



**POLICE
FEDERATION
REPRESENTATIVE
ELECTIONS
START JULY 2021**

COULD YOU BE A FEDERATION WORKPLACE REPRESENTATIVE?

There is still time to put yourself forward in the next Federation elections.

Police Federation elections take place in July and there is still time for South Wales officers to stand as a workplace representative with the nomination process being open from 1 to 22 July 2021.

South Wales Police Federation branch secretary Clare Biddlecombe is urging members to put themselves forward for this challenging but rewarding role.

Workplace representatives carry out a vital role within the Police Federation offering support and advice to members across a wide range of issues such as conduct, pay, allowances, terms and conditions, equality, professional development and operational policing.

Clare said the South Wales branch wanted to become truly representative of its members in the same way the Force strives to reflect the communities it serves.

She said: "The role of a workplace representative is a challenging and rewarding one in its own right but it also offers much more in terms of personal and professional development with Federation training giving new reps an amazing opportunity to become better police officers and better supervisors.

**MOST CANDIDATES PUT
THEMSELVES FORWARD FOR
THE SAME REASON THEY
JOINED THE POLICE: A DESIRE
TO DO THE RIGHT THING AND
HELP PEOPLE.**

"Being a workplace rep is about fair representation and being able to advocate on behalf of colleagues is incredibly rewarding and satisfying.

"Most candidates put themselves forward for the same reason they joined the police: a desire to do the right thing and help people.

"It is so important that we are both visible and accessible to our colleagues and there is little more satisfying than being able to say you were there to offer help and support to a colleague in their time of need."

Training for work-based reps is excellent and begins with a basic four-day induction course before opening up to further opportunities to specialise in areas such as conduct and performance, equality, post-incident procedures plus health and safety.

Elections for Federation reps are held every three years with interim elections being organised if positions become vacant.

The 2021 process starts at the beginning of July but there is still time for officers to step forward and stand for election.

Officers can find out more by speaking to their full-time Federation reps, branch officials, workplace representatives or Clare who can be emailed at cbiddlecombe@swpf.polfed.org

REPRESENT + NEGOTIATE + INFLUENCE

THE ROLE OF A WORKPLACE REP

Workplace representatives carry out a vital role within the Police Federation offering support and advice to members across a wide range of issues such as conduct, pay, allowances, terms and conditions, equality, professional development and operational policing.

It is a challenging but rewarding role and, in helping the branch in communicating directly with members, the workplace rep is the local identifiable and accountable representative of the Federation and the membership.

Full training is given by the Federation to ensure reps are in a position to offer continued advice, guidance and support to members on a full range of issues.

One of the key aspects of the role is the representation of colleagues at appropriate meetings such as misconduct hearings.

They are often called upon to make sure information, communications and local news reaches branch members and to act as a vital link between the Federation and the membership.

The 2018 national elections were the first held under new procedures introduced after the independent review of the Police Federation.

Each force has a Federation Branch Council made up of its workplace reps.

As part of the forthcoming election process, the Federation is promoting its Reps@Work campaign to highlight the vital and incredible work carried out by workplace reps in support of members locally and nationally.

The campaign hopes to encourage others to consider a career as a Federation rep by showcasing the stories behind what made members want to become a rep and how the rewarding role can support career development.

You can find out more at

polfed.org/campaigns/reps-work/



THE ELECTION PROCESS

- Members vote for workplace reps (Branch Council)
- The Branch Council votes for the Branch Board members
- Members elect the local branch chair
- The Branch Board elects the local branch secretary
- Branch Board chairs and secretaries make up the National Council
- National Council votes to elect the National Board
- Members vote to elect the national chair
- National Board selects the general secretary
- National Board votes in the remaining national officers.

SUPPORTING OFFICERS

Federation reps:

- **Know officers' rights**
- **Are fully trained**
- **Can help members with issues around:**
 - Conduct and performance
 - Equality
 - Health and safety
 - Police Regulations
 - Operational policing.They can:
 - **Support members through challenging times**
 - **Help protect members' rights**
 - **Share officers' views locally, regionally and nationally**
 - **Influence decision-makers.**