

March 2017

Issue 9

POLICE
Federation



Welcome to the March e-bulletin from your national Federation.

Your welfare: stress is widespread in the police service

We have long said that the pressure of policing is taking its toll on you, our members, and for the first time we can evidence this following in-depth analysis on a [national survey of officer demand, capacity and welfare](#).

Among the findings:

- 80% of you who responded experienced feelings of stress, low mood, anxiety, or other mental health and wellbeing difficulties (92% of you indicated that your psychological difficulties had been caused or made worse by work)
- 59% had used holiday or rest days to take time off due to the state of your physical health
- 66% indicated that your workload was too high
- 67% disagreed or strongly disagreed that you were able to meet conflicting demands
- 70% disagreed or strongly disagreed that you have enough time to engage in proactive policing
- 53% reported that you were 'Never' or 'Rarely' able to take your full rest break entitlement

Our [Welfare Support Programme](#), involvement with [Mind's Blue Light Programme](#), and ongoing work with forces and other representative bodies is directly helping you and paving the way to fill the gaps in support services that can really make a positive difference to you and your families. If you would like to know more about the support available to you, please contact your [local Federation](#).

Thank you to those of you who took part in our welfare survey. The evidence we have been able to gather helps us to demonstrate where change is needed, so that together we can improve your working conditions.



Call to 'Protect the Protectors' gains Parliamentary support

A bill calling for harsher sentences for those who assault police officers and other emergency service workers has cleared its first hurdle at Parliament. Halifax MP Holly Lynch, who is championing [our campaign to 'Protect the Protectors'](#), introduced a [Ten Minute Rule Bill on assaults on emergency services staff](#) which won cross-party support from MPs. [Watch PC Vicky Thompkins](#), of West Yorkshire, talking about her experience of being assaulted on duty. Please report it [if you are assaulted on duty](#).

Policing and Crime Bill: biggest shake-up in police bail in 32 years

[Pre-charge bail will be capped at 28 days in an overhaul of bail arrangements that come into effect in April](#). The PFEW and our advisors have been in dogged negotiations with the Home Office for more than 18 months over the bail reforms as well as the other changes enshrined in the new law. But although we have managed to influence some of the outcomes, arguments over the pre-charge bail reforms have largely fallen on deaf ears. Further discussions are ongoing as other elements of the Bill won't be introduced until later.

Firefighters lose their pension employment tribunal: what now?

An employment tribunal has ruled that while the government's transitional arrangements for firefighters' pensions in the 2015 CARE Scheme do discriminate against some of their members, it is justifiable as it is a proportionate means of achieving a legitimate aim. Both the Fire Brigades Union and [the Ministry of Justice](#) are appealing their respective ET rulings. We are continuing to follow both cases closely. If you have questions relating to our work on pensions, please look at [our new FAQs](#) or contact [your local Federation](#).



Police welfare: three quarters of you are 'often or always' single-crewed

[Many of you have told us that you are frequently ending up in vulnerable situations with little or no back up](#), and from a welfare perspective this is unacceptable. Results showed that 73% of you who responded were single-crewed either often or always in the last 12 months. Our survey highlights how the reduction in police numbers is taking its toll on our members. We will be making recommendations to police forces and the Home Office.

Key changes to use of force recording take effect from April

From the 1 April 2017, the [Home Office have stipulated that all use of force must be recorded by officers in the same way](#), regardless of where they work. This is advantageous to all involved. For the first time, we will have robust data from all forces demonstrating which techniques and equipment really work and which do not. We will make sure that this information is used to change things like Officer Safety Training to reflect what you, our members, need to do your jobs properly.

Police charities join forces to better support members

Do you need support? Welfare, housing, rehabilitation, bereavement - there are a variety of police charities who may be able to help. A group of them recently came together to form [Police Charities UK](#), to improve access to help for you and your loved ones, and signalling their commitment to work in partnership to provide the best support possible to the wider policing family. To find out what services are available to you, please visit [www.policecharitiesuk.org](#).

We are aware that **some email clients block the hyperlinks in this newsletter**. If you are having problems accessing any of the links embedded in this email, please try copying the full address below and pasting it into your browser:

- Evidence to show stress is widespread in the police service: <http://polfed.org/newsroom/4030.aspx>
- Find out more about our Welfare Support Programme: http://www.polfed.org/fedatwork/Welfare_Support_Programme.aspx
- Find out more about the Mind Blue Light Programme: <http://www.mind.org.uk/news-campaigns/campaigns/bluelight/>
- Contact your local Federation: <http://polfed.org/aboutus/contactus.aspx>

More information on our Protect the Protectors campaign: <http://polfed.org/campaigning/3635.aspx>
Parliamentary support for Bill to protect emergency services staff: <http://polfed.org/newsroom/4027.aspx>
PC Vicky Thompkins case study: <http://polfed.org/campaigning/3635.aspx>
Have you been assaulted on duty?: <http://polfed.org/campaigning/4015.aspx>
Big shake up in bail arrangements: <http://polfed.org/newsroom/4106.aspx>
Judges' pension employment tribunal ruling: <http://polfed.org/newsroom/3920.aspx>
New pension FAQs: <http://www.polfed.org/fedatwork/pensionsfaq.aspx>
Three quarters of officers are 'often or always' single-crewed: <http://polfed.org/newsroom/4094.aspx>
Key changes to use of force recording: <http://polfed.org/newsroom/Blogs.aspx?item=115>
Police Charities UK launch: <http://polfed.org/newsroom/4053.aspx>
Visit the Police Charities UK website: <http://policecharitiesuk.org/>

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