



'Derisory' 2% pay rise shows 'true disdain' for brave cops

The government handed down yet another derisory pay offer to officers last month, ignoring recommendations from the Police Remuneration Review Body (PRRB) - an independent group which advises the government on police pay - for the second year running. The so-called 2% pay rise will actually leave officers financially worse off when inflation is accounted for. In real terms, police officer pay has now decreased by around 18% since 2009/10.

Your Vice-Chair Ché Donald said: "The government must honour the PRRB process, which is based on evidence we submit. We asked for 3.4% so that you could be paid fairly for the dangerous job you do after years of austerity - the PRRB recommended a total of 3%, yet the government dismisses their recommendation. In the coming weeks we will be consulting with our local Federation colleagues to determine the next steps to take." The uplift will be paid from September.

Click [here for full details of the pay award and our response](#).

New National Chair elected by members for the first time

John Apter, former Chair of Hampshire Police Federation, is the first National Chair to be voted in by members. [Mr Apter said](#): "For far too long police officers have been taken advantage of. Pay and conditions, 'reform' of the service, huge budget cuts, and outrageous slurs and media soundbites... The government has been kicking us for years. There comes a point where we must bite back - that time has come." Mr Apter took over from Calum Macleod on 1 August. Thank you to everyone who took the time to vote.



What's in the latest issue of



Your voice is heard: Pay and



'Protect the Protectors' Bill on its

[POLICE magazine?](#)

Home Office review must listen to officers' opinions; Q&A with new National Chair John Apter; 'We've not lost control, we just need more cops'; New DSI guidance should give officers greater protection; Research highlights direct entry fears; America's thank you to Britain's finest; calls for a wider public debate on drug legislation; Police Roll of Honour Trust awarded Royal Charter; Ask the Experts; Members' Benefits; new columnist PC Bobbi Yarns on 21st century British policing.



Take part in deaths and serious injuries guidance consultation

[Share your views on new draft guidance concerning deaths and serious injuries \(DSI\) following police contact on non-firearms incidents.](#) The College of Policing has opened a consultation on the proposed post-incident procedures following ongoing pressure from us. Your Vice Chair Ché Donald said: "We have been calling for this new guidance for several years now to give you greater protections if you are involved in any non-firearms related incidents of this nature." The consultation closes 14 August.

Can't open the links?

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:

Pay award details and our response - www.polfed.org/newsroom/6080.aspx
The new National Chair's vision for the future - www.polfed.org/newsroom/6097.aspx
The latest issue of POLICE magazine - www.polfed.org/mag/default.aspx
Pay and morale survey findings - www.polfed.org/newsroom/6149.aspx
'Protect the Protectors' Bill on its way to royal assent - www.polfed.org/newsroom/6087.aspx
Maternity support win allows fairer pension 'buy back' - www.polfed.org/newsroom/6050.aspx
Take part in deaths and serious injuries guidance consultation - www.polfed.org/newsroom/5958.aspx
Find out about all the Police Bravery winners - www.polfed.org/bravery

Police Federation of England & Wales
www.polfed.org

morale findings hit the headlines

[More of you than ever \(7.8%\) have taken second jobs to make ends meet](#), according to our latest pay and morale survey; this is up from 6.3% of respondents in 2017. A staggering 44.8% said you worry about the state of your personal finances every day or almost every day. These findings grabbed national headlines this week as we continue to push for better police pay. The findings will also be used in our submission to the Police Remuneration Review Body to help inform the 2019 pay award.



Maternity support win allows fairer pension 'buy back'

We have successfully challenged pension regulations which could have discriminated against some members, including fathers, same sex partners, and adopting couples. Previous regulations allowed women to make contributions to 'buy back' pension for their time on maternity leave, but prevented others from doing so. We felt this was unfair and got the Home Office to agree, and to allow those affected to make backdated contributions - this must be done by 21 August - [read more](#).

way to royal assent

The [Bill proposes to make assault or sexual assault against a blue light worker an aggravating factor punishable by up to 12 months in prison](#), and is in response to our Protect the Protectors campaign. We feel that this is a positive step which gives you added protection when it comes to sexual assault, but the deterrents are still not strong enough. Magistrates sentencing powers are currently limited to six months and we are lobbying to get this changed so that this new Bill can be used properly.



Terror attack Met officers win national Bravery Award

PC Keith Palmer GM and PC Charlie Guenigault were named joint overall winners at the 23rd national Police Bravery Awards in London last month. PC Palmer was awarded posthumously, after he was tragically killed in the London Bridge terror attack. PC Guenigault was off-duty but ran towards the terrorists, fighting them with his bare hands. Prior to the ceremony, 80 Bravery Award recipients came together for a reception held at 10 Downing Street. Read more at www.polfed.org/bravery.