



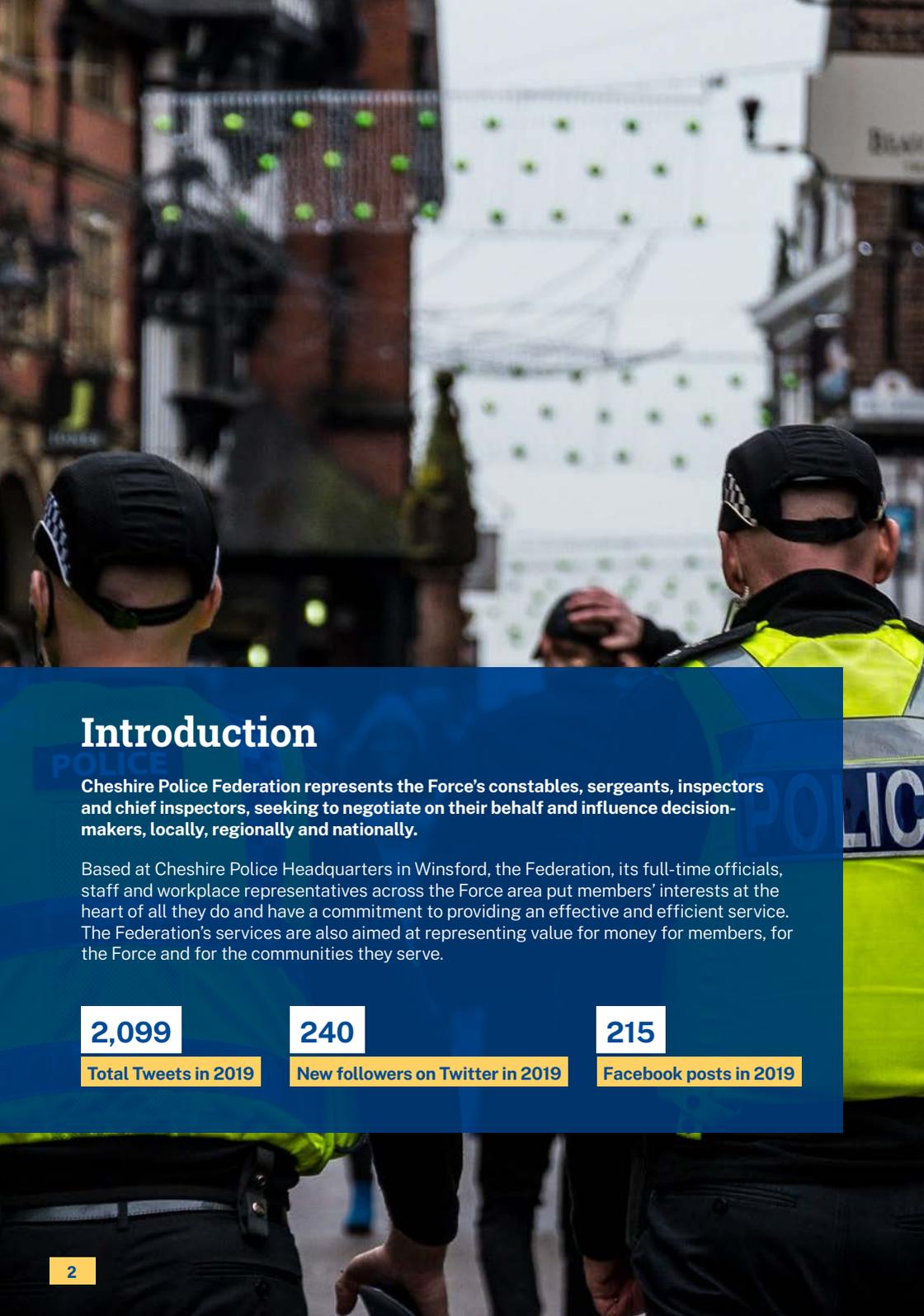
Cheshire Police Federation

Our work in 2019

Annual public value report

Supporting the officers who serve our communities





Introduction

Cheshire Police Federation represents the Force's constables, sergeants, inspectors and chief inspectors, seeking to negotiate on their behalf and influence decision-makers, locally, regionally and nationally.

Based at Cheshire Police Headquarters in Winsford, the Federation, its full-time officials, staff and workplace representatives across the Force area put members' interests at the heart of all they do and have a commitment to providing an effective and efficient service. The Federation's services are also aimed at representing value for money for members, for the Force and for the communities they serve.

2,099

Total Tweets in 2019

240

New followers on Twitter in 2019

215

Facebook posts in 2019

Chair's foreword

Welcome to Cheshire Police Federation's annual public value report covering its work on behalf of its members during 2019.

The political landscape has changed somewhat during 2019 and it finally feels that the Police Federation is able to have honest and meaningful conversations with the Government. The uplift in officer numbers announced by the Government in the summer was welcomed but is just the start of trying to get policing back to where it should be.



2019 was a year of transition for us as a Federation branch with a change from three to four full-time positions. As a team, we have worked hard to ensure that we are included in discussions with the Force, and we have forged great working relationships with HR departments.

We continue to have a firm focus on members' health, welfare and wellbeing, in a physical, mental and financial sense. We have helped members through difficult circumstances, working closely with the Force to ensure that the right support is put in place to look after them. I am proud to work with a dedicated team. The workplace representatives have, on numerous occasions, gone to extreme lengths to ensure colleagues have received the support they required. This has given us a good foundation to build on and this area of our business will go from strength to strength.

Communication is a key part of our business and something that I worked to improve during 2019. We invested in professional media advice and support to ensure the Cheshire Police Federation voice reaches a wider more diverse audience and is as effective as possible in delivering for our members. I have also been working on relaunching our website (cheshirepolfed.org.uk). This website will host a wealth of information around Police Regulations, frequently asked questions and the Group Insurance Scheme, as well as our latest Member Services offers.

Through our team of elected full-time officials and workplace representatives, staff and Member Services providers, Cheshire Police Federation is committed to representing and supporting the officers who serve our communities. I look forward to serving as your chair during 2020 and will continue to work hard to represent you all both locally and nationally.

By Jamie Thompson

Secretary's summary

Towards the end of 2019, the new full-time team started working together with promise and dedication. I welcome the support of the Chief Constable in creating a new full-time role with Dan Lever becoming the branch wellbeing and equality lead.



Elections

There have been a number of elections for local Federation representatives, Branch Board members and a full-time official. It is important to have the right representation in place to cover members across the county. Therefore, it is important that our Federation representatives receive the correct training to provide vital support to members when they need our help.

Post-Incident Procedures support

A number of Post-Incident Procedures (PIP) have taken place throughout the year in Cheshire. Such incidents can have a significant effect on the officers involved.

Relationship with the Force

The full-time Federation team has worked tirelessly to cement strong relationships with the National Police Chiefs' Council team, Police and Crime Commissioner, Human Resources, the Professional Standards Department and other key departments within the Force. It is important that we are honest with each other to bring about the best for our members. It also gives us the opportunity to be involved in influencing change, with the members in our forethoughts at all times.

What to expect in 2020?

All forces across the country will receive extra officers as part of the pledge by Prime Minister Boris Johnson and the Government to reinvest in policing. These officers will provide increased numbers to the current levels and will receive our guidance and support.

Nationally, funding has been made available for more Tasers and the associated training. We are working closely with the Force to make sure officers are provided with the appropriate training and equipment. It is important that our officers are as safe as possible and have all tactical options available to them.

By Tony Condon

Representation

Police Federation representatives do not just represent their colleagues, they also negotiate on their behalf and seek to influence decision-makers and stakeholders.

Cheshire Police Federation has four full-time executive officers based at Cheshire Constabulary Headquarters in Winsford. They act on members' behalf in dealings with the Force and in discussions around regulations,

policies and procedures, locally and nationally.

Each of these full-time officials has their own roles, responsibilities and specialisms covering the full range of Federation work including conduct, health and safety, wellbeing and equality, and professional development. They, along with the 30 workplace representatives, receive full training so they can professionally represent members.

The workplace reps are an easily accessible first point of contact for any Federated member with a work-related or welfare issue.

All branches of the Police Federation have elections when vacancies arise and Federated members are advised to contact the office or their workplace representatives if they want to find out more about how they could help and support colleagues.

Income

Cheshire Police officer numbers are stable, having seen reductions over the last few years. However, there is a recruitment drive due to the Prime Minister's aim to recruit 20,000 officers nationally. It is anticipated that we should see an increase in subscribing members.

Expenditure

In May 2019, we appointed a new full-time equality and wellbeing lead with Dan Lever taking on this completely new role to Cheshire Police Federation. This role, which has required external training, is crucial to provide members with extra welfare support in addition to what the Force provides.

From 2018 to 2019, there has been a reduction in expenditure in budgetary areas such as subsistence

and mileage. However, there has been an increase in the costs for internal training and welfare. The full-time office team is now made up of four posts.

Overview

A reduction in the Cheshire Police Federation budget has been dictated centrally by the Police Federation of England and Wales (PFEW). This reduction is also taking place in other Federation branches across the country. However, this will not detract from the services which are provided by Cheshire Police Federation to its members. Under new arrangements, 100 per cent of membership subscriptions are sent to PFEW at Leatherhead. Cheshire Police Federation then receives approximately 26 per cent of this amount as a monthly budget.

Member services are managed by our business development manager, Mark Faint, and will continue to generate income which is derived from the provision of products to members. The Group Insurance Scheme provides excellent value for money, with cover for police officers, retired police officers and police staff.

We have also invested in a new website for Cheshire Police Federation and it is dramatically improving the way in which we can inform and support our members. This will hopefully generate further revenue which can be redirected towards providing continued or improved services for our members.

Conduct and performance

Cheshire Police Federation provides a wide range of support to officers who are subject to investigation, largely as a result of internal conduct matters but also due to public complaints.

In 2019 Cheshire Police Federation supported one officer at a misconduct hearing. That officer was dismissed as was their subsequent appeal.

We supported a second officer up to the point of resignation and subsequently attended their misconduct hearing where we learned that they had not resigned they would have been dismissed.

Cheshire Police Federation also supported officers in six misconduct meetings. Two of these resulted in the officers receiving management action with four receiving written warnings. We also supported a Merseyside officer who received a final written warning.

We have helped four officers in responding to misconduct allegations that have resulted in either no further action being taken or them receiving immediate management advice.

Several matters have been referred to the Independent Office for Police Conduct (IOPC) and we have supported officers in responding to IOPC requests for statements or interview. We continued to support officers who were involved in 2018 IOPC investigations.

Three officers were also interviewed under caution for on duty driving matters and were supported by Cheshire Police Federation. No further action was taken against two of these with the other being sent on a driver awareness course.

A total of 369 officers were subject of 250 complaints that were dealt with by means of local resolution or a local proportionate investigation. These officers were largely supported by local Federation representatives. We have supported one officer up to Stage 3 of the Unsatisfactory Performance Procedures



(UPP) with a successful outcome being achieved.

We have also supported a number of student officers with performance issues. Again these officers were largely supported by local Federation representatives.

We have engaged fully with the Professional Standards Department and the Appropriate Authority and, as such, have encouraged three matters, which would previously have been assessed as misconduct, to be dealt with by means of Reflective Practice. Cheshire Police Federation fully subscribes to the ethos behind the 2020 conduct regulations and we look forward to the new conduct regime.

By Gareth Lawrence, conduct and performance lead





Professional development

Over the next three years, we will see unprecedented levels of police recruitment, shared across a number of strands, all of which are complementary to the National Police Chiefs' Council and Association of Police and Crime Commissioners' Policing Vision 2025: "By 2025 policing will be a profession with a more representative workforce that will align the right skills, powers and experience to meet challenging requirements."

These schemes include the following entry routes; apprentice entry, degree holder entry and pre-join degree entry, notwithstanding the Initial Police Learning and Development Programme Plus scheme which is due to be extended until summer 2020.

Additionally, as Cheshire Police Federation represents the views at a local, regional and national level, we take this opportunity to actively seek members' feedback on the National Police Promotion Framework and their own experiences within the four-stage promotion process.

In line with the policing vision, the College of Policing has introduced the recognition of prior experience and learning (RPL) scheme. The scheme itself has been well received by the wider membership as it potentially gives serving and retired police officers and staff academic credits for their previous experience and the courses or learning programmes they may have completed during their service. You can find out more at profdev.college.police.uk/recognition-prior-experience-learning

The college publishes consultation papers regularly and seeks feedback from officers of all ranks. If you have an interest in your own professional development and that of the police service generally, I would urge you to visit the college's website - college.police.uk - and take part in any discussions of interest.

By Tony Spelman, professional development lead



Equality and wellbeing

In June 2019, the Chief Constable made a significant investment in wellbeing by funding the full-time Federation position of equality and wellbeing lead. Since that time, much work has been done to work closely with the Force to improve the wellbeing and equality rights of members.

As well as now being invited to sit on pay review meetings and represent those moving to half or nil pay, we now also have full access to the sickness list, providing us with an opportunity to proactively contact members who are off sick and need support that has not previously been forthcoming. The sickness rate of our members sits at around 60 officers per week and, while we are making concerted efforts to help reduce this and help people in returning to work, the issue starts much earlier than an officer going off sick.

Research shows that on average, each year, three days per person are lost through absenteeism where in comparison a staggering 35 days per person are lost through presenteeism – people attending at work while unwell and not being able to operate at their full capacity. This is a far more worrying statistic.



Much needs to be done to look at supporting our members, helping with resilience and prevention from a very early stage of their police career. In Cheshire more than 600 working days were lost in December 2019 through anxiety, stress and depression both work and non-work related. This shows a clear area of wellbeing that must be targeted.

Members applying for ill-health retirement currently sit at around 13 and this is a consistent number throughout the year. Members are supported from the very start of the process and, where absolutely necessary, an appointment will be arranged with an independent specialist to provide a full assessment of their permanent disability. The cost of these appointments can range from around £300 to £3,000 and applications for funding are made to the national Police Federation.

The specialist reports generated from these appointments massively help in confirming the permanent disability of an officer and informing the Selected Medical Practitioner of why the officer can no longer carry out the full duties in the office of constable.

By Dan Lever, equality and wellbeing lead

Putting members' health and safety first

The Federation has a number of dedicated health and safety trained representatives. These officers fulfil this role in addition to their normal police duties and, despite this, play an integral part in a number of working groups, tackling a number of issues raised by members and advising on regional and national matters.

There are many barriers to achieving good health and safety standards. The pressure of performance targets, financial constraints and the complexity of the organisation are factors that can all have a detrimental effect upon standards.

Furthermore, as we are now in the process of leaving the EU, no one can truly forecast what impact this will also have upon employment law, working time regulations or health and safety standards.

Despite the recent Government pledge to invest in policing, forces up and down the country are still

feeling the devastating effects of the cuts during austerity though it is widely anticipated that 2020 will see significant developments with extra officers through the national recruitment drive, a further roll-out of Taser and the first pilot schemes of the long-awaited Emergency Services Network.

The Federation has an integral place on a number of Force strategic working groups such as the uniform panel, Airwave radios and resourcing. These groups are progressive and complementary to the Force's 'We Care' policy.



This year has seen the Federation challenge, both locally and nationally, a number of issues from training, fitness testing, and procurement and resourcing. As well as my local work, I also sit on the national Health and Safety Leaders' Forum and advise the Self-Defence, Arrest and Restraint Working Group. I can ensure that Cheshire's voice sits on the regional and national map.

By Tony Spelman, health and safety lead

Member Services

Members' advice and surgeries were provided by Poole Alcock, Slater and Gordon, Ralli Solicitors, Harvey Howell Solicitors, Pearson Financial Management and Complete Wills.

Poole Alcock

Divorce solicitors (monthly surgeries)
23 clients.

Harvey Howell Solicitors

Wills and probate (bi-monthly surgeries)
21 clients.

Pearson Financial Management

9 clients.

Slater and Gordon Solicitors

Employment law surgeries
7 clients.

Ralli Solicitors

Road traffic collisions and civil claims
30 clients.

Group Insurance Scheme

There were 2,527 members of the Cheshire Police Federation Group Insurance Scheme on 31 December 2019.

These were:

Serving officers	Retired	Staff	Others
1,620	861	41	4

Life Insurance

Number of claims	Total cost up to 31/12/2019	Number of claims	Total cost up to 31/12/2019
5 (3 retired, 1 retired partner, 1 serving partner TPA)	£27,500	2 (1 serving, 1 partner)	£25,000

Sick pay

Number of claims	Total cost up to 31/12/2019
15 (11 settled, 4 ongoing)A)	£33,849.01

Call Assist

Call-outs to 30/11/2019
369

Legal expenses

From 01/05/2019 to 30/11/2019
6 claims

Home emergency

From 01/05/2019 to 30/11/2019
69 claims

Red Arc

Up to 31/12/2019
76 referrals

Mobile phone

From 01/05/2019 to 31/08/2019
54 claims

Other support for members

PAT screening – prostate cancer

We supported an initiative to pay **£20** per Group Insurance Scheme member to attend any of the seven screening events throughout Cheshire to get their bloods checked to identify and potential for prostate cancer.

Eight members attended at a cost of **£160**.

Smear on Demand

We have supported Lucy Jones, a member of police staff, wife of a serving officer and member of our Group Insurance Scheme, who is leading a campaign, in conjunction with her MP Chris Matheson, to enable women to have cervical smearing tests on request to help detect cancer early.

We donated **£2,000** to help with the costs of the campaign, for which Lucy was extremely appreciative.

Physiotherapy treatment

Officers received physiotherapy treatment via the North West Police Benevolent Fund (NWPBF).

The total number treated at Cheshire Constabulary headquarters (Healthworks) was **216,193** officers and **23** members of police staff.

A further three Cheshire officers went to Greater Manchester Police for treatment and **18** officers went to Merseyside.

In addition, **21** serving officers had residential treatment at St Michael's and six retired officers attended this facility. Therefore, the total number of clients receiving physiotherapy treatment from the NWPBF through 2019 was **264**.



At the Cheshire Police Federation and Chief Constable's annual charity dinner, which this year benefited Petty Pool Trust are (left to right) Mark Faint MBE (Federation business development manager, Jamie Thompson (Federation chair), Mary Watt (Petty Pool), Chief Constable Darren Martland, Jayne Wilson and Hazel Hanslip (both Petty Pool), Brian Phillips, Nicola Colenso (Petty Pool) and Craig Williams.

Donations and sponsorship during 2019

On Friday 10 October 2019, we held the annual Cheshire Police Federation and Chief Constable's Charity Dinner at Carden Park, Broxton.

The event was well received by those who attended with the fantastic sum of £12,000 being raised for our nominated charity, Petty Pool Trust which provides education, training and preparation for work or young adults with learning difficulties.

Amount	Sponsor event
£250	Donation for financial support
£100	Brave the Shave donation
£2,000	Smear on Demand donation
£375	Donation to Parkinson's UK
£350	Donation for officer to complete charitable walk for Alder Hey Children's Hospital
£725.59	Holiday insurance for a member with cancer
£2,688	Respite care for a member's son
£126	Donation for the support to officers
£250	Donation to Cheshire Boxing Club
£500	Donation to an officer with cancer
£1,600	Donation to NARPO
£2,000	Donation for the Ace Awards
£204	Donation to the mental health charity - CALM
£1,225	Donation shared between The Police Treatment Centres and North West Police Benevolent Fund
£12,000	Donation to Petty Pool.

In total, Cheshire Police Federation donated **£24,393.59** to charitable and worthy causes in 2019.

The Police Treatment Centres

- 46 serving members went to Harrogate for treatment.
- 5 serving members attended Auchterarder for treatment.
- 7 retired members went to Harrogate for treatment.
- 1 retired member went to Auchterarder for treatment.

Cheshire Police Federation

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Supporting the officers who serve our communities