

The magazine of Suffolk  
Police Federation  
SUMMER 2025

# FED NEWS

A portrait of PC Eva Palmer, a young woman with brown hair pulled back, smiling. She is wearing a dark blue police uniform with a white shirt and a dark tie. The background is blurred, showing other people and what appears to be an outdoor event.

**PC Eva Palmer represents  
Suffolk at Bravery Awards**

**PAGE 5**

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## POINT OF VIEW...



**BY DARREN HARRIS, CHAIR OF SUFFOLK POLICE FEDERATION**

**A**s chair of Suffolk Police Federation, I want to begin by thanking each and every one of you for your continued professionalism, courage, and service in what remains an incredibly challenging policing environment.

You'll have seen that the police pay award has been delayed until September, which is unacceptable. The Federation has issued a statement on this, see below. Rest assured, we will continue to keep you informed as the situation develops.

It was an honour to represent Suffolk Police Federation at this year's national Bravery Awards. I'd like to once again congratulate PC Eva Palmer on her nomination. It was an absolute pleasure and an honour to accompany Eva and her mum, Alison, to this year's ceremony earlier this month.

Having been re-elected as chair, I look forward to my next tenure in the role. [My main priorities](#) will be shaped around:

1. **Building a relationship with the new Deputy Chief Constable**
2. **Developing a relationship with the new head of PSD (Professional Standards Department)**
3. **Supporting members and the Force through major regulation changes, including those involving vetting and misconduct**
4. **Continuing to campaign for better police pay.**

There are changes ahead - both within the Force and across policing nationally - and I'm committed to making sure our members' voices are heard every step of the way.

Congratulations to Ben Hudson on being re-elected as secretary, and we welcome Emma Arthurs-Newman, who joins the team as a full-time Federation representative. Turn to Page 4, where we hear more from Ben and Emma.

This year, we mark 20 years since the death of PC Cheryl Lloyd. In this edition, we caught up with her sister, Sue Brace MBE, who will be accompanying the Federation to this year's National Police Memorial Day in Coventry. This year's service takes place on 28 September. If you are able to, please join us in remembering our fallen colleagues. [Tickets are free - book yours today.](#)

Finally, can I draw your attention to the 24/7 mental health crisis line that has recently been launched. This help line is confidential, specifically for police officers and staff. Please know you are not alone. Call **0300 131 2789**, day or night.

For now, keep safe. Enjoy your summer. I hope that all those wanting some time off with loved ones manage to have a break - you deserve it. And if you have any questions about rest days, public holidays or TOIL see our FAQs on Page 14.

## FEDERATION RESPONDS TO PAY AWARD DELAY

At this point in the year, we would ordinarily have received confirmation of the police pay award due to take effect in September. Unfortunately, no announcement has been made - and with Parliament now in summer recess until 1 September, it is unlikely we will hear anything further before then.

As a changed Federation, focused on putting members first, we are committed to sharing information with you as much as possible - whether it is good or bad.

The continued delay is simply unacceptable. Every other major public sector workforce has had their pay award confirmed. Yet once again, police officers - who are serving under intense pressure - have been left waiting. This failure does not rest with government alone. Chief Constables also have a responsibility to stand up for their officers and challenge a system that continues to undervalue those

on the frontline.

The timing of this delay is particularly concerning. Officers are working flat out - responding to rising public order threats and being diverted from local policing to support personal visits by world leaders - and yet, with just weeks to go, they still don't know what their September pay will be.

As your Federation, we are continuing to fight - holding both Government and policing leaders to account - and stepping up our Copped Enough campaign to ensure your voice is heard. We encourage all members to show their support by signing the digital picket line and sharing the campaign with colleagues: <https://www.polfed.org/campaigns/copped-enough/>

We will continue to keep you informed as this situation develops.

Thank you, as ever, for your continued service.

# EMMA ARTHURS-NEWMAN STEPS INTO FULL-TIME FED ROLE



Workplace representative Emma Arthurs-Newman.

After eight years of dedication as a part-time workplace representative, Emma Arthurs-Newman has taken the leap into a full-time role with Suffolk Police Federation.

Bringing with her a deep passion for welfare, equality, and proactive support for her colleagues, Emma says she is 'excited' to get stuck into full-time Fed life.

As the branch's deputy secretary, Emma has spent the last three years building her experience and knowledge of the Federation.

"I've always wanted to do more for our members," said Emma, who has been in policing for 23 years.

Having already launched the 'Feels on Wheels' welfare van as a workplace rep, Emma now plans on building upon the connections she has already forged: "My priorities are centred around member welfare.

"Organisationally, I feel that welfare can be improved, and I want to work with support networks and occupational health to do just that.

"My aim is to dedicate at least one day a month to going out and visiting teams directly," she said. "I'm also planning to host three welfare days in the next 12 months, each with a guest speaker from one of the support networks.

"It's about getting out and visiting our members - and increasing the contact we have with them. It's about giving those networks exposure and giving our members more support."

Emma believes that wellbeing isn't just about helping officers cope - it's about making sure they thrive. "Ultimately, happy cops come into work and they do a good job. Unhappy cops might still come in, but they end up getting burnt out, and it impacts their life outside of the job."

Forging stronger relationships with internal support networks is also on Emma's agenda. "I want to build partnerships and understand the challenges these networks face, so we can work together."

Citing a recent report revealing that over 17,000 officers across England and Wales are signed off due to mental health issues, Emma sees an urgent need for change. "According to this survey, there are 181 officers currently off work in Suffolk due to mental health issues.

**“ I WANT TO HELP BUILD THE RESILIENCE OF OUR MEMBERS. I WANT TO SUPPORT MEMBERS, BUT I FEEL STRONGLY THAT THE FORCE NEEDS TO BE ACCOUNTABLE FOR THEIR STAFF TOO.**

"These figures are worrying. I want to help people not only stay at work but also return to work sooner if they are off.

"I want to help build the resilience of our members. I want to support members, but I feel strongly that the Force needs to be accountable for their staff too."

Emma, who was diagnosed with breast cancer in 2017, says being poorly 'changed her career aspirations'.

"I've had a lived experience of how the Federation can support you when you're ill," said Emma, who is now cancer-free.

"I can translate this to our members. I can tell them about the support I was given, and in turn, perhaps help them too."

[Read the full story from Emma.](#)



Suffolk Police Federation secretary Ben Hudson.

## BEN HUDSON OUTLINES PRIORITIES AS SECRETARY

Looking ahead to his next tenure as the secretary of Suffolk Police Federation, Ben Hudson says he is committed to ensuring the branch provides the best support possible for its members.

Having been re-elected to the post in the latest Federation elections, Ben has shared his 'delight' to know that the branch board wish him to continue as secretary.

As well as maximising the resilience of the branch, while upskilling and supporting all workplace representatives, Ben has outlined his key priorities and main areas of focus:

1. **Working with the Force to implement formal processes around welfare officers.**
2. **Improving awareness of / and the support the Federation provides to internal victims and witnesses.**
3. **Ensuring the Force is compliant with regulations.**
4. **Improving knowledge and understanding around trauma, while supporting members who are exposed to trauma.**

[Read more about Ben's priorities.](#)

# STUDENT OFFICER CELEBRATED AT NATIONAL POLICE BRAVERY AWARDS

Suffolk Constabulary's PC Eva Palmer has described her experience at the 2025 national Police Bravery Awards as a 'big honour'.

Eva was recognised for her courageous actions in apprehending a knife-wielding offender at a family music event in Ipswich last year.

And on Thursday, Eva attended a reception with the Home Secretary at the Foreign Office, followed by media interviews and photos outside 10 Downing Street. The celebrations concluded with an awards ceremony attended by police leaders and politicians.

Eva, who was joined by her mother Alison, said: "It felt like a big honour that I got to spend the day with my fellow nominees – it was lovely hearing so many incredible stories and all the hard work they've done.

"It was also really nice to have my mum here with me, sharing each moment. I didn't realise we would get the chance to see Downing Street, and I feel very lucky to have experienced this as well as the ceremony itself."

Reflecting on the day of events, Suffolk Police Federation chair Darren Harris said: "What Eva did as a student officer only months into her policing career fully deserved the recognition it got on Thursday.

"We are all so proud of her, and I'm delighted she had such a lovely day in London and was made to feel special, which is what the Bravery Awards are designed for."

At the ceremony, Eva was part of the Region 4 category, which was won by Leicestershire Police's nominees. The overall winners were Merseyside Police officers Sergeant Gregory Gillespie, PC Luke Holden, and PCSO Timothy Parry, who bravely confronted and detained an armed suspect after he fatally attacked three children in Southport.



*PC Eva Palmer (right) with her mum, Alison.*



*Eva and her mum with Suffolk Police Federation chair Darren Harris.*

The ceremony opened with a speech by Tiff Lynch, chair of the Police Federation of England and Wales (PFEW), who reflected on the selfless nature of policing: "Police officers across England and Wales step forward each day with unwavering dedication, never knowing what challenges they may face.

"In the face of uncertainty, danger and adversity, they act with courage and professionalism – not for accolades or applause, but because they truly believe in their duty to protect others."

Home Secretary Yvette Cooper also addressed the nominees, expressing deep gratitude for their service: "It has been a huge honour to see every single day this year, the incredible work that policing does in so many parts of the country. I want to specifically honour the huge bravery shown by the nominees tonight. Some have said, 'I shouldn't have been

nominated, because look at the bravery that everyone else has shown'.

"While I agree that everybody else has too, I would say please do let us pay tribute to you, because the bravery you've shown in those split-second moments has been truly incredible and has helped save and change lives. Tonight, we are saying thank you."

Ms Cooper also made reference to Eva's actions when highlighting officers who put 'their own lives on the line to keep everybody else safe'.

Policing Minister Dame Diana Johnson DBE added: "Regardless of whether you won or not, I hope you are all feeling incredibly proud of yourselves. For all that you have done and continue to do, thank you."

The evening also included a video message from Prime Minister Sir Keir Starmer, who praised all nominees for their courage and commitment.

"You are a credit to yourselves, your families, your forces, and our country," he said. "Thank you for everything you do."

[Read more about Eva's experience at the exclusive reception with the Home Secretary.](#)

**“IT FELT LIKE A BIG HONOUR THAT I GOT TO SPEND THE DAY WITH MY FELLOW NOMINEES – IT WAS LOVELY HEARING SO MANY INCREDIBLE STORIES AND ALL THE HARD WORK THEY'VE DONE.**



# 'YOU'RE NOT ALONE': 24/7 MENTAL HEALTH CRISIS LINE LAUNCHED

**D**arren Harris, chair of Suffolk Police Federation, has thrown his full support behind a newly launched 24/7 Mental Health Crisis Line aimed at helping police officers and staff in their moments of greatest need.

The confidential helpline, launched by Oscar Kilo – the National Police Wellbeing Service – is now live and offers immediate, specialist support for anyone in policing experiencing serious emotional or psychological distress, including suicidal thoughts, trauma, bereavement or self-harm.

Darren said the new service could be a lifeline for those working on the front line under extreme pressure, and urged anyone struggling not to suffer in silence.

He said: "I'm throwing my full support behind this service because it's not just another initiative - it's a vital, potentially life-saving resource for our colleagues. Policing is tough. It takes a toll, often in ways we don't talk about enough.

"We need to look out for each other - and that starts by making sure people know help is out there, and they can reach for it."

The helpline is manned by qualified counsellors with direct experience of

supporting emergency service workers, meaning callers will speak to someone who not only understands mental health, but understands policing.

Darren added: "Our officers and staff face trauma, high-stakes decisions, and relentless pressure day in and day out.

"The reality is that many are struggling behind the scenes, often feeling they have to carry on regardless. But no one should feel ashamed or afraid to speak up - and now, no one has to go through it alone."

All calls are entirely confidential. No information shared will be passed to the Force, line management or occupational health. The goal is simple: to provide a safe, non-judgemental space where officers and staff can speak openly and receive the right support at the right time.

The helpline is delivered in partnership with The Ambulance Staff Charity (TASC) and is part of Oscar Kilo's wider national strategy to support mental health and reduce suicide in policing. It is also backed by Police and Crime Commissioners through the Association of Police and Crime Commissioners (APCC).

"I'd encourage everyone in Suffolk Police to save the number and share it widely," Darren said. "Even if you don't

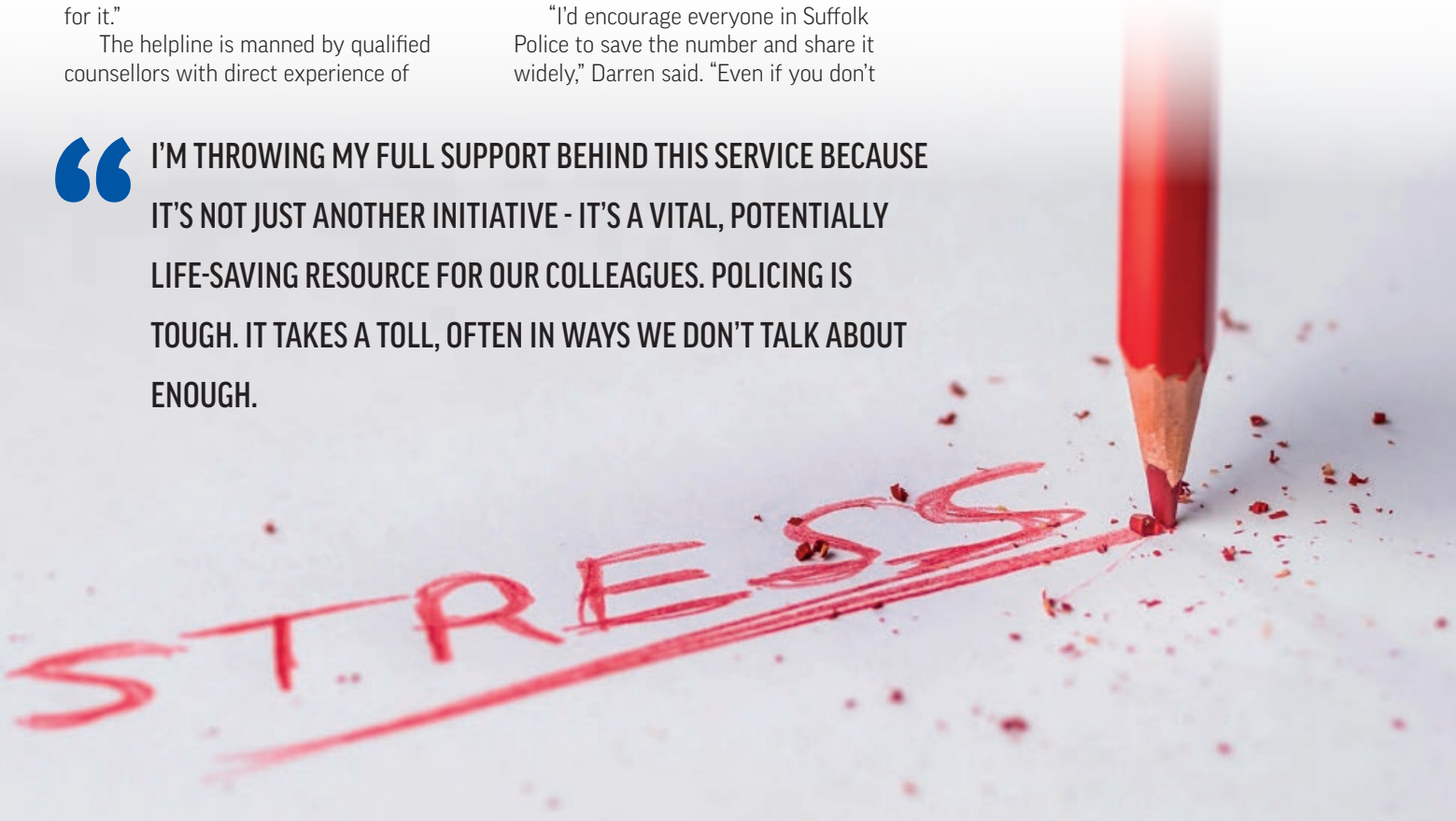


need it now - someone else might. Let's break the stigma, start the conversation, and support each other better. We deserve that."

For more information, visit the [Oscar Kilo website](#).

The Mental Health Crisis Line is available now. Call **0300 131 2789** anytime, day or night.

**“ I’M THROWING MY FULL SUPPORT BEHIND THIS SERVICE BECAUSE IT’S NOT JUST ANOTHER INITIATIVE - IT’S A VITAL, POTENTIALLY LIFE-SAVING RESOURCE FOR OUR COLLEAGUES. POLICING IS TOUGH. IT TAKES A TOLL, OFTEN IN WAYS WE DON’T TALK ABOUT ENOUGH.**



# 'IT JUST SEEMS LIKE YESTERDAY'



PC Cheryl Lloyd.

The sister of a Suffolk Police officer who was killed in the line of duty 20 years ago has paid tribute to her sibling.

Sue Brace MBE said this year's anniversary of the death of PC Cheryl Lloyd was particularly difficult.

"This year has been the worst anniversary of Cheryl's death," said Sue.

"I think because it's 20 years and the realisation she's been gone that long.

"I think it's not having her in our lives for 20 years and all the things she has missed out on with us all.

"20 years is a long time, but it just seems like yesterday."

Cheryl, who was 42, was killed when the patrol car she was driving collided with a stationary lorry as she attended an urgent call on 18 June 2005.

She had joined Suffolk Constabulary in March 2000 after having previously served

as a Special Constable. She was stationed in Ipswich where she drove the urban response vehicle.

A tutor constable, she had performed duties as an acting sergeant and was due to receive a Chief Constable's Commendation after helping rescue a man from a river in August 2004.

Sue said that Cheryl loved being a police officer.

"A few weeks before she died, she came home and she was covered in scratches," Sue recalled.

"I said 'what have you done?'

"She said she was chasing a criminal and he went through the brambles, but 'I wasn't letting him go - I got him'.

"I asked what makes you do it? 'It's because he's done wrong and it's my job,' she said."

Cheryl's memory lives on through the Force's Cheryl Lloyd Award for excellence in staff training and development.

Sue said: "Each year I'm honoured to be part of the Awards Panel. We go through all the nominations and select the winner for each award. It's a tough job as you read through all the nominations, they all deserve to win.

"And I am so proud to be able to give Cheryl's Award in person to the winner at the awards ceremony. Not only does it keep Cheryl's memory alive, but that she was part of the police family."

Sue will be accompanying Suffolk Police Federation at this year's National Police Memorial Day at Coventry Cathedral on Sunday 28 September.

Sue, who is a former president of the



A plaque in honour of Cheryl, in the Remembrance Garden at Suffolk HQ.

Care of Police Survivors (COPS) charity, will also be attending the COPS Survivors weekend on the 1st August to watch the Police Unity Tour (PUT) ride into Drayton Manor theme park on the Saturday.

Civilian Martin Presland has ridden the PUT in memory of Cheryl seven times before, and will be doing so again this year.

Sue said: "Cheryl was the last Suffolk officer to die whilst doing her duty and Martin rides the 200 mile-route for her.

"We'll be there at Drayton Manor to shout him in and give him a big hug. I'm looking forward to it."

She added: "COPS is a fantastic charity.

"You create lifelong friends through COPS.

"We have got a group where we look after each other.

"We say, if they hadn't died we would never have met each other but now we're part of this police family that's come together."

[Book your free ticket to this year's National Police Memorial Day.](#)

**"I AM SO PROUD TO BE ABLE TO GIVE CHERYL'S AWARD IN PERSON TO THE WINNER AT THE AWARDS CEREMONY. NOT ONLY DOES IT KEEP CHERYL'S MEMORY ALIVE, BUT THAT SHE WAS PART OF THE POLICE FAMILY."**

## THE POLICE UNITY TOUR: RIDE 2026

The Police Unity Tour consists of police officers from across the UK, as well as civilians, survivors and police officers from America.

It raised money for COPS, and honours the lives of police officers who have died on duty.

They raise funds for the charity Care of Police Survivors. Each cyclist has the opportunity to wear a bangle with the officer's name on who they ride for and the date they died. This bangle is then given to the families at Drayton Manor on the Saturday or to their Force to pass on to the families who didn't attend the weekend.

The ride finishes on the Sunday, for the COPS Service of Remembrance at the National Memorial Arboretum in Staffordshire.

If you would like to take part in 2026 or for more information, please keep your eye on the [Police Unity Tour website](#) for updated information.



The tour enters the National Memorial Arboretum.

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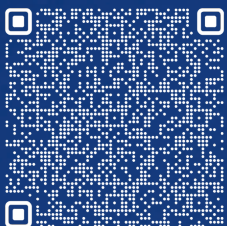
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# 'HONoured' FED REP OUTLINES COMMITMENTS TO MEMBERS

**H**e may be new to the role, but Suffolk Police Federation's Chris Smy says life as a workplace representative has already proved to be 'eye-opening'.

Chris became a rep earlier this year after deciding he wanted to contribute to the Federation.

Having joined policing as a Special, he moved to the Civil Nuclear Constabulary (CNC) after four years, before rejoining Suffolk Constabulary two years later as a regular officer.

Following a decade in constable duties, Chris began acting as a sergeant and made the permanent step-up last year.

He says it's within this rank – currently leading a community policing team in Lowestoft – that his ambitions to help colleagues have taken shape.

**“ I ALWAYS SAW THE FEDERATION AS A SOLID BASE OF SUPPORT FOR OFFICERS, SO IT'S A BIG HONOUR TO NOW BE PART OF THAT. I'M EXCITED FOR THE ROAD AHEAD.**

“Since becoming a sergeant, I've definitely noticed a lot more welfare issues, stemming from both work and home life,” Chris explained.

“It's that experience which made me think about becoming a Fed rep, and fortunately, I was elected the first time I seriously considered it.

“Before this, I always saw the Federation as a solid base of support for officers, so it's a big honour to now be part of that. I'm excited for the road ahead.”

Beyond his general longstanding admiration, the 44-year-old is keen to give back to the Federation for the specific support it has provided during his career.

In 2015, the branch backed him to a positive outcome when Suffolk Constabulary's Professional Standards Department (PSD) investigated him for the use of excessive force.

More recently, he was part of a post-incident procedure (PIP), where his own Fed rep stood by him throughout and helped to secure a resolution of no further action.



*Workplace representative, Sergeant Chris Smy.*

“It's hard to describe the feeling of being supported like that – I suppose it's just that crucial extra blanket that keeps you grounded and stops your mind from going to dark places,” Chris said.

“The reassurance someone needs in those moments was there for me, and I couldn't be more thankful for that.

“Policing can be a lonely place at times, so I want to be that person for other officers now – not just in the critical incidents, but in the everyday too.”

Alongside welfare and misconduct matters, Chris hopes to help Specials and young-in-service officers in his workplace representative duties.

“From the start, branch secretary Ben Hudson told me there was so much out there as a rep – more than I realised, to be honest,” he continued.

“It's already been eye-opening. Health and safety is another area I want to get involved in, as that's been one I didn't know there was so much regulation around, but now I do, and I completely get why it's all in place.”

Nevertheless, as he progresses with training, he remains committed to supporting members through all kinds of adversity.

He ended: “While I think it's good to have targets, I want to remain open to anything and just help where I can. I want to get the basics right, and then I think everything else will fall into place.

“I'm very excited to see what's to come and for the variety of the role, and I'm very proud to take this next step in my career – hopefully, I can help make a positive difference to the lives of my colleagues.”

# NATIONAL CHAIR'S MESSAGE TO MEMBERS: 'WE ARE LISTENING, WE ARE ACTING'

Members' views will drive forward the Federation's focus in the years ahead so it can be truly representative and bring about the changes within policing that officers and Specials want to see, according to the new national chair of the Police Federation of England and Wales (PFEW).

Tiff Lynch says that member focus can already be demonstrated by the regular FedConnect seminars aimed at improving the links not just between officials and workplace representatives within Federation branches but also the wider membership, alongside the already successful webinars and member roadshows.

As an example, Suffolk branch secretary Ben Hudson – in his role as chair of the Federation's National Detectives' Forum – addressed the July FedConnect session, updating on his work leading the Simplify DG6 campaign which seeks an amendment to the Data Protection Act and Data Information Bill to reduce the red tape around redaction and save hundreds of hours of detectives' time.

"We are going direct to members so we can respond to what they tell us when setting our aims and objectives, that will give us more strength going forward," says Tiff, a former Leicestershire Police Federation branch chair who officially became the second woman to hold the office of national Federation chair on 1 July.

"We have to be truly member focussed, and to do this means full re-engagement with the membership. While I can't get out to see every single one of our 140,000 members, engaging with the membership will come in many, many forms. It's going to be about sharing more information about what we are doing and hearing from them about what is affecting them in their work.

"Historically, we have been accused of being a talking shop, we have listened, and our approach will be clear, actively doing what's right for members and by them. The



*New national chair Tiff Lynch.*

focus will be on what support they actually need to do a good job; this includes the terms and conditions they work to."

Tiff is urging members to get more involved with the Federation, find out the breadth of its work, ask questions and to put themselves forward as Fed reps.

"It's no good sitting on the side-lines and throwing stones," says Tiff, admitting, "We really need to raise the level of engagement with the membership and want officers to get actively involved."

With plans for FedConnect to be held every year, Tiff adds: "We are inviting members from each of the Federation's 43 branches across England and Wales to attend so we can find out what really matters and showcase the work the Federation is doing, for example, Ben's work on DG6 and at the July session we also had an input from Chris Philp, the

former police minister in the Conservative Government and now the shadow home secretary with those attending being able to ask questions of him.

The Federation recognises there is a lack of awareness among the membership of what the Federation does, something that Tiff is keen to address, while accepting there needs to be a realignment between local branches and the National Board.

"For us to move forward and be strong and effective, there has to be one PFEW, with one voice and one direction," says the chair.

The aim is to ensure the Federation is a strong, united organisation, adding weight to its negotiations with the Government and senior officers.

Tiff explains: "I know we have to rebuild trust, but I believe the best of the Federation is yet to come. We will be the proactive voice of our members, providing one true voice, one strong, robust, unapologetic voice," she says.

**Read the full interview with Tiff on our website.**

**“ I KNOW WE HAVE TO REBUILD TRUST, BUT I BELIEVE THE BEST OF THE FEDERATION IS YET TO COME. WE WILL BE THE PROACTIVE VOICE OF OUR MEMBERS, PROVIDING ONE TRUE VOICE, ONE STRONG, ROBUST, UNAPOLOGETIC VOICE.**



# SPECIAL CHIEF OFFICER CHARTS 'PROUD' JOURNEY IN FORCE

A decade after joining Suffolk's Special Constabulary, Chief Officer Ayman Al-Aride says he has no regrets about committing to life as a voluntary police officer.

Since 2015, Ayman has progressed to lead the county's Specials. Reflecting on his journey, he shared his thoughts on volunteering within the Force.

Originally from north London and the owner of an IT business, Ayman was inspired to join after a personal incident in Stowmarket, where he moved 22 years ago. He and his family - of Palestinian-Lebanese heritage - were victims of a racially motivated hate crime when their car was vandalised.

Amid the hurt, a moment of inspiration emerged.

"PC Simpson, the officer who responded to our call, was just fantastic. The way he dealt with the situation was so different to what we'd been used to in London. It was more empathetic and less pressurised in terms of using up police time, which we really appreciated," Ayman said.

"I remember thinking, 'if they're all like this, I want to be a part of it too.' So, when he told me I could, through the Special Constabulary, I was ready to start on the spot.

"And from there, I've never really looked back."

Within two years, Ayman was recognised for his work in response and neighbourhood policing in Stowmarket, earning the Force's 'Special of the Year' award in 2016. He later served in Elmswell, Bury St Edmunds, and Ipswich, where he became a



Chief Officer Ayman Al-Aride (left) receives the Force's 'Special of the Year' award.

Special Sergeant.

He first applied for Chief Officer in 2018 without success, but secured the role on his second attempt in 2023.

"So far, what I've learnt is that it's not just about being a figurehead - it's about staying close to the ground, listening to my officers and leading by example," he continued.

"Some of the 40 to 70 hours I average a month are still dedicated to the frontline. For me, staying operational is vital."

He described the Citizens in Policing (CIP) department as a highlight of his career and praised the team for 'producing confident individuals' for voluntary service.

**“SO FAR, WHAT I'VE LEARNT IS THAT IT'S NOT JUST ABOUT BEING A FIGUREHEAD - IT'S ABOUT STAYING CLOSE TO THE GROUND, LISTENING TO MY OFFICERS AND LEADING BY EXAMPLE.**

While Ayman commended the relationship between the Force and the Specials, he acknowledged funding challenges - particularly around providing individual equipment to each officer.

As chair of the Association of Muslim Police (AMP) for Norfolk and Suffolk, Ayman is committed to helping voluntary officers thrive.

"For me, there should be no limits. I want the best for every Special.

"Through the AMP, I've always pushed the message that when you're working next to another officer, they're your brother or sister and your differences don't matter.

"I believe I have saved lives as a Special. It has given me the confidence to help people, it really has changed my life.

"If I can platform other Specials to have that same confidence and self-belief, then I'll continue to be extremely proud to do what I do."

[Read the full article on our website.](#) [Link to follow]

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# FLINT HOUSE HELPS OFFICER RETURN TO FRONTLINE



A Suffolk Police Federation member says Flint House played a big part in him returning to the frontline after more than five years on restricted duties.

PC Crispian Beavers said he was 'elated' to be operational again following a major operation and rehab on his knee.

Crispian said: "The Force is very good when it comes to restricted officers but you almost have impostor syndrome because all your colleagues are out there doing the job and I'm not able to because of this issue.

"The second I put the uniform back on and walked out the front of the station it felt like I was back again.

"It was a massive weight lifted. I was elated to back operational."

Crispian had been on restricted duties due to an issue with his knee.

"It was general wear and tear," he explained. "The left side of my right knee had collapsed and it was bone on bone.

"I'd had several keyhole operations. They talked about half-knee replacement.

"In the end they reangled my tibia to take the weight off the left side of my knee.

"That worked and then I needed the physio and to concentrate on my legs to build the strength back into them."

That was where Flint House came in.

Every year, Flint House supports 3,500 people, with their aim to get serving and retired police officers back to strength in and out of work, or back to enjoying their retirement.

Flint House tailors its care to the challenges police officers face, with a team of in-house physiotherapists, mental health practitioners, nurses and healthcare professionals readily available to support

their patients with excellent clinical outcomes.

"The place was fantastic," said Crispian, who is in his 22nd year with Suffolk Police.

"I had one-to-one physio and various classes such as balance class, strength class, and a hydrotherapy class.

"The physios took time to explain what they were doing and how it was going to benefit me.

"I said that I needed them to help me get back to the point where I can pass the fitness test to get operational again and they said 'not a problem, we'll sort that'.



"And they did. I felt that if I couldn't get operational again after my operation, then I may as well leave the Force because I didn't join the police not to do the job.

"So to become operational again after five or six years of restrictions was quite overwhelming.

"Two months later I had my long-service and good conduct service, so it was nice to be operational again for that."

Crispian has since recommended Flint House to a colleague who was recovering from a shoulder operation.

"He went there and thought the same as me, that it was fantastic," he said.

"They pull all the stops out. I've never had physio quite like it. It's painful at times but it worked."

## DONATE TO FLINT HOUSE

Serving members of the police who donate to Flint House can attend free of charge (depending on eligibility).

It couldn't be easier for Suffolk Police Federation members to donate.

Every month, an optional £10.23 contribution can be donated from your salary to the Suffolk Police Support Fund.

This also includes:

- A donation towards Flint House
- £50 towards the person's travel costs should they ever require the support of Flint House
- A donation to the Police Children's Charity.

Part of the money is also used by the Force to offer interest-free loans and grants to police officers, staff and volunteers at times of hardship. Additionally, other benefits include a welcome gift on joining, automatic entry into a Christmas draw each year and maternity gifts.

More information on the Suffolk Police Support Fund and how to sign up is available on the Force intranet or by emailing [SupportFunds@suffolk.police.uk](mailto:SupportFunds@suffolk.police.uk)

# FAQS: PUBLIC HOLIDAYS, TIME OFF IN LIEU (TOIL) AND REST DAYS

We understand that navigating Bank Holiday entitlements can be complex. This FAQ provides clear answers to common questions about payments, TOIL, and other considerations. If you have additional queries, don't hesitate to contact your local Federation representative.

**Q: What is TOIL?**

**A:** TOIL refers to overtime worked for which payment has not been claimed. It is authorised by line management on the ERP system and governed by Police Regulations.

**Q: What happens if TOIL is not used within three months?**

**A:** If TOIL is not taken within three months of being accrued, the officer will receive payment for the unused time.

**Q: How long is a rest day?**

**A:** A rest day is equivalent to eight hours.

**Q: What happens if a rest day is re-rostered or taken in lieu?**

**A:** If the officer's normal shift exceeds eight hours, they owe the difference between the shift and eight hours, which is managed in consultation with the officer and the RMU. However, if the normal shift is less than eight hours, the officer is credited with the difference.

**Q: Can officers request changes to re-rostered RDIL dates?**

**A:** Yes, officers can request changes if the new date assigned by the RMU is unsuitable.

**Q: How is compensation managed for officers working rest days longer than eight hours?**

**A:** Constables and sergeants are compensated as per Police Regulations. Inspecting ranks receive eight hours added to their RDIL account for working up to eight hours. If they work more than eight hours, the total number of hours worked is added to the account.

**Q: What is a free day?**

**A:** A free day is a day agreed upon as non-working, not classified as a duty day, public holiday, or rostered rest day. These typically apply to part-time officers with flexible working arrangements.

**Q: How are officers compensated for working on a free day?**

**A:** The free day is reallocated as a free day in lieu or compensated according to Police Regulations.

**Q: What is the public holiday entitlement for full-time officers?**

**A:** Full-time officers are entitled to eight hours for each public holiday.

**Q: How is public holiday entitlement calculated for part-time officers?**

**A:** It is pro-rated by dividing the average contracted weekly hours by five. For example, an officer working 32 hours per week is entitled to 6.4 hours per public holiday.

**Q: What happens if an officer's scheduled hours on a public holiday exceed their entitlement?**

**A:** Any balance is carried forward as a credit or debit. Officers must resolve any debt by the end of the leave year through re-rostered hours, additional work, or using annual leave, flexi leave, or TOIL hours.

**Q: How are public holidays reallocated when Christmas, Boxing Day or New Year's Day falls on a weekend?**

**A:** Public holidays are reallocated to the next working day (e.g. Monday or Tuesday). The weekend day(s) are treated as public holidays for pay and compensation purposes, in addition to the reallocated days.

**Q: Can officers substitute public holidays with alternative dates?**

**A:** Yes, with the exception of Christmas Day, constables and sergeants can nominate alternative days for public holidays annually.

**Q: Who is eligible for this substitution?**

**A:** Inspectors and higher ranks continue to receive UK public holidays as per Police Regulations. Constables and sergeants can nominate alternatives.

**Q: When should nominations for alternative dates be submitted?**

**A:** Between 1 August and 31 January for the next leave year (1 April to 31 March).

**Q: Can officers change their nominated dates after 31 January?**

**A:** Changes are not allowed unless approved by a line manager for legitimate reasons or if a nomination is declined and resubmission is required.

**Q: What happens if an officer works on a nominated alternative public holiday?**

**A:** They will be compensated at public holiday rates in accordance with Police Regulations.

**Q: How are accrued entitlements handled if an officer leaves the Constabulary?**

**A:** Any public holiday hours taken more or less than the entitlement will be adjusted in the final pay if there is no opportunity to resolve this during the notice period.

**Q: What happens if a public holiday falls on a rest day?**

**A:** The rest day is reallocated, and the public holiday entitlement takes precedence.

**Q: What if a public holiday falls on a free day?**

**A:** The officer receives holiday hours equivalent to their public holiday entitlement, which can be used to book time off or offset owed hours. These must be used by the end of the leave year.

If you have further questions or need advice regarding TOIL, rest day or Bank Holiday entitlements, please contact your local Federation representative.