



## Morale plummets as your job stress grows and pay dwindles

You have told us that [your personal morale is continuing to drop, with the way you are treated being the biggest contributor](#). As demand continues to grow and impact on overstretched police forces, nearly two thirds (60.2%) of you who responded to our 2017 pay and morale survey said your personal morale was low - nearly 5% more than last year. A staggering 85% blamed it on the way police as a whole were treated.

Thank you to those of you who took the time to respond to the survey. The findings have been covered extensively by local and national media, enabling us to send a powerful message to the government and the public. The results will also be used as evidence in our 2018 submission to the [Police Remuneration Review Body](#) at the end of the year, as well as providing welfare information for Her Majesty's Inspectorate of Constabularies (HMIC), the College of Policing, the Home Office, politicians and other stakeholders to open debate, contribute to consultations and reflect your views on a range of topics.

## Our routine arming survey is now closed

Thank you to those of you who took part in the routine arming survey. The findings will be published towards the end of this month. To find out more about the work we do to support those of you who carry firearms, please [visit our website](#).

## Are you a detective?

We want to hear from you. [Take our survey](#) about recruitment and retainment issues, workload and welfare. The survey takes around 15 minutes to complete and closes on 24 September 2017. Please do not share the link on social media to maintain data integrity.



## Your reps will be your voice at political party conferences

National and local reps will be attending the Labour (24-27 September) and Conservative (1-4 October) party conferences promoting the issues that matter to you. They will be lobbying MPs for support in key areas, including [harsher sentences for those who assault you](#), addressing the [legal vulnerability of those of you who engage in pursuit and response driving, pay and morale](#), a wider rollout of [Taser](#) and [spit and bite guards](#), and a [national welfare provision](#). Get all the latest updates on [polfed.org](#).

## IPCC scores 'own goal' with Federation complaint

The police watchdog [failed to investigate a complaint we made about its conduct within its own stated timescales](#). We lodged the complaint after delays by the Independent Police Complaint Commission (IPCC) led to two members being left in limbo for nearly six years before being exonerated. The misconduct panel was scathing in its verdict on the conduct of the IPCC whom it accused of 'significant failings'. We feel that the imminent reform of the IPCC presents an ideal opportunity to correct what is wrong with the organisation.

## Lifting of pension commutation restrictions blocked

The [Home Office is refusing to allow the potential lifting of the pension commutation restriction](#) for those of you in the Police Pension Scheme 1987 with between 25-30 years' service unless it is funded by your force - most cannot afford it. National General Secretary Andy Fittes said: "We have lobbied for a number of years to remove this restriction. Those who do not want to do the job anymore, are in the upper pay scales and nearing retirement should be allowed to leave without penalty - this benefits the service, which is already low on funding and morale."



## New bail rules 'just storing up problems for the future'

There has been [a dramatic fall in suspects being granted bail around the country](#). It could even lead to criminals evading justice, according to those of you who are telling us that since the law changed in April, the number of suspects being released on pre-charge bail has dropped dramatically, and release without bail appears to be the default position. We strongly opposed the new rules, but the Home Office ignored our concerns.

## Hundreds set to come together for National Police Memorial Day

Tragically, each year the number of names added to the Police Roll of Honour continues to grow. Behind every name is their proud family, friends and colleagues mourning the loss. By remembering their names and gathering together at the annual National Police Memorial Day (24 September, Cardiff), we can all pay our respects to those who have been killed, or died, on duty. See [video highlights from 2016](#) or [attend this year's event](#).

## Your national chair Steve White to resign

[A new leader will be elected to take the helm at the Police Federation national centre](#) in the coming months. Steve White will step down before the end of the year at a point that signifies a major milestone for the organisation. On 31 December, updated Police Federation Regulations will be laid before Parliament to legally allow the final stages of our [organisational reform](#) agenda to be delivered.

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

Morale plummets as job stress grows and pay dwindles - [www.polfed.org/newsroom/4895.aspx](http://www.polfed.org/newsroom/4895.aspx)

Police Remuneration Review Body - [www.polfed.org/fedatwork/3859.aspx](http://www.polfed.org/fedatwork/3859.aspx)

Find out about our work to support firearms officers - [www.polfed.org/fedatwork/4821.aspx](http://www.polfed.org/fedatwork/4821.aspx)

Take the detectives' survey - [www.surveymonkey.co.uk/r/2017NationalDetectivesSurvey](http://www.surveymonkey.co.uk/r/2017NationalDetectivesSurvey)

Assaults campaign Protect the Protectors - [www.polfed.org/campaigning/3635.aspx](http://www.polfed.org/campaigning/3635.aspx)  
The vulnerability of police drivers - [www.polfed.org/campaigning/trained\\_drivers.aspx](http://www.polfed.org/campaigning/trained_drivers.aspx)  
Pay and morale findings - [www.polfed.org/fedatwork/Pay\\_and\\_morale\\_survey\\_2016.aspx](http://www.polfed.org/fedatwork/Pay_and_morale_survey_2016.aspx)  
Fed calls for a wider Taser rollout - [www.polfed.org/fedatwork/3857.aspx](http://www.polfed.org/fedatwork/3857.aspx)  
Spit and bite guards protect officers - [www.polfed.org/fedatwork/3958.aspx](http://www.polfed.org/fedatwork/3958.aspx)  
New police welfare service - [www.polfed.org/newsroom/4750.aspx](http://www.polfed.org/newsroom/4750.aspx)  
Visit our website - [www.polfed.org](http://www.polfed.org)  
IPCC scores own goal - [www.polfed.org/newsroom/4889.aspx](http://www.polfed.org/newsroom/4889.aspx)  
Lifting of pension commutation restrictions blocked - [www.polfed.org/newsroom/4910.aspx](http://www.polfed.org/newsroom/4910.aspx)  
New bail rules just storing up problems for the future - [www.polfed.org/newsroom/4893.aspx](http://www.polfed.org/newsroom/4893.aspx)  
National Police Memorial Day 2016 video highlights - [www.polfed.org/events/4130.aspx](http://www.polfed.org/events/4130.aspx)  
Attend National Police Memorial Day 2017 - [www.polfed.org/events/national\\_police\\_memorial\\_day.aspx](http://www.polfed.org/events/national_police_memorial_day.aspx)  
National chair to resign - [www.polfed.org/newsroom/4900.aspx](http://www.polfed.org/newsroom/4900.aspx)  
PFEW Independent Review - [www.polfed.org/aboutus/independent\\_review.aspx](http://www.polfed.org/aboutus/independent_review.aspx)

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