

September 2018



Issue 27



## National Chair: 'I understand and share your anger and frustration around pay'

[National Chair John Apter writes: 'At the top of my long list of priorities will always be your pay and conditions.](#) We are dealing with a government that is out of touch when it comes to the impact of police cuts - it is our job to educate them. I understand and share your anger and frustration that the recommendations of the Police Remuneration Review Body were not honoured, again. While we must have a working relationship with the Home Office, National Police Chiefs' Council and College of Policing, I will be holding them to account to make sure they act in your best interests. Just because we want to have a relationship, doesn't mean we want to be their friend!

## Don't forget to claim your basic entitlements

The 2018 police pay award came into effect this month - it is the equivalent of just 0.85% uplift to constables after last year's 1% 'bonus' is removed and inflation is taken into account. National Chair John Apter said: "Police regulations and terms and conditions are all too often cherry picked. Over the coming months I will be campaigning for your rights and [I encourage you to claim what you are entitled to](#), from leave to rest days, overtime allowance to rest breaks."



### Tell us what you think about demand, capacity and welfare

By giving us 25 minutes of your time and sharing your views, you are helping us to collect evidence for change. From the shocking results of our 2016 survey on



### We will be representing you at political party conferences

National and local reps will be visiting the Labour (23-26 September) and Conservative (30 September - 3 October) party conferences this month



### Take part in the Home Office's Frontline Review of policing

The Home Office is giving you the opportunity to have your say on how you think policing could be improved at a national level. The Home Secretary has

this topic, [four recommendations around improved planning, management and support were developed with the help of the NPCC, College of Policing, HMICFRS and Policing Minister Nick Hurd](#). HRH Prince William highlighted the 2016 survey results when he addressed the National Mental Health in Policing Conference last year. Your views help us to make changes for the better. [Take the survey now](#).



### Increasing number of officers are leaving the service

[Nearly 2,000 officers have voluntarily quit the service over the past 12 months](#). Numbers leaving each year are rising - our new leavers' survey showed: 52.5% cited morale as their reason for leaving; 43.8% said it was the impact of the job on their personal life and 43.3% on their mental health; 69.4% felt the police service had failed to provide pay increases that allowed their standard of living to be maintained. We use your views and those of your colleagues, collected via surveys such as this, as evidence when fighting for changes to pay and conditions.

### Can't open the links? Here's another option

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 web address below and pasting it into your browser search bar:

National Chair's blog - [www.polfed.org/newsroom/6241.aspx](http://www.polfed.org/newsroom/6241.aspx)

Members urged to claim their entitlements - [www.polfed.org/newsroom/6253.aspx](http://www.polfed.org/newsroom/6253.aspx)

Demand, capacity and welfare survey overview - [www.polfed.org/newsroom/6173.aspx](http://www.polfed.org/newsroom/6173.aspx)

Take the survey now - [www.surveymonkey.co.uk/r/pfewdcwsurvey](http://www.surveymonkey.co.uk/r/pfewdcwsurvey)

Assaults Bill close to becoming law - [www.polfed.org/newsroom/6087.aspx](http://www.polfed.org/newsroom/6087.aspx)

Take part in the Home Office's Frontline Review - [www.polfed.org/events/national\\_police\\_memorial\\_day.aspx](http://www.polfed.org/events/national_police_memorial_day.aspx)

More officers are leaving the service - [www.polfed.org/newsroom/6161.aspx](http://www.polfed.org/newsroom/6161.aspx)

IOPC support our police drivers campaign - [www.polfed.org/newsroom/6183.aspx](http://www.polfed.org/newsroom/6183.aspx)

Find out more about Police Memorial Day - [www.polfed.org/events/national\\_police\\_memorial\\_day.aspx](http://www.polfed.org/events/national_police_memorial_day.aspx)

Police Federation of England & Wales  
[www.polfed.org](http://www.polfed.org)

to promote the issues that matter to you. Your reps will be lobbying MPs for support in key areas including pay and conditions, demand and capacity, funding for Taser, and support for legal protection for police drivers. Last year's attendance helped to gather MPs' support for the [Assaults on Emergency Workers Bill, which is now very close to becoming law](#). Get the latest news on [polfed.org](http://polfed.org).



### IOPC show their support for response driver protections

Our [campaign for better protection for those of you who undertake pursuits and response drives continues to gather support](#). We recently welcomed a statement from the Independent Office of Police Conduct (IOPC) in support of new legal safeguards for police response drivers. Under existing laws, you could face prosecution because the law holds police to the same standard as a regular motorist, with no regard to their high level of training or experience. We are lobbying the Home Office to address this by establishing a new driving standard.

commissioned a Frontline Review to seek views on four key themes - wellbeing, professional development, leadership, and innovation - and to set out the next steps to ensure ideas are used to inform change across policing. Engagement is initially focused on Twitter and the College of Policing's POLKA platform, with face-to-face workshops in October. [Find out where and how you can share your feedback](#).



### Be part of the Guard of Honour at National Police Memorial Day

If you would like to honour your fellow officers who have died on duty, you can volunteer to be part of the Guard of Honour at National Police Memorial Day 2018, hosted by the city of Belfast. The event is on Sunday 30 September and by tradition family, friends and colleagues of the officers being remembered are welcomed by a Guard of Honour, formed of serving officers from England and Wales as well as from overseas. If you would like to volunteer, please [email us](#). If you would like to attend the event as a guest, you can [register here](#).