



July 2021



Could you be a federation
workplace Rep?

Reps @ Work

Read more inside about
forthcoming elections.....



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Chairs Foreword

Leadership:

“The most important qualities of a good leader include integrity, accountability, empathy, humility, resilience, vision, influence and positivity. Management is about persuading people to do things they do not want to do, while leadership is about inspiring people to do things they never thought they could.”

As your local Police Federation we made the decision to delay the latest issue of our magazine, so we could incorporate three significant news items about leadership within Warwickshire Police.

Firstly the announcement by our current Chief Constable, Martin Jelley QPM, of his retirement at the end of June 2021. Mr Jelley has been a brilliant Chief Constable for our members, Warwickshire Police and the communities of Warwickshire. Through his leadership and drive, Warwickshire Police now has a secure future. We are now able to go forward with confidence delivering a service that is fit for the future and having our own identity within the policing landscape. As your representative body, the Police Federation, I can say without hesitation he will be greatly missed. We have always had a seat at the table for important decisions that impact on our members. We wish him all the best on his retirement and thank him for his service to policing.

In May Philip Seccombe was re-elected for a second term as our Police and Crime Commissioner for Warwickshire. I have always had a good working relationship with Mr Seccombe and will continue to do so in the years ahead. I'm pleased that a priority for our PCC has been police numbers and over his first term he had a clear vision in believing numbers do matter. We now have 1040 warranted police officers in Warwickshire with a commitment for the next 12 months of raising this to 1,100. With any organisation it's important to have the finances to enable services to be delivered. This is no different for policing and we will work with the PCC to enable us to be an organisation that is value for money and properly financed as we move forward. The first priority of Mr Seccombe following his election was the process to select our new Chief Constable. Such an appointment is vital for the future of Warwickshire Police and the legacy that Mr Jelley has built.



Simon Payne
JBB Chair

Warwickshire Police Federation was pleased to have been approached to be a part of the selection process and on behalf of our members I was part of a panel during the interview phase.

We are pleased Temporary Deputy Chief Constable Debbie Tedds has been nominated as the preferred candidate to head Warwickshire Police. The appointment is subject to confirmation by the Warwickshire Police and Crime Panel.

T/DCC Tedds joined Warwickshire Police in 1989, serving in a variety of roles and being appointed the first female Warwickshire officer to achieve the rank of Detective Inspector. In 2009 she was promoted to Superintendent and was a founder member of Senior Women in Policing for Warwickshire, being nominated for a Continued Excellence in Performance Award presented by the British Association for Women in Policing. Debbie was seconded to Her Majesty's Inspectorate for Constabulary in 2011. On returning to the force she was appointed as the Policing Area Commander for South Warwickshire. Debbie was successful at the Senior Police National Assessment Centre in 2018 and earlier this year was appointed as the force's Temporary Deputy Chief Constable.

If the appointment is confirmed by the Police and Crime Panel Debbie will become our first female Chief Constable in our 164 year history.



Simon Payne
Chair of Warwickshire Police Federation



A final few words from Mr Jelley.

As we say goodbye and enjoy retirement to the Chief Constable, Simon Payne spent some time with Mr Jelley for a Q&A session.

1. Sometimes it's good to know the person behind the uniform. For our readers could you say what hobbies / interests you have at the moment?

I am a keen rugby fan and have been a season ticket holder at the Wasps with my son for the last few years. Where possible I also like to follow the English national team. Clearly I have been restricted to watching rugby on TV in recent times and I am looking forward to hopefully seeing it live in the not too distant future. I am currently reading the James Haskell book 'what a flanker' which I have to say often has me in stitches. In addition to rugby I am learning to play golf and to date I have managed to dig holes in a number of courses in Warwickshire!

2. Many people have a "Bucket List" when they retire. What would be number one on yours?

For the last 20 years or so I have been lucky enough, on and off, to visit a place called Sanibel island on the gulf of Mexico in Florida. Sanibel is referred to sometimes as 'Florida's best kept secret' and is a stunning island, very peaceful where you can sit on the beautiful beaches and watch the dolphins swim by and the osprey dive and take fish out of the sea. It is my favourite place and if restrictions allow I hope to be visiting with the family later this summer. Clearly now having told you about it the secret is out!

3. This is a 'what if' question. If you hadn't joined the Police what career path would you have chosen and why?

I always wanted to join the police from around the age of 12 and have no regrets about the choices I made. The only other career I really considered was going into the security services so I guess that might have been my chosen path had I not joined policing.

4. What has been the highlight of your career?

I have been fortunate to enjoy pretty much all the roles that I have had in the four forces that I have worked in over the last 33 years. Highlights have included wide range of detective roles earlier in my career and being a firearms officer for the best part of a decade. I thoroughly enjoyed secondment to the foreign office helping the Malawian police service back in the early 2000's and being gold commander for three years for the F1 grand prix at Silverstone. All that said the absolute highlight has been being Chief in Warwickshire for the last six years. Warwickshire Police is a very special organisation with fantastic people. Ultimately it is the people you work with that makes the job enjoyable.

5. What advice would you give to a new recruit joining today?

My first training school sergeant used to have a saying 'don't join the police unless you have a sense of humour'. Given the stresses and strains of the job I think it helps to try and keep a sense of humour and perspective so I think that advice still resonates today. To those joining or who have just joined I would say that I envy you starting your careers in policing and if I was 21 again I would still choose policing as my career. Finally what I have learnt is it is important to adapt to change and those that can embrace it rather than constantly fight it may find their careers more fulfilling, if you don't adapt to change you risk going the way of the dinosaurs and becoming extinct.

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Warwickshire police .

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7th September, 10am, 11am, 12 noon & 1pm

Book your appointment here

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Reps @ Work



Could you use your experience to help support and guide other officers?

Do you want to influence the organisation for officers working environment?

If you answered YES to any of these then please read on. This year there are elections to become a Workplace Rep. This will give you an insight into what is involved in being a workplace rep, other officers' experiences when they decided to become involved and how to enter the elections.

So what is the role of a workplace rep?

The Workplace Representatives main role is to provide direct guidance, advice and support to members through leadership and engagement with officers. The Workplace Rep is the main point of contact between officers and PFEW.

Key Responsibilities

Listed below are the key responsibilities that an individual acting as a Workplace

Representative are expected to carry out:

Leadership

- Lead the Branch in communicating directly with members

Representation and Engagement

- Act as the local identifiable and accountable representation of the Federation in Force
- Entrusted to look after the welfare and efficiency of members at the local level
- Act as the principal point of engagement with members
- Provide continued advice, guidance and support to members on any query or request that they may have e.g. misconduct issues, injustice in the workplace, health management
- Engage with subject matter specialists in specific cases where appropriate e.g. Legal, Human Resources, Health and Safety Liaison Officer
- Assist Branch Board on dissemination of information, communications and local news directly to members
- Act as the conduit and liaison between the Branch Board and the membership
- Represent members at all appropriate meetings where requested e.g. misconduct meetings, during the resolution process
- Maintain working knowledge of relevant PFEW practices, topical issues, legislation changes and regulations, including any areas of specialism
- Prepare and provide support to members in the completion of all appropriate paperwork e.g. post incident procedures

Key Competencies

The below key competencies will aid the successful performance as Workplace

Representative:

- Workplace Representatives are encouraged to attend training courses, both internally and externally, to develop skills e.g. courses at Leatherhead and selfteaching
- Experience using modern IT systems

Inter-personal

- Willingness to learn, with enthusiasm to establish, develop and maintain skills and experience whilst carrying out the Role
- Strong interpersonal skills
- High emotional intelligence and listening skills to relate, empathise and engage with members
- Ability to respond efficiently to a range of ad hoc requests
- Proactive and forward thinking e.g. always identifying what can be done to improve functions and activities
- Time management skills
- Advocacy skills
- Have the ability to engage with individuals at all levels of the organisation, up to senior management level, where appropriate

Values

It is expected that all Workplace Representatives lead by example and represent commitment to the values outlined in the Federation's core purpose, including:

- Openness
- Transparency
- Member first
- Collaboration
- Integrity

This may all sound daunting but please don't worry or let that deter you from applying for the role. Training is provided and feedback from the Initial Reps course is that officers felt that they were provided with a great deal of information about Regulations, Pensions and processes that helped them settle into the role. There are also the other Workplace Reps and two full time officers Simon Payne and Steve Martin who are there to help provide advice and guidance. You will never be left to manage something on your own where you don't feel confident enough to do so.

Being a Workplace Rep also helps develop you and can help you in other areas of your career. It develops your leadership skills, negotiation skills and increases your knowledge of legislation such as Police Regulations, Health and Safety and Equality.

Here are a couple of examples from officers who have recently joined the Local Council about their experience with becoming a Workplace Representative:

Andy Morrissey



I became a Federation Rep in early 2021, I have been in the police for over 18 years and wanted to give some back to other officers. The initial course is great and gives you an understanding of rules and regulations. When you are a rep you get to help other officers with issues they are facing and give advice and support. The federation meeting allow you to know the current issues and give you opinion which is then put to the management. This can then cause changes is how the force deals with things and the equipment we have and get to use. It's a great way to see all the different sides of policing and how they work. You get the chance to put your ideas forward to assist all officers in how we work and the processes and equipment we use.

Damian Murray



I did my initial reps course about 6 months ago now and that course gives you the basic knowledge to get cracking and start to help colleagues. The work is interesting and often it has just been giving some guidance to help understand the regs but these simple questions, around overtime, leave or even offering advice around unsatisfactory working environments, do make a real difference to peoples working lives so is rewarding. You do have to fit it in amongst the day job but just starting I am happy walking before I can run but I know there is potential for further development for when that time comes. Plus, its interesting to see what goes on behind the scenes, actually what we get for our subscription and that both locally and nationally – the fed does make a difference

Collette O’Keefe



I found joining the FED, opened my eyes to all the good work they get involved in that goes unnoticed. I have been pleasantly surprised by the passion and level of influence the FED can have in resolving issues on behalf of its members.

The reps are knowledgeable, friendly, open to professional challenge and willing to work hard for their members.

I have had the initial reps training, and mental health first aid training. I sit on the national detective forum and have attended an annual conference. I have been involved in the health and wellbeing of our detectives and raising resilience to senior management.

2021 Elections

If, having read this you want to get involved here’s how you do it!.....

1st – 22nd July 2021:
Workplace Reps Nominations submitted

23rd – 28th July 2021:
All applications are processed

29th July – 19th Aug 2021:
Elections take place if required

1st Sept 2021:
Local Council formed

Warwickshire’s local council is 22 Workplace Reps, this 22 includes the two full time officers.

Whilst there are no limits as to who can apply it is healthy for the council to be a good cross section of the workforce. Preferably we would like there to be at least 50% Constables (11 officers), 27% Sgts (6 officers and 23% Insp/CIs (4 officers). We also want our council to represent the workplace community with protected characteristics.

Watch out for the email if you want to register to become a workplace rep.



Can the Defence Medical Welfare Service help you...?

What is medical welfare?

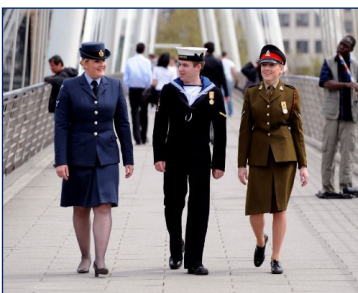
The DMWS works with patients when their medical needs are being met but when other issues, problems or social influences may be distracting them from their recovery. Their support is person centred and tailored to the individual. Whether it be a life-threatening injury sustained by a soldier, or a housing crisis for a military veteran, PTSD diagnosis for an NHS hospital worker, a police officer returning to work after a traumatic incident, they help navigate the healthcare pathway, unlocking the solutions to improve wellbeing and support recovery. The comprehensive and confidential medical welfare service supports patients, their immediate family as well as to their primary care givers and healthcare professionals. They operate in hospitals and recovery centres across the UK and Cyprus.

Why is there a need for Defence Medical Welfare Service?

DMWS believe that it is only right to provide a high-quality medical welfare service to those who serve and have served the nation and the community during their most critical time of need. DMWS brings the Covenant between the armed forces and the nation to life through its support of the wounded, injured and sick whilst under hospital care. They help the employers of the armed forces, emergency services and healthcare workers to demonstrate that they take their duty of care obligations seriously and contribute to a swifter discharge from hospital, a quicker recovery for the patient and an earlier return to work.

Who do DMWS support?

Armed Forces



Veterans



Police



NHS Staff



The Merchant Navy



How is DMWS helping Federation members?

Our Welfare Support Programme (WSP) provides invaluable support to members throughout England and Wales. The service, provided by Defence Medical Welfare Service (DMWS), is available to all subscribing PFEW members and operates from Monday to Friday, 09:00 to 17:00.

What support does the WSP provide?

The following support is provided by WSP:

- practical and mental support – around general wellbeing, debt, relationships and substance misuse
- clinical assessment and dedicated counselling – complex situations are assessed and broken down into manageable parts with regular phone calls or visits if required. Counsellors are approved by the British Association for Counselling and Psychotherapy

- person-centred support (via telephone or face-to-face) – the service will build a support plan around the individual tailored to their needs
- access to fully trained and accredited professionals – DMWS' welfare team are fully trained and accredited by the Institute of Welfare in Mental Health First Aid.
- independent and confidential support – DMWS is working in partnership with PFEW, so all information is independent and confidential
- referrals to appropriate follow-on specialist support – DMWS will find the best solution for the individual. This may mean referring to other organisations, particularly if the person has a specific issue that requires specialist help.
- The clinician will see the officer for the number of sessions needed to determine an appropriate treatment plan depending on individual needs, and will work in partnership with the individual to deliver support through behavioural therapy, and to draft a plan of care and action. Once DMWS's assessment and support has concluded, the member can be referred on to a range of services and therapies for ongoing help. This may be of help with areas of concern, or as part of a longer-term package of support.
- a welfare and wellbeing assessment – DMWS's experienced welfare staff will listen and carefully assess the most complex of needs, as well as more straight forward concerns. They identify and address the social, environmental, and economic issues which are often key to improving the circumstances of those members both physically and psychologically.

How do I access the service?

The service is only available to PFEW members through their local Federation branch. Andy Morrissey is our local Rep

When should a referral to WSP be made?

We understand different forces have different services, support and provision in place and these support services should always be utilised in the first instance.

However, if the appropriate support is not available, our welfare support provision is there as a safety net to provide the appropriate support to PFEW members in their time of need. It is not designed to be a first port-of-call or a crisis service. The service does not cover support to family members.

About the assessment process

Once a member is referred, the assessment process falls into two categories:

- a clinical assessment – this will be undertaken by a suitably qualified mental health practitioner and will encompass many elements, such as mental health symptoms; feelings, thoughts and actions; physical health and wellbeing; gender and sexuality; drugs or alcohol abuse; and more.

- These non-clinical issues, such as loneliness, stress and anxiety; financial issues; housing issues and homelessness; lifestyle issues and other lower level mental health issues can cause barriers to recovery. They may cause significant stress to the individual and the wider family, as well as delays to being discharged from hospital and unnecessary re-admissions, which impairs wellbeing and recovery.
- By addressing these wider determinants of health, the service aims to reduce stress, anxiety and social isolation; improve recovery, health and wellbeing; access services and support; enable independent living; and build and promote self-confidence, self-resilience and self-management.

Through its local and expert knowledge, the organisation makes supported referrals to other third sector, statutory organisations. This approach maximises the support network, helps connect the individual in the community and provides both short and longer-term benefits.



Why have we changed welfare service providers?

In November 2019 the National Board instructed the wellbeing subcommittee to complete a review of what welfare support provision is currently being provided at a local and national level. A review was then subsequently carried out to establish the support in place across 43 police forces in England and Wales. The results indicated that most officers are likely to have access to some sort of reactive mental health support service but the type of support and who it is provided by greatly differs depending on location. The National Board was then asked if PFEW should continue to fund a welfare provision and it was decided that we would. Following a tender process, the wellbeing subcommittee appointed Defence Medical Welfare Service (DMWS) to provide the national welfare provision which is available to all subscribing PFEW members. The transition to the new service provider commenced in December 2020.

Who are Defence Medical Welfare Service?

Defence Medical Welfare Service (DMWS) is an independent charity providing a confidential medical welfare service to the Armed Forces, Veterans, NHS Staff, Emergency Services and the Merchant Navy. You can find out more about them at www.dmws.org.

What does the new service provision provide? What is different?

The service provision is available for any subscribing member. It provides varying types of counselling, talking therapies and advice/strategies. Previously, support was only offered following a set criteria of death after police contact, gross misconduct investigation, misconduct or a Federation representative or otherwise vulnerable. This is now not the case and **all subscribing members** are eligible to access the service.

Are we confident the new provision is enhanced provision?

The previous welfare support supplier PFOA had a set criteria in order to access the provision.

Following our review, we saw that this criteria could be a barrier therefore when shaping the future criteria for welfare support provision we decided that this should be a service for all subscribing members. We also found that there was no need to provide this provision to family members and on a 24/7 basis, this was based on evidence that had been provided by PFOA as part of our landscape review.

When is the service to be used?

We understand different forces have different services, support and provision in place and these support services should always be utilised in the first instance. However, if the appropriate support is not available, our welfare support provision is there as a safety net to provide the appropriate support to members. Please note, this is not designed to be used as a crisis service and should not be the first port of contact.

What hours does the service operate?

The service operates between 9am – 5pm Monday to Friday.

Will a members' family be able to access the service?

No, unfortunately this service is only available to subscribing PFEW members.

Is this service available to branch employees?

WSP is only available to subscribing PFEW members. All PFEW administrative and local branch employees have access to a different employee assistance programme called LifeWorks. LifeWorks is a support service available to all Headquarters staff and local branch employees who are not members. It is a voluntary and completely confidential service, designed to support employees' mental, physical, social and financial wellbeing.

How do I access the service on behalf of a member?

We advise all branches to assign one single point of referral, whether this be the Branch Chair,



Branch Secretary or Office Manager.
Warwickshire SPOC is
PC Andy Morrissey.

The service is only available to PFEW members through their dedicated local point of contact. Once a referral has been made, the branch will be put in contact with the appropriate regional DMWS colleague to arrange for an assessment to be carried out with the member over the phone.

appropriate regional DMWS colleague to arrange for an assessment to be carried out with the member over the phone.

What is the initial assessment process for a member?

The assessment process falls into two categories: a **clinical assessment** and a **welfare and wellbeing assessment**. The clinical assessment would be undertaken by a suitably qualified mental health practitioner (Psychiatric Nurse/community Psychiatric nurse) and may encompass some of the following elements:

- mental health symptoms and experiences
- feelings, thoughts and actions
- physical health and wellbeing
- social and family relationships
- culture and ethnic background
- gender and sexuality
- use of drugs or alcohol
- past experiences, especially of similar problems
- issues relevant to your or others' safety
- whether there's anyone who depends on you, such as a child or elderly relative
- your strengths and skills, and what helps you best
- your hopes and aspirations for the future.

The clinician will see the officer for the number of sessions required to determine an appropriate treatment plan dependent on their individual needs. The clinician will work in partnership with the individual to deliver support through CBT and talking therapies and to draft a plan of care and action. The service can refer members on to a range of services and therapies which may be of assistance with their particular areas of concern after the assessment and support is over or as part of a longer-term package of support.

Welfare and wellbeing assessment

The services' dedicated and experienced Welfare Staff (WS) take the time to listen and carefully assess the most complex of needs as well as the more straight forward concerns. An experienced practitioner will identify and address the social, environmental, and economic issues which are often key to improving the circumstances of the member both physically and psychologically. These non-clinical issues such as loneliness, stress and anxiety, financial issues, housing issues and homelessness, lifestyle issues and other lower level mental health issues can cause barriers to recovery and may cause significant stress to the individual and their family.

By addressing these wider determinants of health, the provision aims to reduce stress, anxiety and social isolation, improves recovery, health and wellbeing, utilises access to services and support, enables independent living, builds and promotes self-confidence, self-resilience and self management.

Utilising local and expert knowledge the practitioner may make supported referrals to other third sector, statutory organisations to maximise the members support network to help connect the individual in the community and provide short - and longer - term benefits.

What are the parameters around safeguarding?

In some circumstances there may be an obligation for the practitioner to inform the appropriate services if they feel there is a significant safeguarding risk. If this is the case, the service will also notify the local branch secretary. Members will be informed should this be the case



COPS – Care of Police Survivors – Riding for those who have died

Six members of Warwickshire Police taking to the saddle for COPS – Care of Police Survivors – Riding for those who have died

Police officers past and present will be riding from West Mercia Police HQ at Hindlip, where they join the West Midlands Chapter, and meet up with other colleagues from West Mercia, Staffordshire and West Midlands Police and then cycle the 200 miles to the National Memorial Arboretum, at Alrewas Staffordshire to take part in the national police remembrance service. The main chapter ride is between Friday 30th July and Sunday 1st August 2021.

The primary purpose of the Police Unity Tour is to raise awareness of Police Officers and Police Specials who have died in the line of duty. The secondary purpose of the UK tour is to raise funds for Care of Police Survivors, a U.K charity dedicated to helping the families of police officers who have lost their lives on duty, any sponsorship would be appreciated, the six riders have set up their justgiving pages as per below.

The Warwickshire Police 2021 Police Unity Tour cyclists are :

- **Insp Lucy Sewell** - <https://www.justgiving.com/fundraising/lucy-sewell8>
- **DC Rach Priestly** - <https://www.justgiving.com/fundraising/wprachelpu2021>
- **SC Ian Pursglove** -
- **Sam Watkins** - <https://www.justgiving.com/fundraising/samantha-watkins5>
- **PC Tom Stevenson** -
- **Keith Floyd** - www.justgiving.com/fundraising/Keith-Floyd3

Each rider wears a wrist band that contains the details of an officer who has tragically lost their life whilst on duty. Since its inception in 1997, the tour has grown from humble beginnings into a major international event. There are 12 regional chapters that will be taking part, and Warwickshire Police are part of Chapter 10 – West Midlands Chapter.



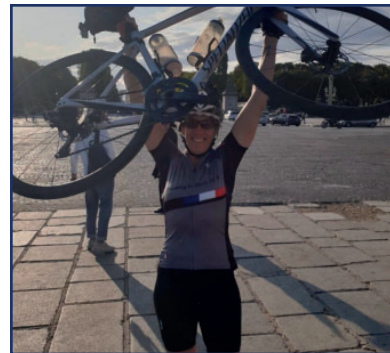
Insp Sewell said ***“This is my second Police Unity Tour and humbled by the opportunity to “Ride for Those Who Died!” I did the ride in 2019, and found it a great challenge both physically and emotionally. A highlight was meeting all the families of the police***

officers and handing over the bracelets we wear in memory of the officers, and then seeing the families again at the National Memorial Arboretum.”

DC Rachel Priestly of Rugby CID said ***“I am doing the ride in memory of our fallen colleagues across the country and look forward to being able to take part in the event this year to honour their life & raise money for this essential charity supporting the loved ones left behind.”***



Sam Watkins is a retired Rugby SNT Sgt and Warwickshire Police Federation Treasurer. Sam favourite past time since she retired is cycling. Sam said ***“I like to take on a challenge, and having served 30 years in the police service, and knowing people who have been helped by COPS, this seemed an ideal way of challenging myself and putting something in.”***



Keith Floyd is an ex-Inspector who served in Warwickshire between 1984 and 2005 before transferring to Northamptonshire, retiring in 2014. As a Warwickshire officer Keith was crewed for two years on the motorway with Stuart Ross. Keith and Stuart went on to become close friends and neighbours. ***“Stuart was tragically killed in October 1998 when the police helicopter he was an observer in crashed. We supported his widow Brenda after the accident and I hope she will be there at the National Memorial Arboretum.”***

Keith rediscovered his passion for cycling during lockdown one and has covered almost 7000 miles since. He completed the virtual event last year and is looking forward to the real thing in July.



Pay Yourself First: The Simple Way to Save Money

Do you pay yourself first?

Some say this is the key to saving money – but what does it mean, to “Pay Yourself First?” This is a simple savings technique that has been proven help people to change their behaviour and start building a savings habit.

It involves putting a certain amount of every pay day, straight into a savings account before you pay any other bills. Typically, a recommended amount is 10% of your net pay – however if you can afford more you may want to consider the 50, 30, 20 rule.

50-30-20 Rule

The 50, 30, 20 Rule is a savings strategy that helps you effectively save by dividing your take-home money into these three parts – fixed expenses (50%), flexible expenses (30%) and financial goals (20%).

The 20% for your financial goals are essentially your savings, such as emergency or savings funds. This is key to helping you prepare your financial future.

Saving: Straight from your pay

Salary sacrifice is a great way to ensure you "Pay yourself first". Most organisations have salary sacrifice savings schemes – to help their employees save.

Serve and Protect Credit Union work with over 30 Police Forces, the Ministry of Defence and HM Prison & Probation Service to help employees save and borrow with repayments straight from their salary.

Why not learn more about how you can start saving with Serve and Protect Credit Union today via: www.serveandprotectcu.co.uk.

Use our free budget planner via:

www.serveandprotectcu.co.uk/budget-planner

PART OF THE SERVE AND PROTECT FAMILY



www.warkspc

Know your rights.....Flexible working

Police officers are able to work flexible hours on a full or a part time basis. Do you know what you can and can't request? This gives information about your rights and responsibilities when applying for and when working flexibly in accordance with police regulations and determinations.

Matching demand

Flexible working is particularly valuable if you are a parent and/or you are a carer, but it can benefit a wide range of officers who need or want a better work/life balance at certain times in their career.

As women are more likely to be the primary carers, it is a particularly important option to give you the ability to combine work with your caring responsibilities. However, it is important for male officers to understand that they can also apply for flexible working if they have caring responsibilities or want a better work/life balance.

It is also useful for your force, helping it to meet the changing demands of policing at different times of the day, the week and the year.

Balancing needs

The key to agreeing a flexible working arrangement is to identify and balance your needs with those of your force. Both parties should give proper consideration to each other's needs so that you arrive at a mutually beneficial arrangement that enables your force to deliver 24/7 policing and you to have a proper work/life balance.

A positive approach

Forces should recognise that flexible working, including part time working, is a benefit to the force. It can help retain experienced officers who might otherwise have to leave and enable it to better match supply and demand and provide greater operational resilience.

Parental leave

Parental or other leave such as dependents' leave, special leave or career breaks can be used in combination with a flexible working arrangement. Currently, police regulations and determinations state that, subject to exigencies of duty and provided you have one year's service:

- You can have up to 18 weeks unpaid leave to look after each child under 5 or, if your child is disabled 18 weeks to look after each disabled child under 18.
- You can take this leave in periods of days with no limit on the number of days that can be taken in any one year.

Following publication of the Children and Families Act 2014, agreement was reached to extend the parental leave provisions. HOC 11/2015 states that regulations and determinations will be amended to provide for up to 18 weeks unpaid leave to look after each child under 18 but that in the meantime forces are encouraged to apply the extended parental leave provisions.

Right to request flexible working

Unlike the statutory right to request flexible working that is available to police staff colleagues, police regulations place no restrictions on you applying to work flexibly or to reduce your hours. You can apply to work flexibly under police regulations which places different considerations on your request:



- You are recruited to a police officer role, not a post, so it is your individual time commitment that is reduced or changed, not that of your particular post.
- You can be required to work in any post and/or at a place designated by the Chief Officer.
- If you work part time your hours of duty should be reviewed every 12 months.
- You cannot be required to work fewer hours or to increase your agreed hours.
- You can be required to stay on after your agreed hours and you may have your rest days or free days cancelled.
- If you work part time, you can return to work full time at any time, but in any event, within four months of your request to do so (unless you were recruited on a part time basis).

Individual shift arrangements

You can apply and work outside of the shift patterns operated by the force subject to the exigencies of duty. Requests for individual shift arrangements should be treated sympathetically and fairly.

If a force refuses a reasonable request for flexible or part time working, or if a part time officer is treated less favourably than full time, you may be able to challenge the decision under the Equality Act 2010 and/or the Part Time Workers Prevention of Less Favourable Treatment Regulations.

College of Policing guidance

The College of Policing issued guidance on “Flexible Working in the Police Service” in 2013. It provides advice on how to manage flexible and part time working arrangements.

In addition Home Office Circular 16/10 provides guidance on designing variable shift arrangements (VSAs), and includes reference to dealing with individual requests from officers who are unable to work particular shift patterns.

Force policy

Your force should have a policy on flexible working and a procedure for dealing with requests from officers. These should be developed in the light of police regulations and the College of Policing guidance and be equality impact assessed.

Dealing with requests

When considering applications for flexible and/ or part time working, managers should show that they have taken into consideration:

- policing needs
- the needs of the role
- your needs
- other limitations or help available
- any alternative solutions.

Forces are not required to provide you with whatever shift arrangement you want but they must be able to provide you with good reasons to justify any refusal.

“Flexible working allows forces to retain staff that may otherwise leave. I am clear that forces should be using College guidance to help them make local operational decisions to maintain a motivated and productive workforce who can give their best at work and at home.”

Theresa May, Home Secretary in a speech at the British Library on 2 December 2015



If you need any advice or support in relation to a Flexible Working Request, please contact your local rep or the main office.

Know your rights.....working away from home

Some of you will have been allocated to work at the G7

If so, you may find this useful

What will I get paid if I have to work away from home

A Changes to the arrangements for officers serving away from their normal place of duty (including on 'mutual aid' in another force area):



- These changes apply to those officers who are deployed away from their normal place of duty whether in or out of force a new 'Away from home overnight' allowance of £50 will be introduced and will be payable for every night on which an officer is 'held in reserve'.
- An officer is 'held in reserve' if he or she is serving away from his or her normal place of duty and is required to stay in a particular, specified place rather than being allowed to return home.
- An officer is not 'held in reserve' if he or she is serving away from his or her normal place of duty only by reason of being on a training course or carrying out routine enquiries.
- Payment of a new hardship allowance of £30 per night if 'proper accommodation' is not provided to an officer who is 'held in reserve. The definition of 'proper accommodation' is a single occupancy room with use of en suite bathroom facilities.
- The Secretary of State's approval for the existing mutual aid arrangements set out in PNB

circulars 86/15, 88/9 and 95/8 (often known as the 'Hertfordshire agreement') is withdrawn. Officers on mutual aid should now be paid in accordance with the determinations for the hours they work, including where applicable overtime and travelling time.

Keep us updated if you were asked to travel to work at the G7 and you encountered any issues. **Stay safe.**



What is a Police Covenant and how did it come about?

Covenant Timeline

July 2019: PFEW welcomed news that then Home Secretary Sajid Javid was supporting the creation of a Covenant for policing. He confirmed plans at the Police Federation's 24th annual Police Bravery Awards to recognise the sacrifice of serving and former officers. John Apter, National Chair of the Police Federation of England and Wales (PFEW) called the developments 'really good news for policing' and added: "The Police Federation has been campaigning for a Policing Covenant. We have argued that the Government can and should do more to protect our police officers and this is a significant step towards achieving that."



February 2020: Home Secretary Priti Patel announced the launch of an eight week consultation process. The consultation period sought the views of police officers, their families, and other stakeholders on how best to protect the physical health and wellbeing of police officers, as well as how best to recognise officers publicly for their bravery and hard work.

September 2020: Consultation published which found more than 90 per cent of respondents backed government plans for a police Covenant. Home Secretary Priti Patel said: "The police and the families that stand behind them deserve special recognition. I will put the police Covenant in law to ensure they will always have the support of the nation."



Police Covenant can protect health, wellbeing and support families

The Home Secretary has pledged to enshrine a Police Covenant in law, in a major win for the Police Federation of England and Wales.

Priti Patel outlined her commitment in a speech to the Police Superintendents' Association conference last September, following a successful campaign by the Fed.

It meant long-required legislation would finally be introduced as part of a Police Powers and Protections Bill and create a statutory duty to do more to support serving and retired police officers and volunteers.

So, what precisely did this all mean to Warwickshire Police Federation members? Well, it places a requirement on the Home Secretary and her successors to report annually to Parliament on progress with the Covenant. The focus will be on physical protection, health, wellbeing and support for families.

The move was the result of the campaigning by the Federation and our National Chair John Apter to ensure the welfare of officers, police staff and their families was placed under regular Parliamentary scrutiny. It followed a public consultation period of eight weeks.

"This Covenant will mean much more than words to serving or former police officers," Mr Apter said.



“It recognises the unique position they hold in society and the fact they very often put their lives on the line. The benefits will be welcomed by the entire police family.

Now it is nearing a reality, the government has pledged the Covenant will also acknowledge the sacrifices made by those who serve in police forces, either in a paid or voluntary capacity, as an officer or member of staff.

Warwickshire Branch Board fully support the work that has been done to get the Policing Covenant before Parliament. It is long awaited and will help give officers the support that they need throughout their career. We will keep you updated as this work progresses and bring you more information as we have it.

POLICE COVENANT

- The Police, Crime, Sentencing and Courts Bill 2021 introduces a duty on the Home Secretary to prepare and lay before Parliament an annual Police Covenant Report.

- A Police Covenant Oversight Board will be established, chaired by the Minister for Crime and Policing and include key policing representatives.

- The Board will develop a defined programme of activity and the work of this group will help to inform the Home Secretary’s annual report to Parliament.

- Initial priorities for the Covenant, identified through consultation will be: health and well-being, physical protection and support for families and each of these key issues will be addressed in the Police Covenant Report.

- The Covenant is expected to be an evolving concept that will change over time as new and emerging issues and priorities arise.

- The Bill amends the Assaults on Emergency Workers (Offences) Act 2018 to double the maximum penalty for common assault or battery committed against an emergency worker who is acting in the exercise of their functions. This will increase the maximum penalty from 12 months to two years’ imprisonment.

- The Bill amends the Police Act 1996 to allow the Police Federation to represent special constables appointed to police areas in England and Wales.

- Provisions in the Bill will introduce a new legal test that will compare a police driver to a peer with a similar level of training rather than a standard motorist.

- The scope of the Covenant will include all those working within, or retired from, policing roles, whether paid or as a volunteer. This includes police officers, special constables, police staff and community or police support volunteers.

- The Covenant will be based on the principle that people in these roles, or retired from, do not suffer any detriment as a result of working in policing.

- It will aim to ensure that every officer is able to access the same standard of Occupational Health support in every force.



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