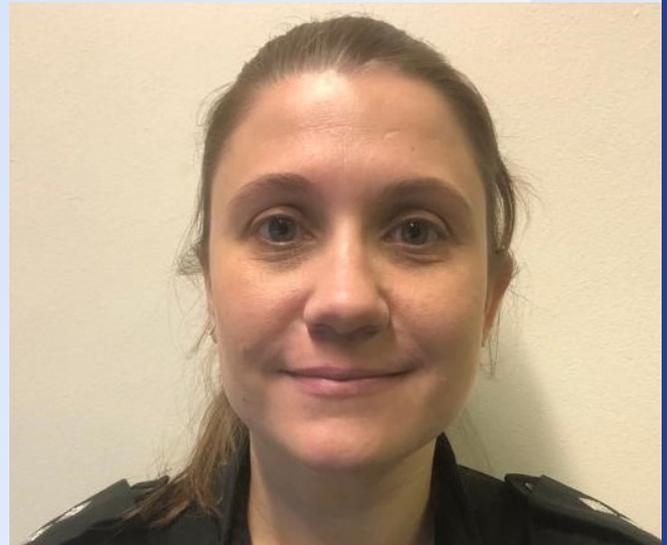


“I am proud to be a police officer and a Fed rep and I want D&C to be an employer of choice, helping to keep our officers well and delivering the best service we all can to the public.”

Inspector Suzie V ranch has been with Devon and Cornwall Police for 15 years and a Fed rep for four years.

“Back in 2007, as a young officer, I unfortunately encountered workplace bullying which greatly impacted my progression as a Detective. At the time, I did not know how to deal with the situation; felt alone and saw no way out. My self-esteem and my career dreams appeared shattered.



Suzie V ranch, Devon and Cornwall Police

“The Federation supported me through this challenge by providing a listening ear without judgement, giving me options and more importantly, assisting at my own pace.

“ I wanted to be a role model and to be an advocate for officers in their times of need. ”

“As I’ve developed as a supervisor within the police service, I recognised how officers and staff are the greatest asset and bedrock of the organisation. If we do not look after our officers, then this undoubtedly affects their welfare, resilience and performance.

“I believe I have a key part to play in this which is why I became a Fed rep. I wanted to be a role

model and to be an advocate for officers in their times of need. The Federation has given me the confidence to do this with the exceptional support I’ve had from my Branch colleagues, and the training provided at Leatherhead.

“The Federation has given me the opportunity to network and gain valuable insights into issues affecting officers nationally. I’m Devon & Cornwall’s rep for the Police Federation National Detective Forum (PFNDF) which is focussed on the ‘Detectives in Crisis Campaign’. One of the highlights of this forum is promoting the prestigious National Detective Awards.

“The work with the Federation is so wide-ranging and varying in severity, however, all issues are significant to the officers concerned. It is often low-level issues around working conditions that have unintended and massive consequences for officers. The reward is being able to intervene at an early stage and to work with other supervisors to find pragmatic and beneficial solutions, not only for the officer but also the organisation.”