



Warwickshire
POLICE

CHRISTMAS 2016



The magazine of Warwickshire Police Federation

MERRY CHRISTMAS



POLICE
Federation



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Message from the Chairman



Simon Payne
Chairman

Dear colleagues

As I write this article, I have just finished a national radio interview talking about the great men and women who police our county in Warwickshire. I am immensely proud of the work you do. I have listened to some of your frustrations around resource numbers and work loads. You all want to deliver the best possible service to our communities and it is my job to support you in doing this. I am working closely with Chief Officers around the numbers of officers we recruit, getting you the equipment you need, the protection you require, and ensuring change happens where you have identified change is needed. You are who we must listen to because you are the ones who deliver policing to Warwickshire twenty four hours a day, three hundred and sixty five days a year.

I have been asked by many officers concerning shift pattern issues. I have successfully negotiated a new pattern for the dog section as a result of feedback from our members. In the New Year I will be sitting down with senior officers to discuss shift patterns across the force and will keep you fully updated. It is quite clear on this

important issue, that the views of those that work shifts will be listened to.

The Taser question is an important issue that I make no excuse for revisiting. In my last article, I was clear in saying the public would support the wider role out of Taser. We have now conducted an Ipsos MORI poll of over 2,000 people and it's clear the majority of the public support the wider rollout of Tasers. The Home Office is set to make a decision whether to allow an upgraded Taser model to be issued to police. 71% of people think it's acceptable for you to have a Taser. Four out of five people said that if you were carrying a Taser it would make no difference to their likelihood of approaching you for assistance. Earlier this year Parliament criticised police forces for a lack of consistency over whether officers armed with Tasers were also deployed with body cameras. A letter has been sent to our Chief Constable and Police Crime Commissioner to urge them to support a wider rollout of Tasers. I remain committed to working closely with our Chief Constable on this issue. We have conducted further work around the fitness levels of officers who carry a Taser. Working closely with Hayley Aley, one of our national police federation reps, a decision has been made to reduce the level of the fitness test in Warwickshire for carrying a Taser to that of the standard fitness test that all officers have to reach.

Of the people surveyed 89% said police forces should be allowed to train and equip officers if their use of Taser was automatically recorded by a body camera. A decision has been



made to spend one million pounds for all front line police officers in Warwickshire to have body worn cameras. Firearms and Taser trained officers will be first, followed by patrol officers, with all frontline operational officers including Safer Neighbourhood Teams getting them before the end of 2017.

It's interesting to note that a study by Cambridge University found a 93% drop in complaints when cameras were introduced. I believe this is a significant step for our members and for the public they protect. The capture of evidence will help bring offenders before the courts and will help with officer protection. The cameras will be attached to your uniforms and will capture video and audio evidence. I am working with the force around a clear policy for the carrying and activation of this equipment.

Pensions update: As you'll be aware when they retire, most members of the Police Pension Scheme 1987 (PPS) are able to convert up to a quarter of their annual pension into a tax free cash lump sum. However, those members who retire from PPS with between 25 and 30 years of service can generally only commute 2.25 times their annual pension. This means that the cash lump sums available to these members are considerably smaller and this reduces the flexibility available to them. It can also act as a disincentive for such members to retire. For a considerable time we have lobbied the Home Office to remove this restriction on commutation and allow these members to commute up to a quarter of their pension like the other members of the PPS.



I am now very pleased to be able to say that agreement has been reached to lift this restriction. However due to the potential increase in the “up front” cost to forces of allowing the payment of larger cash sums than budgeted for to members at the point of retirement, this will be subject to the Chief Constable's discretion. The discretion can be exercised to allow the member to commute up to a quarter of his/her pension. In addition, when this discretion is exercised the Chief Officer will be responsible for providing the funding for the difference between the normally permitted and the larger commutation payment. I am working closely with the force on this important change and will keep you fully updated in the new year.

I'm currently still working with the head of Financial Services concerning Kier which manages all our police pensions for Warwickshire. What I'm looking for is a capability for any police officer to request a full pension projection on what their pension is currently worth and what it will be worth on date of retirement and once they've made that request an agreed turn around on those figures. I am of the firm belief that you are entitled to this information so you can plan for the future.

Compulsory Severance: Over the last 18 months I have worked tirelessly to help prevent this coming into the police service. I have been very vocal and saw it as a direct attack on everyone's pension, because if you were subjected to compulsory severance this would prevent you from achieving full pensionable service in whatever pension scheme you were in, meaning that your pension would be deferred to state pension age. I remain committed to prevent this from coming back on the agenda. Our Chief Constable has been consistent with his view on this. He does not support compulsory severance.

I am still doing further work around a range of pension issues and will keep you updated in the coming months.

Before concluding this article I would like to thank Ch.Supt Alex Franklin-Smith and his team, some of whom are Police Federation members for the “open door” approach they have given when I bring issues on your behalf to their table.

I would like to wish you and your families a happy Christmas and New Year, and to Thankyou for your dedication and hard work during 2016. I am proud to represent you.

Simon Payne, Chairman
Warwickshire Police Federation

Christmas around the world

Serbia – Tying up mum and dad – Here, it's not tradition to give presents at Christmas, but on the two Sundays before 25th December, the children tie up their mum. She then has to pay a ransom in the form of gifts. The following Sunday, the same happens with dad.



Forces encouraged to use new alternative to bleep tests

Forces are being encouraged to use two new validated treadmill tests as the most suitable alternative fitness tests to the bleep test. But while the development of alternatives to the 15-metre Multistage Fitness Test (MSFT) is warmly welcomed by the Police Federation of England and Wales (PFEW), more work is required by forces to ensure that officers are not disadvantaged. The two treadmill tests have been endorsed by the College of Policing after prolonged research found they provide a valid and reliable alternative to the MSFT for those undertaking the job-related fitness test (JRFT) for personal safety training (PST) and specialist roles. Lee Maughan, Warwickshire's lead on the issue, said that the Federation had been actively encouraging alternatives since the implementation and continued: "We are working with the College of Policing,

National Police Chiefs' Council and other key groups to ensure that forces take a supportive approach to the health, fitness and welfare of officers and conduct fitness testing in a fair, proportionate and appropriate manner."

Local decision

While implementation is a local decision, forces are being encouraged by the College of Policing to use these validated tests in place of all others. The Chester Treadmill Police Walk Test Police is for PST and specialist posts, excluding Armed Response Vehicle (ARV) and Dynamic Intervention Authorised Firearms Officer (DIAFO). After a warm-up the officer is required to walk at a brisk pace (6km/hr) on the treadmill. Every two minutes the gradient is raised by three per cent. The Chester Treadmill Police Run Test is for ARVs and DIAFOs. After a

suitable warm-up the officer is required to run at a brisk pace (10.4km/hr) on the treadmill. Every two minutes the gradient is raised by a designated amount and on satisfactory completion of eight minutes the officer will have achieved the minimum recommended fitness standard for ARVs. DIAFOs are required to complete the full 10-minute test. The research was conducted by the University of Chester, and the National Fitness Testing Working Group is currently revising the implementation guidance. Mr Ward added: "We have waited over two years for validated alternative tests to be introduced. It is imperative that forces now work fully and consistently to the guidance and ensure that every officer required to undertake the fitness tests is properly supported and given the right opportunities to achieve the required standard."

Christmas around the world

Italy – Presents on a broomstick – A good witch called La Befana delivers children's presents on January 6th using a broomstick rather than a sleigh. But if you've been bad, expect lumps of coal.



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Do you know how to protect yourself against identity crime?

There's only one you; keep it that way by protecting yourself against identity crime. That's the message from Warwickshire Police and West Mercia Police as part of the #Be Cyber Smart campaign.

Identity theft is the UK's fastest-growing method used to carry out criminal activity and the internet provides numerous opportunities for fraudsters to harvest the personal data of unsuspecting members of the public.

Once a criminal has your details they can use them to commit identity fraud. They may be able to take over existing accounts, open new bank accounts, obtain credit cards, loans and state benefits, take out mobile phone contracts, order goods and get genuine documents in your name, such as passports, for example.

Identity theft costs the UK more than £3.3 billion a year, according to the Annual Fraud Indicator 2013.

However, there are some simple and yet effective steps that people can take to protect themselves against falling victim. Here is some more information about some of the key threats and how to counteract them.

Phishing

This is a scam where fraudsters send an email, instant message or text message prompting you to provide your personal details, such as passwords and user names. The fraudsters often try to make their messages look like they are from legitimate companies. Sometimes they direct you to a website which looks legitimate but is actually bogus to prompt you to input your details. The captured information is then used for crimes, such as identity theft and bank fraud. The message can also contain links or attachments which will infect your computer, or other device, with a virus.

Advice

- If you receive an email from an unknown source asking for personal details do not give them out.
- If the email looks like it is from a legitimate company do not disclose anything without checking that the request is genuinely from the company it purports to be. Check via another means, such as by phoning the company with a number you have sourced yourself

and know is correct.

- Mark suspicious emails as spam and delete them.
- Think before clicking on links.
- Take care on public wi-fi - fraudsters hack them or mimic them. If you're using one, avoid accessing sensitive apps such as mobile banking. Alternatively, use a Virtual Private Network (VPN).
- Visit Action Fraud and Get Safe Online for further information and advice.

Malware

Malicious software, known as malware, disrupts the performance of your computer or other devices.

It can be used to:

- Prompt you to click on a link to a website which installs a virus or other malicious programming.
- Track what you are typing on your keyboard, usually to try to commit bank fraud or to get hold of your personal login details.
- Imitate valid software, like antivirus packages, to convince you that you need a bogus paid-for upgrade.
- Copy personal files or images. The victim can then be told that these will be published online, or given to another person, unless they pay up.

Advice

- Use legitimate antivirus software and make sure you keep it up to date
- A firewall will help you avoid accessing websites which might steal your information
- Think before clicking on a link or opening an attachment.
- Make sure you understand what you are installing on a personal device
- Keep your firewall switched on
- Keep up to speed with the constantly-evolving online world and try to be aware of the risks.
- Get information about scams and fraud in your area by signing up to Action Fraud alerts here <http://www.actionfraud.police.uk/support-and-prevention/sign-up-to-action-fraud-alert>
- Visit Action Fraud and Get Safe Online for further information and advice.

Passwords

Strong passwords are vital in protecting your personal details and identity.

Advice

- Make sure your password is not easy to crack
- Make sure your password is as long as possible. Write it down and keep it in a safe place.
- Make sure it contains numbers and symbols, not just letters
- Use upper and lower case letters
- Avoid obvious passwords, such as the name or your child or pet
- Visit Cyber Streetwise and Get Safe Online for more top tips
- Your social media profiles can be a goldmine of personal information for a fraudster - if you let them see it. One piece of personal information, such as your date of birth, can be used to commit fraud in your name. What are your privacy and security settings? Who can see what you share? How often do you change your password? Don't rely on default settings; set them yourself

Read it? Shred it

- Identity fraudsters will use whatever information they can get hold of to clone your identity.
- Before throwing something away, think about the personal details it contains and how they could be used by a fraudster.
- Shred receipts containing card details on and post showing your name and address.

S Shred documents containing personal details before throwing them away.

M Make sure passwords are nonsensical. Use letters, numbers and symbols.

A Always use legitimate and up-to-date antivirus software.

R Remain vigilant. Think before you input or email your personal details.

T Think Phishing. Could that email be from a fraudster trying to get hold of your personal details?

For further information on staying safe online go to Get Safe Online and Cyber Streetwise

If you have been a victim of fraud report it to Action Fraud by calling 0300 123 20 40 or visiting Action Fraud

Treatment and pay main causes of low morale

Almost 70 per cent of police officers would not recommend a job in the service as morale continues to be at a low level. That was among the many damning results in the latest pay and morale survey conducted by the Police Federation of England and Wales (PFEW). In total, 45,000 officers – 35 per cent of all federated ranks – responded to the survey, and painted a picture of a service where more than half of officers (56 per cent) said their morale was low.

The main reasons cited were the way police as a whole were treated (84 per cent), pay and benefits including pensions (70 per cent), and work-life balance (58 per cent). Just 21 per cent of respondents said they were satisfied with their basic pay (60 per cent being dissatisfied), and only 22 per cent said their salary was ensuring they could live “comfortably”, while 46 per cent said their pay was “adequate to provide for the basic things in life”. In addition to this, officers were asked if they felt they were fairly paid, and the responses were overwhelmingly negative; 85 per cent said they don’t feel fairly paid considering the hazards they face in their job, and 89 per cent disagreed that their salary is fair given the stresses and strains of the job.

In total, 70 per cent would not recommend the police service as a career, and a similar number – 67 per cent – do not feel valued in the police. However, despite all of this, 61 per cent of those surveyed say they are proud to be police officers, showing the sort of resilience which has been vital in a period where officer numbers have been cut.

In terms of career progression, three-quarters of officers did not apply for a promotion in the past year, with 27 per cent of those putting that down to a belief that it would not be worth the extra responsibilities and pressure. The survey is carried out annually to help provide evidence to the Police Remuneration Review Board (PRRB), which considers pay for police officers each year. The full results can be read online at www.polfed.org

The results of the pay and morale

survey are “deeply worrying”, according to PFEW chair Steve White – but not a surprise given the strain police officers are under, set against budget cuts and falling numbers. Negative responses are prominent in the survey, and while the majority of respondents say they are ‘proud to be in the police’, more than two thirds wouldn’t recommend joining. Mr White commented: “Yes, the job is tough and demanding, but it’s also never-ending. With budgets cuts have come fewer officers, diminished resources and increasing crime; our members are feeling the strain, and want to be adequately remunerated. “This survey is an important source of evidence to help the PRRB understand the impact that changes to pay and conditions have on our members, and we urge them to take what officers are saying seriously.”



Federation members are ‘feeling the strain’

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job is tough and demanding, but it’s also never-ending. With budgets cuts have come fewer officers, diminished resources and increasing crime; our members are feeling the strain, and want to be adequately remunerated.

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Last year’s disappointing one per



Christmas around the world

Poland – Iron under the table – The main meal is on Christmas Eve. Poles place a piece of iron under the Christmas dinner table to make sure everyone has strong legs. The table legs have to be strong too – there are traditionally 12 courses, two of which are carp.



Your pay: what next?

The survey, the only police workforce survey to gather consistent data on officers' experiences across all 43 forces, forms a key part of the Federation's submission to the Police Remuneration Review Body (PRRB). Written submissions to the PRRB, which considers police pay, must be made by mid-December, with further discussions that follow before the PRRB submits its findings to the Prime Minister and Home Secretary in May, before a pay announcement in the summer.

In her letter to the PRRB, Home Secretary Amber Rudd (above) said: "The Government's position is that we are keen to support police leaders by giving them the tools they need to increase flexibility; allow movement in and out of policing; increase and introduce skills; and achieve a more diverse workforce mix as well as growing a culture of innovation and challenge. I will be particularly interested to see further police-led proposals on how a fair and sustainable reward structure can be achieved."

There are specific areas the PRRB ask opinions on, which this year include:

- how best to apply short-term, targeted measures to address recruitment and retention pressures; and
- observations on proposals to introduce police officer apprenticeships in 2018, in relation to setting pay at an appropriate level.

A brief summary of responses to the PFEW Pay and Morale Survey received from respondents from Warwickshire Police in 2016

332 responses were received from Warwickshire Police, representing a response rate of around 40% (based on March 2016 Home Office figures of officer headcount). The national response rate for the 2016 survey was 35%. Last year's response rate for Warwickshire Police was 38%.

MORALE

41.9% of respondents from Warwickshire Police said their morale is currently low.

Nationally, the proportion of respondents reporting low personal morale ranges from 72.0% at the top ranking force to 41.9% at the bottom ranking force. In terms of the proportion of respondents with low morale, Warwickshire Police ranks 42 out of 42, meaning that, compared to Warwickshire Police, there are 0 forces with a smaller proportion of respondents reporting low morale.

Across England and Wales as a whole, the proportion of respondents reporting low force morale ranges from 98.8% at the top ranking force to 74.1% at the bottom ranking force. In terms of the proportion of respondents reporting low force morale, Warwickshire Police ranks 40 out of 42 forces, meaning that there are 2 forces with a smaller proportion of respondents who feel that morale within their force is low.

REASONS FOR LOW MORALE

The survey asked respondents about the factors that had a positive or negative effect on their morale. 65% said that pay and benefits, including pension, had a major effect on their morale, with more than 40% being concerned about workload and work-life balance. A further 43% worried about health and wellbeing and an overriding 74% said the treatment of the police as a whole as a reason for low morale in Warwickshire.

rain' warns chair



Picture: Peter Anderson Photography

cent pay rise is undoubtedly a factor, and Mr White has admitted in the past to being frustrated about the lack of increase for serving officers.

"Every police officer across England and Wales was angry and bitterly disappointed with an insulting pay deal by the Government," he said.

Mr White, who has been meeting nationally with officers to discuss their concerns about life

in the service, said the story was the same throughout the country. "We know that the majority of the British public understand the difficulties and challenges our members face on a daily basis, and are grateful for the work we do.

"Unfortunately, the negative voices tend to be the ones we hear the most, which can leave officers feeling undervalued and despondent, as this survey shows."

National Police Memorial

Warwickshire force remember fallen colleagues at National Police Memorial Day

Marc Quinn and Samantha Watkins joined a 2,000 strong congregation at St Paul's Cathedral yesterday to honour police officers who have died or been killed in the line of duty at the annual National Police Memorial Day service.

HRH The Prince of Wales, Patron of the charity, was among those in attendance. He was joined by family members of serving police officers who lost their lives while carrying out their duties as well as more than 40 Chief Constables and a number of dignitaries including Home Secretary Amber Rudd.

The names of officers who have lost their lives during the past year were read during the service: Constable Douglas Wiggins, Police Scotland; Constable Sahib Lalli, Metropolitan Police Service; and Constable Dave Phillips, Merseyside Police.

There was silence as petals of remembrance, representing all who

have lost their lives, descended from the Whispering Gallery as the orchestra played 'Abide with me' and the Last Post was sounded.

Candles were lit by relatives mourning their loved ones and in remembrance of officers throughout the country who have lost their lives. This year's candles were lit by eight-year-old Abigail Phillips, daughter of Constable Dave Phillips, Merseyside Police; Gaynor James, mother of Constable Andrew Lloyd James, South Wales Police; Andrea Irvine, widow of part-time Constable Kenneth Thomas Irvine, Police Service of Northern Ireland; and Elaine Gordon, daughter of Sergeant Alan Ewen Gordon, Grampian Police.

Prayers were also led by Angus Morrison, brother of Detective Constable James Morrison, Metropolitan Police; Alice Fisher, granddaughter of Reserve Constable William Wallace Allen, Royal Ulster

Constabulary; Paul Bone, father of Constable Fiona Bone, Greater Manchester Police; and Chief Constable Alan Pughsley QPM, Kent Police.

Inspector Joe Holness QPM, Founder of National Police Memorial Day, said: "For me personally, the day was undoubtedly the most poignant service in the history of National Police Memorial Day. This was my last service as national co-ordinator and to gather again where the inaugural service took place is somewhat surreal.

"National Police Memorial Day was an idea borne out of tragedy and I would never have dreamed that the charity and service would progress to have the standing it has today.

"My aim was to honour my fallen colleagues with a fitting annual service of remembrance and bring the nation together to do so. " I extend my gratitude to everyone who attended today's service and



Memorial Day



(Left) PC Marc Quinn attended the Award Ceremony along with retired Sergeant Samantha Watkins (Right)

for their ongoing support. It was a day filled with emotion but also with immense pride, and I know it meant a lot to the families and friends of our fallen colleagues to have our Patron The Prince of Wales with us today.”

As part of the service The National Police Air Service (NPAS) and The Police Service of Northern Ireland together conducted a formation fly past using three of the helicopters from the National Police Air Service fleet and an Islander aircraft from the Police Service of Northern Ireland.



Christmas around the world

Ukraine – Spider webs on the tree – It may sound more like a Halloween tradition than a Christmas one but Ukrainians decorate their Christmas trees with spider webs. Legend says that a magic spider once visited a poor family at Christmas and turned the webs in their home into gold and silver





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Things to think about if you are considering a divorce in the new year

Kelly Willmott,
Lawyer in Family
Law at Slater
and Gordon



January is a time for making resolutions. It might be deciding it's time to kick a bad habit or get fit. But sometimes the beginning of a new year will be a point when you consider a change that will have a big impact on your life. What if that change is ending your marriage? Here are a few things to think about if divorce is on your mind in the New Year.

Is it really over?

If you decide to go ahead with a divorce, you need to be sure that there is definitely no chance that the marriage can be saved.

The Christmas period can be both a joyful and difficult time of year. It may have been challenging for you if you have been on duty and this has caused a strain between you and your spouse.

A tough Christmas does not have to spell the end of a marriage and you and your spouse may be able to work through this together, or with the support of family and friends, or counselling services, such as Relate.

When can I get a divorce?

Some people assume that they will not be able to divorce immediately, as there has been no particular reason for the breakdown of the marriage. Some people think that there has to have been an affair, or particular incident, to be able to start a divorce straight away, but this isn't the case.

If you have felt unsupported by your spouse, or feel that the two

of you no longer make the effort to spend time together around your shifts etc, you could rely on this to prove to a court that the marriage is over.

When should I make the decision?

If you have decided that you do want to go ahead with a divorce, we generally advise that you speak to a family lawyer sooner rather than later to ensure you are as informed as possible. Often the first question we are asked is how an officer can try and protect their police pension and taking action at the earliest opportunity can be very important.

A spouse has a claim to an ex-partner's income, capital and pensions on divorce and these will be based on their financial situation at the time of divorce and not necessarily at the time of separation.

Your spouse is likely to be successful in claiming against the value of your pension at the time of divorce, rather than its value at the time of your separation, i.e. a claim to more of your pension. For example, we acted for an

officer who separated from his wife, but waited 13 years before dealing with his finances on separation. His wife might have achieved a 14% share of his pension 13 years ago, but had an argument for an increased share of some 32%, 13 years later.

What about the children?

If you have children, you will need to try and agree an arrangement for them with your spouse, if you separate. The Court is concerned with arrangements which are in child's welfare. Parents are encouraged to agree a routine of care which is in a child's best interests.

You may find it difficult to reach an agreement with your spouse, or perhaps your complicated shift pattern is making it difficult to set out a regular routine. If this is the case, then you should seek legal advice and a referral to mediation can be considered.

If you would like specialist advice from a family lawyer then please contact Slater and Gordon on 0808 175 7710 and we'll be happy to help.

Kelly Willmott, Lawyer in
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**Slater
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Lawyers



The Police Federation of England & Wales (PFEW) have recognised that being involved in a Post Incident Investigation and/or being suspended from work is highly stressful. Although you are trained to deal with stressful situations during your working shift, you are not usually trained on how to deal with these same situations where you become the subject of the investigation or are suspended from work. Although not normally directly involved, families can also be affected by the investigation or suspension and up until now there has been very little support offered which officers and their families could use together.

To combat this situation the Police Firearms Officers Association (PFOA) together with the PFEW have created the Welfare Support Programme to support officers and their families whilst an officer is under investigation and/or suspended.

What is the Welfare Support Programme?

Sgt Tony Hibbert in the WSP lead for Warwickshire. The WSP offers a 24 hour 365 day a year telephone support line for you and your family where you can speak directly to our trained staff regarding the issues that concern you. Our telephone staff have had training in police discipline procedures and post incident procedures. They are certificated in mental health first aid

and are here to listen to your concerns and help you to get the best support available. With your permission, we can evidence your needs and present them to your force or the Federation so that they can promptly obtain the support we recommend for you, such as NLP coaching, counselling or other therapies that may assist you in dealing with your current situation.

So what would make you use this service?

Stress and anxiety are part of everyday living and you develop your own personal systems for dealing with them in order for you to get on in life. Most of your coping systems come from training and experience however, being suspended from work and away from your colleagues or living with an officer experiencing these pressures, presents a whole new set of challenges that you are unlikely to have encountered before. Therefore, you learn on the 'hoof' and sometimes don't create the best systems for dealing with this new pressure.

Who can use this service?

The phone support line is available to all serving police officers who are:-

- Part of a death or serious injury at work that results in a post incident investigation.
- Suspended from duty.
- Following a consultation with

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the PFEW & PFOA it is decided that an officer is in need of being placed on the programme.

In addition the WSP is also available for family members of officers entered onto the programme and includes:-

- Immediate family members.
- Partners.
- Any person living in the same household with officer.
- Any dependants of an officer.

Talking to someone about an issue is a key element in finding a solution. Our staff will listen to you without being judgemental and you can be safe in the knowledge that what you discuss with them will stay between you and them, unless it falls into the following categories where we cannot guarantee confidentiality:-

- 1) You state/infer you are going to harm yourself or someone else.
- 2) You state or infer that you are going to, or have done something to threaten National security.
- 3) You admit/infer your part in attempting, committing or about to commit a serious offence.

If you or a family member feel like a chat, then give us a call and let us help you find a solution to your problem. We're here 24 hours a day, 365 days a year – just for you.

Hello

I am Catherine Friend, your Welfare Officer and I cover the Warwickshire area. What does this mean for you? I am here to assist you in a confidential manner so that you can discuss any problems or issues you are experiencing in your life. This covers anything that is upsetting or distressing you - please contact me.

Historically any support for anxiety, depression, stress or any other mental health issues have been requested via management through a management referral form. This is no longer necessary when one needs support with anything that is affecting their wellbeing or mind. You can now self-refer to me either by phone or email. As I have already mentioned, it is a purely confidential service and I am here to listen and to support, not to judge in any way.

I am based at Leek Wootton however make regular trips to different locations and we can also arrange a neutral location off work premises if you feel more comfortable with this.

My contact details are office: 01926 415801. Mobile: 07854 226553 Email: catherine.friend@warwickshire.pnn.police.uk



Tony Hibbert, Federation Welfare Support Lead & Warwickshire Police Welfare Officer,
Catherine Friend

www.mind.org.uk/bluelight (0900 to 1800 Monday to Friday)



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Editor's Choice

Left over Turkey Casserole

Ingredients

- 2 onions finely chopped
- 1 eating apple cored and chopped
- 2 tbsp olive oil
- 1 tsp dried sage or 5 sage leaves, chopped
- 2 tbsp plain flour
- 300ml vegetable or chicken stock
- 2 tbsp wholegrain mustard
- 2 tbsp runny honey
- 400g-500g leftover turkey shredded
- about 350g leftover roasted vegetables like roast potatoes, parsnips, celeriacs and carrots chunkily diced

Method

Fry the onion and apple in the oil until softened in a casserole or deep pan. Stir in the sage for 1 min, then stir in the flour. Gradually stir in the stock followed by the mustard and honey. Bring up to a simmer and stir in the turkey and roast veg. Cover and gently simmer for 15 mins until turkey is piping hot. Season and eat with mash or jacket potatoes.



Top tips

Put **health and safety** first when dealing with meat. Let your cooked turkey completely cool, then refrigerate at the first opportunity – within 90 minutes is best.

Mustard butter basted turkey
Don't leave your turkey hanging around all afternoon as it may become unsafe to eat. Bear this in mind before heading for your post-feasting nap...

Leftover turkey **should be eaten within two days**, so if you don't think you'll get through it in time stick it in the freezer in portions.

If you do freeze your turkey for a later date, make sure it's wrapped properly or put in a sealed container to avoid freezer burn. It's also good to use **sticky labels** to add dates and descriptions to your frozen goods.

If you're storing your leftover cooked turkey **in the fridge**, place it on the middle shelf along with all your other ready-to-eat foods. Save the bottom shelf for raw meat and fish.



Christmas Quiz

- 1 What did the first ever SMS text message, sent 3rd December 1992, read?
- 2 Which Christmas carol includes the lyrics 'all seated on the ground, the angel of the Lord came down and glory shone around'?
- 3 Which American actress plays the Ghost of Christmas Present in the film 'Scrooged'?
- 4 The Beach Boys had a Christmas number one US hit single in 1966 with which song?
- 5 Which country is Eggnog said to have originated from?
- 6 Which famous scientist born on Christmas day was the first scientist to be buried in Westminster Abbey in London?
- 7 What is the name of the little boy in the filmed story of 'The Snowman' by Raymond Briggs?
- 8 Which English author wrote the book 'A Christmas Carol'?
- 9 From which town had Mary and Joseph come before arriving in Bethlehem?
- 10 Name the Christmas song with the initials WIAWW?
- 11 Which three dimensional puzzle, sold by Ideal Toy Corp was the most popular gift in 1980?
- 12 "There's never really been a real hood Christmas movie" is a quote by which American rapper and actor?
- 13 'Ilex' is the scientific genus of which type of Christmas foliage?
- 14 Which spirit based sauce is traditionally poured over Christmas pudding?
- 15 In the Christmas song 'Jingle Bells', how many horses pulled the sleigh?
- 16 By what other title is the film 'National Lampoons Christmas Vacation' known in the UK?
- 17 In which year did the US postal system first issues Christmas stamps?
- 18 What MAW was a UK Christmas number one in 1988 for Cliff Richard?
- 19 'He's making a list, he's checking it twice. He's gonna find out who's naughty and nice' is taken from Which Christmas song?
- 20 Who played the Grinch in the 2000 film?

Christmas around the world

Greece – Basil and burning shoes – Basil is wrapped around a cross and used to sprinkle holy water around the house to ward off mischief making goblins. It's also traditional to burn old shoes for good luck in the following year.



Answers
1. Merry Christmas, 2. White Shepherds Watched Their Flocks by Night, 3. Carol Kane, 4. Good Vibrations, 5. England (East Anglia), 6. Sir Isaac Newton, 7. James Winter Holidays, 8. Charles Dickens, 9. Nazareth, 10. Walking in a Winter Wonderland, 11. Rubik's Cube, 12. Ice Cube, 13. Holly, 14. Brandy Sauce, 15. One, 16. National Lampoons Christmas Vacation, 17. 1962, 18. Mistletoe and Wine, 19. Santa Claus is Coming to Town, 20. Jim Carrey.

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