



## Legal proceedings lodged after Government fail to act on police pay

[We have lodged an application for a Judicial Review into the lawfulness of the Government's decision to ignore the recommendations of the Police Remuneration Review Body \(PRRB\)](#) for the second consecutive year. John Apter, your National Chair, said the decision to take action was an easy one as we are not prepared to sit back while our membership suffers: "We must have confidence in an independent pay review system and for that to be ignored by the Government undermines the whole process."

[The National Police Chiefs' Council has also announced that it will take legal action against the Government](#) unless it backs down on plans to deduct hundreds of millions of pounds from their budget following a recalculation of the money each force needs to pay into the Police Pension Scheme.



### Survey: We are encouraging everyone to share their views on menopause

We are seeking to improve understanding and support for those affected by the menopause. [Take part in our short survey now](#) and have your say on an issue that has wider implications than people realise. Our Women's Lead Hayley Aley said: "We are asking officers, staff and line managers to take part - it's not solely about personal experiences - we want to understand what managers are aware of. We need evidence to push leaders to take action and ensure forces provide the right support and guidance to all."



### Backing from MPs committee over police cuts and officer welfare

The powerful [Home Affairs Select Committee \(HASC\) has backed us in calling for an urgent injection of funds](#) into the police service - or face 'dire consequences'. HASC, which holds the Government to account, asked us to provide evidence for its Policing for the Future report, which concludes: "The current structure and funding model for policing in England and Wales is not fit for purpose." It also highlights the "failure of Home Office leadership" and says that they "must do more" about officer welfare.



### Chancellor's Autumn Budget: Potholes prioritised over police officers

"The contempt the Government has for police officers is clear as the [Chancellor prioritises potholes over police officers.](#)" That is the response from your National Chair John Apter to Philip Hammond's Autumn Budget announcement last month. There was no new money for frontline policing, with the only reference to the service being a £160m investment to maintain specialist counter-terrorism provisions - less than half of the £420m the Government has allocated to deal with potholes.



### Federation-sponsored IT survey sparks debate in Government committee

[Public Accounts Committee Chair Meg Hillier MP took the civil servant in charge of the beleaguered Emergency Services Network \(ESN\) programme to task](#), pointing to the survey report we sponsored, which last month unveiled the dismal state of police technology. Our Technology Lead Simon Kempton, who has criticised the ESN project for being massively behind schedule and over budget (it is not expected to come online until 2022), said: "It is good that MPs have now heard how bad police IT can be."



### Post Incident Prodecures (PIPs) are not just for specialist officers

PIPs can deliver the best possible outcome following a traumatic or life-changing event. Our [PIPs seminar last month covered](#): firearms simulations and scenarios, such as a hostage situation, drugs den and an armed man threatening to shoot himself; the role of Body Worn Video in apportioning blame; whether police dog bites should be considered under PIPs; and firearms lead Simon Chesterman urged officers to follow Authorised Professional Practice, which is tried and tested.



### Best of British detectives honoured at award ceremony

The [Police Federation's National Detectives' Forum \(PFNDF\) handed out awards](#) in the following categories at a ceremony last month: Detective Investigation of the Year; Services to Detectives; the technology-based Smarter Detective; New Trainee Detective of the Year; and our PFNDF Regional Recognition Award. A team of Hertfordshire Constabulary detectives (pictured) won the Detective Investigation of the Year award for uncovering a global paedophile ring.

### Are you on the Police Constable Degree Apprenticeship scheme? Tell us about your experiences so far

The Police Constable Degree Apprenticeship (PCDA) is a new entry route into policing where officers work towards achieving a degree in policing while completing their initial training. We want to understand more about the experiences of those on the PCDA scheme. This will help us to ensure that we can support and represent you as effectively as possible going forward. If you are on the PCDA, please look out for our new starters' survey in your PNN inbox and fill it out. If you are happy to discuss your experiences in more detail, please contact our Research and Policy Support team via [researchanddatacollection@polfed.org](mailto:researchanddatacollection@polfed.org).

### Can't open the links in this email? 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:

Legal proceedings lodged after failure to act on police pay - [www.polfed.org/newsroom/6566.aspx](http://www.polfed.org/newsroom/6566.aspx)  
Police chiefs announce legal action against the Government - [www.polfed.org/newsroom/6581.aspx](http://www.polfed.org/newsroom/6581.aspx)  
Take part in our menopause survey - [www.surveymonkey.co.uk/r/policemenopausesurvey2018](http://www.surveymonkey.co.uk/r/policemenopausesurvey2018)  
Backing from MPs committee over police cuts and officer welfare - [www.polfed.org/newsroom/6572.aspx](http://www.polfed.org/newsroom/6572.aspx)  
Chancellor's Autumn Budget: Potholes prioritised over police officers - [www.polfed.org/newsroom/6578.aspx](http://www.polfed.org/newsroom/6578.aspx)  
Federation-sponsored IT survey sparks debate in Government committee - [www.polfed.org/newsroom/6439.aspx](http://www.polfed.org/newsroom/6439.aspx)  
Post Incident Procedures are not just for specialist officers - [www.polfed.org/newsroom/6548.aspx](http://www.polfed.org/newsroom/6548.aspx)  
Best of British detectives honoured at award ceremony - [www.polfed.org/newsroom/6470.aspx](http://www.polfed.org/newsroom/6470.aspx)

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

---