

Warwickshire
POLICE
Federation



Annual Report 2019

Backing Our Members

In Changing Times



Simon Payne
Chair
Warwickshire Police Federation

Welcome to the 2019 Warwickshire Police Federation Annual Report.

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

Our workplace Reps across the county of Warwickshire are committed to providing the best service for you. Warwickshire Police Federation represents at value for money for you the members, Warwickshire Police and the public.

Our latest Annual Report captures the work Warwickshire

site (www.warkspolfed.org) and this is now fully available to view.

I remain an avid user of social media via Twitter and you can follow me @ChairWarkPolFed for all my latest thoughts and thinking around policing. This account is run personally by me and my followers continue at around the 10,000 mark.

I often find it amazing the feedback I receive by only posting a few meaningful words that people either warm to or

representing people and being their voice, it's important to engage and challenge those who choose to put a negative view out there about Warwickshire Police and my members.

Over the previous 12 months I have continued to do media interviews to ensure your voice is heard.

The number one topic has been the decision by West Mercia to terminate the alliance. I have always remained balanced and reflective in inter-

I believe it is important as an organisation that our numbers continue to increase over the next 12 months.

Wellbeing is a critical part of policing that cannot just be written or spoken words, but decisions and actions that improve you as individuals.

This is why Warwickshire Police – with the full support of your Federation – has introduced a scheme of fitness time at work. This scheme enables you to have up to two periods

would urge you to link in with them going forward into 2020. We are very proud of this initiative, which has attracted wide spread acclaim from our colleagues up and down the country.

Your Reps

I am pleased to announce that Warwickshire Police Federation has five new members to the Branch Council who, as workplace Reps, will continue to look after your interests lo-

“We are Warwickshire Police

and we have our identity back”

We represent the interests of constables, sergeants, inspectors and chief inspectors.

We ensure we represent our members, seeking to negotiate and influence on your behalf – be that locally, regionally or nationally.

Police Federation has done on your behalf over the last 12 months. It is an overview of how we have operated.

Keeping In Touch

Throughout 2019 we have continued to develop our web-

find annoying.

During 2019, I've had over 335,000 views on my tweets, with my top 10 tweets generating over 60,000 views on topics including: the alliance, new recruits and D Day.

I believe that when you are

views, but have not hesitated to defend you when I perceive you are being criticised.

Wellbeing

We continue as your Federation to meet every new starter who is joining Warwickshire Police.

per tour to undertake fitness activities. Each period will consist of no more than one hour and will include any time taken to change and shower.

Each team has had a specific point of contact appointed to oversee the initiative and I

cally. Full details of your Branch Council can be found on pages 6 and 7. Finally I would like to convey a consistent message we have from you around the events of 2019. We are Warwickshire Police and we have our identity back.

POLICE

Members Come First



Steve Martin
Secretary
Warwickshire Police
Federation

I feel extremely honoured to have the privilege of serving my Warwickshire Police colleagues within my current role as Branch Board Secretary.

I know how important the

at work and other operational or personal situations that they may require support and guidance for.

We do not profess to know the answers to everything or have the ability to solve every problem, but we do know where to get those answers and support from.

Highs And Lows

This past year has been a roller-coaster ride of highs and lows.

Included in some of the lows were the passing of several police colleagues nationally.

Attending the funeral of PC Andrew Harper, from Thames

The Police Federation of England and Wales was subject of a cyber attack in March 2019 which rendered all IT systems out of action and had a huge impact on our ability to function efficiently.

We reverted to paper records and phone calls but hopefully many of our colleagues were unaware, as we adapted our systems and records to continue to operate at a near normal level.

All Federation IT systems are back online, with lessons learned and greater security in place.

A noteworthy high was PC

“I know how important the Police Federation can be when officers need support”

Police Federation can be when officers need support during the many aspects of their personal and work life.

I am the lead for Misconduct and Performance issues, but myself and Chair Simon Payne share many additional responsibilities between us, alongside our office manager Gill Naylor.

We are regularly contacted by our Warwickshire colleagues on issues such as allegations of Criminality, Conduct and Performance, Equality, Health and Wellbeing, injuries sustained

Valley, was a stark reminder of the dangers our colleagues face daily on the front line.

The breakdown of the Alliance with West Mercia was a shock, especially when many of our services and operational staff had established strong working relationships over a number of years.

However, we are working with the force to re-establish Warwickshire as a successful single force going forward – and we are very proud of our individual identity.

Andy Dear winning the overall prize at the National Bravery Awards and visiting Downing Street.

Andy was a clear winner and having received this accolade with humility, flew the Warwickshire flag proudly.

New Regulations

As Conduct and Performance Lead Officer (CAPLO), we will be seeking to provide our Federation members with essential information about the New Police Complaint and Conduct

As We Go It Alone

Regulations 2020.

The new Regulations are currently passing through Government for approval. Your Conduct Reps will be trained before they come into effect.

Essentially, the new Regulations will provide an opportunity for low-level complaints to be dealt with by ‘Practice Requiring Improvement’ (PRI) or as it is being more appropriately referred to, ‘Reflective Practice’.

PRI will be managed by local line managers and will be used where the complaint would only attract a written warning as a worst-case scenario.

The Professional Standards Department (PSD) will not be involved at this level, other than

to record and assess the initial complaint and to record the outcome.

Serious complaints will stay with PSD and be investigated accordingly.

A key feature of the new Regulations is the reinstating of the sanction of being reduced in rank for serious complaints if found against the officer.

I am working alongside our PSD senior management team to ensure that fair and measured protocols are in place – and also that our officers are trained to a suitable level for managing the process.

Misconduct In Numbers

IOPC Investigations

There were four cases* independently investigated by the IOPC in 2019:

Miscellaneous cases – 3 (one finalised and two ongoing) | Complaint case – 1 (ongoing)

*Based on the case being referred to the IOPC in 2019

Complaint Data

Data based on recorded date of cases:

Complaint cases – 235 (one

being investigated by the IOPC)

Hearings

Special Case Hearing – 1 | Gross Misconduct Hearings – 3 | Misconduct meetings – 5

Conduct Data

Data based on recorded date of cases:

Conduct cases – 20 (one resulted in a misconduct meeting)



Warwickshire Police

In 2019 we held elections to fill five vacancies on the council, which identified new people who had previously not been involved with the Federation. We are fortunate that our council is proportionate across all federated ranks and protected characteristics. These are your local reps: if you need advice do not hesitate to speak to them.

Stuart Hinton | Health & Safety

Stuart is a Detective Sergeant based in Leamington OMU team. He has completed his initial training for H&S and all the complexities that brings.



Jill Atkinson | Uniform & Equipment

Jill is a dog handler and represents the council at the Uniform & Equipment meetings. She can take your concerns forward.



Ross Campbell | Equality

Ross is an Inspector on OPU. He can help with any concerns linked to Equality. He works with the force to ensure the Federation's views are heard in these matters.



Mark Calvert | Rep

Mark is trained as part of the discipline team. He can help if you need advice or support relating to a complaint or discipline investigation.



Ben Davis | Rep

Ben is a Detective Constable based in Leamington Offender Management Unit. He was elected onto the board last year.



Collette O'Keefe | Rep

Collette is Temporary DI at Leamington CID. She is the Federation's SPOC for staff Wellbeing. She also attends the National Detectives' forums.



Danielle Bristow | Rep

Danielle joined the local council in 2018 and has attended her initial course. She is the deputy for Equality, helping Ross in this crucial area of work.



Mark Parry | Rep

Mark joined the council in the last round of elections. Mark is a PC based at Leek Wootton in the incident progression team.



Dean Reid | Rep

Dean recently rejoined the local council in the last round of elections. Dean is a Patrol Inspector based at Bedworth

Andy Morrissey | Rep

Andy is a PC based on SNT at Nuneaton. He was successful in the latest round of elections.



Damian Murray | Rep

Damian is a DC based in the Online CSE team at Leek Wootton. He was successful in the last round of elections.



Andy Dear | Rep

Andy was also successful in the last round of elections. He is a roads policing officer.



Federation Council

Chair | Simon Payne

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



Secretary | Steve Martin

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



Treasurer | Lee Maughan

Alongside being a full-time response officer, Lee manages the Federation funds. He ensures all money received from subscriptions is accounted for and used appropriately. Lee is also Deputy Secretary.



Tony Hibbert | Vice-Chair

Tony is an Inspector within the Harm Hub, and deputises for Simon if he is not available. Tony is also discipline trained and supports officers involved in Post-Incident Procedures.



Zaid Khan | Deputy Treasurer

Zaid is a Chief Inspector on the Business Improvement team. He is discipline trained and supports officers being investigated by PSD or the IOPC. Zaid supports Lee in managing the board's funds.



Lee Kemp | Trustee

Lee is a Chief Inspector in the Harm Hub. He is trained in discipline and PIPs. Lee works with the other Trustees to ensure all expenditure is appropriate and within fund rules.



Elliott Butler | Trustee

Elliott was new to the council last year but has trained to be a Trustee and also supports officers in discipline matters. Elliott is also deputy for the Professional Development work.

Tony Lampard | Trustee

Tony is an experienced Patrol Sgt based at Greys Mallory. During this year Tony has become a Trustee. He is also the deputy for Health & Safety and Uniform & Equipment.



Imran Ghouri | Trustee

Imran joined the council last year. He has trained to be a Trustee and has taken over as the Professional Development lead from Bal Gill. Imran is based at Leamington CID.



Hayley Aley | National Rep

Hayley joined the Federation in 2008 and was elected to the National Council in 2014. Hayley is currently one of our regional reps and often works locally to support the four forces in our local region.



Bravest Of The Brave



A Warwickshire Police officer who took the weight of a car on his back to save a man's life was named the overall winner at the 2019 National Police Bravery Awards.

PC Andy Dear was first on the scene of a serious car accident

sunroof, and he was trapped with a severe head injury. The wreckage of the car was leaking fuel and there was a real risk of a major fire or explosion.

The officer scrambled into a 10-inch gap under the roof of the car, so that an airway could be maintained and to take some

catching fire, but PC Dear stayed with the casualty, which allowed a paramedic to secure an IV line and stem the bleeding. PC Dear placed himself in a dangerous and life-threatening situation, refusing to leave the man and helping to save his life.

Speaking of the incident

“PC Dear demonstrated outstanding courage, putting the lives of others before his own”

and went to help the most injured person, who was trapped between the roof of the upturned car and the road.

The car was ripped in half, with the top half of the man's body ejected though the

of the weight of the car on his back. The casualty was drifting in and out of consciousness and bleeding badly, so PC Dear constantly talked to and reassured him.

There was a risk of the fuel

afterwards and the casualty, PC Dear said: “Knowing what his family would probably be thinking had he not made it, knowing somebody was there with him when he was injured, trapped – that means everything.”

Then-Home Secretary Sajid Javid said: “PC Dear’s bravery is truly extraordinary and deserves to be recognised with this award.

“I pay tribute to the courage and professionalism of this country’s dedicated police officers, who put their lives on the line to keep us all safe day after day.

“All of today’s nominees and winners exemplify this selflessness and are living proof that we have the best police in the world.”

John Apter, PFEW National Chair said: “These awards highlight the incredible bravery that officers protecting our country show every single day. PC Dear



demonstrated outstanding courage and dedication, putting the lives of others before his own without a second thought. Without doubt his actions saved the life of another.

“As National Chair of the

Police Federation of England and Wales, I am immensely proud to have shared this day with such humble and brave officers and their families. They are a credit to the service and I am proud to call them colleagues.”



Support For Families



Warwickshire Police officers joined hundreds of others in July to remember more than 4,000 police officers who have died on duty – and to support family members left behind.

The Annual Care of Police Survivors (COPS) Service of Remembrance took place at the National Memorial Arboretum in



horrendous weather conditions – but that did not stop the service being packed out.

Chief officers from all UK forces, the Home Office and staff associations were among those who took time to honour fallen officers and lay wreaths.

A succession of Survivors spoke movingly, recalling their police officer loved one who had

been lost on duty, and also of the support the charity COPS offers to family members of deceased police officers.

More than 400 cyclists from the Annual Police Unity Tour also attended; the event – with riders now starting their journeys from all across Britain – culminated at the Service and raised £200,000 for the charity.

Honouring Those Lost On Duty

Police officers who died on duty were honoured at National Police Memorial Day in September.

Members of the police family, including our Secretary Steve Martin (pictured), gathered at the Royal Concert Hall in Glasgow.

The names of officers who died in the past year were read out.

Day, was among those attending the service. He was joined by Home Secretary Priti Patel; Scotland's First Minister Nicola Sturgeon; more than 40 Chief Constables; and 1,500 officers and family members.

In the commemorative brochure, Prince Charles said: "You and your families have a very special place in the heart of this Nation."



(Above left to right) Warwickshire delegates at the PFEW 100 Years event – see more on pages 22 to 24. Chairman Simon Payne and Secretary Steve Martin with retiring Rep Bal Gill.



Our Busy Year In Photos



(Clockwise from above left) Det Insp Collette O'Keefe at the Detectives' Conference. Secretary Steve Martin helps promote the Federation's work at Christmas. Retiring Reps Warren Ayers and Liam Barry. Warwickshire's new recruits in 2019. PC Lloyd Walton's charity boxing match was supported by the Federation. (Below right) The winners and runners up of the Federation-sponsored charity six-a-side football match at family day (Below left) PFEW Chair John Apter and Secretary Alex Duncan visit Warwickshire Police Federation's offices.



External Advice

Family Law

During 2019 Slater Gordon have continued to provide support for officers in all matters relating to family law. Because you can't plan for when you will need the advice, Slater and Gordon are available for an initial free appointment at a time and venue that is convenient to you.

Slater and Gordon are experienced in advice that relates to many areas of your home life:

Police Pensions Advice on divorce | Divorce | Financial disputes during divorce | Child contact and residence issues | Civil Partnerships | Cohabitation issues and unmarried property disputes | Pre and Post nuptial agreements | Injunctions

Contact Slater and Gordon on 0808 175 7710 or visit www.slatergordon.co.uk/policelaw They will also assist with a free will writing service at www.slatergordon.co.uk/police-law/wills-trusts-and-estates/ and quote WRK999 as the reference.



Retirement Planning

Last year, we held three retirement seminars at Barford. The feedback about the content was really good but we are always looking to improve them. A total of 49 officers attended these seminars.

For 2020 there are three further seminars planned, on 10 March, 9 June and 13 October. If you would like to attend one of these please contact gill.naylor@polfed.org. Please note that these are not duty time and will need to be attended on a non working day. The seminars include information about:

NARPO | Pensions and Taxation | Financial Planning | Wills, Trusts and Estate Protection | Business start up and CV writing | Investments

Mortgage Advice

Warren & Co provides an impartial and comprehensive view of the UK mortgage market for all serving police officers and Police Staff. Warren & Co do not charge a fee. Regular mortgage surgeries are planned for across the force area in 2020.

Leamington Spa: 25 February | 26 May | 25 August | 25 November

(To book an appointment at Leamington Spa please contact Fran Howell)

Nuneaton: 26 February | 12 May | 27 August | 10 November

(To book an appointment at Nuneaton please contact Dave Williams)

Rugby: 4 March | 1 April | 6 May | 3 June | 1 July | 5 August | 2 September | 30 September | 4 November | 2 December

(To book an appointment at Rugby please contact Colin Hall)

If these dates are not suitable, you can book an appointment at home or by phone consultation.

Please contact Tim Jones on 07702 563579 or tim@warrendifa.co.uk

During 2019, we held **17 mortgage surgeries**; **47 officers received mortgage advice** and these resulted in **32 new mortgages**.



Protecting Members



Stuart Hinton
Health & Safety Lead
Warwickshire Police
Federation

I'm sure many members (myself included) can find health and safety a rather dry subject that gets in the way of us getting on with our jobs.

Having been on the Federation health and safety course, and attended seminars over the past few months, I am coming round to the fact that it is there to protect us. It is there to ensure the force is providing a safe working environment, the correct kit and training to

enable you to be safe at work.

The Federation is there to hold the force to account if they are not stepping up to the mark. This includes providing vehicles fit for purpose, training that gives you the skills to protect yourselves and the public, the correct protective equipment and policies that underpin the force's commitment to your wellbeing.

Asbestos Assessment

One area that my predecessor Liam Barry was looking into was an asbestos assessment of all police buildings. Both justice centres have asbestos registers, but a great many other police building do not. Force health and safety lead Alan Robinson is aware of this and this area of work continues.

Health And Safety Success

It has been highlighted for some time that new helmets issued were not manufactured to a sufficient quality, which could compromise their fire resistance. After Federation intervention a new supplier has been found, which should resolve the issue.

Now we are moving to be a standalone

force, we must ensure we have a Strategic Health and Safety Policy. There is none for Warwickshire at present and as we move towards the end of March I will be asking when such a policy will be in place.

Near Misses

Near miss and injury at work recording is not where it should be. Currently, you are unable to record a mental health injury. This is something that I will also be bringing up as we move to a fully stand-alone system.

Frequent single crewing and working in rural environments is having an effect on mental health. Mental wellbeing and any mental harm from work practices is covered under Health and Safety legislation so please let us know how it affects you. Please do bring to my attention any issues that have an impact on your safety and wellbeing at work.



Equal Opportunities



Ross Campbell
Equality Lead
Warwickshire Police
Federation

This year has been another busy year for the equality portfolio, supporting a range of protected characteristics.

We continue to support officers closely around flexible working applications, and it is really good to see that the force takes a very pragmatic and supporting approach around these, especially where there are equality considerations around such requests.

There has been more emphasis and education this year around menopause awareness, which has been driven nationally by Hayley Aley. She has helped to create and launch national guidance for women

going through the menopause and managers supporting them. The Federation are raising awareness around stress, its challenges and effects. There is a nine-point stress plan template to better help forces prioritise officer wellbeing.

Learning Difficulties

We have made big strides locally around dyslexia and specific learning difficulty support, making huge progress around how learning difficulties are identified and supported.

This has resulted in a total overhaul of the diagnosis process, which will be launched in early 2020. It will mean a more streamlined and practical way to diagnose and support staff, without the need for lengthy and costly external referrals.

An officer will be diagnosed in a matter of days, rather than months, which will enable them to access more bespoke support quickly.

We have also introduced work-based assessors, who are available to undertake assessments in the workplace to assess their bespoke require-

ments for support. Following a four-year study, this year I made nine recommendations to the force around promotion, progression and retention for officers with learning difficulties, which were agreed by ACC Alex Franklin-Smith and are being adopted as policy.

As a result, a number of officers have been promoted across many ranks from Sergeant through to Superintendent, and this has gained very positive feedback from all involved. I am starting to deliver presentations on my work locally and nationally to achieve national consistency and standards around learning difficulty support.

In 2020, a national association for dyslexia within policing will be launched. Warwickshire has been at the forefront of developing this, and will be leading on it. This shows the strength of voice we have as a small force nationally, and the innovative and ground-breaking work we do as a force and as a Federation, with the wellbeing of our membership at the heart of what we do.

Changing Dynamics



Imran Ghouri
CPD Lead
Warwickshire Police
Federation

In the past year we have had the introduction of Police Now Detectives and Police Now SNT officers coming into force.

This has brought a new set of dynamics in the workplace as these officers are arriving into operational roles with a comparatively small amount of training.

As the Federation SPoC for colleagues undertaking this role, I met them to explain the role of the Federation, and to ensure they are aware of the help and support we can offer.

We have also seen record numbers of new recruits during the past few months. This is brilliant to see as the force has again gone over the 1,000 officer mark. However, it is essential that the new

recruits get the ongoing help and support they need as they learn the complex role of policing.

New Routes

There are going to be three new ways to prepare new recruits for the role of constable.

Apprenticeship: Join as a constable, and follow an apprenticeship in professional policing practice – you earn while you learn. This route normally takes three years with both on- and off-the-job learning. On successfully finishing the programme, you complete your probation and achieve a degree.

Degree-holder entry: If you have a degree in any subject, you can join and follow a work-based programme, supported by off-the-job learning. This route normally takes two years, and the learning you have undergone is recognised in a graduate diploma in professional policing practice when you complete your probation.

Pre-join degree: If you want to study first, you can do a three-year degree in professional policing at your own expense, and then apply to a force and follow a shorter

on-the-job training programme. Being a Special can be included in this route.

Warwickshire is accepting the first Apprenticeship Degree recruits in March 2020.

Existing Officers

So what does this mean for existing officers? Recognising officers' work at degree level doesn't mean they need a qualification to stay in their current role, but they can use their experience to get one if they want.

Serving and retired officers and staff can have their career experience and prior learning recognised as academic credits, then do a higher education top-up for a transferable qualification.

I have met Reps from different forces and learned about their barriers and concerns and how they have worked through them. I look forward to supporting our members and force during 2020.



We're On The Money



Lee Maughan
Treasurer
Warwickshire Police
Federation

The role of Treasurer continued to evolve in 2019 as the demands from the PFEW increased.

I seem to spend more time making sure we meet all areas of auditing requirements, than just purely financial work. In 2018, the audit looked at changes to the day-to-day running of the office. In 2019, the audit looked at policies to cover all aspects of how your Federation operates.

Managing Finances

From a financial perspective, we continue to be in a healthy position. We have made some changes to how we manage different areas of our finances, making sure we are able to separate the day-to-day business, member services and Group Insurance.

At the start of 2019 we had £90,635 in the single account. This year, partly due to the increase in officer numbers, we have a total of £106,234 spread across the three accounts.

It is important that the different funding streams have been identified because that ensures that we spend each pocket of money appropriately in accordance with what it was meant for.

With the way the Federation has changed nationally, it highlighted the need to be able to differentiate the areas of how and what we operate.

We have also adopted some of the services offered by the PFEW to support our board.

We now use a credit card administered by the PFEW, as well as using their accountancy system. This has saved some money but, from my perspective, provides an improved level of knowledgeable support.

New Trustees

There has been a change to the board's Trustees, with Liam Barry and Bal Gill

retiring, along with Ian McLeod stepping down.

Imran Ghouri, Elliot Butler, Dave Findon and Tony Lampard have now joined Lee Kemp as the board's Trustees. These are the people who make sure we are managing your money responsibly. My thanks go to all the current and past Trustees.

Enjoyable Year

We are in a privileged position to have a serving Warwickshire Police officer serving on the PFEW board, in Hayley Aley. Hayley is always willing to help and provide clarification on the requirements for financial work. Her help is always appreciated.

Finally, I would like to thank Deputy Treasurer Zaid Khan, along with Simon, Steve and Gill in the office, for their help and support. Being the board's Treasurer is an honour. Seeing how the running of the board has developed over the past few years and being part of it has been a privilege. It has been a challenging, but enjoyable year.



Improving Our Kit



Jill Atkinson
Uniform Lead
Warwickshire Police
Federation

There has been progress over the past 12 months regarding Uniform and Equipment, with the long awaited introduction of cargo trousers for all frontline officers.

Proposals are well underway for the introduction of additional new lines to supplement the current winter uniform to ensure officers have the necessary layers and coats to stay warm.

New PAVA is also being introduced, which can be deployed from any angle.

PSU Helmets

As many will be aware, we have unfortunately had ongoing issues with neck protectors on PSU helmets, and all officers have been asked to check their PSU kit.

It is essential that if you are

experiencing problems with your equipment that you feed them into the Federation – either directly to the main office or through local Reps. Without this information we do not know what can be improved to help you do your job.

Current reviews are looking at gender neutral headwear.

OPU Vehicles

The Federation has also worked tirelessly in the background to get the much-needed OPU vehicles back into Warwickshire so the cars available are fit for purpose.

With the increase in recruitment there has been a significant overspend on the budget, but the increase in numbers for Warwickshire is great to see.

New Decisions

In October, the Alliance uniform and equipment budgets were split in two. Our meetings are still held jointly with West Mercia, but these will separate from April. This will allow local decisions and new proposals to be made specifically to Warwickshire.

If you want to raise any uniform and equipment issues, please contact me, Tony Lampard or the main office.





When You Need Help



Tom McAuslin
Chief Executive
The Police
Rehabilitation Centre

It has been another busy year at Flint House – where 3,297 serving and retired police officers have been treated.

Of these, 32 were serving officers from Warwickshire. This is on a par with the previous years.

The Police Seaside Home opened for its first visitors in March 1890 and the charity remains as relevant today as it did then, in treating ill and injured police officers. In that time it has looked after more than 150,000 officers.

The charity now known as The Police Rehabilitation Centre (Flint House) relocated to Goring-on-Thames in 1988.

Staff at Flint House regularly take part in a range of fundrais-

ing activities. Flint House is a charity and the costs to run the extensive facilities are immense.

To become a member costs £9.21 per month. This will allow you an unlimited number of visits throughout your service should you meet the need for either physical or physiological treatment.

You can also join the Flint House monthly lottery if you want to help raise money for the charity. This costs £1 per month and there are seven prizes each month, with the main prize being £1,000.



233 assaults
on Warwickshire officers last year
That's **19** a month
4 every week

Officers In Danger

Last year there were 233 assaults recorded against Warwickshire officers. This is an increase of 23% from 2018.

Where an officer is attacked it is crucial that the incident is recorded and the offenders are brought to justice where possible.

Of the 233 assaults record-

ed during 2019, 75 are listed as having resulted in an injury. Although the total recorded assaults are higher than 2018 the numbers resulting in an injury remain static, at 76.

This data shows that an average of 4.4 officers are assaulted whilst trying to do their duty each week, with an average of 1.4 sustaining some level of injury.

Warwickshire Police Federation is working closely with Chief Constable Martin Jelley about the impact these assaults have on officers both in relation to work and their homelife.

The Assaults on Emergency Workers (Offences) Act 2018 increased the maximum sentence available to those convicted of assault to 12 months in prison.

Our Work In 2019

Essential Users *On-call allowance*
Tattoo policy *CID resilience*
Flexible working requests
Dog kennel hour *Shift patterns*
Levels of experience on patrol
Early ill-health retirements
Assaults on staff *Dyslexia*
Annual leave embargos
Staff wellbeing *Family day*
Officer court warnings
Officers rest breaks
Police Now officers
Transition from the alliance
with West Mercia



Our Legal Support Works For You

During 2019, Warwickshire Police Federation provided legal support in relation to 32 civil claims, nine of which were started during that year.

We also provided on going legal advice for 10 criminal claims, three of which started during 2019.

Court cases can take many years to be finalised and cost

many thousands of pounds.

The support the Federation provides in this area of business means that officers can be supported through court claims against them and those made by officers.

The Federation also provides legal support for personal injury that officers incur, whether on or off duty.

Unlike most personal injury

claim lines, the legal advice and support through this is funded by the Federation.

This means that officers keep 100% of any financial settlement given as a result of personal injury.

If you feel that you need to make a claim, this can be done by calling 0800 917 1999 or on the website www.pfclaimline.co.uk.

Member Services

Scheme Members (as of 30 November 2019)			
Serving Members	Spouse	Retired Members	Spouse
597	217	357	186

SERVING MEMBER BENEFITS	
SERVING MEMBER AGED UNDER 65	£125,000
Life Insurance	20% of Sum Insured
Terminal Prognosis Advance on Life Insurance*	£15,000
Critical Illness	£3,000
Child Critical Illness	£105,000
Child Death Grant	£25,000
Permanent Total Disablement	£10,000
Loss of one Eye or Limb	£30,000
Loss of Hearing in one ear	up to £500
Loss of two Eyes/Limbs/ Hearing both ears or Speech	£1500
Unpaid Criminal Court Award Compensation	£750
On-Duty Assault:	up to £500
Firearm	£30,000
Stabbing	£20 per week
Accidental Damage to Teeth	£50 per night
Occupationally acquired HIV/Hep B	£50 per night
Temporary Total Disablement (inc PTSD) up to 104 weeks (after seven days)	25% scale pay
Hospitalisation Benefit up to seven rights	Family
Accident/ incident/emergency admission	Family
Planned admission after first three rights	Family
Sick Pay Benefit (up to 26 weeks when on half pay)	Family
RedArc - Personal Nurse Advisory Service	Family
Mental Health Counselling	Family
GP24	Included
Worldwide Travel Policy	Member & Partner
Legal Expenses	Member & Partner
Motor Breakdown Cover (UK and Europe)	£7.45
Mobile Phone	
CALENDAR MONTHLY PREMIUM	
COHABITING PARTNER OF MEMBER AGED UNDER 65	£62,500
Life Insurance	20% of sum insured
Terminal Prognosis Advance on Life Insurance*	£7,500
Critical Illness	£1,500
Child Critical Illness	£52,500
Permanent Total Disablement	£7,000
Loss of one Eye or Limb	£2,000
Loss of Hearing in one ear	£7,000
Loss of Hearing in both ears or Speech	£6,000
Loss of two Eyes or Limbs	£50 per right
Loss of Hearing in both ears or Speech	£50 per night
Hospitalisation Benefit up to seven rights	£10 per week
Accident/ incident/emergency admission	£9.50
Planned admission after first three rights	
Temporary Total Disablement (inc PTSD) up to 104 weeks (after seven days)	
CALENDAR MONTHLY PREMIUM	

Useful Numbers

- Federation Office** 01926 684 323
- Worldwide Travel Insurance**
Policy Number CR3080AHA180
- Emergency Medical Assistance Service (24hr)**
+44 (0)20 7183 3751
assistance@mstream.co.uk
- Non-Emergency Claims**
0330 660 0549
claims@mstream.co.uk
- Motor Breakdown**
(UK) 01384 885732
(Europe) +44 1384 885732
- Legal Advice Helpline**
01384 885 731
- ID Theft Helpline** 01384 377000
- Debt Advice Helpline**
01384 884085
(quote LES/256/1982)
- Mobile Phone Cover**
0344 4120982
- RedArc Plus** 01244 625180
- Philip Williams & Company**
01925 604421

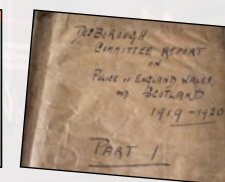
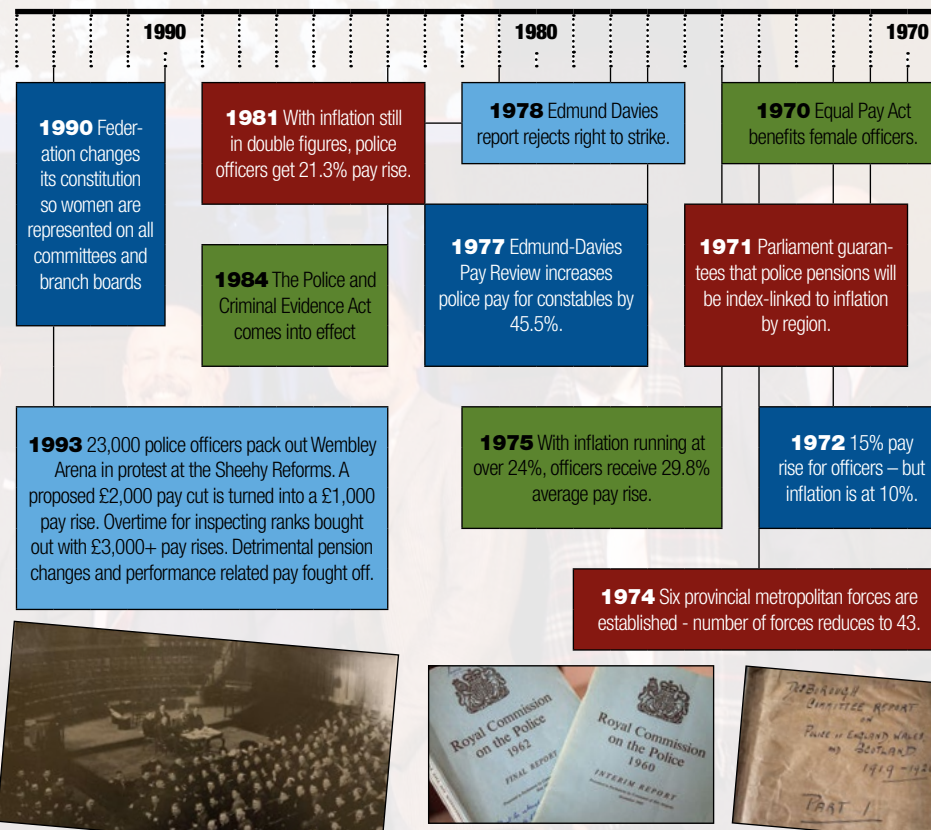
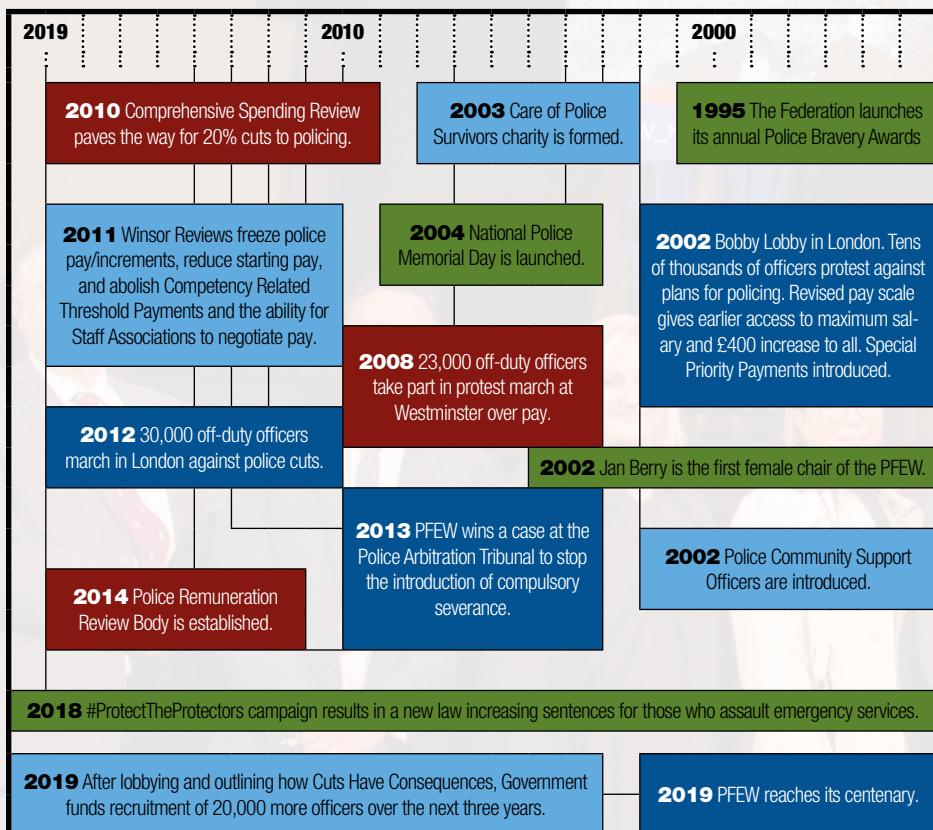
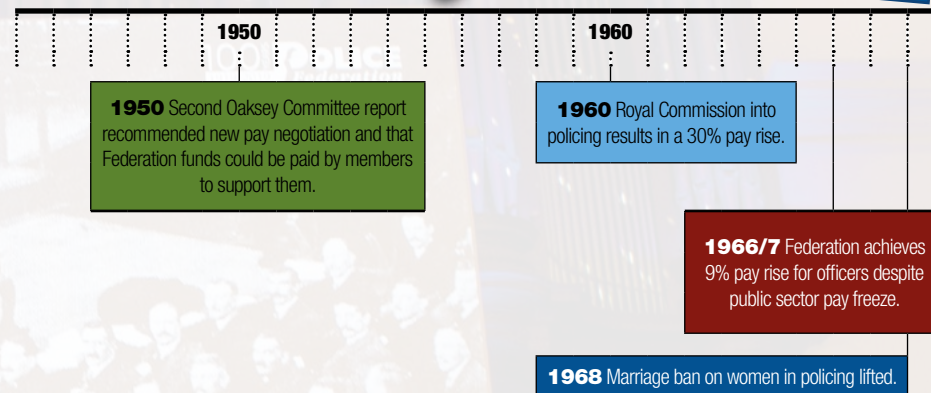
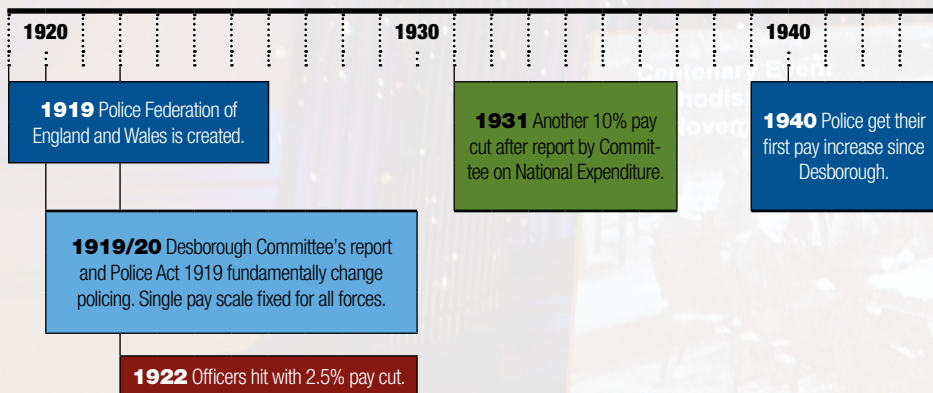
Claims in 2019

During 2019, members submitted the below successful claim applications:

- Personal Accident: £60 (1 claim) | Hospital Benefit: £2,375 |**
- Court Compensation: £281.10 | Sickness Benefit: £12,056.01 |**
- Travel Claims: £35,440.10 | Motor Breakdown callouts: £12,090 (124 callouts)**
- Mobile Phone Claims: £24,316 (69 claims) | Life Claims: 1 | Red Arc Claims: 33**
- Legal Expenses Claims (accepted only): 6 | GP24 Claims: 13**

Federation's

Centenary Year





Police Federation Centenary 1919-2019