

# FEDERATION FOCUS

News and views from South Wales Police Federation



## BRAVE OFFICERS HONoured AT AWARDS CEREMONY



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**Cover photo:** Heading to the awards evening are (left to right) Mandy and Geraint Jenkins, Federation representative Leigh Godfrey and Thomas and Rhys Scourfield.

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# A VIEW FROM THE CHAIR



**By Steve Treharne, chair of South Wales Police Federation**

Welcome to our latest edition of your magazine, and where do I start? Policing is taking a battering at the moment. We have the continued rise in demand with extremely low resource numbers to respond. This is on the back of 18 months of Covid and all the challenges it brought, many of which will continue for some time.

Stories in the media that have played out recently are having a hugely damaging effect on policing. Recently these have centred on the abhorrent murder of Sarah Everard and the officers who took pictures at the crime scene of the murdered sisters Biba Henry and Nicole Smallman. There are no excuses for these disgusting individuals who disgrace our profession. We must do all we can to identify and rid ourselves of officers who act in such a deplorable manner.

While condemning these sick individuals, they represent an extremely tiny minority within our ranks. The vast majority of police officers are proud and professional individuals who put themselves in harm's way to protect the public. The media must present balanced journalism. It is only right they report on

the wrongdoings in policing, but they should also report on the good work that goes on day in and day out.

This was never more illuminated than during the national Police Bravery awards 2020 which took place in London in October and I want to give a big shout out to our nominees PS Geraint Jenkins and PC Thomas Scourfield for their act of bravery. Scouring the national papers and media, there was scant reference to all the courageous acts of bravery displayed up and down the country and recognised at the awards. The media are creating a frenzy of constant negativity which is extremely damaging and provides no balanced perspective on the great work every one of you does each day.

In December, the Federation is hosting the 2021 Bravery Awards. We have two nominees from South Wales, PCs Ryan Morgan and Brian Cooper of Western BCU. I also want to congratulate both officers, and they should be proud of their bravery in dealing with a knife incident.

You will have recently had an e-mail drop into your mailboxes from the Federation providing the link to the national pay and morale survey. I know many will ask "What's the point, what will it achieve?". However, this is your chance to give us the evidence we need to continue to push these important issues for you. The Government would like nothing better than to silence us into submission and continue to walk over us. The Federation, and the Superintendents' Association, have officially withdrawn from the Police Remuneration Review Body (PRRB) process. We had no other choice due to the constant Government interference in what should be an entirely independent pay review process. Police officers have sustained real terms cuts to their wages of close to 20 per cent since 2010 and this cannot continue.

We must have a truly independent process due to the limited employment rights that we have compared to other occupations. It cannot be right that Government can ride roughshod of this process and limit the ability of the PRRB to do its job. We know that the financial costs of Covid will be with us for many years and, if we don't put up a fight now, this could be used to limit pay increases (or a lack of them) for many years to come. Let me

assure you there is much going on behind the scenes in pursuing the legality of the current pay review process and I hope to update you in due course.

It is also currently with the Government to set out the detail of its proposed remedy to the pensions fiasco. This is another area where the Government is failing to engage with representative bodies, and we are being treated with contempt. As we are aware, one matter the Government has confirmed is that officers will be treated as if they had remained on their legacy 1987 and 2006 schemes until 31 March 2022. I am aware there is much rumour of this date being extended further and I have even

**IN DECEMBER, THE FEDERATION IS HOSTING THE 2021 BRAVERY AWARDS. WE HAVE TWO NOMINEES FROM SOUTH WALES, PCS RYAN MORGAN AND BRIAN COOPER OF WESTERN BCU. I ALSO WANT TO CONGRATULATE BOTH OFFICERS, AND THEY SHOULD BE PROUD OF THEIR BRAVERY IN DEALING WITH A KNIFE INCIDENT.**

heard reference from some officers of a 2027 date. These are just rumours and the Government has consistently confirmed that all officers will be moved into CARE on 1 April 2022. There are slippages with the timetables for relevant legislation to be formally implemented, which is being as estimated as not being until autumn of 2022 and this is where the rumours may have originated from. There are still issues with the current Government proposals and the potential for discrimination to continue in certain areas and we await its response to the issues that have been raised. You can keep up to date with the pensions by visiting the pensions section at [polfed.org](http://polfed.org)

On a more positive note, there is a significant drive to increase Taser resilience

to 80 per cent across the Force area and this is welcome news. Taser is such a great tactical option for frontline officers in helping keep them safe and protected.

Can I also remind you all about our Federation chalets in Amroth? These have been extremely well used this year by members of our Group Insurance Scheme, both from the point of reduced rental costs when compared to industry rates and the provision of free stays for officers through a convalescence basis. We are continually looking to improve the chalet's facilities to provide a great stay for you. Please let us know if a colleague is going through a difficult time where a period of convalescence would be of benefit to them when our chalets re-open in March next year. It's also never too early to book your stay for next year so head over to our website and have a look at our chalet section.

We also have season tickets for both Swansea and Cardiff and again we use these on a welfare basis, please let us know if you think a colleague who is going

**There is a significant drive to increase Taser resilience to 80 per cent across the Force area.**

through a difficult time would benefit and put their name forward to us. Where we do not receive any welfare requests you can register on our webpage to enter the draw for tickets to each game.

I'll end by wishing you all well and please look after yourselves and stay safe. If you require any Federation assistance, please reach out to our reps, or contact the office where we will be only too pleased to try to provide you with assistance.





THEY WERE INCREDIBLY BRAVE AND SELFLESS, AND DISPLAYED A REAL COMMITMENT TO SERVING THE PUBLIC AND PROTECTING THE PEOPLE IN THEIR COMMUNITIES.

*At the award evening are (left to right) Mandy and Geraint Jenkins, and Thomas and Rhys Scourfield.*

# FIRE PAIR HONoured AT BRAVERY AWARDS

**Two South Wales Police officers who attempted to save the life of a man trapped in a burning building have had their courage recognised at the Police Federation's annual national Police Bravery Awards for 2020.**

The ceremony, held at a London hotel on 12 October, saw the bravery of PC Thomas Scourfield and Sergeant Geraint Jenkins celebrated alongside 91 other nominees from 42 forces across England and Wales.

Earlier Thomas, accompanied by his brother, Rhys, and Geraint and his wife, Mandy, were welcomed to a Downing Street reception hosted by the Home Secretary, Priti Patel.

At the evening awards ceremony they were joined by South Wales Police Federation workplace representative Leigh Godfrey and South Wales Chief Constable Jeremy Vaughan.

The two officers were nominated for their bravery in the face of a blaze at a property in Baglan, in which a 92-year-old man died.

Thomas was off duty when he spotted the blaze. He could hear screaming from inside the property and forced his way in to find a woman throwing water onto an elderly man who was on fire in the back yard.

He was joined by Geraint, who was on the last day of his secondment to the arson reduction unit and was in his fire service vehicle when he noticed smoke billowing from the rear of the property.



*Outside No 10 are PC Thomas Scourfield and his brother, Rhys.*



*Outside No 10 are Sergeant Geraint Jenkins and his wife, Mandy.*

A shed was on fire and the motionless body of the elderly man was on the ground, surrounded by flames. Panels from the shed were disintegrating and falling onto the man as he lay on the floor.

Believing the windows would shatter at any moment due to the intense heat, Thomas guided the woman, who had burns to her hands and forehead, away from danger before returning to try to rescue the man.

Geraint meanwhile was unable to reach him due to the intensity of the fire. He instructed members of the household to soak towels, which he covered himself with for protection while he tried to pull the man from the fire.

The man had severe burns to his head, face and body and was not breathing. Geraint attempted CPR until the arrival of the paramedics and air ambulance doctors but, sadly, the man was pronounced dead at the scene.

Federation branch chair Steve Treharne said: "These two officers did everything they could to save this gentleman. They put their own lives on the line to respond to an incident that they both happened upon, with Thomas not even being on duty that day and Geraint noticing the blaze as he drove past.

"They were incredibly brave and selfless, and displayed a real commitment to serving the public and protecting the people in their communities.

"I am so pleased that the 2020 bravery

awards, which were delayed due to the pandemic, have now gone ahead and that our brave officers' efforts have been recognised."

The 2020 Police Bravery Awards, sponsored by Police Mutual, honour some of the finest officers in England and Wales who have performed acts of bravery, while on or off duty.

South Wales falls into Region 7 for the awards, covering the four Welsh forces, and the regional winners were PC Richard Shea and PC Matthew Reynolds of North Wales.

The overall national winner was PC Stuart Outten from the Metropolitan Police. He suffered multiple stab wounds and skull fractures, but managed to use his Taser to disable an attacker who was armed with a machete. In the horrific attack, he suffered six deep wounds to his head, skull fractures, and two wounds to his arm and multiple finger fractures.

John Apter, national chair of the Police Federation of England and Wales, said: "We have the finest police officers in the world - dedicated public servants who, without hesitation, put themselves in danger to protect others.

"They are humble, professional and committed individuals who I am proud to call my colleagues. Police officers are everyday heroes who are anything but ordinary. My congratulations go to PC Outten and all the Police Bravery Awards nominees. They deserve every bit of recognition they receive."

# 'CALM AND SELFLESS' POLICE PAIR STOP MAN FROM KILLING HIMSELF

**Two police officers have been praised for the "calm and selfless" way they dealt with a traumatic situation when called out to a report of an agitated male who was threatening to kill himself with a knife.**

South Wales PCs Brian Cooper and Ryan Morgan have been nominated for the Police Federation of England and Wales Police Bravery Awards 2021 for their life-saving actions.

PCs Cooper (37) and Morgan (33) responded to a report on 26 September 2019 involving a suicidal male having locked himself into a bathroom.

On arrival at the address, in Swansea, the officers were met by the man's distressed mother, who told them her son had been shouting "they want to take me, they want to take me".

The officers attempted to engage with the man, who refused to open the door, saying he was going to kill himself.

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 again 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 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.

"Taking the decision to enter the bathroom in the first instance, without knowing what they would be faced with, was essential in helping the man," said Steve.

"When met with the sight of him repeatedly stabbing himself, both officers acted selflessly in dealing with the situation. PC Cooper showed significant bravery by approaching the male while he was still armed with a knife.

"Having removed the knife, and despite him still resisting, the officers continued to administer first aid and remained calm even when he was trying to bite them.

"It is my view that, faced with this situation, others may have frozen or fled from dealing with it, which would have put the man's life at significant risk. However, their dynamic response in this difficult and challenging situation was clearly a contributing factor in saving his life."

His praise was echoed by Mel Palmer, of the Independent Office for Police Conduct, who spoke of the officers' "courage and selflessness" in dealing with the harrowing incident.

"They were aware from an early stage that (the man) was in possession of a knife," she said, "The BWV shows that PC Cooper tried to stop him from stabbing himself by reaching for the knife, at considerable risk to his own safety.

"When this was unsuccessful, PC Morgan Tasered (the man) and the officers then attended to his stab wounds for an extended period while awaiting back-up and an ambulance.

"(The man) was highly distressed and

struggling throughout but the officers dealt with what must have been an exceptionally stressful incident calmly. I have listened to the words exchanged between the officers and (the man) throughout the incident and was struck by the humanity and empathy they both showed, which was commendable in view of the stressors and risks they faced.

"The BWV footage shows that both officers went to great efforts to calm him while awaiting assistance; PC Cooper applied pressure to the most serious wound for an extended period, despite (the man) struggling strenuously and attempting to bite him and, in the course of doing so, was splattered with his blood.

"In many similar incidents I have seen officers lose patience and resort to robust 'verbal domination' at an early stage to ensure compliance. Such an approach would no doubt have unsettled him further here. It is to the officers' great credit that they handled the incident with such compassion."

Chief Superintendent Joanna Maal was also full of praise for her officers.

"They dealt with a very difficult situation with professionalism and compassion," she said, "The circumstances they were faced with on that day were extreme and, in my opinion, the officers made life-saving interventions."

Both PC Cooper, based at Aberkenfig Police Station, and PC Morgan, of Sandfields, have already won the South Wales Police 2020 Award for exceptional bravery category in relation to this incident.

The Police Federation's Police Bravery Awards 2021 are being held in London on 9 December.

**THEY DEALT WITH A VERY DIFFICULT SITUATION WITH PROFESSIONALISM AND COMPASSION. THE CIRCUMSTANCES THEY WERE FACED WITH ON THAT DAY WERE EXTREME AND, IN MY OPINION, THE OFFICERS MADE LIFE-SAVING INTERVENTIONS.**



# BETTER PROTECTION FOR POLICE DRIVERS

**A** delegation from the Police Federation of England and Wales (PFEW) Parliamentary Sub-Committee have met with Lord Bernard Hogan-Howe, Lord Willy Bach and Lord Vernon Coaker to press for three amendments to the Police, Crime, Sentencing and Courts Bill, which is due to become law next year.

The new bill introduces a new standard to which police drivers must conform, linked to an individual driver's training and their force policy. An officer will be licensed to drive according to what they are trained to do, but no more. Performing a manoeuvre that is not trained or not policy is likely to fall within the new definition of careless or dangerous driving. Going beyond the terms of the licence could give rise to criminal liability and this has prompted the Federation to seek an amendment to the bill.

South Wales Police Federation chair Steve Treharne said: "Many police drivers currently worry that they will be prosecuted simply for doing their job – that isn't acceptable, and it doesn't do the public any favours, either. The bill sets out that police drivers will no longer be judged according to the careful and competent civilian driver but the current wording could further criminalise them which I am sure was not the original intention of the new legislation.

"I am glad that this meeting has secured further support towards making this vital amendment a legal reality, and hope that it has also done the same for the other two changes the Federation is pushing for.

"The Police, Crime, Sentencing and Courts Bill is a great opportunity to get legislation in place that will really help our members."

Tim Rogers, national Federation lead on pursuits and driver training, added: "As part of three amendments the Federation is seeking to the bill, we want to see a reasonable defence clause added to give

officers flexibility to respond legally to the matters they encounter on duty. This would take into account what they reasonably believe they are responding to and the threat that is posed. Any departure from the relevant standard should be reasonable and proportionate.

"At our meeting, the Lords agreed they are an essential aspect of making the bill fit for purpose to ensure our colleagues covering the millions of miles of our roads network to keep the public safe are given the support and protection they deserve and are not penalised for doing their jobs.

"To make the bill achieve what legislators intended, we need this amendment."

An amendment is also being put

forward that would enable officers to compel drivers to switch off their engines, a measure which could help stem the growing number of officers injured when drivers take off after a police stop. Figures show one in four roads policing officers were subjected to a vehicle being used as weapon against them during the past year.

In addition to changes that would affect police drivers, the Federation, via its Time Limits campaign, is fighting for police conduct investigations to be concluded within 12 months from the moment an allegation is made.

The Federation wants legally qualified people to be given the power to impose deadlines on investigations which have dragged on for over a year.

## 'RIGHT FOR SPECIALS TO ACCESS THE FEDERATION'

South Wales Police Federation chair Steve Treharne says it will be a proud moment when Special Constables are able to subscribe to the Police Federation of England and Wales for the first time.

The Police, Crime, Sentencing and Courts Bill is currently going through Parliament. It includes provision to permit Specials to become members which is set to become law early next year.

And Steve said: "It will be a historic moment when Specials are able to join the Federation and one we should be proud of. The Federation has campaigned for almost a decade for Specials to be able to be part of our Federation, so it will be a great result for us as well as for Specials.

"Specials give their free time to work alongside our members and have been outstanding. We've seen the crucial role they've played in the response to the pandemic.

"It's right and just that they have access to the same support as full-time officers."

Steve's comments have been echoed by Dave Bamber, secretary of PFEW's Special Constabulary Working Group, in a blog on the Federation's website.

Dave said: "Specials won't be treated any differently when they join PFEW. They will have parity with the existing membership, and exactly the same expert support, representation, and rights to vote and stand in elections. Nothing will be any different from any Special and an existing member.

"As volunteers though, we are keen to offer as much support as we can – especially for Specials who might not earn a lot in their day jobs or are struggling financially.

"There is so much work to be done on the behalf of Specials. Nobody has looked properly at their conditions of service, how they are treated in the workplace, their terms of reference, or their pensions, for many, many years."



# FEDERATION HELPS FUND METAL DETECTING WANDS

**F**rontline officers are being issued with hand-held metal detectors to help tackle knife crime – thanks to South Wales Police Federation.

The Federation joined forces with Custody Services to buy the metal detecting wands – similar to those used at airports and public venues – for use in each of the Force’s marked police vehicles.

South Wales Police Federation chair Steve Treharne said: “Our members see at first hand the devastating impact that knife crime has on people, their families and communities.

“And the carrying of weapons is a threat to the safety of officers and to custody staff. These mobile detectors have significant benefits for our members and are one element of the Force’s proactive work to detect and deter people from carrying knives and other offensive weapons.

“Hopefully, with the help of this new equipment, we can continue to take dangerous weapons off our streets and make people feel safer in their communities while also helping improve officer safety.”

Steve added: “We understand there’ll always be considerations, namely financial pressures, at play for the implementation of any new piece of equipment and so we were keen to assist.

“In making this donation, no officer Federation subscription monies have been

used and the donation was made via the South Wales Police Federation Group Insurance Trust.”

The Federation worked closely with DCI Jason Herbert on this initiative.

DCI Herbert, the operational lead for custody services, said with both his sons being response officers he became increasingly concerned about officer safety following the tragic death of Metropolitan Sergeant Matt Ratana in Croydon custody in September last year and decided more needed to be done to protect frontline teams and visitors to custody.

He explained: “There are limitations to street safety searches and the ability to identify areas of risk without physical contact, particularly in cross gender searches, would be an advantage. Thankfully, injuries from concealed weapons are rare in South Wales Police but the finds are fairly regular and a metal detecting wand felt like the way forward.

“I consulted with the Federation initially explaining my thoughts and rationale, and intention to engage with the frontline teams. Steve Treharne was very supportive and came back with an offer to sponsor an element of the costs if this would expedite the project.

“I spoke with frontline staff at length, and want to thank the Federation and fellow members for the fantastic

engagement we had through the Facebook Federation site. We purchased four units from the custody budget as a trial and I ensured it sat within the custody health and wellbeing plan as a priority.

“The trials were successful suggesting officers feel safer as a result and have confidence in supplementing their officer safety training trained search with the use of a wand, particularly in cross gender searches.”

A total of 350 devices will be distributed across the Force by Operational Support Units (OSUs) over the coming weeks. They’re designed as an additional tool for officers and don’t replace the need for existing search techniques and requirements in line with officer and personal safety training.

DCI Herbert and Chief Inspector Mark Simmonds said: “We would like to thank the Federation for its support, both from a health and safety perspective, but also for the financial contribution to the devices.

“Providing equipment to our frontline colleagues to complement effective searching of people on the street for metal weapons helps keep our officers and staff safe in their duties. The benefits will also be seen on arrival into the custody suite and aims to reduce the risk of a detainee having access to a weapon while being booked into custody and being a further risk to the safety of custody staff.”



# PAY ROW: FEDERATION CALLS FOR ACTION

**T**he Police Federation has written to Prime Minister Boris Johnson and Chancellor Rishi Sunak demanding a “total reset” of the relationship between the Government and the police.

A letter expressing the anger and frustrations of Federation members was delivered to Downing Street by national chair John Apter in the wake of the Government’s decision not to give officers a pay rise.

And it set out three actions the Government must take if it wants to repair its fractured relationship with the police:

- **Stop taking police officers for granted and treat them with respect.**
- **Agree to work with the Federation on an entirely new and fairer system of remuneration decision-making.**
- **Reverse the zero per cent pay award decision and give police officers a meaningful pay increase.**

The Federation has passed a motion of no confidence in Home Secretary Priti Patel and agreed to walk away from the Police Remuneration Review Body which it branded “not fit for purpose” after a bitterly-opposed pay freeze for officers earning more than £24,000-a-year was confirmed.

South Wales Police Federation chair Steve Treharne said: “Our members do not feel they are being shown the respect and recognition they deserve for the sacrifices they made during the coronavirus pandemic and that has led to widespread anger.

“The police have been at the frontline of the pandemic, trying to enforce constantly-changing rules while trying to keep our



*A campaign poster driven around London on the day the Federation delivered a letter to Downing Street after the zero per cent pay award was announced.*

country safe.

“They faced an unprecedented rise in abuse and assaults from the public and at the same time came under fire from the media with some sections complaining they were being too heavy handed while others

attacked them for not being strict enough.

“The pressure on the police has been extraordinary over the last 18 months and the people who have promised to support us are now treating us with utter contempt.”

## URGENT ACTION NEEDED ON UNDERFUNDED MENTAL HEALTH SERVICES

The chair of South Wales Police Federation has called for urgent Government action to ease the strain on police officers and staff who are being used to plug gaps in underfunded mental health services.

Steve Treharne says that people who are experiencing a mental health crisis should receive support from medical professionals and not end up in a police cell.

He was speaking as statistics obtained by the BBC under Freedom of Information law suggests up to 4,500 people in mental health crisis were unlawfully held in police custody in England and Wales in a year.

The figures come from a report commissioned by Theresa May’s Government and given to ministers in 2018.

Steve said: “This is a massive issue for our dedicated and hard-working members, and it’s only getting bigger. People who are in crisis are not criminals. They need the right help and support in the appropriate setting, and that’s certainly not a police cell.

“Too often police officers are being used to plug the gaps in our underfunded mental health services.

“We need Government investment into those services now to ease the strain on our police officers and staff, and to ensure people can get the care they need.”

# BENCH MEMORIAL FOR POPULAR DOG HANDLER



PC Jeremy Veck.

**A** bench has been installed in honour of South Wales PC Jeremy Veck after the South Wales Police Federation Group Insurance Scheme offered to pay for the memorial.

Friends and colleagues of PC Veck initially raised money to buy the bench in honour of the dog handler, who died suddenly in May last year.

However, after being approached to help fund the last bit of money needed to cover the cost of the bench, the Group Insurance Scheme Trustees released enough money to pay for it all. This meant that the freed-up funds already raised by PC Veck's colleagues were put towards vouchers for his newly-born granddaughter.

South Wales Police Federation chair Steve Treharne, who was instrumental in securing the funds, said: "Having been approached by PC Veck's former colleague, PS Gareth Phillips, to speak to trustees at the Group Insurance Scheme, I was extremely pleased to hear that they were keen to pay entirely for the bench.

"PC Veck's death was a shock to us all and he continues to be missed by everyone here at South Wales Police Federation. Having been part of the Force for more than 20 years, he was an integral part of our police family.

"It was clear his former colleagues and members of the Federation wanted to do something to show his family just how much he meant to them. I'm pleased I was able to help make it happen.

"It's great that the excess funds that had already been raised will now benefit PC Veck's granddaughter. I think it's quite special that his colleagues and friends have been able to gift her vouchers, in his memory."

The bench has been placed on the Millenium Coastal Path, which looks out over the Loughor Estuary, not far from the



The bench gives a view over the Loughor Estuary and (inset) the inscription.



family home where PC Veck grew up.

It was installed earlier this year and PC Veck's family and friends have visited the bench numerous times.

"A memorial bench is a brilliant way for his colleagues, friends and family to honour him. I hope it becomes a special place where those that knew him can visit if they want to remember him and reflect on their memories of times with him," added Steve.



The popular dog handler.

# 'WE WILL REMEMBER THEM'

*Standard bearer Ian Cameron. Ian was a former Federation rep before retiring from SWP a number of years ago.*

**T**he annual National Police Memorial Day service was held at Lincoln Cathedral at the end of September.

South Wales Police Federation was represented by divisional representative Leigh Godfrey, who attended alongside dignitaries, family members and public figures to honour police officers who have fallen in the line of duty.

The service was led by the Reverend Canon David Wilbraham, national police chaplain and coordinator of the National Police Memorial Day.

South Wales Police Federation chair Steve Treharne said: "This is one of the most important and poignant days in the policing calendar. I'm glad Leigh was able to represent South Wales Police Federation in person to show our solidarity and respect for those who have paid the ultimate price to protect their communities and colleagues."

Dame Cressida Dick, Commissioner of the Metropolitan Police Service, gave the address, and Home Secretary Priti Patel read from 1 Corinthians 13.

John Apter, national chair of the Police Federation of England and Wales, also took part in the service which was attended by around 300 people and read out the names of the six officers who have died during the last year.

Fallen officers remembered this year included:

- PS Paul Keany**, Northamptonshire Police
- PC Christopher Miller**, Metropolitan Police
- PC Matiu Ratana**, Metropolitan Police
- DC Quamar Zaman**, Greater Manchester Police
- PC Thomas White**, Police Scotland
- PC Darryl Street**, Civil Nuclear Constabulary.

John said: "National Police Memorial Day is an incredibly important day in the policing calendar. It's a day to remember those colleagues we have lost and to ensure they are never forgotten.

"Policing is a family, and when we lose a member of our family the pain is felt far and wide. The National Memorial Day is a time to reflect, pay tribute and remember. It is so important, especially to the families, friends and colleagues of those we have lost, that their loved ones will never be forgotten."

During the service, representatives of fallen officers from England, Northern Ireland, Wales and Scotland lit candles in an act of remembrance.

While the congregation observed a minute's silence, petals of remembrance, representing all who have lost their lives, fell from the gallery as the orchestra played "Abide With Me" and "The Last Post" was sounded.

The service was followed by an online commemoration for those unable to attend in person. As a show of support, public buildings around the UK were illuminated blue to mark the occasion, including numerous police HQ buildings.

National Police Memorial Day was founded in 2004 by now retired Sergeant Joe Holness to commemorate the memory of colleagues lost in the line of duty. Sergeant Holness was motivated by the death of his colleague, fellow Kent officer PC Jon Odell, who was killed in December 2000 after a vehicle was driven at him.

Next year's service will be held in Belfast.



*Lighting a candle in memory of fallen officers.*

Helping the Police Family financially



With Christmas just around the corner, now could be a good time to start planning how you're going to fund it. The Christmas Loan lets you apply to borrow up to £2,000, over a maximum term of 10 months, to help you fund the festive period.

You repay: **£104.80** per month  
Total repayments: £1,048.05  
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# FOCUS ON REGS

**W**e receive many queries about Police Regulations and do our best to help members navigate their way through them.

We do put out information in the Federation diaries, the flow chart on the desk jotters and through our Facebook page but in each edition of this ezine we will try to cover some of the most frequently asked questions.

This time we start with a request that members with questions about over-time claims give a thought to what the Federation will need to know before trying to give you an appropriate answer.

Your Fed reps or officials will need to know:

- **If it's a cancelled rest day how much notice you were given of the cancellation. CRDs are payable if there's less than 15 clear days' notice. The rate is 1.5 x.**
- **If it is working beyond your normal shift hours when did you become aware of the need to work on? If it was not made clear at the start of the normal shift you would be working on then the 30 mins deduction would apply UNLESS you have already worked over your normal shift hours on four occasions that week. We would like to interpret "week" in this context to mean set of shifts.**
- **If you work on and this runs into a new day (overnight and after 0700 for most) then we need to know if the new day is another working day (that includes a cancelled rest day) or a clear rest day or an annual leave day (a rest day attached to annual leave counts as annual leave if the total period without a duty day is five days or more).**

## COURT WARNING

**Q.** *I had a court warning through yesterday to go to court today. Tomorrow is my first rest day, however, they have now decided to warn me for tomorrow as well. What do I get back for this?*

**A.** Minimum of four hours at time and a half. Anything above and beyond four hours, hours worked at time and half. If you are using your own vehicle to and from court, mileage too.

## OVERNIGHT ALLOWANCE

**Q.** *I did a four-day training course at the start of the month where I had to stay away for three nights. Accommodation was organised by the Force. There seems to be confusion with other course attendees as to whether we are entitled to claim overnight allowance.*

**A.** No, but you can claim overnight incidental expenses. Details are on the self-serve system.

## ADVANCEMENT OF YOUR TOUR OF DUTY

**Q.** *I was in work 7 - 3, due to be in work Wednesday 8 - 4. But I was told Tuesday lunchtime my duty time for Wednesday was now 1am - 11am. I ended up working until 4pm Wednesday as well.*

*I was aware of the operation for three weeks but had no details of duty time until Tuesday. What should I be claiming?*

### **A. Advancement of your tour of duty**

For a duty to be advanced, you must be notified of the change prior to its start. There are two different routes of compensation depending on whether the officer has received sufficient notice of the advancement of the duty.

Sufficient notice is defined as more than eight hours.

If your duty start time is advanced with less than eight hours' notice on a day on which you have already completed a tour of duty, then you are on over-time from the time you come on duty until the start of your rostered tour of duty. That time also counts towards the time of your current duty as well.

**Example:** Officer works 9 - 5 on Monday and is rostered to work 9 - 5 on Tuesday. If they are told that their duty start time has been advanced to 0300 on Tuesday morning (with less than eight hours' notice) and continue working until 1400 hours they are on over-time from 03.00 until the start of their rostered duty at 0900 and it counts towards their current day so they are also on over-time from 1100 hours to 1400 hours.

Total = nine hours' over-time.

If the officer receives more than eight hours' notice of the advancement to come back to work on a Force day you have already worked then that day then this is merely an advancement of the start of the Force day and no over-time is accrued.

**Example:** If our same officer is at 1700 hours on Monday told to be on duty at 0300 hours Tuesday, then that is sufficient time and the 0300 start is only a moving forward of the Force day so they start at 0300 hours and only go onto over-time at 1100 hours.

Total = three hours' over-time.

If you are likely to take calls from a supervisor which may necessitate your return to duty, you should clarify whether this is a recall to duty or an advancement of duty.

The impact of a recall may mean you having to work on later or take time off to cover any shortfall in your rostered shift.



## **‘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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