



The PFEW to obtain further legal advice following the findings of the judges' and firefighters' pension cases

The Court of Appeal has ruled that the [introduction of transitional protections to judges' and firefighters' pensions was not a proportionate means to achieving a legitimate aim](#). These cases were originally brought to an Employment Tribunal in 2016 due to changes to public sector pensions in 2015, which also affected police officers.

Your National Secretary Alex Duncan said: "The judgement handed down is a positive outcome for those engaged in the process. The difficulty is determining what a positive outcome means for you, our members. Within the ruling, there is reference made to other rulings that have been decided upon since we obtained our initial legal advice on whether to challenge the pension changes some five years ago.

"As a result, we will be obtaining further legal advice, which will incorporate a thorough review of our previous advice, including this recent ruling and arguments put forward within the Court of Appeal. This will allow us to better understand what this ruling means for you and how we can best represent your interests moving forward. We anticipate that this review will be completed early in 2019."

Pension cost cap breach decision expected early in 2019

A decision on [how to address the public service pension cost cap breach](#) reported by HM Treasury in September last year is expected in the coming months. The Government Actuary Department's (GAD) draft actuarial valuation report for the police pension schemes indicates that employer contributions need to increase for the period 1 April 2019 - 31 March 2023 and also that the cost of the schemes are not on target.

The public service pension scheme cost cap is designed to limit the cost to the taxpayer of providing pensions to public service workers. The target level of the cap is set as a percentage of pensionable payroll. If a valuation shows that costs have risen or fallen by more than 2%, action must be taken to redress the balance. In this case the costs have fallen by more than 2%.

The Home Office and Police Pension Scheme Advisory Board (SAB) are currently in discussions and must seek to reach an agreement on how to proceed in January. Your National Secretary Alex Duncan said: "Scheme members - including ourselves - have been consulted via the SAB. We are considering the options available, but we will ultimately be pushing for what is in your best interests."



How much do you know about your rest day entitlements?

We want to make sure that you know exactly what you can claim as part of your



Our new 'FedCast' audio series launches this month

You will soon be able to listen to Fed news and discussions on the go. We are making



Blog: 'Armed officers shoulder a huge burden - we should share it'

Our [new Firearms Lead, Steve Hartshorn, explains why he thinks AFOs need all the](#)

role. This month, our focus is on rest days and looking at issues such as working a rest day, and what happens if a rest day is cancelled but you are then not needed in work. For more information, including FAQs, visit our [Did You Know? page](#). Follow #KnowYourRights and #DidYouKnow on Twitter to join the discussion. [Click here to watch a short video message from John Apter](#).



Police use of force stats published for the first time

In 2017, the Home Office introduced new forms aimed at providing an accurate record of the type and frequency of use of force on a day-to-day basis. The figures - which cover April 2017 to March 2018 - [show that there were 313,000 recorded incidents in which a police officer used force on someone](#). Simon Kempton, our Operational Policing Lead, said: "It is vitally important that these statistics are collated and analysed so the training you are provided with mirrors the situations you are encountering on the street."

Celebrating 100 years of the Police Federation

This year marks a milestone for us [as the organisation turns 100](#). The Federation was established by an Act of Parliament in 1919, and since then has worked to support and represent the interests of rank and file officers across England and Wales.

John Apter, your National Chair, said: "I accept we don't always get it right and have had our difficulties, but we shouldn't ignore the organisation's achievements - whether that be lobbying for better equipment, changing legislation to effect stronger sentences when it comes to police assaults or campaigning for better protection for emergency response drivers - we do make a difference.

"This year is about recognising how far we have come - learning from the difficulties we have had and moving forward, and more important than anything keeping our members at the heart of everything we do."

[Watch a short video message from John Apter](#).

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Some force email programs 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:

The findings of the judges' and firefighters' pension cases - www.polfed.org/newsroom/6739.aspx
Pension cost cap breach decision expected early in 2019 - www.polfed.org/newsroom/6702.aspx
How much do you know about your rest day entitlements? - www.polfed.org/campaigning/6732.aspx
Our new 'FedCast' audio series launches this month - www.polfed.org/newsroom/6721.aspx
Blog: 'Armed officers shoulder a huge burden - we should share it' - www.polfed.org/newsroom/6685.aspx
Police use of force stats published for the first time - www.polfed.org/newsroom/6699.aspx
Rank and file officers recognised in New Year's Honours - www.polfed.org/newsroom/6755.aspx
Last chance to sign-up for our Roads Policing Conference 2019 - www.polfed.org/events/roads_policing_conference.aspx
Celebrating 100 years of the Police Federation - www.polfed.org/newsroom/6762.aspx

Police Federation of England & Wales

a short series of podcasts designed to help keep you informed about the work we do on your behalf. In the format of a short radio show, the first episode will be out later this month and features National Chair John Apter and National Secretary Alex Duncan talking about pay, pensions, police drivers and other hot topics, as well as answering members' questions. [Find out more and how to listen](#).



Rank and file officers recognised in New Year's Honours

[Thirty rank and file officers from across England and Wales have been recognised](#) in the 2019 Queen's New Year's Honours. Avon and Somerset response officer and Fed rep PC Adrian Secker was awarded a British Empire Medal for his services to policing and the community, and Inspector Amanda Williams of Gwent Police received a Queen's Police Medal for her work in mental health support services. National Chair John Apter said: "Police officers are unsung heroes - it's great to see them being celebrated in this way."

[support they can get](#): 'Firearms officers do a unique job within policing. Let's not sugar-coat the pill, they are trained to deal with immediate threats to life and every time they sign out their weapons they realise there is a possibility that one day they may be required to pull the trigger. I am dedicated to ensuring Post Incident Procedures are the best they possibly can be in terms of safeguarding and welfare.'



Last chance to sign-up for our Roads Policing Conference 2019

The [Roads Policing Conference and Awards 2019](#) will take place on January 29 and 30 at the Jury's Inn, Hinckley Island in Leicestershire. Our upcoming conference will bring together those who work in the roads policing arena. It will also highlight successes, challenges and best industry practice under the theme: 'Roads Policing - officer welfare matters'. Via the link above, you can view the agenda and register to attend via the booking portal. See the [highlights from the Roads Policing Conference 2018](#).