



We are challenging the Home Office's failure to implement the pay body recommendations in full

Following the Home Secretary's failure to honour in full the recommendations of the independent Police Remuneration Review Body (PRRB), [we have started proceedings with the Home Office which could lead to a Judicial Review of the decision.](#)

John Apter, your National Chair, said: "For the second successive year, the Home Office has cheated you out of the pay increase you should receive; this year you are being awarded a derisory 2% increase, despite the recommendation of the PRRB - the independent body established by this Government to make evidence-based recommendations on police pay - that you should get 3%. In response to this betrayal and based on legal advice, we have instructed solicitors to start Judicial Review proceedings against the Home Secretary on the basis that he has stated that the pay decision was a Government decision and not his decision alone."

"Police officers must be treated fairly and have confidence that any independent pay recommendations will be accepted in full by the Home Secretary. I know the deep sense of anger felt by many of our members about the way they have been treated. This is why we have taken this action and make no apology for doing so. Doing nothing was simply not an option and it is right and proper that we challenge this unfairness legally."

New National Secretary: 'Police pay tops my priority list'

Alex Duncan, National Board member from Avon & Somerset, was confirmed as the new National Secretary last month and took over from Andy Fittes on 1 October. [Read Alex's blog outlining his vision for the future.](#)



What's in the latest issue of POLICE



Assaults Bill is significant win for our



HM Treasury announce possible public

magazine?

The Government is turning a blind eye to policing; headlines from our National Custody Forum - custody must be seen as a prestigious job, good cell design helps protect officer health, and ID cards for brain injury survivors; cash-strapped cops are taking second jobs; colour vision rules for AFOs are 'discriminatory'; members share their views on demand, capacity and welfare; officers urged to claim full entitlements; preview the Detectives' Awards; and a national survey is being launched to highlight female officer welfare and wellbeing. [Read the latest issue.](#)



"We need certainty on the post-Brexit landscape for policing"

The National Police Chiefs' Council has announced that [a new national unit will be set up to assist police forces if the UK loses access to current EU data sharing and cooperation tools](#) following Brexit. The contingency plans, agreed by all chiefs, will see UK law enforcement revert to use of international police tools. In response, Simon Kempton, our Operational Policing Lead, said: "I find it highly concerning that with Brexit only six months away we still don't know what the policing landscape will look like post 29 March 2019."

'Protect the Protectors' campaign

The [Assaults on Emergency Workers \(Offences\) Bill has been granted Royal Assent](#), meaning it is now law - thank you to everyone who offered their support and shared their experiences of being assaulted at work. The Bill makes it an aggravating factor to assault or sexually assault a police officer or any other member of the emergency services, punishable by up to 12 months in prison. While we would like to see the maximum sentence raised further, we are pleased that the Bill sends a clear signal that assaults will not be tolerated.



Heroes honoured at National Police Memorial Day in Belfast

Thousands of police officers who have died or been killed in the line of duty were [honoured at the 2018 National Police Memorial Day service, held at the Waterfront Hall in Belfast](#). Families, friends, colleagues, senior officers, and government officials were welcomed on arrival by a Guard of Honour formed by representatives from each force in England, Wales, Scotland, Northern Ireland, and uniformed police officers from overseas forces. [Find out more about the event and see pictures on our website.](#)

pension cost cap breach

Initial findings from the [public pension schemes four-yearly valuation review indicate that the cost cap has been breached](#). The cost cap is designed to limit the cost to the taxpayer of providing public sector pensions. HM Treasury, who are doing the valuation, have announced that they will consult with stakeholders, including us, to reach agreement on how to return costs to the target level. Pension schemes are complicated and it will take time to work through the details, but we will of course be pushing for action that is in our members' best interests.



Are you retiring or leaving the service in the next three months?

This is your last chance to have your say. It is essential that we capture the experiences of those of you who are leaving the service soon, whatever your circumstances, so that lessons can be learned and issues can be addressed. The [findings from this long-term study are already highlighting some worrying trends](#) - for example, more than half of those who responded cited morale as their reason for leaving. Thank you in advance for your feedback.

[TAKE THE SURVEY NOW](#)

Looking for information on constable, sergeant and inspector pay scales?

The 2018 pay scales have been updated, find the latest pay point figures for all ranks up to chief inspector [on our website](#).

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:

We are challenging the Home Office - www.polfed.org/newsroom/6410.aspx
New National Secretary Alex Duncan's blog - www.polfed.org/newsroom/6393.aspx
Read the latest POLICE magazine - www.polfed.org/mag/default.aspx
Assaults Bill receives Royal Assent - www.polfed.org/newsroom/6338.aspx
HM Treasury announce possible public pension cost cap breach - www.polfed.org/newsroom/6262.aspx
We need certainty on the post-Brexit landscape - www.polfed.org/newsroom/6351.aspx
Heroes honoured at National Police Memorial Day - www.polfed.org/newsroom/6377.aspx
Find out more about National Police Memorial Day - www.polfed.org/events/national_police_memorial_day.aspx
The findings from our leavers' survey so far - www.polfed.org/newsroom/6161.aspx
Are you leaving the service soon? Take our survey - www.surveymonkey.co.uk/r/pfewleaverssurveynmdb
See the latest pay scales - www.polfed.org/ranks/default.aspx