



September 2018



The magazine of Warwickshire Police Federation



# PROTECTING THE PROTECTORS

## The reality of policing





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## In this issue

Chairs Forward	2
New National Chair announced	2
Police Federation Annual Conference	4-5
Warwickshire Federation Election Results	8-9
Protect the Protectors	10-11
Flint House	13
Changes to your Group Insurance Scheme	14-15
The Police Barred List and Police Advisory List	16-17
Police Maternity Leave & Pay	19

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# Chairs Forward

## Colleagues

I'm immensely honoured to have been confirmed as the Warwickshire Police Federation Chairman for the next three years. The support received has been humbling, thank you.

The team we have in your local Federation is focussed on representing you in Warwickshire. Myself, Steve Martin and all our Reps will continue to ensure your voice is heard. Moving forward we will continue to work with our Chief Constable and Police Crime Commissioner. This is something we do on a daily basis and it was a privilege to invite Mr Jelley and Mr Secombe to attend the recent National Police Federation Conference. There are more details about the conference within the magazine.

In all we do to represent you, we never forget the difficult work that you carry

out on a daily basis. The pressure, long hours and complex investigations, do not go unnoticed. As your local Police Federation we are proud to be police officers, we are proud to be Warwickshire police officers.

Next year, The Police Federation of England and Wales celebrates its one hundredth anniversary. Warwickshire Police Federation has been at the forefront regarding its reform. As your local Federation we will continue to be open, honest and transparent in all that we do.



Simon Payne  
JBB Chair



New Police Federation Chair  
John Apter

## New National Chair of Police Federation announced

The new National Chair of the Police Federation of England and Wales has been announced.

John Apter, former Chair of Hampshire Police Federation, has been confirmed as the first National Chair to be voted in by police officers up and down the country.

The 2018 elections were the first to take place under the new process recommended by the Federation's 2014 Independent Review.

John was one of two candidates in the running for the position – the other candidate being Phill Matthews who leads on Conduct and Performance for the Police Federation. John started his career in policing in 1992, working in response, roads policing and as part of a specialist team investigating road deaths, before being voted in as Chair of Hampshire Police Federation in 2010.

The National Chair plays a key role in the organisation – ensuring members' welfare and interests are voiced, acting as principal spokesperson and representing the organisation on a national level.

This was the first time members have been able to vote for their National Chair – a big step forward for the organisation.

John will take over from the current Chair Calum Macleod from Wednesday 1<sup>st</sup> August 2018.

**Comment from Simon Payne:**

*// I would like to take this opportunity to congratulate John in his election to Chair of the PFEW. This is the first election of the national Chair under the new regulations and takes the Federation into a new era. Warwickshire Federation would like to offer John good luck in his new role and we look forward to working with him. //*

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This year the Annual Conference covered a wide range of topics and welcomed the new Home Secretary Sajid Javid.

## Women In Policing Award

This award was presented to PC Tina Newman from Avon & Somerset Police by Holly Lynch, MP for Halifax. Tina received this award for her tireless to help women trapped in street sex work.



## DAY ONE

### IPCC now IOPC

This debate was about what changes were introduced when the Independent Office for Police Complaints was set up in January 2018.

The Independent Office for Police Conduct is a non-departmental public body in England and Wales which, which is responsible for overseeing the system for handling complaints made against police forces in England and Wales.

Phill Matthews, the Conduct and Performance Lead for PFEW, Michael Lockwood the Director General IOPC and Theo Walton the Head of Knowledge and Oversight for the IOPC were on the panel for this discussion.

## Protect The Protectors

This was an update about the progress in a bill currently going through Parliament which affords better protection for emergency workers against assaults and incidents that may occur when they are undertaking emergency response driving. There is more about this in a separate article in the magazine because it affects you in your day to day work.

Nick Smart, Chair for West Yorkshire Police Federation, Chief Constable Dee Collins from West Yorkshire Police, Chris Bryant the MP for Rhondda, Philip Davies the MP for Shipley and Holly Lynch the MP for Halifax were on the panel for this debate.

## Fatigue in Policing

This presentation covered the fact that Police officer fatigue is an increasing issue and should never be dismissed as being "just part of the job".

One the panels for this were Jayne Willetts, Roads Policing Lead for PFEW, Adrian Smiles, Health & Safety lead for PFEW and Dr Paul Jackson who has undertaken research in relation to fatigue related impairment.

A more detailed article is included in this magazine because of the impact it has on your day to day life and your family.



## Women standing Shoulder to Shoulder

Hosted by Hayley Aley, Equality Lead and Sam Roberts, Chair of Women's Reserve for the PFEW, the session celebrated achievements for women in policing. Holly Lynch, Labour MP for Halifax gave her experiences being a successful woman in the corridors of power and the challenges she has faced. Annita Clarke provided a motivational coaching session and Employment Lawyer Emma Hawksworth spoke about her experiences working closely with PFEW women over the years and why it's important for women to have a voice.



## Protecting Our Streets

This debate covered whether Stop and Search reduce knife crime.

Simon Kempton the Operational Policing lead for PFEW, Roger Pegram the Vice Chair for the Society of Evidence - based Policing, Andy Simon the Chief Executive of Capital Conflict Management and Sheldon Thomas the Chief Executive for Gangsline were on the panel for this debate.

## DAY TWO

### Pay and Conditions Question Time

This allowed delegates to ask questions linked to current Pay and Conditions.

On the panel for this were Andy Fittes the General Secretary of PFEW, Dr Joan Donnelly, Head of Research and Policy for PFEW, Chief Constable Francis Habgood lead for pay and conditions on the NPCC and Ron Hogg, PCC for Durham and the workforce lead for the APCC.

### Keynote speeches

These were by Calum Macleod Chair of PFEW and the Rt Hon Sajid Javid.

### Detectives in Crisis

This looked at the national shortage in Detectives. On the panel were Martin Plummer, Chair of the Police Federation National Detectives Forum and Chief Constable Matt Jukes the lead for Investigator Resilience on the NPCC.

## Protecting Our Communities

This debate looked at whether the reductions in neighbourhood policing had impacted on the services ability to tackle terrorism.



Calum McLeod  
Chair of PFEW

One the panel were Simon Kempton the Head for Operational Policing for PFEW, Chief Constable Simon Cole the lead for Local Policing on the NPCC, Jack Dromey the MP for Erdington and Amanda Morris and outreach worker for the Muslim Council of Britain.

### A career in Policing, living the dream or killing it?

This debate centred on the fact that research has shown that research conducted by the Police Federation found the majority of new recruits join the service with the intention of staying for life, but after five years only a third still see it that way.

Hosting this debate were Dave Bamber the College of Policing lead for PFEW and Dr Fran Boag-Munroe a research practitioner for PFEW.

### Taking the Federation Forward

This looked at given all the areas covered during the Conference how should the Federation move forward to remain representative for its members.

Involved in this debate were Andy Fittes, Hayley Aley, Jim McAuslin the Advisory Group for PFEW and Tim Packham the Treasurer for PFEW.

In his final remarks when closing Conference, Calum Macleod thanked everyone for their contribution and said he looks forward to seeing positive action following the Home Secretary's promises.

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# Warwickshire Federation Elections Results

As you are no doubt aware over recent months there have been on going elections to select your workplace council representatives and also the local board. Firstly, can we thank everyone who took the time to vote. This was the first election under the new structure following the Normington review and so it was important that you had your say about who represents you over the next three years.

The first set of results were published on 26<sup>th</sup> March 2018

<b>Eligible Voters :</b>	773
<b>Votes Cast:</b>	228
<b>Turnout:</b>	29.5%
<b>Seats:</b>	20

## SUMMARY DATA

Rank	Candidates Elected
Constables	11
Sergeants	5
Inspectors	4

Protected Characteristics	Candidates Elected
Female Officers	3
BME Officers	4

Following the elections we had to manage a couple of resignations and so your new council is as listed:

## ELECTED FULL TIME REPRESENTATIVES

Steve Martin	- Secretary
Simon Payne	- Chair

We are lucky in Warwickshire to have had six new representatives elected. This helps ensure that the staff available to represent you have a wide range of knowledge across all areas of policing and also will help bring new ideas to the council and how it operates.

We currently have two vacancies on the Branch Council and are keen to fill these. If you are interested in being a Branch Council member or you have any queries about the role please do not hesitate to contact the office. We would also like to increase the number of female representatives to ensure the board represents the frontline officers and would welcome applications from Females officers ranked from Constable to Chief Inspector.

## ELECTED COUNCIL MEMBERS



Simon Payne  
Chair



Steve Martin  
Secretary



Tony Hibbert  
Vice Chair



Lee Maughan  
Treasurer  
& Deputy  
Secretary



Liam Barry  
H&S lead &  
Trustee



Stuart Hinton  
Trustee



Jill Atkinson  
Uniform &  
Equipment  
lead



Ross Campbell  
Equality lead



Lee Kemp



Collette  
O'Keefe



## ELECTED AS WORKPLACE REPRESENTATIVES



Jill Atkinson



Warren Ayers



Tony Hibberta



Stuart Hinton



Liam Barry



Lee Kemp



Lee Maughan



Zaid Khan



Mark Calvert



Ian McLeod



Imran Ghouri



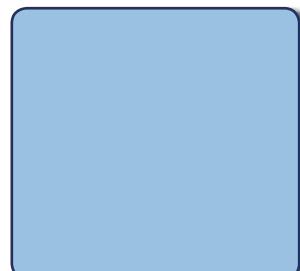
Bal Gill



Gavin Parrott



Tony Lampard



Elliott Butler



Ross Campbell



Ben Davis



Collette O'Keefe

*If you need any advice or representation from the Federation please contact one of your Workplace Representatives and they will be able to assist with your query.*

# Protect the Protectors



Protect the Protectors is a multi-faceted campaign that you may have heard of which is seeking to safeguard the physical and mental wellbeing of police officers. The campaign is seeking tougher sentences for those who assault police officers and other emergency services, in addition to ensuring officers have the right protective tools and equipment and, in the case of responders, are not unfairly prosecuted for exceeding speed limits. British Transport Police and the Prison Officers Association (POA) are working alongside PFEW to get lobby for these legislation changes.

Assaults on police officers are sadly commonplace. A recent survey suggests there were more than two million unarmed physical assaults on officers over 12 months, and a further 302,842 assaults using a deadly weapon during the same period. These figures estimate that an assault on a police officer happens every four minutes. These attacks should never be accepted by society as 'part of the job'.

The campaign is looking at a number of areas:

- a change in legislation
- tougher sentences
- better training and access to equipment
- more accurate data on police assaults
- improved welfare support
- more consistent reporting of assaults on emergency services (as these are vastly under reported)
- training and access to body-worn video, Taser and spit and bite guards.

We thought this was an ideal opportunity to give you an update on how the two pieces of legislation that will afford you some protection are progressing.

The Assaults on Emergency Workers (Offences) Bill Rhondda MP Chris Bryant's Assaults on Emergency Workers (Offences) Bill went before Parliament on 20 October to create a new offence of assaulting an emergency worker. There was unanimous cross-party support and the Bill has subsequently passed through the Commons and received its first reading in the House of Lords on 30 April 2018.



Chris Bryant  
MP

This legislation would not only create the new offence of assaulting an emergency worker, it would also provide new sentencing guidance for courts and now powers to take bodily samples from suspects. An example of this would be the power to compel a suspect who has spat at an officer to undergo blood tests to confirm what health risks they pose to the assaulted emergency worker.

In England and Wales there are currently specific offences of assaulting on-duty police officers, prison officers, and immigration officers. Each of these offences is triable only in the magistrates' court and carries a maximum sentence of six months' imprisonment and/or a fine.

These offences are broadly equivalent (in terms of seriousness and injury caused) to the general offence of common assault and battery. Assaults resulting in a more serious level of injury would usually be charged as one of the more serious general offences against the person.

It is not currently a specific offence to assault other emergency workers or NHS staff. Again, such assaults would instead be prosecuted using one of the general criminal offences against the person.

Current sentencing guidelines take the fact that a public servant has been assaulted as an aggravating factor. Leading up to this bill being presented to the House of Commons there have been a number of calls for change to the law in England and Wales, in particular to introduce specific offences covering other emergency workers and healthcare workers (as is the case in Scotland), to increase the maximum available sentence and to cover more serious types of assault.

PFEW has a fundamental problem with the leniency in terms of sentencing in Clause 1 of the bill as it currently stands. The sentencing proposed is, at first glance, an improvement at 12 months. Whilst this would be an improvement for the sentencing available for common assault and battery for other emergency workers it actually provides little change to the sentencing provisions for police officers who have been assaulted. To ensure police officers get increased protection through sentencing guidelines PFEW is asking the Government to consider amending the bill to include a provision that will increase the maximum sentence to 24 months rather than the current 12 months.

**PFEW** are also concerned that a sexual assault against an emergency worker is not being included as sexual assault is already a serious crime. The Government's stance is that this would be creating a two tier system in relation to sexual assaults based on whether the victim is wearing a uniform or not. However, The Federation believes that some emergency workers are sexually assaulted because they are wearing a uniform which is why they continue to campaign for it to be listed offence.

## Emergency Response Drivers

Legislation as it stands leaves police officers vulnerable to prosecution any time they engage in pursuit or response drives. This is because there are no exemptions that take into account the high level of specialised driver training officers are given. All driving standards are measured against that of a non-police trained "competent and careful driver".

Officers across the country have faced prosecution for their actions on the road while attempting to prevent criminals from injuring members of the public. National Board member Tim Rogers is leading the Federation's campaign for an appropriate legislative change.

According to the law, 'dangerous driving' includes speeding, ignoring traffic signals, or overtaking dangerously. There can also be liability for causing others to drive dangerously. Officers who have engaged in pursuits or response drives have, in the past, been charged with dangerous driving, even if no complaints were made, and no one was injured (the outcome is not the matter that should be considered although it almost always is the catalyst).

Police drivers are trained to the College of Policing standard. However this standard is not supported by the current law.



Tim Rogers Region 3 Regional Rep PFEW & Henry Bellingham

In June 2017, fresh guidance was issued to by the **PFEW** to forces, reminding drivers to ensure that their driving remains within the law.

This guidance was issued as the wait for a change in legislation goes on. It does not tell drivers not to engage in emergency drives, but reminds them of the risks they may be taking. Every year the Federation receives numerous requests for assistance from members who are being pursued for on-duty driving-related matters, and end up in court simply for following the training they have been given.

The Police Federation is campaigning for an appropriate legislative change that reflects the high standard to which Police Officers are trained to be taken into consideration. We are being supported in this by senior backbench MP, Sir Henry Bellingham, who introduced his Emergency Response Drivers (Protections) Ten Minute Rule Bill in Parliament on 20 December 2017.

Sir Henry cited a number of examples including the case of PC Richard Jeffery, a Norfolk officer who pursued a stolen car with a drunk driver who was four times over the limit at the wheel. The vehicle crashed and the driver was killed. PC Jeffery was suspended and remained under notice he could face a disciplinary panel over gross misconduct for almost a year.

Sir Henry said: *"The key point is that the Crown Prosecution Service and the IPCC could not look at the extra training and expertise of the police officer. This officer faced a dilemma. He could easily have said, 'It's the end of a long day, I won't take the risk, I'm going back to the police station'. What would have then happened if this car, which was being driven by a driver four times over the limit with broken lights and on a wet road, had gone off the road and killed several people? He would have had that on his conscience forever, so of course his training kicked in, as one would expect."*

He told MPs about the case of a police pursuit commander who has been suspended for 18 months (so far) and forbidden from leaving his home for more than three days. And a separate case where a moped rider "doing wheelies and going up the wrong side of a dual carriageway" was injured and the police officer pursuing was investigated for grievous bodily harm.

Sir Henry added:

*// The driver recovered from his head injuries very quickly, and two weeks on was committing further crimes, while the police officer, who was doing his duty, ended up being suspended. There are many other cases, but what runs through them is the significant impact they have on the officers, who are doing their duty to and serving the public, and the forces.*

*The Home Office guidelines are not working. Time and again, the IPCC takes the view—perhaps while wrapped up in the emotion and under a lot of pressure from families—that it should take action, but it says, 'We won't deal with it, we'll let the courts look at it'. That, I think, is a cop out. It is quite wrong that these officers are being prosecuted in this way. //*

Sir Henry assured MPs that his Bill is not a charter for blue light drivers to act irresponsibly but would protect officers who are following their training and exercising their professional judgment. The Bill was accepted with cross party sponsors and no dissent.

This bill is still progressing through Parliament, progress of it can be monitored through the **PFEW** website.



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<sup>††</sup> Access to eligible breakthrough cancer drugs and treatments often before they are available on the NHS or approved by NICE as long as they are evidence-based. With Bupa cancer cover, there are no time limits and all your eligible treatment costs are paid in full for as long as you have Bupa Insurance. This is for eligible treatment on your core health insurance when you use a facility from your chosen Bupa network and a Bupa recognised consultant who agrees to charge within Bupa limits (a fee-assured consultant).



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35-54	£63.31	£126.63	£155.84	£97.40
55-64	£75.49	£150.98	£189.95	£116.88
65+	£170.45	£340.92	£340.92	£267.86

\*Available to eligible current and retired police employees. For a couple or family, rates will be based on the main applicant's age. The annual cost for your policy year will be given in your quote. Monthly rates shown will be reviewed on 30 November 2018 and any changes will then apply to renewals and new quotes taken out after that date. Quotes are valid for 14 days. All policies under this scheme renew on 1 December each year and depending on the month you join the scheme, your initial period of cover may not be a full year and your subscription rates and benefits may change on 1 December each year. Rates are inclusive of Insurance Premium Tax which may be subject to change.

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DC Sara Skinner

In early May I had a routine operation to repair a Hernia in my stomach. The recovery was slow and I was shocked to be in a lot of pain and unable to exercise. Prior to the surgery I spoke to my surgeon about Flint House and the potential benefits. He explained that I would benefit from Physio and targeted exercise to strengthen and repair the muscles damaged in surgery. I completed the relevant forms and arranged to attend 4 weeks post-surgery.

Having arrived on the first day with a protective hand across my stomach I was surprised to find myself doing abdominal exercises by the end of week one and running by the end of week two. I also benefited from massages to the scar tissues which had begun to form "gristle" and would have caused pain and discomfort if gone untreated.

This is my third visit to Flint House in my 9 years of service. This first time was after I was assaulted and broke a bone in my finger which required surgery to "screw" the bone back together. Prior to my visit I had lost strength in my hand and was unable to make a fist or grip onto anything. I was warned by my surgeon that a return to front line policing might be out of my grasp. After attending Flint House I regain 90% strength in my hand and after a visit to Occupational Health I was signed back to reactive duties.

My second visit was to access the Health and Wellbeing services provided by Flint House. Not many people know that's why I went and I am certainly not ashamed to admit it, quite the opposite. After I was assaulted in April 2015 I suffered an injury to my back and eye. During a visit to Occupation Health it was clear that not only was I suffering physically but it had also had an effect on my mental health. I was referred to Flint House and I during my stay I was taught techniques to help with the day to day stresses of life and also addressed issues around the traumatic death of my sister which happened a decade ago. While there I was involved in both group and one to one therapy sessions, breathing exercises, Pilates and aromatherapy. All of which I still use day to day.

If you are suffering from any sort of anxiety or mental health issues I would strongly recommend accessing the services that Flint House provide. We deal with an unimaginable amount of trauma, stress and hurt and that's just the hours we are at work. It is a cliché to say *"It's ok to not be ok"* but there is no truer saying when it comes to our Mental well-being.

I am writing this to hi light a service we as Police Officers can access for a very small amount. I have never noticed the minimal amount that leave my wages each month and now for the equivalent I couldn't buy my lunch or a

# FLINT HOUSE



weekly Coffee. I know there is always the questions of paying but never using it. We pay for gadget insurances', travel insurance, pet insurance, breakdown cover etc. and often we don't use it but when we do have to access it we are grateful for doing so. I see Flint House as exactly the same and I fully expect that over the course of my career I will have cause to access the facilities again.

Finally never be ashamed to say that you are going to Flint House, for whatever reason. You generally find any negative comments come from people who have never had to go there, which they should be very grateful. By paying in you are not only supporting yourself but all your colleagues and taking the strain off the NHS. A win win in my eyes.

## The Police Rehabilitation Centre (Flint House) – Cessation of 12 Month Rule

The Board of Trustees of the Police Rehabilitation Centre (Flint House) have agreed, that with immediate effect, officers who donate to Flint House with a declared pre-existing condition will not have to wait 12 months to receive treatment.

The Board recognised that the 12 month rule is a potential hurdle to timely treatment for both physical and mental health conditions and that Flint House needed to evolve to meet the needs of those officers who require support.

To streamline the procedure and to make it less burdensome of Pay-roll Departments all new donors will now "sign-up" directly to Flint House via a form that can be accessed on the Flint House website.

[www.flinthouse.co.uk](http://www.flinthouse.co.uk)

# CHANGES TO YOUR GROUP INSURANCE SCHEME

Following a competitive tender process, your Group Insurance Scheme provider will be changing to Philip Williams & Company from 1st May 2018. This newsletter will hopefully answer some of the questions that you may have about this change:

## Why is the change taking place?

Periodically, the Trustees of the scheme invite all the providers in the Police Group Insurance Market to submit a written tender to manage the scheme on our behalf for the next three years. We meet with all the providers and, following their presentation, consider what they have to offer in terms of price and service to our members, and appoint the company that we feel will best meet our needs.

## Who is Philip Williams & Company?

Philip Williams and Company are a privately owned company who have been providing Group Insurance Schemes to Police Officers for over thirty years. They currently operate Group Insurance Schemes for more than 30 Police Forces across the country.

What will be the new price of the Group Insurance Scheme?

The price of the new scheme is as follows:

- Serving member £26.50
- Partner of serving member £9.50
- Retired member under 65 £27.00
- Retired member 65–69 £29.00
- Retired Partner under 65 £8.50
- Retired Partner 65–69 £8.95

## What will be the new price of the Group Insurance Scheme?

The price of the new scheme is as follows:

- Serving member £24.80
- Partner of serving member remains unchanged at £4.49

## My current partner is also a Police Officer and we are both in the scheme. Doesn't this mean we are paying twice for some products?

We were very conscious that a number of products provide family cover, including cover for vehicle breakdown, Red Arc, and the new mobile phone and travel policies. We have therefore agreed with the insurers where two police officers reside together as partners and are both in the scheme, one member can apply to the Federation Office for a discount to be applied. The discount is £6.00 per month and therefore one member will pay £20.50 with the other member paying the full price.

The discount is only available upon application, and cannot be paid retrospectively, as premiums will have been paid to the insurer. Members must notify us if there is a change of circumstances which would mean that they are no longer eligible for the discount and there will be an annual check to confirm continued eligibility to this rebate.

## What differences will I see to my policy?

Most of the benefits remain the same as those currently provided in the scheme. However, the change to Philip Williams & Company does mean that the various insurers will change. New documentation will be provided to

highlight the scheme benefits and claims process.

## If I have an existing claim who will pay this?

If you have a claim that commenced prior to 1st May 2018 then this will be met by the existing provider. If your claim commenced after this date then the insurers under the new scheme will meet the claim.

## I am due to travel on holiday at the end of April, and not return until after the commencement of the new provider?

If your holiday starts prior to the 1st May, then your existing travel policy covers you for the whole period of your holiday. Only those travelling on or after the 1st May would need to take the new travel policy.

## Are there any new or increased benefits?

As a result of the change there have been the following improvements to the policy:

- Life Insurance cover has increased to £125,000
- Critical Illness cover has increased to £15,000
- Sick Pay will be paid at 20% of scale pay for up to 26 weeks
- Significant improvements have been made to the Travel Policy but most notably:
  - Relaxed medical screening
  - A new stranded passenger benefit which gives access to an airport lounge in the event of your pre-registered flight being delayed for more than two hours

The Motor Breakdown provider is changing to Call Assist. They are a large national company who operate schemes for a number of large insurers. Their service has been recognised by Auto Express and Which Magazine as the best service provider for motor breakdown in the UK. They use local vehicle recovery operatives, and the following enhancements not in your current RAC policy are included in their cover:

- Cover for the breakdown of a caravan or trailer
- Full cover for mis-fueling incidents including the cost of draining the tank, plus lack of fuel.
- Cover following an accident, theft, vandalism or fire
- Cover for lost or broken or keys that are locked in your vehicle

We also have improved terms for legal expenses cover and an extended service from Red Arc Care Service, which gives you and your family access to a personal nurse advisor for support for a variety of conditions, including stress at work. Finally Gadget cover will be replaced by mobile phone cover for members and partners. We have made this decision as around 95% of all our claims have been for Gadget Cover and the new mobile phone policy has fewer restrictions than the previous policy.

A summary of all the terms of cover will be in the policy booklet, and full policy wording will be available on our website. However, we will also be providing further information, by means of a regular newsletter, on each of these benefits over the coming months. This will ensure members understand the full range of cover available.

# CHANGES TO YOUR GROUP INSURANCE SCHEME

## WARWICKSHIRE POLICE FEDERATION GROUP INSURANCE SCHEME

EFFECTIVE FROM 1 MAY 2018

Specifically designed for those working in the police service

COVER	TYPICAL MONTHLY HIGH STREET PRICE	GROUP INSURANCE SCHEME
Life Insurance £120,000	£15.00	Included
Critical Illness £15,000	£11.00	Included
Legal Insurance and Identity Theft	£4.00	Included
Worldwide Family Travel Insurance	£27.50	Included
Motor Breakdown Cover (Europe) including home start and relay	£27.00	Included
Mobile Phone Cover (member & partner)	£17.00	Included
Income Protection/Half pay Cover	£30.00	Included
Accident Benefits	£7.50	Included
Court Compensation Benefit	Not Available	Included
Red Arc Independent Care Advisory Service	Not available	Included
Child Critical Illness £3,000	Not available	Included
Child Death Grant £3,000	Not available	Included
<b>TOTAL MONTHLY COST</b>	<b>£139.00</b>	<b>£26.50</b>

This is a bespoke Insurance Scheme designed specifically to offer our members the best, most comprehensive cover at the most competitive rates available. As you can see, even disregarding the many extra covers not available on the High Street, your scheme gives you **tremendous value for money!**

## THAT'S AN ANNUAL SAVING OF £1,350.00

ALSO AVAILABLE TO POLICE STAFF

If you're not already in the scheme,  
contact the Federation Office to join on

# 01926 684 323



# The Police Barred List and Police Advisory List

Following Home Office proposals for the reform of Police Discipline, there has been a recent significant change in regulations regarding the resignation and retirement of Police Officers who are subject of misconduct proceedings.

In January 2015, the then Home Secretary Theresa May announced that police officers facing misconduct proceedings must remain in their positions until the outcome, if the possible penalty was dismissal from the force. This led to some officers being prevented from retiring for years after their effective retirement date. New regulations that form part of the Policing and Crime Act 2017 came into force on 15th December 2017.

The new regulations will allow Police Officers to retire or resign while under investigation.

The previous regulation meant forces continued to pay officers under investigation for gross misconduct while they are suspended or on restricted duties, regardless of if they wanted to leave policing.

Police Federation of England and Wales General Secretary, Andy Fittes, said:

***//The existing rules did absolutely nothing to serve justice; they wasted money and resources when many matters could have been resolved far more quickly. //***

Other parts of the Act also include the establishment of a Police Barred List and a Police Advisory list, which are to be managed by the College Of Policing.

The barred list is a publicly searchable database that will hold information on former officers who were dismissed for gross misconduct from policing and therefore banned from serving in the service again. Anyone on the list will remain on the database for five years.

The advisory list will retain information on officers, staff or specials that either resign or retire while under investigation.

PFEW still have concerns about how the two lists will operate in practice but are working with the College Of Policing and Chief Officers to ensure that officers are treated fairly.

## So what are the Police Barred List and the Police Advisory List...?

The Police Barred List is a list of all officers, special constables and staff members who have been dismissed from policing after investigations under the Police (Conduct) Regulations 2012 or Police (Performance) Regulations 2012 as well as the equivalents for police staff.

Individuals will remain on the Barred list indefinitely, unless they win an appeal against their dismissal or make a successful review application, where they would have to provide clear evidence as to why they were now suitable to re-join policing. Reviews cannot be requested for a minimum of 3 years for performance matters, and 5 years for conduct matters. Even a successful review does not guarantee a return to policing; the individual concerned would have to successfully apply for a post and pass vetting, just like anyone else would.

The Police Advisory List is a list of all officers, special constables and staff members who have resigned or retired during an investigation into a matter that

could have resulted in their dismissal, or who leave before such an allegation comes to light. They will remain on the Advisory list until the outcome of the investigation is determined. This list also includes designated volunteers who have had their designated status withdrawn due to conduct or performance matters. Individuals on the advisory list will be able to apply for review of their status after 5 years in all cases and the College will make this decision based on whether it is appropriate to remove the individual.

## What is the purpose of the lists?

The Barred and Advisory lists have been introduced as part of the Government's commitment to improving police integrity. The lists will increase the accountability of those who are dismissed from policing, ensuring that these individuals are not able to find positions within policing again. They also aim to further the transparency of the police discipline system by publishing the details of these individuals where appropriate. This will help raise the public confidence in the police.



Insp Steve Martin, Secretary WPF



## How will the lists work?

Where an individual has been dismissed, the force will send a report, containing information set out in Regulations, to the College of Policing. The College will then update the barred list with those details. The same process will be used for the advisory list.

The College will make decisions on whether it is appropriate to publish the information on the barred list, taking into account national security, other ongoing investigations and any significant harm which may be caused to the individual or others. In the vast majority of cases, we expect that the information will be published.

## Who has access to these lists?

Home Office police forces in England and Wales; Offices of Police and Crime Commissioners; Her Majesty's

Inspectorate of Constabularies and Fire & Rescue Services; and the Independent Police Complaints Commission (soon to be the Office for Police Conduct) are all required to check whether an applicant is on the lists, prior to employing or appointing them. If they are on the barred list then they must not employ them; if they are on the advisory list, then they must consider the information regarding why they are on the list as part of the vetting process. In order to do this, appropriate HR and vetting staff in these organisations will have full access to the Barred and Advisory lists published on a private information site for this purpose.

Both lists are held and administered by the College of Policing.

If you wish to know more about how the lists are administered and how the information is retained in line with data protection this can be obtained from the College of Policing website.

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# Maternity related absence and commencement of police maternity leave and pay

Following a recent circular in relation to Maternity related Absence and Commencement of Police Maternity Leave and Pay, a number of Forces have been wrongly commencing Police Maternity leave for officers resulting in those individuals incurring a financial loss.

This issue is occurring when an officer is absent within four weeks of her Expected Week of Child-birth (EWC) due to a pregnancy or childbirth related matter.



## Statutory maternity leave and pay

Officers are not entitled to statutory maternity leave but are entitled to SMP. The basis of the law for maternity benefits is the Social Security Contributions and Benefits Act 1992. The detailed

rules are set out in the Statutory Maternity Pay (General) Regulations 1986.

It appears that some forces are incorrectly starting an officer's police maternity leave and pay. PFEW's view is that police maternity leave commences on the day that the officer notifies the force that she wants it to start. A force cannot alter the date.

In contrast, a pregnancy or childbirth related absence within four weeks of the EWC will automatically trigger statutory maternity pay (SMP). This will start the day after any day on which an officer is absent for a pregnancy or childbirth related reason.

If a force incorrectly starts an officer's police maternity leave and pay without her consent, not only will this mean that the officer's period of leave will end earlier than planned, it is likely that there will also be an underpayment.

The provisions governing police maternity leave and pay are set out in the following Police Regulations 2003 and accompanying determinations:

- **Regulation 33, Annex R – police maternity leave (PML)**
- **Regulation 29, Annex L – police maternity pay (PMP)**

There is no provision for either PML or PMP to commence earlier than the date on which the officer has notified the force that she wishes her PML to start. The only exception to this is if the officer herself wishes to amend the date by virtue of Regulation 33, Annex R, paragraph (6). The force cannot change the date.

It is these regulations that provide for the start date of an SMP period to change. For instance, regulation 2(4) states that where an employee is absent from work wholly or partly because of pregnancy or childbirth on any day falling on or after the beginning of the fourth week before the EWC, the SMP period will start on the day after the first day of absence. Therefore, where an officer gives birth early or is absent due to a pregnancy or childbirth related issue during the four week period before her EWC, the officer's SMP only will be triggered. PML and PMP will start on the date that the officer has said that she wishes it to commence.

If you feel that your maternity pay has been commenced too early then please contact the office for advice.

There is lots of information and guidance on the force intranet about maternity regulations, the risk assessments that should be done to keep you safe during your pregnancy and the Keep In Touch days for the period of time that you are away from the organisation. Through the Federation there are useful advice leaflets available for Maternity and Adoption related matters and also information available for Fathers and Partners. Please contact the office if you would like one sending out to you.

It is important that you contact the Federation Office when you know that you are going onto a period of Maternity leave or Adoption leave so that we arrange for all Federation and if appropriate, Group Insurance cover to continue.

# 988%

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