



New year, new Police Federation

On 31 December 2017, new legislation governing the way the Police Federation is structured and how it works became law. These changes, which we have been developing with the Home Office since 2014, will enable us to better represent you as we negotiate with stakeholders on your pay, allowances, hours of duty, annual leave, and other conditions of service.

New national chair Calum Macleod said: "This is a hugely positive step forward for the organisation and places members squarely back at the heart of the work we do. Over the last three years we have been focusing on [our internal reform](#) and I am glad to say we can now focus all our time and energy on the issues that matter to you." [Watch a video message from Mr Macleod.](#)

The election count-down begins

Alongside our new structure and outlook, we have the coming Federation representative elections scheduled to begin across England and Wales on 1 February (dates for the Metropolitan Police will vary due to the size of the force. Please [contact the Metropolitan Branch](#) for more information).

Mr Macleod said: "This is an opportunity for those of you who want to make a real difference to the lives of your colleagues to stand and be heard, for you to fight your colleagues' corner when they need you, and for you to develop your career by learning new skills and having new experiences. I want to encourage you to come forward and stand for election, and be part of a new era for the Federation."

You can [find out more about the work of reps and standing for election on our website](#). Further information explaining how to stand as well as how to vote, will be sent directly to you via your PNN email addresses in the coming weeks. If you have any further questions, please [contact your local Branch](#).



Home Secretary's police pay remit letter sparks concerns

[We have written to the Chair of the Police Remuneration Review Body \(PRRB\)](#) expressing concerns that the remit letter for police pay in 2018/19 gives the impression that pay and reward plans being formulated by the National Police Chiefs' Council (NPCC) are more advanced than we believe them to be. We have serious concerns that the PRRB is being expected to make recommendations based on a lot of NPCC ifs, buts and maybes.



The Independent Office for Police Conduct needs a radical overhaul

The [new-look Independent Office for Police Conduct \(IOPC\) - which replaced the Independent Police Complaints Commission \(IPCC\) - needs a radical overhaul](#) if it is to improve as it takes up the mantle of investigating serious complaints against police officers. The IPCC has been plagued by delays, sub-standard investigations and poor service - often leaving officers and others in limbo for months, if not years - before enquiries were completed or dropped.



Changes to regulations which wasted money

[You are now allowed to retire or resign while under investigation for misconduct](#) under new regulations that have come into force as part of the Policing and Crime Act 2017. In January 2015, the then Home Secretary Theresa May announced that police officers facing misconduct proceedings must remain in their positions until the outcome, if the possible penalty was dismissal from the force. These new regulations have seen that move reversed.



Blog: Your new chair reflects on ill-conceived headlines

Your [new national chair Calum Macleod writes](#): 'The vast majority of the public cherish the commitment, and respect the professionalism and dedication displayed by their police service on a daily basis - you stand in the face of numerous different shades of evil, ready to help in moments of crisis and moments of fear. The public understand the pressures you face; they do not take us for granted - it's about time certain newspapers did the same.'



Pursuits Bill enjoys cross-party support at Parliament

We have long been saying that too many of you are being hauled before the courts and accused of dangerous driving simply for doing your job while following approved driving tactics. Your driver training is not taken into account and you are judged by the universal standard of a 'careful and competent driver'. [The cause has now been advanced by the Emergency Response Drivers \(Protections\) Ten Minute Rule Bill](#), which will get a second reading in March.



Officers recognised in New Year's Honours list

PC Sara Widdington from North Yorkshire Police is [one of ten Federated officers being awarded with a Queen's Police Medal \(QPM\)](#) in the New Year's Honours list. Sara was recognised with a Police Bravery Award in 2013 for tackling an armed robber whilst off-duty shopping with her son. We would like to see more of our members recognised - especially given the increasing demands and risks faced every day in the course of their duties protecting the public.

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:

- Find out more about our internal reform: www.polfed.org/aboutus/independent_review.aspx
- A video message from Calum Macleod: www.youtube.com/watch?v=85wo-L4LQso
- Contact the Metropolitan Federation Branch: www.polfed.org/aboutus/793.aspx
- Find out about being a rep and standing for election: www.polfed.org/aboutus/3731.aspx
- Contact your local Branch: www.polfed.org/aboutus/3461.aspx
- Home Secretary pay remit letter sparks concerns: www.polfed.org/newsroom/5213.aspx
- IOPC needs a radical overhaul: www.polfed.org/newsroom/5256.aspx

Changes to regulations which wasted money: www.polfed.org/newsroom/5221.aspx
Your new chair reflects on ill-conceived headlines: www.polfed.org/newsroom/Blogs.aspx?item=138
Pursuits Bill enjoys cross-party support at Parliament: www.polfed.org/newsroom/5234.aspx
Officers recognised in New Year's Honours list: www.polfed.org/newsroom/5248.aspx

Police Federation of England & Wales
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