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2023 Pay Award 7%

2024 Pay Award 4.75%

2025 Pay Award



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Chairs Foreword

A Message from the Chair

My priority as your local Chair is to help secure the best pay and conditions for officers going forward.

I have not been shy in echoing this on the national stage.

I will continue to do everything I can to get you the pay award in 2025 that reflects the unique roles you all do.

I will not hesitate when asked what that pay increase should be. 10%, full stop. End of story.

No ifs, no buts, the pay award for 2025 has to be in double figures.

Equally I'm of the view that locally we need to better manage risks. Be that in crime investigations or the numbers of officers on duty daily.



Simon Payne
JBB Chair

We have to get away from the idea that every crime has to be investigated to the nth degree before it is filed.

Preferred staffing levels on Response need to be rethought, that balances safety with the numbers of officers on duty during a 24 hour period.

The routine cancelling of rest days, coupled with regular duty changes must not continue as part of normal daily business to prop up numbers on Response.

Simon Payne
Chair of Warwickshire Police Federation

Swearing Allegiance to Queen and King

Recently two officers had the unique experience of swearing allegiance to both a King and a Queen.

Two Inspectors, Steve Martin, who is Secretary of Warwickshire Branch Board, and Mick Huntley both swore allegiance to the Queen Elizabeth when they first joined. Because of personal circumstances they have also recently sworn allegiance to King Charles. This is an iconic moment that very few officers get to experience.



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I was honoured to attend the 29th Police Bravery Awards with Sgt Adam Skelsey and his guest.

The awards are held in London each year, each federation can put forward a nominee or nominees from an incident from their force area. The nominees are selected from the internal award system where they have been nominated by their supervisor, or from federation reps knowledge of incidents that have happened in force. Checks have to be completed to show the incident is not subject to any pending court proceedings.

The day started with Adam and his guest attending 10 Downing Street for a reception. All the nominees are taken through number 10 and into the garden. They get to speak to the Home Secretary Yvette Cooper and the chair of the federation. Adam was also lucky enough to have a look around some of 10 and 11 Downing Street. The event was also attended by the DCC Alex Franklin-Smith and Philip Seccombe who both support the event

The event itself is extremely well organised and presented by Mark Durden-Smith. During the evening the regional nominees are read out and the winner's for each regions story is then presented on large screen. The events are laid out and the body worn video of the incident is played for all to see.

This highlights the bravery of all the officers and horrendous situations they were faced with.

Although Adam did not win, he faced danger like all the officers.

Adam had seen a wanted male while off duty who is very elusive. Adam had grabbed the male who was not on his own. Adam was assaulted but refused to give up and continued to pursue the male and caught him again. This resulted in a further assault and the male escaping. Adam then co-ordinated the police who attended and the male was arrested for a knife point robbery among other offences.

PS Skelsey's relentless drive to apprehend the male on his day off, even in the face of assault and without protective equipment or a radio, exemplifies his extraordinary dedication to policing and protecting the public.

Once all the regional awards have been presented an overall national award is presented which was won by the Met where 2 officers were slashed by a male for no reason.

Despite the horrendous incidents the presenter manages to make you laugh through the event and is not scared of creating humour from MP's and Chiefs alike.

The event really highlights policing and the acts of bravery committed by police officers up and down the country on a daily basis.



Deputy Chief Constable Alex Franklin-Smith, who attended the ceremony along with Andy Morrissey, Warwickshire Police Federation Vice Chair, and Philip Seccombe, Police and Crime Commissioner, commented: "As a force, we're so proud of PS Adam Skelsey. Whilst he didn't win the regional award, the act of courage and bravery he showed in apprehending an offender whilst off duty was quite remarkable, and testament to his commitment and dedication to keep the public safe."

As a Federation we would like to express our thanks to all the officers in Warwickshire who put their safety at risk each time they place themselves in the way of danger in order to protect the public.

Stay safe everyone

Andy Morrissey
Vice Chair

Group Insurance Scheme 2024 – 2025



We are pleased to announce that your Group Insurance Scheme has been renewed with effect from 1st September 2024 with only small increases in subscriptions required.

Member Subscription	£31.50
Spouse/Partner	£10.00

The new scheme benefit booklets will be sent out to you as soon as they are finalised and will be available on the website.

The trustees of the scheme have negotiated the following enhancements:

Personal Accident benefits

Dog Bites now come under the assault benefit, this includes officers being bitten by police dogs as well as dogs owned by members of the public.

We have also clarified new definitions under On Duty powers of arrest to make it clearer for people about whether they can claim or not.

Hospital Benefit definition has been extended to cover Psychiatric Wards.

Travel

Full cruise cover which includes missed departures, confinement to cabin etc has been agreed, which is something that has been sadly missing historically.

Legal Expenses

Legal Expenses Cover has also been moved from Arc to Temple Legal, new contact numbers are in the booklet. This will not affect anyone who currently has an ongoing case which will of course remain with Arc until it's conclusion.

Are you making the most of the Group Insurance Scheme?

Many of you are members of the Group Insurance scheme. The benefits such as Travel and breakdown are widely used but there are many benefits that are not being used.

Unsociable Hours

For example, did you know that if you are injured or sick and unable to do your usual role you are able to claim for some of the Unsociable Hours payments that you may have lost? This is really useful as many people rely on the additional pay from Unsociable Hours as it is part of their regular income.

Hospitalisation

If you have to be admitted to hospital overnight for an accident or emergency then you can claim £50 per night for up to 7 days. This is useful to help cover costs of hospital car parking for relatives visiting you.

Court Compensation Award

If you are assaulted on duty and the court awards you compensation from the offender, you are entitled to claim any unpaid compensation through the Group Insurance if the offender has not paid within 6 months of the date the compensation was awarded. This ensures that if an offender fails to adhere to a court order, you don't lose out.

GP24

The GP24 section of the Group Insurance offers a wide variety of benefits for all the family. This includes video consultation with GPs if you cannot get an appointment at your own Drs. They can also issue FIT notes and there is an online health and well-being portal. Please make use of this as we have had really good feedback from the whole service.

If you have any queries, please contact Philip Williams and Company by emailing enquiries@philipwilliams.co.uk or contact the Federation Office at gill.burford@polfed.org

Free initial family consultation for Police Federation members and personnel



As a Police Federation member you're entitled to an initial free consultation at a time and venue convenient to you. The consultation provides an opportunity to discuss your situation, set out your options and empower you to make decisions.

What is a consultation?

The consultation can either be face to face or over the telephone, or via video conferencing such as Zoom, Skype or Teams for up to 45 minutes with an experienced family lawyer. This is an opportunity for you to speak in confidence with a specialist who has in-depth knowledge of all areas of family law, including children, finances and divorce. (The consultation will not include a review of documents after the meeting or any work beyond the initial meeting).

The benefits of a consultation

We'll take the time to understand the full history of your situation and provide a holistic approach covering any areas which may be inter-related to ensure you get the maximum benefit during the appointment.

This will enable you to fully understand your legal position from the outset in an easily digestible format and the options that are available to you.

Overview

We provide access to comprehensive and practical legal advice to members who need expert assistance following the breakdown of a relationship. We've an expert team with over 20 years' experience of police family law cases and local representatives for your area.

During the appointment you can expect your lawyer to:

- Discuss the details of your circumstances to get a full understanding of your position and identify any distinct issues
 - Provide an explanation of your legal position, the legal process involved and the options available to you
 - Summarise the issues and the application of the law to those issues
 - Provide a summary of the options available to you and advise as to the pros and cons of each
 - Empower you to take any necessary actions by providing you with a clear roadmap of what your next steps are
 - Give an explanation of the pricing structure for any chosen route
- Date you finally separated
 - Details of children, including full names and dates of birth.
 - Summary of assets, income and liabilities, e.g. the value of your home, the amount outstanding on your mortgage, how much you have in savings/investments, how much you and your ex-partner earn, how much you each owe on credit cards/loans, what pension provision you have etc.

Following the initial free consultation we offer members a fixed fee divorce and discounted hourly rates.

We hope this information helps to explain the value we can provide.

All our family lawyers are members of Resolution. We're committed to adopting a non-confrontational approach to separating families through amicable and constructive advice.

Where this isn't possible or appropriate, we've the skills and experience to guide you through the litigation process.

We look forward to assisting you.

If you'd like to arrange a free initial consultation with a specialist family lawyer from Slater and Gordon please contact us on 0808 175 7710 and we'll be happy to help.

Contact us:

Telephone: 0808 175 7710

Email: enquiries@slatergordon.co.uk

Website: slatergordon.co.uk

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Reduced fixed-fee divorce for PolFed clients

As a result of no-fault divorce having come into effect on 6 April 2022, Police Federation members can access expert advice on their divorce for a discounted fixed-fee of just £420 (incl. VAT), plus court fee. This is an exclusive discount rate for all members in addition to a free 45-minute bespoke consultation.

How much does a divorce cost?

Police federation members will be able to access tailored advice and guidance on their divorce from our specialists for just £420 (incl. VAT), plus court fee. With no change to the service offered, we want to ensure that officers looking to legally end their marriage with the no-fault divorce legislation can do so at a competitive price.

What is no-fault divorce?

From 6 April 2022, spouses will no longer have to apportion blame to get divorced. Currently, unless a petitioner has been separated for two years or more (and the respondent consents), a petitioner has to rely on the fault-based facts of unreasonable behaviour or adultery. Having to rely on fault at the start of the process can create unnecessary tension, as our recent survey of divorced couples found that 30% of respondents had to exaggerate during proceedings to get their application through court.

Our family law experts believe the change in legislation will lead to divorces being less contentious, allowing spouses to concentrate on resolving other matters which must be considered, such as child and financial arrangements.

Do I need a lawyer for a no-fault divorce?

The divorce process can be extremely time consuming and confusing, which is why we always recommend speaking to our experts at the first instance to gain advice on your circumstances. There are many things

that could go wrong if you embark on representing yourself in the divorce, which is why we've reduced our fees to alleviate the burden of attempting to facilitate a no fault divorce yourself.

Our head of family law, Georgina Chase, said:



We support the introduction of the new no-fault divorce, making the process less acrimonious and encouraging a conciliatory approach. We want to ensure that our clients still have access to expert legal advice in going through such a challenging time of their lives and our concern is that many couples will attempt to 'go it alone' and finalise their no-fault divorce online without obtaining the legal advice that they need in respect of the connected matrimonial finances and child arrangements. Making our fixed-fee divorce service more cost effective will facilitate this.



Our team of experts are on hand to offer comprehensive legal advice, catered to your family circumstances. At Slater and Gordon we've been advising and supporting serving officers for more than 60 years, providing straightforward guidance to help you move forward with clarity and confidence. If you'd like to arrange a free 45-minute initial consultation with a specialist family lawyer from Slater and Gordon, please [contact us on 0800 175 7710](tel:08001757710) and we'll be happy to help.

Tel: 0800 175 7710

Website: slatergordon.co.uk

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The 2024 Pay Award

Dear Colleagues

You will have seen that the new Government has accepted the recommendation from PRRB of a consolidated increase of 4.75% to all Police officer ranks and pay points with effect from the 1st September 2024. Below is an overview of other announcements made:

The on - call Allowance will be increased from £20 to £25

The Dog Handlers Allowance should be updated by 4.75% and the additional rate for officers with more than one dog will be raised from 25% to 50% of the rate for the first dog

The PRRB recommended that the Chief Constable of each force should be given the discretion to set the starting salary for new constables' at either pay point 1 or pay point 2 on the constables' pay scale. This recommendation has been agreed, but implementation will be subject to detailed proposals from the National Police Chiefs' Council (NPCC) and Association of Police and Crime Commissioners (APCC) on the circumstances in which this discretion should be used, along with transition arrangements for those Constables on pay point 1.

The annual leave entitlements for officers in the federated ranks and recommended time it takes to reach the maximum entitlement of 30 days should be reduced from 20 to 10 years with effect from the 1st April 2025 and phased in over three years. This recommendation was accepted, subject to the submission of an Equality Impact Assessment by the NPCC to the Home Office

The annual leave entitlement for new entrants will be increased from 22 to 25 days, with implementation taking effect from the 1st April 2025.

London Weighting will increase by 4.75%.

London Allowance for officers appointed on or after the 1st September 1994 will be increased by £1,250. Implementation of this increase will be synchronised alongside the wider changes to Constable starting salaries.

The Home Office will provide £175 million in additional funding 2024-2025 to forces to help with the cost of the pay increase.

I welcome these announcements that the new government has accepted the pay review body recommendation in full, and that police officer pay in Warwickshire for 2024/2025 will increase by 4.75% across all ranks. This increase comes on top of last year's rise of 7% and goes some way to closing the gap between the 17% real-term pay cut officers have suffered since 2010 as a result of successive below-inflation rises. It is disappointing, however that the PRRB's recommended increase was below that offered to other professions, given the unique status of police officers. I should point out the pay review body has ignored calls from the National Police Chiefs' Council for officers to receive a 6% increase and made a recommendation which increases the differential between the pay of police and other public sector workers.

I believe the pay review body recommendation displays a lack of understanding in policing and it's needs going forward. Poor pay and morale is directly linked to the wellbeing of individual officers. Poor pay means officers are not staying in policing and we continue to lose valuable experience from the service. I believe we are right to sit outside a process which does not recognise the role that you perform in the communities of Warwickshire and the daily risks you take. We have a broken pay system that does not allow for negotiation. In a recent poll, 98% of officers supported my position for a call to collective bargaining with binding arbitration. This system needs to be fixed and I believe we should work with the new Government to sort out once and for all this unfair system on police pay.

I will continue to keep you updated about the progress the National team are making in relation to improving future negotiations

Take care

Simon



Independent Panel Appointed

Independent panel appointed to review past failings and future governance of the Police Federation of England and Wales

Panel will undertake review into failings at PFEW which led to recent pensions challenge judgment.

An independent panel has been appointed to investigate past failings and share their findings on the future governance of the Police Federation of England and Wales (PFEW).

The panel will be chaired by former President of the TUC Professor Mary Bousted, alongside former President of the Law Society Dr I. Stephanie Boyce and former CEO of Which? Mr Peter Vicary Smith.

The appointments come after a tribunal in 2023 found PFEW discriminated against officers who had previously made claims against the Government after being moved onto pension schemes that reduced benefits.

The panel members bring expertise in organisational finance, legal risk and governance of membership organisations. They have not previously worked with or had prior affiliation to PFEW.

Chair of the Independent Panel Professor Mary Bousted said: "As a panel, we are determined to get to the bottom of what has gone wrong at PFEW. Members deserve to have confidence that the Federation is working in their best interests and the best interests of policing. That is clearly not the case.

"The panel will use its independent remit to investigate how the Federation is operating. We will share our findings about the ways in which the Federation must change to bring back its legitimacy in the eyes of its members and the wider public."

PFEW CEO Mukund Krishna said: "This review is needed to ensure closure on the mistakes of the past and allow the Federation to move on.

"Through the independent review, we can ensure the Federation is delivering for our dedicated members. The appointed panel members will bring the best expertise and advice to support a transformation so it can better support officers for the long haul."

PFEW Acting National Chair Tiff Lynch said: "Having joined the police at 18, I understand both how challenging and rewarding the job can be.

"The Police Federation has always been there for me when I needed them most and I chose to become a Fed rep because I felt I could make a difference. Now in my role, and as part of the leadership team, I want to make sure the Federation is able to deliver to our members as it has done for me.

"The independent review is not only beneficial but necessary so we can continue to support our hardworking officers at their time of need."

The review will have two phases. The first phase which runs until October 2024 will be "looking back" and will focus solely on the failings that led to the decision not to fund the original pensions challenge and the subsequent challenge brought by the claimants to PFEW. **This includes:**



1. The governance and leadership failings that led to the litigation outcomes.
2. The cultural, behavioural and other failings which contributed to the situation.
3. The risk that the same issues could arise under the current structure.
4. The size and scope of various governing bodies – such as the National Board and National Council – providing their external perspective on best practice.
5. The extent to which changes now proposed by PFEW for governance and culture change will deliver an organisation that is fit for the future.

The second phase will look into making necessary changes to PFEW and the scope will be set following the conclusion of phase one.

Members of the panel

Professor Mary Bousted, Chair

Mary Bousted has over 25 years of experience leading major trade unions representing teachers, leaders and support staff and workers in the public sector. She was elected president of the TUC in 2017 before becoming joint general secretary of the National Education Union, a position she held until August 2023. She is currently a member of the World Board of Education International. Prof Bousted was granted an Honorary Professorship with the Centre of Teachers and Teaching Research from UCL.

Dr I. Stephanie Boyce

Stephanie Boyce is the former president of the Law Society of England and Wales. Admitted as a solicitor in 2002, she has a wealth of experience in corporate governance, regulatory frameworks and professional regulation.

She holds Honorary Doctorates of Law from Keele University, the University of East London and the University of Law for her work on equality, diversity and inclusion and contribution to the legal profession. Dr Boyce is also an Honorary Professor of Law at The Dickson Poon School of Law, a Fellow of King's College London, the RSA and Society of Leadership Fellows. Dr Boyce is a trustee of JUSTICE, a founding member of King's College London - Impact Leaders Board and recently completed her term as chair of the Guildhall School of Business and Law's Advisory Board.

Mr Peter Vicary-Smith

Peter Vicary-Smith spent 14 years as chief executive of the consumer membership organisation Which?. He advises both established companies and digital start-ups on engaging with their customers and members and putting their needs front and centre of decision-making. Mr Vicary-Smith is the chair of the BMJ Publishing Group and a non-executive director of its parent the BMA. He is also an independent non-executive director of Northumbrian Water and has just finished his term as chair of Oxford Brookes University.



David's story: The impact of asbestos

Mesothelioma is a form of cancer which can occur along the inner surface of the chest wall and is caused by breathing in asbestos dust. The development of mesothelioma can take up to 40 years which is why most don't experience symptoms until it is too late.

Our client, David Smith* didn't begin experiencing symptoms of an asbestos related disease until 20 years into his retirement.

David joined the police as a young cadet and qualified as a police officer a few years later. He soon rose through the ranks and become a superintendent. During his retirement, he was a full-time carer to his wife who suffered from severe arthritis that affected her mobility.

He visited his GP who referred him for tests, and it was discovered that David had mesothelioma. Whilst being devastated, David was also confused as he was unsure on where he could have been exposed to asbestos.

As David's condition worsened, he suffered from loss of appetite, weight loss, side-effects from prolonged treatment as well as the mental stress of his fatal condition and not being able to care for his wife. It was during this time that David contacted Slater and Gordon's 'specialist industrial disease solicitors.

After a thorough preliminary investigation, it was discovered David had been exposed to asbestos when

retrieving boxes of files stored in basements near to boiler rooms of the various police stations where he worked. He had also been exposed when supervising riot training, undertaken twice a year at former Ministry of Defence buildings. Due to the use of flash bangs and other riot equipment, asbestos dust was released into the air, which unfortunately was inhaled by David.

Our team negotiated a six-figure settlement for David, which not only gave him and his family peace of mind and financial security but secured the all-important funding for private treatment.

Your employer has a duty of care to you as an employee and must protect you from any health risks in the workplace. If your employment has caused you to develop an illness, then you may be able to claim industrial disease compensation.

*name changed for anonymity

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Industrial disease claims solicitors

If you, or a member of your family, has been diagnosed with an industrial disease, our solicitors are experts in seeking compensation on your behalf. We are here to advise and support you and your family throughout the industrial disease claims process and beyond.

We can help with claims concerning but not limited to:

- Mesothelioma
- Asbestosis and Pleural Thickening
- Silicosis
- Occupational dermatitis
- Occupational asthma

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Can the Federation help you with a personal injury claim

The National Federation have a team of solicitors who can help you with a personal injury claim, whether this be following an RTC or an injury incurred in any other way.

To be able to use this facility you need to be a subscribing Federation member at the time the injury occurred.

If the injury is following an RTC then you need to contact the claim line on 0808 1965 315

For other cases you will need to seek the help of a local Federation rep who will assist in submitting a C1 claim form for you.

All the workplace reps are listed on our website.

CLAIMS CAN INCLUDE:

(this list is not an exhaustive list)

Clinical Negligence

Slip/Trip

Defective Equipment

Chemical exposure

CICA (appeal/review only)

Training injuries

Assault

Hearing loss

Dog bite

Lifting injury

Needle stick injury

Enforcer rapid entry



This service is free of charge and includes cover for family members.

If you have any queries about these processes please contact the officer at Barford on 01926 684323 or internally on ext 4323.

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...tax made simple



You may be entitled to a tax refund

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

As a member of Warwickshire Police Federation, you are eligible to have your tax code checked by professional tax experts at The Tax Refund Company.

Very few members think they are owed a refund before they use this service. Most of those getting a refund are pleasantly surprised when a cheque arrives in the post.

The main points to note are...

- Your review is free if you do not get a tax refund
- For every £1 paid back by HMRC, you keep 62p (minimum fee £38*)
- You will keep 100% of any refund for current and future years.
- Peace of mind guaranteed – in the rare event you get an unexpected tax bill as a direct result of using this service, it will be paid for you**
- Warwickshire Police Federation members using this service previously have received an average refund of £261.77 each.
- The largest single amount recovered is currently £489.51

You should not assume HMRC will send you a refund if you have overpaid tax. They won't. It is up to you to check if you have paid too much tax and claim it back if you have.

To have your tax codes checked and see if you are due a tax refund visit secure.thetaxrefundcompany.co.uk

This is your hard-earned money. Why let The Revenue keep it?

* You only pay a fee if you get a refund from HMRC. If you get back less than £38, the minimum fee will be reduced to the same value as your refund, so you have nothing else to pay. **T&Cs apply

Any Questions?

Please visit their comprehensive FAQ page or call The Tax Refund Company
Customer Service Team on 0161 968 7345 (Mon – Fri 9am – 5pm)

www.warkspolfed.org