River rescue officer honoured at bravery awards - See Pages 6 and 7
**Secretary’s foreword**

**By Paul Laughlin, secretary, Dyfed Powys Police Federation**

Welcome to the autumn edition of your Federation magazine.

Quite rightly, I feel, we have featured PC Marc Woods on our front cover, and more details – and more pictures – can be seen on Pages 6 and 7 but I would just like to make a few comments before you turn the pages.

Marc won the regional award for the four Welsh forces at the Police Federation National Police Bravery Awards which were held in London in July, and I would like to pass on my congratulations to him. He demonstrated the very best qualities of policing officers across England and Wales and is a credit to our Force and the police service.

Having read his comments about the award, and also those of other nominees, I think it’s clear to see that police officers rarely see their acts of bravery for what they are – occasions where they put their lives on the line, without hesitation, to protect the public. Time and time again, I have heard bravery award nominees talk about just “doing their job”.

They are to be commended for this attitude, it is what stands us apart from the vast majority of the public and is also the reason why police officers have such a unique place in society.

Also, in this edition, we include coverage of the annual memorial service organised by Care of Police Survivors (COPS). COPS is the UK charity dedicated to helping the families of police officers who have lost their lives in relation to their duty to rebuild their lives. Since being founded in 2003, it has helped hundreds of families shattered by the loss of their police officer.

The COPS service, held each July, perfectly demonstrates the benefits of the support the charity offers and I would urge all members to try to attend at least once during their service.

Finally, I would just like to mention news that broke as we were finalising this edition. Steve White, national chair of the Police Federation, has announced his plans to resign at the end of this year. Of course, this signals another period of change for the Federation but, with the new regulations needed to finalise its reform under the Normington review due to be in place towards the end of this year, perhaps we can all now start to look forward and continue to re-build the Federation so that it’s truly fit for purpose. From a local perspective, we remain committed to doing the very best for our members and we will keep you informed of developments at the national Federation as the process to elect a new chair gets underway.

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**Pay award delay “out of order”**

The Government’s decision to delay making an announcement on officers’ pay award until September was out of order, according to Paul Laughlin, secretary of Dyfed Powys Police Federation.

It was announced days before Parliament’s summer recess that officers would have to wait until Parliament returned after its seven-week break to find out if they are to get a pay increase, although any pay award comes into effect from September each year.

“This announcement came as another blow to officers,” says Paul, “While, of course, we may still get a pay increase, the fact that the Government has kept us all waiting is just out of order.

“After the General Election, a number of MPs called for the current one per cent cap on public sector pay rises to be lifted although the Chancellor of the Exchequer does not seem to agree with them and has reportedly said that public sector workers are already over paid.

“This delay just adds to officers’ feeling of frustration and did little to make them feel valued or appreciated.”

The delay came despite the Police Federation of England and Wales (PFEW) meeting an earlier than normal deadline for submitting evidence to the Police Remuneration Review Body (PRRB), which determines police pay, in December 2016. The PRRB also met the deadline for submitting its recommendations to the Government.

Any pay increase sanctioned by the PRRB will be back-dated to the pages.

The Government’s decision to delay publication of the pay award did little to give officers some much-needed certainty and has kept us all waiting.

Finally, I would just like to mention news that broke as we were finalising this edition. Steve White, national chair of the Police Federation, has announced his plans to resign at the end of this year. Of course, this signals another period of change for the Federation but, with the new regulations needed to finalise its reform under the Normington review due to be in place towards the end of this year, perhaps we can all now start to look forward and continue to re-build the Federation so that it’s truly fit for purpose. From a local perspective, we remain committed to doing the very best for our members and we will keep you informed of developments at the national Federation as the process to elect a new chair gets underway.
An attack on a police officer is an attack on society. It is unacceptable and should never be considered part of the job. We all appreciate that we are dealing with people in extreme situations but that does not excuse the deliberate, sustained attacks we are seeing on police officers, police staff and other emergency service workers.

“An attack on a police officer is an attack on society,” says Paul Laughlin, secretary of Dyfed Powys Police Federation, “It is unacceptable and should never be considered part of the job.

“We all appreciate that we are dealing with people in extreme situations but that does not excuse the deliberate, sustained attacks we are seeing on police officers, police staff and other emergency service workers.

“I would urge all officers to ensure that they report the details of any assault properly; only then will we be able to assess the true extent of the problem and ensure that more is done to protect us all.”

The Police Federation of England and Wales is running a national Protect The Protectors campaign calling on the Government to introduce tougher sentences for those who attack the police and other emergency service workers. The campaign also demands better protective equipment for officers.

Dyfed Powys Police Federation has supported the campaign and has welcomed the progress of a bill on the subject of officer assaults through Parliament.

The Assaults on Emergency Workers (Offences) Private Members’ Bill, presented by Chris Bryant, the MP for Rhonda, gained cross party support in the House of Commons ahead of Parliament’s summer recess and is due for a second reading on 20 October.

If the bill successfully passes through Parliament, it will:

- introduce new offences including wounding or assault when perpetrated against an emergency worker in the performance of their duties
- compel those suspected of assault – including spitting - who may pose a health risk to undergo blood tests
- make it an offence to refuse to undergo such tests, and
- lay down tough sentences for those convicted of these new offences.

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

Holly Lynch, the Halifax MP who previously introduced a 10 Minute Rule Bill calling for stronger deterrents for those who assault emergency service workers, said she was delighted that the issue is going forward as a Private Members’ Bill.

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

More than two thirds of Dyfed Powys officers who responded to the Police Federation’s nationwide pay and morale survey felt their workload had increased over the last 12 months.

In addition to the 67.7 per cent who reported this extra work, 58.3 per cent felt their workload was too high.

These results put the Force in the bottom third of tables comparing Dyfed Powys’ officers’ responses with others from Federated officers across England and Wales.

However, there was better news in terms of morale, when compared with the other 42 forces across England and Wales.

A total of 55 per cent of respondents from Dyfed Powys Police said their morale is currently low, with only 10 forces reporting higher levels of personal morale. Despite the finding on personal morale, 84 per cent said morale within Dyfed Powys as a force is currently low.

The main factors affecting their personal morale were how the police are treated as a whole (80.8 per cent), work-life balance (66.8 per cent) and pay and benefits, including pension (62.5 per cent).

When it comes to money, 83.4 per cent of Dyfed Powys officers who responded said they do not feel that they are paid fairly for the stresses and strains of their job.

The results also revealed:

- 64.4 per cent of Dyfed Powys officers are dissatisfied with their overall remuneration (including basic pay and allowances)
- 51.6 per cent said they are dissatisfied with their pensions
- 60 per cent felt they were worse off financially than they were five years ago.

Just over two thirds of Dyfed Powys officers said they would not recommend joining the police to others with 56.4 per cent saying they do not feel valued in the police.

The proportion of Dyfed Powys respondents said they intended to leave in the next two years was 11.8 per cent – up from 6.6 per cent last year. This left the Force in 15th place out of the 43 in England and Wales.

When asked about the reasons for intending to leave, Dyfed Powys’ respondents’ most common answers were: the impact of the job on their health and wellbeing (73.3 per cent), how the police as a whole are treated and their morale (both 69.6 per cent).

A total of 438 responses were received from Dyfed Powys officers, representing a response rate of around 38 per cent; the national response rate for the survey, which is carried out annually and is used as evidence in the Federation’s submission to the Police Remuneration Review Body (PRRB), was 25 per cent.

National findings: “uncomfortable reading”

A massive 86.5 per cent of police officers across England and Wales who responded to this year’s Police Federation pay and morale survey said they did not feel fairly paid considering the stresses and strains of their job.

The national results of the survey also revealed:

- 72.5 per cent of respondents felt they were worse off now than they were five years ago
- 72 per cent, a record high, were dissatisfied with their salary, compared with 60 per cent last year
- More than one in 10 officers and one in six probationers never or almost never had enough money to cover all their essentials
- 60.2 per cent said their own personal morale was low; a larger proportion than reported low morale in 2016
- 84.9 per cent said how the police as a whole are treated had a negative impact on their morale
- 72.2 per cent said their workload had increased in the last year
- 71.5 per cent said their responsibilities had increased
- 62.2 per cent of respondents said their workload had been too high in the last 12 months; slightly higher than seen in last year’s survey.

The Federation’s general secretary, Andy Fittes, said the findings make uncomfortable reading and show members are feeling financial strain.

“We know officers are struggling, with some using food vouchers, which is frankly not acceptable for those employed to keep us safe or in fact any public sector worker,” he explained.

“We have continually warned that policing is in a critical condition; Government budgets cuts mean fewer officers and diminished resources, yet crime and demand for the service is continually rising. Our officers are under immense pressure to deliver, more now than ever with the constant threat of terrorism, and all they want is to be adequately paid.”

A total of 30,557 officers took part in the survey which was open from 18 April to 9 June this year.
Officer numbers show slight increase

Dyfed Powys is one of a minority of forces across England and Wales to see a slight increase in its officer numbers in the 12 months until the end of March 2017.

The Force had 1,160 officers in March, compared to 1,149 at the end of March 2016 – an increase of one per cent.

“We are still nowhere near the figures we had at the start of the Government’s austerity measures in 2010,” says Paul Laughlin, secretary of Dyfed Powys Police Federation.

“We are stretched covering such a large geographical area and officers are feeling the strain both physically and mentally as we try to match resources with demand. Officers want to do their best to serve their communities, and do the job they joined the Force to do, but there is only so much they can do when there are fewer of them to go around.”

Three of the four Welsh forces – the exception being North Wales – also showed an increase in numbers in this period, giving Wales as a whole an increase of 71 officers (1.1 per cent).

Gwent’s figures went up by 4.5 per cent to 1,178 (51 more officers) while South Wales gained 25 officers, a rise of 0.9 per cent taking their establishment to 2,908. North Wales lost 16 officers (-1.1 per cent) and had a total of 1,441 officers at the end of March this year.

Across England and Wales, Nottinghamshire saw the biggest percentage decrease (6.9 per cent) in the country, losing 136 officers. Other forces to see a significant drop were Thames Valley (3.5 per cent) and Wiltshire (3.6 per cent).

A total of 16 forces saw an increase with West Yorkshire topping the table with an increase of 4.9 per cent, with 219 new officers taking their total to 4,720.

Nationally, the number of officers has fallen every year for the past eight years.

Steve White, Police Federation chair, said: “What more of a wake-up call does the Government need? Officer numbers are dropping consistently every year yet our members are having to deal with not only more crimes, but the most unimaginable atrocities such as those in Westminster, Manchester and London Bridge.

Funding issue halts plans for pension commutation move

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

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

But chief officers say forces cannot afford to do this.

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

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

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

In its response to the consultation, the Federation said:

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

The National Police Chiefs’ Council has similar views to the Federation on the funding of this provision, but the Home Office is refusing to consult further.
A Dyfed Powys officer who rescued a 10-year-old boy from a swollen river has won a regional Police Bravery Award.

PC Marc Woods was named as the Region 7 (Wales) winner at the 22nd national Police Bravery Awards held in London in July after being nominated by Dyfed Powys Police Federation.

“I'm a bit overwhelmed to be a winner. I wasn't expecting this at all and feel very humbled. This evening is definitely a big deal for the police force. As officers, we deal with a lot of unpleasant situations and to be celebrated for the job we do feels very special,” said PC Woods after receiving his award from Gavin Thomas, president of the Police Superintendents' Association of England and Wales.

He was congratulated by Mark Bleasdale, chair of Dyfed Powys Police Federation, who said: “Without doubt, the swift actions of PC Woods saved the life of the child and this has been recognised by those involved and those present.

“He took a great risk in swimming across the river and showed tremendous courage in his actions, without fear for his own safety.”

PC Woods was on patrol on 26 July 2016 when a member of the public reported hearing screams for help from the River Wye, close to the Sweet Lamb Rally Complex in Llanidloes, just off the A44.

He raced to the scene where the river was swollen with a strong current and found the terrified boy clinging to a rock in the middle, with his father further down, having both been washed away in the river.

The child was deemed at more risk and so a rescue line was thrown to him. PC Woods swam out to the boy – who was frozen with fear - and secured the rescue line before taking him across to the far bank.

As this happened, extra police and fire and rescue service officers arrived to rescue the boy’s father. It was established that the pair had been crossing the river carrying rucksacks to go camping when the child fell into the fast-flowing river. His father entered the water to help but was also taken by the current.

This year there were 71 nominees from 40 forces at the bravery awards. All nominees attended a Downing Street afternoon reception, hosted by the Prime Minister, Theresa May, and Home Secretary Amber Rudd, before attending the evening awards ceremony at London’s Dorchester Hotel.

A winner was announced in each of the Police Federation’s seven regions before the overall winners – three officers from Northumbria – were awarded the National Police Bravery Award.

“We took a great risk in swimming across the river and showed tremendous courage in his actions without fear for his own safety.”

Presenter Mark Durden-Smith interviews PC Marc Woods on stage.

Gavin Thomas (left), president of the Superintendents’ Association, presented PC Marc Woods with his regional bravery award.
PC Marc Woods with his partner, Katie Wheeldon, in the garden at Downing Street where a pre-awards reception was held.
The National Memorial Arboretum in Alrewas, Staffordshire was the setting for the annual service of remembrance organised by the Care of Police Survivors (COPS) charity.

The service featured readings from the families of fallen officers – a daughter, a mother, two sons and a wife.

“The COPS memorial service is one of the key events in the policing year,” says Paul Laughlin, secretary of Dyfed Powys Police Federation, “It gives police officers from across the country the opportunity to come together and stand side by side with the families of fallen officers and honour their memory.

“It is a moving service but is also a very public show of the strength of the policing family. We never forget our fallen colleagues and we equally never forget the families they leave behind. COPS does a tremendous job in offering those families ongoing support.”

Ahead of the service, members of the Police Unity Tour cycled into the arboretum to be greeted by rounds of applause.

Once the 200 or so riders had arrived at the arboretum, a cavalcade of motorcyclists from the Blue Knights were also welcomed by the crowds.

The service itself, held in an open-sided marquee on a bright and sunny day, was attended by hundreds of people; so many, in fact, that some had to stand outside.

The congregation included Chief Constables, PCCs, local MP Michael Fabricant, Councillor Michael Greatorex, chairman of Staffordshire County Council, and Andy Alexander, head of complementary policing at the Home Office. The focus of the day, however, was not on those special guests but, quite rightly, on the families.

Jan Berry, former national chair of the Police Federation of England and Wales and now chair of the COPS trustees, welcomed...
everyone to the service saying it was a day when everyone came together to remember those who did not make it home.

"Their sacrifice will never be forgotten," she said.

After the first of two songs from soloist Diane Whylie, the first guest speaker was Catherine McVicar, daughter of PC Joseph Drake, who was killed, aged 36, on 11 August 1967 while attempting to stop a stolen vehicle at a road block near Falkirk.

Catherine talked about her father and her childhood but recalled that there was no support organisation for the family to turn to when their lives had been turned upside down. Getting in touch with COPS, she said, had been cathartic since it allowed the family to meet people who had similar experiences.

Other family members to talk about their experiences during the service were:

- Suzette Mitchell, mother of HPO Timothy Mitchell
- Trevor Woodward, son of PC Ian Woodward, whose speech was read out by his young son, Daniel
- Gill Wright-Boulton, wife of PC Alan McMurray, and
- Chief Inspector Kerry Blakeman, son of PC Kerim ‘Kerry’ Blakeman, who had also taken part in the Police Unity Tour.

In the middle of the service, there was a wreath-laying ceremony led by the Staffordshire Police Cadets with background music played by the West Midlands Police Band.

The roll of honour was led by Denis Gunn, the COPS national president, with the following officers, who died in the year since the last COPS service, being remembered:

- **DC Joe Mabuto** of Thames Valley Police, 27 September 2016
- **Inspector Mark Estall**, Essex Police, 5 January 2017
- **PC Paul Briggs**, Merseyside Police, 21 January 2017
- **DC Ben Devonshire**, Cambridgeshire Constabulary, 9 March 2017
- **PC Austin Jackson**, Leicestershire Constabulary, 16 March 2017
- **PC Keith Palmer**, Metropolitan Police Service, 22 March 2017
- **PC Gareth Browning**, Thames Valley Police, 1 April 2017.
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Federation issues advice to police drivers

Police officers responding to emergency calls or engaging in pursuits are being warned they could be prosecuted for driving offences just like any other motorist.

The Police Federation of England and Wales has written to all its members to remind them that “there are no legal exemptions from the offences of careless or dangerous driving” for officers responding to calls for help from the public.

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

Speaking at the national Federation conference in May, Tim Rogers, who is the national Federation’s response driving lead, said the current law was unsatisfactory and unworkable leaving officers risking their liberty and livelihood.

He has sent a letter to more than 120,000 Federation members across England and Wales, in an attempt to correct the assumption, also held by many members of the public, that police officers can break traffic rules.

The letter states: “Legal advice has recently highlighted that police response and pursuit drives are, in most circumstances, highly likely to fall within the definitions of careless and or dangerous driving.

“There are no exemptions to the offences of careless or dangerous driving to permit emergency driving.”

It continues: “A typical response or pursuit drive is likely to involve the officer contravening traffic signs and or speed limits. A course of driving involving contravention of traffic signs and speed limits is very likely to fall within the definition of careless or dangerous driving.”

Officers are being advised that they should:

- Drive in a way which is lawful and does not contravene the laws of dangerous or careless driving
- Not undertake any manoeuvre which may well fall outside the standard of the careful and competent non-police driver.

The Federation has been campaigning for a change in the law for the past seven years. West Mercia’s Chief Constable Anthony Bangham, who is roads policing lead at the National Police Chiefs’ Council, signalled at conference in May, that he would work closely with the Federation on the issue.

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Menopause matters: Keeley spreads the word

At the age of just 38 Nottinghamshire DC Keeley Mansell found she had early onset menopause. At first, she did not know what she was experiencing, having gone to work feeling dreadful, not being able to do her job and walking into a room and immediately forgetting why she was there.

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

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

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

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

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

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

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

She explains: “This will hopefully keep growing so that women have their own support networks. I have found through my journey sometimes you just need to talk. And having someone sharing the same experience feels quite reassuring. This I hope will continue and grow.”

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

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

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

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

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

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

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

Keeley has been a detective for 10 years. She has served with Nottinghamshire Police for four years, having transferred from Leicestershire where she began her policing career. She works as part of the Public Protection Team managing sexual and violent offenders.
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Ben Evans
Senior Associate in Family Law at Slater and Gordon
Police pensions on divorce or dissolution

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

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

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

In complicated divorce cases, particularly those where the pension is already in payment due to retirement or ill health, it is not uncommon for it to be necessary to seek advice from a pension actuary who provides a report about the different pension needs and options within the court process.

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

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

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

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

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

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

Federation set to attend memorial day

Dyfed Powys Police Federation will be represented at this year’s National Police Memorial Day which will be held in Cardiff later this month.

Federation secretary Paul Laughlin will attend the service along with police officers of all ranks from across the country.

“It is an honour to attend the memorial day and to represent Dyfed Powys’s rank and file officers,” says Paul, “The memorial day gives us all an opportunity to pay respects to our fallen colleagues and to stand side by side with their family members.”

The service will be held at St David’s Hall in Cardiff on Sunday 24 September 2017.

While the memorial service is always held on the last Sunday of September, it moves around the UK – last year’s service was held in London, the year before it was in Edinburgh and in 2018 it will be held in The Waterfront Hall in Belfast.

National Police Memorial Day was founded by Joe Holness, following the brutal killing of his fellow Kent Police officer Jon Odell, at Margate, in December 2000.

The inaugural service was held at St Paul’s Cathedral in 2004.

HRH The Prince of Wales is patron of the National Memorial Day charity.
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