

Warwickshire
POLICE
Federation



Annual Report 2022

Actions Speak



Simon Payne
Chair
Warwickshire Police Federation

Welcome to the Warwickshire Police Federation Annual Report for 2022. We represent the interests of Constables, Sergeants, Inspectors, Chief Inspectors and all members of the Special Constabulary.

Our members are our priority and

we negotiate and influence on your behalf locally, regionally and nationally.

Our offices at Barford are staffed by Branch Secretary Steve Martin, myself as Branch Chair and our Office Manager Gill Burford.

Our workplace representatives across the force are committed to providing the best service for

you. As your local Federation, we continue to maintain value for money for you the members, Warwickshire Police and the public.

This Annual Report captures some of the work we have done on your behalf over the past 12 months.

Representing You

It was a priority for me to attend all the Chief Constable Road Shows held during the summer of 2022. This was an opportunity to ask questions of our senior leadership team and place on record a range of issues that needed to be addressed.

Without rehearsing all the points, some of the major issues I made clear were: health and wellbeing, short notice duty changes including rest days

Louder Than Words

being cancelled, officer fatigue, morale, pay, shift patterns, officer numbers and time frames for change going forward. Without doubt we had a workforce that were tired and an existing policing model that could not stand up to demand.

New Policing Model

During 2022, we have been front and centre, being consulted and influencing the planning and decisions for the new policing model being implemented in April 2023.

I set a high bar when it comes to change programmes that impact on you. As your local Federation, we believe the most important thing

with any proposed new policing model is the effect it will have on those that are expected to work within it.

I firmly believe that morale is directly linked to performance and if we can get that right, the public receives a better service.

Welcoming Recruits

It's not often I say this, but I have lost count of the numbers of new recruits I have met over the past 12 months.

Numbers do matter in policing and we now have

more officers than ever before. I recognise that many of our front-line officers are young in service, but I have nothing but admiration for them as colleagues and police officers. We are all part of the policing family.

Under The Microscope

Over the past year, policing has rightly been under the microscope nationally. A very small minority of individuals have committed some of the most serious of crimes.

I'm not going to call them former police officers; they are criminals who the public needed to be protected from. The actions of these small number of individuals undermine policing to its core. We all have a duty to the public we serve and I am confident that you will maintain and deliver a police service in Warwickshire we can all be proud of.

The Many Ways We

Support Our Members



Steve Martin
Secretary
Warwickshire Police Federation

I am extremely proud to be the Branch Board Secretary of Warwickshire Police Federation and can assure you that the overriding principle guiding my decision-making is the benefit to you, the member, and

challenge and has been instrumental in Federation attendance at your early turn shift briefings, where you will have an opportunity to discuss your operational concerns in an open forum and talk through any personal issues confidentially after the briefing.

In addition, Elliott Butler is now Deputy Secretary and Deputy Conduct Lead.

Both Andy and Elliott are part of a dedicated team of 20 Warwickshire Police Federation reps who continue to support you by taking on these extra responsibilities on top of their day jobs on a voluntary basis.

Get In Touch

We attend many meetings, including performance and

at Barford, Gill Burford, who is a retired Warwickshire Police Detective Inspector.

You can always contact the Federation during office hours and myself and Simon (along with most of our reps) can also be contacted out of hours when urgently needed.

If you'd like to join us and become part of our Federation team, please send an email to myself, Gill or Simon.

Wise Investments

Warwickshire Police Federation operates in an open and transparent manner. The monies we hold from your subscriptions are there for the benefit of the membership, which is evident in the wise investment in the Barford

“You can discuss your operational concerns in an open forum and talk through any personal issues afterwards in confidence”

your wellbeing.

In order to provide resilience and to plan for the future, we have appointed Andy Morrissey as our Federation Treasurer, Vice-Chair to Simon Payne, and he is also a Conduct rep.

Andy has picked up the

misconduct meetings, and our attendance is also required at force-level meetings to represent your views regarding your working terms and conditions.

To assist us in this, we have a permanent Office Manager

Federation office, along with solar panels that help the environment and bolster our financial security.

Gifts That You Can Use

We have also tried to support your day-to-day operational

needs by investing in practical gifts that will be useful in both your working and home life, such as LED torches, drinking bottles, phone chargers, sports bags, notebooks, re-useable coffee cups, pens, etc and we bring these along with us when we attend your shift briefings.

Backing You All The Way

We have a very strong and diverse Branch Council, with representation from all of the protected characteristics across our force.

Many officers view the Federation as an ‘insurance policy’ for when things go wrong – and in most cases

you would be right to think it mainly relates to complaints or discipline. Although the Federation spends the majority of the money it collects from members on legal expenses, this also covers supporting members in employment issues in relation to their rights under the Equality Act.

The cost of taking a matter to an employment tribunal is significant. Thankfully, the number of officers that get to court are few. Our aim is to work with our members and the force to obtain solutions before resorting to a tribunal. But sometimes options run out and I know those people in difficult

circumstances are glad they have a staff association that will back them all the way.

Maintaining Standards

The events involving Metropolitan Police officers committing offences against women in the community they serve have sent shock waves through British policing. The Federation supports Warwickshire Police in maintaining high standards and ensuring these exemplary standards continue in the future.

We look forward to serving you and we welcome any feedback to improve our service to you.

Managing Your Money



Andy Morrissey
Treasurer & Vice Chair
Warwickshire Police
Federation

I took on the roles of Treasurer and Vice Chair towards the end of 2022.

The roles are challenging and allow me to be more involved in the support of officers and to see more of the day-to-day

has put us in a great position to provide support to officers away from a police station.

Our New Welfare Van

We've been working hard to make sure we can fund our activities and supply items to our officers to support them. During 2022 we part-funded a welfare van in conjunction with the force.

It is fitted out with a fridge and microwave to allow officers to be able to store and heat food when out on a scene or a prolonged job. As a Federation we have funded this to the tune of around £1,500. We'll also provide further

Accounts

On 1 January 2022, our accounts stood at £119,385. On 1 January 2023, they were £141,924. We're around £15,000 under budget this year, which will be returned to central funds to help pay for legal support for officers during complaints or PIPs.

Supporting You

Throughout the year we've spent around £3,000 on goodie bags and items for officers' welfare. We've also supported force events with food and drinks for officers to make sure they feel

“We’ve been working hard to fund items and activities to support our officers, and in 2022 we part-funded a welfare van with the force”

functioning of our office in Barford.

Some of you may not be aware, but Warwickshire Police Federation owns Barford, which

funding for a table and chairs so officers can have some rest.

We look forward to launching the van officially so it can begin to support your welfare.

welcome and supported.

I will continue to ensure your money is well spent and you have the best possible service from us.



Conduct Matters



Steve Martin
Conduct Lead
Warwickshire Police
Federation

The Conduct and Performance team are Steve Martin, who is the CAPLO (Conduct and Performance Lead Officer), Simon Payne, Andy Morrissey, Elliott Butler and Dave Findon.

It's easy to think that high-profile misconduct issues just happen in the Met, but it is essential that within Warwickshire we do not let this type of behaviour manifest itself.

To report any concerning behaviour, either go directly to your line manager, use the integrity line, or in certain circumstances you can use the whistle-blowing policy. You can also always contact the Federation and we will listen to you and support you.

IOPC Summary 2022

There have been eight cases* independently investigated by the IOPC in 2022:

- Complaints – four cases, which are all live
- Conduct – no cases
- Miscellaneous – four cases, two of which are live and two that are finalised

This is an increase of one case from 2021.

*Based on the case being referred to the IOPC in 2022.

Complaint Data 2022

- 666 complaint cases recorded during 2022
- 179 complaint cases finalised under Schedule 3 (this does not correlate necessarily with those recorded)
- No special case hearings, hearings or meetings from the finalised cases

This is an increase of 43 complaints from 2021.

Conduct Data 2022

- 31 conduct cases
- 19 conduct cases finalised in 2022 (this does not correlate necessarily with those recorded)
- one special case hearing
- one GMC hearing
- No MC meetings

This is a reduction of five cases from 2021.

Conduct Analysis

The increase of 43 cases for

complaints is high, and we meet regularly with PSD to ensure any concerns are identified as early as possible.

Officers can go a long way to protect themselves. Using body-worn video can help prove your conduct at an incident, and as long as you are acting within the Code of Conduct then the recorded evidence will always help you. Ensure that your pocket notebook is updated with your actions. Find out more at: www.warkspolfed.org.

If you have concerns about a member of staff's behaviour, or you are investigated by PSD or the IPOC, please contact the Federation for support.

I have been raising concerns with both PSD internally, and the IOPC externally about the length of time investigations are taking and the impact this is having on officers' welfare, emotionally and physically, and also the impact on their career. I will continue to do this to try to reduce the amount of time each officer is subjected to an investigation.



Health And Safety



Gavin Parrott
Health & Safety Lead
Warwickshire Police
Federation

I have now been in post for just over a year as your Health & Safety Lead.

During ongoing operations and incidents, the Federation often visits the main site to make sure that health and safety is being considered and there are suitable welfare arrangements in place. If there aren't, we make representations to the force.

This happened on Operation Hyrax, where our members who were deployed there contacted us and we visited the site. Welfare arrangements were discussed with the force and changes were made.

Hopefully lessons will be learned for the future. We also hope things will be improved with the new welfare van, part-funded by the Federation.

Near-Miss Reporting

I remind you to report all

near-misses/accidents/assaults. The definition of a near-miss taken from the Health and Safety Executive website is as follows: "Near miss: an event not causing harm, but has the potential to cause injury or ill health (in this guidance, the term near miss will include dangerous occurrences)."

If you think something is a near miss, complete a near-miss report. Go onto the intranet, click the health & safety icon (it's bright red), then click on the section which says accident/near miss

reporting, then on the link which takes you to the form.

In section 2 if you want the Federation (me) to see your form, then say 'yes'. Do not send the forms to me directly. Your immediate supervisor should then investigate the occurrence to a satisfactory level.

You cannot be told not to fill in a form. If you feel you need to complete one, please do so. If in doubt, feel free to contact me.

New Driving Regulations

The previous driving legislation

Is Vital In Policing

did not recognise the training that police response drivers undertake and the tactics they may need to employ when responding to emergencies or pursuing criminals.

This new legislation is a great stride forward but, for the new test to be applied, officers must be driving for police purposes and have undertaken the prescribed training as set out in the regulations.

So drive according to your training. If you are out of date with your refresher or not blue-light trained then do not drive

"My advice to any officer who is not up to date with their police driver training is very simple – don't drive a police vehicle, because if you do you could be vulnerable to prosecution."

Body Armour

I wanted to put in a reminder that you shouldn't be wearing body armour issued to another officer, especially those officers who are wearing OPU vests that have been passed on. I would like to think that this was picked up during the recent body armour checks.

about staffing levels and duty changes. Here is the health and safety perspective.

Staffing levels are not just a matter of numbers, but also about ensuring that staff have suitable knowledge, skill and experience to operate safely – having the right people in the right place at the right time.

Determining the numbers of police officers required for specific operational policing activities is an operational decision for each individual force.

Each force is legally required to conduct a suitable and

"We visit sites of ongoing operations to make sure health and safety is being considered and welfare arrangements are in place"

using the blues and twos and using your exemptions. No one can override this and authorise you, if you are out of date.

Tim Rogers is the national Lead on Response Driving for the Police Federation of England and Wales.

He said: "The change in the law, which means police officers' skills and professional training will be recognised, is welcomed but, as ever, there is a note of caution in that we must now ensure that all drivers are 'in ticket' with their training.

Quarterly Inspections

The first quarterly inspections have been completed for the start of this year. These are conducted along with Unison, estates and Alan Robinson. Each building should now have a senior officer responsible for health and safety. If you need to report a building fault or issue, go to the front page of the intranet, click on the BOS image and take it from there.

Preferred Staffing Levels

Some of you may be wondering

sufficient risk assessment for operational activities bearing a significant risk. This should include consideration of the number of officers necessary to ensure the health and safety of those involved, taking into account the nature of the activity, time and location.

If there is a significant change in circumstances, the assessment must be reviewed and arrangements put in place to manage the risk, which may include altering the minimum number of officers required.

Our Commitment To Equality



Danielle Bristow
Equality Lead
Warwickshire Police
Federation

I have been a workplace rep for the Federation since 2018 and took over as Equality Lead last year.

role is to people outside the organisation, I tell them that as police officers we are not employed – we are servants of the Crown and as such we are not covered by employment law; instead, we have police regulations to protect us.

The role of the Federation representative is to ensure that everyone is treated fairly and in line with regulations. In addition to that, as Equality Lead I try to create a fair and just place for everyone to work.

My role involves providing feedback and learning

an increase in enquiries surrounding equality matters. I don't believe that this is because things are getting worse, I believe it's because people are more aware and confident to challenge.

I have seen a greater awareness from the organisation around these issues and, although it's still not perfect, it's good to see improvements.

Recently the force recruited a Diversity, Equality and Inclusion Co-ordinator who, as part of her role, is actively driving the

HR about getting this back up and running. My intention is to hold a quarterly meeting for new and expectant parents where representatives from HR and the Federation will be present so that any questions or concerns can be answered.

I will look at covering a session on flexible working applications too during one of these meetings, as I receive a lot of queries around this.

It's Good To Talk

Elliott and I will continue to demonstrate a commitment to promoting internal equality within Warwickshire Police by working tirelessly to promote fair and equitable treatment of all officers regardless of their race, gender, sexual orientation, or any other protected characteristic.

We are always happy to talk things over, in confidence. Please get in touch if you would like any information, advice or guidance.

“Equality is not about treating everyone the same, but about recognising and valuing the differences that make us who we are”

Elliott Butler is Deputy Equality Lead and Gavin Lambert has also recently completed equality training.

We know how challenging the role of a police officer can be. Between us, we have worked in most departments within the organisation, so have a diverse understanding of the demands of different roles.

Encouraging Change

When I explain what my

opportunities, and actively challenging the organisation to educate and encourage positive change.

I want to level the playing field so that everyone can reach their full potential. Equality is not about treating everyone the same, but about recognising and valuing the differences that make us who we are.

Growing Confidence

This year there has been

staff support associations within Warwickshire Police, something which I'm hugely supportive of; I have been asking for more traction around these for some time.

New Parents

Historically I was involved in the New and Expectant Parent Group, but sadly this is something that retired with Kate Wallace, who implemented it.

As such, I am in talks with

EQUALITY
FOR ALL

Warwickshire Police

We are lucky in Warwickshire to have a good spread of officers on our local council, bringing in experience from all aspects of life and teams.

We have several new Reps in the team this year. Please take your time to see who the local Reps are and if you need any advice do not hesitate to speak to them. We are all here to help you, our members.

Rugby-based Reps

Mark Parry
Uniform/Equipment | 07496
400908 Mark is our Uniform and Equipment Rep.



Collette O'Keefe
Detectives | 07776 163346
Collette is a Detective Inspector and leads on all matters CID.



Federation Council

Simon Payne
Chair | 07812 975394

Simon is one of the two full-time Fed reps. He negotiates with the force on issues such as misconduct, grievances and operational matters, and leads on early ill-health retirements.



Steve Martin
Secretary/CAPLO |
07812 975393

Steve is the other full-time rep. He negotiates with the force on early ill health retirements, grievances and operational matters. He leads on conduct and performance.



Gill Burford
Office Manager |
01926 684323/07496 215568

A former serving officer with Warwickshire Police, Gill has been office manager since 2017. She was a rep for 20 years and is always happy to help with your queries.



North-based Reps

Andy Morrissey
Treasurer/Discipline/Vice Chair
07496 400908 Andy is our Vice Chair and Treasurer.



Elliott Butler
Deputy Secretary/Discipline/
Equality | 07494 047659
Elliott is a Custody Sergeant.



Gavin Lambert
Trustee/Equality | 07976 303271
Gavin Lambert is a Detective Sergeant on the CATE team.



Gavin Parrott
Health & Safety | 07929 783664
Gavin is the Federation's Health and Safety Lead.



Carl Ramsay
Rep | 07870 514039
Carl works on the Safer Neighbourhoods Team at Coleshill.



Imran Ghouri
CPD & Trustee | 07967 303419
Imran is a Detective Sergeant in CATE, a Trustee and leads on CPD.



Tess Mitchell
Rep | 07891 324805
New rep Tess is on the Safer Neighbourhoods Team, based at Nuneaton.



Jon Toms
Rep | 07870 131288
Jon is a Sergeant on patrol, based at Bedworth.



South-based Reps

Dave Findon
Deputy Treasurer/Discipline
| 07738 514263 Dave is a Sergeant on the Operational Patrol Unit.



Danielle Bristow
Equality | 07811 973763
Danielle is a Detective Sergeant and is our Equality Lead.



Kate Perks
Welfare | 07969 140243
Kate is a staff officer based at Leek Wootton, and is our Welfare Lead.



Steve Malone
Rep | 07811 587488
Steve is a Detective Chief Inspector and is based at the Intel Department.



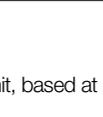
Chloe Barnes
Rep | 07814 214544
Chloe is an Inspector in the Operational Patrol Unit.



Michael Sheldon
Rep | 07815 009243
Michael is a Sergeant on OPU and is based at Leek Wootton.



Mark Wilkinson
Rep | 07515 428341
Mark is on the Operational Patrol Unit, based at Leek Wootton.



Hayley Aley
Regional Rep | 07711 560030
Hayley is our Regional Rep on the national Federation at Leatherhead.



Child Protection Training



Imran Ghouri
CPD Lead
Warwickshire Police
Federation

A recent HMIC inspection highlighted how the force needs to improve on how it identifies victims' vulnerability at the first point of contact, and it found missed opportunities to safeguard vulnerable people.

I want to help all staff understand how this impacts on our vision to protect people from harm. By reviewing investigations, I identified that initial recording of child investigations and consideration to the voice of child is inconsistent in detail and could

be rectified by providing all staff with additional training.

Special Constable Training

First, I spoke specifically with Special Constables, who confirmed that their training around child protection (CP) investigations was inadequate.

This gap affects the organisation and so I took on the responsibility to address this, as I firmly believe in the one-team ethos.

Bringing In The Experts

A training package tailored for Special Constables was created, drawing on good practice from our partners in social care. I allowed flexibility in my approach to deliver training and held two training days.

This allowed staff to attend and maximised the impact of the training for the organisation. I encouraged experienced Child Abuse Investigation Team (CAIT) investigators to accompany me while delivering the training. This

not only benefited the trainees, but also my staff, as it allowed them to be a point of contact within CAIT and they were able to share their knowledge and experience.

Opening Conversations

While delivering the training, I opened a conversation around CP investigations and the trainees' own lived and professional experiences.

This meant I changed the order of the topics as by being flexible and opening conversations it aided learning. I put forward scenarios where I encouraged the trainees to evaluate and assess the need for a child rescue alert (CRA) and the voice of child to be recorded, and included scenarios that were not typically CP investigations.

This allowed them to identify opportunities to safeguard. This training is included for all new Special Constables by sharing with L&D and offering myself as a guest speaker.

Equipped For The Future



Mark Parry
Uniform Lead
Warwickshire Police
Federation

The force has gone through a period of change since returning to managing our own uniform and equipment.

During that time it has had to carry out a stocktake on

what uniform and equipment is currently being used by officers and look at its suitability.

I have been involved in this process to provide advice from a Federation point of view. We are now coming to a stage where we can start providing new and improved equipment.

This year the force is planning to provide the new soft-shell jackets to replace the existing fleece along with, later in the year, a new national stab vest.

The TUEG (Tactical Uniform & Equipment Group) now meets quarterly and overviews

“We can now start providing new and improved uniform and equipment”



new U&E requests along with reviewing current U&E.

I sit in this meeting along with sitting in the National Uniform & Equipment Review Group, so I am in a good position to raise issues and support the process from a Federation point of view.

POLICE

Welcoming Specials

After many years of negotiation, it was agreed nationally that Special Constables would become members of the Federation.

This is only right, as Special Constables work alongside regular officers, interacting with the public and often placing themselves in danger.

Part of the debate included how their subscriptions should be paid, as Special Constables volunteer their time. Nationally many forces are expecting Special Constables to pay their own monthly subscriptions.

In Warwickshire, the force has agreed to pay subscriptions for Special Constables so that they can afford the same protection and support as other officers.

In Warwickshire we have 90 Special Constables, 60 of whom have signed up to become Federation members. This will help both the Special Constables themselves and also regular officers when an incident or complaint is reported where officers are crewed with each other.

We're Here For You



Kate Perks
Welfare Lead
Warwickshire Police Federation

Welfare Lead. The initial lead was Andy Morrissey, but when he took on other Federation commitments in 2022, welfare duties were handed over to me.

Long-Term Sickness

I will continue the work that Andy started. Part of this is to help where officers are off long-term sick. If you find yourself off sick for a protracted period for whatever reason, or you have a member of staff who is off, please contact me or the Federation office.

A lot of the Federation's work links to welfare, whether that's support through misconduct investigations; health and

Often we are not made aware

Federation workplace rep is sent out with the van. If you have any concerns or regulation queries, please use the opportunity to call in and speak to us.

We are also going to purchase comfortable chairs for officers to take their refreshment breaks when they are at an incident.

Please feel free to let us know anything that you think will enhance the van and help you when you are out at incidents.

Wounded Blue Line

A national forum, Wounded Blue Line, was set up last year. This

“A lot of the Federation’s work links to welfare, from equality and health and safety matters to the Ill Health Retirement process”

safety or equality matters; or assisting officers through the Ill Health Retirement process.

This list is not exhaustive. We will help all members in whatever way we can and we recognise that every case is different.

In 2021, it was identified that there may be cases where an officer needs welfare support that does not fall within a specific lead area. To make sure we had someone in place to help members, we appointed a

of absences from the force and there could be support that officers are missing out on.

Coffee And A Chat

During 2022, the Federation helped fund the refit of a welfare van for officers. This now has a fridge and microwave, along with a USB charging point. We're currently putting the finishing touches to the van and you'll soon see it out on area supporting you.

There will be times when a

is for Fed reps and police forces to link in together and learn from each other about best practice for supporting officers whose wellbeing is being affected through illness, injury, stress, disabilities and mental health.

Danielle Bristow is the Warwickshire workplace rep who will be linking in with the forum from a Federation perspective. Any learning will be shared across the force and will be targeted towards helping officers.

Putting Officers First



Flint House Police Rehabilitation is a charity entirely funded by donations from those in the police service and their families.

It is with these generous donations that Flint House – a beautiful house set in wonderful surroundings in Goring-on-Thames – helps and heals over 3,200 serving and retired police officers each year, providing physical rehabilitation and mental health support.

Warwickshire Police currently has 460 serving members. In 2022, 26 officers attended Flint House for treatment.

Of the officers attending

the facility, 80% made use of physiotherapy treatments.

Flint House membership costs £9.21 each month. If you wish to join, please contact the Federation office at Barford or email gill.burford@polfed.org. There is no limit to the number of visits you can make.



Frontline Dangers

Last year there were 283 assaults recorded against Warwickshire officers. This is a decrease of 10% from 2021.

The previous three years showed increases of 7%, 23% and 20%. While any decrease is good, 283 still amounts to almost a quarter of our officers

than the previous year.

We are working closely with Chief Constable Debbie Tedds about the impact these assaults have on officers, both in relation to work and their home life.

It is important that we use everything in our power to bring people who assault officers to justice. Body-worn video is

being absent from work through illness. This includes Covid-related absence.

In 2021, Covid absence and other absences were recorded separately – 73,087 officer hours were lost through absence and 22,391 hours through Covid-related absence.

When you combine these

“We must use everything in our power to bring people who assault officers to justice”

being assaulted while they’re simply doing their job.

If you have been assaulted, this must be recorded and your line manager should implement a care plan for you and oversee the investigation.

It is also important that the organisation follows its own policy for managing the welfare of officers who have been assaulted. This is on the intranet, so make sure you’re aware of what should be done.

Assaults Causing Injury

Of the 283 assaults recorded during 2022, 80 are listed as having resulted in an injury.

This is a decrease of five from last year, however it is a higher percentage of the total

crucial in this fight. Please use yours where you can.

Conviction Rates

The data on the number of people charged and convicted during 2022 under the Assault on Emergency Workers (Offences) Act 2018 is not currently available. This was the same last year. We will be pushing for this data to be readily available next year.

Nationally we continue to campaign for offences under this act to be used whenever an officer is assaulted in the line of duty.

Officer Absence

In 2022, 157,064 working hours were lost due to officers

absences, it shows a massive 40% increase in officer absence from 2021 to 2022. Taking an average shift length as eight hours, this equates to 19,633 days lost. This is something that the organisation needs to reduce. Long-term absence from the workplace negatively impacts on the officer, their family and their colleagues.

Here To Support You

Please get in touch with our Welfare Rep, Kate Perks, for advice and support if you are struggling mentally or physically. Also contact the Federation if you need help in relation to any matter linked to absence, including suitable adjustments and group insurance.

External Advice

Mortgages

We continue to have the support of Warren & Co for mortgage advice, in person, by Zoom and by telephone. During 2022, Warren & Co advised 30 officers about mortgage options and completed 24 mortgages for officers. They continue to offer competitive options for your mortgage.

If you would like some advice or to attend an appointment on any of the dates below, please call 01452 547783, email contact@warrenifa.co.uk or find more at warrenifa.co.uk

Leek Wootton: 13 June | 31 August | 30 November

Rugby: 16 May | 6 June | 4 July | 1 August | 5 September | 3 October | 7 November | 5 December



Resettlement Seminars

During 2022, we made the decision to trial other companies to present our resettlement seminars.

This year we are holding seminars on **20 June** and **17 October**, which will cover:

Pensions and Retirement Planning

Mortgages

Life Insurance/Protecting Your Family

Investments

Managing Debt & Budgeting

Cashflow

Managing Your Commutation

Long Term Care & Estate Planning

Seminars are held at Barford and lunch is provided. Please contact gill.burford@polfed.org.

Financial Awareness Days

Our new Financial Awareness Days are for officers who need advice around the cost-of-living crisis and also how to plan for the future to maximise their financial opportunities. Please contact gill.burford@polfed.org if you would like to attend on **13 July** or **1 November**.

In addition, Police Mutual continues to provide monthly advice for officers, police staff and their families. The information is on our website: warkspolfed.org, the Police Mutual website or call 01543 441630. Please make use of these opportunities. Financial concerns can impact on your health, home and work life.

Stronger Together



The Care of Police Survivors (COPS) Annual Service of Remembrance honoured police officers who have died on duty.

Surviving family members and serving police officers gathered at the National Memorial Arboretum on 21 August to pay

respects to officers who have made the ultimate sacrifice.

The service in Staffordshire – bathed in glorious sunshine – was attended by more than 800 people. During the 45-minute service, survivors recalled how the charity had helped them in their time of need.

The Roll of Honour for the officers who died on duty during the last 12 months was read out.

More than 300 cyclists from the Police Unity Tour rode from across the country to the Arboretum in memory of fallen officers. Also attending were the Blue Knights motorcyclists.

Remember Lost Colleagues

Warwickshire Police Federation travelled to Belfast to pay respects to fallen officers at National Police Memorial Day.

The names of officers who lost their lives over the past year were read out at the event by Liam Kelly, chair of the Police Federation of Northern Ireland.

They were PC Daniel Golding, Metropolitan Police; PC Craig Higgins, Greater Manchester Police; PC Alex Prentice,



Northamptonshire Police, and PC Darryl Street, Civil Nuclear Constabulary.

Home Secretary Suella Braverman, who gave a reading during the service, said: "To all

the officers who lost their lives while working to keep us safe, we thank you and we honour you," she said.

"Their bravery and commitment to their duty was unfaltering – society owes them and their loved ones a debt we cannot repay, but it is one we will not forget.

"As Home Secretary I make a promise to give police the powers and tools they need to do their jobs safely."

Group Insurance

Scheme Benefits

Scheme Members

Category	Members Sep 2020	Partners Sep 2020	Members Sep 2021	Partners Sep 2021	Members Sep 2022	Partners Sep 2022
Serving	661	223	731	224	683	198
Retired	351	187	353	184	368	194
70+	15	n/a	1	n/a	1	n/a
Total	1,027	410	1,085	408	1,051	392

The group insurance scheme continues to provide valuable support to Warwickshire members.

In the past year, £234,122.01 has been directly paid to assist members and their beneficiaries through the various benefits provided under the scheme.

The scheme has also assisted 294 members and their families through the provision of Travel, Motor Breakdown, Mobile Phone, Health Assured, GP24 and Legal Expenses services.

Reviewing The Scheme

During the past year we have met with our scheme managers from Philip Williams on a quarterly basis to review scheme performance and claims history.

At our meeting in July 2022, several of the scheme benefits were due for renewal.

As a result of pressure on the travel insurance market following Covid-19 and Brexit, the trustees have agreed to a small increase in premium for retired members.

Scheme summary booklets are available on the Warwickshire Police Federation website at warkspolfed.org and policy details are available via the QR code in the 2022/23 Scheme Summary Booklet.

Changes To Benefits

- PTD benefit reduced to £100,000.
- Loss of one or more eyes/limbs increased to £50,000.
- Loss of hearing – one ear –

Claims for 2021-2022

From 1 September 2021 to 31 August 2022, members submitted the below successful claim applications:

Life: £175,000 | Travel Claims: £10,908

Sickness Benefit: £8,172.01 | Critical Illness: £48,000 (pending £15,000)

Legal Fees: £0 | Hospital Benefit: £2,950

Personal Accident: £0 | Dental Benefit: £0

Sickness Pay support: £8,172.01 | On-duty Assault: £0

Court Compensation: £0 | Motor Breakdown Callouts: 135

Health Assured Claims: 60

Mobile Phone Claims: 29 | GP24 Claims: 50

Useful Numbers

Federation Office 01926 684 323 | **Worldwide Travel Insurance Policy:** CR3080AHA213

Emergency Medical Assistance (24hr) +44 (0)20 7183 3751 assistance@mstream.co.uk

Non-Emergency Claims 0330 660 0549 claims@mstream.co.uk www.submitclaim.co.uk/war

Motor Breakdown (UK) 01384 885732 (Europe) +44 1384 885732

Legal Advice Helpline 01384 885731 | **ID Theft Helpline** 01384 397757

Debt Advice Helpline 01384 884085 | **Mobile Phone Cover** 0344 412 0982

Health Assured 0800 328 0003 | **GP24** (UK) 0345 222 3736 (Overseas) +44 161 468 3789

Philip Williams & Company 01925 604421

- increased to £12,500.
- Loss of hearing – both ears – increased to £50,000.
- Loss of speech increased to £50,000.
- Permanent disabling injuries % scale (new benefit).
- Hospitalisation changed to unplanned only.
- Burns causing disfigurement/scarring (new benefit).
- PAV/Hospitalisation removed from Serving Partner Benefit.

officers' monthly subscriptions at the same level as previous years. We did this by funding some the increase ourselves and also by increasing the retired officers' subscriptions. This was done to try to help officers during the current cost of living crisis.

- Serving Member to age 65 – £27.95
- Partner to age 65 – £9.50
- Retired Member to age 65 – £31.45
- Partner to age 65 – £8.60
- Retired Member aged 65-69 – £31.45
- Partner aged 65-69 – £8.60

Monthly Subscriptions

The trustees have managed to negotiate the renewal of the scheme with the changes listed above meaning the monthly subscriptions are as follows for the 2022-2023 insurance year.

We managed to retain serving

The next renewal of the scheme will be in September 2023.

Details On Claims

The claims report [left] contains



If you are interested in joining the scheme, please contact Gill in the office at gill.burford@polfed.org

Our Year In Pictures

