



Working for you...

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● Represent ● Influence ● Inform

Message From Chairman



**Steve Williams,
Chairman, The
Police Federation of
England & Wales**

Welcome to the police service and congratulations on embarking upon one of the most rewarding and challenging careers there is. Yours is a job of great responsibility and one to be very proud of; protecting life and property and upholding the law. Your job will be interesting and far from

routine but at times your career will be stressful and you will no doubt encounter many difficult situations.

The Federation is the official body that negotiates your pay, terms and conditions and allowances with the government, chief officers and police and crime commissioners. We also negotiate and lobby on professional issues such as uniform, training, promotion, discipline and health and safety.

The Federation was established in 1919 and has been successfully representing officers and influencing the policing agenda for over 90 years.

The Federation is run entirely by serving police officers, who all bring a wealth of professionalism and on the job experience combined with honed skills in specialist areas such as CID, roads policing and discipline. Each Federation representative is dedicated to fairness and supporting their colleagues.

Aside from our holistic role we also look after you as an individual. Policing is a complex, dangerous and often unpredictable business where at some point in your career you may face something you hadn't anticipated; an accident on duty, an allegation made by a member of the public or where you may feel you are being treated unfairly in the workplace. Your career and welfare matter to us. We are here to help and to speak on your behalf; individually, regionally and nationally.

Take care,



About the Federation

The Police Federation of England and Wales is a staff association for all police constables, sergeants, inspectors and chief inspectors. It was created by the Police Act 1919, passed a year after a crippling strike by the unrecognised National Union of Police and Prison Officers (NUPPO).

We are the body that represents 99% of the 130,000 police officers in England and Wales. We are the voice of the service. A voice heard regularly on TV, radio and referred to in the press. We campaign tirelessly on your behalf to ensure you and your fellow officers are given a fair deal financially, legally and professionally.

We are also a persuasive voice in the corridors of parliament both in Westminster and the Welsh Assembly. We hold regular parliamentary meetings, issue regular briefings and provide consultation on a raft of bills and issues of the day. We also lobby to ensure that our case is heard by the government, opposition parties and the House of Lords.

Federation structure

Each police force has a Federation Branch Board. This is made up of Constables, Sergeants and Inspecting ranks. Every member is entitled to vote for a local representative and each JBB has a minority gender seat – currently held by women to ensure there is no unfair impact on the minority sex. Elections take place once every three years.

On matters which affect all three ranks the branch boards meet together as the Joint Branch Board and negotiate local conditions of service with the chief officer. The local or departmental representative negotiates with the appropriate local senior officer.

The central committee operate nationally on behalf of each rank. They come together to form the joint central committee (JCC). Members of the JCC are elected for three years at the central conferences.

The Police Negotiating Board reviews police pay according to an agreed formula. Terms and conditions are set out in police regulations which are approved by parliament. Non-negotiable subjects are dealt with through the Police Advisory Board. The Federation represents the federated ranks on each board and holds the chair and secretary positions.

Why the Federation?

Membership is not compulsory. But you may want to read a few of the case studies further down to see the type of things the Federation can do for you.

There are many restrictions on your private life but also on your work life. You are contracted to be available for duty 24/7, forbidden from taking part in any form of industrial action and are officers of the crown not the government. Therefore having representation legally and professionally is a shrewd insurance against malicious allegations, unfair treatment and unfounded criticism.

Your membership of the Police Federation is the best insurance policy you may ever take out.

What can we do for you?

Whilst a lot of our influencing is done through stakeholder, media and parliamentary relations most of the support, research and negotiation is done behind the scenes, by the local and central committees and supported by Federation staff.

The Federation negotiates on all aspects of pay, allowances, hours of duty, annual leave through the Police Negotiating Board which is made up of Employers; the government, chief officers and the Association of Police and Crime Commissioners, the Federation and Superintendents' Association. The Federation (through Staff Side) is consulted when police regulations are made or amended which deal

with areas including training, promotion and discipline. The Federation take an active interest in a wide range of subjects and puts forward views on your behalf often after wide consultation through surveying, focus groups or one on ones.

By reflecting the true picture of operational policing and the practical implications of proposed legislation we endeavour to influence lawmakers particularly where there may be an impact on the lives or work of our members; such as the Equality Bill and Crime and Security Bill amendment. Federation representatives provide work place representation. This can range from moral support through to negotiations on flexible working arrangements, medical redeployments and reasonable adjustments to enable individuals who are terminally and critically ill to remain in work. To support us in this work we have access to expert solicitors who can advise on the legal requirements of the organisation and can also obtain medical reports to support our representations.

All members will have access through their local branch board to group insurance schemes which provides life insurance and critical illness insurance. The group insurance schemes also cover wills, debt and bankruptcy advice.

How your money is spent and why

Over £7.4 million of the Police Federation budget is allocated to legal services. This includes representation to cover criminal injury compensation claims, civil matters, gross



misconduct and performance matters, defamation, employment tribunals, regulation related disputes, inquests and judicial reviews. We also provide assistance for civil matters which include personal injury and negligence claims for members and their families and to support legal action on behalf of members in matters of general principle or importance to contributors generally.

We provide comprehensive training for all Federation representatives on matters covering misconduct and grievance procedures, health and safety, equality and diversity and dealing with the media.

About 12% of the budget is spent on staff and about 6% on the headquarters where highly skilled professionals in fields such as research, legal and media provide the Federation with the expertise, advice and management to ensure claims made by officers, legislative issues and fracas and relationship building with government are presented professionally and successfully.

Federation funds also support the function and remit of working groups. These working groups reflect a mix of rank, region and gender and are commissioned to deal with topical issues of the day that may have an impact on the life and work of our members.

As with any professional body having a fully functional, state of the art building is important to ensure work is carried out to the highest standards. There are 75 staff who work for the Federation. Officers and reps use the building for training and to conduct Federation business.

What do I get for my membership subscription?

- Provision of free legal advice, assistance and costs to members facing criminal proceedings brought against them for an offence committed in or founded upon something done in the performance or purported performance of police duties
- Negotiation nationally on police pay, terms and conditions
- Provision of welfare advice and help on personal issues
- Provision of advice and representation with regard to misconduct proceedings
- Provision of advice and representation with regard to employment tribunals

- Help with civil claims and criminal injury claims
- Consult, negotiate and facilitate the most up to date health and safety elements for the job
- Assist with grievance procedures
- Act as a consultative body on legislative and political matters
- Seek to influence the political agenda on policing
- Lobby government on changes likely to adversely affect policing
- Contribute to professional reviews on policing
- Offer advice to anyone suffering sexual, racial or other discriminatory harassment
- Host a number of events on policing matters from our Annual Conference to National Police Bravery Awards
- Speak for and on behalf of rank and file officers in the media and with opinion formers
- Represent your views at a number of seminars, meetings and round table discussions with stakeholders

Recent Federation work for members

Pensions

In 2012 the government sought to implement a series of reforms to police pensions following recommendations made in the Hutton Report. Had the Federation not engaged with the Home Office, the likely outcome would have been the imposition of the Home Secretary's original proposals. While the Federation was not in a position to 'agree' or 'disagree' to the changes, it attempted to influence the outcome through a process of open engagement. As a result, the Federation was able to secure a number of significant concessions and improvements to the terms initially proposed.

Under the original government plans, police officers retiring before the age of 60 would not have been entitled to collect their career average (CARE) police pension until state pension age, which is due to increase to 67 and subsequently to 68. Following submissions made by the Federation, the government agreed that any police officers due to retire between 55 and 60 would be able to take an immediate pension actuarially reduced from age 60.

The Federation also secured an improvement in the transitional protections, so that they applied to more members than was originally proposed.

For example, under the original Home Office proposals, any officer who was either aged 45 or over or had more than 10 years' service left before retirement and was aged 40 or over would not have their retirement date or pension changed. The Federation ensured that if they had 10 years of service left and were aged 38 or older, they had the same protection from that point on. Officers who were within four years of being able to qualify for that protection, for example if they were over 38 and had 14 years of service left, also still received some degree of protection.

Funding for Police Convalescent Homes

Another success for the Federation was the £2.5 million funding given by the Home Secretary to the police convalescent homes in the north and south of England. The Federation had lobbied for many years to secure funding for this worthy cause where injured officers are able to receive the rehabilitation and support necessary after an accident or illness.

Roads Policing

The Police Federation roads policing group is made up of regional representatives who are operational front line officers with a vast array of expertise and experience in policing the roads. The roads policing group influences decisions that impact favourably on the front line as well as roads policing units. The two current priorities are, delivering a recognised and nationally acceptable roads policing qualification that

enhances officer and public confidence, and secondly dealing with the difficult legal issues around emergency response driving. We are also working closely with science and industry to enhance the capabilities of on board vehicle technology. The group continue to make many contributions in different ways, including responding to legislative changes, advising on cases where driving related prosecutions may be brought against officers and speaking at public forums. The roads policing conference is held annually with ACPO and has become a prestigious event. It highlights the annual recognition given to those who make the most outstanding contribution to roads policing.

CID

This specialist area also has its own stand alone seminar and has received some really good media coverage and stakeholder support in the last year. The lack of fully trained detectives and the powers creep of civilian investigators are issues that have been raised by the National Detectives Forum and work continues to secure officer numbers and retention.

Conduct

The Federation have been heavily involved in attempting to change the culture of discipline procedures from one of punishment and sanction to one of learning, development and improvement building from the 'Taylor Report' of 2005. This work has produced the Standards of Professional Behaviour which reflect the





expectations of both the police service and the public and the implementation of new sets of Conduct & Performance Regulations in both 2008 and 2012. Despite all the work done police officers still remain under the most scrutiny of any set of workers and the recent publications in respect of the 'Hillsborough Independent Inquiry' and the 'Leveson Inquiry' ensure that will remain the focus.

There continue to be testing times ahead as the Federation respond to new proposals for additional powers for the Independent Police Complaints Commission (IPCC) and greater analysis and measures with regard to police integrity. The Federation will continue to be fully involved in all discussions to ensure that police officers are treated in a fair, proportionate and transparent way.

Police officers still have access to legal advice and representation, which continues to be provided by the Federation if the alleged misconduct is connected to the performance of police duties. The area of legal representation is one that will no doubt be revisited again in the future by Government and the Federation will argue vociferously that its retention is vital when a police officers' career is in jeopardy.

Substance Misuse Testing

This was initially introduced in 2005 for police officers when the Federation successfully argued against the use of 'hair-testing'. The regulations

were reviewed between 2010 – 2012, when again the subject of 'hair-testing' was raised by ACPO. The Federation again made representations in respect of concerns about the validity of 'hair-testing' and persuaded other parties that a more structured 'with cause' test, consisting of three samples (of urine or oral fluid) over a 90 day period was a more proportionate way of conducting such tests. This was eventually agreed by all parties and is reflected in the amended regulations that came in on 1 April 2012. Without such input by the Federation there is no doubt that 'hair-testing' for police officers would have been incorporated.

Legal Aid

The current situation in respect to 'Legal Aid' is that should police officers be charged with criminal offences and attend either a Magistrates or Crown Court, their salaries are such that they would be required to make a contribution to their legal aid costs. This could in the worst case scenario jeopardise their home. The Federation will not see this occur and so pay for all police officers where the offence is in relation to the performance or purported performance of police duties to be represented privately by specialist retained or panel solicitors firms without the need for legal aid and at no additional cost to the police officer above their normal Federation subscription.

Representation at criminal interviews is currently available via legal aid so although a police officer

may utilise one of our retained or panel firms, there is no cost to the organisation or the officer for the initial interview. This position has been reviewed previously by the Government, however a further consultation; 'Transforming Legal Aid' was launched in April 2013 that may again curtail the use of legal aid in this area. The Federation will continue to monitor this situation in order to ensure that police officers do not suffer from any detrimental legislative changes that may occur in the future.

Recent cases around the country

- A constable was accused of assault in the back of a police vehicle. He was acquitted of all charges at the Magistrates court and the legal bill of £6,028 was picked up by the Police Federation.
- An officer was alleged to have accessed the force's computer to carry out unauthorised checks. Following advice and assistance, prior to the officer's interview, a decision was made by the CPS that no further action would be taken against the member. The case cost £967.98 and the bill to cover legal advice and assistance was picked up by the Police Federation.
- A constable was summonsed for driving without due care and attention in an unmarked police vehicle after responding to an emergency call when an accident occurred. After careful deliberation, it was agreed the officer should plead guilty and raise special reasons. The officer was dealt with by way of an absolute discharge, no endorsement on his license and no order for costs. The total cost to the Police Federation to cover legal representation was £1,050.60.
- A police officer received dismissal without notice after failing to respect and show courtesy to a male colleague. The officer was supported throughout and appealed against the decision which proved to be successful and was reinstated. The Police Federation covered all legal representation for the appeal which cost £7,139.16.
- An inspector informed the Federation that false allegations were published in a newspaper referring to allegations made on regional news. Counsel secured an agreement with the newspaper to publish an update stating the outcome of the internal investigation. This would ensure readers of the original articles would be made aware that the officer was vindicated. The Police

Federation supported the officer and covered legal advice and assistance which came to £12,239.96.

- An officer received a custodial sentence after being summonsed following an allegation of assault on a woman in a custody suite. Police Federation costs for the criminal trial was £18,315.98. An appeal against his conviction was lodged and was successful in obtaining bail for the officer. Our member was acquitted and the Police Federation costs received a reimbursement in our costs for the appeal totalling £17,613.51.

The cost for the gross misconduct hearing, which was unrecoverable, totalled £23,383.21.

The Police Federation assisted the member again with an appeal to the police appeals tribunal (PAT) which saw him successfully reinstated. The cost of the PAT came to £20,551.22 which is in the process of being recovered.

Sadly, the force decided to challenge the decision to re-instate the officer by judicial review. The officer was also named as an interested party to the proceedings brought by the force against the police appeal tribunal panel. The force was refused permission to proceed with the judicial review and were ordered to pay all interested parties costs.





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