

# FEDERATION FOCUS

News and views from South Wales Police Federation



## SOUTH WALES OFFICERS HONoured AT NATIONAL BRAVERY AWARDS

SEE PAGES 4 AND 5



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## VIEW FROM THE CHAIR



By Steve Treharne, chair of South Wales Police Federation.

The Police Federation warned more than a decade ago that “cuts have consequences” and that “cutting police by 20 per cent is criminal” but our concerns were dismissed as scaremongering.

Since then, we have continued to campaign for reasonable, fair and deserved increased pay awards and, while we do have the ear of many MPs and wider influential stakeholders, those that hold the purse strings are still not listening to our message.

Our submissions have not resulted in any positive moves by the Government and to date, nothing of true value has been brought to the table. This represents a pattern of behaviour that leaves us, and others currently in the midst of pay negotiations, with little room to manoeuvre.

The Government's actions over the last decade are indicative of the fact that they do not understand or value the dangers, restrictions and risks that police officers face. Nor does it compensate them for these risks and the limitations placed on them.

It is against this backdrop that the National Council passed a motion to ballot members on whether the Police Federation should pursue industrial rights on their behalf.

Unlike employees, police officers hold office as Crown servants, which means they lack many rights that employees typically enjoy, such as the right to strike and engage in collective action.

However, this also comes with certain benefits for our members. They cannot be made redundant and cannot be dismissed unless it relates to misconduct or performance issues.

They have the right to be consulted on pay and conditions, and although this commitment from the Government seems to be absent currently, there is a promise for

fair pay and conditions that is renewed with each renewal of the Police Act.

This promise was previously reflected in the Police Negotiating Board (PNB) and the Police Arbitration Tribunal (PAT).

The Police Act of 1919 was established to create the Police Federation of England and Wales, along with the formation of the PNB and the PAT.

This Act was a response to a strike by police officers in circumstances like those we face today.

During the First World War, the cost of living more than doubled between 1914 and 1918 but police officers received a pay rise of only three shillings over the same period.

Many serving officers were working long hours as others were drafted into the armed forces.

The breaking point came when the National Union of Police and Prison Officers called a strike, and in August 1918, Metropolitan Police officers marched on Whitehall and Downing Street.

The shock of the police strike led to immediate negotiations, resulting in the formation of the Police Federation of England and Wales through legislation and the prohibition of a police union.

**“PRESENTLY, WE ARE WITNESSING CIRCUMSTANCES LIKE THOSE IN 1918, BUT WORSENED BY YEARS OF UNDERINVESTMENT, UNDER-RECRUITMENT, AND INCREASING DEMANDS.”**

Recognising that the withdrawal of police officers' labour would have a catastrophic impact on society, it was understood that restricting their ability to unionise and act collectively was necessary.

The Government of the day made a promise to ensure that police officers have access to fair negotiation on pay and binding arbitration, which led to the establishment of the PAT and PNB.

However, in 2023, this safeguard feels more like a distant memory than a vital protection for police and police standards.

Presently, we are witnessing circumstances like those in 1918, but worsened by years of underinvestment, under-recruitment, and increasing demands.

Although police officers are unable to strike, we understand the frustration that leads others to do so.

And we can empathise with the impact of real term pay cuts on our members.



The Police Bravery Award regional winners with First Minister of Wales Mark Drakeford MS.

# South Wales officers named regional winners at Police Bravery Awards

**F**our South Wales Police officers who made a human chain to try to save a woman precariously positioned over a crumbling cliff face have been named as regional winners for Wales at the 2023 Police Bravery Awards.

PC Owen Bedford, Inspector Paul Ramsay, Detective Inspector Paul Graham and a fourth officer who wishes to remain anonymous were honoured for their courage at an awards ceremony in London on Thursday 13 July.

The team were presented with their award by First Minister of Wales Mark Drakeford MS.

After being named winners of the award Paul Graham said: "This whole day, this event, has been a very humbling experience.

"I'd like to take this opportunity to thank the family of the deceased for their kind words and support following the incident, as well as everyone at South Wales Police Force; it's times like this that you really appreciate the term 'police family!'"

Paul Ramsay added: "To be in a room with so many inspirational people, all of whom are worthy of such an award, it just takes your breath away."

As part of the annual bravery awards, they also joined nominees from forces across England and Wales at a morning Downing Street reception hosted by Home Secretary Suella Braverman ahead of the awards ceremony.

The South Wales team were nominated for an award after responding to a call from a distressed woman on the edge of high, steep cliffs at Southerndown, Vale of Glamorgan, in the early hours of 12 April 2021.

The four officers demonstrated great bravery and little regard for their personal safety as they linked and supported one

another over the wet, crumbling, and exposed cliff edge in the dark.

Holding onto PC Bedford as a base, DI Graham reached out to the woman but was unable to get a firm grip of her hand. He managed to hold her hands briefly in his own before she fell over the cliff's edge to the ground below.

The officers rushed to locate her at the base of the cliffs but found her unresponsive and unable to be resuscitated by CPR.

South Wales Police Federation deputy chair Phil Walker, who attended the event alongside the officers, said: "The Police Bravery Awards are the highlight of the policing year and I never fail to be amazed by the incredible acts of bravery showcased.

"The event gives us an opportunity to shout about the positive work our officers do, every single day. We get to shine a light on the fact that they continue to put their lives on the line to protect the public.

"Everybody at South Wales Police Federation is extremely proud of this team. They undoubtedly demonstrated extreme bravery and courage that evening. Although they didn't get the outcome they wanted that evening, they did all they could, and I hope they see this award recognises that. These officers are a credit to South Wales Police Force."

**"THE POLICE BRAVERY AWARDS ARE THE HIGHLIGHT OF THE POLICING YEAR AND I NEVER FAIL TO BE AMAZED BY THE INCREDIBLE ACTS OF BRAVERY SHOWCASED."**

The overall winners on the night were from West Midlands Police - 14 officers who risked their lives to pull four children from a frozen river in December and perform CPR, though sadly the youngsters could not be saved.

Prime Minister Rishi Sunak paid tribute to all the officers who were nominated at the 28th Annual Police Bravery Awards, sponsored by Police Mutual.

He said "I am acutely aware of the pivotal role that the police play in our society. We depend on officers to fight crime and keep us safe. This is public service of the most noble kind and everyone working in policing has my enduring gratitude and admiration."

National Federation chair Steve Hartshorn said of the nominees: "Their commitment to the role and extraordinary sense of duty is incredible, as they will humbly tell you they have carried out these selfless acts because this is what they are supposed to do. Their actions of going above and beyond the call of duty is truly inspiring."



Detective Inspector Paul Graham and girlfriend Gemma Thomas at 10 Downing Street ahead of the ceremony.



PC Owen Bedford's son Hartley outside 10 Downing Street.



Inspector Paul Ramsay and his wife Ruth at 10 Downing Street.

# Fed chair welcomes new chief medical officer

**S**outh Wales Police Federation chair Steve Treharne says the appointment of a chief medical officer for policing was “not before time”.

He welcomed John Harrison to the role, which will see him deliver key elements of the Police Covenant.

Steve said: “It’s not before time that we have a chief medical officer to coordinate health in policing across all forces.

“For too long there have been inconsistencies from force to force in the physical and mental health support available to officers, and hopefully this will address medical standards.

“It’s great to have John in the role, who brings to it years of experience in health and wellbeing in policing.

“It’s a really positive impact of the Police Covenant and I’m sure John’s passion for health in policing will make a real difference for our members.”

**“ONE OF MY GOALS IS TO FOCUS ON PULLING TOGETHER A NETWORK OF PEOPLE TO SUPPORT AND OPERATIONALISE A NATIONAL AGENDA, SO ALL FORCES CAN ROLL OUT THE SAME POLICIES AND WAYS OF WORKING.”**

John brings with him nine years experience of being chief medical officer for Devon and Cornwall Police. He has also been senior medical adviser to the National Police Wellbeing Service.

He admitted one of his main challenges was ensuring consistent policies across 43 forces when each has its own priority.

John explained: “One of my goals is to focus on pulling together a network of people to support and operationalise a national agenda, so all forces can roll out the same policies and ways of working.”

## **POLICE COVENANT**

The majority of John’s career has been spent working with the NHS, specifically as an occupational physician, using his



Chief medical officer John Harrison.

core medical training to better understand ongoing issues in employment.

He said: “A priority will be to look at a standardised national approach to occupational health across all forces.

“It is a postcode lottery. The variation between what different forces offer is massive and there’s a huge amount of work that needs to be done in this area.

“I want to change the narrative around occupational policing, not only for our officers but so that we can recruit better too. I think the police is a very exciting place to work and I want to help other healthcare professionals see that.”

John said his priorities also included clinical governance, to make sure everything that was being done within the police surrounding the health of officers was done safely.

He said: “It’s so important that police forces are looking after their people properly. I’m here to not only help the

organisation but to help officers too.


“I recognise it’s going to be a marathon, not a sprint but I’m confident we will get there.”

The Police Federation of England and Wales (PFEW) wellbeing lead Belinda Goodwin said having a ‘non-biased’ and ‘impartial’ chief medical officer who has a good understanding of both the health service and the police was ‘amazing’.

She said: “John will be a great asset to us all. He’s very supportive of the police but also knows what he’s talking about from a healthcare perspective.

“John’s main priority will be to look at occupational health standards across the country, which is going to be huge for officers across all forces, nationwide.

“I see him bridging the gap between the health service and the police force, building those essential partnerships to ensure the physical and mental health of our officers is a priority for all forces.”

A photograph showing three individuals standing in front of a backdrop for the Police Federation. On the left is a man in a grey suit and glasses, Steve Treharne. In the center is a woman with blonde hair, Christina Rees. On the right is a woman with short brown hair, Nicky Ryan. The backdrop features the Police Federation logo repeated. To the right, a table is partially visible with water bottles and a glass. The setting appears to be an indoor room with large windows in the background.

South Wales Fed chair Steve Treharne, Welsh Labour MP Christina Rees and PFEW Welsh Affairs lead Nicky Ryan.

# Federation meets Welsh MPs to press for positive change

**S**outh Wales Police Federation chair Steve Treharne recently met with four of our region's MPs to update them on police officers' concerns and priorities.

Steve was part of a delegation from Wales, including national Police Federation National Board members, who attended a drop-in event at the House of Commons, hosted by the Rt Hon David Jones, MP for Clwyd West.

They met with Labour MPs Gerald Jones (Merthyr Tydfil and Rhymney), Ruth Jones (Newport West), Beth Winter (Cynon Valley) and Independent MP Christina Rees, as well as Conservative Secretary of State for Wales David Davies MP.

Issues raised included #SimplifyDG6, the Police Federation campaign to reduce the burden of paperwork involved in the pre-charge stage of a case, as well as the need for an Elizabeth Medal for the families of fallen officers, and for a time limit to be applied to misconduct

investigations against police officers.

Steve said: "It is important to have these cross-party meetings with our elected representatives, whether at Cardiff or Westminster.

"I know sometimes members question the value of such meetings, but history shows us that the Federation can achieve changes in the law which benefit policing when we have these engagements and win the hearts and minds of our politicians."

He pointed to the Federation's 2018 national Protect the Protectors campaign which resulted in a doubling of sentences for assaults on emergency services workers, demonstrating that forging strong cross-party connections can pay dividends.

Additionally, the Police, Crime, Sentencing and Courts Act 2022 included provisions campaigned for by the Federation, including the Police Covenant, greater protection in law for police drivers and allowing Special Constables

to join the membership.

Steve added: "If MPs are going to stand up in Parliament and talk about policing, then it is vital that they speak to police officers and the Federation - those of us who know policing - to understand everyday concerns and frustrations. This is where drop-in events like these prove vital."

Welsh lead Nicky Ryan was present along with the Federation's national chair Steve Hartshorn and deputy national chair Tiff Lynch.

Nicky said: "What's great about drop-in events like this is, there are no cameras there, no media, it's a space to have those honest and open conversations. Even if MPs don't necessarily throw their support behind our campaigns, at least it gives us an opportunity to discuss them and raise awareness of our issues.

"And it gives Police Federation representatives the chance to hear about the concerns and issues had by members of the public too. Of course, we have our own priorities and so do MPs - it's so easy to become tunnel-visioned with our own agendas.

"Having honest conversations with one another gives us all the chance to discuss both local and national issues that need to be addressed."

**"HAVING HONEST CONVERSATIONS WITH ONE ANOTHER GIVES US ALL THE CHANCE TO DISCUSS BOTH LOCAL AND NATIONAL ISSUES THAT NEED TO BE ADDRESSED."**

# Fed chair describes ballot decision as a 'sad day'

**S**outh Wales Police Federation chair Steve Treharne has described the decision to ballot members for their views on industrial rights as a "sad day" but said a loss of faith in the Government over pay meant the move was inevitable.

The Police Federation of England and Wales' (PFEW) National Council meeting, held on 20 June, voted to ballot members on whether the organisation should pursue industrial rights on behalf of its members. Steve spoke in favour of the motion at the meeting and insisted members should be given the chance to steer the Police Federation on key issues such as pay and pensions.

He said: "For me this was a sad day and something that we should not have to resort to.

"There is now much work to be done as we work towards balloting our members on whether PFEW should be directed by them to pursue industrial rights.

"Why do I say it's a 'sad day'?" As Crown servants without any of the protections afforded to most other workers, we must rely upon a fair pay review process. This should be the contract that exists between the Government and police officers.

"In return for not having the rights afforded to other workers, it is imperative that this is recognised with a fair pay review system - but the contract has been eroded to such a point that we have had to formally withdraw from the Police Remuneration Review Body (PRRB).

"In short, we have no faith in a system where Government holds all the strings and there is nothing that we can do by way of challenge or appeal when the award is set.

"Members were last balloted in 2013 when out of the 133,108 officers eligible to vote, some 56,333 took part in the ballot, with 45,651 voting in favour and 10,681 voting against. While 81 per cent of those who took part in the ballot voted in favour, this amounts to just 34 per cent of total members. Under its rules, the Police Federation needed more than 50 per cent support of its membership to begin the lobbying process.

"It can be strongly argued now that the conditions concerning police pay which led to PFEW balloting members previously has worsened significantly since the last vote."

Steve said the recent National Council



meeting gave him the opportunity to speak and implore the council to vote in favour of balloting members.

He said the Police Federation should be member-led and matters which hold the greatest significance for members, such as pay and pensions, should always be put to members to steer the direction.

"I spoke of the situation which has seen police pay fall the greatest bar none amongst all the other public sector organisations in the 11 years between 2010 and 2021 and our members deserve a voice," he said.

"We are witnessing public sector industrial disputes at a scale not seen for many years. The grievances of workers, regardless of role or profession, all appear similar: challenging working conditions, feelings of being undervalued due to years of inadequate investment and poor recruitment, not to mention the derisory pay awards currently being offered at rates far below the rate of inflation.

"Nurses, paramedics, teachers and many others are resorting to strike action because they have lost faith in Government negotiations and pay review bodies to honestly and independently negotiate a fair pay reward, and as a consequence are struggling to see any movement to positive change across their industries. It might be easy to feel sympathy with our public sector colleagues.

"All of us in the public sector wish to provide a service that we can be proud of, that the public deserve and in which we feel respected and listened to.

"To many, this desire for a basic level of standards feels impossible to achieve within the systems and processes imposed

by the state.

"The effort needed on an individual level to get anywhere near this is immense and largely unacknowledged by Government.

"The pay awards being offered mean that the financial rewards for this effort diminish by the month with no sign of improvement."

Steve said the Police Federation would now move forward with the next steps to give members a voice at the ballot box with significant work being undertaken to ensure members are fully informed of the pros and the cons of any such action.

He said it would be articulated in a fair and balanced way and that members would also need to understand what industrial rights mean.

"This is an entirely regrettable and unavoidable situation which we have been forced into by the Government," he said.

"All police officers want is fair pay for the crucial work they undertake, with all the restrictions which they are subjected to as Crown servants.

"On one hand, there is legislation which prevents officers striking as recognition of the crucial role police officers have in the fabric of society. Yet on the other hand, we are not so valuable that we can be treated fairly, with a truly independent pay review mechanism which allows for meaningful consultation and negotiation with a process of arbitration and appeal if necessary.

"All we want is fairness from the Government, nothing more, nothing less. It can change this direction of travel but there has been little evidence of willingness to do so, so far."



# Widow of first South Wales officer to die on duty to attend National Police Memorial Day

**T**he widow of a South Wales cop who died in the line of duty four weeks after the couple got married has told how important it is to keep his memory alive as she prepares to attend this year's National Police Memorial Day.

Jeffrey Pitman, 21, was the first South Wales police officer to die while on duty, following a motorbike accident after he had been called to an incident in 1969.

More than 50 years later and Diane Roberts is looking forward to attending the memorial service, which this year is being held in Cardiff.



Jeffrey Pitman.

"Jeff was a very special person. His one thing was that he always wanted to join the police. He'd joined the cadets at 17 and became a constable at 19, and he thrived in his role. He would have continued to be an amazing officer," recalls 74-year-old Diane, who was just 20 years old when Jeff died.

In 1968, just a year before he died, Jeff was awarded a Queen's Commendation for Brave Conduct, after being shot at during an armed burglary that he had been called to.

"It was extremely traumatic when Jeff died. I was devastated, we'd been married just over four weeks. I was in complete shock," Diane added.

"And to be honest, for 50 years after, I didn't have any contact with the Force. But then on the 50th anniversary of his death, the Chief Constable took part in the Police Unity Tour in Jeff's memory, and that's how I came to be in contact with South Wales Police Force once again.

"I appreciated it so much that he hadn't been forgotten after all that time, it meant a lot to me. It's very comforting to know that, even after more than 50 years, I'm still considered part of the police family.

"It's so important to keep his memory alive - and remember all officers who have died on duty.

"The memorial event means our loved ones are remembered and honoured at a service every, single year - and that means a lot to us all."

Having struggled with Jeff's death, Diane decided to train as a nurse, to give her something to focus on. During the second year of her nurse training, she went on to meet her second husband, and the pair later had two children.

"I think helping others helped me heal,



Jeffrey and Diane on their wedding day.

in a way," said Diane, who has six grandchildren.

"It took time for me to heal though and it wasn't until I was invited back to Bridgend to receive a commemorative display in Jeff's memory that I started talking about him again. In a way, getting in touch with the Force again was all part of the healing process."

This year's [National Police Memorial Day](#) will be taking place at St David's Hall in Cardiff on Sunday 24 September.

**"IT WAS EXTREMELY TRAUMATIC WHEN JEFF DIED. I WAS DEVASTATED, WE'D BEEN MARRIED JUST OVER FOUR WEEKS. I WAS IN COMPLETE SHOCK."**

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# Fed praises work of Operation Hampshire

**S**outh Wales Police Federation deputy chair Phil Walker has highlighted the work of Operation Hampshire after it became a priority workstream for the National Police Wellbeing Service, Oscar Kilo, and Police Covenant and was adopted by UNISON.

The wellbeing initiative, launched by Oscar Kilo almost three years ago, is designed to prevent and combat assaults on officers by offering guidance and process throughout police forces across the country.

It has created a national network of leads to develop a pool of knowledge so that every force is represented and can share their experiences to help tackle the issue of assaults together.

Operation Hampshire provides a consistent approach to wellbeing support and victim care following an assault, considers the potential impact of every assault, increases criminal justice outcomes and improves overall understanding of assaults on officers.

**“THE HEALTH AND WELFARE OF OUR MEMBERS HAS ALWAYS BEEN A TOP PRIORITY OF THE POLICE FEDERATION AND OPERATION HAMPSHIRE IS A GREAT EXAMPLE OF HOW WE CAN PROVIDE EFFECTIVE HELP AND SUPPORT.”**

Phil said: “The health and welfare of our members has always been a top priority of the Police Federation and Operation Hampshire is a great example of how we can provide effective help and support.

“Unfortunately, police officers are routinely threatened with violence and the impact of an assault on their physical and emotional wellbeing is difficult to overestimate.

“Operation Hampshire was launched to help officers deal with the aftermath of an attack and has come into its own as a vital support network over the last three years.”

The initiative has been driven largely by national Operation Hampshire co-ordinator



*National Operation Hampshire co-ordinator Dave Brewster.*

Dave Brewster, who retired from the Met last year but retained his role to keep up the momentum of the initiative with the National Police Wellbeing Service.

He said: “My goal is that every assault on a police officer or member of staff is recorded, investigated and then those involved are given the correct support they need.

“Even if they don't think that they need support, I believe everyone should at least be offered it.”

Police Federation national chair Steve Hartshorn described it as a ‘legacy project in policing’ which had already been a huge success.

“If anyone ever asks: ‘what does the Federation ever do for its members?’, then this is an absolute example of what we do. I am immensely proud of how far Op Hampshire has come, its success speaks for

itself,” he said.

“While Op Hampshire is primarily still focussing on officer assaults, it's actually giving our members so much more than that - you have to look at the bigger picture.

“The data we collect will educate us, which in turn will help us provide better training and communications. While the project also gives our members the confidence they need to feel valued and see that their Federation is looking after them.

“We're also working with other agencies too, like our colleagues in the ambulance service, to share the strategy. Not only will Op Hampshire support officers today, but as it grows and develops, it's only going to get bigger.

“I genuinely believe we can get the public's confidence in the police back and it will be through projects like Op Hampshire.”



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## LPAs – who will make decisions when you can't?



### WE DISCUSS WITH RACHAEL MCCARTHYJONES, ASSOCIATE SOLICITOR, TEP

#### Tell us about your firm...

JNP Legal Solicitors has been serving clients and local communities across South Wales for over 40 years.

We have been assisting South Wales Police Federation members for more than a decade. As a firm, we focus on law for individuals, with services including Wills and probate, lasting powers of attorney, estate administration, crime, residential property, family law, children law, civil litigation and personal injury. We also regularly represent officers in post incident procedures, coronial proceedings, and criminal and misconduct investigations and proceedings.

The team at JNP Legal is a collective of experienced, dedicated and professional solicitors and support staff, who are passionate about delivering exceptional service and value for money.

### Why would you recommend that people don't delay when it comes to making LPAs?

Physical and mental impairment can occur at any time, at any age (it is not just the elderly, younger people may become incapacitated through injury or illness) and it is crucial to plan ahead to protect your interests and ease the potential burden on your loved ones.

A Lasting Power Of Attorney (LPA) allows you to appoint another individual (Attorney) to legally act and make decisions on your behalf.

There are two types of LPA: one is known as a property and financial affairs LPA and allows your Attorney to make decisions in relation to buying and selling property, paying bills, and managing bank accounts and investments. This LPA can be used both while you have capacity (with your permission) and in the event of you losing capacity.

The second LPA is known as a health and welfare LPA and allows your Attorney to make decisions about your living arrangements, diet and nutrition, care needs and medical treatment. This LPA can only be used if you have lost capacity.

You are free to appoint anyone that you trust to act as your Attorney (you can appoint more than one person) provided that they are over 18, have not been declared bankrupt and you are confident that they would act in your best interest.

### What advice would you give to anyone thinking of making a LPA?

It is important to note that if you do not have an LPA in place and later lose mental capacity, your loved ones could be faced with the lengthy and costly process of having to apply to the Court of Protection to obtain a court order, permitting them to access and manage your property and finances.

LPAs are important legal documents which require careful consideration. We strongly recommend that you consider taking legal advice before proceeding to make an LPA to avoid any unintentional errors, which may have an adverse effect on how your Attorney can act or even invalidate your LPA.

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