



We Must Protect Our Rest Days

Chief Constables are being “brazen” by trying to make it cheaper to keep officers on duty when they should be at home resting, the Chair of Norfolk Police Federation has said.

Andy Symonds was speaking after the National Police Chiefs’ Council (NPCC) made its submission to the police pay review body.

how cancelled rest days are re-rostered.

The Federation of England and Wales (PFEW) said that policing is only viable because it places excessive burdens such as cancelled rest days on officers as a norm rather than exception.

Andy said: “I am angry and frustrated at the NPCC, who purport to speak on behalf of all Chief Constables. I will be challenging our Chief to ask

the Chiefs simply want to pay officers much less when this happens. We already see officers being kept on regularly, and this would only increase with these changes.”

Andy said that police leaders had “lots of warm words” about the demands of policing, including the fact that officers are exhausted from working excessive hours. He added: “But rather

“This is a brazen set of recommendations from the NPCC designed to make it cheaper to keep officers on shift”

Police officers are currently entitled to a minimum four hours’ compensation at time and a half when they are required to work on a cancelled rest day or bank holiday, recognising the disruption to protected rest and family commitments.

But the NPCC has proposed paying officers at time and one-third, calculated in 15-minute increments, for the exact time worked. Their submission also seeks to tighten the rules around

if he agrees with the NPCC submissions to the pay review body that would make it cheaper for them to keep officers on at the end of their shifts into a period of rest.

“The current regulations act as a deterrent to Chiefs when they keep officers on when they should be at home resting. They wish to make it cheaper, because they know that we do not have enough officers to cope with the demand.

“Rather than deal with the cause of the issue,

than deal with this, they have chosen to take money out of officers’ pockets and keep them from going home to rest.”

Andy continued: “I hope the pay review body sees this submission from the NPCC for what it is: a brazen set of recommendations designed to make it cheaper to keep officers on shift, rather than dealing with the more complex issues of demand and police numbers, which are the reason officers are never off duty on time.”



Police Deserve A 7% Pay Rise

“Without a path for the police to be paid fairly, the service will continue to haemorrhage experienced officers,” the Chair of Norfolk Police Federation has said.

Andy Symonds said that he was backing the Police Federation of England and Wales (PFEW)’s call for a minimum 7% annual pay rise for each of the next three years.

In its report to the Police Remuneration Review Body for 2026, PFEW said the multi-year pay settlement was essential to improve retention, morale and operational capability. It also called

He emphasised that the PFEW’s proposed 7% pay rise for the next three years was “not a nice to have, but a must”. He said: “We’re seeing the consequences of many years of austerity on police budgets, which have resulted in many years of poor pay awards for police officers who are asked to do the most dangerous, difficult and harrowing work that the rest of society doesn’t want to do.

“Police pay is 20% below where it should be. Recently, we’ve seen the body that awards pay rises to MPs recommend a 5% increase, and they intend for MPs to receive a salary of £110,000 by

all we can afford’. The recommendation must be independent, and recognise the pressures on officers and the history of police pay that has been degraded by 20%.”

- The PFEW is also calling for:
- Full recognition of the ‘P Factor’ in police pay, to properly reflect the risks, restrictions and obligations unique to policing.
 - Fewer pay points for PCs to simplify progression and improve competitiveness, including removing the lowest pay points to reflect frontline expectations from day one.
 - Increase the unsocial hours allowance from

“Without a path for the police to be paid fairly, the service will continue to haemorrhage experienced officers”

for a raft of improvements to officer conditions, including increased allowances and annual leave.

By contrast, the National Police Chiefs’ Council (NPCC) is supporting a 3.5% pay rise if it is fully funded by the Government, or a below-inflation 2.5% if it is not.

Andy said the NPCC’s response was “disappointing, but not surprising”. He continued: “This is simply not fair and does not recognise officers’ sacrifices and continued hard work. They honestly believe that a below-inflation pay award is appropriate for the officers they are supposed to lead? Poor show! I hope and expect that the pay review body ignores the NPCC.”

2029. “All we’re asking for is to start the recoup of the pay awards we should have had over the past 12 years. We must remember that police officers have suffered the most in terms of degradation of their pay in the public sector.

“Without a path for the police to be paid fairly, the service will continue to haemorrhage experienced officers, which are a rare thing nowadays. And we will fail to attract the right police officers for the future, as they will look at the pay and conditions and think it’s not a career they want.

“I call on the Police Remuneration Review Body to properly assess the evidence and to recommend an award that is not based on ‘it’s

10% to 20%, for work between 8pm and 6am on Fridays, Saturdays and Sundays.

- Acting up and temporary promotion payments should be paid from day one and made pensionable.
- The maximum London and South East allowance should be paid as standard.
- Increased annual leave, with any unused leave to be paid.
- A new long-service leave and recuperation leave.
- Workload payments to Inspectors and Chief Inspectors should be extended, with additional pay for hours worked beyond 48 per week, pending a full review of the 1994 PNB Agreement.

Ear Pieces Could Damage Hearing

Norfolk Police Federation has urged police leaders to take action as new research found more than 45% of ear piece-wearing officers reported experiencing signs of temporary hearing loss immediately after using an ear piece.

The University of Manchester researchers also found that ear piece use accompanied by immediate after-effects more than doubled an officer's risk of having tinnitus, and raised the risk of having diagnosed hearing loss by 93%.

The symptoms were much more common in the ear with the ear piece than the opposite ear, increasing the likelihood that hearing problems were directly linked to use of the devices. Laboratory hearing tests are now needed to confirm whether ear piece users have measurable differences between their ears.

Inspector Andrea Shoetan, president of the Disabled Police Association, said that ear pieces were being worn more than ever. She said: "As a serving officer of 20 years, the use of ear pieces has changed dramatically within that time due to the introduction of body-worn video cameras."



"If members are suffering from hearing loss as a result of work or equipment, please get in touch with us"

Insp Shoetan said officers work in noisy environments and have to turn up their ear pieces as a result. She said: "The volume of the radio will be turned up to maximum with sound going straight into the ear canal from the ear piece to try and hear radio communications, so the potential risk of exceeding daily noise levels increases."

Norfolk Police Federation Chair Andy Symonds

said: "It is concerning that we're seeing evidence from officers who have reported they're experiencing hearing loss after using an ear piece. Work is needed from health and safety leaders within the police service to assess this research and implement mitigations as required."

Andy said that if Norfolk Police Federation members were experiencing hearing difficulties they should report it to their line manager

and get a referral to Occupational Health for a hearing test. He added: "I would also advise submitting an injury on duty form (AIM form) to make sure it is recorded – there is then a duty on the Constabulary to investigate the matter.

"And if members are suffering from hearing loss as a result of work or equipment, please get in touch with us, as we can review the matter and consider any potential legal route."

914 Assaults On Norfolk Officers

There were a shocking 914 assaults on Norfolk police officers in 2025 – the highest figure recorded in Norfolk in more than a decade.

Andy Symonds, Chair of Norfolk Police Federation, said: "The whole situation has moved on from officers hoping that they aren't going to be assaulted. Now it's: 'When I am assaulted, I just pray and hope that it's not too serious so I can carry on doing my job.'

"So what we really need is a hard line. If you're going to assault an emergency worker, then you should face the full force of the law.

"That would act as a proper deterrent, when people realise that when they do this they will always face a lengthy prison sentence. Unfortu-

nately, that isn't always the case at the moment.

"[The national Federation of England and Wales] started with a campaign called Protect the Protectors, and we got a new bit of legislation, which was really good.

"But beyond this, I want the Criminal Justice Service to realise that the sentencing they're handing down at the moment is clearly not working as a deterrent.

"What we need to get better at in the Constabulary is ensuring that those assaulted are always treated as victims, and update them as such. Involve them in the decision-making around the Crown Prosecution Service, such as when they make the call on what they are going to be prosecuting."



Officers Slam Licence To Practise

Eight out of 10 frontline police officers surveyed said they oppose the Government's licence to practise proposals.

The licence to practise scheme is based on the system for nurses and doctors, in which professional licences are revalidated every three

Two thirds (65 per cent) of 3,261 Police Federation members asked said they strongly opposed the licences; 15 per cent said they "somewhat" opposed them; 10 per cent supported the plan; and the remainder were neutral or did not express a view.

to pass interviews on their professional development, qualifications, activities and achievements. Those who failed would be given support, such as mentoring, but successive failures would result in the loss of their licence.

The Home Office has not clarified how often

"Two thirds of Police Federation members said they strongly opposed the licences"

to five years after medics demonstrate they have refreshed their skills and completed necessary training.

It is a central proposal in Home Secretary Shabana Mahmood's white paper to "raise standards and promote professional development".

Police officers are barred from taking industrial action, but more than half (56 per cent) said the reforms would make them "less likely to continue working" in the service. Just four per cent said it would make them more likely to stay. Under the plans, officers would need

officers would need to renew their licences, but it said the plan would "ensure officers are best equipped with problem-solving and technological skills they need to catch more criminals".



Elizabeth Emblem For Norfolk Police Families

The families of three Norfolk Constabulary officers are to be awarded the Elizabeth Emblem.

The honour is being awarded to the families of PC Bernard Brown, PC David Protheroe Davies and DC Terence Glister.

PC Brown died in September 2003 when the police car he was in was involved in a collision with a van.

DC Glister died in September 1987 in a road accident while on Regional Crime Squad duty.

And PC Protheroe Davies died in January 1968 when his police car crashed after losing control on icy roads.

Their families are included in 30 whose loved one's sacrifice has been recognised by the King.

Other recipients include the families of DC Mick Swindells, of West Midlands Police; PC Alan McMurray, of Lothian and Borders Police; and PC Sandra Edwards, of South Yorkshire Police.



Also receiving the award will be the families of fallen officers PC Laurence Brown, of the Metropolitan Police; PC John Alcock, of Grampian Police; PC Andrew Winterburn, of West Yorkshire Police; and PC Kenneth Adams, of Hampshire Constabulary.

The Elizabeth Emblem recognises the sacrifices made by public servants who have lost their lives as a result of their duty. It is the civilian equivalent of the Elizabeth Cross, which recognises members of the UK Armed Forces who died in action or as a result of a terrorist attack.

This is the third list of Elizabeth Emblem recipients to be published. The next of kin are awarded the national form of recognition.

The design of the Emblem incorporates a rosemary wreath, a traditional symbol of remembrance, which surrounds the Tudor Crown.

It is inscribed with 'For A Life Given In Service', and will have the name of the person for whom it is in memoriam inscribed on the reverse of the Emblem. It includes a pin to allow the award to be worn on clothing by the next of kin of the deceased.

Find the full list of those to be awarded the Elizabeth Emblem on the Government website.

Charity 'Battle Of The Badges'

Gym-going Norfolk Police officers have been invited to slog it out alongside their emergency service colleagues in a brutal endurance competition.

The Battle of the Badges event, to be held on Sunday 17 May, will see police officers compete against their military, firefighters, NHS and ambulance colleagues to become the toughest emergency worker – and take home a fitness goodie bag.

Contenders will alternate 500m runs with other challenges, including rows, sled pushes, squats and weighted challenges.

Teams of four will compete in the challenge at the Hustle Gym in Wymondham.

The charity event, which has been running since 2024, is organised by Mike Stolworthy, a forensic collision investigator, who works as a coach in his spare time.

Mike said: "Proceeds will go to the Ambulance Staff Charity who offer mental health and financial and other support to colleagues.

"Last year they went to a firefighters charity and next year they will go to Care of Police Survivors.

"The feedback I get is that people really enjoy the day. It encourages them to join the gym and get training, giving them that



escape from work – which for me is amazing.

"As someone who sits at a desk for 10 hours a day, knowing I am going to the gym after work is a huge release.

"I want to encourage others to do that – it's great stress relief from a very tough job.

"Anyone can join the event as long as they are in the emergency services – be that serving, voluntary, front line, or retired."

The events have brought the five services closer together in his area, Mike said, which is also a great stress reliever.

He explained: "It's healthy banter. Watching the police and fire go at it in the gym transfers across to the work environment too."

Tickets cost £20 a head or £80 per team. Sign up [here](#), or scan the QR code opposite.



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What will we cover?

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- 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 the Force HQ Wroxham Room, OCC, Wymondham, NR18 0WW and Hethersett Old Hall Training Centre, Norwich Road, Hethersett, NR9 3DW on the following dates:

- **Wed 4th March** (At Force HQ)
- **Wed 4th November** (At Hethersett Hall)

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. Please include your full name, rank, collar number, date of intended retirement, and mobile phone number.



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Will-Writing Service

Norfolk Police Federation members can take advantage of a new, free will-writing service.

At Four Seasons Future Planning, we understand that life can be unpredictable, and the unexpected can happen at any moment. This is particularly true for the dedicated staff of Norfolk Police, who work tirelessly to serve their communities, often facing challenging and high-risk situations. That's why we've partnered with Norfolk Police to offer a FREE Legal Will Service to both staff members and their families.

Why Is It Important to Complete a Will?

Peace of Mind: You'll know that your loved ones will be cared for, and your assets will be managed according to your wishes.

Clear Direction: You can specify how you want your estate, property and belongings to be distributed – whether it's money, property or special items.

Protection for Your Family: Ensure that your children or dependents are looked after by trusted guardians, and that financial support is in place for them.

Avoiding Government Process: Without a will, your estate will be distributed according to Government laws, which may not align with your personal preferences.

Support for Charitable Causes: A will allows you to leave gifts to charities or causes that are important to you.

What Are the Benefits of Having a Will?

Control: You decide who gets what, how, and when. This gives you total control over your legacy.

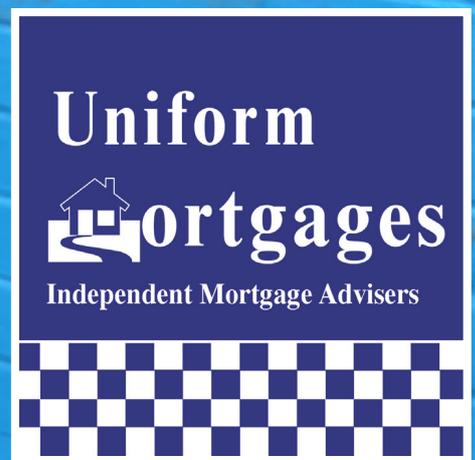
Reduce Stress for Your Loved Ones: A clear will reduces the burden on your family and friends during an emotional time, allowing them to focus on grieving rather than sorting out legal and financial details.

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