

POLICE

July 2015

Fit for service



Should all officers have to hit a job-related fitness test standard?

● Also in this edition – morale survey shows one in six officers plans to quit

policemutual.co.uk/exclusive

Our duty is to

you



SAVINGS AND INVESTMENTS ■ INSURANCE ■ MORTGAGE ADVICE
HEALTHCARE ■ INDEPENDENT FINANCIAL ADVICE ■ FINANCIAL EDUCATION

**Police
Mutual**
ALL PART OF THE SERVICE

Editor:
Syreeta Lund

Federation House,
Highbury Drive,
Leatherhead,
Surrey, KT22 7UY
Tel: 01372 352000

Advertising agents:
Richard Place
Chestnut Media
Tel: 01271 324748
07962 370808
Email:
richard@chestnutmedia.co.uk

Every care is taken to ensure that advertisements are accepted only from bona fide advertisers. The Police Federation cannot accept any liability for losses incurred by any person as a result of a default on the part of an advertiser.

The views expressed within the magazine are not necessarily the views of the Joint Central Committee of the Police Federation of England and Wales.

Chair
Steve White
General Secretary:
Andy Fittes
Treasurer:
Martyn Mordecai
Vice-Chair:
Will Riches
Deputy General Secretary:
Andy Ward
Deputy Treasurer:
Geoff Stuttford

© The Police Federation 2015
Reproduction strictly forbidden unless by prior arrangement with the publishers.

Cover picture:
Lonely / Shutterstock.com



POLICE July 2015 – in this issue:

NEWS & COMMENT

- 5 **Editorial**
Thrifty forces ‘punished’ with funding formula cuts
- 6 **View from the chair:** Steve White explains why it really is a ‘make or break’ moment for police reform
Neighbourhood policing cuts risk policing by consent
- 7 **Local Focus:** Ian Hanson, chair of Greater Manchester Police Federation
- 8 **The Station Sergeant is...** Keeping off the grass
Survey shows one in six police officers are planning to leave service within two years
- 10 West Midlands officer is honoured for neighbourhood policing achievement at this year’s BAWP awards
- 12 Older female officers could be left feeling isolated without support for menopause
- 14 **The Bigger Picture:** Silences serve as a poignant reminder of the need to ensure public safety



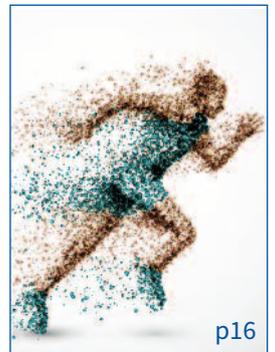
p8



p14

FEATURES

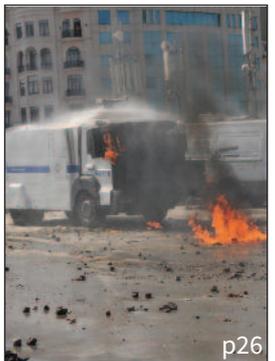
- 16 **Fit for service?**
Should all officers have to hit a job-related fitness test standard? Met commissioner Bernard Hogan-Howe recently said the tests were too easy. Paul Buckle, the Federation’s retained expert on fitness testing responds
- 20 **Leaving the service in safe hands**
Colette Paul remains one of the few female police officers to reach the service’s most senior ranks. Due to officially retire next month, the chief constable of Bedfordshire talks to *Police* magazine about being determined in the face of challenges, and her achievements after more than three decades in policing



p16

REGULARS

- 13 **Dogberry:** the lighter side of policing
- 24 Members’ benefits
- 26 **View from the sidelines:** Clive Chamberlain, former chair of Dorset Police Federation, takes a different look at life
Nick O’Time cartoon
- 27 Sudoku



p26

Where **collaboration** meets **innovation**

A unique event for anyone who works in the emergency services

Come along to the Show on 23rd and 24th September at the NEC, Birmingham to:

- See and handle the latest equipment, kit, vehicles and technology
- Receive training in the latest rescue and lifesaving techniques
- Network with other blue light services and rescue organisations
- Gain a deeper understanding of the support available from voluntary sector partners

Register for free entry today at www.emergencyuk.com



IF YOU HELP OTHERS IN AN EMERGENCY YOU SHOULD BE AT **THE EMERGENCY SERVICES SHOW**

Thanks to our Show supporters



NEW LOW PRICES AT WWW.NITON999.CO.UK

LIGHTHAWK PRO PATROL COMPANION

SAVE
£10

Niton's popular tri-fold ticket holder has been improved. Ticket Board's innovative design has added the Lightbridge to make a good product even better!

CODE: NTE70003



HALF PRICE NiteRedi Storage Board

NEW LOW PRICE
£34.95

CODE: NTE70002

FREE
STANDARD
DELIVERY ON
ALL ORDERS



T&C's Apply

LOG ON TO
WWW.NITON999.CO.UK
AND SIGN UP FOR OUR
E-NEWSLETTER

Sent weekly offering you access to exclusive special offers and discount codes



CUFF KEYS
NEW COLOURS & DESIGNS

CODE: NT52015 CODE: AA064
CODE: AA043 CODE: NT52016
CODE: AA036

CUFF KEYS ONLY
£6.49

NITON TACTICAL BROCHURE OUT NOW

FREE WITH YOUR
NEXT ORDER

VIEW OVER 3000 PRODUCTS ONLINE
ISSUE 14 Catalogue OUT NOW TO PURCHASE
OR VIEW ONLINE AT WWW.NITON999.CO.UK

Call **01293 549 858** or
email: SALES@NITON999.CO.UK

THIS ADVERT IS SUPPLIED IN ADDITION TO AND FORMS PART OF OUR PROFESSIONAL BUYERS GUIDE IN WHICH OUR TERMS & CONDITIONS ARE FULLY DESCRIBED OR VISIT OUR WEBSITE WWW.NITON999.CO.UK
E.A.O.E. © NITON999 GROUP LTD 2015. PRICES CORRECT AT TIME OF GOING TO PRESS. T&C'S APPLY NOT PICK FREE ECONOMY DELIVERY TERMS AND CONDITIONS APPLY.





Editorial
July 2015

Syreeta Lund,
Editor

Figuring it all out

I hate Excel spreadsheets with a passion. However, they are useful for planning your finances; bills, mortgage, food, holiday, kids, travel. It helps you to properly plan for what might be on the horizon – you can even factor in the rainy-day fund for emergencies.

Why am I furnishing you with such boring advice? Well, it appears the Home Office has been struggling with the funding abacus so I thought I would go over the basics.

A group of MPs from all parties got together to discuss why the department applied ‘across the board’ cuts to force budgets this month. The sticking point being that a number of forces had already set about planning how they would manage the cuts to make themselves as efficient as possible. They merged teams: roads policing, dogs units, control rooms, to name but a few. They cut officer and staff numbers. How have they been rewarded for their prudence? Where is the Excel spreadsheet gold star? According to Conservative MP Stephen Phillips speaking at the Public Accounts Committee scrutinising police finances, they have had to face exactly the same percentage cuts as forces that had done very little.

The Home Office is now reviewing its funding formula, but this follows a great deal of suffering for those, in particular, which have been cut to the bone. Forces and officers on the ground continue to do their best to meet the demands. But as the Federation survey on police morale points out; officers are feeling the strain.

*What do you think?
Let us know @SyreetaLund*

 Follow me on Twitter @SyreetaLund

Thrifty forces ‘punished’ with funding formula cuts

The Home Office has been accused of “wasting” taxpayers’ money by applying equal cuts to forces’ budgets irrespective of whether they had already strived to make efficiencies.

Conservative MP Stephen Phillips fired questions at Mark Sedwill, permanent secretary at the Home Office, during a tense debate on the financial sustainability of police forces in England and Wales this month.

The government’s funding formula for forces has been criticised for a ‘one size fits all’ approach with the same level of cuts applied to every force, even though some had already carried out a host of efficiency-saving measures.

Out of kilter

Mr Sedwill told the Public Accounts Committee that the government had applied the same levels of cuts to forces since 2010, and that as a result some forces were “out of kilter”.

Mr Phillips said that forces who had made savings were being “punished”

and those who were wasteful had been rewarded: “How on earth is that fair to forces who have already made efficiency savings and already got their back offices in order, like Lincolnshire Police; that they should receive the same cuts as a force that has been profligate and not been through the same efficiency savings?”

When asked if he felt it was waste of tax-payers’ money, Mr Sedwill that he did not have the data from which to draw that conclusion.

Police magazine reported in January how Neil Rhodes, the chief constable of Lincolnshire, wrote to the Home Secretary raising concerns that the cuts would leave a £10.4m shortfall, with the force losing a fifth of its frontline officers. The force had already merged units and outsourced staff to save money.

The *Financial Sustainability of Police Forces in England and Wales* report is available at www.nao.org.uk/report/financial-sustainability-of-police-forces-in-england-and-wales.

Ministers must give adequate resources to policing to ensure public safety

The link between the police and public could be in danger if resources continue to dwindle, says the chair of the Police Federation.

Steve White spoke after the Home Office published figures this month showing police numbers were down by 1.1 per cent, or 2,222, over the year to the end of March, and the Office for National Statistics published figures showing police recorded crime had risen by three per cent over the same period.

“With dwindling resources, the link between officers and the public they serve is in danger of being broken. At a time of heightened terrorism threat and with pressures increasing on officers from across the spectrum of crime, it is incumbent on the government to ensure that forces have adequate resources to meet these threats,” he said.



Picture © Ron from York / Shutterstock.com

He added: “The statistics show that more officers are on the front line but the danger is that forces are robbing Peter to pay Paul and other areas of policing are suffering. If there are fewer officers it means that fewer crimes are going to be dealt with, fewer criminals are going to have their collars felt and fewer victims are going to get the justice they deserve.”



View from the chair

Steve White, chair of the Police Federation

Make or break policing

Policing as we know it is on the brink of unprecedented change. We know there are more cuts to come, but maintaining the status quo is not an option. Recent reports produced by the National Audit Office (NAO) and the national advisory group on policing in austerity have shown that the short-sighted cuts of previous years cannot continue.

So how do we endure more cuts without further compromising public safety? The answer will lie in reforms to the way the police service is organised and funded. These are huge considerations, causing much debate, but there has never been a more critical moment for us to influence and be a part of that debate.

We have long advocated the need for change and reform in order to meet the increasing challenges of tackling crime in this country.

Credible evidence

To be tenable in the long term, any change to policing must be driven by providing a better service to the public. It must be based on credible evidence and take a realistic view of modern policing in its entirety.

The government has finally realised that there is something to be gained by listening to the practitioners of policing. Perhaps we may not be where we are now if this had happened sooner.

We are in the last chance saloon for meaningful reform, so it must be done right, in discussion with those who know and care about policing and its realities. It really is make or break.

Follow me on Twitter @PFEW_Chair

Neighbourhood put policing by

Neighbourhood policing is the “big driver” of public confidence in the police, says Rick Muir, the new director of independent think tank The Police Foundation.

The Foundation recently produced its report, *Neighbourhood policing: Past, present and future*, which concluded that if neighbourhood policing disappeared then policing by consent “may well go with it”.

He told *Police* magazine during a seminar on procedural fairness in policing, hosted by the Centre for Justice Innovation: “It could go back to the fire brigade model of policing where officers are just turning up in cars responding to incidents. You haven’t got those established relationships with the public in the first place which is a key driver in public confidence.”

Steve White, chair of the Federation, has stated that neighbourhood police officers are becoming an “endangered species” and that budget cuts could end with police officers adopting a paramilitary style of policing as they are pulled from communities, impacting on public confidence and trust.

Following disturbances in major American cities such as Ferguson and Baltimore, Prof Tracey Meares was tasked along with a group of other experts by President Barack Obama to



The Police Foundation has warned that without neighbourhood policing, the concept of policing by consent could also disappear

re-think the way the police interact with the American public.

She spoke at the seminar about what lessons can be learnt in the US and also here in the UK. She asked the question: If crime in both countries is reducing, why in contrast has public trust in policing been flatlining, and what can be done to address the problem?

‘If economy improves, so should officers’

Police pay increases must reflect the UK’s improving economic climate, the Police Federation has warned.

Chairman Steve White made the comments after Home Secretary Theresa May announced she would honour the Police Remuneration Review Body’s recommendation to increase officers’ pay by one per cent from 1 September this year. This increase will also apply to the London

weighting payment and the dog handlers’ allowance.

Mr White added the service’s pay and reward structure needed to both make policing an attractive career option but also recognise the valuable work that officers carry out every day.

He said: “We welcome the Home Secretary’s decision to honour the one per cent pay rise recommended by the Police Remuneration Review Body,

policing cuts consent at risk



Picture © Brian Jackson / Shutterstock.com

US, there has not been a rise in confidence in the police.

She added that there is a big difference between white Americans and African Americans when it comes to confidence in the police, and despite the latter benefiting more from crime reduction, confidence is still likely to be lower. “Research has shown for decades that while people care about effectiveness... they care more about how they are treated.”

Winning public trust

Prof Meares said winning public trust meant people feeling they are treated with dignity and respect, transparency in decisions and people having the opportunity to tell ‘their side of the story’ irrespective of whether it would actually make a difference to the outcome.

She also spoke about legitimacy in an age of digital media, and its effect on situations such as the recent ‘pool party incident’, where a white police officer in Texas appeared very heavy-handed when dealing with a group of young African Americans.

YouTube footage showed a young teenage girl having her face pressed to the floor, and though the officer has since been suspended, the footage was shared around the world.

Prof Meares said that neighbourhood policing and relationships between the police and communities are key to public confidence.

The perception of police being ‘fair’ is at the heart of what she believes helps establish trust and public safety and is relevant to what happens in the UK. Although crime has been falling in the

pay,’ Federation warns

but we urge the government to do more to properly reward the skills, experience and efforts of officers.

“This is as much about building the capacity of the service to rise to the occasion as it is about creating a service which will continue to attract the brightest and best candidates.

“The Home Office and College of Policing are doing much valuable work to make the service more attractive to

potential recruits but it is equally as important to properly reward those who are already employed.

“Officers do a superb job in the most difficult of circumstances and we will be doing all we can to work with the government to ensure that is recognised and rewarded. As the economy recovers, so we would expect to see that improvement reflected in police officers’ pay packets.”



Local Focus

Ian Hanson,
chair of Greater
Manchester
Police
Federation

What can we stop doing?

The police officer’s job specification is simple, right? We catch burglars, break up fights, stop speeding motorists and chase down drug dealers, rapists and murderers.

Yes we do that. But we do so much more than that. Around eight in ten calls we receive are not about crime.

We search for missing people. We look out for the vulnerable. We keep football matches safe and patrol neighbourhoods. We carry out house-to-house enquiries and when a major event or incident takes place, we take to the streets to provide reassurance. And we step in to help where others cannot.

We keep people safe while they wait for mental health professionals to help them. We are specially trained so that when we are first on the scene to someone threatening suicide, we can bring them to safety. We deliver babies and give people CPR. We literally save lives. But this is at risk.

We have serious concerns about our ability to carry on doing these traditional, vital duties. Greater Manchester Police has seen £145.5m cuts over the past four years and more is to come. It’s taking us longer to respond to calls for help when the public need us. Crime is on the increase for the first time in 20 years, with violent crime and domestic violence rising by eight per cent this year.

That is why we have launched our campaign #WhatDoWeStop? We have suffered £185 million in cuts. So we are asking the public what do we stop? The debate needs to be had.



The Station Sergeant is...

Keeping off the grass

While lurking in one of our sink estates recently, I noticed graffiti adorning the windowsill of a local hovel.

'Grass', it stated, in vivid yellow letters, with an arrow pointing helpfully towards the window, which was miraculously intact. Just in case one might have mistaken it for a cannabis kiosk, the signwriter had added underneath 'Crown Court Grass'. So the resident is not just an informant, they are an elite informant. No sneaky anonymous calls to Crimestoppers from this source, not even the occasional popping into the magistrates' court to have a quiet word in the shell-like ear of the do-gooders, retired teachers and chip shop owners on the local bench.

Oh no, this must be a top-notch, Premier League snout, willing to advance the cause of justice. I did wonder what the signwriter hoped would happen. He (or she) hadn't actually bothered to smash the window or torch the house. Maybe it was subtle advertising, the resident willing to buy information to sell on to us at a profit.

It annoys me that people think passing information is something to criticise. Do the locals actually believe that crime should be permitted to happen around them without us bothering to fight it? For that we need their help.

Perhaps the answer is to set up a loyalty scheme. Sign up and you will get the premium service from us when you are burgled or someone steals your benefits. Side with the toe rags and we will put you at the end of the queue. Rough justice or tough love? Maybe we should focus on looking after those on our side.

 Follow me on Twitter @stationsarge

Survey shows one planning to leave

Nearly 16 per cent of police officers are planning on leaving the service within the next two years, a wide-ranging survey has found.

Officers told the Police Federation that low morale and the impact of the job on their health and their personal or family life were all major factors in their decision to leave.

More than 95 per cent of the 15.6 per cent of officers who said they were planning to leave also cited "how the police as a whole are treated" as having either some or a major effect on their decision.

However, 53.1 per cent said they were willing to go the extra mile for the police and 78.2 per cent said they can count on their colleagues for friendship and support when needed.

A total of 79.4 per cent of those planning to leave said the perception there were better job opportunities outside the police had either some or a major effect on their decision; 73 per cent cited their workloads and responsibilities as a factor.

Morale was low

The survey of 32,598 officers across England and Wales – representing a 28 per cent response rate – showed that 70.2 per cent of officers said their morale was low, compared to 59.1 per cent in the previous survey in 2014.

Those who said morale was low across their force was at 94.6 per cent, compared with 90.2 per cent in 2014, and those who cited low morale across the service was at 96.6 per cent (94 per cent in 2014).

However, only 13.5 per cent said they have the opportunity to achieve their full potential in their role, and 14.4 per cent said they were encouraged to use their talents to the full. Just 10.2 per cent said they would recommend joining the police service to others.

Picture © DBurke / Alamy



Steve White, chair of the Federation, said: "This survey provides extremely strong evidence of the parlous state of officers' morale across the service.

"This should sound a warning to those who run the service, from the Home Office to the College of Policing to the chief officers whose job is to lead forces through an incredibly difficult time.

"Despite the extreme pressures the service is under, it is heartening that the majority of officers state they will still go the extra mile to protect the public from harm and that the police family is very much intact through the support officers provide each other.

in six police officers are service within two years

One in six officers plans to retire in the next two years, and only ten per cent would recommend the job to others, according to the latest survey on police morale



“Despite the extreme pressures the service is under, it is heartening that the majority of officers state they will still go the extra mile to protect the public from harm and that the police family is very much intact through the support officers provide each other.”

College of Policing CEO, chief constable Alex Marshall, said: “This survey is concerning and shows officers want to feel valued and achieve their full potential. As the professional body for the police, we are listening to the concerns and aspirations of officers and our work will help to support and develop them as policing continues to evolve.”

The Federation will use the pay and morale survey as part of its submission to the Police Remuneration Review Board, which replaced the Police Negotiating Board and came into being in September 2014.

Each year, the Home Secretary tells the board, via a remit letter, what aspects of police pay she wants them to examine. The board takes submissions from the relevant police representative bodies and after further deliberation, makes recommendations to the Home Secretary on what pay rises, if any, should be offered. The Home Secretary then has six months to ratify or reject the recommendation.

Unlike the Police Negotiating Board, the representative bodies have no negotiation rights rather they make representations to the board which makes its decision based on its remit.

“It is imperative that the service works together to mitigate the impact of the cuts and to maintain and continue to improve what is widely recognised as the best police service in the world.”

Leaving in despair

Commenting on the survey shadow policing minister Jack Dromey said: “Sadly many of those who have devoted their life to protecting the public are now leaving in despair both because the police service is suffering the biggest cuts of any in Europe and because of the way that the police service has been treated by Theresa May.”

Key findings

Nearly **six out of ten** officers (**57.8 per cent**) felt **proud** to be in the police; **25.3 per cent** didn't

15.6 per cent said they were **planning to leave** the service

53.1 per cent were willing to **go the extra mile** for the police

40.5 per cent felt a **strong personal attachment** to the police

70.5 per cent did not feel the **police were respected** by society at large

54.3 per cent felt **dissatisfied** with their **basic pay**; **26.4 per cent** were **satisfied**

68.9 per cent were **dissatisfied** with their **pension**; **19.1 per cent** felt **satisfied**

More than half (**55.1 per cent**) were **dissatisfied** with their **promotion prospects**

84.9 per cent did not believe their **needs and interests** were important to the police service

39.1 per cent felt **fairly treated**

62.2 per cent said their **workload** was **too high**

72.2 per cent said their **workload** had **increased**

You can read the full survey results, at www.policemag.co.uk/images/Pay_and_morale_survey_2015_130715.pdf

BAWP Policing Awards 2015

Officer of the Year:

Sgt Gemma Currie,
West Midlands Police

Bravery Award (Joint winners):

PC Sam Clark, Northamptonshire Police (and her dog Redd), and PC Debbie Wishart, Northamptonshire Police

Community Service Award:

PCSO Susan Tomlinson,
West Mercia Police

Excellence in Performance Award (Joint winners):

Emma Hughes, National Crime Agency, and DCI Rebecca Reeves, Metropolitan Police

Leadership Award (Joint winners):

PC Francesca Tamblyn, Dorset Police, and Deputy Chief Constable Michelle Skeer, Cumbria Constabulary

Lifetime Achievement Award:

Det Chf Supt Sue Scott,
Avon and Somerset Constabulary

Mentoring Award:

Deputy Principal Carol Mounce,
Police Service of Northern Ireland

Police Staff Achievement Award:

Nagina Ali,
Lancashire Constabulary

Special Recognition Award:

Supt Penelope Banham,
Metropolitan Police Service

Volunteer Award:

Special Insp Maureen Conwell,
Greater Manchester Police

International Award:

Chf Insp Cecilia Dunster and Insp Jackie Gold

West Midlands officer policing achievement

Trouble-shooter Sgt Gemma Currie was recently named Officer of the Year in the British Association of Women in Policing Awards for her work in the community.

Described as an “exceptional” neighbourhood policing officer in her nomination, she showcases the best of British neighbourhood policing. An officer with West Midlands Police, she has worked in communities which have often been challenging, where issues such as drug dealing, prostitution and anti-social behaviour have blighted neighbourhoods over many years.

Although she worked for three years on response in a high demand area, she really came into her own when working as a neighbourhood policing officer.

“I really enjoyed response, but it wasn’t until I joined neighbourhood policing that I found my strong abilities are around long-term problem solving,” said Sgt Currie, who has six years in the force. “On response, you put out fires; in neighbourhood policing you stop the fire from starting.”

National headlines

Covering the neighbourhood of Birmingham Western Central, a diverse area with challenges and deprivation, she began using civil powers to shut down some of the long term ‘problem’ addresses that were causing angst in communities. She transferred to Small Heath, an inner city area in Birmingham, and a very diverse neighbourhood with many mosques. Just as she was posted to the area it hit national headlines when a well-respected member of the Muslim community, Mohammed Saleem, was stabbed to death by Ukrainian postgraduate student Pavlo Lapshyn, fuelled by racial hatred.

Sgt Currie, 31, wanted to ensure good relations between local schools and police and initiated a schools mentoring programme; it culminated in doing awareness work around extremism which, she believes, would never have



Sgt Gemma Currie (right) receives her award from BAWP President, temporary chief constable Dee Collins

happened without connections and trust between schools and police.

The officer recognised there were some shortcomings in how schools liaison officers were nominated and set about updating the role, with a specific job description and accredited training. She worked with schools and developed a partnership with Newman University and the force’s learning and development team, and had to convince senior leaders to come on board.

“It’s difficult to get the balance right between respect and authority and making sure you are on the level with school children. Police officers can often think they are masters of all trades, but it’s a particular skill,” she told *Police* magazine. A pilot scheme began in January this year with ten community support officers. “It gives officers pride in what they are doing. The difference in their confidence is profound.”

is honoured for neighbourhood at this year's BAWP awards



(left to right) Bravery Award winner PC Debbie Wishart; BAWP Vice-President, Chf Insp Fay Tennet; President, temporary chief constable Dee Collins; and Bravery Award winner PC Sam Clark



International Award winner Chf Insp Celia Dunster and BAWP President, temporary chief constable Dee Collins

Although she has now gone back onto response policing, she maintains that neighbourhood policing is a crucial role: "While response policing is our bread and butter, neighbourhood policing is just as important." She added that under budget constraints there would need to be a greater focus on partnership working.

A university graduate, Sgt Currie, due to marry fiancée Martin this month, originally thought about joining the police after becoming involved in welfare issues in her student union at university and saw some of the work the police did alongside students.

"It opened my eyes to what the police do and the impact they can have and it went from there," she said.

You can read more about the BAWP Awards, and some of the examples of outstanding police work, online at bawp.org/BAWPawards2015



The BAWP committee

ADVERTORIAL

Limited Duties part 1

Policing can be a physically challenging profession. Officers are frequently called upon to deal with violent criminals or public disorder and are expected to be fit and able carry out this difficult job. However, not all officers are physically capable of performing these duties.

Officers who are not fit to conduct all these tasks have in the past been placed on light or 'restricted' duties, often remaining there for lengthy periods. This changed recently when the government brought in new rules regulating what happens where an officer is not fit for full duties in a series of changes prompted by recommendations made in the Winsor Review. These new rules mean that many injured or ill officers may find that their earnings may be reduced and their positions will be under considerable scrutiny.

The new rules provide two new categories of 'Limited Duties' for officers who are not fully deployable for the full range of police duties, including the ability to exercise reasonable force in restraint and retention in custody.

Officers who are not fit for full duties following an injury, accident or illness will initially be placed on 'Recuperative Duties'. This is intended to be a structured and time-limited period during which the officer adapts to and prepares for a return to full duties.

Guidance issued by the Home Office states that recuperative duties should normally last for up to six months and are only to be extended further up to a total of 12 months in exceptional circumstances.

Part 2 of this article will appear in the August edition of Police magazine



Richard Geraghty
T: 0808 175 7805
W: slatergordon.co.uk/policeLaw



Picture © Gustavo Frazao / Shutterstock

Older female officers could be left feeling isolated without support for menopause

Older female officers experiencing the menopause could end up feeling isolated in the service if it does not get to grips with the issue.

Forces need to be prepared to deal with the impact of female officers going through the menopause with an increasingly ageing workforce, according to a senior officer leading on the subject.

Last month's meeting of the Police Federation's national women's reserve heard from the Police Menopause Action Group (MAG) with Inspector Kirsty Jennett, from Merseyside Police, speaking of the group's aims to set the national direction, strategy and learning for managing issues involving the menopause within the police service. With an ever-ageing workforce, this is an occupational health issue that is growing in importance, she said.

Dee Collins, temporary chief constable of West Yorkshire Police, and chair of MAG, has the concern that without a cohesive approach to awareness, training and development of practice and policy, both locally and nationally, many colleagues might be left feeling "isolated and vulnerable" at a time when they most need support.

The average age that women in the UK reach the menopause is 52, and this can lead to a host of health issues which could potentially lead to performance and disciplinary sanctions due to a perceived lack of capability, according to MAG.

Under continual pressure

Carolyn Davies, chair of the national women's reserve meeting, said: "Police officers are under continual pressure as a direct result of austerity measures. Officers are now having to stay in service longer, which means this is an issue that must be taken seriously – now more than ever."

MAG is making significant progress to increase awareness of the menopause, the issues women face and the support available to them.

The group is working with the Police Federation, other staff associations and medical experts to support colleagues, increase the productivity and develop further understanding of reasonable adjustments in the workplace.

Officers can share experiences and best practice via POLKA (Police Online Knowledge Area).



If you've got a story highlighting the lighter side of police life, we'd love to hear it. Please send your Dogberry entries to: Dogberry@polfed.org

The early closing mystery was an open and shut case



A police community support officer in Bury, Greater Manchester was out on bicycle patrol when she called into a local shop to enquire about their 'vape' products. She looked at various items and settled on buying one.

A panic alarm went off on a colleague's radio and the PCSO made her excuses and flew out of the door – but not before ensuring the shop would be open for the next few hours for her to return. The PCSO high-tailed it to give assistance, but after a cancellation returned to the shop ten minutes later.

The PCSO was surprised to see the shop closed. The following day she returned and purchased her vape kit, enquiring with the shop owner about why he had shut early the previous day.

The owner's response was: "Well when you flew out of the door yesterday the door slammed shut on my dog's tail so I had to go to the vets."

Silences serve as a poignant reminder of the need to ensure public safety

With a summer of high-profile sporting contests and music festivals now well underway, the role of the police in ensuring public safety at major events has never been more important.

Following on from another successful on-site policing operation at Glastonbury, where Avon and Somerset officers once again had their own station within the festival site, the public focus switched to Wimbledon and a fortnight of fantastic tennis and huge crowds in south west London.

In the run up to the tournament, the Met Police unveiled details of how it planned to tighten security at Wimbledon, with measures including the deployment of extra officers, increased road closures and a “highly mobile reserve team” to respond to intelligence.

Chief Superintendent Stuart Macleod, the local Borough Commander said: “At the conclusion of last year’s Championships the Met’s planning team started preparing for this year’s tournament. We have reflected on previous operational plans and amended these where necessary to ensure we deliver a safe and secure Championships for 2015.

“This year’s event will be policed to a level proportionate with the current threat level.”

In the end, and thanks in no small part to those policing efforts, the Wimbledon Championships passed off largely without major incident. But two poignant moments during the fortnight – a minute’s silence (pictured here) in memory of the 38 victims (including 30 British tourists) murdered by a gunman in Tunisia, and a similar silence to commemorate the 10th anniversary of the 7/7 London terrorist attack – served as strong reminder that the threat to public safety is ever-present.

Photograph: Amer Ghazza / Demotix / Press Association Images





Fit for service?

Should all officers have to hit a job-related fitness test standard? Met commissioner Bernard Hogan-Howe recently said the tests were too easy. Paul Buckle, the Federation's retained expert on fitness testing responds

The job-related fitness test (JRFT) has always been a contentious subject ever since its inception back in 1995, when first introduced into policing through the Met Police.

The controversial issues of 20 years ago, namely the test standards and the sanction for failing, are still topical today, albeit then they were only connected with fitness testing for probationers and specialist unit officers. Today the issues are somewhat amplified as, following the implementation of recommendation 33 of the Winsor report (part 2), the fitness test has now been introduced to all officers with a role requirement to undertake personal safety training (PST).

Having been involved in police fitness testing for the past 20 years, I have always felt that a dichotomy exists when it comes to test standards. There seems to be as many who feel the standard is too high as there are those who feel it is too low. The most vocal, however, is the group in the too low camp. Just recently the commissioner of the Met Police said that he felt the standard was too low and consequently easy to pass.

Derived objectively and scientifically

Whether an officer feels the fitness test is too easy or too hard to pass is actually irrelevant. The most important factor is that the standard has been derived objectively and scientifically, to reflect the physical demands of policing, and that it has not been set artificially too high, to satisfy someone's personal opinion or preference.

The current minimum JRFT standard of 5.4mph in a shuttle run between two points meets with this criteria, as it is equal to the physical demands of PST, as determined by the scientific analysis and comparison of heart rate data from both physical elements. Therefore, quite simply, if officers can pass the JRFT they should be able to, all things being equal, cope with the physical tasks of PST.

The 5:4 is a minimum standard and for most officers they would need an average of slightly above average level of fitness to achieve a pass. Of course, officers with high levels of fitness would find the JRFT at 5:4 little or no challenge, but that



Picture: Lonely / Shutterstock.com



The current pass rates may well be high, but that is to be applauded surely, and not cynically interpreted as evidence of too low a standard; it clearly demonstrates that the vast majority of officers are fit for the role.

does not mean the test standard has to be increased, as a consequence. They should instead be personally satisfied that they possess a fitness level over and above the minimum requirement, which will always be an advantage when it comes to performing any physical endeavour.

The current pass rates may well be high, but that is to be applauded surely, and not cynically interpreted as evidence of too low a standard; it clearly demonstrates that the vast majority of officers are fit for the role.

Yes, there are those failing the fitness tests, and although as a percentage the number is very low, this still equates to several hundred officers in real terms. So, how best to improve the pass rate, so all officers can pass?

Direct age discrimination

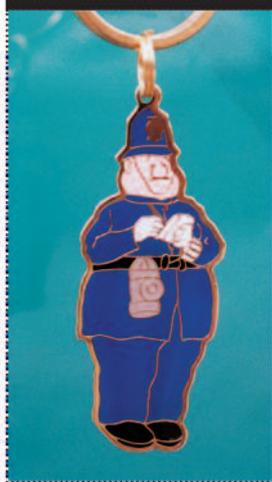
What we cannot have is a different standard for men and women, as this would directly discriminate on the grounds of sex, which is unlawful. Direct age discrimination, however, may be justified, if it is shown to be a proportionate means of achieving a legitimate aim. Although that may be the case, age-adjusted JRFT standards are unlikely to be justified, as the JRFT gives access to PST, which is exactly the same for all officers. So, this leaves us, rightly, with the current JRFT standard that is the same for all officers, regardless of age and sex.

www.GladstoneBoots.co.uk
07815 000 999



Prices Correct at Time of Print

DOGBERRY



KEY RING

Dogberry is the key to personal security. Get the ring of confidence for as little as £3.50 + 95p postage and packing. Don't be fobbed off!

Name: _____
 Address: _____

 Postcode: _____
 Telephone: _____

MEMORABILIA

All prices inclusive of VAT
 Send your Cheque/Postal Order, made payable to: "The Police Federation (Joint Fund)" for the attention of: Debbie Crawl, Police Federation, Federation House, Highbury Drive, Leatherhead, Surrey, KT22 7UY.

POLICING MADE EASY
 Be a part of it!



Introducing the **fastest growing offline** mobile policing application.

Forgotten whether a **crime report** is required? Want to find out whether there is **sufficient to charge a suspect**? Not a problem

With Pocket Sergeant, you no longer have to carry around text books or waste time returning to the office to look up information.

The app features **definitions, points to prove and much more!**

With **witness statement checklists, on board calendar, contacts section and reference library**, Pocket Sergeant makes policing easy and keeps you in the know.

Find out more by visiting www.pocketsergeant.co.uk



Follow us on
 Like our page on



Think **SAVINGS**



Think **SAVING** up to 30% on your next new car purchase, used cars available too!

Think **motorsourcegroup.com**

- ✓ Part exchange programme
- ✓ Online car hire booking
- ✓ Low rate Police finance
- ✓ All motor manufacturers available



This offer is exclusive to those working within the Police Force

T: 0845 388 0438 E: info@motorsourcegroup.com

Image for illustration only. Prices correct at time of print. Discounts vary between makes and models, please ask for details. MS1013.

There is an argument put forward that men, due to their physiological differences, have an advantage over women when it comes to passing the JRFT, or any fitness test for that matter. This assertion generally is correct, as men tend to be bigger and therefore have a greater lung capacity, and a higher percentage of muscle mass. However, that does not mean women cannot be fitter than men. A 60-year-old woman could well be fitter than a 20-year-old man, if the former exercised or was physically active and the latter did nothing.

Physical training instructors should provide tailored and bespoke training advice, with an unwavering arm of support, focused on the aim of getting all officers originally failing up to the required standard – bearing in mind the margin of failure in most cases would not be that great. It may take several weeks, or even months to get officers through the JRFT, but this has to be a favourable result for all concerned.

On a positive note, as only an average or slightly above average level of fitness is needed to pass, it should be within the capability, notwithstanding any health impairment, of all officers to be able to reach the required pass standard, but some may well have to be supported and helped. Those requiring help must not be criticised for being overweight and/or unfit, as there is no positive outcome from this stance.

Physical training instructors should provide tailored and bespoke training advice, with an unwavering arm of support, focused on the aim of getting all officers originally failing up to the required standard – bearing in mind the margin of failure in most cases would not be that great. Most officers failing the fitness tests would reach a score in level 3 or 4, which is within reach of level 5 and 4 shuttles. It may take several weeks, or even months to get officers through the JRFT, but this has to be a favourable result for all concerned. The service retains valuable officers, helping to maintain both morale and operational resilience, and the officers themselves benefit from improved fitness and health.

What do you think?

Email syreeta.lund@polfed.org or @SyreetaLund



Leaving the service in safe hands

Colette Paul remains one of the few female police officers to reach the service's most senior ranks. Due to officially retire next month, the chief constable of Bedfordshire talks to *Police* magazine about being determined in the face of challenges, and her achievements after more than three decades in policing

What do you plan to do with your time once you have retired?

I plan to get married, renovate two properties and build another, spend time travelling and spend time with my elderly parents. I am not someone to sit around so I am sure I will keep myself busy and pick up some work, but only after a nice rest and some quality time with family and friends.

When did you join the police and what made you think policing would be a worthwhile career?

I joined the police in 1982, direct from Keele University. I thought about a range of possible jobs including the military, the Foreign Office and even banking. However, it was the enthusiasm and the passion of the police officers who came to our university to present during the 'milk round' of organisations trying to attract graduates that made me reconsider and decide on policing.

It appealed to me as I could give something back, catch bad people and protect the vulnerable, but also it was the variety the job offered. I thought it would be a fabulously varied career, and it has been; 25 years in the MPS, working all over London from Essex to north London to west London, South Wales and then Bedfordshire.

I feel privileged to have worked in the CID, uniform policing and other specialist roles.

What have been the highlights and main achievements of your career?

The variety and the range of people I have worked with. I think police officers and staff are very special, think of others before themselves, and have a real hard work ethic. I am proud to say I am a police officer.

I think working in the Anti-Terrorist Branch was a real highlight as it was challenging intellectually as well as practically. It included policing from the international right down to the local.

The one job I thought wouldn't be a highlight was when I became staff officer to the commissioner, John Stevens. I really didn't want the role but it turned out to be the best learning I



Receiving the QPM from Prince Charles was, for Bedfordshire chief constable Colette Paul, one of the most memorable moments in her career

Picture © PA Photos



The '24 Hours in Police Custody' TV series underlined Colette Paul's belief in police transparency

have had in my career. So thank you Lord Stevens. He was the one who told me to leave the detective world and become a borough commander in Ealing and Southall. It was the best advice as I felt competent across all disciplines which really helped me as a chief constable.

The next highlight was becoming the chief constable of Bedfordshire. How can you beat that!

Wherever I have worked I have opened up policing and ensured it is more transparent – for example, the '24 Hours in Police Custody' series on Channel 4. I have re-designed two forces, South Wales and now Bedfordshire, to ensure the forces are fit for purpose in the future.

I am really proud also of my national and international roles – leading the new media and communications strategy for policing that will become authorised professional practice. Also the international portfolio and the setting up of the international policing links, bringing together all law enforcement agencies and relevant government departments to ensure a co-ordinated and coherent approach to international policing.

I am proud of Schengen SIS II. The information system allows national authorities to issue and consult alerts on people who may have been involved in a serious crime or may not have the right to enter or stay in the EU. It also contains alerts on missing persons, in particular children,



The only way we will combat terrorism and serious and organised crime is by ensuring a good foot print in communities.

as well as information on certain property, such as banknotes, cars, vans, firearms and identity documents, that may have been stolen, misappropriated or lost.

I am also proud of having been the senior officer responsible for all of law enforcement (with the exception of the Border force), and that we have introduced a European-wide information sharing that will protect people and fight crime.

Additionally there is my legacy of leaving a new policing model in Bedfordshire. So overall I have had a great and fulfilling career.

Do you have a particularly memorable moment from your time as an officer?

Becoming the chief constable of Bedfordshire. Getting my Queen's Police Medal from Prince Charles. From a work perspective, I represented the MPS on a Post 9/11 Role Working Party when I was a sergeant and the other representative was a chief constable for ACPO. I was really proud that the MPS recognised my skills rather than my rank.

What do you see as the biggest challenge for forces, particularly for Bedfordshire, in the next few years?

Funding, of course, and transforming our services to deliver policing in a different way. I have never hidden the fact that I think 43

HELP AT HAND, 24/7

The Police Federation free mobile app is now available for iPhone, iPad, android and mobile web. You will be able to access news, Federation advice and tools to help you do your job, whether you're on shift or off duty.

You can download the app by following the instructions at:

www.polfed.org/app

or scan the QR tag below with your smartphone for more information.



forces is far too many, but while there is no political support to change this, we will have to collaborate more, work in much closer partnership on preventative upstream work, and then have national and regional capability that forces can access.

Bedfordshire specifically is a rurally funded force with metropolitan crime challenges. It needs to be funded properly to keep it viable through the forthcoming cuts.

How important is neighbourhood policing in communities?

Neighbourhood policing is extremely important, not just because it is reassuring for the community, but because it makes good business sense to connect local policing to regional and national policing. The only way we will combat terrorism and serious and organised crime is by ensuring a good footprint in communities.

What are the biggest threats to policing at the moment and why?

The biggest threat is financial; we have to take our fair share of the cuts, but we are not protected like education and health so there are bigger cuts for policing.

We need to be fit for purpose for the future. Funding recognises traditional policing and traditional crime, not cyber crime, historical child abuse and sexual offences, child sexual exploitation and modern slavery. These are all complex and resource intensive.

You worked in the Met police for a number of years; as they strive to be more representative, how important is it that the police reflect the communities they serve?

It is incredibly important that forces like the Met and Bedfordshire are more representative of the communities, because they are complex operating environments with very diverse communities.

If we believe in the Peelian principles, as I do, of the public being the police, it goes without saying that to be effective we need to be representative.

As one of the few female senior police officers, did you feel you had any barriers to face that perhaps your male counterparts did not?

There are barriers, although I think it is much better than it was. I genuinely believe that a woman has to be outstanding to be recognised.



Bedfordshire is a rurally funded force with metropolitan crime challenges

I do also see women having to work harder, and women still do not go to some of the more traditional male networking events (such as golf). But things are changing, and women do have more opportunities. I think I have been successful because I am very focused, determined and very enthusiastic about my job, which I think helps.

Women can also be their own 'glass ceiling' because they will only apply for a role if they are 100 per cent sure they meet all the criteria. Often men are happy to take the risk that they meet 50 per cent.

So I have seen it as my role to encourage more women to reach for the stars and to take more risks without support. I also think that there are many great men out there who are very supportive of their women colleagues. We need those men (and more of them) to encourage women to reach their potential.

And finally...

I have had a fabulous career, with great people. I admire our brand new officers, our staff who bring their enthusiasm and their intelligence and their passion to policing. I do believe policing is in safe hands.

I have never hidden the fact that I think 43 forces is far too many, but while there is no political support to change this, we will have to collaborate more, and work in much closer partnership on preventative upstream work

MEMBER BENEFITS

You can find out more about these offers in the Members' Area of the Federation website (www.polfed.org).

LEATHERMAN
OUTDOOR STORE



10% OFF FOR OFFICERS
ENTER CODE **POLICE10**
www.leatherman-store.co.uk

SleepBenefits
Providing access to products that benefit sleep



30% discount for Federation members
www.sleepbenefits.co.uk

OUTDOOR 365



10% OFF FOR OFFICERS
ENTER CODE **POLICE10**
www.outdoor365.co.uk

APH
Airport Parking & Hotels

Save £'s on your Travel Extras!

10% off Airport Parking
off Airport Hotels
off Airport Lounges

MOTOR SOURCE POLICE

Exclusive discounts for UK Police

All makes & models | New & used cars | Purchase & leasing | Car hire | Insurance | Mobiles

motorsourcegroup.com

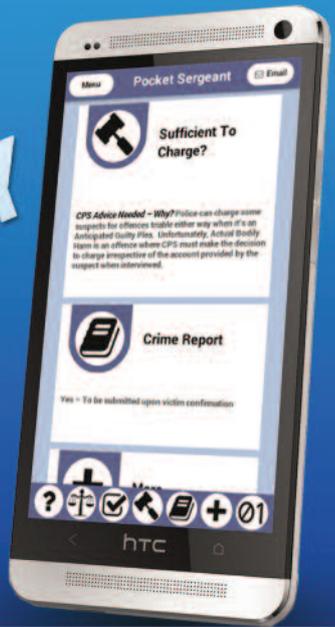
Home Buying Made Simple
The Complete Homebuying Service

FREE Independent Mortgage Advice for PolFed Members

www.homebuyingmadesimple.co.uk
CALL: 0131 467 0996
Contact: frank@homebuyingmadesimple.co.uk

MAKING POLICING EASY

Be a part of it!



Introducing the **fastest growing offline** mobile policing application.

Forgotten whether a **crime report** is required? Want to find out whether there is **sufficient to charge a suspect**? Not a problem

With Pocket Sergeant, you no longer have to carry around text books or waste time returning to the office to look up information.

The app features **definitions, points to prove** and **much more!**

With **witness statement checklists, on board calendar, contacts section** and **reference library**, Pocket Sergeant makes policing easy and keeps you in the know.

Find out more by visiting
www.pocketsergeant.co.uk

Follow us on 
Like our page on 



POCKET SERGEANT



POLICE Federation MORTGAGES

Call us 1st
0845 459 6390



The Ultimate Driving Machine



Big discounts on health insurance for Federation members and families

www.generalandmedical.com

TRAVSURE
travel insurance

Buy your travel insurance online at travsure.com



Federationdrive

Risk free, hassle free car purchasing for members and their families

CALL: **0845 122 6911**
OR VISIT: FEDERATIONDRIVE.CO.UK



No1 CopperPot
CREDIT UNION

www.no1copperpot.com
0845 130 1852

CLASSIFIED

To reach an audience of up to 100,000 potential customers, call Richard Place on 01271 324748 / 07962 370808, or email richard@chestnutmedia.co.uk

Holidays

Algarve – Carvoeiro, Villa, 4 bedroom (3 en-suite) in 2 acres of land, sleeps up to 9 people in landscape gardens, maid, own pool; tel 01932 750531 (eve) or 07508 548304, or website: www.delhorta.co.uk

Disneyworld Florida Villa, Four bedrooms, three bathrooms, 2 lounges. Private pool, games room, 6 TVs, Wifi. www.woodvillevilla.com 01531651723

Florida – 12 mins from Disney. Luxury 4 bedroom, 3 bathroom villa with pool. £395 pw all year. Discount for 3 weeks or more. Tel 0141 779 4929, or visit www.florida-vacationvilla.com

Florida – luxury villa, 12 mins from Disney, 4 Bedroomed 3 Bathroomed with pool and Wi-Fi. Contact 07920 213097 or visit www.cvhighpoint.co.uk

Florida – luxury villa with private secluded pool in a golf course estate within 15 mins of the attractions. 4 bedrooms, 3 bathrooms. Very spacious. Quote Police Mag for discount. www.floridahighlandsreserve.co.uk Tel 01506 884955 or 07968 133 426.

North Cornwall – Boscastle, 17th century cosy cottage in village, sleeps 1-6. For details call David Hart on 01895 624885; sorry, no pets.

Rome – city centre, two apartments for holiday rental each sleeping up to 4 people. 10% discount for Police magazine readers. www.rentintestaccio.com Please phone Sandra on 07749 789 630.

Spain – 6 bed luxury villa. Private pool, peaceful and secluded, only 25 mins drive from Malaga airport and Marbella beaches www.casaconvista-holidayvilla.co.uk

Tenerife South, Costa del Silencio, 2 bed apartment sleeps 4-5. Pool, 10mins walk, beach, shops, restaurants. From £200pw; photos and further info on request Tel: 01635 269300 / 07831635662

Services

Trauma. Guilt. Stress. Anger. Seeking help is not admitting weakness. Ex-officer, now trained therapist. www.samanthahudson.co.uk

Business opportunities

SPRAYING VILLAS in the Costa Del Sol and the Algarve. All work supplied by established sales team. One off fee includes vehicle, all spray equipment and training. For more details contact@noneedtopaint.com or tel 0800 5088102

ARE YOU LOOKING FOR a second income? Last year I was shown a business opportunity which worked around my small children and full-time police role. A company that had it all! If you are interested and would like to top up your wage by £200 – £2,000 p/m please contact me on 07817963858 or via email lisamarie11432@hotmail.com

For Sale

Personalised Clocks



www.hargreavesbrothers.co.uk
Phone 01688 302999 hargreavesbrothers@yahoo.co.uk

STOP POLICE

Holiday house to rent out?
Business or career opportunity to offer?
Prized possession to sell?

POLICE classified gets in front of more than 100,000 police officers and staff every month!

Call Richard on 01271 324748 to find out how you can get in front of the biggest police audience.

Are you feeling Stressed, Unhealthy, Unfit?

There is another way

At Obsidian Wellness in Spain on the Costa Blanca

Treat your body and your mind to a healthy holiday to
RELAX AND UNWIND
LOSE WEIGHT
GET FIT
LEARN ABOUT NUTRITION
FIND MOTIVATION
SOAK UP THE SUN
DETOX

Our programme is successful in the prevention and management of Type 2 Diabetes, Cholesterol and Hypertension

Obsidian
wellness centre

Call 0208 003 4413
info@obsidianwellness.com
www.obsidianwellness.com



www.worldchallengecoins.co.uk

facebook.com/worldchallengecoins

The UK's largest supplier of custom, individual and wholesale challenge coins



For more information about our challenge coins, please visit our website or give us a call

Contact us on 0800 980 4687

Police Challenge Coins

Officially Licensed by the Ministry of Defence



View from the Sidelines

Clive Chamberlain,
former chair of Dorset
Police Federation

Water cannon rejection ignores real risk of increased violence

Theresa May's decision to reject Boris Johnson's request to use the three 25-year-old German water cannons, which he authorised to be bought by the Metropolitan Police at a cost of £218,205, is interesting.

Perhaps Boris should have 'thought before he bought' and considered the possibility that in seeking permission before purchase he may have saved a lot of money going down the drain, unlike the water that he was hoping would be fired from them.

There are arguments for and against the use of water cannon, primarily questions around their effectiveness in the potential situations where they could be utilised. There are also huge concerns around the morality of using such devices.

The Home Secretary has argued that in authorising their use "the historic principle of policing by consent could be placed at risk" and she is right; but

she also needs to acknowledge that with increasing levels of inequality and thousands of disaffected and disillusioned citizens, the potential for civil disorder is a real risk.

In his 2010 Conference speech, the late Paul McKeever warned of the likelihood of wide scale riots. His concern was dismissed as scaremongering, but he was right, and in 2011 parts of England were affected by some of the worst rioting in recent history.

We now have 16,916 fewer frontline police than in 2010, and if anything, with the imposition of further wide ranging cuts there are even more angry people. Sadly the possibility for more violence has not diminished, it has grown.

With increasing levels of inequality and thousands of disaffected citizens, the potential for civil disorder is a real risk.



You can follow me on Twitter @MrCliveC



The Home Secretary's decision not to allow the Met to use water cannon could leave the force out of pocket, and ignores the growing possibility of violent disorder

Picture © Kisa Kuyruk / Shutterstock

Nick O'Time

Colin Whittock



SUDOKU 1 2 3 4 5 6 7 8 9 1 2 3 4 5 6 7 8 9

			1		2		5	
6			4			9		
5				9			4	
	2	6	8					
8	4			6			7	9
					4	8	6	
	8			4				2
		5			9			7
	3		2		8			

Scribble pad

Slater and Gordon and PolFed.



Slater and Gordon has been working with the Police Federation for five decades, representing Police Officers against claims of misconduct and criminal behaviour, in personal injury and employment claims, family law matters and in cases of defamation. We've unrivalled experience of winning cases, protecting your job, your income and your reputation.

Our legal services:

- + Crime and misconduct allegations
- + Personal injury claims - on or off duty
- + Family law
- + Employment law
- + Police pensions
- + Wills, trusts and estates
- + Defamation and privacy matters

Contact us today:

0808 175 7805

(24h Criminal Assistance number: 0800 908 977)

slatergordon.co.uk/policelaw

Slater and Gordon (UK) LLP is authorised and regulated by the Solicitors Regulation Authority.



Looking for extra
value
from your home
and car insurance?

SAVINGS AND INVESTMENTS ■ INSURANCE ■ MORTGAGE ADVICE ■ HEALTHCARE ■ INDEPENDENT FINANCIAL ADVICE ■ FINANCIAL EDUCATION

Many claim to offer great value insurance products. We provide exclusive insurance cover with relevant extras for the Police family. Moreover, our members save on average £114 on car insurance* and £127 on home insurance*. It's no ordinary job, so we offer no ordinary products.

Call 0800 652 9107 or visit policemutual.co.uk/exclusive

**Police
Mutual**
ALL PART OF THE SERVICE

*Based on 26% of all car insurance members and 22% of all home insurance members who provided their existing premium and switched their insurance, between May 2014 and April 2015. Police Mutual Assurance Society Limited is an incorporated friendly society. PMGI Limited, trading as Police Mutual, is registered in England & Wales No. 1073408. Registered office: Alexandra House, Queen Street, Lichfield, Staffordshire WS13 6QS. Car and Home Insurance is provided by Royal & Sun Alliance Insurance plc. For your security, all telephone calls are recorded and may be monitored.