



## Officers Owed 19,000 Rest Days

**A** shocking 19,000 rest days are owed to Norfolk police officers, new figures show. A Freedom of Information (FOI) request found that 152,395 hours were owed to Norfolk officers from the rank of PC to Chief Inspector, equating to 19,000 eight-hour shifts.

The Chair of Norfolk Police Federation, Andy Symonds, said the high numbers didn't surprise

avoided". But a lack of available officers was making the problem even worse, Andy said.

He said: "We've seen a significant number of officers deployed to police riots this year, so many officers have had their rest days cancelled.

"But this has been going on for a few years. In the past, demand would have been soaked up by officers who are already on duty. But now

armed policing.

He said: "That can lead to people burning out and suffering from mental health conditions that are exacerbated because they need that decompression time."

Andy continued: "We're encouraging officers to re-roster their rest days as soon as they can. Then we want to put it back onto the force: if it's

**"Officers are burning out and suffering from mental health conditions, because they need that decompression time"**

him, especially after a summer where officers' rest days were cancelled so they could police disorder and riots.

But he called on Norfolk Constabulary to ensure that rest days were swiftly re-rostered before officers started to burn out.

Officers' rest days can be cancelled for "an exigency of the service", defined as "a pressing need or requirement that cannot be reasonably

the force often doesn't have enough officers on duty to police events safely and they have to use officers who are on their rest period. As we know, officers don't get a choice when they're ordered to come in for an exigency of duty, as we're crown servants."

Some officers were finding it difficult to re-roster their rest days, Andy added, particularly detectives and those who worked in roads and

cancelled a rest day, it's over to them to find a day that the officer can take off, that works for both of them.

"The regulations say that the force must re-roster the rest day within four days of the cancellation occurring. If officers are struggling to take their rest days back, please contact the Federation – we will step in on your behalf and make sure you get what you're entitled to."





# Remembering Fallen Colleagues

**T**housands of police officers who have died on duty were honoured at the 21st annual National Police Memorial Day and at this summer’s COPS Service of Remembrance.

On Sunday 29 September, members of the police family gathered at the Royal Concert Hall in Glasgow for National Police Memorial Day, honouring almost 5,000 officers who have lost their lives on duty over the years.

The names of those officers who had died in

return in Staffordshire to pay respects to officers who have died on duty.

Before the Service of Remembrance, The Police Unity Tour arrived, comprising hundreds of cyclists who had travelled from across the country to the Arboretum in memory of fallen officers. The tour raised more than £200,000 for the COPS charity this year.

DC Joanne Hill, of Norfolk Constabulary, sadly lost her husband Nicholas in 2002 when their

She said: “I just love it. Some of the hills on the second day were very challenging, but I’m not feeling too bad!

“It means such a lot to me because I’ve got a personal connection to the whole event. The support COPS gives families is absolutely phenomenal in terms of events and the friendships that you make through that.

“Also, spending time with people who actually understand.

**“This is an opportunity to come together and remember our police colleagues who have made the ultimate sacrifice”**

the past year were read out. They are Sgt Graham Saville, of Nottinghamshire Police; Sgt Paul Frear, of West Midlands Police; PC Jack Cummings, of West Yorkshire Police; and Acting Sgt Reece Buckenham, of Hertfordshire Constabulary.

Chris Hobbs, Secretary of Norfolk Police Federation, said: “It’s really important that we continue to remember our fallen officers once a year, on an occasion like this. But it’s important to remember them throughout the year as well.

“National Police Memorial Day gives us the opportunity to come together and remember our police colleagues who have made the ultimate sacrifice, and support their families as well. We will never forget them.”

In July, there was emotion and camaraderie at the Care of Police Survivors (COPS) Annual Service of Remembrance.

Surviving family members and serving police officers gathered at the National Memorial Arbo-

son was just nine weeks old.

Joanne received support from the COPS charity and now she regularly cycles in the Unity Tour.

“I’ve made friends for life through COPS and it really has helped me rebuild my life from where it was in 2002 to where we are now.”







# Why Officers Are Resigning

**A**worrying 63% of officers who left the police service said the job's negative effect on their family and personal life was a critical factor, according to a new Leavers Survey.

The Police Federation of England and Wales (PFEW) captured the experiences of 2,654 officers who had left the job and discovered that reasons for them leaving included long or irregular hours, high stress and no work-life balance.

The survey showed that 27% of police officers are resigning before reaching pension age, with low morale and poor job satisfaction cited as the main reasons.

to pay awards.

"This year's pay award for police was 4.75% and almost every other public sector worker received at least 5% or 6%, with junior doctors getting 22%. What with the pension changes, many officers are leaving earlier and finding employment outside of policing."

He continued: "When I catch up with former colleagues who have left policing early, they're often happier, healthier and financially better off. This is because many employers see officers' skills and experience as highly valuable assets. Something which a growing number of police officers feel is not present within policing.

"Add into the mix the high level of scrutiny

on duty.

"The psychological impact on officers is a growing issue too. Many officers are struggling with their mental health. Trying to cope with so many traumatic incidents during their career has a huge negative impact on them.

"So it is no surprise that we're seeing a worrying number of officers quit. A number of things need to be done. The police accountability review is an important step. As is having a first-class, proactive occupational health and wellbeing offering for officers who are struggling physically and mentally."

Andy continued: "There also needs to be investment in policing so that Chief Constables

**"There is a growing crisis in policing caused by a number of factors, including pay and conditions"**

More than half of resigning police officers stated that their mental health had been severely affected by the job.

Meanwhile 74% of resigners cited low morale as a major reason for leaving; and 41% of resigners and 32% of retirees pointed to physical health issues as a reason.

Nearly two thirds (60%) said understaffing or the inability to meet team or unit demands drove their decision.

Andy Symonds, Chair of Norfolk Police Federation, said: "These statistics are a symptom of a growing crisis in policing caused by a number of factors. The first is pay and conditions. Officers have been treated less favourably than our counterparts in the public sector when it comes

officers face when investigations take place and the pressures and anxiety this brings, as well as the length of time they may be under investigation, and many officers feel this burden is too much and they leave.

"In addition to all of this, officers have numerous restrictions on their private lives. They can be ordered to work longer hours, and work on their rest days and annual leave, often at short notice. They are also required to act while off duty.

"They can be told not to associate with certain people or family members, they have to remain financially solvent. Many officers are assaulted and some have permanent disabilities as a result of assaults or injuries sustained

can decide where resources need to be deployed. This would include an uplift in officers and also, importantly, police staff.

"Officers are doing too much, all of the time. They have their foot on the accelerator. There is simply not enough of them to cope with all the demands placed on policing.

"We've seen in recent reports that in England and Wales we have around 200 police officers per 100,000 people. Compare this with other European countries and we rank the lowest.

"We also need a truly independent pay process that allows negotiation and collective bargaining, something that we've not had since 2015. This is one of the reasons why police officer pay has been suppressed for many years."

# MEET THE REP

## T/Ch Insp Rachael Shearing

### Please tell us about your policing career and the trajectory it's taken.

I joined Norfolk Constabulary in 2008 and worked on the frontline for eight years. I was promoted to Sergeant and moved to safeguarding and investigation in 2016 as a Detective Sergeant, working mainly within child criminal/sexual exploitation, before being promoted to Inspector and returning to the frontline in 2020. I have recently been promoted to Temporary Chief Inspector in the Control Room.



occasions throughout my career, even if it's just for advice, so I wanted to give something back.

demographic makes the Fed more approachable and open to all.

### Why should colleagues consider becoming a Fed Rep?

At some point in your career, you may seek the support of the Federation and you'll see how valuable that can be. If you haven't, there may be a time when you do need it. I would urge anyone thinking about it to just do it.

### What do you enjoy about being a Fed Rep?

I find being able to support people when they most need it really rewarding.

**“Broadening the demographic of Reps makes the Federation more approachable and open to all”**

### Why did you become a Police Federation Rep?

I wanted to be in a position to offer support and advice to my colleagues. I've built a reputation among the staff that I can be trusted, and have personally accessed the Fed on a number of

As a senior officer, I wanted to be in a position to support my senior colleagues too. The Federation Reps in the past have predominantly been represented by white men, and I know the Federation were conscious of this. Broadening the

### Why is the role of a Federation Rep so important?

It ensures people have access to the best advice, and know their rights so they can get support when they need it.

## DI Lewis Craske

### Please tell us about your policing career.

I joined Norfolk Constabulary in late 2003. I was first stationed at Gorleston and enjoyed two years there before I became a T/DC in the Great Yarmouth Tactical Unit.

The desire to manage a team led me to take the Sergeants exam early and in 2007, having completed my DC portfolio, I came back to Gorleston as a T/Sgt. I became a Sergeant and spent a year in SNT/patrol policing, prior to working for C/Supt Cherington as Staff Officer.

In 2011 I started back on my career goal of

years I moved to the Covert & Investigative Support Directorate. I have completed a Masters with help of the organisation, am a trained coach and mentor, and support He4She practices.

### Why did you decide to become a Police Federation Rep?

I received a lot of support from the Federation as an individual and as a manager over the years and I thought it was about time I gave something back. I also understood that there were a scarcity of Reps at Inspector level.



### What do you enjoy about being a Federation Rep?

It's early days, but my first meeting was a real eye-opener to some of the challenges facing

**“My first meeting opened my eyes to the challenges facing officers across the organisation”**

being a Detective, performing roles in Integrated Offender Management and the Collision Investigation Unit before joining the Joint Major Investigation Team (JMIT). I carried out further roles as a DS and then DI, before returning to JMIT as a Senior Investigative Officer. After five

### Why should colleagues consider becoming a Fed Rep?

It's important that representation of our membership is reflected in our Fed Reps. I would particularly urge those officers from under-represented groups to reach out to the Federation.

colleagues across the organisation. It's easy to become blinkered to our own directorates' struggles, and having been away from frontline policing for so long it was refreshing to hear from colleagues. I hope to help and support them as best I can.





## Reduced fixed-fee divorce for PolFed clients

**As a result of no-fault divorce having come into effect on 6 April 2022, Police Federation members can access expert advice on their divorce for a discounted fixed-fee of just £420 (incl. VAT), plus court fee. This is an exclusive discount rate for all members in addition to a free 45-minute bespoke consultation.**

### How much does a divorce cost?

Police federation members will be able to access tailored advice and guidance on their divorce from our specialists for just £420 (incl. VAT), plus court fee. With no change to the service offered, we want to ensure that officers looking to legally end their marriage with the no-fault divorce legislation can do so at a competitive price.

### What is no-fault divorce?

From 6 April 2022, spouses will no longer have to apportion blame to get divorced. Currently, unless a petitioner has been separated for two years or more (and the respondent consents), a petitioner has to rely on the fault-based facts of unreasonable behaviour or adultery. Having to rely on fault at the start of the process can create unnecessary tension, as our recent survey of divorced couples found that 30% of respondents had to exaggerate during proceedings to get their application through court.

Our family law experts believe the change in legislation will lead to divorces being less contentious, allowing spouses to concentrate on resolving other matters which must be considered, such as child and financial arrangements.

### Do I need a lawyer for a no-fault divorce?

The divorce process can be extremely time consuming and confusing, which is why we always recommend speaking to our experts at the first instance to gain advice on your circumstances. There are many things

that could go wrong if you embark on representing yourself in the divorce, which is why we've reduced our fees to alleviate the burden of attempting to facilitate a no fault divorce yourself.

Our head of family law, Georgina Chase, said:



*We support the introduction of the new no-fault divorce, making the process less acrimonious and encouraging a conciliatory approach. We want to ensure that our clients still have access to expert legal advice in going through such a challenging time of their lives and our concern is that many couples will attempt to 'go it alone' and finalise their no-fault divorce online without obtaining the legal advice that they need in respect of the connected matrimonial finances and child arrangements. Making our fixed-fee divorce service more cost effective will facilitate this.*



Our team of experts are on hand to offer comprehensive legal advice, catered to your family circumstances. At Slater and Gordon we've been advising and supporting serving officers for more than 60 years, providing straightforward guidance to help you move forward with clarity and confidence. If you'd like to arrange a free 45-minute initial consultation with a specialist family lawyer from Slater and Gordon, please [contact us on 0800 175 7710](tel:08001757710) and we'll be happy to help.



Your family law representative  
Georgina Chase

Tel: 0800 175 7710

Website: [slatergordon.co.uk](http://slatergordon.co.uk)

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# A Colossal Charity Challenge

**T**wo Norfolk officers whose children have been seriously ill have raised thousands for the hospital that supported them with increasingly difficult charity challenges.

PC Will Shreeve and PC James Askew have run and cycled hundreds of miles around Norfolk to raise money for the Great Ormond Street Hospital Children's Charity.

In September they completed a gruelling 90-mile coastal run in 28 hours, pausing for refreshments from Norfolk Police Federation's welfare van (pictured). James said: "We got absolutely battered through the night with all sorts of weather. It was the worst weather we'd had in the last few months. There was wind and sideways rain, but we just kept each other going, and it was amazing."

James started the fundraising effort, having taken up running so he wouldn't put on weight, as he'd had a suit fitted for his wedding. When he started running with friend and colleague Will, the pair wanted to increase the challenge.

"My boy went to Great Ormond Street when he was really little and Will's daughter is still an



outpatient," James said. "So to raise funds, I suggested, 'Let's run to Germany, we'll get people to sponsor us; we can take a couple of tents with us and we'll camp out'. That snowballed into doing a whole year of fundraising events and challenges, with people suggesting new things for us to do."

Will added: "Supporting Great Ormond Street Hospital was a no-brainer. It's really personal to both of us and we just wanted to say thank you and give something back, because of how amazing they are."

James, who did "little to no training" before the events, said he was inspired by a cheerful young patient at Great Ormond Street Hospital who was walking along with her drip and had no hair, suggesting she'd undergone chemotherapy.

He said: "I thought, if she can pull herself out of her bed and get on with her day, and put a smile on her face, then I can do anything. And that's always stuck with me."

In November, the pair tackled their fourth event – running 10k every day. Will said: "There have been good days and bad days. Some days you feel like you've got no legs at all and the next day you feel like you're suddenly really fit."

James said: "My hips are feeling it. I'm walking like John Wayne at the moment, it's awful! But we're keeping each other going."

To donate, go to: [www.justgiving.com/team/jamesandwill4gosh](http://www.justgiving.com/team/jamesandwill4gosh)

Take advantage of this offer by showing your bluelight card or any proof you work for Norfolk Constabulary

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# What The Budget Means For You

**N**ow the dust has settled on the Government's announcement of its Budget, **MCB Financial Services** explains what it could mean for you and your finances.

## Income

The national living wage will rise by 6.7%, from £11.44 to £12.21 an hour, from April next year. This is worth £1,400 per year for an eligible full-time worker aged 21 and over. Alongside this, the national minimum wage for 18- to 20-year-olds will rise from £8.60 to £10 an hour, a 16.3% increase.

The currently frozen income tax and National Insurance thresholds will be upgraded by inflation from 2028. The existing freeze brought in by the previous Government will remain in place until 2028. This means that, from 2028, if a person's salary increases in line with inflation, it is less likely that they will be pulled into a higher tax band.

Employer National Insurance is increasing from 13.8% to 15% from 6 April 2025. This is paid directly by employers. The per-employee threshold at which employers start to pay National Insurance will be reduced from £9,100 per year to £5,000 per year, again from April 2025.

## Savings and investments

ISA limits will stay the same until April 2030. The maximum amount you can save or invest in an ISA will remain at £20,000 for ISAs, £4,000 for Lifetime ISAs (the combined home deposit and

long-term savings vehicle) and £9,000 for Junior ISAs and Child Trust Funds.

The main rates of Capital Gains Tax are rising with immediate effect, from 10% to 18% (basic rate) and 20% to 24% (higher rate) for those selling businesses or realising gains from investments outside of ISAs and other tax shelters. This brings the rates in line with those for residential property, which are not rising.

Landlords or existing homeowners looking to buy additional property will now pay higher stamp duty. The Higher Rates for Stamp Duty Land Tax, payable by purchasers of additional dwellings and by companies, will increase from 3% to 5% above the standard residential rates, from 31 October 2024.

The tax-free allowance for dividends remains the same at £500. (This applies to dividends paid from shares held outside an ISA or pension wrapper).

## Pensions

The state pension is increasing by 4.1% from next April. A new full state pension will increase from £221.20 a week in 2024-25 to £230.25 a week in 2025-26. This means an increase of £9.05 a week, or £470.60 a year if a pensioner receives 52 weeks of state pension.

Pensions tax relief and the treatment of tax-free cash remains unchanged.

The treatment of pensions for inheritance tax purposes is changing from April 2027 onwards,

with pension savings being counted in a person's estate for inheritance tax purposes. This will affect those with assets – that now include their pension savings – that go above the threshold.

## Inheritance

The freeze in the inheritance tax threshold will be extended for two more years from 2028 to 2030. That means you can leave £325,000 (and an additional £175,000 for those giving away their main residence to a direct descendant if the estate is worth less than £2m) without paying inheritance tax.

Unused pension funds and death benefits payable from a pension will be included in a person's estate for inheritance tax purposes from 6 April 2027, as outlined in the pensions section above.

Any concerns? Go to our website or contact one of your dedicated advisers at MCB for all your financial needs:

**Amy Allen:** 07787 446375;

amy@mcbfinancialservices.co.uk

**Julie Salmons:** 07738 968859;

julie@mcbfinancialservices.co.uk



## Norfolk Police Federation

### Pre-Retirement Seminar Programme 2025

#### Who are Reflect Financial?

The police team at Reflect Financial has over 20 years experience in helping both serving and retired police officers make provision for their ongoing financial security. Our popular Pre-Retirement Seminars have proven nationally to be an invaluable source of advice and guidance as officers consider a life beyond policing. Our seminars are delivered by an expert team of financial planners, all of whom specialise in the police sector.

[Click here if you are viewing this digitally to find out more about our specialist team.](#)

#### What will we cover?

- Managing your finances in retirement
- Developing a financial strategy
- Police Treatment Centres
- Preparing for retirement
- CV Preparation
- Personal Taxation
- Police pension schemes and 'the remedy'
- Estate Planning and wills (inc 'power of attorney' and long-term care\*)
- Group Insurance Scheme

\*Will writing and Powers of Attorney involve the referral to a service that is separate and distinct to those offered by St. James's Place and are not regulated by the Financial Conduct Authority.

#### Where and when?

Running from 9:00am - 4:30pm, the seminars will take place at Hethersett Old Hall Training Centre, Norwich Road, Hethersett, NR9 3DW on the following dates:

- **4th March**
- **14th October**

#### How do I register?

Our seminars are completely free to attend. [To reserve your place at an upcoming session, simply click here if you're viewing this digitally.](#)

Alternatively, email our team on: [policeseminars@reflectfp.co.uk](mailto:policeseminars@reflectfp.co.uk). Please include your full name, rank, collar number, date of intended retirement, and mobile phone number.