



Welcome to the April e-bulletin from your national Federation.

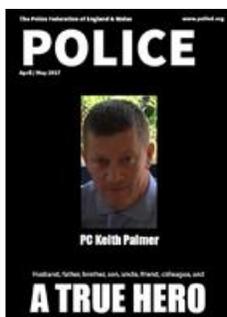
Tributes have been pouring in for police officer, husband and father PC Keith Palmer, a fallen hero who was killed while guarding MPs at the Palace of Westminster on 22 March 2017.

Your national chair Steve White said: "The thoughts and prayers of us all will be with Keith's family and loved ones at this undeniably difficult time. As a service, we are bound together by ties which are stronger than any attack. Through belief and dedication to our oath, we rise to the daily challenges and in times of crisis, there are no complaints from those that choose to serve.

"Despite the tragic loss of PC Palmer, and the terrible injuries sustained by his Metropolitan colleagues struck on Westminster Bridge, police officers everywhere woke up the next day, proudly put on their uniform and went about doing their job. All we ask in return is support, understanding and a recognition that in order for us to do our job, we look to the seat of democracy to do theirs and provide us with the tools, resources and support to continue running towards danger.

"I am immensely proud of what you, our members, do every day, often with little or no recognition. On your behalf, [we will continue to present strong arguments for your better protection and recognition](#) across government, parliament, policing and society."

The Police Dependants' Trust has launched a fund for the officers affected by the Westminster attack - [find out how to donate](#).



POLICE magazine: here's a taste of what you'll find in this month's issue

Have your say, make your voice count - look out for our pay and morale survey

Our Protect the Protectors campaign gains wider MP and union support

[In the new edition](#) - tributes to fallen hero PC Keith Palmer; this month will see 'massive changes' to custody culture; the complex issue of police pensions is explored; changes to 'use of force' recording brings you better protection; the rollout of the new X2 Taser needs money behind it; Inspector Gadget wonders how damaging new bail reforms will be; and in our welfare special we ask, how much worse does it have to get before we see reinvestment?



We are told the IPCC is reforming and improving, but where's the evidence?

[We are challenging the Independent Police Complaints Commission \(IPCC\)](#) over investigation delays, poor practice and mistreatment of members. We know from speaking to you that IPCC investigations frequently take a heavy toll on members and families. We want reform of the IPCC and solutions to issues that have dogged our members since its inception. We are seeking to move to a more developmental approach in resolving complaints matters.

We will be launching our annual pay and morale survey in mid-April via a special bulletin straight to your inbox. Your responses are used to inform government of what you believe is fair in terms of your pay and conditions. We have also been able to ensure that some of the less welcome proposals by other bodies - such as pay uplifts being unconsolidated, and removal of Overnight Allowance - have been discounted. [Read about last year's survey findings.](#)



We call for a review of the service in the government's new policing inquiry

We believe that a holistic, independent and full review of policing is long overdue. The government's [Policing for the Future inquiry](#) aims to "explore the challenges of modern policing". [Our response](#) highlights the need for a police service that delivers what the public want and can effectively tackle changing crime patterns. We said that [you need the right equipment, training, rewards, resources and legal protections](#) to deal with the demands placed on you.

We are fighting to get harsher sentences for people who assault you, as it is unacceptable. Our campaign has [attracted support from MPs, police leaders and the British Transport Police Federation](#). We are also seeking to get you better training and access to equipment - e.g. Taser, body worn video, and spit and bite guards. Watch our case study of West Yorkshire's [PC Karl Heath who was slammed head-first into the ground](#) by a man he was questioning.



PFEW app gets a refresh - download it now for all the latest news and updates

The PFEW app has been updated to reflect all the latest information, including:

- PFEW news
- advice on key topics
- annual leave and overtime tracker
- discounts and member services
- contact details for all 43 branches

[Get it now on your Android or Apple mobile device.](#)

We are aware that **some email clients block the hyperlinks in this newsletter**. If you are having problems accessing any of the links embedded in this email, please try copying the full address below and pasting it into your browser:

The right resources are needed following terror attack: <http://www.polfed.org/newsroom/4187.aspx>

Donate to PC Palmer's Memorial Fund: <https://www.justgiving.com/campaigns/charity/pdt/westminsterattack>

Read POLICE magazine: <http://polfed.org/mag/default.aspx>

2016 pay and morale survey findings: http://polfed.org/fedatwork/Pay_and_morale_survey_2016.aspx

British Transport Police pledges support to Protect the Protectors campaign: <http://polfed.org/newsroom/4194.aspx>

Protect the Protectors case study: <http://www.polfed.org/campaigning/4103.aspx>

Swifter action needed on IPCC reform: <http://polfed.org/newsroom/4199.aspx>

Government's 'Policing for the Future' inquiry: <http://www.parliament.uk/business/committees/committees-a-z/commons-select/home-affairs-committee/news-parliament-2015/170111-new-inquiry-policing-future/>

Our response to the 'Policing for the Future' inquiry:

<http://data.parliament.uk/writtenevidence/committeeevidence.svc/evidencedocument/home-affairs-committee/policing-for-the-future-changing-demands-and-new-challenges/written/48096.html>

We call for an independent review of policing: <http://www.polfed.org/mag/Flip/0417/April17mag.html#p=14>

Download the PFEW app on your device: <http://polfed.org/app>

Police Federation of England & Wales
www.polfed.org