

The magazine of Suffolk
Police Federation

WINTER 2025

FED NEWS



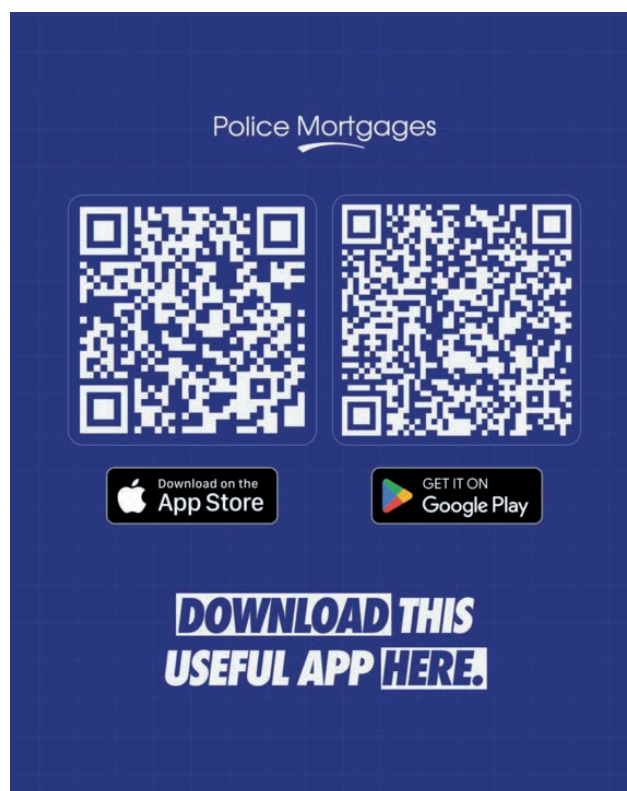
Dedicated to the memory of Matthew Burgin-Powell
12 November 1992 - 10 November 2025

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POINT OF VIEW...



BY DARREN HARRIS, CHAIR OF SUFFOLK POLICE FEDERATION

Welcome to the final edition of Fed News for 2025. As we reach the end of another year, it feels right to pause and take stock of what 2025 has meant for our Federation, our members, and policing across Suffolk. For many of us, we end this year carrying a deep sadness following the tragic death of Acting Detective Sergeant Matt Burgin-Powell. The news of Matt's death will continue to weigh heavily on so many throughout the festive season. In this edition, you will find a heartfelt tribute to Matt (Pages 4 and 5), shared by his husband, fellow police officer Luke and those closest to him. I encourage you to read it, remember Matt with smiles as well as tears, and keep his loved ones in your thoughts during what remains an extremely difficult time.

Amid this loss, we also reflect on a year of resilience. As a Federation, we have faced challenges, embraced change, and made meaningful steps forward.

Looking back, several milestones from the past 12 months truly stand out. One of the most positive developments has been the continued growth of our Group Insurance Scheme (GIS). With around 75 per cent of Federation members now part of the scheme, it's clear its benefits are resonating. From the comprehensive cover to the additional support available, it's a package designed with the police family in mind. If you're not yet a member, I'd strongly encourage you to have a look - details are available on Page 10.

Another highlight has been the impact of the wellbeing van, affectionately known as 'Feels on Wheels'. There's no doubt that the rise in GIS membership has coincided with the van's increasing presence across

the county. I've been delighted to see so many of our Fed reps and team members stepping forward to support it. The feedback has been overwhelmingly positive, with hundreds of officers engaging with it over the last six months. A special mention must go to Emma Arthurs-Newman, who has led this work with enthusiasm and care. I'm already looking forward to seeing where the van visits next in 2026.

Of course, the last 18 months have brought significant operational changes for many of you, with the introduction of Suffolk's new policing model. Designed to strengthen emergency response and deepen our connection with local communities, the model has required significant adjustment. It hasn't been easy - but your hard work is being noticed. Just recently, Ipswich Borough Councillor Colin Kreidewolf praised the increased visibility of officers across the town. That recognition is down to you - your professionalism, your adaptability, and your commitment. Thank you.

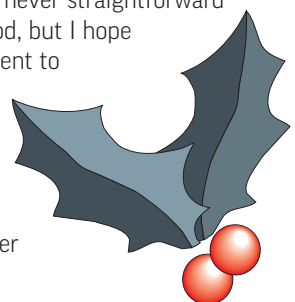
A key moment for me this year was attending the Police Federation of England and Wales (PFEW) Conference. It was a timely reminder that, at national level, the focus remains exactly where it should be - on our members. We discussed critical issues and reflected on the Federation's transformation. Once labelled disjointed and dysfunctional, we are now moving forward with strong leadership and a renewed determination to restore trust and confidence.

The work around #SimplifyDG6, led tirelessly by our secretary Ben Hudson, has been a standout achievement - progress that's already making officers' working days more manageable. With DG7 now on the horizon, there is real optimism that we can continue to build on this momentum into 2026. If you missed the conference, don't worry - you can catch up on Pages 6-9.

And yes - before anyone asks - I did take part in Movember this year, and the moustache I grew was... memorable. Let's just say that by day 10, it looked less like facial hair and more like a character choice from a 1970s detective show. Turn to Page 13 to see for yourself.

On behalf of the entire Federation team, I wish you and your families a peaceful Christmas and a healthy, safe start to the New Year. Policing is never straightforward over the festive period, but I hope you each find a moment to rest, recharge, and be with the people who matter most.

Above all - keep safe, look after one another, and look after yourselves.



TRIBUTES PAID TO ACTING DETECTIVE SERGEANT MATT BURGIN-POWELL

When people speak of Acting Detective Sergeant Matt Burgin-Powell, they tell of his smile, his love of dancing and his effortless ability to make other people happy. They speak about the way he walked into a room and lifted the entire atmosphere, or how he made people feel heard, understood, and cared for. They speak, above all else, about his selflessness - something he carried not only throughout his policing career, but right to the very end.

Matt died suddenly from a heart attack at the age of 32 at the beginning of November. His death has left a profound and immeasurable void - in the heart of his loved ones, among colleagues, within the community he lived and served.

This is a tribute to a life lived with purpose, enthusiasm, humour, and integrity. It is a story of a man who touched countless lives, saved many more, and whose legacy of kindness and service continues to shine - even after he died.

A 'bundle of energy'

Matt's mum, Ruth Powell, 59, remembers him as 'my sunshine' - a mischievous, energetic son when he was younger, who ran before he walked. She tells how he was sociable, loving, deeply studious, and never stopped striving to be the best version of himself.

"He didn't know how good he was," she said, adding: "But we all did."

Matt, who grew up in Hadleigh, also



Matt with his sister, Connie.



Matt (right) on his wedding day, with husband Luke.

leaves behind his sister, Connie, who spoke with both heartbreak and immense gratitude.

"Everyone says they have the best big brother," said 25-year-old Connie, adding: "But I really did."

"He was supportive, selfless and caring. The person who made sure I was never sad. 'I feel robbed that I won't have him for the rest of my life,' she says. "But I also feel so lucky that I had him at all."

Connie, 25, a Harlequins and international rugby player, is determined to keep Matt's memory alive. She said: "His legacy will live on, in how I play rugby - I want to show the strength he showed until his last breath. He will shape how I live my life and how I treat other people."

"My new saying is live life more like MBP - not MVP [most-valued player]."

Matt's husband, fellow police officer Luke Burgin-Powell, told how 'fortunate' he felt to have met him.

"My heart swells seeing all of the lovely comments and tributes to Matt. I knew what an incredible person he was. I know what a difference Matt made - but now the whole world is seeing how special he was."

A passionate police officer, dedicated to the job

Long before he joined the police, Matt had always been fascinated by psychology,

safeguarding, and the darker complexities of human behaviour. At Nottingham Trent University, he studied psychology and criminology, represented the university in dance, and even wrote his thesis on child sex offenders. Helping people was at the core of who he was.

When he met Luke and saw the camaraderie and purpose of policing up close, he realised where he truly belonged.

"When he put that uniform on, he stood taller - the uniform gave him such confidence," Luke said. "He was very academic, but policing brought out a strength in him that had always been there."

He joined in October 2018, flourishing first in response, then the CID main office, before moving into the Safeguarding Investigation Unit - the area he loved most. As an acting sergeant in the unit, he was admired not only for his diligence but for his compassion.

He was the kind of officer who never left a job unfinished - the one who stayed late or never took sick days. Who cared deeply about what people thought - not out of insecurity, but out of a genuine desire to do right by victims and colleagues alike.

The team he led respected him enormously, and it was widely acknowledged that he had transformed the

unit for the better.

A love that began with chance but changed everything

Luke met Matt on 7 September 2016, through a dating app. At the time, Matt - who was 23 - was working for an electrical wholesaler, and Luke, 44 was a response police officer going through an incredibly difficult time. He had just come out of a marriage and was under investigation by PSD (an investigation that was later resolved).

"But then I met Matt," Luke said. "He was only 23. Any other 23-year-old would have run a mile from the situation I was in. But none of it phased him.

"That was a testament to his character - and the person he was, and continued to be until the day he died."



Luke and Matt ran the London Landmarks Half Marathon in 2024.

What began as exchanged numbers and tentative meet-ups quickly developed into something deeper. Their first photograph together was taken at the Bury St Edmunds Christmas Market - nine years ago - on the very day they decided they were officially dating.

Matt told Luke early on, 'I think I'm falling in love with you', while Luke was on duty. And from that moment, their bond only grew.

A home, a marriage, a life built together

Matt moved in with Luke in early 2017. They built a life together, filled with laughter, dancing and becoming the owners of two pooches, Toby and Dexter. Matt adored Luke's children, and his step-children equally adored him back.

Having proposed to Luke on Easter Bank Holiday 2017, the pair wed on 6 May 2018 at Hintlesham Hall.

The couple wore tweed suits and treated guests to a three-course hot meal, only for it to be a sun-soaked celebration in 32-degree heat.

They loved life together. They had plans - big ones. A home purchased in 2019, and dreams of one day buying a place in Sicily.

Service to the very end

On 6 November, Matt began experiencing

symptoms, including numb arms, chest pain, and a sense that something was wrong. He was at home on his own and called 111 before collapsing. He was unconscious for seven minutes and suffered catastrophic brain damage.

What followed were the hardest days of Matt's loved ones' lives, during which his family stayed by his bedside for the next few days before Matt died.

Of course, in typical Matt fashion, he continued giving - even after he died a few days later on 10 November.

He was an organ donor, and at least three people are now alive because of him..

"That gives me comfort," said his sister, Connie. "Even in his last moments, he was helping people.

"Those few last days we had with Matt were the hardest I think we will ever go through. But in those last moments, knowing that Matt was still helping others and continuing to save lives, it gave me a small comfort.

"He made the decision to donate his organs - that was all him. He was so selfless."

Honouring a remarkable life

Since he died, tributes have poured in from victims Matt supported during his career. They speak of his compassion, his professionalism, and the difference he made.

And on 16 December, Matt received a full police funeral at Seven Hills Crematorium, with hundreds of loved ones, friends and colleagues in attendance - a reflection of the respect he earned across the Force.

Funds raised in Matt's honour will support the East Anglian Air Ambulance - the very team that supported him when he collapsed at home.

Matt's lasting legacy to others

In Matt's honour, Luke is now urging colleagues to look after their wellbeing.

"For Matt, there were no real warning signs that this was going to happen," said Luke, who recalled how he and Matt had run the London Landmarks Half Marathon in April 2024.

The pair were running for charity after Luke was diagnosed with non-endemic kaposi sarcoma, which is a rare cancer that can be treated but not cured.

Luke continued: "Just over 18 months ago, we ran a half-marathon together. He was fit and well - it was me who had just received a cancer diagnosis.

"So our message to others is check in on yourself - and check in on those around you. Policing, especially, can be a really challenging job, so please prioritise your physical and mental health."

You can donate to the East Anglian Air Ambulance in Matt's honour via [an online tribute page](#) or by scanning the QR code on this page.

'He embodied the best of policing' says Federation

Darren Harris, chair of Suffolk Police Federation, said: "I speak on behalf of everyone at Suffolk Police Federation when I say how extremely saddened we all are by Matt's death.

"Matt's unexpected and sudden death has been felt by so many colleagues, friends, and, of course, by the community he both lived and served.

"Matt was a dedicated and compassionate officer, admired for his professionalism, integrity, and unwavering commitment to the public.

"Throughout his career, he embodied the very best of policing - approaching every situation with diligence, empathy, and a determination to make a positive difference in the lives of those he served.

"His leadership within the Safeguarding Investigation Unit was exemplary, inspiring those around him and fostering a culture of care, respect, and excellence."

Darren said that beyond his exceptional policing, Matt was known for his infectious energy and warmth.

"He had an extraordinary ability to uplift colleagues, creating a sense of camaraderie and support that no doubt, he will be remembered for," said Darren.

"Our hearts and thoughts remain with Matt's husband, Luke, and all his family and friends, especially during the festive season, a time that will be particularly emotional and difficult.

"We will continue to support Matt's loved ones, honouring his remarkable service and the difference he made in so many lives."

If any members have been impacted by Matt's death and feel they need support, please contact your local Federation representative or the Federation office.



EMMA ARTHURS NEWMAN REFLECTS ON FIRST IN-PERSON CONFERENCE

For full-time Federation representative Emma Arthurs Newman, attending the recent conference in person marked a significant and empowering experience.



Having previously participated only digitally, she found the two-day event, which took place in November, gave her an opportunity to connect face-to-face with colleagues.

"With 43 forces across the country, it's vital that all officers have consistent policies and procedures in place. The conference reinforced the need to collaborate and share best practice," said Emma, branch equality and wellbeing lead.

Networking and connecting with colleagues was a particular highlight for Emma, who valued the chance to speak with officers from other forces she works closely with but rarely meets in person.

"Hearing their stories and understanding the challenges they face was incredibly insightful," she explained.

"And putting names to faces, especially among member service providers, created a safe and comfortable space to build relationships and gain confidence in talking to our members about available services."

Emma also praised the conference's focus on unity and shared purpose. "I enjoyed listening to Mukund speaking - I felt like you could really tell he wants all the Federation to work together as one."

"For too long, we haven't had a single, unified goal. This conference showed how essential it is to align our efforts to represent all members effectively, all working towards the same aim."

Reflecting on the event, Emma described it as both empowering and motivating: "The wellbeing focus, the connections, and the vision for working as one Federation left me feeling inspired."

"It's a reminder of the importance of collaboration, support, and a shared commitment to our members."

CEO ANNOUNCES THREE NEW INITIATIVES TO SUPPORT MEMBERS



PFEW Chief Executive Mukund Krishna.

The CEO of the Police Federation of England and Wales (PFEW) Mukund Krishna used his keynote speech to announce three 'commitments' to support members.

The first was to produce an annual report called The Real State of Policing.

It would give policymakers, the public and policing leaders a clearer view of the strain on officers, and offer an alternative perspective to the 'HMICFRS top-down' State of Policing report, Mukund said.

He said the report would 'reflect the true views of our members on kit, leadership, culture, shift patterns, and welfare'.

The second commitment was to roll out

a Victim and Witness Support Programme.

Mukund said: "We have a moral responsibility to treat each other with dignity."

The third commitment was to introduce a Welfare Programme for Federation reps.

Mukund said: "Supporting our reps means better support for our members."

He opened his speech with praise for the 'amazing work' of Federation reps and staff, before reflecting on the past three years.

"We faced potential financial liabilities of over £100 million, with significantly lower sums in the bank," he said. "If that's not an existential crisis, I don't know what is."

He added: "In the last three years, we've secured £150 million in compensation for members."

"This year alone, we've delivered over £40 million, with every penny going back to the membership."

"We've invested £35 million of subscription funds to achieve these wins, hiring top barristers and lawyers, and supporting reps who work tirelessly on the ground."

"We've processed 20,000-member claims; real people doing real work, not AI or automation."

"We've seen record engagement: 1,600 reps nominated in elections, unprecedented levels of interest, and record numbers of women chairs in branches."

"These achievements show we are making an impact. Just two weeks ago, we secured a seven-figure settlement for a member on top of the £42 million already delivered this year."

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THIS YEAR ALONE, WE'VE DELIVERED OVER £40 MILLION, WITH EVERY PENNY GOING BACK TO THE MEMBERSHIP.



Suffolk Police Federation secretary Ben Hudson used this year's Federation conference to highlight the significant progress of the #SimplifyDG6 campaign.

Ben, who is also chair of the Police Federation National Detectives' Forum, told conference the campaign was 'steadily achieving our aims'.

The #SimplifyDG6 campaign was launched in 2022 to tackle the excessive bureaucracy of disclosure requirements.

It followed the Attorney General's Annual Review of Disclosure, which acknowledged shortcomings that left officers spending 'at least four hours more on each case due to the redaction requirements'.

Ben said: "We have listened to members' concerns, acted on what they told us, and helped bring about reform that will make a huge difference to their working lives."

A partnership approach has been crucial to that progress, he said, thanking Surrey Chief Constable Tim De Mayer, the National Police Chiefs' Council (NPCC) disclosure lead, and Stephen Parkinson, director of public prosecutions, for their involvement.

Ben said: "The very fact that Tim and Stephen are both here, I believe, typifies the partnership approach that has enabled us to help drive change that will not just benefit police officers and police staff but will also bring time savings for forces, freeing up officers and staff to deliver more effective policing services for the communities we serve."

The Police Federation of England and Wales (PFEW) campaign:

- **Urged the Government to make amendments to the data protection laws to simplify the redaction obligations of police officers and staff when seeking charging decisions from the CPS to free up thousands of policing hours every year**
- **Called on the NPCC, the College of Policing, and the Crown Prosecution Service to jointly work with the Federation to ensure all its members receive nationally agreed face-to-face training on disclosure procedures.**

The campaign has made progress, Ben told conference.

The NPCC issued amendments to the Joint Principles for Redaction, which were developed by the Crown Prosecution Service (CPS) and the NPCC disclosure portfolio, set out their joint position on how to approach data protection responsibilities.

They provided clearer, legally robust guidance on redaction and disproportionality. Updated FAQs now take a more pragmatic approach to data minimisation, giving officers clearer direction on issues such as occupations, dates of birth and vehicle registration numbers.

The Federation reinforced the new guidance with a national toolkit distributed to all 43 branches, ensuring members understood how to apply the revised principles.

Political backing has also grown. MPs have expressed support for a proposed 'data bubble' between the police and the CPS. The proposal has been echoed in an independent review by barrister Jonathan Fisher KC.

The review further recommended national learning standards for new officers, cross-agency disclosure learning standards, and clearer accreditation pathways for disclosure officers.

Ben said that proportionate file-building trials were underway in Cheshire, Merseyside and Kent.

In Cheshire, compliance reached 97.2 per cent within two months, saving 5,000 policing hours.

One sergeant described the trial as 'an absolute dream', Ben said.

In Kent, nearly 400 files were submitted in just five weeks, with 37 per cent savings in file-building time. It's hoped this will reach 40 per cent to 45 per cent in the months ahead.

Improved victim engagement and shorter bail periods are already being reported, Ben told conference.

Sussex and Surrey are next in line for the rollout, Ben said.

He said: "Our campaign has not only garnered support but has helped deliver meaningful and significant change."

Ben ended: "We will continue to push for the change we need to see. Perhaps what we really need is a total rewrite of DG6 – could DG7 be the answer?"

'THE TRUE SCALE OF OFFICER SUICIDES IS BEING SEVERELY UNDERESTIMATED'

Policing is facing a mental-health emergency, senior representatives warned at this year's Police Federation of England and Wales (PFEW) conference, as new evidence suggests the true scale of officer suicides is being severely underestimated.

The PFEW is calling for every force to formally record all suicides and suicide attempts among serving officers, saying the profession cannot hope to tackle a crisis it cannot properly measure.

During an emotional discussion on Day Two of the event, the panel said that inconsistent or absent data collection was preventing policing from understanding the depth of the problem.

Recent work between PFEW and its local branches revealed major gaps in force records. Two of the country's largest forces were unable to provide any figures, yet the Federation still identified 56 police officer suicides between 2021 and 2024.

Of those, 34 officers were under criminal or misconduct investigation at the time.

In the same period, 120 officers disclosed suicidal thoughts or attempts, with 71 of them also facing ongoing investigations - suggesting a potential link between lengthy disciplinary processes and declining mental health.

PFEW national board member Paul Williams criticised the system: "How can a criminal be arrested, tried, sentenced, and released faster than an officer can have a



Police Federation chair Tiff Lynch.

misconduct case resolved? Officers are left isolated, their routine stripped away, often for years. It's an incredibly lonely place to be."

Although the Office for National Statistics (ONS) categorises policing as low-risk for suicide, the panel said the classification is misleading because most forces do not routinely record incidents.

Board member Richie Murray warned:

"It's the tip of the iceberg.

"If forces aren't recording the data, we can't present it, and the service can't begin to understand or address the true scale of the problem."

Speakers highlighted intense operational pressures - trauma exposure, staff shortages, relentless workloads - and warned that a misconduct notice can become 'the final straw'.

Delegates heard the story of Sussex Police Federation representative Sergeant Ben Websdale through a moving video presented by his wife, Michelle. Ben died in January this year.

Hampshire Police Federation chair Spencer Wragg also shared his experience of reaching the brink of suicide, telling the audience: "Although most of the room would have been to a suicide, we know the implications of that, we know what that means to families, we see that devastation,

“ I WISH OUR BRANCH REPS DIDN'T HAVE TO DEAL WITH THE AFTERMATH OF SUICIDES WITHIN FORCE, BUT THEY DO. WE TALK ABOUT THE JOB GETTING MORE DANGEROUS ON OUR STREETS. IT'S EVEN MORE DANGEROUS IN OUR HEADS. WE'VE HAD TOO MANY FUNERALS, TOO MANY WAKES, TOO MANY ANNIVERSARIES - IT'S GOT TO STOP.

we deal with it, it makes no difference to you when you're in that place."

He said the lack of structured welfare support leaves many officers dangerously vulnerable, even as they continue responding to 999 calls.

PFEW is now pushing for major reforms, including mandatory risk assessments for any officer placed under investigation, minimum national welfare standards, and the rollout of the Stay Alive suicide-prevention app across all work devices.

“ALTHOUGH MOST OF THE ROOM WOULD HAVE BEEN TO A SUICIDE, WE KNOW THE IMPLICATIONS OF THAT, WE KNOW WHAT THAT MEANS TO FAMILIES, WE SEE THAT DEVASTATION, WE DEAL WITH IT, IT MAKES NO DIFFERENCE TO YOU WHEN YOU’RE IN THAT PLACE.

A motion has been tabled in the House of Lords to amend the Police and Crime Act, making the recording of suicide and attempted suicide a legal requirement.

In her keynote speech, national chair Tiff Lynch echoed the urgency: "I wish our branch reps didn't have to deal with the aftermath of suicides within force, but they do.

"We talk about the job getting more dangerous on our streets. It's even more dangerous in our heads.

"We've had too many funerals, too many wakes, too many anniversaries - it's got to stop."

She used her speech to call for three changes:

- **Record all suicides and attempts**
- **Commit to prevention through the STEP programme**
- **Acknowledge and reform the link between misconduct processes and suicide.**

Tiff confirmed that political support is growing, with Lord Bailey of Paddington tabling an amendment due for debate early next year.

PFEW SECRETARY WARNS OF POLICING CRISIS AND CALLS FOR URGENT REFORM

Delegates heard a powerful call for action from John Partington, who spoke of the urgent need for reform across policing pay, conditions of service, recruitment standards, and officer protection.

The national secretary emphasised that policing now requires a louder, unified voice to advocate for fairness, transparency, and the long-overdue recognition of the responsibilities carried by officers.

John said over the past year, the Federation has made significant progress towards greater transparency and member engagement.

For the first time, members received full sight of the final pay offer before a decision was made.

He said that evidence presented by the Federation contributed to a 4.2 per cent pay rise, increases to allowances, improved overnight and hardship payments, and a commitment to address critical issues such as compensation for extra hours worked, shift disturbance, and detective burden.

John also discussed the need for standardised psychological testing for



National secretary John Partington addresses the PFEW annual conference.

police recruits to ensure they possess the temperament, values, emotional readiness, and resilience required for modern policing.

He said policing was among the UK's most regulated professions, yet recruitment standards vary widely.

SUBSCRIPTIONS INCREASE

Delegates voted to introduce a £2 per month increase in member subscriptions from 1 January 2026. This will take the gross monthly rate from £24.31 to £26.31.

In addition, the current student officer 50 per cent discount will end, meaning that from 1 January 2026, all new members joining the Federation will contribute at a single standard rate from their first day of membership. There will be no change to the rate for current student officers.

Subscriptions have only risen twice in the past decade, while demand for our legal and welfare support continues to grow rapidly.

The increase will help us to:

- **Protect and strengthen core legal and welfare services, fighting on more fronts to deliver more for members**
- **A new victims and witnesses support programme, standing up to inappropriate and illegal workplace behaviour**
- **Increase the impact of our campaigning on pay, conditions and wellbeing.**

Our role is to stand beside you on your toughest days, in the moments that matter most, and in the national debates shaping the future of policing.

These changes are about securing the Federation's ability to do that, not just now but for the long term.

SUFFOLK POLICE GROUP INSURANCE SCHEME: WHY MEMBERSHIP MATTERS

The Suffolk Police Federation Group Insurance Scheme (GIS) has continued to go from strength to strength over the last 12 months.

With membership rising by 50 new subscribers this year alone - from 992 to 1,042 - we now have 75 per cent of Suffolk officers subscribing to the Gallagher-administered scheme.

This growth reflects just how valuable, reliable and essential the cover has become to our members and their families.

A scheme built for the realities of policing

Tailored by Gallagher, specifically for police officers, the GIS offers a comprehensive bundle of insurance and support services at a highly competitive price. For a small monthly fee from just £36.59*, members gain peace of mind through a single, wide-ranging package of protection, including:

- Life Assurance – £125,000
- Critical Illness Cover – £10,000
- Legal Expenses Cover – Up to £100,000
- Personal Accident Cover
- Sickness Benefits
- Best Doctors® – Confidential Expert Second Medical Opinion Service
- Care First Counselling – Confidential Support & Advice
- Family Worldwide Travel Insurance
- RAC Motor Breakdown Cover (Roadside, Recovery & European Assistance)

- Mobile Phone/Gadget Insurance (Accidental damage, theft, accidental loss & fraudulent call use).

Open to serving officers, retired officers, Specials, and partners (excluding Specials' partners), the GIS provides assistance in the moments that matter most—whether on duty, at home, or anywhere in the world.

Are you using everything you're entitled to?

We continue to see more claims for lesser-known benefits such as:

- Unrecovered court compensation
- Missed unsocial hours payments.

However, we suspect that many members still do not realise that these are included in the Scheme. We strongly encourage you to review your Scheme Booklet ([available on our website](#)) and check what you are eligible to claim for.

Ensuring your personal details remain up-to-date is just as important—particularly if you have recently married, divorced, or changed partner status. Update forms (beneficiary, partner cover, removal of partner cover) are available on our website and can be emailed directly to the Federation office.

*This figure is correct as of December 2025. The premium includes Insurance Premium Tax (IPT) and the Federation's administration fee.

TESTIMONIALS

'They went above and beyond'

"I just wanted to say how amazing the gadget insurance was for us this week. My wife called after accidentally washing her AirPods, and the team went above and beyond to help her get a new pair. This meant so much to her, especially with ADHD, as they help her sleep and function in an open-plan office."

'Quick, efficient, and truly listened to our concerns'

"My son had been back and forth to the GP with a painful and anxiety-inducing skin condition, and I felt at a loss. I remembered the Best Doctors service through the Group Insurance Scheme and contacted them. The response was immediate. After an in-depth call, I received a 22-page detailed medical report with next-step recommendations, followed by a further call to ensure I understood everything. The whole experience was excellent. I felt heard, supported, and the guidance was incredibly thorough. I would recommend this service to anyone."

'AVIVA were awesome'

"During a holiday in Florida, we needed urgent care for my child, costing \$250, as I didn't have time to call AVIVA first. When I phoned the next day, the operator processed my claim immediately - no receipt needed. After the £40 excess, the rest was paid the next day.

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NPMD: EMOTIONAL DAY AS PC CHERYL LLOYD IS REMEMBERED

The sister of a Suffolk Police officer who was killed on duty 20 years ago said she felt 'mixed emotions' as she paid tribute at the National Police Memorial Day.

Sue Brace MBE was accompanied by Suffolk Police Federation secretary Ben Hudson for the service at Coventry Cathedral, where they remembered PC Cheryl Lloyd.

"It's 20 years since Cheryl's gone, which is a long time forward, but it still seems like it happened yesterday," Sue said.

"When you see the new families who have lost a serving officer, when you hear their stories, that's hard. It takes you back to what you went through.



PC Cheryl Lloyd.

"But also, it's nice to see survivors from when Cheryl died, their families and how far we've all come.

"We've all become friends. It's like this huge family, this huge police family.

"There are lots of mixed emotions."

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 was remembered alongside other fallen officers at the service.

Sue said that the occasion has grown over the years. This year, around 1,000 people attended, including serving and retired officers of all ranks, senior politicians, civic and faith leaders, and members of the public.

"I think forces should encourage their officers to attend so they can see what happens, and how the police family comes



(l-r): Former Suffolk Police Officer and Ben's dad, Stuart Hudson, branch secretary Ben Hudson, Sue Brace MBE and her husband Simon.

together when an officer has fallen," Sue said.

For Sue, the service offers comfort and solidarity.

"It's comforting to know you're not alone," she said. "It just feels like we're part of one big family.

"Nobody looks at you when you cry. There are officers crying, but nobody ever comments. Just a discreet tissue will come down the row for you, and I think that's lovely."

Reflecting on the day's atmosphere, she added: "When I opened the curtains, I thought, oh my gosh, it was just rain and black skies. So it was lovely to see the blue skies, and the cathedral is just beautiful."

During the service, Tiff Lynch, chair of the Police Federation of England and Wales (PFEW) read out the names of seven officers who had lost their lives during the past year:

PC Ian Minett, 38, of Gloucestershire Constabulary

PC Michael Bruce, 48, of the Metropolitan Police

PC Frank Hawkins, 52, of the Metropolitan Police

PC Marcus Bennett, 44, of the Civic Nuclear Constabulary

PC Rosie Prior, 45, of North Yorkshire Police

DC Karen Smith, 49, of Humberside Police, and

PC Faizaan Najeeb, 24, of Northamptonshire Police, who died just two

days before the service.

Home Secretary Shabana Mahmood delivered a reading from The Beatitudes (Matthew 5:1-12), while Shadow Home Secretary Chris Philp read from Colossians 3:12-17. Police Minister Sarah Jones also attended.

The congregation was welcomed by the Dean of Coventry, the Very Reverend John Wit, and the Lord Mayor, Rachel Lancaster. Music was provided by the West Midlands Police Band, The Big Sing Community Choir and the Choir of Coventry Cathedral. Opening prayers were led by Rabbi Dr Jonathan Romain MBE, Imam Mohammad Asad MBE, and Ashna Tumber of the National Sikh Police Association.

During an act of remembrance, symbolic candles were lit for England, Northern Ireland, Wales and Scotland by relatives of officers who died on duty, each representing sacrifice and enduring commitment. The service featured the sounding of the peace bell, a period of silence as petals of remembrance fell from the gallery, and the Last Post followed by Reveille.

Elizabeth Emblems - created in honour of Queen Elizabeth II to recognise emergency service workers who died in the line of duty - were presented to the families of six officers. The congregation concluded with the National Anthem.

The 2026 service will take place in Belfast's Waterfront Hall on 27 September.

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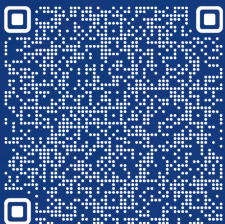
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REFLECTING ON THE SUCCESS OF THE WELLBEING VAN

Since its launch, the wellbeing van has become an invaluable part of supporting officers across the Force, offering a unique combination of practical help, advice, and a visible sign of care from the Federation.

Here, full-time Federation representative Emma Arthurs-Newman, equality and wellbeing lead, reflects on the van's journey and the impact it has made over the past six months.

With Emma taking on the role of full-time Fed rep in July, it was then that she committed to 12 welfare tours over 12 months - one 'welfare van tour' one visit a month, including visits to major events such as football matches.

The aim was simple - to bring support directly to officers, wherever they are, and wherever it's needed most. Already, the van has engaged with more than 500 members.

"We originally named the van 'Feels on Wheels' - we wanted it to break down barriers and spark conversations, but it's become so much more than that," said Emma.

"I love it, and we've had no shortage of volunteers willing to take part."

One of the highlights came in October, during the local derby between Ipswich and Norwich, when four Fed reps took to the van.

Equipped with a coffee machine, hot

beverages, snacks, and a warm, welcoming space, the van offered officers a short but meaningful break from their demanding duties.

"These officers have had cancelled rest days, they're away from families and loved ones at the weekend," continued Emma.

"A caramel latte from our coffee machine, a snack - it sounds small, but it changes their whole day. It's a token of appreciation that really means the world."

Feedback from officers confirmed this, with many admitting that seeing the van at the football made them feel cared for.

Emma added: "It's such a simple thing, but for some, it truly matters."

The van has also played an important role in wellbeing awareness. During Men's Health Month (November), the team toured stations with Men's Health Coach Joe Ball.

"We understand that not everyone can make it to professional services, so we wanted to bring the professionals to them," Emma explained.

"The sessions proved popular, helping officers who might usually remain closed off to open up. In just one week, we reached 80 officers, offering a pack of jelly beans as an icebreaker - encouraging participants to 'spill the beans' while enjoying a small treat."

Beyond wellbeing, the van has provided a platform for advice and education. In October, a visit to Rowan House saw the

CID safeguarding team joined by Gallaghers, who manage the Group Insurance Scheme.

This gave officers the chance to learn about services they might not have known existed, from insurance benefits to workplace guidance.

When the project first started, Emma admitted that she questioned whether officers would get bored of visits, but Emma says the opposite has been true.

"We see new officers and new faces all the time. The van has already broken down so many walls. Chief officers are even asking us to take it to more rural stations, where officers can feel more isolated," she said.

Emma also said the wellbeing van has changed how officers see the Federation. She said: "It also gives the Federation credibility and increases visibility of the branch."

"Officers usually only see us when they're in trouble - now they see the Federation proactively offering support and advice."

"We've also found that it frees up email delays, as officers can ask questions directly instead of sending them through email."

Looking ahead to 2026, Emma is optimistic.

She ended: "The van has helped improve visibility of the Federation, and engagement across the Force."

"There's been a lot of growth, and we have plenty more planned for next year. We want every officer to know that support is available - wherever they are, whenever they need it."

“ WE ORIGINALLY NAMED THE VAN ‘FEELS ON WHEELS’ - WE WANTED IT TO BREAK DOWN BARRIERS AND SPARK CONVERSATIONS, BUT IT’S BECOME SO MUCH MORE THAN THAT. ”



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CHAIR'S MOVEMBER MISSION SPARKS CONVERSATIONS ON MEN'S HEALTH

Motivated by a desire to raise awareness of men's health and honour his dad, Darren Harris has spent the last month growing a moustache for Movember.

It is the first time the branch chair has grown a mo' in more than a decade, and he has raised hundreds of pounds for Movember charities.

Darren, who last took part in the 'tash growing campaign in 2011, said he got involved again after his Force's Wellbeing Team asked if the department would promote Movember and provide a prize for the 'Best Mo'.

"Once we agreed to back it, I thought, I've got to take part myself," said Darren, who admits workplace involvement soon became something more meaningful. His dad had lived with prostate cancer for more than 15 years before the disease metastasised, and he sadly died in June 2023. Shortly after, his mum's brother died from an almost identical illness.

“MATT'S DEATH BROUGHT EVERYTHING BACK. IT REMINDED ME EXACTLY WHY AWARENESS MATTERS. AS BLOKES, WE NOTORIOUSLY DON'T PRIORITISE OUR HEALTH, OFTEN IGNORING THE LITTLE SIGNS.

"It just felt like the right time to do this - to support it, to raise awareness, and to say to people: look after yourself. You don't know what tomorrow will bring," said Darren, who has raised more than £450 so far.

Movember became even more significant after Suffolk Acting Detective Sergeant Matt Burgin-Powell died unexpectedly from a heart attack early in the month.

"Matt's death brought everything back. It reminded me exactly why awareness matters," Darren said, adding: "As blokes, we notoriously don't prioritise our health, often ignoring the little signs."

Darren said Movember gave him a reason to start conversations, even if people were only talking to him because



Branch chair Darren Harris (top row, second from right) with fellow Federation representatives during his Movember challenge.

of the moustache. He joked that anyone who teased his new facial hair had to pay a £10 donation: "Everyone who took the mick owed me a tenner. I don't mind - that's money going to a good cause."

Stopping the stigma around mental health was another driving force behind him taking part.

"Although I feel like I've processed much of the trauma from my dad's death, burnout still remains," he said. "I still need support. There's a lot of work, a lot of relentless pressure. My trauma is dealt with to a point where I can cope with it, but the burnout is no better."

He described burnout as one of life's 'curveballs' - unexpected moments no one is ever prepared for: "No one pre-programmes a human before we're born. Things get thrown at you, and suddenly you're dealing with feelings you've never had before."

He warned that without open conversations, signs of burnout often go unnoticed: "If the Force, your friends or your family don't know what it looks like, it goes unseen. If we don't talk, the problems are just swept under the rug."

Darren praised colleagues who routinely check in, particularly Emma, the branch's

new full-time Federation representative and wellbeing lead: "Emma is brilliant - she always asks me how I am. And sometimes it's that second 'are you OK?' that makes you give an honest answer."

This year's Movember ties directly into the Federation's 'Copped Enough' campaign, highlighting pressures officers face.

"It's not just the pay or the conditions that put our officers under pressure - it's the relentless work, the abuse and assaults that officers on the ground deal with," he said. "We need to take that seriously. We need to actually fill out the assault forms. The Force needs to treat their officers as people - as individuals."

For Darren, Movember became more than a charity challenge - it was a catalyst for conversation. "Movember is a fun way to get involved, but it gets people talking," he said. "That's what matters. It's a conversation starter about men's health, physical and mental."

He ended: "Look after yourself. Listen to your body and talk. Seek help if you need it. If my attempt at a moustache helped even one person do that, then it was worth every minute."

“MOVEMBER IS A FUN WAY TO GET INVOLVED, BUT IT GETS PEOPLE TALKING. THAT'S WHAT MATTERS. IT'S A CONVERSATION STARTER ABOUT MEN'S HEALTH, PHYSICAL AND MENTAL.

Retired officer Stuart Hudson (left) with his sons, Roads Policing Officer Will and branch secretary Ben.



POLICING RUNS IN THE FAMILY: THREE CAREERS, ONE CALLING

For the Hudson family, policing isn't just a profession - it's a thread that has run through generations, shaping childhoods, careers and values.

For retired officer Stuart Hudson, and his two sons - branch secretary Ben and roads policing officer William (Will), the job has defined who they are, how they see the world and what they choose to give back.

Rewind to the late 1970s, when Stuart - now 66 and long since retired - was on the verge of becoming a teacher. He had a university place secured, a plan in place, and a life mapped out. But a single afternoon changed everything.

Recalling a day spent with a family friend who worked in the police, Stuart recalled: "He took me out in his CID car - this was before health and safety became what it is now - and I just loved it.

"A week later, I'd cancelled all my plans

and decided I was going to join the police."

He started in the Metropolitan Police in 1977 and later moved to Suffolk around 1980, eventually completing 31 years of service.

"I never regretted any of my time there. It was a fantastic career," he said.

Over the years, he worked across policing, including in firearms and close protection roles - guarding prime ministers and members of the Royal Family. He still remembers the kindness of Princess Diana, who offered officers orange squash on a sweltering day.

But the case that defined his career was Operation Sumac - the 2006 investigation into the murders of five young women who worked as sex workers.

Stuart said: "Cases like that were unheard of. It was scary, and we were stretched as a small rural force. But

we knew the only chance of catching the offender was to follow the process, meticulously, and as a team."

Though the work was traumatic and exhausting, the team secured justice. "We had to get justice not only for those women, but for their families," he said. "And it was rewarding when we did."

He retired as a detective chief inspector - proud of what he contributed, but mindful of how policing has changed. "I feel the Force was better resourced back then. People respected the police more. You felt like you were part of the best and biggest 'gang' - I'm not sure if that feeling is there anymore."

Ben: a detective at heart

Despite being raised in a policing household, Ben admits he didn't initially plan to follow in his father's footsteps.

However, working in insurance left him

feeling unfulfilled.

Ben, 44, admitted: "Something was missing. I wanted more from my life.

"Dad had always enjoyed his career, the camaraderie. That stuck with me."

Ben joined the police in 2004 and has now served more than 20 years - most of them focused on investigative work.

"I always wanted to be a detective. No two days are ever the same. That's what I loved," added Ben, whose investigative career has spanned some of the most complex and emerging areas of crime.

He worked on one of Suffolk's first rape investigation teams, secured the first honour-based rape conviction in the East of England, and spent years focused on human trafficking and exploitation - work that took shape in the wake of the murders his father helped investigate.

**“ I ALWAYS WANTED TO BE
A DETECTIVE. NO TWO
DAYS ARE EVER THE SAME.
THAT'S WHAT I LOVED.**

His commitment to vulnerability-focused policing eventually brought him to Suffolk Police Federation, where he has served for 14 years and is now secretary.

He also represents detectives at a national level. "It's something I take very seriously. I'm proud to do it," he said, adding that he is dedicated to improving the working environment for detectives.

"Investigators are exposed to vicarious trauma every day. You're not necessarily always at the crime scene, but you're seeing the images, listening to the accounts - the most awful things," he said.

"You can't listen to someone describe sexual abuse or rape without feeling the emotion and trauma. You lose a bit of yourself each time, because the world becomes a slightly darker place."

He is passionate about ensuring that this hidden impact is finally recognised: "We mustn't underestimate the drip-drip effect of trauma. People need to be open about how they feel, and policing senior leaders need to understand it and take it seriously."

Despite this, he remains proud of his career, his family, and the policing community he grew up in.

He said: "Suffolk's a small force. We're a family. People still ask how Dad is. And I'm really proud of my brother - he's making his own name."

Will: a new generation of policing

Will, now in his late 20s, grew up in and around police stations.

"I remember charging around



Branch secretary Ben Hudson (left), and his dad, former Suffolk Police Officer Stuart Hudson.

headquarters as a kid," he said. And when adulthood came, he found himself thinking about his future. He was selling cars at the time: "I thought back to all those memories and put two and two together."

He joined the police in early 2019 and now works in roads policing - a high-risk, high-responsibility area he loves.

"There's something about turning up at a major incident and people looking to you to manage it. You have to be methodical. I like that responsibility," he said.

But the job is far from light work.

"The risk is huge. It's one of the most dangerous areas of policing," he continued. "When things go right, it's incredibly rewarding - especially taking dangerous drivers into custody. But when it goes wrong, it hits hard. I was involved in a fatal pursuit. It stays with you."

Like his father and brother, he recognises the challenges posed by

resource constraints and demand, adding: "We're responsible for a massive area. It's difficult. But we've got a great team."

Will is now carving his own path and has ambitions for promotion and specialist roles. "I'm competitive - I always said I wanted to beat Dad," he joked.

He's also engaged to another police officer - a detective - making the family's policing legacy even stronger.

A shared passion for policing

Despite decades between them - and very different careers - the three officers share a deep respect for the job and for each other.

Stuart never pushed his sons to join.

"I never encouraged them - I just wanted them to be happy. But we're a family of public service workers. My wife worked in the NHS. It's what we do."

He says he is immensely proud of what both his sons have achieved. "They've done brilliantly. I'm proud of them both."

FAQS

REGULATIONS: YOUR QUESTIONS ANSWERED

Police officers have specific rights and entitlements regarding their duties, rest, and leave, governed by Police Regulations and the Working Time Regulations (WTR) 1998.

Regulation 22, along with associated policies on compensatory rest and annual leave, ensures that officers are treated fairly, informed in advance about duty requirements, and protected from excessive or unpredictable workloads.

This guide provides an overview of:

- **Regulation 22:** rules around duty roster publication and permissible alterations
- **Exigencies of duty:** circumstances under which duty rosters can be changed and the compensation officers receive
- **Compensatory rest:** how officers are entitled to make up missed rest periods and ensure compliance with WTR
- **Annual leave:** entitlements, booking procedures, and special provisions such as recall from leave, compassionate leave, and public holiday considerations.

By understanding these regulations, officers can ensure their rights are upheld, maintain work-life balance, and access appropriate support when operational demands disrupt planned duties or rest periods.

Regulation 22 and duty rosters

- Regulation 22 protects officers' rights around duty rosters.
- Duty rosters for constables, sergeants, and part-time inspectors/chief inspectors must be published at least three months in advance.
- Broader duty rosters (up to 12 months) are agreed between chief officers and the Suffolk Police Federation.
- **Rosters must include:**
 - Rest days and public holidays you may be required to work
 - Shift start and finish times
 - Free days for part-time officers
 - Minimum 11-hour intervals between shifts
 - Maximum of seven days between rostered rest days
- **Public holiday duties:**
 - Officers are entitled to expect holidays free from duty
 - If working on a holiday, the roster must notify this at least three months in advance, with compensation via overtime or TOIL
 - Non-public holiday substitution is allowed with chief officer approval, except Christmas Day

Read the [full FAQs on Reg 22](#) on our website.

Exigencies of duty

- Once published, rosters can only be altered if:
 - Requested by the officer
 - Agreed with the Federation branch
 - Arising from exigencies of duty

Exigencies of duty are unforeseen and unavoidable circumstances requiring roster changes, e.g: Public order situations, court attendance, essential critical training and intelligence-led crime operations

Not considered exigencies: planned public celebrations (Christmas, New Year, Halloween, Bonfire Night), music concerts and festivals. Exceptions only apply if late-notice intelligence indicates a significant public safety risk.

Compensation if roster changes due to exigencies:

- **Working on a rostered rest day: usual compensation applies**
- **Less than 15 days' notice: overtime at time-and-a-half**
- **More than 15 days' notice: re-rostered rest day**
- **If later told not required:**
 - <8 days' notice: rest day reinstated + compensation
 - 7 days' notice: rest day reinstated without compensation

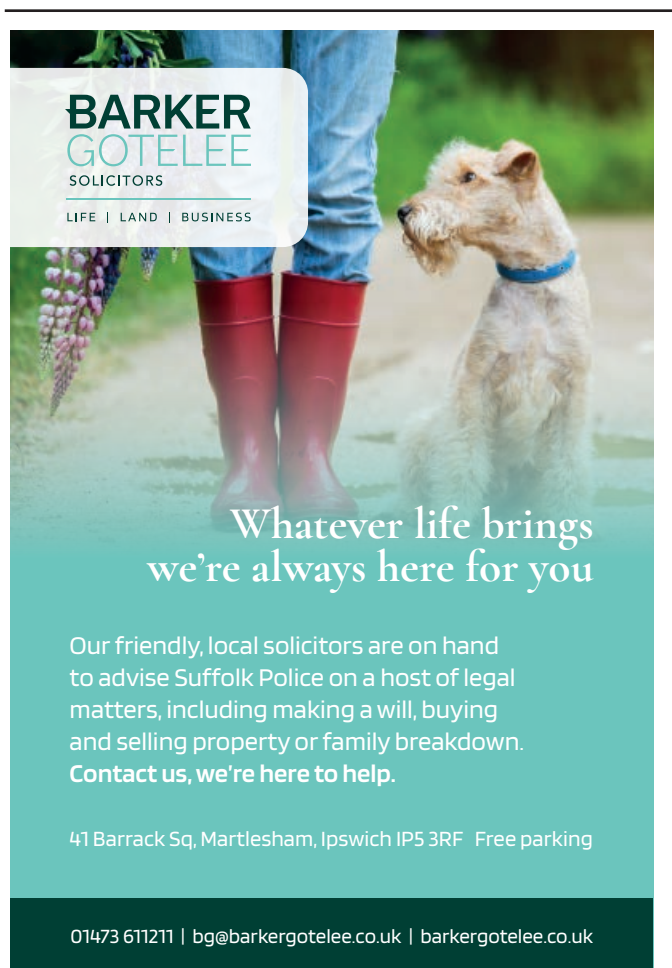
Read the [full FAQs on Exigencies of Duty](#) on our website.

Compensatory rest

- Ensures officers take missed rest periods due to operational demands, complying with WTR 1998.

WTR entitlements include:

- **48-hour average weekly limit**
- **Night work: 8 hours in 24 hours**
- **11 consecutive hours daily rest or compensatory rest**
- **Weekly rest: 24 hours/week or 48 hours/fortnight**
- **20-minute breaks for shifts over 6 hours**
- **28 days paid annual leave including public holidays**
- **Health assessments for night workers.**



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When compensatory rest applies:

- Missed daily rest due to exigencies of duty
- Cancelled rest day or public holiday

Example: if an officer works through a scheduled 11-hour rest period they must be given equivalent rest later, either delaying the next shift or taking time off on another day.

Important:

- Officers should record overtime or hours worked
- Arrangements for compensatory rest are agreed between officer and supervisor.

Read the [full FAQs on Compensatory rest](#) on our website.

Annual leave entitlement

Federated officers (40-hour week) annual leave (depending on years of service):

- <2 years: 22 days
- 2–9 years: 25 days
- 10–14 years: 27 days
- 15–19 years: 28 days
- 20+ years: 30 days

Direct entry inspectors (depending on years of service):

- <6 years: 25 days
- 6–10 years: 27 days
- 11–15 years: 28 days
- 16+ years: 30 days

Leave accrues monthly (1/12 per month) and continues during unpaid leave, sick leave, or maternity leave.

Requests submitted early via DMS; peak periods require early planning.

Exigencies of duty may restrict leave at certain times. Sickness during leave can allow reinstatement with proper reporting.

Carry-over: up to 5 days (exceptional circumstances may allow more).

Recall from leave: compensation depends on days recalled, with options for leave or pay.

Additional entitlements

- TOIL for overtime not taken within 3 months is payable
- Public holidays on rest/free days are reallocated or credited
- Paid time off for medical appointments and screenings
- Jury service pay continues; absences may be deferred if operationally necessary
- Training requests: unpaid time off after 26 weeks of service, one request per 12 months
- Compassionate leave: up to 3 days paid, extendable by superintendent
- Parental bereavement leave: 2 weeks paid.

Severe weather or unauthorised absence: notify supervisor for arrangements

Read the [full FAQs on annual leave entitlement](#) on our website.

If you have any questions about any of the Police Regulations, then look at the latest [Police Reference Guide](#) or contact the Federation office.