



\*\*\*Due to a technical problem, some members did not receive our February newsletter so we have included key updates on pay from that issue in this one\*\*\*

## Annual pay review: We are recommending that you get a 3.4% increase this year

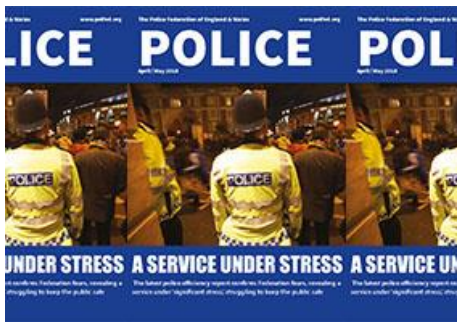
In our annual Police Remuneration Review Body (PRRB) submission, [we have insisted that an uplift of 3.4% is considered for all officers](#), in line with inflation. Additionally, the 1% element of last year's uplift that was unconsolidated should now be consolidated, and should not affect this year's uplift. Your General Secretary, Andy Fittes, said: "The Home Secretary must act on the independent advice of the PRRB: doing otherwise last year has undermined the credibility of the process, and the mechanisms that this government introduced." Read how the [National Police Chiefs' Council \(NPCC\)](#) and the [Home Office](#) have come under fire from us for their respective PRRB submissions.

In his National Chair's blog, [Calum Macleod writes](#): 'I am exasperated with the pay review process. Last year, the PRRB put its neck on the line recommending an overall pay uplift that was more than the 1% public sector pay cap. This year, we ask that they do so again. The government must stop patting us on the back with one hand, while picking our pockets with the other. They must honour the PRRB process and implement their recommendation in full - and give us the additional 1% consolidated pay they owe us from last year, too.'

[You deserve a pay rise like NHS workers.](#)

## Have your say: Our annual pay and morale survey launches on 9 April

Our [pay and morale survey](#) is the only survey to provide a national picture of officers' views on their pay and conditions, and it is an essential way for us to stay in touch with your opinions in order to represent these to government. We use the findings to evidence our recommendations to the PRRB in our annual submission and to influence stakeholders - this year, HMICFRS used our information in their PEEL reports (see below). Local Branches also use the findings from this survey when pushing for change with their chiefs or local MPs. You will receive an email to your PNN address from 9 April inviting you to take part - please share your views.



### **POLICE magazine: Find out what's in the latest issue**

Your National Chair warns that budget cuts will benefit lawbreakers; Discipline reforms around workplace relationships branded 'draconian'; Bail fears are confirmed as the vulnerable are put at risk; Workshops tackle mental health and wellbeing issues; CBRN first responders are reminded to Remove, Remove; Preparing for professionalisation; Surviving the terror - exploring the role of the GMP Federation in supporting officers after the MEN Arena attack.



### **New campaign launches: Detectives in Crisis**

'Detectives in Crisis' aims to [raise awareness of the current state of detective policing in England and Wales](#) - we are asking senior officers and PCCs to look at this role within their force area to better support officers. Resilience in this critical role is a real issue. There is a serious demand and capacity imbalance and our research shows that it is taking its toll - it says a lot when senior police figures are recognising the problem and openly supporting our campaign.

### **Can't open the links?**

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:

- Read our PRRB submission - [www.polfed.org/prrb](http://www.polfed.org/prrb)
- Police chiefs under fire over pay - [www.polfed.org/newsroom/5356.aspx](http://www.polfed.org/newsroom/5356.aspx)
- Home Office has a short memory on pay and pensions - [www.polfed.org/newsroom/5380.aspx](http://www.polfed.org/newsroom/5380.aspx)
- 'I'm exasperated with the pay review process' - [www.polfed.org/newsroom/Blogs.aspx?item=141](http://www.polfed.org/newsroom/Blogs.aspx?item=141)
- You deserve a pay rise like NHS workers - [www.polfed.org/newsroom/5466.aspx](http://www.polfed.org/newsroom/5466.aspx)
- Look out for our pay and morale survey - [www.polfed.org/fedatwork/5141.aspx](http://www.polfed.org/fedatwork/5141.aspx)
- POLICE Magazine - [www.polfed.org/mag](http://www.polfed.org/mag)
- PEEL reports reponse - [www.polfed.org/newsroom/5463.aspx](http://www.polfed.org/newsroom/5463.aspx)
- Pre-charge bail drops by 65% - [www.polfed.org/newsroom/5483.aspx](http://www.polfed.org/newsroom/5483.aspx)



### **PEEL: Government needs to act now to avoid policing crisis**

In response to the [recent HMICFRS PEEL: Police Effectiveness 2017](#) report, your National Chair, Calum Macleod, said: "The government's own inspector has said that some parts of the police service in the country are so stretched that people may be put in danger. If this is not a wake-up call, I don't know what is." The report also revealed that [pre-charge bail has dropped by a staggering 65%](#) since new laws came into effect almost a year ago introducing a 28-day time limit.



### **Protect the Protectors: Pursuits Bill suffers last-minute delay**

A [delay to last month's second reading of the new Bill to protect emergency response drivers](#) is a bitter disappointment and further extends the threat of prosecution for those who pursue and respond. Our pursuits lead, Tim Rogers, vowed that we would fight on and called for the government to 'put its money where its mouth is', and urgently bring forward meetings with Policing Minister Nick Hurd. The Minister had originally supported the Bill, but then called a halt to the process.



### **Pensions: Home Office provides new calculator**

Following persistent lobbying from us, the [Home Office has now issued a pension calculator for members](#) of the police pension schemes. The calculator allows you to get an idea of your projected pension at retirement, to help you plan for the future. You can use your annual pension statement to input information. Please note, the calculator provides an estimate only and it is recommended that you seek independent financial advice before making any financial decisions.



### **Elections: Workplace rep election results will be published soon**

Thank you if you took the time to vote for your local Fed reps. A list of elected reps for all Branches will be published on our [elections page](#) in the coming weeks - in the meantime, you can find out what's next in the election process [on our website](#), or read our Equality lead Hayley Aley's blog on [the steps we are taking to ensure that we reflect the diversity of our membership](#). If you are interested in becoming a rep, find out more about the role on our [Reps@Work page](#) or [contact your Branch](#).

Pension calculator - [www.polfed.org/newsroom/5437.aspx](http://www.polfed.org/newsroom/5437.aspx)  
Detectives campaign - [www.polfed.org/campaigning/5402.aspx](http://www.polfed.org/campaigning/5402.aspx)  
Pursuits Bill delay - [www.polfed.org/newsroom/5448.aspx](http://www.polfed.org/newsroom/5448.aspx)  
Elections page - [www.polfed.org/elections](http://www.polfed.org/elections)  
Hayley Aley's blog - [www.polfed.org/newsroom/5421.aspx](http://www.polfed.org/newsroom/5421.aspx)  
Reps@Work - [www.polfed.org/repstatwork](http://www.polfed.org/repstatwork)  
Contact your Branch - [www.polfed.org/contactus](http://www.polfed.org/contactus)

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