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The magazine of Warwickshire Police Federation

Warwickshire Officer Receives QPM





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Message from the Chairman

Colleagues

Policing in Crisis?

This is a simple question. This is a simple equation. This is a simple conclusion. The stark reality is that we have less money, less resources and less resilience. The support of the public and our communities for what you do daily is second to none. They are proud that you are Warwickshire Police Officers. We do face significant challenges now and going forward which are not of our making. We have to maintain a service and plan for the future. That cannot be done without you. Its that simple.

I want to be clear on one important issue. Shift Patterns. I have been consistent in my view on this. I support, and will continue to support a change to a four on four off, 11 hour shift pattern. My counterparts at West Mercia Police Federation have taken a different view, in supporting the current five shift pattern, of six on and four off. We are two Police Forces, with two Police Federations. I will continue to

make the case on this important issue to our Chief Constable in Warwickshire.

Some, make the analogy that all we are doing is moving deck chairs on a sinking ship. Well, Warwickshire is one of the oldest Police Forces in the country and this year marks our 160th anniversary. We are proud of our identity and history. We have faced many challenges and we are still here. We are proud to be Warwickshire Police Officers. So I will conclude by using my own nautical analogy.

HMS Constant Warwick. Regarded as the first ever English Frigate built for the Royal Navy in 1645. It had 32 guns and although small in size compared to other ships, it was built for speed and manoeuvrability. It had a brave crew, a great reputation, and fought many naval battles against significant odds and there were no deck chairs on board and it never sank.



Simon Payne
JBB Chair





14th National Police Memorial Day

Sunday 24th September 2017

The Home Secretary Amber Rudd joined a congregation of 2000 in Cardiff to remember officers who had died on duty. This was the 14th National Police Memorial Day. The emotional gathering was a poignant reminder of the sacrifices too many officers make, and only six months since the tragic murder of PC Keith Palmer.

Steve White, Chair of the Police Federation of England and Wales read out the names and remembered the officers who have died this last year:

- DC Joe Mabuto – Thames Valley Police
- Insp Mark Estall – Essex Police
- PC Paul Briggs – Merseyside Police
- PC Austin Jackson – Leicestershire Constabulary
- PC Keith Palmer – Metropolitan Police
- PC Gareth Browning – Thames Valley Police

The History of the NPMD.

This was founded in 2000 by Joe Holness, following the brutal killing of fellow Kent Police officer Jon Odell, at Margate, in December 2000.

'An official annual national day, the NPMD provides a dignified and sensitive service of remembrance to honour the courage and ultimate sacrifice of Police officers throughout the United Kingdom.

Since an act of parliament, in 1792, which created the first salaried Constables, almost 4,000 Police officers have been killed on duty, often in brutal circumstances. For those brave souls to be remembered, on at least one day a year, is long overdue.

They did not die in vain, they leave a lasting legacy. Their selfless devotion to duty, and supreme valour are an example to us all. A clear indication of why the British Police Service is the best in the world.

The NPMD is supported by Royalty, Government and UK Police services. The magnitude of the day indicated by His Royal Highness the Prince of Wales becoming Patron in 2006.

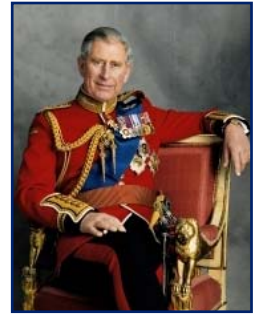
The service, which rotates around each of the four countries, is held on the nearest Sunday to 29th September. This coincides with Saint Michael's day - The patron Saint of Police officers.

The inaugural NPMD service was held at Saint Pauls Cathedral on Sunday 3rd October 2004. Subsequent services have been held each year, in Cardiff (2005) Belfast (2006) Edinburgh (2007) and Liverpool (2008).'

The day also aims to remember police officers who have been killed or died on duty, to demonstrate to relatives, friends and colleagues of fallen officers that their sacrifice is not forgotten and to recognise annually the dedication to duty and courage displayed by police officers.

The charity has HRH The Prince of Wales as its Patron

It is a matter of great pride for me that I was invited to become Patron of the National Police Memorial Day which salutes the remarkable heroism of police officers everywhere and, in particular, remembers those who have given their lives in the line of duty. This day of commemoration is a way for the nation to recognize the best of all human qualities "selfless and devoted courage" and the example and valour of those officers who died on duty should act as an inspiration to us all. The annual Memorial Service is a poignant and timely reminder of the true meaning of public service and the high price which is too often paid by officers and their families for that service. It is a day of mixed emotions, of agonizing sadness, but of enormous pride in the British Police Service and the officers who make it as special and admired as it is.



HRH The Prince of Wales.



Insp Steve Martin attended the event representing Warwickshire Police.

'This is always a very thought provoking and humbling day. It reminds us all about the sense of duty each and every officer has

and the risks that are faced daily. Even during times of change and austerity officers readily place themselves in potentially dangerous situations to protect the public.'



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An open letter to Government, on behalf of the 43 Federations of England and Wales



21 September, 2017

Dear *Prime Minister*

On behalf of the hard working officers who are working to the bone to protect our people, who fight to protect our communities and who keep you safe, we demand answers.

And we demand that you tell the public the truth. About crime figures. About police numbers. About the 'extra' officers you pledge. About 'extra' money you say you will pay.

No more smoke. No more mirrors. No more double standards.

You expect officers to run towards terrorists one minute and then turn your backs when we ask for help so they can afford to feed their families. Families they barely see because of the hours they work to fill the void left by the thousands of officers who are no longer there because of your cuts.

Officers who are now broken. Who are unable to cope with the mental and physical demands placed upon them by having to work in depleted environments.

With out of date kit .With fewer people. With no support. One chief constable has just this week told you that 40% of his officers have sought professional help for stress. It is the tip of the iceberg.

Our officers are committed to serving the public. And we thank the public for their overwhelming support, particularly in light of recent incidents. But with 20,000 fewer police officers than five years ago it is no wonder we have seen crime rise and the service to the public suffer. This is not fair on them.

And two per cent pay rise with no extra money to pay for it means it is the public who will yet again suffer and get even less of a service.

So hear us when we say:

- The pay award of on average less than £10 a week is insulting.
- A two per cent rise is not a rise when it has to come from existing policing budgets.
- It's a disgrace you have dressed it up as a pay rise.
- Funding must come centrally; it is unfair to make the public suffer with fewer officers available to fight crime.
- It's a disgrace you have ignored the recommendations from the independent Police Remuneration Review Body – the very body you set up to advise on police pay.
- Forces cannot cope with any further falls in police numbers.
- Communities will be further under threat at the very time protection is needed the most. Community policing plays a vital part in intelligence gathering to help combat terrorism and it has been decimated.
- 'Extra' police officers are not 'extra' police officers. They are the same officers doing longer hours, being called back in when they are off or being given extra responsibilities.

- Crime is not falling.

And answer our questions:

- Why was the independent body which has awarded MPs and ministers a 13% rise over the last three years listened to when the independent police body on pay was not?
- How can you justify these double standards?
- Do you think it is acceptable that the derisory pay award is expected to come at a cost of losing more officers?

Our members have been failed by:

- The **FAILURE** to heed our warnings.
- The **FAILURE** to implement the very recommendations of the independent bodies you introduced.
- The **FAILURE** to support them and the police service as a whole.
- The **FAILURE** to help officers protect the country.
- The **FAILURE** to help officers protect the public adequately.

We don't want meaningless platitudes.

We want a properly funded and well-resourced police service. The public rightly want and expect this.

For the sake of those who put their lives on the line for the public we demand you address these injustices and give us answers.

Members of the interim National Council

Of the Police Federation of England and Wales on behalf of hard-working police officers across the country.

Chairman's Response to the Open letter

On 19th September 2017 myself and your secretary Steve Martin attended a national Police Federation meeting in Cardiff. At this meeting representatives from all 43 Federation offices from England and Wales unanimously decided to write this open letter to the Prime Minister.

The sense of anger and disappointment as to how you have been treated needed to be clearly articulated to those in Government and the public we serve. The ball is now firmly in the court of the Prime Minister.

With any relationship it is always a two way process. As police officers you have played your part in protecting the public, the Government now need to play their part in protecting you. We will keep you updated with any responses that we receive from this letter.

Simon Payne & Steve Martin

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Dear Federation Member

Does HMRC have some of your money?

If you pay tax, there's a fairly high chance you've paid too much!

Over 1 in 3 taxpayers have paid more tax than they needed to after being given the wrong tax code by HMRC. For serving Police Officers, the figures are even higher, with more than 1 in 2 paying too much!

If you know what to look for you might be able to spot where HMRC has sent you or your employer the wrong codes in the last 4 years, and then sort the problem yourself. If not, Warwickshire Police Federation are working in conjunction with The Tax Refund Company and are pleased to offer you the opportunity to receive a professional tax code review, by their leading tax code experts. They will check the tax you've paid in the last 4 years and get your money back from HMRC if you've paid too much.

Over 45,000 serving police employees have already taken advantage of this service, with over 1 in 2 finding out they had paid too much tax and getting an average refund of £182 each.

This is the most cost-effective way to find out if you have paid too much tax. There is no charge for checking your tax code. If you get a refund, we deduct 38% and return 62 pence in the pound to you (min. fee £38). If there is no refund, there is no fee, so you cannot lose.

Dog handlers in particular are frequently found to have paid too much tax.

Go to thetaxrefundcompany.co.uk/login/ref=warwick1709

This is your hard earned money. Why let HMRC keep it?

ANY QUESTIONS?

Call The Tax Refund Company Customer Service Team on 0161 968 7345 (Mon–Fri 9am–5pm)
or see our FAQ's at www.thetaxrefundcompany.co.uk/faqs

Alexander & The Thin Blue Line



I am a serving Police Constable and AFO of Warwickshire Police currently stationed on the OPU in Rugby. I started my service in South Yorkshire Police in January 2002. Over those years I have had my personal problems and issues at work

but I've never had to rely so much on the support of my employer or my teammates until my life changed significantly at the beginning of 2016.

On Monday 21st August 2017 my son Alexander Goodwin returned home to the U.K. from eight months in the United States of America. He returned in such different circumstances to those that he travelled out in: confirmed cancer free and in remission. Not only that but the cancer in his right leg and pelvis had been removed and he now had a metal femur and knee. When he arrived home, I was waiting for him with officers from Greater Manchester Police's Airport Firearms and Dog Units. Alex's journey has been a long difficult one but he has always had the thin blue line by his side.



The truth is that Warwickshire Police and its allied police service West Mercia have had so much to do with my 10-year-old son that you have probably heard of him and his unique story already.

In December 2015 Alex began to suffer pains in his leg which grew steadily worse. Diagnosed incorrectly by his local G.P and the hospitals in Leicester, Birmingham and Sheffield with ailments such as growing pains, Perthes Disease and Osteomyelitis (Bone Infection) he was eventually diagnosed with Ewing sarcoma cancer. Ewing Sarcoma is such a rare children's cancer that affects both bone and soft tissue. It has a low survivability rate. The U.K. has only around 30 cases per year and this is why it is often misdiagnosed or missed altogether. By the time we knew what we were dealing with Alex was in so much pain that he was confined to a wheelchair and on morphine pain relief every few hours.



With this terrible news Warwickshire Police provided tremendous support and assistance as did the Police Firearms Officer Association and, of course, the Police Federation at a local and national level. I was given the time I needed from work for medical appointments and then longer-term treatment and assistance came in other

forms including financial assistance from the Police Federation and medical expertise and counselling from the Life Insurance scheme.

The support from my crew mates and friends and colleagues from the Force has been overwhelming. The assistance from the Warwickshire Police and the Federation has been amazing, with financial support as well as advice on managing things at home, work and with Alex's actual illness. I pay into the Life insurance scheme and at over £30 per month I really questioned if it was necessary and something I would ever use. I am so glad I did. The support and advice that we tapped into following Alex's diagnosis was invaluable. I would seriously recommend every eligible officer and staff member joining it if they are not already members.

My crewmates and Senior Command visited me and Alex at home and I felt that they genuinely cared.

Alex has a passion for animals and wildlife and the Dog section were frequent visitors to cheer him up when he wasn't confined to hospital. Alex was so ill that by the time he was diagnosed and treatment began that we were told that the chances of him surviving were very slim. The treatment plan was delayed and we were waiting desperately for information on what the doctors were going to do.

Things culminated to a point in late 2016 when we were told that the proposed surgery would not go ahead because it would be so impactful on him and would diminish the quality of life he had left. We were desperately trying to get second opinions and seek alternative treatments. Fundraising had taken place across the alliance and in other UK police forces since his diagnosis and so much money was raised. I am still overwhelmed and deeply touched by the fundraising that took place: Spinathons, cake sales, sponsored runs, walks, hair shaving, skydiving, marathons, cycling (lots of cycling), pennants, tuck shop proceeds, sales of wristbands and t-shirts. The list goes on.

One of my colleagues, on the collision investigation team at Rugby, called David Jones gifted a song he had written for Alex. That song "*Horizon on my Mind*" was released on the 5th December with a sizable chunk of its income going to Alexander. A music video was also produced which involved footage from officers in the U.S., Canada, Australia and closer to home including footage from the Met's marine, mounted and dogs section.

On the 6th November 2016 hundreds of officers, staff and friends from the uniformed emergency services descended onto Leek Wootton and the music video for "*Horizon on my Mind*" was completed with footage from that day. It was a day I will never forget and it began with me driving Alex to the event with a motorcycle escort from officers in my unit at Rugby. When we arrived, we marvelled at the rows of police, fire, ambulance and search & rescue officers that braved dark cloudy skies to support us. Thankfully the weather held until the end of the day when the heavens opened but that didn't dampen anyone's spirits especially Alex's. The video was amazing as was the day of filming.

When I watch that video I am completely overwhelmed by the numbers of people that came together.



The lines of police dogs and their handlers when we arrived, the police horses dancing outside Buckingham Palace, My Inspector rocking out with an inflatable guitar, The Police and Crime Commissioner and Chief Constable for Warwickshire 'getting down' with all their officers, a Canadian constable checking his watch in time with the lyric, Australian police officers singing on the beach and the Kansas City cops, albeit like startled rabbits in headlights, doing their part too (I would meet some of them just a few months later).

If you haven't done so already you may want to download the song. Join in with the experience at the cost of around 99 pence. Just type in "*Horizon on my Mind*" on Amazon or iTunes. (You can also view the music video by typing in "*Alexander's Journey Horizon on my Mind*" on Vevo or You Tube). **Thank you.**

The support continued and we managed to raise £450,000 in four months to get Alex to Kansas City in the U.S. for life saving surgery and specialist stereo-tactic radiotherapy.



On the 14th December 2016 we flew from Manchester airport having been seen off at the airport by officers from G.M.P's airport firearms team. A few days prior to us leaving one of our ardent supporters the Chief of Police in Kansas City PD informed me by telephone that there would be a few cops to meet us at the airport in KC. The reality of the support from the thin blue when we arrived was amazing. After almost no sleep for nearly a day we landed, exhausted, into a very cold and dark Kansas City.

We entered the arrivals hall to the bustle of hundreds of people. Chief Terry Zeigler of Kansas City PD and dozens of his Officers were waiting for us. Thinking that in itself was amazing we were then led outside. The whole area beyond the main terminal of the airport was bathed in the blue and red of beacon lights. We were bundled into a car and confronted just around the corner with a spectacle. In front of me were some 30 police cars and at least 30 police motorcycles. Chief Zeigler had jumped into the car with us and sat at the front seat. I told him I had never seen anything like it before and he commented how they had never seen anything like it either and they likened it to a presidential escort.

The escort took us from the airport across the Missouri river into Kansas City, Kansas and then into the district known as Westwood where we would be staying. I was impressed by the motorcycle cops who rode with such skill. I had seen motorcycle units on operational escorts back in the U.K. and they were mightily impressive. This was no exception. As we passed through Kansas City we waved to police and fire officers that had blocked the side roads off for our approach.

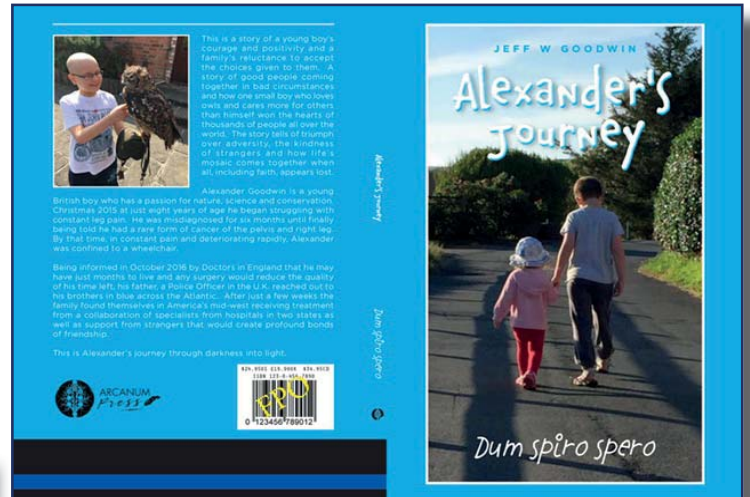
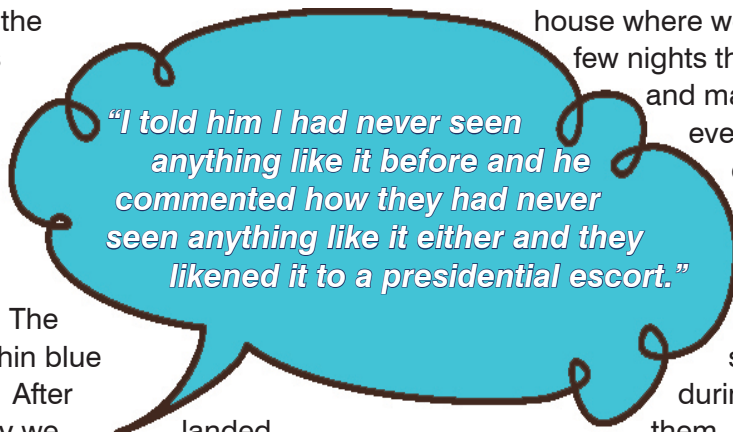


As we arrived on that amazing night at the doctor's house where we were staying for the first few nights they had prepared a buffet and made hot chocolate for everyone (and that included over 80 police officers). I met many officers that were part of the escort that night and forged some profound friendships with some of them during my stay. Many of them, whom I would meet again in the weeks and months ahead were there that night and I didn't realise!

We were looked after throughout our stay and when I had to return to the U.K. and leave Alex and my wife out there they continued to receive the support.

I am completely overwhelmed by the support from my brothers and sisters in the thin blue line here at home and across the pond in the United States. I thank all of them most sincerely for all their help.

My son has a Twitter Account and Facebook Account that records his journey: Twitter: @alexs_journey and Facebook: @alexgjourney – please follow and support us.



Also, I have written a book (with a 92 minute DVD enclosed) that tells his story and has footage of events in the U.K. and in the U.S. as well as lots of photos and a prologue from Mark Hamill! All profits from that book sale go to Alex to enrich his life as a cancer survivor and help pay for expenses relating to his recovery. It can be purchased for £20 (with free DVD) from Warwick books (www.warwickbooks.net) or by emailing me at work (PC 1315 Jeffrey Goodwin) and I will sort out getting one to you.

Finally, thank you. Thank you for reading and thank you for your support.

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Warwickshire Police Detective Sergeant receives Queen's Police Medal

Detective Sergeant Kathryn Somerville has this week received her Queen's Police Medal at Buckingham Palace. Kathryn, an officer with Warwickshire Police, was recognised in this year's Queen's Birthday Honours List for her Distinguished Services to Policing. She attended a special ceremony in London on Tuesday (October 17) where she was presented with her Queen's Police Medal (QPM) by Princess Anne.

During the past four years, Kathryn has worked tirelessly and with great resolve and passion to improve outcomes for children and young people, while developing the response to Child Sexual Exploitation (CSE) across Warwickshire Police and West Mercia Police.

Warwickshire Chief Constable Martin Jelley said "This was an extremely special day for Kathryn and I am delighted her dedication and hard work has been



recognised in this distinguished national manner.

I am extremely proud for Kathryn. She is an inspiration to others and is an excellent ambassador for Warwickshire Police, our West Mercia partners and the police service as a whole.

Kathryn continues to be a pivotal member of our workforce who is committed to protecting the most vulnerable people in our communities. The dedication she has displayed to help protect and improve our service to young victims of such horrendous crimes is highly commendable".

Police Federation representative Simon Payne added: "Kathryn's dedication to duty and her unwavering support of young victims serves as an example to us all. I am very proud for her and her work to make Warwickshire a safer and more secure place for children and young people."

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Questions for Chief Officers from the Federation

With all the internal changes and external demands we are currently going through here are some questions that we posed to Chief Officers on your behalf, by Simon Payne and Steve Martin

1. What is the current financial situation for Warwickshire Police?

By April 2020 we need to reduce our annual spend by £11.6m, from the current budget of £97.2m. In this financial year alone we are having to use an additional £6.2m out of force reserves to balance the budget. We are also using a further £3.5m to invest in capital projects and technology improvements.

This means we need to make significant savings because we can't keep on relying on reserves to balance the budget.

The scale of the challenge is significant and will become more difficult as pay controls are loosened and inflation rises.

It is therefore essential that we take all the benefits from the investment we are making in technology, new policing systems, and new facilities. Mobility devices, body worn video, telematics, Athena, and the new communications centres, are just a few examples of the projects that will help us to work more effectively, and save money.

All departments in the alliance are also being scrutinised and challenged to deliver efficiency savings.

2. What does that mean for officer numbers within Warwickshire?

The Chief Constable continues to lobby hard, locally and nationally, for an increase in police funding. Despite this, we must prepare for

significant funding challenges in the years ahead, and as a consequence, we anticipate having fewer officers.

We are currently calculating the projected numbers for the future and this is factored into the design of our new operating model.

3. How are current resources going to be used to match demand and how will this be future proofed?

The policing model will make the best use of new technology and mobility devices to ensure officers can be available when the public need us most. This will be supported by a new shift pattern that better matches our resources to peaks of demand during the day.

4. We are being told by many officers that they are working extended hours for paid overtime. Can you confirm how many hours paid overtime there has been this financial year and what that means in monetary terms?

General overtime for the first 4 months of the financial year, equates to 6,910 hours, which totals to £154,507.

5. Why have the force chosen to remain with a five shift pattern rather than moving to a four shift pattern?

The revised 5 team pattern allows us to better align resources to demand. The alliance has commissioned a study (through a company called Process Evolution) to create a baseline of current demands on Response officers. This demonstrated that the existing shift pattern provides a sub-optimal resource-to-demand match at 78%.

We have modelled a range of different shift pattern options against our demand curve, this included a 4 team pattern, resulting in the following data:

- Better match of resources to demand (88% match for 5 shift with banded starts compared to 77% for 4 shift with bands);
- Better resilience and ability to 'surge' to meet peak demands (e.g. during recent 'critical' state we were able to parade more AFOs by temporarily increasing to 12 hour shifts without needing to cancel RDs);
- Better for officer health and well-being due to shorter shift lengths – research advises caution around 12 hour shifts;
- Offers more availability of OICs to victims, witnesses, partners, etc during daytime hours;

The proposed shift pattern is a Variable Shift Arrangement (VSA) based on the existing 5 team "2x2x2," pattern currently worked by Response officers. The new pattern retains the 6 working days followed by 4 rest days as its basic structure, but incorporates variable start and finish times in order to better flex resources to meet operational demand. .

The proposed revised shift pattern represents a significant improvement in alignment of resources to demand, providing a better service for the public This shift pattern does not represent a change of officers' rest day pattern and is a mixture of shift lengths from 8 to 11 hours, mirroring the current pattern. It is therefore positive from a health and well-being perspective and also provides good opportunities for victim and partner agency contact.

6. Many officers are currently struggling to cope with high demands and a lack of resources. What will the new policing model bring that will assist with this situation?

By implementing a revised shift pattern for patrol, more resources will be available at the time of highest demand. This means we will be better at managing that demand and the workload placed on teams and individuals.

The new shift pattern will support the new policing model, further information regarding the detail of that model will be available in due course.

7. How will the new policing model reduce the number of incidents that officers are required to attend?

The model will build on the ongoing work with the OCC programme, and SAAB safe to ensure resources are managed effectively according to demand. There is ongoing work regarding demand and managing that demand in a different way, to ensure officers are deployed in the most effective way possible.

8. With the recent spate of home grown terrorists across the country, community engagement is essential. How will the new policing model allow Warwickshire Police to maintain meaningful engagement with the local communities?

The new policing model will retain a dedicated SNT, focused on partnership problem solving and community engagement.

9. The new policing model will be going live in April 2018. Will there be a Post Implementation Review in September 2018 and who will be involved in this review?

An implementation timeline will be developed over the coming weeks and there will be a review process as part of continual improvement and transformation, which will include relevant stakeholders. There will be an opportunity for staff to provide feedback.

10. Is there any message that you would like to send to staff across Warwickshire Police following all the topics covered during this interview?

I would like to begin by saying a very big thank you to all our staff for their hard work and commitment.

Transformational change is extremely challenging for any organisation, and I know our people have many challenges embracing new technology, new systems, and new ways of working. In the end, all of these changes will allow us to work more efficiently, providing the best service we can for our communities.

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* Loans subject to status, conditions and credit checks to members aged 18 or over

**Life cover is offered subject to terms and conditions, please refer to policecu.co.uk