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SECRETARY’S FOREWORD

Your voice for 100 years

By Roger Webb, secretary of Dyfed Powys Police Federation

Welcome to the last edition of our members’ magazine for 2019. This edition features coverage of an event staged in London in November to celebrate the centenary of the Police Federation of England and Wales.

A national union of police and prison officers was first formed in 1913 by John Syme, a Metropolitan Police inspector who was dismissed for threatening to write to his MP in 1910 to air his grievances.

Five years later, Metropolitan Police officers staged a strike over pay and also wanted to be able to join the Police and Prison Officers’ Union. Lord Desborough was appointed to head a committee of inquiry and this reported in 1919. The subsequent Police Act of 1919 gave rise to the Police Federation.

The rest, as the saying goes, is history. But, despite the 100 years that have passed since the Federation was first formed, the original purpose of the organisation – speaking up for members – remains just the same.

Of course, over the years the Federation’s remit has expanded but three core functions still hold true. We represent our members, we negotiate on their behalf and we seek to influence the decision-makers who help shape the police service.

There have been notable highs and lows in our history but I firmly believe the independent review of the Police Federation proved to be a real turning point.

The Federation appeared to be in turmoil when in 2013 the then national chair, Steve Williams, called for a root and branch review of the organisation. At the annual conference in 2014, delegates backed all 36 recommendations of the review team and set us on the road to reform.

It took a number of years for the Federation to work through the reform programme but we got there in the end and we are now a stronger organisation as a result. Now we need to build on the foundations of the last 100 years and ensure we continue to support our members in all that we do.

Police officers carry out a unique role in society, running towards danger as others run away and putting their lives on the line, sometimes paying the ultimate price. In return, they deserve to be treated fairly, suitably rewarded for the risks their jobs entail and supported in times of need.

In recent years, we have seen the wellbeing agenda advanced across the police service but there is still work to be done in this area and this is something over which the Federation is keen to hold forces to account. Wellbeing policies should not be allowed to gather dust on the shelf, we have to see them being actively implemented.

The cuts to policing budgets have put police officers – and staff – under huge pressure. Reducing officer numbers at a time when demand seems to have gone through the roof has left our policing teams feeling run ragged. You really can’t do more with less. But our officers have tried to do so because they want to perform the job they joined to do: serving and protecting the public. As a result, their wellbeing has suffered and we have seen increased levels of stress and mental illness.

We need to see a reinvestment in policing so that we have the number of officers we need to properly serve our communities but also preserve officer wellbeing. Forces need to not just offer support to those officers who are harmed physically or mentally by doing their job but also look to put measures in place to try to prevent them being hurt in the first place. The first priority of all forces should be its people and this is a message the Federation will continue to drive home.

Before signing off, I would just like to take this opportunity to thank you all for your hard work during the last 12 months and, finally, may I wish you and your families a very happy Christmas and all the best for 2020. While I am sure many of you will be turning up for duty over the festive season, I hope that you still manage to enjoy some time with your family and friends.

Over the years the Federation’s remit has expanded but three core functions still hold true. We represent our members, we negotiate on their behalf and we seek to influence the decision-makers who help shape the police service.
Pay and morale: Force faring better than many others

Four out of five Dyfed Powys Police officers who responded to a Police Federation pay and morale survey say that Force morale is low.

In addition, almost half (48 per cent) of the Dyfed Powys respondents to the annual nationwide survey, said their own morale was low, lower than the national average of 57 per cent.

The reasons given for low morale in Dyfed Powys included: how the police are treated as a whole (80 per cent); pay and benefits, including pensions (75 per cent); management of change (69 per cent); workload and responsibilities (61 per cent) and work-life balance (57 per cent).

The survey also revealed:

- 87 per cent of Dyfed Powys respondents do not feel they are fairly paid for the stresses and strains of the job, compared with 91 per cent nationally.
- 80 per cent (83 per cent nationally) said they are not fairly paid for the hazards they face within their role.
- 71 per cent who replied said they were dissatisfied with their overall remuneration, including basic pay and allowances, nationally 79 per cent of officers nationally said they were dissatisfied with their basic pay and 80 per cent were dissatisfied with their overall remuneration.
- 65 per cent (74 per cent nationally) said they felt worse off financially than they were five years ago; the fourth lower rate in the country.
- 64 per cent would not recommend joining the police to others.
- 43 per cent (51 per cent nationally) reported worrying about the state of their personal finances daily or almost daily, and
- 12 per cent (12 per cent nationally) said they never or almost never had enough money to cover all essentials.

Roger Webb, secretary of Dyfed Powys Police Federation, said he was not surprised by the findings of the survey.

“Years of cuts to policing budgets have taken their toll on officers,” he explained, “While here in Dyfed Powys our officer numbers have remained relatively stable we have seen an increase in demand not just due to increased crime but also the changing nature of offences – with cybercrime, human trafficking and counter-terrorism work putting all forces under pressure. The way in which the police service continues to pick up the pieces when other agencies fail to meet their own obligations is also taking its toll.

“While all this has been happening, police officers have felt the strain as they have tried to respond to increased demand but have also seen their wages decrease in real terms. This has created a situation in which they feel overworked and undervalued and it does not help when so many are struggling to make ends meet.

“In many areas, Dyfed Powys’ officers responses were better than the national average response so, at least, we can say that we are faring better than most.”

Only five per cent of the Dyfed Powys respondents said they intended to leave the Force either as soon as possible or in the next two years. This was the third lowest result of the forces in England and Wales with the national average being 11 per cent. All members of the Police Federation of England and Wales were invited to take part in the survey which was carried out during June and August this year.

A total of 242 responses were received from officers from Dyfed Powys, a response rate of 21 per cent, above the national response rate of 16 per cent.

Officers feel overworked and undervalued and it does not help when so many are struggling to make ends meet.

### Reasons for low morale

<table>
<thead>
<tr>
<th>Negative effect on morale (Dyfed Powys Police)</th>
<th>Negative effect on morale (England and Wales)</th>
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<tbody>
<tr>
<td>Pay and benefits (including pension)</td>
<td>75%</td>
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<tr>
<td>Day-to-day job role</td>
<td>46%</td>
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<tr>
<td>Workload and responsibilities</td>
<td>61%</td>
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<tr>
<td>Work-life balance</td>
<td>57%</td>
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<tr>
<td>Opportunities for development and promotion</td>
<td>42%</td>
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<tr>
<td>Health and wellbeing</td>
<td>49%</td>
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<tr>
<td>How the police as a whole are treated</td>
<td>80%</td>
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<tr>
<td>Treatment by senior managers</td>
<td>34%</td>
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<tr>
<td>Management of change within the police</td>
<td>69%</td>
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Officers must be consulted if policing is devolved, says Fed chair

Police officers must be consulted before any plans to move responsibility for policing away from Westminster and to the Welsh Assembly, says Dyfed Powys Police Federation chair Mark Bleasdale.

Mark, who is also the Welsh lead for the Police Federation of England and Wales (PFEW), was commenting after the Commission for Justice in Wales made 78 recommendations about the future of the justice system in Wales following a comprehensive review led by former Lord Chief Justice of England and Wales Lord Thomas of Cwmgiedd.

They include backing for a fully devolved police service in Wales governed by the Welsh Government – replicating arrangements already in place in Scotland and Northern Ireland.

Mark said: “Lord Thomas and his commission have whole-heartedy backed a shift of the whole justice system in Wales - including policing - from Westminster to Cardiff. PFEW remains neutral on the matter of devolved policing.

“However, in our detailed evidential submission to this commission, and the Silk Commission before it, we concluded that policing in Wales ‘could be devolved’ but that the decision of whether it ‘should be devolved’ is a matter for politicians. And we will now see how they react to this latest report.”

He also stressed that if the commission’s recommendations are accepted by the Welsh and Westminster Governments any changes must be done in full consultation with not just police officers but also criminal justice stakeholders and in consideration of the public’s needs.

Mark added: “The Police Federation must be at the heart of any the planning and implementation of any changes to ensure our members are best represented.”

And he concluded: “Whatever lies ahead, police officers in Wales will continue to do what they do day in day out - serve their communities to the very best of their ability.”

The report does not make any recommendation in relation to the concept of a single Wales Police Force instead stating ‘this should be a decision for the future’.

However, the recommendations do include:

- The creation of a new Justice Department within the Welsh Government led by a Cabinet Minister
- Long-term arrangements for police apprenticeship funding which do not disadvantage Welsh police forces compared to their English counterparts
- To be agreed by the Welsh Government and the Home Office
- Policing and crime reduction policy, including drug abuse and mental health related issues, should be determined in Wales so that it is aligned and integrated with Welsh health, education and social policy, and
- The age of criminal responsibility in Wales being raised to at least 12.

The Ministry of Justice says it believes devolution of all justice functions in Wales would be too costly and lead to significant duplication.

Whatever lies ahead, police officers in Wales will continue to do what they do day in day out - serve their communities to the very best of their ability.

Chair issues statement on pensions

The Police Federation will continue to do the best it can for all members in relation to the ongoing legal process regarding the 2015 pension scheme, national chair John Apter has re-iterated in his latest statement on the issue.

John also confirmed that the Police Federation of England and Wales (PFEW) will represent the interests of all members, ensuring no one is left behind.

“The whole pension situation is a complex one and there are still many unknowns. However, I give you my word that PFEW will continue to do the best we can for all our members in what is a difficult and challenging situation,” said John.

“Once I am in an informed position to announce how these changes will affect you directly, I will let you know.”

The Federation published the blog at the start of November just days after it was one of seven staff associations representing officers across the UK to be granted interested party status in the Employment Tribunal considering the remedy over discriminatory aspects of the scheme.

The Government has also confirmed that the remedy will apply to all officers discriminated against not just those who have lodged a claim.

The national chair wrote: “This is also good news as it effectively means that the same benefits will be received for all officers who were discriminated against, without the need to submit a claim to receive this benefit.

“What is yet to be decided upon is whether any compensation will be awarded to the claimants in addition to the discrimination being remedied. This will be decided by the Employment Tribunal during the course of 2020 after they hear and consider evidence of any suffering caused by the discrimination.”

National Federation chair John Apter.

Dyfed Powys Police Federation www.dppf.org
Dyfed Powys was allocated 42 of the first 6,000 new officers being taken on as part of the Conservative Government’s recruitment drive.

The Force is receiving the second lowest number of new officers out of all 43 forces across England and Wales but the influx will bring officer numbers close to what they were in 2010.

The Government had set out plans to recruit 20,000 extra officers over the next three years.

Dyfed Powys Federation secretary, Roger Webb, has welcomed the Force’s allocation, but said the reality is more officers are still needed.

“In March 2010, we had 1,195 officers serving our communities. This March, we had 1,145 – that’s 50 fewer officers. While it is a relatively small number, we are a small force, and in this time our demand has significantly risen and we have been having to do an awful lot more with less people.

“This obviously has an impact on our officers, on their physical and mental welfare, on their workload and stress levels, but it also has an impact on the people who we are meant to be protecting.

“We have not always been able to give the public the service they deserve or expect as we have been stretched to our limit. These 42 new officers will start to ease some of this pressure, but we still need more so we can plan for the future and overcome the years of austerity.”

Home Secretary Priti Patel announced individual force allocations of officers at the start of October after the second meeting of the National Policing Board set up to oversee the recruitment drive and other major policing issues.

The allocation has been based on the current force funding formula.

The highest allocations were to the Metropolitan Police (1,369), West Midlands (366), Greater Manchester (347), West Yorkshire (256), Merseyside (200), Northumbria (185) and Thames Valley (183).

In addition to Dyfed Powys, the other lowest allocations were Warwickshire (41), City of London (44), Gloucestershire (46) and Wiltshire (49).

The Home Office campaign, urging people to join the police and ‘Be a force for all’, was launched in the summer and is the largest police recruitment drive in decades.

The Chancellor had put aside funding to support the recruitment of the first wave of up to 6,000 officers. This includes £750 million for 2020-21 and an immediate £45 million to kick-start recruitment.

The remaining 14,000 officers will be recruited in 2021-22 and 2022-23 through extra central funding and will be on top of extra officers hired to fill existing vacancies.
The ‘bravery, commitment and sacrifices’ of police officers have been praised by the Home Secretary, Priti Patel.

Priti Patel said it had been ‘humbling’ to meet some of the ‘most remarkable officers’ from across the country, during her three months in post.

She was addressing 700 officers and invited guests including chief constables and PCCs at a Police Federation of England and Wales celebratory event organised to mark the organisation’s 100-year anniversary. The event was held at Methodist Central Hall in Westminster, London where the Federation’s first conference was held in 1919.

The Home Secretary said: “Your courage, dedication and public service has been truly moving. I’m hugely honoured that my job is to help you do all of yours. From physically taking on violent and ruthless criminals, to breaking heart-wrenching and tragic news to bereaved families.

“From handling some of the most devastating and atrocious tragedies to bringing safety and security to the communities in which we all live. You are always there. And for that, I salute you all.”

The Home Secretary recalled that when her parents first moved to the UK they set up a corner shop and were victims of theft, abuse and burglary, before adding: “I will never forget the support shown back then to my family by the police, as well as the local community.”

Speaking about the dangers officers face, she said: “Each day, I ask myself, do people truly understand how unpredictable, dangerous and challenging the work of a police officer is?

“Because, I worry the people posing the threats you face are ever more callous. The job we ask you to do is ever more complex and dangerous. That is why I want to make it clear that I am on your side and that I’ve got your back.

“Tackling the bravery, commitment and sacrifices of both serving and former officers. And I stand with you; the brave men and women of our police.”

She paid tribute to PC Andrew Harper, the Thames Valley officer killed while on duty earlier this year, describing him as a hero.

She praised the Police Federation for the ‘key role’ it plays saying: “Whether it is engaging with Government, supporting families or, helping officers who have been assaulted, the organisation continues to work tirelessly to represent the interests of the rank and file.”

And the Home Secretary said she was committed to strengthening the relationship between the Police Federation and the Home Office, adding the 100-year anniversary of the Federation was a ‘remarkable achievement’.

She also spoke about how one of her highlights as Home Secretary, so far, had been working with Federation chair John Apter, saying it is ‘completely right that he is holding myself and the Government to account on our commitments’.

One of her first acts as Home Secretary was to begin the recruitment of 20,000 extra police officers and she also said she believed it was the job of the Home Secretary to give police officers the protection they need and empower officers to do their jobs, hence the £10 million of ring-fenced funding for Tasers.

She told the hall: “As crime becomes more violent, the assaults are increasingly brutal. Many of you will have been hurt. Many of you will have seen friends and colleagues subject to abuse in the line of duty.

“It takes extraordinary courage to keep running to the front-line to face that threat, day in day out. But, for you, your sense of duty comes first.”

She concluded: “As long as I am Home Secretary, I will always give you the backing you need to keep yourselves and the public safe. So that, together, we can stand for the forces of right, and against the forces of evil.

“Policing is a job like no other. Every day, in every town or city, police officers perform thousands acts of bravery, humanity and compassion.

“You are the ones society expects to run towards danger, to protect the vulnerable and to keep us safe.”

John Apter, national chair of the Police Federation, listens to Home Secretary Priti Patel’s speech to the event.
The national chair of the Police Federation of England and Wales believes now is the time to shape policing for the next 100 years and pave the way for change.

John Apter was speaking in front of Federation members and reps from across England and Wales, as well as the Home Secretary, at the centenary event.

The national chair heaped praise on Fed reps, calling them the ‘backbone’ of the organisation, and said 60 years on since the last Royal Commission he believed the time was right to ask the public what they wanted from their police.

“In that 60 years the UK population has increased by more than 14 million people, who all need the police. That’s why I genuinely believe that the time has come to ask the public what they want from their police: is the current model of policing right for the next 100 years?” he asked.

“We have a funding formula which sees a disparity in what people in one force area can get compared to those from another. It’s a postcode lottery of funding that is grossly unfair. We have a structure of 43 separate forces. Is this right?”

Much of his speech was centred around the Federation reps, as without them the Federation would not exist as it does.

“The welfare of our colleagues is what drives us; it motivates us all. Looking out for, and looking after our colleagues, is what we do. And let’s not be ashamed to say, we do it really well,” he said.

“I know many of you juggle your day job as a police officer with that as a Fed rep, very often working in your own time for those you represent, often without thanks or recognition. Well, today we give you that thanks, and that recognition.”

Looking back at the last 100 years, John spoke about how the early years of the Federation were consumed with police pay, with little time for welfare and support issues.

He went on to highlight the most recent successes – the increase in funding for Taser, the Police Covenant, which will provide greater protection and support for officers suffering physical or psychological trauma, and the Protect the Protectors campaign which resulted in harsher sentences for those who assault blue-light workers.

And he paid tribute to officers who have lost their lives in the centenary year: PC Andrew Harper, Thames Valley Police, PS Colin Fox, Metropolitan Police, PC Kevin Flint, Thames Valley Police.

He concluded by saying the Federation would continue to work with the Government but in return officers needed to be treated with the recognition and respect for the difficult, dangerous and demanding job they do and should be paid fairly.

He said: “The Fed reps of 100 years ago built the very foundations of our organisation. We are now building the legacy. Together, united, we will continue to do the very best for those we represent: our colleagues and our members who deserve nothing less.”
Three officers who had received excellent support from the Federation gave an insight into how the organisation makes a difference to its members in a centenary event session called ‘What matters most’.

Custody Sergeant Zoe Bradstreet from Surrey Police explained how the Federation was continuing to provide support during a four and a half year – and ongoing – case involving a death in custody.

On Day 1, she said, the Federation was there for her, offering her a comfort blanket and virtual hug. Crucially, Zoe explained, the Federation could see the signs of stress within her and the impact the case was having on her husband and her children, pointing her towards counselling which had helped give her strategies to cope. The Federation, Zoe added, had become like family to her, providing support 24 hours a day when she needed it.

Ché Donald, vice-chair of the Federation, said the impact of such cases on individual officers was phenomenal with many being made to feel like criminals when they were just doing their jobs. The psychological impact could last a long time, he explained, with there being nothing worse than being accused of something you hadn’t done.

This was also picked up on by James Holden, a Hampshire response driver, who was prosecuted for dangerous driving after what he felt was an ‘uneventful pursuit’ involving an offender with 150 convictions.

His Fed rep was the now national chair John Apter.

“I can’t thank John enough,” said James, who is now a Fed rep himself on the Isle of Wight.

Acquitted at court after an eight-day trial, he said the build-up to the hearing really took its toll on his mental health and that of his wife, also a serving police officer.

Ché told the audience that while it was right for there to be inquiries to find out what has happened, particularly in relation to the loss of life, it shouldn’t be a witch-hunt and nor should it be assumed that someone has done something wrong rather than it being appropriate police action in dangerous situations. Inquiries into officers were often taking longer than murder investigations.

Mick Johnson, a Cleveland officer with 28 years’ service, explained how he was treated for PTSD after an incident in which he ended up with a relatively minor physical injury but a massive impact on his mental health.

Repeated exposure to traumatic incidents meant that around 20 per cent of officers are thought to be suffering from PTSD and this is why the Federation, Ché said, believed there should be a wraparound welfare provision for all officers, something that had been developed over the last 10 years through mental health support programmes, for example, at the Flint House rehabilitation centre and the Welfare Support Programme.

He also called on officers to support each other, by asking colleagues if they are OK and encouraging them to talk about how they are feeling but urged forces to invest in preventative tools rather than reacting when someone has a mental health crisis.

Some forces were talking the talk, he said, but not walking the walk with policies in place but no evidence of what they were actually doing. The Police Covenant could help to ensure there is not a postcode lottery in terms of the support available to officers.
“It’s nice to relax knowing my divorce settlement is sorted.”

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Pledge to increase sentences for assaults on police

Sentences for those who chose to assault police officers could be doubled, the Home Secretary has announced.

Violent offenders who assault officers and other emergency service workers currently get up to 12 months in prison but this could rise to two years, following the announcement by Priti Patel.

She made the pledge at the centenary event in London, saying: “One of the first acts of the next Conservative Government will be to consult on doubling the maximum sentence for assaulting police officers and other emergency service workers, taking the maximum sentence from 12 to 24 months in prison.

“We are going to make the thugs who attack police officers think twice.”

The Assaults on Emergency Workers (Offences) Act 2018 was introduced in November 2018 following the Federation’s successful Protect the Protectors campaign.

Ms Patel said: ‘I’ve been appalled by the increasing numbers of assaults on our brave police officers and am not going to stand for it.’

National award for pioneering sergeant

The starting salary for new recruits is ‘unrealistic’ and will ‘definitely’ make recruiting 20,000 new officers harder – according to the chair of the National Police Chiefs’ Council (NPCC).

Chief Constable Martin Hewitt made the comments when he was part of a panel session on policing prioritie.

He was asked whether a starting salary of £18,000 will affect the ability to recruit 20,000 officers and replied ‘definitely’.

He continued: “What we’ve found is starting salaries differ considerably around the country, but I don’t think that figure is a realistic figure for someone who is coming into policing.

“When we put the bid in to the Home Office for the funding, we set a mid-level range. We’ve got to have those conversations because we want people to come in with certain skills and aspirations.

“We’ve got to work to get to a point where the starting salary is an acceptable starting salary and the ability for someone to earn more as they progress in their career is there.”

Sir Thomas Winsor, HM Chief Inspector of Constabulary, who was also on the panel, said to improve diversity within the police service recruitment had to be based on merit and policing had to be made as attractive as possible through pay and conditions.

He also said that reforms on over-time and linking pay rises to performance in terms of skills and contribution could have ‘been more radical’ when he was asked if he would change anything in the two reports published following his independent review of police officer and staff remuneration and conditions, in March 2011 and March 2012.

He was critical of the state of the whole justice system, calling it dysfunctional and citing, among other things, the state of prisons and the outsourcing of probation. The key challenges ahead would include implementing the 20,000 new officer uplift and the increased complexities of crime and he called investment in new technology ‘the golden key’ to tackling crime. He also expressed concerns around officer welfare.

Other topics discussed in the panel session included increasing pressure put on officers to respond to mental health call-outs, with the director of the College of Policing, Bernie O’Reilly, saying officers were not the best equipped to do so.

Sir Thomas warned the pressure being put on forces is ‘unsustainable’ with officers under ‘intolerable strain’ due to failures within other public services.

The panelists also gave their views on the need for investment in technology, whether 43 forces was the right model for policing and boosting diversity.

Policing priorities considered in panel session

Lancashire custody sergeant Hana Alayi-Moore has received the Police Federation’s National Women in Policing Award for her tireless work for colleagues.

Hana introduced ‘Maternity Buddies’ - a training scheme for male and female volunteers to support colleagues expecting a child or going through the adoption process. She also chairs a Menopause Action Group and a Divisional Wellbeing board and these, along with the ‘Maternity Buddles’ scheme, have been adopted as best practice.

On receiving her award from the Metropolitan Police Commissioner Dame Cressida Dick at the Federation’s centenary event on 21 November, Hana said: “I feel privileged and proud and somewhat overwhelmed.”

Talking about her focus on wellbeing, she added: “Leading by example, I actively motivate and encourage others to be passionate and positive about their work by adopting a positive team culture.”

Dyfed Powys Police Federation www.dppf.org
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