

# Cheshire BEAT

The voice of your Federation

EDITION 53 SPRING 2022



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## ABOUT CHESHIREBEAT

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CheshireBeat would like to thank everyone who has helped produce this magazine, especially those who have placed advertisements and those who have been generous enough to send donations. They have been gratefully received and have been used to create and distribute this fantastic publication that helps police officers throughout Cheshire keep abreast of the issues that really matter to them as they work to keep our county safe.

# 'Our ability to influence is strengthened by speaking with one voice'

By **Jamie Thompson**,  
Chair of Cheshire Police  
Federation



We are now over a quarter of the way through the new year, but old problems remain the ones needing urgent solutions.

And that's where my focus lies.

The subject of police pay continues to demand attention, perhaps more so now given almost everybody's outgoings are higher than they were 12 months ago.

That's unlikely to change soon either. I promised after I was elected to continue as branch chair that I had no intention of staying quiet when it comes to making the case for wages to rise.

It is incumbent on the Police Federation of England and Wales (PFEW) to do the same nationally.

The Government is probably hoping that we've forgotten or, worse, given up the fight after the Police Remuneration Review Body (PRRB) concluded it could not recommend a pay rise in 2021.

But that would be a mistake.

We hear time and again claims from politicians that they are spending more money on policing, and yet officers in Cheshire – those on the frontline who have worked in the most testing circumstances during the pandemic – see no reflection of that in their salaries.

No wonder they're demoralised.

The PRRB is not fit for purpose. It is directed by the Government, and our ability to influence a settlement is compromised as a result.

That is why an application for a judicial review, which calls for a truly independent mechanism to decide police pay, has been filed by the PFEW.

The timing matters because the soaring cost of living is already a cause for concern.

While the results of the latest Police Federation pay and morale survey, which asked members for their feedback in November, were not a surprise, they are still striking.

A huge 95 per cent of officers reported that treatment by the Government had a negative influence on morale, and a similar figure felt they're not paid fairly for the stresses of the job.

Close to half of respondents said they worry about finances every day or almost every day.

The price of petrol has risen, the supermarket shop is more expensive and energy bills are higher.

These increases, and others too, are already heightening stress about money because of the absence of a meaningful uplift in pay, and those at the lower end of the salary scale are most vulnerable

They cannot simply take on a second job to ease the pressure – the regulations are strict enough to make that near impossible, anyway – and I expect more officers to report struggles with finances in the months ahead if this deadlock remains.

Of course, I recognise that we aren't the only ones likely to be feeling the pinch – many sections of society are braced for the impact – but that isn't an excuse to not treat us fairly.

It feels like a perfect storm, and the plummeting levels of morale reported to the survey are not only down to money.

A lack of respect from the public, together with an apparent desire from sections of the media to berate police officers for no other reason than because of the occupation they've chosen, doesn't help.

That is the context in which Steve Hartshorn, elected as the next national Federation chair, started his new job at the start of April.

His to-do list feels like a long one.

Unifying and re-energising an apathetic membership – only 12 per cent chose to

cast a vote in a worryingly low election turn-out – must be his top priority.

I would like to see him gain an understanding of why there appears to be such a lack of interest in the Federation at a national level before suggesting how he intends to reignite it.

It was encouraging to read in his election statement that he acknowledged a need to win back trust in the PFEW, while he also identified another shortcoming as a disconnect between the members and those that make up the National Board.

It has always been my belief that our ability to influence policy makers is strengthened considerably by speaking with one voice, and only through meaningful engagement can he truly aspire to represent the rank and file.

He took a promising first step by agreeing to appear as a guest on May's edition of the Cheshire Police Federation podcast – marking two years since we launched.

It will be one of the first interviews he has done since assuming the role, and I would urge you to make time to listen.

As always, we'll post a link to the episode on the branch's social media channels.

I am writing these words before we record, and want to publicly wish him every success in what are certainly testing circumstances.

Sticking to a theme of hearing the views of others, the branch is consulting with the Force on a proposal to amend the shift patterns for response officers.

It is our intention to agree a formal position on these changes by the end of April.

However, in the meantime, you can rest assured that we are making sure the rules are being closely adhered to.

I would also like to say how much I appreciate the contribution of those who have already shared their thoughts with local reps on this issue.

One thing that won't waver is our commitment to providing support for those needing it, as well as providing the answers to questions when they are asked.

Further down the line, if new norms are implemented, then we'll make it a priority they are done so fairly.

Until then, please continue to talk to us.

“ THE SUBJECT OF POLICE PAY CONTINUES TO DEMAND ATTENTION, PERHAPS MORE SO NOW GIVEN ALMOST EVERYBODY'S OUTGOINGS ARE HIGHER THAN THEY WERE 12 MONTHS AGO. ”

# Policing is busy no matter what is happening in the background

**By Tony Condon,  
Secretary of Cheshire  
Police Federation**



As we adjust to living with Covid and a change in the legislation, we have a semblance of normal life. However, we have had members who have caught the virus, some have presented with a cold and others have had more impactful symptoms.

Policing has been, and always will be, busy no matter what is happening in the background. As we look towards the summer and beyond, the events we police appear to be back to operating normally, with the Commonwealth Games and the World Cup fast approaching.

Regarding the position on pensions, the remedy will be brought in during October 2023 and we are currently in a neutral period of very little activity. The only item of note is the new pension calculator which has been circulated on the Intranet and can give members a guide to their personal figures in the absence of any pension forecasts.

However, as your local Federation branch, we have been on the 'front foot'. We have been working with Tim Jackson from Reflect Financial to support our members getting free, pension advice. This has also included pension seminar

events where Tim has provided members with an understanding of the different pension schemes and of the remedy itself.

On 20 April 2022, the national Federation pension leads, Alex Duncan (general secretary) and Ché Donald (vice-chair), together with Tim presented an online session to give members the opportunity to get general information concerning the pension schemes and the remedy. The national Federation team were also able to give an update on the representations being made on this

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“AS WE LOOK TOWARDS THE SUMMER AND BEYOND, THE EVENTS WE POLICE APPEAR TO BE BACK TO OPERATING NORMALLY, WITH THE COMMONWEALTH GAMES AND THE WORLD CUP FAST APPROACHING.”  
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matter to the Government.

When I was re-elected, I wanted to be more visible to our members. Over the last few months, I have been attending police stations across the county together with No 1 Copperpot hosting Federation roadshows.

These events have given me the opportunity to spend time with members

and also to answer any questions about Regulations or pensions. I have also been able to discuss in more detail what we do as a Federation and the role of a Fed rep.

We will shortly be having a recruitment drive for some Fed rep gaps we have and I want to encourage people to put themselves forward. The role is very rewarding and gives officers the opportunity to make a difference and to also support their colleagues at the same time.

As a Fed rep, you are supported with having a balanced workload together with ongoing training and development. There are also opportunities to specialise in different areas such as health and safety, professional development and some newly created lead roles.

The new lead roles within the Federation will provide our members with clarity with who to approach regarding particular issues or matters concerning detectives, custody, firearms, the dog unit and roads policing.

These reps are the new leads in these areas:

**Detectives** – Nigel Reid, Timothy Brookes and Thomas Binder.

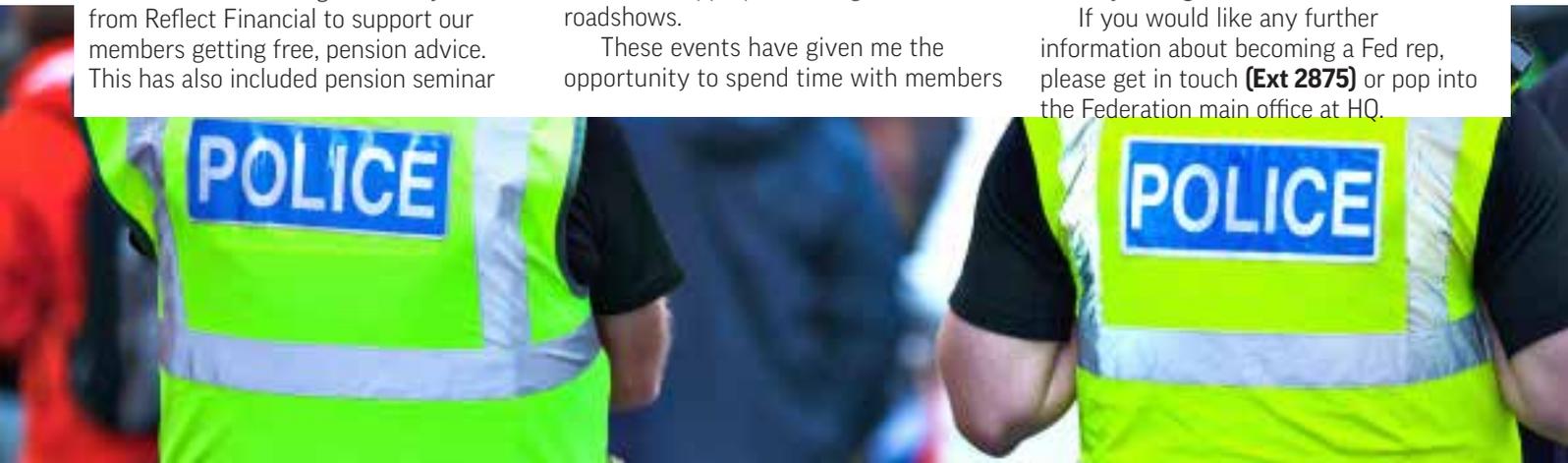
**Firearms** – Jon Potter and Martin Jones.

**Dog unit** – Kate Sheehan.

**Custody** – Scott Graves.

**Roads policing** – Rob Anderson.

If you would like any further information about becoming a Fed rep, please get in touch (**Ext 2875**) or pop into the Federation main office at HQ.



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O<sub>2</sub>



# Officer wellbeing: financial pressures are going to start to be felt

By Dan Lever, Cheshire Police Federation equality and wellbeing lead



Towards the end of last year, the Police Federation of

England and Wales carried out a pay and morale survey among all its members across England and Wales with the results being released earlier this year.

Those results were quite shocking. But what has really struck me in recent weeks is that even late last year almost half of the officers in Cheshire who filled out the survey were reporting that they were worrying about money every day or almost every day and more than one in ten (12 per cent) said they never or

almost never had enough money to cover their monthly essentials.

This was before the massive hike in fuel and energy prices, before the increase in NI contributions and well before the cost of living crisis started to hit home.

Let's not forget also that officers have had a 20 per cent real-terms pay cut since 2010.

When we talk about officer wellbeing, most people are aware of the need for people to feel physically and mentally well – and these are two areas where we know people are becoming more confident in speaking up if they are having any difficulties. Campaigns around mental health awareness have had an impact and that stigma is starting to ease.

But an often forgotten strand of wellbeing relates to our finances and this is an area where I have real concerns.

Not having enough money can have a massive impact on people and with everyone's bills going through the roof, I can see some really difficult days ahead.

It is critically important that anyone experiencing money worries knows that there is somewhere to turn to for help and that is why I have been doing the rounds, giving a presentation at locations across the Force area on the subject of financial wellbeing.

I have also spoken to the Force, imploring chief officers to get across the message to managers that they need to look at the full picture in terms







# Technology enhances emergency call handling

**A message from the Cheshire Police and Crime Commissioner John Dwyer**

In the last edition of Cheshirebeat I talked about the successful bid my office had made to the Safety of Women at Night (SWaN) fund for new technology to tackle violence against women and girls.

Our bid for £300,000 meant that the constabulary was able to explore the use of GoodSAM technology in the Force Control Centre (FCC), enabling victims of crime or people feeling vulnerable on our streets to have a direct video link to the FCC.

As well as giving us the ability to deploy resources more effectively and offer greater reassurance to people feeling vulnerable, this new video feature means that evidence can be collected even sooner, enhancing our ability to build a case against offenders and deliver justice for victims.

At the end of March I was delighted to join Chief Inspector Claire Jesson and FCC staff to officially launch the Force's use of GoodSAM. We showed the media in attendance how it works and gave them a live demonstration of how a typical call from someone feeling vulnerable may play out.

I know from the feedback my office gets that women and girls in particular can feel unsafe in parts of our county. Being able to offer that extra bit of reassurance through GoodSAM isn't the complete answer but, along with the £1.1 million Safer Streets campaigns we



ran in Warrington and Chester, it does show that in Cheshire we're serious about the safety of women and girls.

Looking to the future, I want to learn what works from these funding bid successes and see what we can incorporate into our ways of working long-term. GoodSAM has the potential to be used in various police settings and I have been informed about cases where it has already enabled FCC operators to locate people who were lost and vulnerable, identify offenders, and assess potentially dangerous situations directly from the control room.

We're still in the early stages of

GoodSAM, but I am sure that as soon as case stories are able to be put into the public domain we will be able to improve the confidence that people can have in contacting Cheshire Police even further.

In my Police and Crime Plan one of my priorities is to modernise the police service. Ensuring the Force has the latest technology, like GoodSAM is a key element of achieving this goal. We are the first force in the North West to use GoodSAM technology in this way and I'm thankful to all the officers and FCC staff who work so hard to make sure that Cheshire is leading the way.

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**“WE'RE STILL IN THE EARLY STAGES OF GoodSAM, BUT I AM SURE THAT AS SOON AS CASE STORIES ARE ABLE TO BE PUT INTO THE PUBLIC DOMAIN WE WILL BE ABLE TO IMPROVE THE CONFIDENCE THAT PEOPLE CAN HAVE IN CONTACTING CHESHIRE POLICE EVEN FURTHER.”**

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# Families visit new police memorial

Families of fallen Cheshire Police officers have paid a poignant visit to the UK Police Memorial at the National Memorial Arboretum in Staffordshire.

The trip was arranged by Cheshire Police Federation and Cheshire Constabulary for relatives of Kevin Brinkman, Bob Graham, Don Speakman and Mark Leach.

They were accompanied by Chief Constable Mark Roberts, Deputy Chief Constable Chris Armit, and from Cheshire Police Federation chair Jamie Thompson, secretary Tony Condon and business manager Mark Faint MBE. Also joining them was Cheshire Police Museum researcher Will Brown.

The party travelled to the National Memorial Arboretum near Alrewas from Warrington by coach.



*A wreath was laid at the memorial site to commemorate all Cheshire Constabulary's fallen officers.*

They toured the grounds on a land train before lunch and were then given the opportunity to visit the UK Police Memorial in their own time.

A wreath was laid at the memorial site to commemorate all Cheshire Constabulary's fallen officers.

The memorial was officially opened



*Pictured at the memorial are (left to right): Deputy Chief Constable Chris Armit, Chloe Wakeford, Diana Wakeford, Janet Graham, Edward Speakman, Emma Ellis, Will Brown, Mark Faint MBE, Chief Constable Mark Roberts, Jenny Leach, Jamie Thompson, Debbie Leach and Tony Condon.*



*Paying respects at the new memorial.*

last July with a dedication ceremony attended by HRH The Prince of Wales, Prime Minister Boris Johnson and Home Secretary Priti Patel.

It is designed to look like a giant door,

which is slightly ajar, and represents the threshold across which police officers step every day into potential danger. Its leaf-shaped cut-outs represent service, sacrifice and lives lost.



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# Spring wordsearch



S	E	E	B	S	E	E	D	S
U	T	R	P	I	L	U	T	N
N	Y	S	D	R	I	B	F	O
S	R	F	E	G	B	P	L	S
H	U	W	P	N	L	I	O	A
I	O	O	I	I	O	C	W	E
N	V	B	C	R	S	N	E	S
E	A	N	N	P	S	I	R	E
E	S	I	I	S	O	C	S	R
W	W	A	R	M	M	S	E	P
C	S	R	G	A	R	D	E	N
B	L	I	D	O	F	F	A	D

Our wordsearch has a Spring theme so simply circle the hidden words (listed below), complete the entry form and return it to the Federation office by 30 June 2022 to be in with a chance of winning a £25 Amazon voucher.

- SEEDS
- BLOSSOM
- SPRING
- BIRDS
- PICNIC
- SEASON
- SUNSHINE
- TULIP

- GARDEN
- RAINBOW
- BEEES
- FLOWERS
- WARM
- NESTS
- DAFFODIL




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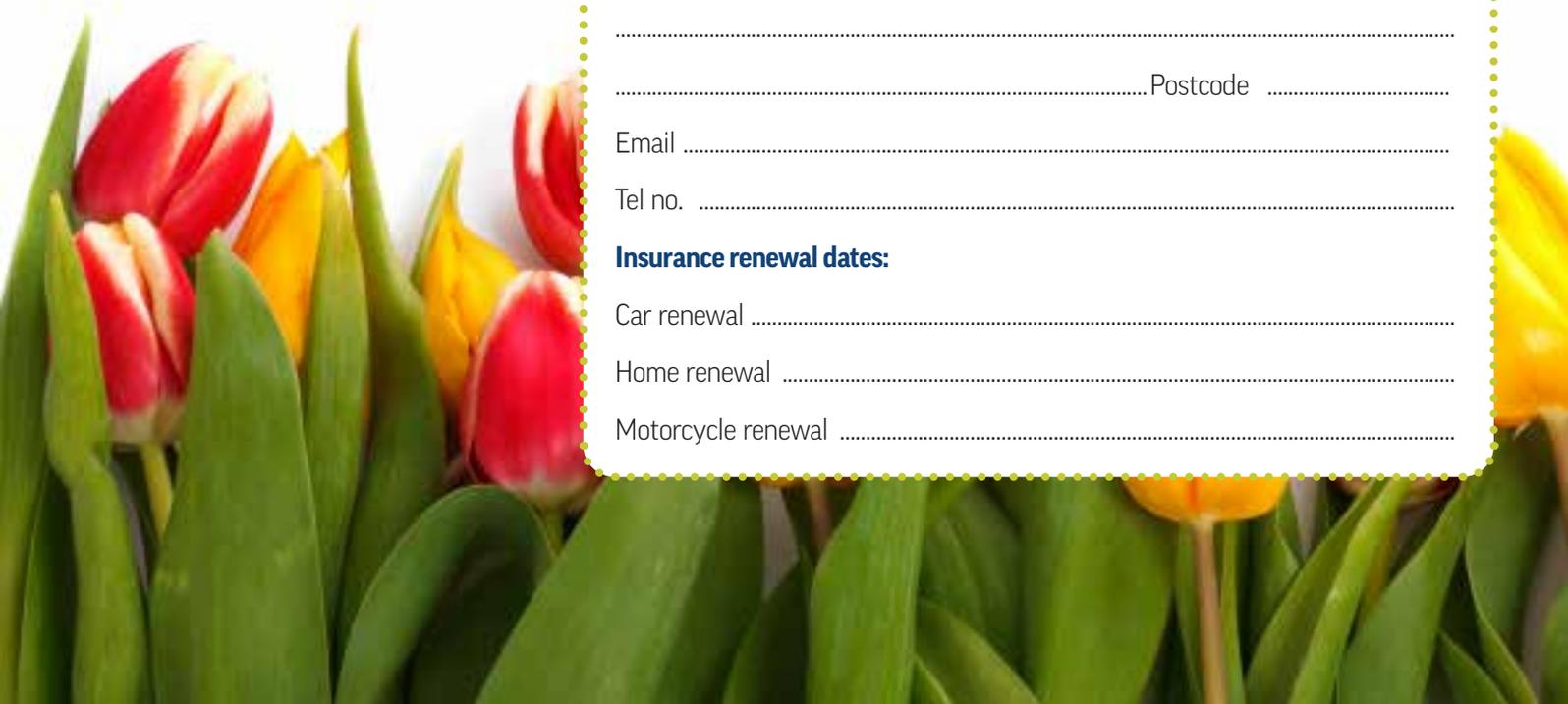
Tel no. ....

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Car renewal .....

Home renewal .....

Motorcycle renewal .....





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# Target for tonight

**MUSEUM RESEARCHER WILL BROWN TURNS HIS ATTENTION TO THE SECOND WORLD WAR AND THE BOMB ATTACKS ON CREWE IN THE LATEST IN HIS SERIES OF HISTORY ARTICLES.**

**D**uring the Second World War, several areas of Cheshire suffered at the hands of enemy action in bombing raids by the German Luftwaffe and none more so than Crewe.

This was an attractive target owing to the extensive railway infrastructure and the Rolls Royce plant on the outskirts of the town where production had been turned over to manufacturing the Merlin aero engine used in many British aircraft including the Spitfire and Hurricane fighters and Lancaster and Halifax bombers.

Between July 1940 and May 1941 there were a total of 10 attacks on Crewe and the surrounding area. During these attacks extensive damage was caused to several homes adjacent to the railway, mainly the Bedford Street, Nantwich Road and Middlewich Street areas.

On Sunday 29 December 1940 there was a daylight raid on the Rolls Royce factory. There was heavy damage, both to the factory and offices, but apparently this did not significantly disrupt production.

A heavy raid on the night of 7/8 April

1941 caused devastation in the Earle Street area resulting in the deaths of 16 local residents and also PC Frank Marshall who was on night duty.

A high explosive bomb made a direct hit on what was known as an above ground air raid shelter situated in Martin Street killing several people who were inside the shelter and also PC Marshall though it is unclear whether he was actually inside the shelter at the time or in close vicinity.

Above ground shelters were made of brick and had a thick reinforced concrete roof which was designed to withstand damage other than by a direct hit.

During the raid many dwellings in the Earle Street area were badly damaged and significant damage was caused to the adjacent railway lines and locomotives. Most of the damaged houses were later repaired although Martin Street no longer exists having been demolished some years ago to make way for the Grand Junction Retail Park.

PC Marshall had been appointed to the Force in April 1938 and was issued

collar number 264. He had been stationed in the Crewe Division since joining. He was 24 years of age at the time of his death and a single man living in lodgings at Welsh Row, Nantwich.

He hailed from Wilmslow and prior to joining the police was a dental mechanic. He had strong connections to Alderley Edge Methodist Church where he occasionally played the organ and the piano. He is buried in the family grave at St John's Church, Wilmslow and is remembered on the Force War Memorial at Winsford headquarters.

The museum archives contain more than 400 photographs taken by the Force depicting air raid damage in Cheshire, some of the heaviest raids took place in the Merseyside area with places such as Bebington and New Ferry, which were then in Cheshire, suffered heavily with many deaths. Birkenhead and Wallasey at that time had their own forces and therefore our photographic collection only includes areas of the county which were then policed by Cheshire Constabulary.

## Federation pushes for new award for fallen officers

Cheshire Police Federation is backing calls for the creation of a new posthumous award for emergency service workers who die in the line of duty.

Branch chair Jamie Thompson said he fully supported the campaign which seeks Home Office approval and cross-party support to enhance the current honours and awards system so it adequately reflects the dedication, commitment and sacrifice of those who lost their lives.

The new award would be similar to the Elizabeth Cross, which is awarded to the bereaved relatives of members of the British armed forces killed in action.

The campaign is being led by the Police Federation of England and Wales (PFEW), the Police Superintendents' Association and the Prison Officers' Association.

PFEW deputy national secretary John Partington said: "It is only right we should honour fallen colleagues and support

bereaved families. Police officers and other emergency service workers willingly run towards danger while others run away.

"The current awards system does not formally recognise emergency service workers who lose their lives while performing their duties, and all too often formal state recognition is not forthcoming.

"The proposed new medal would not just recognise outstanding individual acts of dedication to duty, it would also mean so much to family, friends and colleagues."

The campaign has also been endorsed by the father of PC Nicola Hughes (23) who was murdered alongside her Greater Manchester Police colleague Fiona Bone in a gun and grenade attack by fugitive Dale Cregan in September 2012.

Bryn Hughes said: "It would mean so much to so many for the Government to officially show formal gratitude to Nicola

and others and say 'thank you' to those who are killed because they have gone to work wearing a uniform.

"Although it's now a decade since we lost her, there's not a day goes by that I don't think of Nicola. Nothing will ever make up for her loss, but this award would bring a large degree of comfort to me and a great many others and is long overdue."

Bryn played a leading part in the successful campaign to establish the UK Police Memorial at the National Memorial Arboretum in Staffordshire, which commemorates the 5,000 police officers who have died in the line of duty over the years. He also runs the PC Nicola Hughes Memorial Fund to help children whose parents have been murdered.

Nicola and Fiona were the posthumous recipients of the first ever Women in Policing Award when it was launched by the PFEW in 2015.

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Critical Illness £15,000	£162	Included
Legal Insurance and Identity Theft	£60	Included
Worldwide Family Travel Insurance	£452	Included
Motor Breakdown Cover (UK) including home start and relay	£186	Included
Income Protection/Half pay Cover	£480	Included
Mobile Phone Insurance (member & partner)	£205	Included
Home Emergency	£144	Included
24 hour GP Service	£120	Included
Accident Benefits	Not available	Included
Hospitalisation Benefit	Not available	Included
Child Critical Illness £3,000	Not available	Included
Child Death Grant £3,000	Not available	Included
Convalescent Benefit	Not available	Included
Court Compensation Award	Not available	Included
<b>TOTAL ANNUAL COST</b>	<b>£2089</b>	<b>£370.20</b>

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**If you're not already in the scheme, contact the Federation Office to join on 01606 362 350**

# Group Insurance Scheme renewal

Your Group Insurance Scheme Trustees regularly meet with our scheme managers at Philip Williams Insurance Management to review the scheme's claims history and performance to ensure that the benefits are being used delivering a service, and providing value for money for members.

As part of this process, at the renewal meeting on 1 May 2021, we added the following two new police related benefits as part of the personal accident package:

## Court compensation benefit

This benefit provides compensation to a member when, as a result of an on-duty assault, compensation has been awarded by the court that has not been paid within six months from the payment date of the award. The maximum benefit payable is £500.

However, at the last meeting with the scheme managers the trustees noted that no claims have been made by members during the current year, and we would like to remind members of the availability of this benefit.

As the benefit was only introduced from 1 May 2021, only awards made by the court after this date will be eligible for payment.

## Treatment Centre benefit

This benefit is payable to a serving

member who attends one of the Police Treatment Centres at Harrogate, Auchterader or Langho for a residential stay.

The benefit is £70 per stay and the trustees noted that nine members have claimed this benefit with a total of £630 being paid to members. Data is correct to 31 January 2022.

Again the trustees would like to remind members attending the Treatment Centre on a residential basis of the availability of this benefit. Only attendance after 1 May 2021 will be eligible for payment.

## Scheme renewal

Due to an outbreak of Covid, the trustees were unable to meet with our scheme managers to discuss the renewal.

However, we received a detailed report from our account managers and we were able to discuss the scheme renewal details for the forthcoming year from 1 May 2022.

The following heads of cover were due for renewal:

- **Travel**
- **Motor breakdown**
- **Home emergency**
- **Legal expenses, and**
- **GP 24.**

We are pleased to report that the

scheme has renewed on an expiring basis without an increase to current subscriptions.

However, please note that the existing travel insurer required an increase to premiums, and therefore has changed to Aviva from renewal.

Your new travel policy will be in effect from 1 May 2022 and this has been circulated electronically and is available on the Police Federation website.

The new policy provides cover for Covid-related matters in relation to cancellation and curtailment, and medical emergencies abroad, providing the members are not booking holidays or travelling to a destination against the advice of the Foreign and Commonwealth Office.

Although the terms and benefits are comparable, members are advised to make themselves aware of the details of the new policy and changes to procedure for medical emergency claims.

If members have any queries prior to travel they should raise any questions directly with Philip Williams Insurance Management Company.



## Ben Fund amnesty

Are you a member of the Ben Fund?

If not, now might be the time to reconsider.

The Ben Fund gives you access to:

- **Free respite breaks (subject to meeting criteria)**
- **Wellbeing support**
- **Physiotherapy**
- **Mental health support**
- **Financial hardship assistance**
- **Discounted holiday breaks.**

The Ben Fund has been offering an amnesty during April and May which will continue until the end of June. So don't miss out!

If you sign up now, you will be able to access all benefits immediately rather than having to wait for 12 months.

Apply for membership or ask for more details by visiting [thebenfund.co.uk](http://thebenfund.co.uk) or email [enquiries@nwpcf.org](mailto:enquiries@nwpcf.org)

## Licence to practise is 'fraught with difficulties'

Cheshire Police Federation has rejected calls for the introduction of a licence to practise for all police officers and warned the idea is "fraught with difficulties".

The suggestion was one of 56 recommendations made in the Strategic Review of Policing which said the service required root and branch reform if it wanted to tackle a crisis in public confidence.

The first independent review of the police service for decades said radical reform to police culture, skills and training and organisational structure was essential to preserve the principle of policing by consent that has been at the heart of British policing for decades.

The recommendations included the creation of a new licence to practise for

officers which would be subject to strict conditions and renewed every five years.

Cheshire branch chair Jamie Thompson said: "The Federation has always been against a licence to practise. I think it would be fraught with difficulties.

"Police officers carry a warrant card and make an oath when they begin their career. They should be able to undertake that oath without fear of reprisal every five years."

The Strategic Review was carried out by the Police Foundation think tank and was chaired by Sir Michael Barber who warned that policing was at a crossroads and that a crisis of confidence throughout the service was corroding public trust.



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# HMIC calls for more investment in policing in final report

The chair of Cheshire Police Federation has called for the Government to urgently invest in policing to meet the needs and demands of 21st century policing.

Jamie Thompson was responding to Sir Tom Winsor, chief inspector at Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS), and his State of Policing report, which sets out an assessment of policing in England and Wales.

"Sir Tom concludes that policing has come a long way in the last decade, but that we've still got a long way to go, and I agree with him on that," says Jamie.

"The types of crime we are dealing with, the increased violence we are facing and the incredible demands placed on the police service have all changed dramatically in the last 10 years and we now need to see long-term re-investment in policing so that officers can rise to the challenges they are facing.

"Sir Tom's review also highlights that need for investment, particularly in relation to new technology, to bring us into the 21st century. After a decade of austerity measures, cuts to policing budgets and insufficient investment, we are having to play catch-up so that we can provide the policing service our communities deserve."

In his final report after almost a decade in post, Sir Tom commended the courage and commitment of police officers and staff.

He described how online crime is now the most prevalent type of crime; that



*Sir Tom Winsor.*

public expectations can't be met without sufficient funding and that the advancement in technology had provided opportunities for police but they've sometimes struggled to keep pace with criminals.

His report also drew attention to the load placed on police by "the chronically insufficient public provision of treatment of mental ill-health", as well as the need for improved vetting of officers and staff, the state of the criminal justice system, and the system of police accountability.

Sir Tom said: "In the past 10 years, the police service has come a long way. Critical advances have been made in several fields of policing, including domestic abuse, child protection, the quality of some investigations, relations with the public and workforce diversity. Police officers and staff have a very great deal of which to be proud.

"But major shortcomings in policing persist, and these need to be addressed. Criminality is often now complex and far more sophisticated, and investigations can take far longer. If the police continue to use 20th century methods to try to cope with 21st century technology, they will continue to fall further and further behind.

"The police service cannot meet 100 per cent of public expectations for, say, 70 per cent of their efficient cost. The public, through their elected representatives, must decide how much risk and harm they are prepared to accept, and whether they will pay more for higher levels of public safety.

"One of the most important things the police must do, especially in London, is to rebuild public trust, which has recently been damaged. Public confidence in the police is more than precious, it is essential.

"As I reflect on the past decade in policing, I commend the courage and commitment of police officers and staff across the country. The severity of the problems that our police service now faces should not be underestimated, but the public should be reassured by the strong, pragmatic and professional approach of police officers and staff. They should stand in admiration of their fortitude and bravery in facing sometimes mortal danger and the worst things which happen to people and which people do to others.

"The public can, and must, trust the police."

## CPS guidance: review needed

A Federation survey of more than 6,000 detectives has illustrated the need for a fundamental review of the January 2021 changes to the Crown Prosecution Service (CPS) Director's Guidance on Charging.

Conducted on behalf of the Police Federation National Detectives Forum (PFNDF) to assess the impact of the

changes on detectives, the survey, which closed in February this year, revealed the detrimental impact on morale.

A total of 93 per cent of respondents indicated their overall workload had increased due to the changes, while 61 per cent said the changes had increased their intention to leave their role.

In addition, 59 per cent characterised

their job as "very" or "extremely" stressful, while 87 per cent said the changes had increased how stressful they find their job. Two thirds (67 per cent) indicated they had decreased the number of hours they were able to spend actively investigating live cases, while 86 per cent said the changes had reduced the efficiency of the criminal justice system.



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# Personal injury claims update

By Jonathan Belcham of Ralli



In this edition, I thought I would address the issues relating to a number of similar instructions that I have received over the past few months where Police officers have been injured during the course of an arrest.

Injuries are often sustained while an offender is resisting arrest. The offender was not intending to cause injury but, in most cases, this will constitute a crime of violence because it can be foreseen that some injury may be sustained, even if the actual injury cannot.

Ordinarily there will have to be contact between the offender and the officer during the course of a struggle for a crime of violence to have occurred within the meaning of the Criminal Injuries Compensation Scheme of 2012.

Claims should be submitted online. Keep a note of the reference as you will need this to correspond with them and if you receive a decision that you are not happy with you may be entitled to legal representation to pursue an appeal.

Do not be at all surprised if your claim is rejected and you should contact the Federation at that stage to advise further. You have two years to lodge a claim. Whether you are entitled to a payment will depend upon whether your injury qualifies under the terms of the scheme which is tariff based.

If you wish to claim the following link should help: [gov.uk/claim-compensation-criminal-injury/make-claim](https://gov.uk/claim-compensation-criminal-injury/make-claim).

If you slip or fall while chasing an offender or sustain any other form of accidental injury the strong likelihood is the Criminal Injuries Compensation Authority (CICA) will reject your claim on the basis that an exceptional risk was not taken and such actions form part of the normal duties expected of a police officer.

In addition to a CICA claim, there is always the possibility of suing the individual responsible for the assault. Such claims almost never produce successful outcomes, even if it appears that the offender may have assets. Rarely have I therefore advised that such claims be pursued as, at best, payment of compensation and legal costs would take many years and default is the most likely outcome.

You can also apply through the Department for Work and Pensions (DWP) for **Industrial Injuries Disablement Benefit (IIDB)**. This is a no-fault scheme for victims of accidents at work and can result in weekly payments being made to reflect the extent of any disability caused in the workplace.

The threshold for payment is 14 per cent. However, if there are further injuries in the workplace the awards could be aggregated and result in a payment that otherwise would not have been received in isolation.

There is an opportunity, if the claim is accepted at any level, to review in the event of the worsening of a condition. Once you have completed the paperwork, the DWP will make enquiries and, if it is satisfied it is dealing with an accident in the workplace, will confirm the same. It will then be necessary to actually apply

for an assessment of any disability.

There is no time limit on claiming this benefit but it would not be assessed for three months after injury and can only be backdated three months. You can therefore apply for any old injuries on duty that give rise to any disability now. This link should help [gov.uk/industrial-injuries-disablement-benefit](https://gov.uk/industrial-injuries-disablement-benefit).

Finally, there is **Injury Pension** – this is a supplemental pension that can be paid either upon normal or ill-health retirement. It involves consideration of any injury sustained on duty that causes an ongoing disability. There is a lump sum tax-free amount that would be added to the normal pension entitlement and an annual tax-free amount potentially payable for life. The amount would depend upon the extent of disability. Keep a copy of this advice and speak to your Federation at or around the time you intend to retire.

**Jonathan Belcham has been advising members of the Police Federation for more than 30 years – if you have concerns, or a possible claim that you would like to discuss first, just contact the Federation office or contact Ralli directly on 0161 207 2020.**



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## FREE BESPOKE ADVICE SERVICE ON WILLS, TRUSTS AND POWERS OF ATTORNEY FOR CHESHIRE POLICE FEDERATION

Harvey Howell Solicitors are working with Cheshire Police Federation to help you and your family settle your private affairs during this difficult time whilst maintaining “social distancing”.

This is done on line, in a socially distanced meeting or in a telephone or skype consultation and is a great way to settle things safely.

### WHAT DO YOU NEED TO THINK ABOUT?

- // Many homes and therefore planned inheritances for children and grandchildren are being lost to pay for care – can you do anything about this? We can help guide you through this complex area of law.
- // Have you remarried leaving children from a previous relationship? You may have stopped those children from receiving an inheritance from you – we can fix that.
- // What if your children divorce after your death? Do their ex-spouses receive money your children inherited from you? This can be prevented.
- // Estranged children or other relatives can make claims against an estate even if you have made a Will – we can help prevent that.
- // What if you or a member of your family, perhaps your parent, loses the ability to make decisions for themselves due to an accident, stroke or dementia? No-one can access their bank accounts, pay bills or even decide on their medical treatment, including where and how they are treated and whether or not they have to live in a care home. These decisions are taken out of your family’s hands – we can help your family have the final say through Lasting Powers of Attorney.
- // Don’t leave your estate to disabled children who will lose their benefits or those who are vulnerable perhaps with drugs, gambling or alcohol problems who might lose it – put it in trust for them.
- // Don’t give your house away, for example, to your children whilst you are alive – what if they die, go bankrupt, divorce or fall out with you? You are homeless. We can sort that out.

// Are you unmarried with a partner? Dying without a Will distributes your estate in accordance with very old law which dictates how much family members receive. Unmarried partners receive nothing and, beware, your childrens’ inheritance is administered by their surviving parent with whom you may no longer have a good relationship.

### THE FREE ADVICE SERVICE YOU WILL RECEIVE FROM US

We will take account of your personal circumstances and we will, at no cost to you, set aside time either in a socially distanced meeting, telephone or skype consultation or through you submitting your details to us in confidence through our on-line form advise you:

1. Whether and how you might be affected by some of the many common problems which could cost you or your family dearly.
2. Set out some solutions to fix those problems.
3. With clear, competitive and transparent pricing – and with no obligation – tell you the cost of doing so.

### WHAT TO DO NEXT?

- Email us your contact details and we will call you to discuss the best way to advise you at [federation@harveyhowell.co.uk](mailto:federation@harveyhowell.co.uk); or
- Call us on **0151 928 8597**; or
- Visit our website and fill out our simple, secure and confidential form at [www.harveyhowell.co.uk](http://www.harveyhowell.co.uk)

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