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THE NEWSLETTER OF
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POLICE FEDERATION



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A fond farewell

By Paul Laughlin, secretary of Dyfed Powys Police Federation

It does not seem possible that three months have passed since I last drafted my introduction to your local Federation magazine. But the calendar definitely says March – even if the weather outside doesn't yet seem completely spring-like and, in fact, I am told we could have some snow before this week's out.

The first few months of 2018 have been incredibly busy both within our Force area and also in the wider policing world. That pace shows no signs of abating which means I am unlikely to be seeing a slow winding down as I approach my retirement in April.

Just as the last three months have flown by in the blink of an eye, it also seems no time at all since I was signing up as a new recruit and embarking on the job of my dreams.

I cannot hand on heart say I have enjoyed every minute of it, like all police officers I have dealt with my fair share of difficult situations, traumatic incidents, life-changing and life-ending events. But I would not change it for the world.

I have served my communities to the best of my abilities. I have stood shoulder to shoulder with my colleagues and tried to make a difference – for the people of Dyfed Powys, for the Force and, most recently, for members of the Police Federation.

As a police officer and as a Federation representative, I have faced challenges. Policing has changed enormously in the 30 years since I joined.

The greatest progress has come, I think, in terms of the advances in science and technology. Developments in the world of forensics have brought massive changes to policing as have those in the world of IT.

But not all the changes I have seen in the last three decades have been for the good of community policing in my opinion.

The cuts in the last nine years have had a detrimental impact on neighbourhood policing with the public now repeatedly reporting that they want to see a more visible policing presence.

Neighbourhood policing is the cornerstone of an effective police service. By building relationships with communities, police officers gather the trust of the public and gain meaningful intelligence. They get to know the vulnerable people in those communities, as well as those who are likely to offend and re-offend.

Policing is not just about tackling crime, it is also about preventing crime. Good, old-fashioned neighbourhood policing enables both.

While community policing has been hit by the cuts, there is also a further cost. With fewer officers to go around, and no corresponding fall in demand, we have also seen a further consequence of cuts; a decline in officer morale and wellbeing and an increase in mental health issues.

Thankfully, we are now seeing a growing awareness of this problem and, hopefully, action will be taken to address these issues. As police officers, we join the police service to serve and protect the public but in return I think it's reasonable to expect that we will be protected too.

What has become known as the assaults bill is working its way through Parliament now and should result in tougher sentencing for those who physically attack police officers and other emergency service workers.

But, introducing proper support for police officers to ensure their mental health is also protected may prove more complicated. Legislation will not be the answer.

So, as I bid farewell to the Force, I know I will never really leave it behind. I will keep one eye on what is happening in the world of policing, particularly in Dyfed Powys, and I look forward to hearing that officers' mental wellbeing is being prioritised.

Of course, I leave the Federation at a pivotal point in its history. The Police Federation of England and Wales was scrutinised by the independent review panel led by Sir David Normington. The review recommendations were backed by conference in 2014 and it does seem to have taken a long while to work through the reform programme.

But with all Federation branches now carrying out elections under the new regulations, the organisation should be able to get on with its core roles of representing members, negotiating on their behalf and influencing decision-makers.

It is vital that the Federation is fit for purpose; for the sake of its members, for police forces and for the communities they serve.

I hope that the long-awaited reform brings about the changes necessary to ensure the Federation is best placed to fulfil its role in policing.

Finally, I would like to say a fond farewell to all of you. I am proud to have been a Dyfed Powys police officer.

Stay safe.

Welsh Assembly backs assaults bill

Members of the Welsh Assembly have agreed proposed UK legislation introducing tougher sentences for those who attack police officers could take effect in Wales.

AMs backed the Assaults on Emergency Workers (Offences) Private Members' Bill earlier this month, a significant step forward.

"This is very welcome news," says Paul Laughlin, secretary of Dyfed Powys Police Federation, "The bill is making its way through Parliament in London but needed the supported of the Welsh Assembly too.

"The proposed new legislation follows the nationwide Protect the Protectors campaign led by the Police Federation of England and Wales which has seen the growing number of assaults on police officers and other emergency service workers highlighted in the House of Commons and in the media.

"The campaign has really gathered momentum with widespread support from MPs and also members of the public.

"In recent years, many officers have

started to feel that being assaulted is simply part of the job; something they have to expect when going about their duties. This is not the case, no-one, whatever their role, should ever be expected to accept that being assaulted is part of their job. Of course, police officers know that they are dealing with people in extreme situations with heightened emotions but there can be no excuse for the sustained and deliberate attacks we are seeing.

"Police officers join the service to serve and protect their communities, in return they should be afforded protection within the law."

The Protect the Protectors campaign was backed by Labour MP for Halifax Holly Lynch who, accompanying a police patrol in West Yorkshire, saw for herself the dangers officers faced.

She raised the issue in Parliament and her colleague, Chris Bryant, Labour MP for Rhondda, then put forward the private members' assaults bill. This has received cross-party support and is expected to



Chris Bryant, Labour MP for Rhondda.

become law later this year.

Mr Bryant has said: "An attack on an emergency worker is, in a sense, an attack on all of us because they're simply trying to save other people's lives. I just think that we need to say loud and clear that if you attack an emergency worker, we will not put up with it."

Calum Macleod, chair of the Police Federation for England and Wales, has also welcomed the fact the AMs have supported the bill. He said: "The result in Wales is incredibly encouraging as it's what we have been working towards for the past few years. Getting support in the Welsh Assembly will hopefully move us a step closer to getting the result we need in order to help protect our members. Day in, day out officers put concerns for their own safety behind their desire to protect the public and serve their communities.

"The law has to change to show how heinous it is to attack any member of the emergency services. It should never be the case that violence is accepted as 'just part of the job'. We will continue to push our Protect the Protectors campaign until the law is enacted and I hope that Members of Parliament in Westminster will continue to support these legislative changes and pass this legislation in April."

“The law has to change to show how heinous it is to attack any member of the emergency services. It should never be the case that violence is accepted as ‘just part of the job’.

Officer assaults: Chief makes it personal

Dyfed Powys Police Federation secretary Paul Laughlin has welcomed the Chief Constable's decision to submit a personal impact statement to the courts in relevant cases when someone is prosecuted for attacking the Force's police officers or staff.

The chief's statement will outline the effect the assault has had on the individual involved and also how it has affected the Force in terms of lost working hours. It will be used during sentencing to allow the courts' judges to take into account the impact of an assault on the victims and the organisation.

"I am really pleased to see the Chief Constable supporting officers in this way," says Paul, "The Police Federation's Protect the Protectors campaign has highlighted the growing number of assaults on police

officers and other emergency service workers and new legislation should come into effect this year to ensure those responsible for these attacks are given tougher sentences both as a punishment and a deterrent to others.

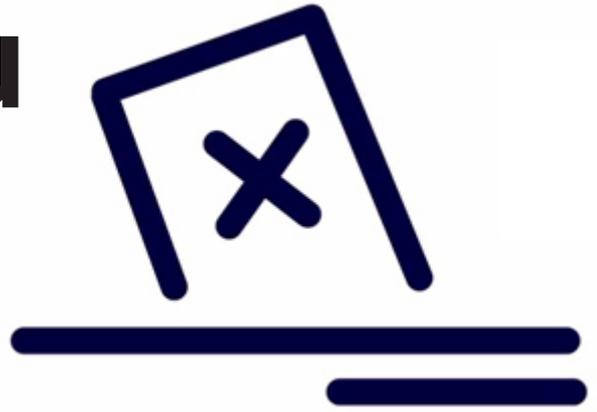
"The Chief's decision to submit these statements will ensure courts are fully aware of the physical and mental effects of these assaults not just on police officers and police staff but also their families, those they work alongside and the Force itself."

Dyfed Powys Police Federation has supported the national Federation's Protect the Protectors campaign. It worked with the Force and the UNISON branch to introduce a nine-point plan on assaults which sets out the way in which officers and staff should be supported if they are attacked at work.

The Assaults on Emergency Workers (Offences) Private Members' Bill will:

- Introduce new offences including wounding or assault when perpetrated against an emergency worker in the performance of their duties
- Compel those suspected of assault – including spitting – who may pose a health risk to undergo blood tests
- Make it an offence to refuse to undergo such tests, and
- Lay down tough sentences for those convicted of these new offences.

Make sure you vote for your workplace representatives



Federation branches across England and Wales are now in the midst of the first round of elections under the new regulations introduced after Sir David Normington's review of the Police Federation of England and Wales.

Federation elections are usually held every three years but this year's are the first under a new process following the organisational reform under the review, the recommendations from which were adopted in 2014.

Under the new procedures, members will vote for their workplace reps and local chairs, as well as the national chair via an electronic voting system, which will be facilitated by the Federation's National Members' Database. In addition, there will no longer be separate rank committees at local or national level and the number of officials on the National Board will also be reduced.

All members of the Federation – as long as they were not suspended and had been a Federation member on 1 December (two months ahead of the nomination process opening) could put themselves forward for election as a workplace representative. And all members have the opportunity to vote.

The entry point for getting more involved with Dyfed Powys Police Federation is standing to be a workplace representative. If successful, they automatically become part of the Branch Council, which is made up of all elected workplace representatives.

BRANCH COUNCIL ELECTIONS:

Who can vote?

Any members can vote in their constituency as long as they were a member of the Federation two months before nominations open – so on 1 December 2017. Also, unless otherwise stated, you can vote in elections in which you are standing.

How do you vote?

Online voting opened on 1 March and is available until 21 March. A link has been provided to all members via their PNN email address.

How will the Branch Council election results be announced?

Once the voting period closes, candidates will be informed via email if they have been successful. Branches will also receive an electronic copy of the results, as will the national general secretary, who is the arbiter of the election process.

The results will be known on 28 March.

BECOMING A BRANCH BOARD MEMBER: What is the next stage if elected as a workplace rep and becoming part of the Branch Council?

Reps can stand to be part of the Branch Board, which is elected from those making up the Branch Council.

Who can stand for election to the Branch Board?

Anyone who has been elected to the Branch Council, and the secretary, chair and any other extra members of the current Branch Board - so long as they have not stood unsuccessfully for election to the Branch Council - can stand as a candidate for election to the Branch Board.

Who can vote?

Anyone who can stand in the Branch Board election can vote, i.e. all the Branch Council.

How do they vote?

Voting will be online during the voting period - a link will be provided to those eligible to vote at the appropriate time.

Key terms, for reference, are:

- Federation branch – each police force has its own Federation branch
- Branch Council – all elected workplace representatives (reps) from a force make up its Federation Branch Council
- Branch Board – a smaller executive committee elected from the Branch Council.

Key dates in the Humberside Police Federation election process are:

1 - 17 February	Branch Council nominations were open
1 - 21 March	Branch Council voting open
28 March	Branch Council election results
3 - 11 April	Branch Board nominations open
15 - 23 April	Branch Board voting open
27 April	Branch Board election results
1 - 11 May	Branch chair nominations open
14 - 30 May	Branch chair voting open
31 May	Branch chair election results

How will the election results be announced?

Once the voting period closes (23 April), candidates will be informed via email if they have been successful. Branches will also receive an electronic copy of the results, as will the national general secretary, who is the arbiter of the election process.

How is the branch secretary elected?

The branch secretary is elected by the Branch Board at its first meeting from among its members. Branches will conduct this election themselves.

How is the branch chair elected?

The branch chair will be elected by the members of the Force from among those just elected to the Branch Board. Those eligible to stand will receive an email link to the nomination portal so that they may self-nominate. Ahead of the voting period, members will be sent a link via their PNN email address giving them access to the voting platform so that they can vote.

How is the branch treasurer elected?

The branch treasurer need not be a full 'facilities time' officer, but they must be a member of the Branch Board and be elected by the Branch Board from among its members. It is for branches to determine how they elect the treasurer.

How are any other branch officers to be elected?

Branch Boards will determine whether they have, and how they elect, any other branch officers.

If you have any further questions, please contact the Federation office.



Workplace reps: a role profile

The workplace representative:

- Will provide direct guidance, advice and support to members
- Will act as the members' principal point of contact with the Police Federation of England and Wales.

Key responsibilities include:

- Communicating with members
- Acting as the local identifiable and accountable representation of the Federation in Force
- Looking after the welfare and efficiency of members locally
- Acting as the principal point of engagement with members
- Providing 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

- Engaging with subject matter specialists in specific cases where appropriate e.g. legal, human resources, health and safety liaison officer
- Representing members at all appropriate meetings where requested e.g. misconduct meetings, during the resolution process
- Providing support to members in the completion of all appropriate paperwork e.g. post-incident procedures.

Workplace representatives are encouraged to attend training courses – including some at PFEW HQ in Leatherhead, both internally and externally, to develop skills.

Key competencies include:

- Experience using modern IT systems
- Willingness to learn, with enthusiasm to

establish, develop and maintain skills and experience while 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.

Officers need a 3.4 per cent pay rise, review body told

Rank and file police officers should be given a 3.4 per cent pay rise in September this year, according to the Police Federation of England and Wales (PFEW).

The Federation has set out the reasoning behind this claim in a submission to the Police Remuneration Review Body (PRRB). As with previous years, the submission has been made jointly with the Police Superintendents' Association (PSA).

Andy Fittes, general secretary of PFEW, explained that the Federation's analysis of the economic circumstances meant the 3.4 per cent claim was considered to be in line with inflation and said the unconsolidated one per cent element of last year's pay increase should now be consolidated and should not affect this year's uplift.

"The Home Secretary must act on the independent advice of the PRRB: doing otherwise last year has undermined the credibility of the process, and the mechanisms that this Government introduced," he said.

The submission to the PRRB goes on to accuse the National Police Chiefs' Council (NPCC) of a lack of transparency in the pay

review process and says there is an implication that the NPCC's plans for pay reform are further progressed than the Federation understands them to be.

It also criticises a lack of engagement by the NPCC, a failure to bring discussions to the appropriate fora and a lack of involvement in the Police Consultative Forum in particular.

In addition, the NPCC's proposals for officer apprenticeship pay to start at £18,000 were considered 'a derisory offer', which would "cause considerable hardship to any apprentice taking it up".

The Federation and PSA sees no reason to move away from their recommendation in last year's submission that apprentices should be incorporated within the existing pay scale.

"The NPCC has failed to provide proposals for time-limited targeted pay, despite the fact they have asked for targeted pay to be included two years in a row in the remit letter. We are dumbfounded as the NPCC has failed to provide any proposals, either in draft or final," the general secretary concluded.

“Last year the PRRB recommended a two per cent across the board uplift for officers. The Home Secretary and Government decided that this be one per cent consolidated and one per cent unconsolidated. This undermines the PRRB process that the Government introduced only four years ago; creates uncertainty for officers and human resources departments; and penalises officers for the NPCC lack of progress.

“Until the Government's decision, the NPCC were the only body who had ever asked for the uplift to be unconsolidated (in their second submission to the PRRB, in 2015), and we believe their rationale was in part to be able to reclaim and redistribute uplifts, should it seem necessary in order to fit the plans for pay reform.

“Further, the impression given to the public was that officers had a two per cent uplift last year. This was recommended at a time when public support for the police and recognition of their work was high (following terrorist attacks such as that on Westminster Bridge; Manchester; and Borough Market). It would be shameful if that award were now removed.”

Excerpt from the submission to the PRRB

Setting out the evidence

The 112-page submission to the Police Pay Review Body was sent to its chair, David Lebrecht.

It is the fourth time the Federation and the Superintendents' Association has made such a submission to PRRB, the body which replaced the Police Negotiating Board.

The submission sets out the two staff associations' concerns about the Home Secretary's remit letter to PRRB and, in some length, sets out its evidence in support of its case for the pay rise.

They draw on three main sources:

- Evidence of the economic impact of wage freezes and the one per cent pay cap on their members
- Evidence of officers' attitudes to pay, the impact on morale, and officers' reporting of their working experiences such as workload – taken from their own member surveys
- Data from the Home Office regarding changes in the recruitment and retention of officers.

The submission states that officers have already fallen significantly behind in the real terms value of their pay and argues officers should see no further decline hence the need for the 3.4 per cent pay rise.

"Over the period from 2010 to now, there has been a real terms gap in the value of police pay settlements (compared to RPI) across all ranks on the pay scales of about 16 per cent," the submission explains, "Last year the pay review body highlighted that the pay differentials between police earnings and the earnings of those in other groups such as associate professional and technical (APT) occupations had narrowed since 2010. Analysis of ASHE data for 2016-17 suggests that the real terms fall in police earnings since 2010 has been about four per cent greater than for those in APT occupations.

"Although pay settlements in the whole economy and private sector in the last two years continue to cluster around a median of two per cent there is growing evidence that wage growth will rise significantly in 2018. In this context police officer pay will be further squeezed on top of the current fall in real terms pay since 2010 of just over 16 per cent for all Federated ranks, 16 per cent for superintendents and 15 per cent for chief superintendents."

'This is not finger in the wind guess work' says exasperated Fed chair

Police Federation of England and Wales (PFEW) chair Calum Macleod has spoken of his 'exasperation' over fighting for a 3.4 per cent pay increase for officers.

He has submitted written evidence to the Police Remuneration Review Body (PRRB) calling for a 3.4 per cent increase in salary for officers and demanding the one per cent the Government 'cheated us out of last year' be consolidated and not be considered as part of this year's settlement.

In his blog on the PFEW website he says: "This is the fourth year that we have submitted evidence to the PRRB, and that is exactly what ours is – strong, well-researched evidence that takes account of the uniqueness of policing, the increasing pressures and demands on police officers and inflation now and predictions for the year to come. This is not finger in the wind guess work; our credible submissions have been commented on as such by the PRRB.

"If I sound exasperated with the situation, it's because I am. Not just because it seems we are the only people capable of meeting an agreed deadline, but if you saw the letter sent by the Home Secretary to the PRRB last autumn, directing what aspects they should focus on for this year's pay award, you'd be forgiven for thinking that the NPCC plans for pay reform were fully developed.

"Whether the Home Secretary was duped in to believing the NPCC plans were more advanced than they are, or whether the PRRB

and staff associations were being set an impossible task, we were invited to comment on nothing more than a list of NPCC ifs, buts and maybes. That is completely unacceptable."

Calum also expresses his frustration with the National Police Chiefs' Council (NPCC) which, he states, will probably fail to deliver its written submission to the PRRB on time despite an agreed timescale.

He states: "But why was I expecting anything else? We know the annual debacle of arranging duties over Christmas, despite it being 25 December every year. And the NPCC is not alone – it seems the Home Office and the Association of Police and Crime Commissioners are likely to fail to meet the deadline too.

"Ironically, for the leaders of a profession that concentrates on evidence, evidence is the one thing lacking to support much of the NPCC's aspirations. It's rather like having been asked to comment on the Mona Lisa when all Da Vinci had drawn was hair and eyebrows."

He concludes: "Last year, the PRRB was brave and, despite the shackles set by Government, put its neck on the line recommending an overall pay uplift that was



Police Federation of England and Wales chair Calum Macleod.

more than the one per cent public sector pay cap. This year, we ask that they be brave again. And then Government must stop patting us on the back with one hand, while picking our pockets with the other. They must honour the PRRB process and implement their recommendation in full; and give us the additional one per cent consolidated pay they owe us from last year too."

“Ironically, for the leaders of a profession that concentrates on evidence, evidence is the one thing lacking to support much of the NPCC's aspirations.”

'Your voices will be heard'

The new national chair of the Police Federation of England and Wales has pledged to address the issues affecting police officers on a day to day basis at the front-line of policing.

In his first address to members since taking over from Steve White on 1 January this year, Calum Macleod said he was looking forward to championing the rights and voices of police officers in 'every avenue' during his tenure.

"The last number of years we have been focusing on our internal reform and I am glad to say that reform has finished and we can now focus all our time and energy on the issues that matter to the

membership," he explains.

"I give you my assurance that the issues affecting police officers on a day-to-day basis at the front-line of policing will be addressed and your issues and voices will be versed and heard at the very highest echelons of Government and with the rest of our stakeholders."

Calum has been a police officer for 22 years, the first six of which were spent with Strathclyde Police and the remainder with South Wales Police.

He worked predominantly as a response officer, but also as a tutor constable and officer safety trainer. He spent time in crime management and community policing in

Cardiff before returning to response on promotion in 1997. The vast majority of his service has been in front-line operational duties.

Working his way through local and regional Federation roles, he became vice chair of the Federation in April 2016.

At the time of his election as chair in November last year, he said: "Let's not sugar coat the current situation that we are facing – policing is in a critical state. We will continue to be robust with stakeholders and demand that they acknowledge and address the real issues facing the service and our members."

Call for MPs to support police drivers

MPs are being encouraged to support a change in the law which would give better protection to police response drivers.

Federation branches have asked members to write to their local MPs to ask them to back the Emergency Response Drivers (Protections) Bill due to have its second reading in the House of Commons on 16 March.

"Under the current legislation, police officers and other emergency service responders are exposed to potential prosecution for dangerous driving since there are no exemptions to allow for the specialised training they undertake," says Paul Laughlin, secretary of Dyfed Powys Police Federation.

"They are all judged by the standards of the 'competent and careful driver' but not the competent and careful, highly trained response driver. Dangerous driving covers speeding, ignoring traffic signals and other manoeuvres carried out by emergency response drivers in the course of their duties.

"We now need to see a change in the law so that officers can respond to calls for help and protect their communities without risking prosecution for doing their job using the training they have received. I hope that MPs will support this bill so it can make its way through Parliament."

The Police Federation's pursuits lead, Tim Rogers, has led the campaign for a change in the law.

He explains: "PC James Holden, a patrol officer from Hampshire, was charged with dangerous driving after pursuing a stolen van. The charges were brought by the Crown Prosecution Service and following review by Hampshire Constabulary despite there being no complaints made about the officer's driving, and no members of the public injured. A jury cleared PC Holden within two hours and the local Federation said the officer had been through '12 months of hell'.

"In another example, Merseyside officer PC James Ellerton positioned his unmarked car in the path of a man riding a scrambler bike recklessly to prevent him from heading back into Liverpool town centre, where he posed a risk to the public.

"The rider was knocked off at low speed and arrested. PC Ellerton was charged with dangerous driving and threatened with five years in prison – thankfully he was exonerated by a court, but the incident caused untold stress to the officer and his family."

The Federation is seeking legislative change that reflects the high standard to which police officers are trained to be taken into consideration.



The Police Federation's pursuits lead, Tim Rogers.



Sir Henry Bellingham MP.

It has won the support of senior backbench MP Sir Henry Bellingham who introduced his Emergency Response Drivers (Protections) Ten-Minute Rule Bill in Parliament on 19 December 2017.

The bill was accepted with cross-party sponsors and no dissent. The next stage is the second reading on 16 March.

The Federation wants officers to contact their local MPs to ask them to support the bill.

Tim added: "The bill is categorically not a charter for blue light drivers to act irresponsibly. We would never endorse that.

We only seek to protect our officers and other blue light responders who are following their training and exercising their professional judgment.

"They already do a difficult job under stressful circumstances and they deserve our support and that of the law. There is still a way to go in this process but I am optimistic that, after eight years of watching officers falling foul of the law just for doing their jobs, we can finally have legislation that supports them in the vital job they do."

“ *The bill is categorically not a charter for blue light drivers to act irresponsibly. We would never endorse that. We only seek to protect our officers and other blue light responders who are following their training and exercising their professional judgment.*



National campaign warns of the crisis in detective policing

Detective policing is on the brink of crisis according to results of a new national survey carried out by the Police Federation of England and Wales.

The Federation has launched a new campaign on the back of the findings with detectives, both practising and retired, sharing their stories about the realities of the job.

Last year's national detectives' survey found:

- More than half (56 per cent) of the 7,803 respondents, said cuts have had a huge impact on their morale, while more than a quarter of detectives felt their physical and mental health had been affected
- More than half (53 per cent) of respondents also said cuts had led to a substantial increase in fatigue
- While just under half (49 per cent) said cuts had increased stress.
- 90 per cent of respondents who had taken sickness absence due to their mental health and wellbeing said the difficulties they experienced were caused, or exacerbated, by work
- More than three quarters (76 per cent) said their workload had increased in the last year
- The same proportion admitted to workloads being too high over the last 12 months, and
- 73 per cent of officers felt they were not able to provide the service victims needed most or all of the time.

Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) last year stated there was a crisis in the role and this has been further substantiated by senior figures who are

voicing their support.

South Wales Police Chief Constable Matt Jukes, who is the National Police Chiefs' Council (NPCC) lead for investigator resilience, said: "The role of investigators is one of the many vital roles in policing and one that officers and staff take great pride in fulfilling.

"However, a significant number of forces are experiencing issues in recruiting and retaining detectives due to a combination of complex factors including those highlighted by the Federation survey.

"Across the country, there are steps being taken to address this and the National Police Chiefs Council is working with the College of Policing and force colleagues on interventions to fill vacancies including pay and reward structures and revised entry routes, as well as enhanced support for training and wellbeing to help retain officers'.

Former Derbyshire Constabulary Chief Constable Mick Creedon, who spent much of his career as a detective, said: "The reduction in staff and officer numbers and the lack of officers working in this area of policing will impact on the collective ability of the police service to protect the public.

“There is a serious demand and capacity imbalance in this high-pressure role and I have seen the toll this is taking on colleagues – it says a lot when senior police figures are recognising the problem and openly supporting our campaign.

"I commend the Police Federation of England and Wales for launching this campaign and will do whatever I can to support the valuable work of the Federation and the role of the detective."

Karen Stephens, secretary of the Police Federation's National Detectives' Forum, said: "We cannot ignore that there is a crisis in detective policing – this is supported by the high proportion of officers who took part in our survey.

"There is a serious demand and capacity imbalance in this high-pressure role and I have seen the toll this is taking on colleagues – it says a lot when senior police figures are recognising the problem and openly supporting our campaign.

"We want forces, chief officers, Police and Crime Commissioners, the College of Policing and the Government to look at the demands on detective policing and make changes to better support the welfare of my colleagues."

Over the coming months, the Police Federation campaign will involve releasing a series of case studies to raise awareness of the stress that comes with being a detective, the types of investigative work that officers get involved with reveal the detrimental impact that a lack of resources is having.

Honouring our CID colleagues

Nominations are now open for this year's national detectives' awards.

The awards are organised by the Police Federation National Detectives' Forum (PFNDF) and recognise the outstanding efforts of detectives across England and Wales.

"The crucial work of our detectives can often go unrecognised," says Paul Laughlin, secretary of Dyfed Powys Police Federation, "But these awards give us all an opportunity to showcase the excellent work of our CID colleagues as they serve their communities investigating crime and bringing offenders to justice. It is a great opportunity to throw the spotlight on

detectives and give them the recognition they deserve.

"I would encourage anyone who knows of an individual detective or a CID team doing exceptional work and deserving a little extra recognition to either nominate them for an award or let me know so that we, as a Federation, can put them forward."

The award categories include New Trainee Detective, Services to Detectives, Smarter Detective and Investigation of the Year.

Last year's Investigation of the Year Award went to a team of detectives from Thames Valley Police who tracked down members of an organised crime group

which had profited by in the region of £1 billion from mass corruption, blackmail, conspiracy to defraud, fraudulent trading and money laundering. Their painstaking work brought an end to the criminal activity of the gang which had targeted small businesses across the UK, robbing victims of their livelihoods and homes.

The awards form part of a two-day PFNDF seminar for detective representatives held in October.

Nominations close on 25 May.

Please use the nomination form and ensure you read the PFNDF awards and protocol documents at polfed.org before nominating.

'No force immune from welfare results'

Links between demand, capacity and officer welfare feature in a new report from the Police Federation of England and Wales (PFEW).

The report's findings were discussed in February at the first in a series of national workshops involving key decision-makers in policing and will also come under scrutiny at a series of one-to-ones to be held with key stakeholders.

Ché Donald, vice chair of PFEW, explained: "We began our research back in 2015, starting with focus groups with officers about reduced officer numbers. Officers raised concerns over an imbalance between demand and capacity, as well as how this was impacting on their welfare and the level of service that they were able to deliver to the public.

"As a result, a large-scale survey on demand, capacity and welfare was undertaken in 2016 to explore the relationships between officers' experience of these sorts of demand and capacity pressures, and aspects of their overall welfare.

"After careful analysis, it is clear there are several links between demand and capacity, and the health and wellbeing of our officers.

Within the current context of continuing austerity and the steady rise of recorded crime, it's clear that the current situation is untenable and no force is immune from the results.

"Although there is a lot of excellent work being done to address the symptoms of poor officer welfare, there is little being done to address their causes; and unless we start focusing on reducing demand or improving capacity, officer wellbeing will not improve."

The aim of the workshops is to gather ideas, develop practical solutions and agree a set of shared recommendations with a broad range of stakeholders to try to address the issues raised by our research. Those attending will look at causes and effects of a demand and capacity imbalance; paying particular attention to discussions around measuring and balancing demand and capacity, as well as increasing the opportunities for welfare training and support.

The latest findings indicate that demand and capacity pressures have serious implications for the health and welfare of officers, and are contributing to the creation of a workforce that can be characterised as

'tired, tense, and targeted'.

More specifically, officers who experienced any of the following 11 demand and capacity pressures were statistically more likely to experience poor wellbeing in one or more welfare aspects measured by the survey:

- Unpaid over-time
- Insufficient officers to do the job properly
- Inability to meet conflicting demands on time at work
- High overall workload
- Insufficient time to do a job to a standard to be proud of
- Frequent single crewing
- Frequent neglect of tasks owing to having too much to do
- Frequent unrealistic time pressures
- Frequent unachievable deadlines
- Frequent refusal of annual leave requests, and
- Frequent pressure to work long hours.

The survey results also indicated that the psychological wellbeing of officers was found to be considerably poorer than that of the general public, with high levels of job-related stress and the vast majority of officers reporting stress, anxiety or other difficulties with their mental health and wellbeing.

Pedal power your way to supporting the PTC

Pedal power is set to be used to bring in the pounds and support the life-changing support offered at the Police Treatment Centres (PTC) through a cycle sportive being held in May this year.

The Back on the Beat Cycle Sportive 2018 will take place on Sunday 20 May and follows the success of last year's inaugural fund-raising sportive which raised almost £13,500 for the PTC.

Participants can choose one of two courses to cycle - one covers 50km long while the other is a more arduous 99.9km. Both routes start and finish at The Harrogate Police Treatment Centre, St Andrews.

There are two ways to get involved:

Be a fund-raising hero - pay a £15 entry to the sportive for either route and then raise a minimum of £100 for the PTC.

Pay your own way - pay £25 for the 99.9km or £20 for the 50km routes with no commitment to fund-raise, although any money raised would be greatly appreciated.

You can also make a weekend of it. The PTC will be opening a limited number of rooms for participants to stay over the weekend - Friday and Saturday nights.

Bookings will be open to all participants

and represent great value for money with a double en suite room costing £100 for bed and breakfast and £80 for a single en suite room per weekend (Friday and Saturday night). All revenue generated from the bed and breakfast weekends goes straight back into the charity enabling it to upgrade existing facilities and services.

Need to hire a bike for the day?

Vern Overton Cycling has kindly offered hire of their high quality, carbon fibre bikes for a discounted rate of £30. If you do not have a bike, but would like to take part in the sportive, please contact Vern directly and quote the PTC Back on the Beat Cycle Sportive to receive your discount.

Vern will also be on hand during the day to support with any mechanical failures you may experience.

To book the hire of a bike please contact **Vern Overton at <https://www.voc.bike/>**

What is a sportive?

Sportives are long distance events over a set route and are often known as the cycling equivalent of running a marathon.

The events typically range from anywhere between 50 and 150 miles and usually take in the most challenging roads in their area, with



long, steep climbs and descents, testing all round bike riding skills rather than flat out speed.

Sportives are a great way of challenging yourself, learning about road riding and getting fit, and can be a great stepping stone into grass roots road racing.

Are you ready for a serious challenge to raise money for a wonderful cause?

If so, register your interest at www.thepolicetreatmentcentres.org/

New calculator provides projected pension figures

Officers can now plan better for retirement thanks to the Home Office issuing a pension calculator for members of the police pension schemes.

The calculator has been made available after lobbying from the Police Federation of England and Wales and allows officers to get an idea of their projected pension at retirement using their annual pensions statement to help them find the

information they need to input.

"The calculator provides members with an estimate of their pensions only and it is recommended that they seek independent financial advice before making any final decisions," says Paul Laughlin, secretary of Dyfed Powys Police Federation.

Currently, different pension administrators are used by police forces to run the schemes so there is a lack of

consistency in the format and standard of the pension benefit statements being provided to members across England and Wales. That consistency is now provided by the pension calculator.

It allows officers in all three police pension schemes to be able to obtain illustrations of the benefits they are likely to receive when they retire.

Federation issues pensions update

The judgements in appeals launched over changes to firefighters' and judges' pensions do not warrant the Police Federation of England and Wales (PFEW) taking further legal advice on the police Career-Average Revalued Earnings (CARE) pension introduced in 2015, according to Federation general secretary Andy Fittes.

Employment Appeal Tribunal rulings on the firefighters' and judges' pensions were published on 29 January 2018 and the Federation has considered the impact of these on the police scheme. Previous legal advice had led PFEW not to mount its own challenge to the new arrangements.

In a statement, the general secretary said: "There is nothing in the judgements which changes the Federation's policy position or that warrants us taking further legal advice at this point."

The cases brought on behalf of firefighters and judges did not challenge the introduction of the new CARE pension schemes themselves but the introduction and form of the transitional arrangements brought in at the same time. These provided preferential protective treatment to older members of the existing schemes.

Everyone involved in the legal action (the Government, firefighters and judges) agreed the introduction of the transitional arrangements were directly discriminatory in terms of age.

So, the legal challenges hinged on one aspect alone: in order to justify the age discrimination caused by the transitional arrangements and therefore make them legal, it was necessary for the Government to demonstrate that they were a proportionate means of achieving a legitimate aim.

Andy explained: "We will continue to monitor the situation to see whether the Ministry of Justice or the FBU decide to appeal the EAT rulings or what next steps they take. We continue to believe that transitional protections are a good thing and are deeply disappointed that this case may have consequences that the litigants did not anticipate, and that would cause pension scheme members to lose money.

"We believe it is important that we act in the best interests of as many of our members as possible. We believe transitional protections offer a better pension for more members.

"The judges' position is different in many respects from the police position. However, it remains to be seen whether – in fighting the one common element of schemes, the transitional protection – the litigants have opened the door to poorer pension provision in the public sector."

For more details and further background visit the national Federation website at polfed.org

FAQs

Officers with queries about the 2015 CARE Police Pension Scheme can find out more in an FAQ document published by the Police Federation of England and Wales (PFEW).

The FAQs have been compiled by the Federation's research and policy support department and cover many of the questions raised by officers in the PFEW pay survey.

"We hope this document will help members understand the benefits of the CARE pension and challenge some of the misconceptions about this scheme," says Paul Laughlin, secretary of Dyfed Powys Police Federation.

"The Federation cannot give financial advice but I would urge any officer considering either not joining or opting out of the CARE scheme to get independent financial advice before making a final decision."



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County crime up 13 per cent

Latest figures show that crime in Dyfed Powys has risen by 13 per cent in the past year.

The figures, which are from the Office of National Statistics and are for year ending September 2017, show harassment and stalking offences have risen by 212 per cent, sexual offences have risen by seven per cent, violence against the person has increased by 26 per cent, and public order offences have risen by 31 per cent.

No figures were available for robbery but drugs offences decreased by 21 per cent.

The figures are released every quarter and show a sharp rise from the 12 months to June 2017, when crime in Dyfed Powys increased by three per cent.

Paul Laughlin, chair of Dyfed Powys Police Federation, said: "These increases are

continuing proof that the Government cuts to policing are having an impact on the public and damaging the police service as a whole.

"It is not hard to link this increase to the reductions in police budgets. The Police Federation is beginning to sound like a stuck record but the reality is there for all to see, you can't do more with less, and these figures are yet more proof of that."

He continued: "What's more, these figures only paint half a picture – not only are we dealing with an upsurge in traditional crimes such as theft and robbery, but there are also new areas we are trying to police – cyber-crime, terrorism, child sexual exploitation and human trafficking, to name a few. All these areas are resource intensive.

"Things are only going to keep on

getting worse until the Government implements change."

Nationally, the report found:

- **Crime is up by 15 per cent**
- **Knife crime has risen by 21 per cent**
- **Gun crime was up by 20 per cent**
- **An increase of 29 per cent in rape allegations**
- **A 36 per cent rise in stalking and harassment**
- **Domestic burglary up by 32 per cent, and**
- **Theft of motor vehicles growing by 20 per cent.**

The report, Crime in England and Wales: year ending September 2017, released by the Office for National Statistics showed a 14 per cent increase in police recorded crime figures and also revealed a rise in all but four categories of crime.

Caring officers in line for awards

An officer and five PCSOs have been shortlisted for the Dyfed Powys Police #WeCare Award, in recognition of their commitment to the people they serve.

From helping a mother and child rebuild their lives after fleeing an abusive relationship, being community-minded, making young people's lives better in a deprived area, being labelled 'community heroes' for their work with a challenging school to providing support for Polish victims of domestic abuse, these officers have been singled out for their outstanding work within their communities.

The public nominated the officers and have also voted for who they want to win the award.

The winner will be presented with their award at the Force's Annual Awards ceremony on Friday 23 March.

Chief Constable Mark Collins said: "This award means such a lot to the winner and the Force as a whole as it is chosen by members of the public who our officers serve on a daily basis and have had a positive impact on their lives.

"Some of the stories shared were truly touching, and the fact our officers stand out in the minds of people they have helped for many years speaks volumes for their compassion, enthusiasm and professionalism."

Voting closed on 9 February.

Those shortlisted are:

PC Phil Westbury 376, part of Ceredigion's Roads Policing Unit, has been nominated for the commitment and dedication he has shown to making young people's lives better. He's described as the glue that keeps Penparcau Youth Forum together.

A nomination said: "The commitment

and dedication he shows to making our young people's lives better and more fulfilled is outstanding to say the least.

"His contribution is really making a difference and is shining a positive light on the police in general."

PCSO Michala Quinn 8191 and **PCSO Ian Chattun 8003**

PCSOs Ian Chattun and Michala Quinn, based at Abersytwyth, have been nominated for their positive work within a challenging school, Llwyn yr Eos, and the excellent relationship they've built with the community as a whole.

Their nomination said: "They both go out of their way to make everybody sure in the community is looked after. They are a happy and approachable team and have made such a difference to the village and local area. The two of them are true community heroes."

PCSO Matthew Kieboom 8153, based at Cardigan, has been nominated for providing the highest level of care to members of the community he works in. From joining in local events to providing support and reassurance to individuals through difficult times in their lives.

One nomination reads: "In 2011 I escaped a violent relationship and moved away. Matthew has worked hard to make sure I feel safe and protected, he isn't just a police officer he is now a friend of my family. He would check on me every evening, just a knock on the door was extremely reassuring for me.

"He has completely changed opinions of the police and is just doing an awesome job. Matthew is always the guy we all go to if we need anything, and he never fails to deliver. He is a shining star."

PCSO Billy Dunne 8058, based at Crickhowell,

has received nominations from various parts of the Crickhowell community. All highlight his community spirit, level of service and outstanding community engagement skills.

One of his nominations said: "It is testament to Billy that everyone actually knows him as Billy. Beyond that, I can confidently say he is very professional, always does what he says he will do and if he can't then he will carefully explain the reason why. I don't know anyone who is more deserving of this award than Billy."

Another added: "Billy is more than just the face of policing in Crickhowell. He knows the community and we know him. He's helpful, approachable, knows when and where to be seen, and not seen, is cheerful, supportive and I suspect a lot wiser than he lets on! This brilliant bobby polices with a light (but firm) touch and a warm heart."

PCSO Piotr Glowczyk 8038, of Llanelli, has been nominated for his support given to Polish domestic abuse victims in Carmarthenshire.

His nomination said: "I am currently employed as an Independent Domestic Violence Advisor in Carmarthenshire working with high risk victims of domestic abuse. Many are Polish who speak very little, if any, English.

"PCSO Glowczyk has accompanied me to see victims, explained the role of the IDVA and updated them on court results. With his help and dedication victims can be kept well-informed and offered the support they need from the IDVA services. This would not be possible without his help. It is very difficult to put into words the difference that he has made to the IDVA service and victims of domestic abuse but he should be recognised for all the work he does."



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Why the financial settlement is just as important as the divorce itself

By Ben Evans, senior associate in family law at Slater and Gordon



It's a common misconception that when a marriage ends the decree absolute will bring to a close the financial relationship between the couple. This is not the case as in the UK there's no statutory time limit for bringing an application for a financial settlement upon divorce.

When entering into a marriage both spouses have claims against each other in respect of income, capital and pension. When going through a divorce, you have to provide a 'full and frank' financial disclosure that details all your financial assets.

Reaching a fair settlement relies on both parties being honest about their earnings, investments and outgoings. And there are penalties for those who aren't. If a spouse hasn't complied with their duty of disclosure the court may take this into

account when making its final order.

However, a delay could well impact on the level of the award so it's always prudent to obtain a financial settlement at the time of your divorce to avoid future uncertainties.

The case of Wyatt v Vince highlights the potential implications of not pursuing a clean financial break at the time of divorce. Ms Wyatt chose to make a financial application against Mr Vince 19 years after their divorce. The relationship had broken down some 31 years prior to the court hearing the application and Mr Vince had since built an impressive business empire.

However, the former spouses became involved in a drawn out and expensive litigation case, finally reaching an agreement which was approved by the court where Ms Wyatt received £300,000 of her ex-husband's assets.

Often, separated couples will try to reach an agreement between themselves. If this is unsuccessful or not an option, there are a number of different routes available to couples trying to decide how to divide

assets, ranging from mediation to court proceedings.

However, couples should be aware that some agreements may not be legally binding and the family courts have jurisdiction to over-ride them. Therefore it's important to seek expert advice from a matrimonial lawyer when reaching a financial settlement.

If you were divorced a number of years ago without a court order then we can advise you in relation to any financial claim that may still be open. If you would like specialist advice from a family lawyer please contact Slater and Gordon on **0808 175 7710** and we'll be happy to help.



Flying the flag in support of LGB&T history month

The Force raised the rainbow flag above some of its buildings in February in support of Lesbian Gay Bisexual Transgender (LGB&T) history month.

LGB&T History Month takes place every year in February and celebrates the lives and achievements of lesbian, gay, bisexual and transgender people.

The theme for 2018 was 'Geography - Mapping the World' and Dyfed Powys Police have LGB&T liaison officers working across the whole Force area. They will work with victims of all crime (not just hate crime) and have received comprehensive training on matters of sexual orientation and gender identity. They are also trained to provide effective support to LGB&T victims of crime, including hate crime, domestic abuse and sexual abuse.

Assistant Chief Constable Claire Parmenter said: "In Dyfed Powys Police we take crimes involving members of the LGB&T community extremely seriously.

"Our officers and staff have worked hard for many years to engage with lesbian, gay, bisexual, and transgender communities, to increase confidence and trust in our policing services. Flying the rainbow flag this month sends a clear message of support to our communities. We are encouraging people to engage with us and report crimes to us, regardless of their sexual orientation or gender identity."

Angharad Lewis, equality, diversity and Welsh language manager said: "The Force Gender Identity Working Group is continuing to deliver on the recommendations made last year to improve practices and procedures to ensure that Dyfed Powys Police continues to provide a fair and equal service to all those we serve and employ."

LGB&T liaison officers are now working out of stations right across the Ceredigion, Powys, Pembrokeshire and Carmarthenshire.

Council tax rise will protect police numbers says PCC

Council tax payers will pay an extra five per cent for policing with the approval of the budget put forward by Dyfed Powys Police and Crime Commissioner Dafydd Llywelyn.

Mr Llywelyn's plans were unanimously supported by the Police and Crime Panel and will mean a typical Band D property will pay £224.56 for policing in 2018/19, an increase

of £10.69 or 21p per week.

"The Force has been graded as 'good' in the most recent report by Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services, and this level of funding will protect the number of police officers and allow the Force to continue to make positive progress over the coming year," said the PCC.

Dyfed Powys Police Federation secretary Paul Laughlin has welcomed the extra funding.

"While no-one wants to see people's bills going up, I do think the vast majority of people will be happy to pay a little bit extra each week so that we can maintain an effective policing service," he explained.

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