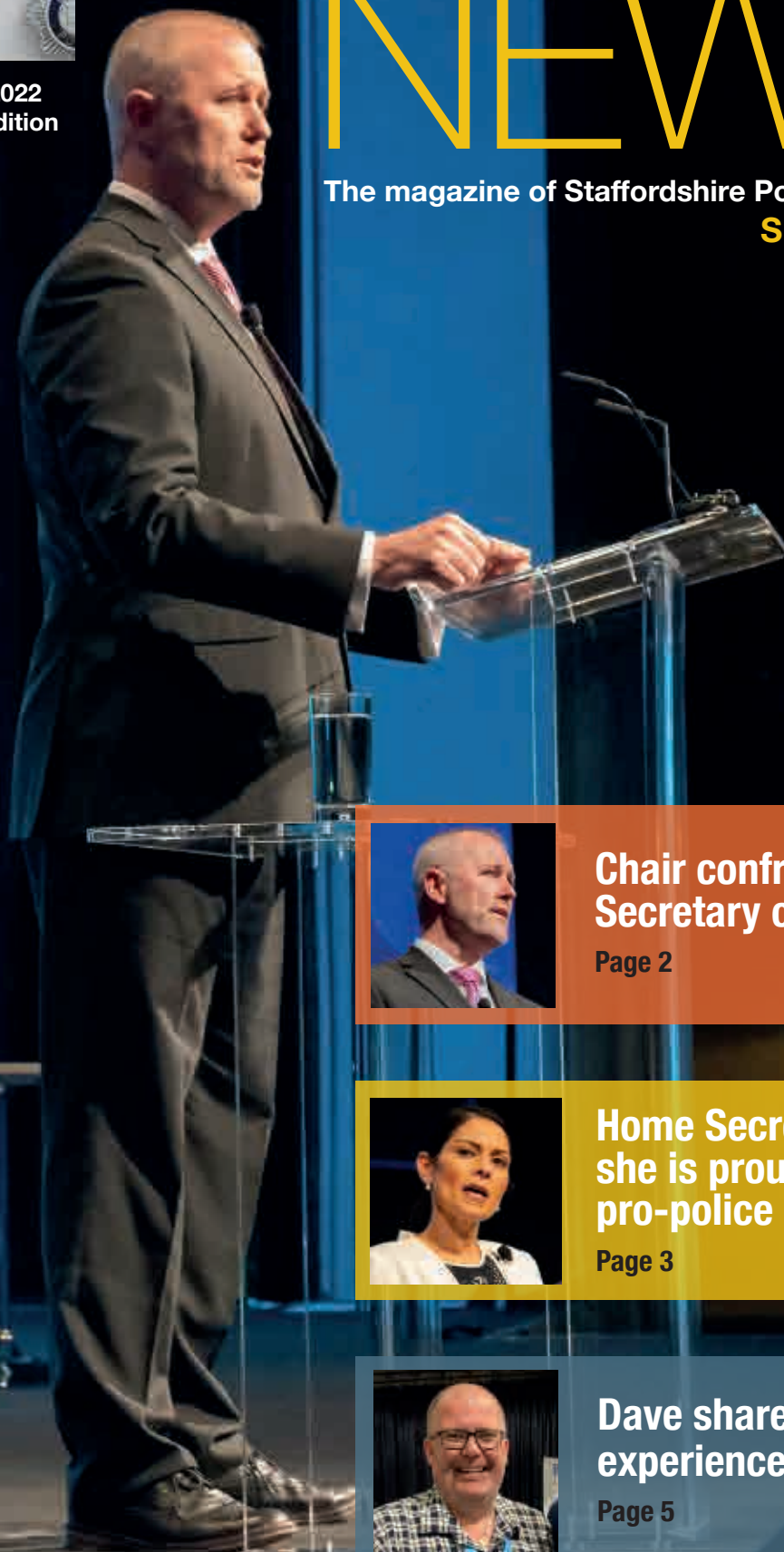


# FEDERATION NEWS



National Federation 2022  
conference special edition

The magazine of Staffordshire Police Federation  
**SUMMER 2022**



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# Our secretary says

By Glyn Pattinson, secretary of Staffordshire Police Federation

Welcome to this conference special edition of our members' magazine.

The 2022 Federation national conference was the first to be held in person since 2018 so we felt it was important to share as much detail as we could with the wider membership.

We took a small group of our workplace representatives as delegates to conference and I am sure they will be able to help you if you would like any more details on the topics discussed.

For me, our new national chair, Steve Hartshorn, made a promising first keynote address to conference. He set out his stall, as it were, and we now have to see how he can take the Federation forward.

Sadly, the Home Secretary did not instill me with any kind of hope that we are going to be able to rebuild our fragile relationship with Government.

The sticking point is the very nature of the pay review process, a process in which the Government constantly interferes despite the fact that it is supposed to be independent.

If we are to move on, the Government has to honour the independence of the pay review body.

**COVER PHOTO:** Federation national chair Steve Hartshorn making his keynote address to conference in Manchester.

Conference photographs courtesy of Anderson Photography.

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# National chair confronts Home Secretary on pay



Newly elected national Federation chair Steve Hartshorn.

"Home Secretary, what has gone wrong?" asked national Federation chair Steve Hartshorn as he scrutinised Priti Patel during his keynote address at this year's annual Police Federation conference.

In keeping to his promise to continue the fight for better pay, Steve voiced his frustration at hearing his colleagues are struggling to feed their families and are going to food banks.

He said it angers him to hear of "good and experienced people talking about leaving the job, not because they want to, but because they can't afford not to."

He added: "Home Secretary, what has gone wrong? Why are my colleagues one of the only groups of frontline public sector workers being penalised in their pockets?"

"This cannot go on. It's time for change."

"I don't apologise for cutting to the chase, and I don't apologise if I sound frustrated – I am, as are our members."

He continued to reveal that recent statistics, following a poll of 2,000 members of the public, show that 75 per cent believe the police deserve a pay rise in line with inflation.

Furthermore, 79 per cent agree that dangerous jobs, like police work, deserve the pay to reflect the work.

"That's not us saying it Home Secretary, these are the views of the public," he said, "Your electorate."

He said that officers are 'told they are brave, they are told they do a unique job.'

He explained: "They were thanked for putting themselves and their families in danger as Covid gripped the country, and yet that acknowledgment amounted to nothing."

"All we are asking from the Home Secretary, is for a similar pay process to the one that you and all 650 MPs have. We are not asking for special treatment. We are asking that you remember and recognise our special responsibilities and unique status with the restrictions on our private lives and the lives of our families."

As well as pay, Steve addressed issues surrounding pensions, presence and pride.

"It's not unreasonable to have long-term clarity over pensions so that people can plan for their futures with certainty," he said.

"And pride, I want police officers to be able to

have pride in what they do and be treated with the respect they deserve."

In terms of presence, he explained: "Government, Police leaders and the media must listen to us and hear what we say, because we are the undisputed voice of policing."

Steve, who became national chair on 1 April this year, spoke of representing 139,000 members across the nation, and made an impassioned plea for the Home Secretary to work towards creating a new medal for all emergency service workers killed on duty.

He also pointed out: "And Home Secretary, when we raise issues with you, we don't do it to cause problems, we do it to make you aware of what police officers are telling us. We are their body, their voice – in statute, in law. This is what makes us different from other groups in policing."

Steve ended by asking for change from the Home Secretary, after making no apologies for his list of demands given during the address.

"I make no apology for this being such a long list of asks. Some come at a cost, but others are free, and while they cannot happen overnight, next week is a great time to start," he concluded.

"And this is all I will ask of you today, Home Secretary, so on behalf of my colleagues across England and Wales, it's time for change."

## OUR REPS SAY...

Steve spoke well, covered several topics, asked for a lot but could have really pushed the message about pay and hardship felt by officers more.

Christopher Rodger

The speech was very clear and passionate. He spoke about challenges and issues which policing is facing which he believes are in desperate need of fixing. He spoke directly to the Home Secretary and was very forward with what he expects from her.

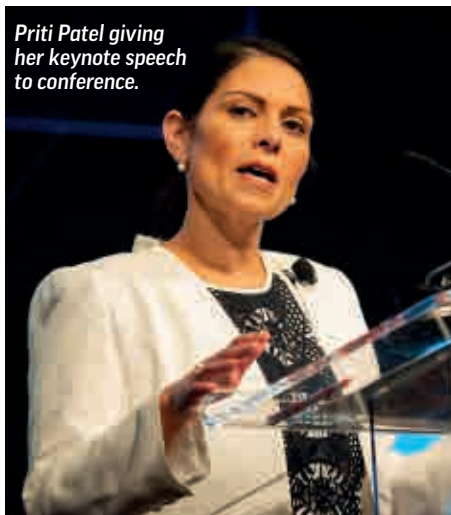
Sam Jackson

Plenty of opportunity to hold the Home Sec to account but missed opportunities here.

Lee Robinson

# Home Secretary says she is proudly pro-police

Priti Patel giving her keynote speech to conference.



The Home Secretary says she's proud to see Harper's Law coming into force following a campaign backed by the Police Federation of England and Wales.

Priti Patel praised Lissie Harper for her campaign for mandatory life sentences to be given to the killers of emergency services workers following the death of her husband, PC Andrew Harper.

She said: "Lissie Harper campaigned for this very bravely and effectively, with the full-throated support of the Police Federation.

"Harper's Law means mandatory life sentences for people who kill an emergency worker while committing a crime.

"There will also be an increase in the maximum penalty for assaults on police officers and other emergency workers - from 12 months to two years in prison for common assault or battery."

Ms Patel said Harper's Law was one of a number of measures in the new Police, Crime,

Sentencing and Courts Act requested by the Federation.

She said she had introduced a new test to assess the standard of officer driving.

"Should an officer be involved in a collision, the courts will now be able to judge their standard of driving against a competent and careful peer with the same prescribed training, rather than with a member of the public," she said.

"I want our highly trained officers to have the confidence they need to fight crime effectively."

Ms Patel said that the new act would "better balance the right to protest with the rights of everyone else".

She said: "As ever, you have not hesitated to put yourselves in harm's way, while a selfish minority of protesters have used guerrilla tactics such as blocking motorways and locking on to oil tankers.

"I know whose side I'm on."

Ms Patel told delegates in Manchester that she was "proudly pro-police".

She told the conference she was relaxing the five conditions on the use of stop and search powers under Section 60 of the Criminal Justice and Public Order Act in areas they anticipate serious violence.

The Home Secretary said: "I listened carefully, and you were very clear: stop and search is a vital tool in getting knives off our streets and saving lives."

She also announced that Special Constables could be given powers to carry and use Taser.

She added: "Your voices called for these changes, and having waited too long for a Home Secretary to be on your side and listen to your calls for change, I listened and have acted."

Ms Patel urged the Federation to engage with the Police Remuneration Review Body (PRRB).

The Federation withdrew from the pay review body last year, describing it as "not fit for

purpose".

She said: "It is imperative that Steve (Hartshorn, the Federation chair) and I work together on pay and pensions. I promise you that I will continue to champion your cause in Whitehall."

Ms Patel said that the Government's Uplift programme to recruit an additional 20,000 police officers was "well on track".

## OUR REPS SAY...

*The Home Secretary's speech was pointless platitude and no substance. Might as well not have attended. The debate section after the Home Secretary's speech was lacklustre and could have pushed home why we are not at the pay review body table.*

**Christopher Rodger**

*I found the Home Secretary offered nothing but soundbites and talked a lot about how good she was but offered very little in terms of substance around how she was going to improve things for serving officers.*

**Dave Stubbs**

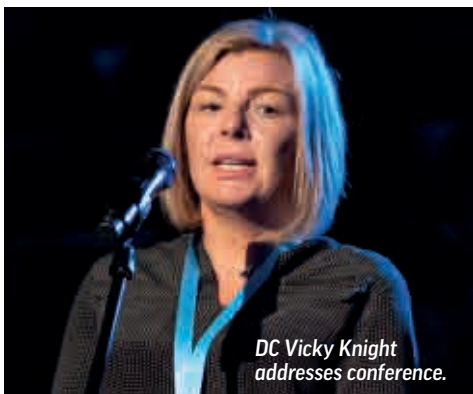
*A lot of waffle without saying much at all. Disappointing.*

**Lee Robinson**

*The speech from Priti Patel was underwhelming, predictable and showed no real understanding of what we do. I was expecting to hear positivity for the future. Lacked empathy and would not commit to the discussion on pay knowing full well that is one of our greatest concerns.*

**Rebecca Mulcahy**

## Welsh detective explains reality of pay freeze



DC Vicky Knight addresses conference.

### NORTH WALES REP BRAVELY LAYS BARE HER FINANCIAL STRUGGLES AS SHE CHALLENGES HOME SECRETARY

A detective based in Wales challenged the Home Secretary over the impact of poor police pay and rising inflation.

Struggling single mum DC Vicky Knight said she had resorted to visiting food banks and asking her parents for money.

Vicky, a North Wales Federation representative, asked Priti Patel: "Could you live on £1,200 a month?

How about £1,400?"

Vicky, an officer for 23 years, said she borrowed money from her 69-year-old mother to help pay for petrol.

"I work with the most vulnerable members of our community and I love my job, but if the rates of interest go up, and I can't pay for my mortgage and I can't pay for my fuel, I am not going to be able to continue to go to work," Vicky said.

"I went to see an accountant, and the advice was: leave the police, work for 22 hours a week, and claim benefits, and you will be better off.

"I tell this story not because I'm here for sympathy, I just want to be heard. I stand here to represent myself and many people in the Force that are like me.

"We are desperately struggling to do the job that we love and to make ends meet at home. So, I need you to be on our team and to help us, to represent us, to get us fair pay."

Ms Patel replied: "I think it just really illustrates so strongly and powerfully why we need to actually find solutions to pay issues and actually give you the support that you rightly deserve. We have to move this forward. You have that commitment from me, you absolutely do."

Afterwards, Vicky, who works in the child

protection and vulnerable adults department, said: "I was reaching out to the Home Secretary, professional woman to professional woman. But she looked dumbfounded, I don't think she knew what to say.

"I've never struggled this much. The cost of living just seems to be going up, as the wages go down.

"It's embarrassing. I'm a professional woman and I'm begging my mum to let me have some of her pension pot, just to make ends meet."

If mortgage rates increase, Vicky says she will have no other option than to sell her home.

"When it comes close to pay day, I literally haven't got any money. I have to think about everything, including how much petrol I have and where that will allow me to go.

"How embarrassing, I'm 46-years-old and I might have to ask my parents if I can move back in with them."

Despite struggling financially, Vicky says her passion remains for the job.

She adds: "At the minute, I feel like we're on the Titanic, you know that bit at the end, when it's sinking and it's just about turned - I feel like the scales have tipped and we're now on a sinking ship."



# Olympian's praise for police



Kriss Akabusi delivering his highly animated, entertaining and inspirational session.

Former world athletics champion Kriss Akabusi MBE thanked officers for the "selfless work" they do as he helped open this year's conference.

The athlete described the police as the "glue that holds this community together", as he addressed the auditorium for the first session of the two-day event in Manchester.

The Olympian and five time gold medallist talked about fellow athlete Derek Redmond, who was hit by heartbreak when his hamstring tore while running the 400m during the 1992 Olympics. Determined not to give up, Derek was supported over the finish line by his father, Jim.

"Think how many times you get people across the finish line," Kriss said to conference. "When I think about British policing, I think about how many times do you get people across that finish line."

"Whether it's road traffic collisions, reports of domestic violence, murders, robberies and rapes, you are there, getting people over that finish line."

He continued to say that while newspapers are full of negative news, imagine if we could be talking about how the police get people across the finish line.

"You the British police, I believe you're the

very best at what you do," he added. "But we need to remember, the past is always for reference, not for residence."



Kriss Akabusi with Staffordshire reps Rebecca Mulcahy (left) and Claire Bond.

## OUR REPS SAY...

Kriss Akabusi and his amazing energy were a highlight of conference. It was interesting to hear how he fed his experiences, both personal and career-wise, to guide and change his future and how that was similar to what we as police officers face on a daily basis. He said: "Your decisions define your destiny."

His mantra of team work and support from our forces gets us over the line even when that finish line looks so far away and unobtainable. He said: "Things fall apart when the centre doesn't hold."

We need to own how much influence we have over others' lives including our own, saying: "Nobody cares about how much you know, they want to know how much you care."

His mantra was "dream big".

And he also asked: "Life exists, you may contribute a verse, so what will your verse be?"

What we have been through over the last couple of years is unprecedented and the start of the next chapter is the start of something new and with that brings the start of hope.

Personally, I felt proud that Kriss was identifying our role as protectors, that police officers were similar to him as a professional athlete. I felt very proud to be a police officer and that someone was actually saying they too were proud of what we do on a daily basis. He made me feel that anything was possible.

**Claire Bond**

This was my first conference and I wasn't expecting Kriss Akabusi. His speaking was fun and interesting but a bit pointless and what did it have to do with anything else in conference? It felt like an add-on, a bit of entertainment with little to no purpose.

**Christopher Rodger**

Kriss Akabusi's input on change. Wow!

**Lee Robinson**

He was such an inspirational speaker and it was a privilege to hear him speak.

**Rebecca Mulcahy**

# Dave shares his experiences

Dave Stubbs (left) chats with the new national Federation chair, Steve Hartshorn.



## Staffordshire Police Federation representative raises awareness after surgery for brain tumour

Popular Staffordshire Police Federation workplace representative Dave Stubbs has not long returned to work following surgery after a brain tumour diagnosis but used conference as a means to raise awareness of brain tumours.

Dave was fully supported by the Staffordshire Federation branch and national colleagues and was able to speak to numerous officers from all over the country

raising awareness.

He explained: "I was also able to do some fund-raising for a small but amazing brain tumour charity that has helped me through my journey. The charity is Brain Tumour Support and it provides fantastic support for those diagnosed with a brain tumour, their family - including children - and carers. They will provide support at any stage of a person's journey from initial



Dave also met Kriss Akabusi who visited the exhibition area after his speech.

diagnosis to end of life support and beyond.

"Over the two days of conference I was asked by a number of Federations to help raise awareness in their own forces and I even did a five-minute podcast for Cheshire Police Federation.

"I met some amazing people but my highlight of the conference was meeting the sporting legend Kriss Akabusi who took time to talk to me about my brain tumour journey and also about the Brain Tumour Support Charity. He is very genuine and a lovely guy."

Journalist George Pascoe-Watson (left) with Federation secretary Alex Duncan and deputy secretary John Partington.



and inflation, that is just eroded within a millisecond and it is not going to do anything for them.

"So, I think there are big problems ahead. We have relied on food banks for some time now and it is only going to get worse."

National secretary Alex Duncan told the pay and conditions session that police officers were being forced to quit the service for financial reasons.

He said: "I heard that a member of the Government has suggested one of the solutions for people struggling with the cost of living crisis was to go and find a better paid job.

"It would appear that with seven out of ten police officers already thinking about leaving, maybe that will be the outcome. But it doesn't sound great for the British public or the police service."

## Officers using food banks

### Warning about worsening financial problems for officers

**P**olice officers are struggling to make ends meet and some are turning to food banks to feed their families, the Police Federation annual conference has heard.

National deputy secretary John Partington told delegates that the cost of living crisis and hikes in National Insurance contributions had left some members in dire straits in the wake of last year's zero per cent pay offer.

And he warned of worsening financial problems for many officers unless they were offered a fair pay deal this time round.

Speaking during a session on pay and pensions on the opening day of the Manchester conference, John said: "It's not just food banks, it's

going for pay day loans, it's going to family and friends to get extra money.

"We have evidence of police officers waiting outside the supermarket just before midnight before their pay goes into their bank account so they can do a shop."

John said the pay rise given to officers earning less than £24,000 a year amounted to very little in real terms.

He told delegates: "If you look at the pay award last year - £250 for the lower paid officers - and then start taking the tax and National Insurance and pension off that you are actually talking about £12 or £13 a month.

"With all the increases in the cost of living

### OUR REP SAYS...

*Officers are feeling very undervalued but this is not only a physical issue and resulting in more officers using food banks and pay day loans to try to make ends meet, but also psychological issue where officers suffer low morale and this affects their mental health. This will only get worse due to rising prices and inflation rising to nine per cent. Pay less, get less and you will have an inferior model.*

*So the question is: "Does the Government value us as police officers? The uplift programme is not enough. British policing is a vital part of our society and we need to see some organisational commitment. Consistency is key, all 43 forces need to find a middle ground with all the issues surrounding pay and conditions.*

**Claire Bond**



# Conference panel discusses issues around ill-health retirement

"There is a person at the end of the policy" agreed the panel as they discussed navigating ill-health retirement at this year's Police Federation of England and Wales annual conference.

The session involved National Board member Gemma Fox, South Wales Police Federation secretary Leigh Godfrey, senior solicitor for Taylor Law Mark Lake, and ill-health adviser at the Metropolitan Police Paul Turpin, all highlighting the need for forces to be more compassionate during the ill-health process.

Gemma reminded the auditorium that these "are people, our colleagues" and that the current process "leads to them feeling more undervalued".

"Currently the ill-health retirement process is adversarial, leaving officers feeling even more devalued and more unwell at the end of the process. As a Federation, we need to understand the value of ill-health retirement," she said.

"Forces need to understand there are people at the end of the process, these are real people who are not going through this process by choice, they are going through it because they are unwell or injured."

Gemma said the best thing that could impact the process is an added element of compassion and understanding that police officers need support.

She continued: "Forces need to step back and look at their own processes and really ask themselves, if they were going through that process, how would that make them feel?"

During the session, it was stressed that there

is not simply one process that is followed by each branch but instead 43 different ways of approaching ill-health retirement, depending on the force.

Leigh, who is South Wales Police Federation ill-health retirement liaison officer, said: "The process has become really adversarial and the inconsistency across forces is just phenomenal.

"What I would ask forces and pension authorities to remember is that there's a person at end of this policy and it's an arduous policy and it really does damage the people going through it."

**"We need to help people retire with the dignity and respect they deserve."**

A video, which opened the session, showed Leigh urging those attending to remember the importance of ill-health retirement.

He said: "We need to help people retire with the dignity and respect they deserve."

He cited a case he is working on, where the officer was left with significant mental health issues.

"This officer was so unwell he couldn't put on police uniform, it made him physically unwell. They allowed him to come into work in plain clothes, but he was surrounded by uniformed

**National Board member Gemma Fox outlines the issues officers face.**



officers, so it had a detrimental impact on his mental health.

"He is still too unwell to speak about his experience. Unfortunately, he has had to go through this really distressing process to get that assessment."

Leigh said: "If we're struggling now, how will we meet demands as the retirement age gets older? There's a person at the end of the policy, so let's start putting these people first."

## Calls for more cultural awareness

### Conference looks at the disproportionality within the conduct process

**P**olice forces will fail their communities if they do not understand or interact with them, a session on cultural awareness heard.



**Paul Odle from the race, religion and belief group.**

Tiff Lynch, Police Federation National Board member and conduct and performance committee secretary, introduced a break-out session discussing how a lack of cultural awareness impacts on the disciplinary process.

She said: "These officers are referred to professional standards more often and more of them face management action as a result."

Paul Odle, chair of the Federation's race, religion and belief group, spoke about being a black officer of 31 years in service and said: "We were discussing these issues 30 years ago and I'm sick to death of talking about this agenda. If we can't treat protected characteristics correctly within the service, we can't treat the public correctly. We need to get actions so that we are not having these similar conversations ago in another 30 years."

"We can't keep playing the blame game and calling police officers racist," he said. "But we need to get better at understanding our communities. If not, we create problems. I think we need to have that bit of extra training."

T/DCC Tyron Joyce of West Yorkshire Police talked about a plan coming forward from the National Police Chiefs' Council and the College of Policing to address the negative experiences of black people and with the intention of creating an anti-racist police service.

He said: "If the vast majority of police officers and staff say they would not tolerate racism, how can we explain some of the disparities in the way we act? This plan is not saying police officers and staff are racist but some of our policies and practices appear to be disproportionate."

"If the only time a police officer sees the black community is when they are in crisis, or the only time they see us is in crisis, I understand how prejudice can occur on both sides."

Sal Naseem, regional director of the IOPC, added that officers from marginalised groups need to be welcomed into policing and their difference valued. If not, then all the work that has been done in recruitment to make the service better resemble the make-up of England and Wales would be for nothing, he said.

# Officer welfare focus needed on mutual aid operations

Officer welfare should always be at the front and centre of mutual aid operations, the Police Federation conference has heard.

A panel discussion heard there was a need for deeper understanding of the issues faced by planning teams behind major operations such as the G7 talks in Cornwall and the COP26 event in Glasgow, which between them saw more than 15,000 officers deployed.

The Federation has a key role in supporting officers on mutual aid deployments offering services from providing refreshments and helping with accommodation to representing members in disputes about over-time, rest days and leave.

Federation National Board member Steve Taylor said the police service had made improvements in the way it dealt with issues around accommodation, food and welfare at mutual aid operations but said there was lots of room for improvement.

He said: "With these planning operations, being involved from the early stages will allow lessons learned from previous deployments, around accommodation standards, food provision

and the wellbeing of our officers, not to be repeated again.

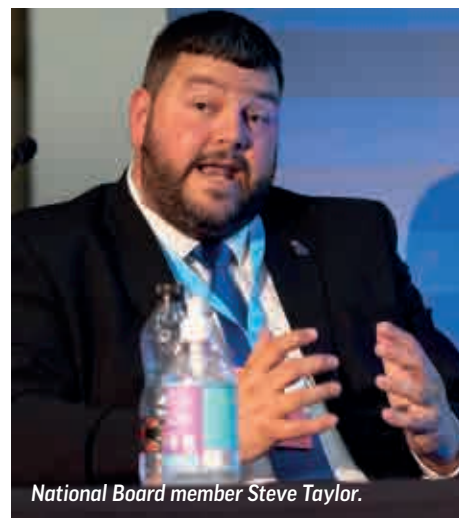
"We need to understand that many, if not all of our members, are volunteers and the public won't see that. So, we need to make sure that our volunteers are taken care of while they take care of us."

Essex Police Chief Constable Ben-Julian Harrington acknowledged the need for a new framework covering mutual aid.

He said: "There needs to be clarity from the get-go for people who will be going on deployments. If the officers who are deployed are well taken care of, you will see that morale lift."

National Federation treasurer Simon Kempton said mutual aid had become so prevalent it was important to get things right for members and also the public.

Owen Weatherill, Assistant Chief Constable of Hertfordshire and National Police Coordination Centre (NPoCC) strategic lead, told the audience: "We need to show the public a unified front, one that shows we work well together, and this is a testament of the professionalism for everyone



National Board member Steve Taylor.

that is deployed."

The panel recommended a review of existing rules and regulations and called for work to be done on areas not fit for purpose.

## Was policing prepared for influx of new recruits?

### Panel session puts the spotlight on the Police Uplift Programme

Is the Police Uplift Programme more than a numbers game? This was the question put to a panel of experts on the opening day of conference.

The session was opened by Dave Bamber, National Board member, who said it was "impossible to argue" that the Government's promise of a 20,000-officer uplift was not welcome, adding "the service needs more staff".

However, Dave questioned whether policing was prepared for the influx.

"Having hollowed out the training departments and reduced tutoring to a minimum, were we ready take these officers in? Have they developed into an efficient and effective workforce, or have we just been playing a numbers game where we now have 20,000 more people but not necessarily 20,000 more police officers who are capable of doing the role?" he asked.

The question was picked up by the panel, which comprised of Mark Jones, secretary of North Wales Police Federation, Kurtis Christoforides from Police Now, Jo Noakes representing the College of Policing, Dr Sarah Charman a professor of criminology, and Sarah Davenport speaking for the National Police Chiefs' Council.

Mark painted a picture of trainees who were stressed and struggling to cope with the pressures of a demanding full-time job, with full-time studying, plus poor pay and cancelled rest days. He said this reality contrasted with the Home Secretary visiting forces and being told "what she wanted to hear" – that everything was well.



North Wales Police Federation secretary Mark Jones.

And he compared the uplift programme to the misselling of PPI: "We're not being honest with people about the trauma they are going to see. We're not telling them that they are going to have to work night shifts, that they will have to work Christmas. In this drive to get people through the door, we've let slip the reality of what policing is."

The session heard that the current 139,000 police officers in England and Wales includes 31,000 new recruits. This represents an uplift of 13,576 officers once those leaving or retiring are factored in.

Dr Charman, a professor at Portsmouth University, spoke about a four-year study she has carried out into police officer retention. The number of officers resigning had risen by 104 per cent at the end of 2020 compared to 2012,

she said.

Reasons for this vary but include poor leadership, excessive workloads and a mismatch between expectations of the job and the reality. There were personal reasons for leaving relating to mental and physical health and stress, as well as a "sense of organisational injustice – officers feeling a lack of voice, autonomy, lack of progression and also bullying and harassment," she added.

Kurtis, a director at Police Now, said the recruitment market is changing and the idea of a life-long career was increasingly a thing of the past.

"People want a portfolio career these days," he said, "That goes hand in glove with a more flexible entry and exit into the service." wellbeing of our officers, not to be repeated again.

"We need to understand that many, if not all of our members, are volunteers and the public won't see that. So, we need to make sure that our volunteers are taken care of while they take care of us."

### OUR REP SAYS...

*The number of officers resigning or retiring was not mentioned which sometimes gives a false reading of how we have actually increased the workforce in England and Wales.*

*It was clear that the organisation needs to give as well as take from their employees. Those who are in a position to make a change need to implement that change and not just talk about it. Leadership investment was discussed and potential time given to training and help with promotion.*

**Claire Bond**

# Pensions focus

**P**olice pension arrangements have failed to put all officers on the same platform and have caused widespread confusion and misinformation about how they are calculated, the Police Federation annual conference has heard.

Day one of the 2022 conference closed with a panel discussion on what has become one of the most contentious issues for police officers across England and Wales.

Simon Horgan, field officer for Metfriendly, which offers financial services and products to police officers and their families, said individual officers should establish an exit point to help them with their payment calculation.

He told delegates: "Being aware of your exit point is very important as we are dealing with lots of myths around pension calculations.

"Find out your exit points. Some are affected more than others. That is why it is important to know what is a good exit point for you."

National Federation vice-chair Ché Donald said there was a disparity in pension benefits to police officers because of the changes to the pension scheme.

And national secretary Alex Duncan told the conference: "We have raised with the Government issues with the scheme advisory board. We think the Government can fix it in a number of ways."

Speaking at an earlier session on pay and conditions, national deputy secretary John Partington said the police pensions system was not working.

He told delegates: "I think it is important to point out that the Police Federation position on this is very clear: that officers should have stayed on the pensions they joined because people plan financially and plan for the future and when things change it is not great.

"The Government then lost the court cases, as Federation reps know very well, but what they have been slow to do is actually put the proper mechanisms and legislation in place to enact it.

"They did the first bit of legislation to ensure all serving officers know if they are paying into a pension scheme or paying into the 2015 care scheme but what they have not done is put the mechanisms in place to address the more detailed problems of moving people across pension schemes

"So essentially the first legislation is a bit of paper saying as of this day you stop accruing in the scheme and move to this scheme and we'll deal with the harder stuff sometime later on.

"All officers should have stayed in the original schemes and I think the Government is in danger of spending a lot of money to fix a problem which it created itself."

*National Federation vice-chair Ché Donald.*



## Conduct system 'could collapse' over indemnity row

### Panel discusses modernising hearings and asks if change is needed

**T**he misconduct process "could collapse" due to a legal ruling which means that panellists could be sued for their decisions, the Police Federation conference heard on the Wednesday morning of the two-day event.

In a session entitled 'Modernising Hearings', John Bassett of the National Association of Legally Qualified Chairs (NALQC) set out the view of his organisation that the Eckland case established that LQCs (and any other panellist) can be held liable and, so far, the Home Office has refused to indemnify them or provide immunity.

As a result, the NALQC has advised its members not to accept new appointments, which is contributing to a backlog in misconduct cases being resolved.

John said: "The advice we've given to our members is not something we took lightly. We have put forward a perfectly straightforward one-clause bill to the Home Office and they are prevaricating. Meanwhile, claims continue to be made.

"If the situation is not sorted out the present system is going to collapse because LQCs will not be prepared to put their livelihoods, their homes and their families at risk of financial ruin. If that is the situation then almost by default the position will return to what the National Police Chiefs' Council appears to be seeking which is a return to misconduct hearings being presided over by chief officers."

Chief Constable Craig Guildford of Nottinghamshire Police, who joined the session

via video link, said efforts to improve the timeliness of misconduct hearings – which is best for complainants, officers and families – was not helped by Covid or the NALQC stance, which he took issue with.

Mr Guildford insisted: "For avoidance of doubt, the officers on those panels are covered by chief constables. The delays caused by some LQCs not sitting are not helping officers or public confidence. I don't know of cases other than Eckland where these [legal issues] are being raised. I think we need to get moving."

But John doubted whether police forces would be legally able to indemnify their representatives on a panel. He said this was because of doubts about whether Section 88 of the Police Act applied to officers serving on a panel – and if not the reassurances from chiefs would count for nothing.

The Independent Office for Police Conduct (IOPC) director of strategy and impact, Kathie Cashell, talked about the efforts the organisation has made to speed up the timeliness of its investigations.

She said: "We're really proud of the improvements we've made. Our concerns now are less about the investigation timeliness and more about the proceedings that happen after the investigations. The IOPC improvements have not been replicated in those areas."

Phill Matthews from the Police Federation National Board and the national conduct and performance lead has spearheaded campaigns to highlight the mental health effects and unfairness on officers (and families) due to long delays in completing investigations. He welcomed the involvement of LQCs as a way of "improving public confidence, trust

*Phill Matthews, Police Federation National Board.*



and transparency", and reiterated that the Federation supports their concerns around indemnity.

Phill raised concerns about a return to chief officer led misconduct panels – particularly fast-tracked cases – which run the risk of prioritising dismissals rather than fairness to the officer involved.

He added: "The Federation's main thrust is timeliness. The IOPC has improved dramatically but there are still over 300 of their cases that exceed 12 months and are paused waiting for other processes to happen. That's why we need letters to come into PCCs [which 2020 regulations now allow] so we can put the spotlight on where those delays are happening. Professional Standards Departments in a fifth of all cases that go beyond 12 months haven't written the letter as they are meant to and there is absolutely no comeback."



# ‘Misogyny must be challenged’



The panel (left to right): Manjit Atwal QPM from the College of Policing, Zoe Wakefield and Sam Hawkins from the Women's Group and DCC Maggie Blyth.

The Police Federation is taking steps towards introducing strategies to help tackle misogyny within the service, the 2022 annual conference has heard.

Sam Hawkins, secretary of the Federation's National Women's Group, acknowledged new measures were needed to bring an end to inappropriate and sexist behaviour within policing and said important work on developing new policies was already being undertaken.

She said: "We are waiting for some more up-to-date information from the HMIC but Durham University did a survey for the NPCC in 2019 on diversity and equality and that found 27.8 per cent of female officers reported experiencing derogatory remarks about their gender and 34.5 per cent reported experiencing sexist comments from someone in the force."

She continued: "This is something we are quite passionate about as a women's group and we want any of our colleagues and anyone involved in the National Women's Group to be involved in that so we can get some policies, some toolkits, whatever we need out there."

"We also need to make sure there is a reporting process as well so that people who do want to report or talk to someone about their experiences have more than the PSD or the confidential reporting line and can talk about those small things. If a female officer is made to feel uncomfortable they should be able to talk to somebody about it."

"Despite the horrific, awful things that have been in the media, we understand that not all of our colleagues are predators and behave in that way but we do need men and women to speak out and just challenge that behaviour."

"It takes an awfully long time to change a culture but if we all play a part in it and all do our bit we can try and affect that change much quicker and make the world a better place and policing a better place for our daughters,

granddaughters and any women coming into the organisation in future years."

Opening the panel discussion National Women's Group chair Sue Honeywill explained: "With half of the population being female, it is increasingly important that we understand how the issue impacts, not only within policing but in society as a whole."

She continued: "In simple terms, misogyny is a behaviour towards women which shows either a dislike, hatred or contempt towards women."

Sue told delegates she accepted discussing misogyny within policing was emotive and often divisive as it challenged both men and women to reflect on past and present behaviours and consider their own unconscious biases.

But she added: "We seek to raise the profile of the issues and consider how we can improve understanding and involve culture norms to build an environment where both sexes feel equal and individuals feel empowered and safe to speak up and challenge."

## OUR REP SAYS...

*People need to feel safe to speak up and challenge behaviour. They must not shy away from speaking about misogyny: "Speak up, challenge and change."*

*Changing means to be able to have conversations with supervisors, for this to be normal and no stigma attached. For women to be able to discuss "women's issues" such as maternity, returning to work and so on without misogynistic comments being made.*

*I liked the part where one of the speakers said that there is never a queue for the toilet for the girls at the Federation conference as we are under-represented and she looks forward to the time when she has to queue if we could just positively promote the Federation as fair and equal.*

**Claire Bond**



Jennifer Sharpling.

## Inspiring mum wins Women in Policing Award

An inspirational mother-of-four who juggles working as a police officer with raising her family was presented with the prestigious Outstanding Contribution to Women in Policing Award at this year's Police Federation of England and Wales annual conference.

Jennifer Sharpling, a sergeant in the Metropolitan Police, clinched the title after devoting much of her time to maternity-related issues in the workplace, using her own experiences to become a pioneer in perinatal mental health.

After having her first child in 2016 and suffering from significant mental health issues, Jennifer found there was not any specific support for police officers and staff with these conditions.

Prompted to take action and make change, Jennifer now leads a national team of officers from across the country, who are working together to write a national policy that will better support staff.

She also works closely with professors on research projects, so the police service can really understand the impact perinatal mental health issues have on police officers and staff.

Jennifer is also the co-founder of #BleepKind, a peer support group designed to offer a safe space for police officers and staff to share their concerns surrounding the bleep test, which comes annually for officers as part of a fitness assessment.

The Police Federation of England and Wales presents the Outstanding Contribution to Women in Policing Award to recognise a serving or recently retired officer who has gone above and beyond their job, while on duty.

# Tackling the stigma of suicide

'We need to fight the taboo and that stigma around suicide needs to go if we want to save lives.'

That was the clear message from the *Fighting for your Lives* session at this year's annual conference.

The session examined the reality of officers taking their own lives, with Federation representatives urged to talk more openly about suicide to make it more visible.

Former officer Ed Simpson shared his experience of post-traumatic stress disorder (PTSD), which resulted in him spiralling and ultimately considering taking his own life.

"I remember driving to work and thinking I wanted to kill myself. That should've been an irrational thought, but it was completely rational," said Ed, who worked for South and North Yorkshire Police. "I actually hated myself because I was still alive."

One week later, physically and mentally burnt out, Ed was diagnosed with shingles, which led to him visiting the doctor and being officially told he had PTSD, sparked by witnessing trauma after trauma during his career.

Having been signed off work for a year, Ed received the devastating news his salary would be docked to half-pay, leading to him feeling "totally worthless".

"That same day, I fell out of love with policing," said Ed, who returned back to work after 12 months, before medically retiring three years later.

"The journey to get there ruined me. I will never be the same again."

Ed was joined by CEO Oscar Kilo Andy Rhodes



The panel.

QPM, Greater Manchester suicide prevention programme manager at the NHS Adele Owen QPM, and facilitator of families against corporate killers at Greater Manchester Hazards Centre Hilda Palmer.

Hilda, who has conducted research on work-related suicide, explained her findings revealed 10 per cent of all suicides have a work-related component.

Adele, a former officer with Greater Manchester Police, said supervisors and managers need to be given suicide-prevention training.

Andy explained how Oscar Kilo is spending time working with national charity The Samaritans researching specific factors that are driving mental health issues, as well as how the force can better support loved ones who are bereaved following a suicide.

"Eight or nine years ago, people wouldn't have had the courage to stand up and talk about mental health. What we are seeing, people are more willing to speak out, especially young recruits," he continued.

"We're a long way off but we will get to a point where psychological risk and harm are

## OUR REPS SAY...

*I will be sharing information from exhibitors and encouraging members to use their services such as, THRIVE and Survivors of Bereavement from Suicide. I will also be discussing with Occupational Health and CID how we can use them.*

**Sam Jackson**

*This was very impactful - almost brought me to tears.*

**Lee Robinson**

*I found this input extremely upsetting and emotional. I think I was astounded that people are still being treated in such a negative manner in this day and age. I feel that sometimes as organisations we get it so wrong, that we make people feel as though they do not matter and that the mental health issues that are ever increasing are sometimes underestimated, people are not believed or certainly are given that support.*

*It was so brave of the speakers to share how low they became at times, how they ignored the signs and symptoms and glossed over them in their belief of stereotypical male police officers.*

*I feel that as an organisation/Federation we need to step up and stand up for our members. We must implement a wellbeing plan that allows people the trust and confidence to be able to speak, regular wellbeing support, and training in mental health first aid, and use outside agencies to make that change.*

**Claire Bond**

treated the same as physical risk.

"Ultimately though, it's the employer's responsibility - the force's responsibility - to support these people."

# Police drivers gain better protection in law



Tim Rogers, secretary of West Midlands Police Federation (left) and Simon Hill from the Metropolitan Police Federation.

All police drivers must be 'in ticket' with their training if they are to benefit from the new protections they will receive under the Police, Crime, Sentencing and Courts Act, conference was told.

Tim Rogers, national Federation lead on pursuits driving and driver training, has led a long campaign to bring about the change in law introduced by the act.

Police officers' driving will no longer be assessed by the standards of the careful and competent member of the public but by those of their skilled and trained colleagues.

He said: "We've had this catalogue of shame where officers were on the wrong side of the law, embroiled in lengthy criminal and misconduct

investigations which have caused untold stress.

"We are in a better position because we campaigned for eight years. It's a major achievement."

Tim stressed it was critically important for officers to demonstrate they were up to date with training so they benefited from the new protection and was supported by DCC Terry Woods, National Police Chiefs' Council driving lead, and driver training expert Roger Gardner.

DCC Woods said: "If they can't, and if some people in your forces have slipped out of date, or forces are behind, I would argue this needs to be put on the top of the list, because it's an area of high frequency and high risk. It is really important."

Mr Gardner added: "When this legislation comes through, if your members aren't in date - effectively you are driving against the law. You really need to get on to them and tell them they have got to be trained, and they have got to be in date - if they are not, they'll be committing a criminal offence."

Tim highlighted how officers' driving would be assessed.

"Without appropriate governance, we would have found our campaign for officer driving to be assessed against that of their similarly trained colleagues and it could have led to officers being at more risk of prosecution than less," he said.

"A breach of driving policy could be considered a breach of law, which is why we needed those assessing the drivers through this new legal process to have the professionalism, knowledge and expertise required, so officers have the confidence to use their skills and training in the way intended without fear of prosecution."

A panel of subject matter experts will consider cases where police officers' driving is questioned with DCC Woods and Tim being part of the process.

They will ensure that proper disclosure of all the evidence takes place, putting an end to previous failings whereby only selective information and evidence has been put forward. The panel's reports will be available to both prosecution and defence.

The break-out session also stressed the importance of standardised training in police driving units.

Driving schools will now be expected to submit self-assessment forms covering all aspects of their work and spot-checks will be carried out. The College of Policing will issue new Authorised Professional Practice (APP).

Delegates were urged to ask questions of their driving schools and find out if they had completed their self-assessment forms. They were also encouraged to check their chief officers were prepared for the new law.



# A tsunami of discrimination claims

## Break-out session considers the impact of the Covid pandemic on claims

Barriers faced by disabled police disappeared overnight at the start of the Covid-19 pandemic but are returning and creating a “tsunami of new claims”, the Police Federation annual conference has heard.

National Board member Ian Saunders said the number of Unsatisfactory Performance Procedures (UPP) claims fell away dramatically during the pandemic but were now rising heavily and heading towards pre-Covid levels.

“We are seeing a return of what we used to see before in relation to UPP claims,” he told delegates at a break-out session on disability discrimination.

“But the basic point is UPP is not, and has never been, a primary mechanism for supporting police officers.

“It is a performance-related mechanism which is very much unsuited to managing an officer with a disability.

“During the pandemic we saw the number of claims that came in and the number of cases that came in went right down.

“About 50 per cent of the employment budget that goes out of Leatherhead - about £3 million a year - is on disability-related claims and much of that went away during the Covid pandemic.



National Board member Ian Saunders.

“Hence the tsunami of claims. It’s more than a blip that’s coming now after a period of quiet, there’s a lot coming through the door.”

Ian said cases of disability discrimination did not come in isolation but were at the centre of a mechanical functioning adopted by line managers.

He told the workshop: “Line managers unlawfully discriminate against colleagues with disability absence on their record by using UPP.

“Even though unlawful, line managers are serving written improvement notices and asking colleagues to report to work against or without medical advice. UPP is not designed to manage disability related absences.”

The Police Federation’s in-house solicitor

Eleanor Porter said line managers should always refer to the Equality Act while dealing with disabled officers.

She said: “The discretion to initiate UPP must be appreciated as most regulations that follow are mandatory. However, there is nothing to stop the line manager from using their discretionary powers.

“What is really required, for an informed decision to be taken in a case of long-term absence through disability, is a process that requires medical evidence as to whether there is any prospect of the officer returning to work, in what capacity and consultation with the officer about the options, including alternative work, medical discharge and termination.”

## Branch secretary voted against subs rise

Staffordshire Police Federation secretary Glyn Pattinson has revealed he voted against a motion to increase subscription fees for members.

Glyn says he feels it is wrong to put up subs at a time when officers are struggling due to the combined effects of the cost of living crisis and a real term 20 per cent pay cut over the last decade.

The increase will be in line with any pay increase for officers in 2022/2023 announced by the Government.

“We heard that there were some financial issues within the Federation that needed to be addressed and, of course, I agree that these need to be considered but we are all fully aware of the difficulties our members are facing. During conference, we heard of officers who are having to borrow money from their parents just to make ends meet and others who are relying on food banks,” says Glyn.

“I just think it is wrong for us to put up subs when we know our members are struggling.

“But the issue was fully debated and there was a vote. The majority of delegates voted on the increase so a democratic decision was made. However, for me, we should have looked at other options and where efficiencies could be made within the Federation – just as people are looking at whether they can cut their own personal outgoings.

“As a branch, we will now consider this decision. As ever, we are here to help any officer who finds they are having financial difficulties;

we know this can have a huge impact on their wellbeing. We can help them access support and no one should hesitate to get in touch with us if they are feeling under pressure.”

After the conference motion, 221 delegates voted for a rise in subscription costs, with 170 voting against.

A Police Federation of England and Wales (PFEW) statement said: “With the current cost of living crisis, last year’s pay freeze and without knowing if our members will receive an increase in their pay this year or not, now is not the time to increase Police Federation of England and Wales subscriptions.

“PFEW, however, is also facing increased costs. Soaring inflation, upcoming litigation and the financial health of our National Reserves Fund means we need to at least start to have an open and honest conversation on this subject with Federation representatives to make sure that there is a strong, viable Federation fighting for our members for years to come.”

The Federation said the conference gave the perfect opportunity to open the conversation surrounding subscription rates, which have only increased once in the last decade.

The statement continued: “On such an important issue, PFEW took the view conference delegates should be given the opportunity to hear the rationale for any proposed future increase in subscriptions immediately.

“We care passionately about the views of our members which is why hearing from delegates at conference – their representatives – on this

matter was vital. On that basis, it was agreed to bring a motion to conference this year for discussion.”

The conference motion looked at future options for an increase in subscriptions on the basis that it would only be introduced once it has been confirmed by the Government that members will receive a pay increase.

As a result of the motion, the conference supported increasing the rate of all types of Federation subscriptions effective from 1 September 2022, in line with the percentage uplift to police pay for 2022/2023.

### OUR REP SAYS...

*I was disappointed to see that the motion was carried. In my opinion this is a mistake and is happening at the wrong time when officers are already struggling with costs of living rises etc. I also think this is an own goal for the Federation as how can we be taken seriously when we challenge the Government over the financial difficulties they have caused officers when we are hitting our own members in their pockets?*

*I do not believe that a rise in subs from listening to the debate is justified at this time and I also believe that in these difficult times any such motion should have been put to the full membership where the national Federation can explain its rationale and reasons to the whole country.*

**Dave Stubbs**

# 'Disclosure guidance causing crisis in policing'



Ben Hudson from the Federation's National Detectives' Forum.

## New guidelines impacting on workloads and delaying justice for victims, conference is told

Delegates were told of a growing crisis in policing that is pushing officers to breaking point and delaying justice for victims.

Ben Hudson, secretary of the Federation's National Detectives' Forum, led the final conference session to highlight the impact of DG6 – the guidance on charging effective from January 2021.

It has added obligations to the officer in charge of an investigation and front-loaded the disclosure process amounting to a "hidden tax on policing", Ben said.

He played clips of investigating officers who told the real impacts of the changes, both to workloads and to delivering a timely service to victims.

Ben explained a survey showed 45 per cent of respondents felt the number of victims withdrawing from active participation with their investigation had increased due to the changes.

Previously, if officers submitted 100 cases to the CPS, around 75 would result in a charge

and require completion of a full file. Since DG6, all 100 require a file, even though 25 will not result in a charge.

The Federation's concerns were put to Max Hill QC, Director of Public Prosecutions (DPP), who insisted "I do get it," before adding: "DG6 came into force on 31 December 2020 not because I chose that date but when the Attorney General decided after a long conversation that there had to be a step change."

The DPP admitted the CPS had too often got it wrong when it came to disclosure and cases were coming unstuck in court. He conceded the system is "front loaded" currently. However, he argued the police and the CPS were working more effectively now as "one team" even if staff on both sides were more tired or carrying more cases.

Also on the panel was Nick Ephgrave, assistant commissioner of the Metropolitan Police, who said there was now "increased rigour" around the application of disclosure law, and an exponential increase in the volume of data.

He said: "I say to my people you've got to start thinking of disclosure from the minute you read the crime report. If you do that some of this workload will get spread across the time period – it's not the solution, but it's the other side of the coin of investigation."

The panel agreed an impending review of the impact of DG6 by the Attorney General's Office offered the possibility of reducing the burden on officers and speeding up justice.

Ben also highlighted the pressures officers were facing due to redaction requirements under the Data Protection Act.

He said: "We would urge the Government to address this immediately. An amendment to the act to allow the CPS and the police service to be treated as one entity would make a huge difference and save considerable time."

"An expert review of nine files found that the new redaction requirements involve, on average, an additional four hours per case. And this will be considerably higher for more complex investigations."

## Federation stalwart retiring

Police Federation stalwart Alex Duncan has attended his last annual conference as national secretary ahead of his imminent retirement.

Alex, who became a Fed rep in 1999 and has been national secretary since 2018, said serving the organisation had been a "real honour" and praised the work of colleagues across the 43 forces.

He told delegates: "Policing has been great for me and I have done a wide variety of different things and the Federation to me is the best of policing because it is people from within the service looking after their colleagues."

Alex joined Avon and Somerset Police in 1990 and before becoming a Federation rep had roles in response, community policing and the

District Crime Unit. He was Avon and Somerset secretary from 2007 to 2014.

Alex then became a National Board member and held the position of chair of the conduct and performance sub-committee for more than two years.

Before becoming national secretary in 2018, he was chair of the legislation sub-committee and head of civil claims, responsible for the hundreds of claims submitted by members every year, including employment tribunals and discrimination cases.

Reflecting on his two 23-year involvement with the Police Federation, Alex said: "It's been great, it's been an absolute joy and a real honour."

## OUR REPS SAY...

*This was my first time attending conference due to being a newly-elected Federation representative last year. I wasn't sure what to expect from the two days due to having no previous experience of the conference. It certainly lived up to my expectations and there were many key issues raised and discussed.*

*The highlights for me were being able to put valid questions to the Home Secretary around police officer pay, being able to speak with a variety of exhibitors to find useful information which can be brought back into Force and shared with colleagues, networking with different forces and agencies to gain vital contacts and learn how other forces deal with issues that arise to gain a better understanding of how we could support members better.*

*I would have liked to have seen more around the recruitment and entry routes for people who are wanting to join the police force. It would have been beneficial to have the College of Policing attend and explaining why the degree entry routes are necessary and discuss how this is preventing some members of the public entering the police service who may have previous life experience that makes them an ideal candidate. It would have been ideal for this to be an open discussion with the delegates able to put forward concerns and questions around this.*

**Sam Jackson**

*A very well organised conference, lots of fantastic exhibitors in the hall but very front-loaded in terms of delivery. I know the mic stands were there but I expected a bit more live interaction from the audience and the sessions to be a bit more interactive.*

**Lee Robinson**

*It exceeded my expectations in how the conference was organised, conducted by Ian Collins, the speakers and the topics covered were all very impactful.*

*There were lots of discussions on stage but felt that it was lacking engagement from the audience. I, for one, was put off speaking up by knowing you would have a spotlight on you and your face on screen. I would like it to have been more interactive. There was a lot of talk about the problems but lacking solutions.*

*There is positive work being done both nationally and within forces but there is a lot more to be done. I will also be encouraging more females to join the Fed.*

*THRIVE, whose mental health app we are now using, was at the conference and there were some real positive conversations being had with other forces about implementing the app which is amazing.*

**Rebecca Mulcahy**

*The conference was exhausting, but in a good way. It gave us the opportunity to meet other Fed reps with, I am assuming, lots of changes afoot, to listen to inspirational speakers and to really network with other forces. It was so nice to meet up face to face after what feels like a very long time.*

**Claire Bond**