himself with a knife.

PCs Brian Cooper and Ryan Morgan joined fellow nominees from forces across England and Wales at a ceremony in London on Thursday (9 December).

Policing minister Kit Malthouse, shadow home secretary Yvette Cooper and Metropolitan Police Commissioner Dame Cressida Dick were among the audience and Prime Minister Boris Johnson sent a message of thanks and support to all the brave officers nominated for awards.

Earlier in the day, all nominees attended a reception at No 10 Downing Street hosted by Home Secretary Priti Patel.

PCs Cooper and Morgan responded to a report on 26 September 2019 involving a suicidal male having locked himself into a bathroom at an address in Swansea.

When they forced the door open they were confronted by the sight of an agitated man, stripped to the waist and sitting in the bath, repeatedly stabbing himself to the torso with a knife.

They tried again to engage with him, to no avail, and footage from the officers’ body-worn video (BWV) shows PC Cooper attempt to take the knife from him.

As this was unsuccessful and the man continued to stab himself, PC Morgan deployed his Taser. The video camera footage shows the man jump up and continue to self-harm, with a significant amount of blood now showing, and the Taser was deployed again.

This time the man slumped in the corner of the bath and was approached by PC Cooper who took the knife. The man’s wounds were bleeding significantly and he remained non-compliant, screaming hysterically.

As the officers attempted to tend to the man’s injuries, he tried to bite them. However, the evidence shows both PCs Cooper and Morgan displaying significant control and empathy as they restrained the



*Home Secretary Priti Patel addresses the nominees and their guests during the Downing Street reception.*

man while also administering first aid.

Steve Treharne, chair of South Wales Police Federation which nominated the officers for the bravery awards, said the BWV evidence makes clear what a “traumatic and challenging incident” the officers were dealing with.

“These two officers were worthy nominees for the Police Bravery Awards and I was delighted to accompany them to this prestigious event,” said Steve, “Each and every day officers across the country are putting their lives on the line as they seek to serve and protect their communities. Time and time again, nominees said they were just doing their job but I think it is really important that no one takes for granted their efforts and that is why the Police Bravery Awards are such an important event in the policing year.”

The national Police Bravery Awards honour officers from across England and Wales who have performed outstanding acts of bravery while on or off duty.

Four West Yorkshire Police officers who detained two attackers who murdered a man with a samurai sword were named overall winners at the awards ceremony.

The colleagues were honoured for their professionalism during a horrific incident in January 2020 when they responded to reports of a man being viciously attacked outside a pharmaceutical factory in Huddersfield.

The officers – one of whom was in the first two weeks of her career – were confronted by the barbaric sight of attackers hacking at the victim with a sword and knives when they arrived at the scene. They bravely managed to detain both assailants, despite the offenders still being in possession of the murder weapon

and knives.

Prime Minister Boris Johnson praised the “dedication and conscientiousness” of all the nominees and paid tribute to their bravery.

He said: “Acts of bravery in policing are, necessarily and thankfully for us all, commonplace. Every day, local and national media is awash with examples of police heroism. Be it confronting dangerous and violent people, rescuing members of the public or working day and night on the most harrowing of cases, bravery is a defining characteristic of the police.

“It is this unflinching bravery, alongside your dedication and conscientiousness, that inspires my steadfast support for the police.

“I am bowled over by the nominees. You are a credit to your forces and your illustrious forebears in policing. I salute each and every one of you.”

Kerry McMahon-White, head of partnerships at Police Bravery Awards sponsor Police Mutual, said: “The role of a police officer has never been easy, but the last 18 months has seen you continue to protect the public while battling the unprecedented impact of Covid-19, putting the safety of others before yourself with unwavering commitment.

“I thank each one of you for the sacrifices you have made with resolute dedication in the most difficult of circumstances.

“To all of you who have been nominated; your acts of bravery are exceptional and this evening we pay tribute to your remarkable heroism and dedication.

“All at Police Mutual are honoured to be able to support those who have gone above and beyond and offer our heartfelt thanks and congratulations to all nominees.”

**THESE TWO OFFICERS WERE WORTHY NOMINEES FOR THE POLICE BRAVERY AWARDS AND I WAS DELIGHTED TO ACCOMPANY THEM TO THIS PRESTIGIOUS EVENT.**

Helping the Police Family financially



## Are your debts starting to pile up?

We're here to help you manage your finances and consolidating your debts may help to improve your current situation. Debt consolidation is the process of combining your existing debt into a single loan.

There are three main reasons that members consolidate their debts with us:

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# SURVEY FINDINGS WILL HELP PRESS CASE FOR FAIR POLICE PAY

**T**he annual Police Federation Pay and Morale survey took place throughout November and this year's findings will provide crucial evidence to support the ongoing national pay for fairer remuneration.

The Federation withdrew from the Police Remuneration Review Body (PRRB) last May after recommendations from the body were once again disregarded by the Government, seeing officers with no uplift in pay despite the efforts and challenges faced during the Covid-19 pandemic.

National Federation chair John Apter said: "The Pay and Morale Survey is the only

consistent national survey that represents member's attitudes to pay and conditions. The evidence this year is vital in supporting our ongoing campaign to seek fairer pay and remuneration for police officers across England and Wales.

"The Government's decision to freeze police officer pay has been met with huge disappointment and anger by our members. The current PRRB system has proved it is not fit for purpose and it must be replaced by something which properly takes account of policing interests and is not readily and easily manipulated by the Government."

The Police Federation responded to the pay freeze announcement by launching a national campaign with the aim to reset police-government relations and fight for a fairer pay system which acknowledges the tremendous efforts of police officers who risk their lives every day to keep our communities safe.

The Pay and Morale survey was conducted by the Federation's in-house research department and will play a vital part in providing strategically important evidence to achieve better pay and conditions for members in the future.

## LEAVERS' SURVEY HIGHLIGHTS IMPACT OF LOW PAY AND HIGH WORKLOAD

**Poor morale, low pay, overwork and a lack of resources are having a massive impact on policing, according to a survey of officers leaving the service.**

The Police Federation of England and Wales (PFEW) Leavers' Survey, compiled by the organisation's Research Department, polled 2,326 members between October 2017 and July 2021.

Of those who resigned, 59 per cent said the impact of the job on their psychological health had a major effect on their decision while a quarter of all respondents said workload was a factor.

Roughly a fifth of respondents said pension changes were a big factor in their decision to leave, while 19 per cent said the way pension changes had been implemented had a major effect on their decision to leave – especially amongst mid-career respondents.

The erosion of basic pay in recent years was also another contributing factor for many leaving early, with 30 per cent of those who resigned saying this was a major reason.

However, 28 per cent also said a better work-life balance would have made them reconsider their decision to leave, while improvements to welfare and work-life balance could have made approximately 40 per cent of respondents who resigned reconsider their decision.

South Wales Police Federation chair Steve Treharne said: "I doubt very much if any of this comes as a surprise to our members.

"Pay, conditions and workload have all had a negative impact on morale and this is in turn affecting the wellbeing of officers to

the extent that some are leaving the service because of it.

"That is bad news for all concerned - the officers themselves, their colleagues, their Force and the communities they work so hard to protect.

"But the issue of officer morale can only be addressed when proper attention is given to its root causes and, as the leavers survey shows, pay, conditions and workload are the main contributory factors.

"That is why we want the Government to work with the Police Federation and the police service to come up with ways to improve policing for those who work within it and for the members of the public who rely on it for their safety and security."



# POLICE LEADERS ADOPT UNIFORM APPROACH TO OFFICERS' MENTAL HEALTH



*The Duke of Cambridge addresses the symposium.*

## **P**olice chiefs have pledged to adopt a new uniform approach to supporting officers' mental health.

South Wales Police Federation chair Steve Treharne said he hoped the pledge, alongside a new package of support for officers, will help break down the barriers around seeking mental health support.

He said: "Our members are often exposed to some of the most difficult situations on an almost daily basis, and we know that their experiences of policing the pandemic have also been challenging.

"By the very nature of their role their mental health, as well as their physical health, can be impacted.

"Which is why we welcome this commitment from police chiefs to ensure that our members' mental health is and will remain a priority. I hope it helps to end the stigma around seeking support

"And I would urge members not to suffer in silence. Make that call, speak to a

Fed rep. Get the help you need and deserve."

Steve's comments follow The Royal Foundation's Emergency Services Mental Health Symposium, which saw 200 leaders from across police, fire, ambulance, and search and rescue from the four nations come together for the first time to address the mental health of their workforces.

National Police Chiefs' Council (NPCC) chair Martin Hewitt signed the Mental Health at Work Commitment endorsing six standards, including declaring mental health is, and will remain, a strategic priority, and encouraging forces to promote an open culture around mental health.

The symposium saw the launch of a Blue Light Together package of mental health support for the emergency services, developed by The Royal Foundation and other partner organisations.

Through a new [Blue Light Together](#)

website from mental health charity Mind, information and advice to help emergency responders with their mental health has been shared, including real life stories and tips from colleagues working in the field and guides for employers so they can support their teams with their wellbeing.

Working in partnership with the British Association for Counselling and Psychotherapy (BACP), The Royal Foundation is also funding the creation of a directory of therapists who have experience of specialising in addressing the complex mental health needs of emergency responders.

The event included a live panel session involving senior emergency services leaders who spoke about their personal experiences with mental health struggles, alongside speeches by Dame Cressida Dick, Commissioner of the Metropolitan Police, Health Secretary Sajid Javid, Mind CEO Paul Farmer and The Duke of Cambridge.

# CHAIR CONCERNED ABOUT FAIRNESS OF CONDUCT HEARINGS AS NPCC PUTS FORWARD CHANGES

**T**he independence of future misconduct hearings could be undermined by changes to the process announced by the National Police Chiefs' Council (NPCC).

That's the view of South Wales Police Federation chair Steve Treharne following a speech by NPCC chair Martin Hewitt at the Association of Police and Crime Commissioners (APCC) and NPCC Summit.

Mr Hewitt told the summit the NPCC has asked all chief constables to chair more accelerated hearings, "wherever the grounds are met, to swiftly determine the facts".

He said it had asked chief constables to make submissions to legally-qualified chairs

"wherever appropriate, so that sanctions always meet the gravity of an offence".

Chief constables have also been advised by the NPCC to seek judicial reviews where dismissal is not the outcome, and it wants the College of Policing guidance amended. The Police Federation believes this to influence dismissals and hamstringing panels.

Steve said: "I have very real concerns about this. The system we currently have in place is fair, open and transparent with independent panels made up of officers and lay members. The process is already robustly regulated and the words of Mr Hewitt might be purely an effort to satisfy the community that swift and robust action will be delivered in these matters, so that

the public retains confidence in the misconduct process.

"We also have to remember that there must also be equally weighted confidence from the officers who are subjected to these processes and it cannot be seen to be a one-sided argument or proposal. There needs to be a fair and transparent system for both sides of the process so that officers can accept that they have been dealt with fairly throughout. There has to be total confidence that the course of natural justice will always be followed.

"I am also not sure why the suggestion from Mr Hewitt that he expects all chief constables to chair more accelerated hearings wherever the grounds are met, to swiftly determine the facts has been made? Where the grounds for accelerated hearings are met then clearly this is the natural avenue for the process. From my experience in these matters, accelerated hearings are always arranged when the grounds are met. To not undertake accelerated hearings when the grounds are met would be an unnecessary burden on the taxpayer, due to the high cost attributed to holding misconduct hearings.

"There's a very real risk that by allowing chief constables to write to the panel chairs before they've had a chance to hear all the evidence that the independence of the panels is undermined."

**I HAVE VERY REAL CONCERNS ABOUT THIS. THE SYSTEM WE CURRENTLY HAVE IN PLACE IS FAIR, OPEN AND TRANSPARENT WITH INDEPENDENT PANELS MADE UP OF OFFICERS AND LAY MEMBERS. THE PROCESS IS ALREADY ROBUSTLY REGULATED AND THE WORDS OF MR HEWITT MIGHT BE PURELY AN EFFORT TO SATISFY THE COMMUNITY THAT SWIFT AND ROBUST ACTION WILL BE DELIVERED IN THESE MATTERS, SO THAT THE PUBLIC RETAINS CONFIDENCE IN THE MISCONDUCT PROCESS.**

## POLICE REGS: ANSWERING YOUR QUERIES

**Q. If you are cancelled on a rest day to work an 11-hour shift, how much of that would be classed as over-time? And at what rate would it be claimed?**

**A.** If you are a nine-hour worker (response shifts) then cancelled RD are all nine hours, everything after that is 1.33, no half hour as it is planned over-time.

**Q. If an officer agrees to work on a free day, does this attract time and a half pay?**

**A.** When an officer is required to perform duty on a free day it attracts the following compensation:  
If the duty is one that only that officer can perform (e.g. attendance at court) and:

- the officer receives 15 or more days' notice, the free day should be reallocated within four days of it being cancelled;
- the officer receives less than 15 days' notice then the additional hours should be paid at plain time or alternatively taken as time off equal to the duty time worked.

If the duty is one that can be performed by any officer (e.g. operational policing) and:

- the officer receives 15 or more days' notice, the free day should be reallocated within four days of it being cancelled;
- the officer receives less than 15 days' notice they should be paid at the appropriate rate for rest day working (time and a half).



## **‘No fault’ divorce is on its way .... eventually!**

After many twists and turns over the past few years, and seemingly forever delayed, new legislation is coming into force next year enabling separating couples to divorce more amicably rather than playing the traditional blame game.

Since the Matrimonial Causes Act came into force in 1973, the only way in which one party could proceed with a divorce would be to file a petition at court on the ground that the marriage had ‘broken down irretrievably’ which had to be supported by one of the following five facts:-

- Adultery
- Behaviour
- Desertion
- Separation for two years with the consent of the other party
- Separation for five years, with no consent.

This system has often been considered unsatisfactory because it has required one half of the couple to lay blame or ‘fault’ at the door of the other by using one of the first two facts in order to proceed with a divorce; this inevitably raised the temperature and caused more acrimony.

Alternatively, the parties have had to wait at least two years, but often five years, to proceed with a divorce under one of the other facts. This has created different frustrations and obstacles as separating couples have been unable to move forward with their lives quickly.

In practice, I have frequently been asked by clients whether they could petition for divorce on the ground of ‘irreconcilable differences’ and time and time again I have had to deliver the bad news that this was a divorce concept adopted in the USA but not part of our legal system in England and Wales.

### **So how has change come about?**

The landmark case, *Owens v Owens* [2018] EWCA Civ (182) / UKSC41, attracting much publicity in the press, involved Mr and Mrs Owens, a couple in their 60s who had been married for over 30 years. Mrs Owens was unhappy in her marriage and wanted to move on. She felt that her marriage had run its course and whilst Mr Owens hadn’t done anything significantly wrong, they had drifted apart over time. She had met someone new and wanted to make a fresh start by having a divorce.

Mrs Owens filed a relatively mild divorce petition at court, stating that the marriage had irretrievably broken down due to her husband's unreasonable behaviour towards her over a period of time so she could no longer be reasonably expected to live with him. Perhaps to her surprise, Mr Owens rigorously defended the petition on the basis that he denied that his behaviour was unreasonable, the parties could still live together, and he contended that the marriage hadn't broken down irretrievably.

After considerable legal expense on both sides, the Supreme Court decided that Mrs Owens had failed to reach the necessary threshold to prove that the marriage had broken irretrievably and therefore rejected her petition for divorce.

The apparent injustice of locking Mrs Owens into an unhappy marriage for many more years prompted cries from all corners for reform. The need for legal change on divorce law then gathered momentum with the introduction of the Divorce, Dissolution and Separation Bill 2020 which was originally intended to come into force later that year, but after several false starts, is due to come into force early next year.

### What are the changes under the new law?

The key changes under the new system are as follows:

- Introduction of a new option for joint applications for a divorce where the parties agree that the marriage has broken down irretrievably
- A sole applicant will still be able to apply for a divorce, even where their spouse doesn't agree with the removal of the requirement to prove any 'fault' within the application for a divorce; to which the opponent can potentially object. Hence opening the door for "no fault divorce"
- Terminology changes. The terms decree nisi and decree absolute will become obsolete and be replaced with conditional divorce orders and final divorce orders. The petitioner will also be known as the applicant in future
- Introduction of a new mandatory minimum period of 20 weeks from the date of the initial application to the obtaining of a conditional divorce order
- Retention of the six-week cooling off period between the obtaining of a conditional divorce order and a final divorce order
- All of the above reforms will be extended to cases involving the dissolution of a civil partnership and judicial separation cases.

These new changes to current divorce law, subject to any further delays, are due to come into force on 6 April 2022.



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# HARPER'S LAW WELCOMED

**S**outh Wales Police Federation has welcomed the announcement of mandatory life sentences for anyone convicted of killing an emergency worker while in the act of committing a crime.

Chair Steve Treharne said Harper's Law, named for Thames Valley's PC Andrew Harper who was killed in the line of duty in 2019, would act as a strong deterrent.

He added: "I would like to pay tribute to Andrew's widow Lissie Harper for her dignified and tenacious campaign. I hope the change in the law she secured will go some way to deterring future acts of violence against my colleagues. We have seen their terrible consequences too many times and enough is enough.

**EMERGENCY SERVICES WORKERS REQUIRE EXTRA PROTECTION. I KNOW ALL TOO WELL HOW THEY ARE PUT AT RISK AND INTO THE DEPTHS OF DANGER ON A REGULAR BASIS ON BEHALF OF SOCIETY. THAT PROTECTION IS WHAT HARPER'S LAW WILL PROVIDE AND I AM DELIGHTED THAT IT WILL SOON BECOME A REALITY.**

"Policing is dangerous and unpredictable. Yet officers nevertheless put themselves in harm's way every day as we set out to protect society. The least we expect is that the law should have their backs and I think the developments today



*Campaigner Lissie Harper.*

show we are starting to make progress – what a worthy legacy for PC Andrew Harper."

The move follows an unwavering campaign by Andrew's family, including Lissie, and the Federation, and comes after several meetings with the Justice Secretary and Home Secretary.

Lissie said: "Emergency services workers require extra protection. I know all too well how they are put at risk and into the depths of danger on a regular basis on behalf of society. That protection is what Harper's Law will provide and I am delighted that it will soon become a reality."

John Apter, chair of the Police Federation of England and Wales, commented: "I hope the introduction of a mandatory life sentence for anyone convicted of killing a police officer, or



*PC Andrew Harper.*

emergency worker, will act as a strong deterrent and stop needless violence against my colleagues."

Henry Long, Jessie Cole and Albert Bowers each received custodial sentences of between 13 and 19 years in prison for PC Harper's manslaughter. An appeal by the Attorney General to increase their time behind bars was rejected.

The change in the law will extend mandatory life sentences to anyone who commits the manslaughter of an emergency worker on duty – including police – while carrying out another crime unless there are truly exceptional circumstances.

Home Secretary Priti Patel said: "Those who seek to harm our emergency service workers represent the very worst of humanity and it is right that future killers be stripped of the freedom to walk our streets with a life sentence."

The move builds on the success of the Federation in securing a doubling of the maximum sentence for assaulting an emergency worker to two years as part of the upcoming Police, Crime, Sentencing and Courts Bill.

## PENSIONS UPDATE: NEW GUIDELINES ISSUED BY TREASURY

The Police Federation has warned the Government that the unexpected publication of new guidelines regarding unfair discrimination caused by the 2015 pensions reforms must not further delay the settlement of pension claims by retired and serving members.

Her Majesty's Treasury (HMT) has issued new guidelines advising public sector pension remedy claimants and schemes to halt claims until new legislation had been created to reduce the potential for tax

consequences.

Previous Government advice made it clear Federation members who moved to reformed pension schemes on or after 1 April 2015 and retired were entitled to be treated as a member of their legacy scheme for the remedy period, if they wished.

However, the new HMT and Her Majesty's Revenue and Customs (HMRC) advice on drafting the remedy through the McCloud Bill has now described the uncertainties caused by the Government's

original guidelines as 'considerably greater than was previously thought'.

[Find out more.](#)

