

WINTER 2016

# FORUM

The magazine of Gwent Police Federation



**Gwent PC honoured  
at bravery awards** - see Pages 6 and 7

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## FORUM

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# A message from the chairman

*By Tim Wilcox,  
chairman of Gwent  
Police Federation*



I hope that you are all as well as can be expected and are prepared for the coming winter months. Having already woken to the first fall of snow during November, it does not bode well for the severity of the rest of the winter.

I must give my thanks to Mr Cuthbert, the PCC, for agreeing to take part in the interview for the questions feature and being so generous with his time in so doing. I know that he particularly enjoyed his hours on patrol with PC Jon Taylor in Blaenau Gwent and found it useful to have more of an insight into the variety of work that a response officer faces in an 'average' day. I would also like to welcome his deputy, Mrs Eleri Thomas, to the Force; she has already shown a considerable grasp of the issues that face us as an organisation.

Many of you will have taken part in the Federation pay and morale survey. You will see that the figures are examined in some detail elsewhere in this magazine. As you may well be aware, the indication from the survey as far as Gwent is concerned is that morale has improved over its position in the survey last year.

However, the overall tale is one where morale is reported to be poor, few would recommend joining to others and significant numbers of officers are thinking of leaving within the next two years.

In short, I believe that the figures indicate a demoralised group of respondents who are, in general, feeling rather unloved and undervalued. The undervalued may in part be due to the devaluing of police pay over the last six years or so but I think (and the figures from the survey rather bear this out) that how the police service is now regarded as a whole and the considerations of officers' health and wellbeing seemingly coming behind organisational needs have contributed to these figures highly.

My personal belief is that every organisation relies on the oil of goodwill from its workers to keep the machine working at its best. To get workers to bring that particular brand of oil to the workplace, it is vital that each worker feels supported and cared for. Manage the human being well and the police officer component will follow.

It is good to see that awareness of mental ill-health and its causation factors are now receiving the recognition they demand. We know that this job puts us under more risk than most. I am particularly pleased that officers will be receiving training to help identify the signs of mental illness in others.

As colleagues, we do not just work closely with each other but also get to work in stressful circumstances where the signs of such illness can be glimpsed. Mental illness will often try to cover its own tracks by hiding from exposure.

The calls for the devolution of policing to Wales continues and many are hopeful that should - although it is surely a case of when - it happen that policing and in particular the individual circumstances of officers will benefit from it. There is no question that it could be devolved. It is important, however, that a plan for the devolved policing of Wales is produced so the public who are served by the service and the people who work within it have a clear idea of how policing will be structured. Also there should be an opportunity for both groups to voice their opinions of that structure and to help to mould it.

I am hopeful that the re-designed Gwent Police Federation website will be ready early in the new year. If there is anything that any of you would particularly like to see on it then please let me know.

Many of you will know Sue Connkie either as a result of her 30 years service as a PC in Gwent or latterly as the Federation misconduct manager. She has produced an article about the general misconduct situation in Gwent over the last two years or so and she has also produced a guide to the legal funding rules, which should hopefully clarify the situation somewhat.

The national Federation has submitted a document to the Police Remuneration Review Body for it to consider before deciding upon what level of pay we can all look forward to. Some of you may remember the derision that the Federation's submission for a 2.8 per cent pay rise was greeted with in some circles last year. This year, with inflation forecast to reach the giddy heights of perhaps five per cent, it will give due weight to this year's submission, as it calls for a level of wage increase in line with forecast inflationary rises.

Be safe and well all.

*"If the only tool you have is a hammer, you tend to see every problem as a nail."*

**Abraham H. Maslow**



# 'Good' rating for Force in efficiency review

The Force has once again been rated as 'good' in an annual efficiency review carried out by Her Majesty's Inspectorate of Constabulary (HMIC).

Inspectors said the Force is good at understanding demand and planning to save money but protect front-line services while maintaining efficiency.

Gwent was also rated 'good' last year in the PEEL (police effectiveness, efficiency and legitimacy) programme inspection.

"Forces were inspected on how well they are able to predict demand for their services both now and in the future, and how they manage their officers, staff and other resources," says Tim Wilcox, chairman of Gwent Police Federation.

"It is pleasing that HMIC feels the Force

is responding well to the challenges brought through the cuts programme which had seen officer numbers slashed despite no corresponding fall in demand for our services."

Inspectors reported that Gwent Police:

- **is good at understanding demand;**
- **has detailed plans for making best use of technology and digital services; and**
- **is developing a plan to make savings while protecting front-line services.**

HM Inspector of Constabulary Wendy Williams said: "Building on its performance in our 2015 inspection, Gwent Police continues to provide an efficient service.

"During our inspection we found that Gwent Police had a good understanding of the demand for its services and was able to

understand trends and to allocate officers in advance to tackle crime. The Force has also developed good collaborations with partners including other forces, the ambulance service, academic institutions and the private sector, to deal with demand more efficiently.

"I was particularly impressed to find that Gwent Police has a comprehensive investment strategy with detailed plans for investment in information technology. This investment has allowed officers and staff more time to have direct contact with members of the public.

"I am pleased to find that the Force can demonstrate a well researched savings plan for the future and hopes to achieve this without a negative impact on front-line service."

Two of the 43 forces in England and Wales received an 'outstanding' grade in HMIC's efficiency inspection - Durham and West Midlands - compared to five last year.

Eight forces - including Dyfed Powys - received a 'requires improvement' grade while the remaining 33 forces were judged as 'good'. No forces were judged to be 'inadequate'.

HMIC will report on its findings of all police forces' legitimacy - the way that forces are fair and ethical - at the end of this year, and on the effectiveness of police forces in managing all aspects of crime in spring 2017.

## Force in numbers

### Financial position



### Workforce



### Calls for assistance

999 calls per 1,000 population 12 months to 31 March 2016



### Recorded crime

Changes in recorded crime (excluding fraud) per 1,000 population 12 months to 31 March 2016



Percentage change in recorded crime (excluding fraud) per 1,000 population 12 months to 31 March 2016



### Victim satisfaction

Victim satisfaction with the overall service provided by the police 12 months to 31 March 2016



# Officer assaults: tougher sentencing needed

A Police Federation campaign for tougher sentencing of those convicted of assaulting police officers has won backing in Parliament.

MPs resolved, after a three-hour Commons debate on police officer safety in November, that assaults on the police are 'unacceptable' and welcomed the work of the Independent Sentencing Council in producing guidelines that recognise the seriousness of attacks on the emergency services.

There was also acceptance of the Federation's call for the numbers of assaults to be accurately recorded in order to appreciate the scale of the problem.

Research by the Police Federation of England and Wales suggests that an officer is assaulted every 22 minutes – with 23,394

incidents in England and Wales last year.

Gwent Police Federation has been working with the Force to launch an action plan to improve the way in which officers and staff assaulted on duty are treated and supported.

The plan, which follows a similar initiative first launched in Hampshire and now replicated across England and Wales, begins with a pledge to ensure that investigations into officer and staff assaults are treated with the same care, compassion and commitment as an assault on a member of the public.

Before the Commons debate on 2 November Federation vice chairman Calum Macleod, national representative Mick Hume, West Yorkshire Federation chairman Nick

Smart and Hampshire chair John Apter met with a large number of Labour and Conservative MPs.

Calum said: "Today was an important step in raising awareness among MPs and the public of the risks that police officers face on a daily basis. It was also about putting in place measures to ensure that those who assault police officers are held to account by the courts and that sentences reflect those crimes – progress is, and will continue to be made."

The Federation delegation was welcomed by Holly Lynch, Labour MP for Halifax, who saw first-hand the dangers officers face when she accompanied PC Craig Gallant on a shift in West Yorkshire on 5 August and dialled 999 when the single crewed officer was confronted by a crowd making Holly fear for his safety.

Speaking at the debate, she said: "Police officers who are assaulted deserve the full backing of the justice system. Since my shift with West Yorkshire Police, I have been made aware of at least five more assaults on officers in my constituency in the days that followed."

"What shocked me, and what thoroughly depresses police officers, is that sentences handed down to offenders for assaulting the police often fail to reflect the seriousness of the crime or, more crucially, serve as a deterrent."

"We make the laws in here, but we ask the police to uphold and enforce them out there. To assault a police officer is to show a complete disregard for law and order, for our shared values and for democracy itself, and that must be reflected in sentencing, particularly for repeat offenders."

MP Jessica Morden, Labour MP for Newport East, told the Commons about a woman who is married to a police officer who contacted her to describe how the injuries her husband sustains in the course of his work affect the family.

To stop their children worrying, the couple lie about how he sustains his injuries. She quoted the woman saying: "According to my children he is the clumsiest dad ever, as we have had to tell them 'Dad fell over a bin chasing someone', 'Dad walked into a cupboard door in the station', 'Dad caught himself on the police car door'."

"I am tired of seeing my husband come home injured and having to lie to my children about how he sustained his injuries. I worry every time he is late home and grateful every time he returns home safely."

Get involved on Twitter using **#PoliceOfficerSafety**.

## Assaults on police

**23,394 officers have been assaulted in England & Wales in the last year**

That's almost 2,000 a month. 450 a week. 64 a day. **One every 22 minutes.**

That means a **fifth** of serving officers have been the victims of an assault in the past year.



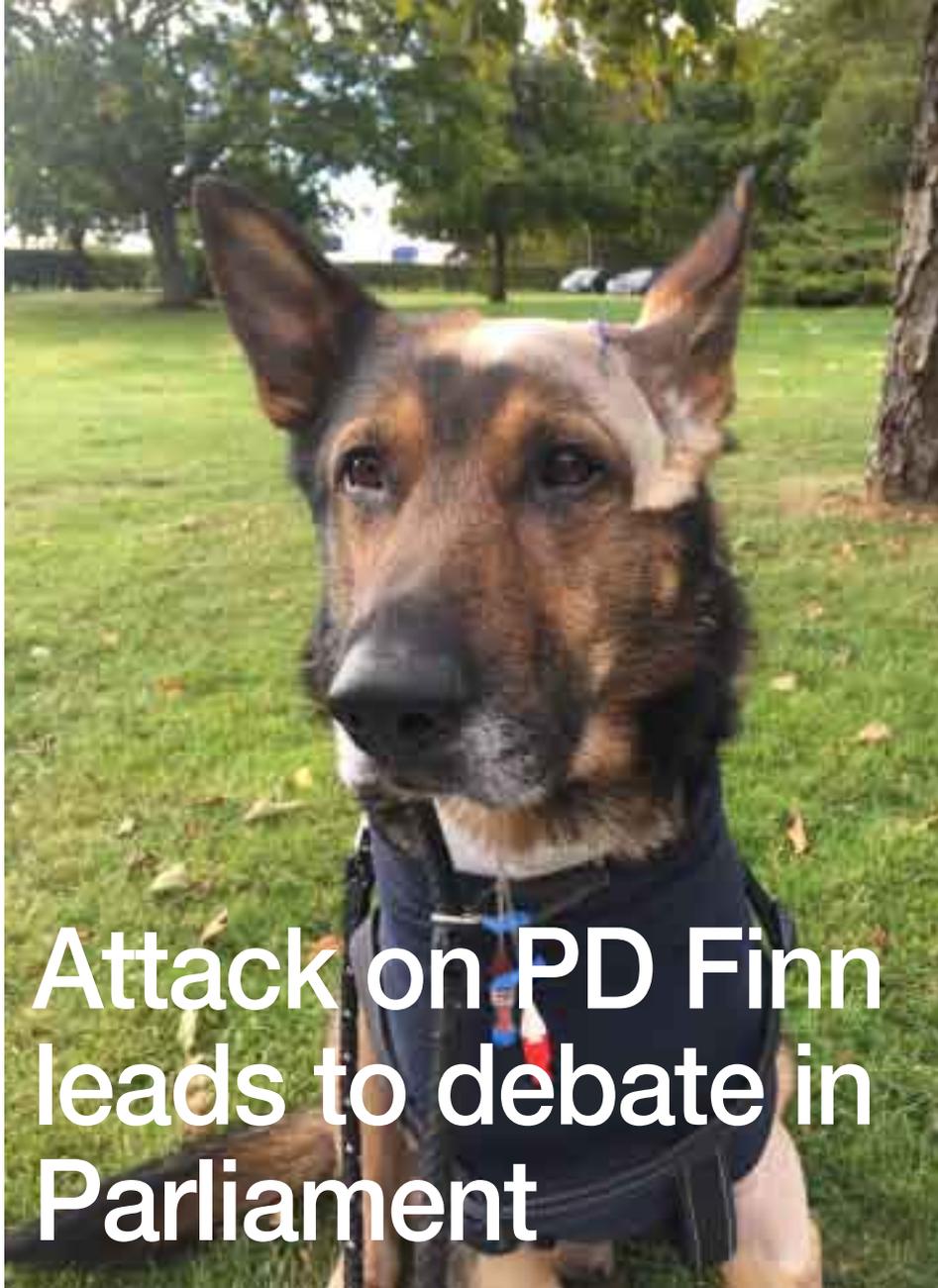
**If every officer assaulted got together, they would...**

Fill the Royal Albert Hall - four times over

Fill centre court at Wimbledon one and half times over

Be the length of a marathon (26 miles) stood hand to hand at full reach





# Attack on PD Finn leads to debate in Parliament

**A**lmost 123,000 people signed a petition calling for police dogs and horses to be given 'officer status'.

The petition was set up when German shepherd Finn, handled by PC Dave Wardell of the Beds, Herts and Cambs Dog Unit, was seriously injured after allegedly being stabbed as he tackled an armed man accused of robbing a Stevenage taxi driver.

The petition needed to reach the 100,000 signature mark to potentially trigger a debate in Parliament on the issue and this went ahead on Monday 14 November in Parliament's Westminster Hall.

PD Finn underwent a four-hour operation after the attack and had to have part of his lung removed but is now recovering at home.

Police minister Brandon Lewis did not rule out introducing new legislation if it is felt it will provide better protection for working animals such as police dogs and police horses.

After spelling out his own credentials as a dog-lover and the owner of two pet dogs, Mr Lewis told fellow MPs during a debate on the issue that he had already written to the Ministry of Justice and the Department for

Environment, Food and Rural Affairs to explore whether more can be done in law to offer appropriate protection to working animals.

He said that if this work revealed legislative change was required – and Sentencing Council changes might not need this – he would seek to do something in 2017. But he said it may be that existing law was just not being applied properly.

Supporting the petition, he explained: "We expect a huge amount from our police support animals, in terms of their training, temperament and performance in their various roles and the dangerous situations in which we ask them to perform.

"The scale of support for the petition shows that the public hugely appreciate their work. It is only fair that police dogs and horses receive the best possible protection as they go about their duties."

But he continued: "The petition calls for protection in line with that afforded to police support animals by the U. S. Federal Law Enforcement Animal Protection Act 2000, as the Honourable Member for West Ham said.

"Under that legislation, causing harm to

a police animal in the U. S. carries a maximum tariff of one year in prison. Where the offence is more serious, the maximum penalty can be as high as 10 years, so the maximum penalties available there, if used, are about the same as the maximum penalties here in England and Wales.

"The issue is whether they are being used and presented in the right way. I agree that the framework within which the offence is held, prosecuted and used is crucial; at the moment, many people feel that it is not ideal."

Earlier in the debate, Stephen McPartland, the Conservative MP for Stevenage, spoke out in support of the campaign, of Dave Wardell and, of course, Finn.

He told MPs: "Today we need to celebrate the role of the police dogs and horses that are constantly put into some of the most dangerous situations and are attacked on a weekly basis up and down the country.

"These animals are doing a vital job keeping us safe, and it is only fair that we return their commitment by providing them with the protection they need when they are hurt in the course of their duty.

"I know that on an emotional level my constituents and I find it difficult that these animals are treated as property in law. If someone attacks a police dog, they can be charged only with criminal damage or possibly animal cruelty. However, treating a broken window or a broken garden gnome the same as a police dog hurt in the line of duty trying to disable an armed offender, or as a police horse attacked with broken bottles during a riot, seems heartless to me and my constituents."

And he added: "I am sorry that the incident that inspired the petition took place in my constituency, but I am proud to stand alongside the campaigners to support a change in the law so that these amazing animals are treated as more than a broken window when they are hurt in the course of their duty."

And Sir Roger Gale, Conservative MP for North Thanet, was equally supportive calling on all MPs to get behind the campaign for better protection for police animals.

"I say to the Minister that if there are not 650 Members of Parliament in this place all willing to support a change to the law, then there ought to be. He and I know that every day that the House sits, police dogs go into our Chamber and sweep it—not for drugs, but for bombs. They do that advisedly because, within my living memory, one of our colleagues was blown up and killed in this House, although not in the Chamber," he said.

"We owe the police a huge debt; if we owe them that debt, we owe their dogs that debt and we should look after them. I hope and believe that when push comes to shove—and it just has—we will change the law to give precisely the same protection to police animals that we give to the constables themselves."

# Gwent PC honoured at bravery awards



“ PC Williams showed exceptional bravery, putting his own life at risk to protect the public as he did not fully know the situation he was walking in to. It is a pleasure to nominate him for this award. ”

**A** Gwent officer who detained and arrested a man who had stabbed his stepmother to death was honoured at this year's national Police Bravery Awards.

PC Philip Williams was among the nominees at this year's awards ceremony and at a Downing Street reception hosted by Prime Minister Theresa May just hours after she took over her new role.

On 1 November 2014 Gwent Police received a call from a man informing them he had stabbed his stepmother five times with a knife.

PC Williams went straight to the address in an isolated area of Monmouthshire to save life and prevent further violence.

When he arrived - at an extremely isolated farm, on the edge of a forest - and without any thought for his own safety, PC Williams managed to successfully restrain and detain the man.

He then entered the house to check on the condition of the victim but unfortunately she had died as a result of her terrible injuries and so PC Williams then arrested the man for murder.

Tim Wilcox, chairman of the Gwent Police Federation, said: "PC Williams showed exceptional bravery, putting his own life at risk to protect the public as he did not fully know the situation he was walking in to. It is a pleasure to nominate him for this award."

Gwent Chief Constable Jeff Farrar said: "PC Williams acted without thought for his own safety in arresting a potentially dangerous man for murder. This was an excellent piece of police work but is just one example of the countless acts of bravery and dedication displayed by officers on a daily basis across the Gwent Police."



# 'We must never forget'



*Abigail Phillips lights a candle as memorial day founder Joe Holness looks on.*

**HRH The Prince of Wales joined the Home Secretary, police officers and family members at this year's National Police Memorial Day (NPMD) service at St Paul's Cathedral in London.**

The 13th annual memorial day honoured police officers who have died or been killed in the line of duty.



*PS Ian Cameron of South Wales Police acted as standard bearer at the service.*

"National Police Memorial Day is a key date in the policing year and gives us all the opportunity to honour our fallen colleagues, remember their sacrifice and stand side by side with the families they left behind," says Tim Wilcox, chairman of Gwent Police Federation.

"It is a poignant day and seemed to be especially so this year with the young daughter of Merseyside's PC David Phillips showing incredible composure taking part in the service."

Prince Charles, patron of the NPMD charity, joined a congregation of more than 2,000 people including 40 Chief Constables and a number of dignitaries.

He paid tribute to the police service in a foreword to the commemorative brochure: "For many of us, the security challenges of today further underscore the importance of the police and their ongoing commitment to protecting us all, despite the inevitable risks that they face on a daily basis."

Amber Rudd, attending her first memorial day as Home Secretary, gave a reading and said: "The police show extraordinary bravery day in, day out, tackling dangerous situations in order to keep our families, communities and country safe. It is tragic when a police officer loses their life, protecting their community, and we must never forget their sacrifice."

"It is my honour to take part in National Police Memorial Day and pay tribute to the courageous police officers who have fallen in the line of duty and the families that are left behind."

The names of officers who have lost their lives during the past year were read by national Federation chairman Steve White during the service: Constable Douglas Wiggins, Police Scotland; Constable Sahib Lalli, Metropolitan Police Service and Constable Dave Phillips, Merseyside Police.

Candles were lit by relatives mourning their loved ones and in remembrance of officers throughout the country who have lost their lives. This year's candles were lit by eight-year-old Abigail Phillips, daughter of PC Dave Phillips; Gaynor James, mother of PC Andrew Lloyd James, South Wales Police; Andrea Irvine, widow of part-time Constable Kenneth Thomas Irvine, Police Service of Northern Ireland and Elaine Gordon, daughter of Sergeant Alan Ewen Gordon, Grampian Police.

Prayers were led by Angus Morrison, brother of DC James Morrison, Metropolitan Police; Alice Fisher, granddaughter of Reserve Constable William Wallace Allen, Royal Ulster Constabulary; Paul Bone, father of PC Fiona Bone, Greater Manchester Police and Chief Constable Alan Pughsley QPM, Kent Police.

There was silence as petals of remembrance, representing all who have lost their lives, fell from the Whispering Gallery as the orchestra played 'Abide With Me' and the Last Post was sounded.

Inspector Joe Holness QPM, founder of NPMD, said: "For me personally, the day was undoubtedly the most poignant service in the history of National Police Memorial Day. This was my last service as national co-ordinator and to gather again where the

inaugural service took place is somewhat surreal.

"National Police Memorial Day was an idea borne out of tragedy and I would never have dreamed that the charity and service would progress to have the standing it has today. My aim was to honour my fallen colleagues with a fitting annual service of remembrance and bring the nation together to do so.

"I extend my gratitude to everyone who attended today's service and for their ongoing support. It was a day filled with emotion but also with immense pride, and I know it meant a lot to the families and friends of our fallen colleagues to have our patron, The Prince of Wales, with us today."

Speaking about the service and its importance, Robin Phillips, father of PC David Phillips, said: "This service is important to us as we approach the first anniversary of

Dave's tragic death. All of Dave's family, and the families of those other officers we have lost, gain solace in knowing that they, and the sacrifice they made, is never forgotten. It is also a comfort for those families who may have lost their loved ones many years ago to come together and draw strength from meeting others who share their sense of pain and loss."

As part of the service The National Police Air Service (NPAS) and The Police Service of Northern Ireland together conducted a formation fly past using three of the helicopters from the National Police Air Service fleet and an Islander aircraft from the Police Service of Northern Ireland.

The service is held on the last Sunday of September each year and rotates around the four countries of the UK.

“ It is my honour to take part in National Police Memorial Day and pay tribute to the courageous police officers who have fallen in the line of duty and the families that are left behind. ”



Gwent chairman Tim Wilcox at the Houses of Parliament wondering if this lovely old Rover SD1 is for sale.



Photos courtesy of Anderson Photography

Joe Holness, founder of National Police Memorial Day, during the service, the last he will organise.

## DCC lands post as Notts Chief

Two and a half years after joining the Force, it looks like Deputy Chief Constable Craig Guildford is heading back to the Midlands to become Nottinghamshire's Chief.

Paddy Tipping, the Notts Police and Crime Commissioner, has announced Mr Guildford as his preferred candidate for the post, a decision which will now go before a confirmation hearing of the Police and Crime Panel on 9 December.

He is expected to take up the role before March next year meaning the Force will shortly start the process to recruit his replacement.

"We would like to offer Mr Guildford our heartfelt congratulations and wish him well in his new role," says Tim Wilcox, chairman of Gwent Police Federation.

Mr Guildford is looking forward to the new post, explaining: "Nottingham is a place I have visited several times. It's a fabulous city and county, a seat of learning and industry. This is a fantastic opportunity and I am excited to be working with a PCC that is extremely well regarded across policing."

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# We ask **your** questions

## Gwent Police and Crime Commissioner Jeff Cuthbert features in our latest Q and A feature.



**Q. After being elected in May to your role, what have been your first impressions of the Force?**

**A.** My first impressions have been that it is a fine force, with a good Chief Constable providing an effective service to the people of Gwent.

**Q. What has surprised you?**

**A.** The mixture of work that officers carry out is considerable. I spent some time with PC Jon Taylor on patrol in the Blaenau Gwent area and I was surprised by the variety of calls that we got sent to.

**Q. What do you think you have achieved so far?**

**A.** I think that I have a good working relationship with the Chief Constable and his senior officers. I think that I have also begun to develop good links within the community and, in particular, I have been pleased at the engagement with minorities that I have fostered.

**Q. Turn-out for the PCC elections earlier this year was much higher across Wales than in the English forces why do you think this was?**

**A.** I suspect that the PCC elections coinciding with the Assembly elections in Wales might have been a large factor in the turn-out in Wales.

**Q. During your four years as PCC do you think the number of officers in Gwent should fall, rise or stay the same?**

**A.** I have been pleased to see that the Force will have recruited more than 100 officers by January 2017. The budget cuts for policing in Gwent and the officers and staff posts that have gone has clearly had a considerable impact and that is to be expected. What I would say is that I would be concerned to see officer numbers drop any lower than the current level.

**Q. How do you see the role of the PCC changing? Do you think you should have more powers?**

**A.** There is a lot in that question. My role will have a greater responsibility for dealing with low-level complaints from members of the public, we already know that. I suspect that over the years there will be a greater collaboration between the police and the other public services and that my office will potentially find itself with wider responsibilities.

**Q. What are your priorities?**

**A.** My number one priority is to reduce crime. That is hugely important, not least because it means that the number of people in our communities that are victims of crime is reduced. I must mention the work that the victims' hub in Blackwood does. It seems to be proving an excellent service for those people who are unlucky enough to have been a victim of a crime.

Crime is taking on different forms; cyber-crime is already accounting for a considerable amount of the crime total. It will be important that the Force responds to this in several ways, not least in the training of officers so that they have the skill-set to deal with changing crime profile.

**Q. Having been out to meet our officers, what are your impressions of operational policing?**

**A.** I think that the officers I have met are working well to deliver the key priorities. I have seen the way in which officers help and reassure the public that they come into contact with. Time is the most valuable thing that we can give and it is a considerable factor in public confidence for someone to know that we can make adequate time to communicate with them.

**Q. How important is your relationship with the Federation and other staff associations? And how do you see this developing?**

**A.** Good relationships with the Police Federation, and indeed all of the staff associations, are vital, I believe. Staff associations are able to assist with providing the voice of their members. I was pleased to attend the national Federation conference just a couple of days after being elected to my post. I have also been aware of the Police Bravery Awards and was very impressed by the dedication of all the officers nominated.

**Q. Can you see Gwent merging with the South Wales force?**

**A.** There is already a considerable amount of collaboration between the two neighbouring forces. I do not think that there is a particular case for this at the moment as there are other considerations which would probably need to be in place before the shape of policing in Gwent, and indeed Wales as a whole, would be examined with any mergers or redrawing of the policing map being considered.

**Q. Devolution of policing first then?**

**A.** Devolution of policing to Wales would be an opportunity for Wales to take a complete look at all of the issues relating to how we police our communities. Territorial boundaries would be one of those issues, I am sure, but it would be part of a wider discussion and examination of efficiencies and responsibilities in general.

“ My number one priority is to reduce crime. That is hugely important, not least because it means that the number of people in our communities that are victims of crime is reduced.

# Funding criteria for provision of legal assistance

By Sue Connikie, Gwent Police Federation misconduct manager



Funds are provided by the Police Federation to

help officers requiring legal advice and representation after allegations of misconduct. Funds are also available in other circumstances but this article is only concerned with allegations of misconduct.

There are certain criteria that have to be fulfilled in order to attract this support, the most obvious one being that the officer has to be a member of the Police Federation and paying subscriptions continuously throughout the period of conduct subject of the allegations.

Other criteria include:

## **Criminal cases**

1. Whether the case is in connection with criminal proceedings brought against the member for any offence committed in, or founded upon something done in the performance or purported performance of their duties as a member of a police force. This will also include cases where it can be demonstrated that criminal proceedings are only being initiated due to the fact that the member is a police officer.
2. It should be emphasised that it is not a matter of whether the member was merely on duty at the time of the alleged criminal offence but the fact that it arose out of their performance or purported performance of police duty.
3. Where a member is off duty at the time of the alleged criminal offence, the member will have to demonstrate that they were performing the duties of a police officer at that time or that it arose purely out of the fact that the member is a police officer.
4. Whether the funding at an early stage will assist in negating the prospects of a criminal prosecution.
5. The likelihood of a member facing criminal prosecution.

6. If convicted the likelihood of a member suffering a loss of liberty, livelihood or serious damage to reputation.

## **In appeals against criminal convictions**

1. That the member has been convicted of a criminal offence in a court of law.
2. The existence of written legal advice as to whether there are special circumstances justifying an appeal which gives a clear indication on the prospects of success of the appeal.

## **In gross misconduct and special hearing cases**

1. Whether the gross misconduct was committed in or founded upon something done in the performance or purported performance of their duties as a member of a police force.
2. It should be emphasised that it is not a matter of whether the member was merely on duty at the time of the alleged gross misconduct but the fact that it arose out of their performance or purported performance of police duty.
3. Where a member is off duty at the time of the alleged gross misconduct they will have to demonstrate that they were performing the duties of a police officer at that time or that it arose purely out of the fact that the member is a police officer.
4. Whether the funding of legal advice at an early stage will assist in negating the prospects of a misconduct or special case hearing.
5. The likelihood of a member facing a misconduct or special case hearing.
6. If there is a finding of guilt the likelihood of a member suffering a loss of livelihood.
7. The member's realistic plea to a gross misconduct charge with a guilty plea not attracting funding for legal representation unless the member can demonstrate that there are extenuating circumstances, points of law or breaches of procedure. In the absence of these circumstances it would be expected that the 'police friend' would represent the member and assist with any mitigation. Legal advice would not be routinely be offered to members for misconduct only matters unless it can be demonstrated why such funding should be granted.

## Misconduct hearings on the up

By Sue Connikie, Gwent Police Federation misconduct manager

The last two years in the misconduct world of Gwent Police Federation have been exceptionally busy. The Force has adopted a hard line approach that has seen a significant increase in the number of officers attending a misconduct hearing.

It has resulted this year in Gwent being identified as the Force that has held the most number of hearings in the entire country with the exception of the Metropolitan Police; not a claim to fame that we're comfortable with.

Last year we had a record number of officers dismissed through misconduct hearings. This year, with the advent of independent legally qualified chairs, this trend has altered.

Whereas nationally the number of officers dismissed at hearing is currently around 75 per cent, we are the complete reverse of that. Seventy five per cent of officers in Gwent who have attended a misconduct hearing headed by a legally qualified chair have retained their job.

The Federation has funded a large proportion of these officers through the misconduct hearing but there are a small minority who have not been eligible. Off-duty matters are on the rise and, unless there is a direct link to your role as a police officer, the Federation is less likely to fund your legal representation.

There is a separate article (left) that gives clear guidance on what the Federation can and can't fund so please have a read. And remember that you are police officers 24/7/365. We as an organisation are far more subject to scrutiny than ever before and turning a blind eye is a thing of the past.

We have a number of Federation reps who are trained as Federation friends. If you receive a Regulation 15/16 notice please get in touch with the Federation office and we will appoint someone to help you. It is a very upsetting time for an officer who is under investigation and we are here to support you and provide representation throughout the whole period of investigation.

# Latest morale survey indicates improvement

Personal morale among the Force's Federation members has improved in the last year, according to the results of a new survey.

But the Force had the seventh lowest level of morale when compared to the other 41 forces that took part in the survey.

The findings come from the annual Pay and Morale Survey undertaken by the Police Federation of England and Wales (PFEW).

In Gwent, 59.2 per cent of respondents said their personal morale was low this year, compared to 75.3 per cent in 2015. But in terms of officers' views on Force morale, there was a narrower margin of improvement, 96.8 per cent of respondents in 2015 reported low Force morale compared to 93.4 per cent this year.

In terms of the proportion of respondents with low morale, Gwent ranks seven out of 42 forces, meaning that there

are 35 forces with a smaller proportion of respondents reporting low morale.

In terms of the proportion of respondents reporting low Force morale, Gwent ranks 10 out of 42 forces, meaning 32 forces have a smaller proportion of respondents who feel that morale within their force is low.

The survey response rate in Gwent was 41 per cent, compared to 35 per cent nationally and 50 per cent in Gwent last year.

The survey also revealed the factors Gwent officers felt impacted on their morale with the biggest negative effects being how police are treated as a whole (85.9 per cent), health and wellbeing (60.2 per cent), work-life balance (59.9 per cent) and workload and responsibilities (59.3 per cent).

Other factors included pay and benefits,

including their pension (56.9 per cent), opportunities for development and promotion (52.3 per cent), treatment by senior managers (50.8 per cent) and day to day job role (48 per cent).

A total of 72 per cent of respondents from Gwent said they would not recommend joining the police to others while 14.4 per cent reported that they intended to leave the Force in the next two years with 72.1 per cent saying that the major effect on this decision was how the police are treated as a whole.

The survey also showed that 67 per cent of respondents from Gwent do not feel they are paid fairly for the responsibilities they have within their job.

In total across England and Wales 45,000 officers, equivalent to 35 per cent of all Federated ranks, took part in the survey, the biggest response rate to date.

The results will be used as evidence in the PFEW's submission to the Police Remuneration Review Body at the end of the year.

The PFEW survey is the only police workforce survey to gather consistent data on officers' experiences across forces.

## Quick guide to regulations

By Nicky Ryan

Forum provides an opportunity for Police Regulations to be simplified for some of the most recurring themes. Each magazine will feature a different area of Regulations. In this edition, we focus on anti-social hours payments and subsistence allowance.

### Anti-social hours allowance

Officers from the rank of constable to chief inspector will receive an additional 10 per cent of their basic pay for all hours worked between 8.00pm and 6.00am, including over-time. This payment is not pensionable and should be paid for each full hour actually worked.

Where over-time is worked between 8.00pm and 6.00am, the rate of the allowance is still 10 per cent of basic pay, not 10 per cent of the over-time rate. The allowance is paid in full in respect of each full hour worked - the 'Queen's half hour' is not excluded. You must complete a continuous hour to attract the payment.

### Refreshment and subsistence allowance

Annex V Determination for Regulation 35 states:

#### FOOD AND ACCOMMODATION EXPENSES

When a member of a police force is retained on duty beyond his normal daily period of duty, he shall be reimbursed the cost of any meal he then necessarily obtains provided that expenditure is reasonable and backed by a receipt.

An officer has to be retained on duty in excess of two hours past his normal finish time to claim this allowance.

In normal circumstances it should NOT be regarded as necessarily incurred:

- During an employee's normal tour of duty unless, you were unable to take your meal in your normal manner.
- Where a meal/packed lunch/meal voucher is provided (regardless of whether the individual chooses to take



- advantage of this provision).
- When a rest day is worked (since additional expenditure should not be incurred provided reasonable notice is given in such instances).
- Simply because there are no canteen facilities at a particular location, or you are working away from your normal base (unless you are unable to take your meal in your normal manner).
- Merely because it is a public holiday; if this is a normal working day as per your roster, additional expenditure would not normally be incurred.
- Exceptions to normal circumstances will be at the discretion of authorising officers (who will have local knowledge of circumstances).

While the principle decision of allowances has been discontinued, the question of what is reasonable remains. The question 'reasonableness' will depend on individual circumstances. We would expect the reasonable threshold to be different for an officer working normal over-time to that of an officer on a residential course where food is not provided. A simple question to ask yourself is 'Would I pay that amount of money if I was not being reimbursed?'

For expenditure to be seen as 'additional', it will be necessary for the officer to certify that their normal arrangements for eating were affected by the nature of their duties. This should allow payroll to understand the reason why the expenditure was incurred as additional. Being away from the normal place of duty i.e. on a training course, does not necessarily prevent you taking your meal in your normal manner.

Receipts need to match the claim in terms of the date and the nature of the meal or food provided. It is appreciated that there may be instances where receipts cannot be obtained, for example, from vending machines, or when it would be operationally inappropriate to request a receipt, (this will be the exception rather than the rule), in such instances an explanation should be provided on the form and authorised by the line manager.

# PIP should go beyond firearms

The need for Post-Incident Procedure (PIP) to stretch beyond the world of firearms was one of the key themes of the first-ever seminar on the subject organised by the Police Federation of England and Wales (PFEW).

Che Donald, firearms lead for PFEW and organiser of the two-day event, echoed the opinion of other speakers including DCC Simon Chesterman, the National Police Chiefs' Council (NPCC) lead for firearms, for this to be put in place as soon as possible.

"The guidance for Post-Incident Procedure following a firearms incident is well established but needs refining and continually reviewing," he said on the opening day of the event, "More worrying for officers is the lack of guidance around any other incident following death or serious injury.

"Whilst some refinement and adaptation is required, the existing principles for firearms incidents are easily transferrable. It's positive to hear that the College of Policing is progressing this but it must be delivered without delay, not only for the benefit of our members but also the benefit of victims involved."

Around 150 professionals involved in dealing with people directly after an incident



*Che Donald, the national Federation's lead on officer welfare and mental health.*

involving death or serious injury attended the seminar which was held in Leicestershire. The audience also included Federation representatives, lawyers, national policing leads and representatives from stakeholder

organisations including the Independent Police Complaints Commission (IPCC) and College of Policing.

On Day 1, DCC Chesterman outlined the importance for forces to follow the PIP guidance encapsulated in Authorised Professional Practice (APP) by the College of Policing. He made the point that without an effective PIP process the service risks the ability to retain and increase firearms officers through fear of the impact an incident can have on their lives and careers.

IPCC revised guidance around PIP, drafted in March 2014, remains with the Home Office ahead of publication with Scott Ingram of Slater and Gordon Solicitors outlining the importance for this guidance to be fairly balanced for the victims and their families and the officers involved, something he believes has not yet been achieved.

Kevin Nicholson from the College of Policing outlined how work is ongoing to adapt and develop the existing PIP guidance to be used beyond just firearms incidents.

The second day of the seminar saw Lorraine Hope, professor of applied cognitive psychology at Portsmouth University, and Dave Blocksidge, a psychologist specialising in fatal contact firearms incidents, give a fascinating insight into the effects that a highly impactful incident can have on a person's memory.

They outlined how highly stressful situations and factors including physical exertion can have a huge effect on an officer's memory of an incident. Findings, backed up by significant amounts of research, concluded that investigations following an incident should not be memory tests.

The day ended with a table top exercise in which delegates were taken through a scenario and asked to contribute their outlook on how they would manage the incident. It was clear that PIP guidance is open to interpretation and approaches can differ between forces.

Che Donald is now keen to build on the seminar's success.

"This has been a very productive seminar and it is crucial that we build on this. Running the same event in 12 months time isn't necessarily the answer, we need to learn from what we have seen here over the past two days and take this forward accordingly," he said.

"Just as important as the representatives at the event are the officers on the ground who need to understand what PIP is and what the process involves. What are the implications for them, what are the risks for them and what accountability are they liable to in relation to the force, the public and the IPCC?

"What has been made abundantly clear over the past two days is that protection is afforded to the force and the officer if guidance is followed correctly. Existing Authorised Professional Practice is the gold standard and needs to exist for incidents beyond firearms operations."

**“ The guidance for Post-Incident Procedure following a firearms incident is well established but needs refining and continually reviewing. More worrying for officers is the lack of guidance around any other incident following death or serious injury. ”**

# Striding ahead...

Phil Brettell was a Gwent officer from March 1977 until March 1992. After leaving the Force, he has embarked on a career that has enabled him to help other people find work.

Phil tells us more:

I joined Gwent Police as a cadet back in 1975 before becoming PC10 serving at various B Division stations. However, after a knee injury I found myself being pensioned off and left the only job I'd ever known.

Confident my continuous front-line unblemished service plus a Chief Constable's Commendation for bravery would help me find work, I set about writing off to companies far and wide looking for my next job. All I got were suggestions to apply for store detective or security guard roles.

I then went to university as a mature student where I benefited from CV and job application coaching showing me how to sell myself to prospective employers. Eventually a succession of roles came my way within the corporate sector where I have been heavily involved in recruitment and selection and have seen at first hand the good - and the not so good - in terms of job applications, CV and letter writing.

Using these collective experiences has allowed me for more than 15 years to help others write effective CVs, letters, profiles and job applications. In many of these contacts it has become clear the same fears and difficulties I once encountered still affects many today seeking to make the same transition away from the police family into the sometimes unfriendly corporate world beyond.

In view of the positive feedback I have received from people securing interviews and employment they otherwise might not have achieved, I concluded that I can offer a range of career support services to those taking the first tentative steps into the outside world.

As a result I have focused on the journey we all take in our careers and my company stride ahead can offer the following services:

- FREE CV review
- CV writing
- Letter writing (cover letters and resignations)
- Job applications
- LinkedIn profiles
- Personal statements and profiles.

If you need help with the next steps in your journey then please follow the link to [www.strideahead.co](http://www.strideahead.co) website or call **0333 121 5890** (all calls charged at local rate).

# Former officer's change of direction

A former Gwent officer is now launched a new career after training as a civil celebrant minister.

Debbie Duggan explains: "My retirement has meant a new career that brings comfort and pleasure to many people at special times of their lives. My diverse and front-line experience with the Force made this training a natural step and gives me the honour of helping people through life's special events.

"So what is a civil celebrant minister? The purpose of the role is to provide full support for people who wish to mark a life event with a ceremony that draws on a wide variety of personal choice to create a unique experience."

Debbie's services have included:

- naming ceremonies.
- wedding blessings
- funerals.

Debbie says: "My approach is light touch and sensitive throughout including, where appropriate, hospital visits - where living funeral preparation is needed, family visits, dealing with the bereaved and delivering

bespoke eulogy.

All services are supported with music, poems and other media as required and carefully co-ordinated with other parts of official processes as needed.

"As a retired officer I fully appreciate the pride, dedication and service commitment shown by my colleagues, I am ready to help with sensitivity, empathy and compassion for a body of professionals close to my heart," Debbie adds.

See [rivermansioncelebrations.co.uk](http://rivermansioncelebrations.co.uk) for the full range of ceremonies.

Debbie's home hosts a beauty spa B & B – [rivermansionspa.co.uk](http://rivermansionspa.co.uk) – and she is offering Gwent Police Federation members a 15 per cent discount on their visit.

Just use GWENT15 in the accommodation booking system for the automatic discount. To use the code, click on "Book Cottage" and enter it in the "Promo Code" box when you've selected your preferred date.

Just call **01559 362938** to discuss your requirements.



## Festival of Remembrance

The Royal British Legion Wales Festival of Remembrance was held in St David's Hall, Cardiff on Saturday 5 November.

All of the armed services were represented as were many of the civilian services and organisations. All of the Welsh police forces were represented and the Gwent party comprised of (left to right) CO 73 Chris Evans, PS 1340 Clive Elliot, PC 225 Tim Wilcox and CO 24 Richey Davies.

All agreed that it was a very worthwhile and moving event and (even if FIFA don't get this point) totally right to respect those that have paid the ultimate sacrifice or who serve under the threat of so doing at present.

As ever, it also served to highlight the fantastic work that the Royal British Legion does for the members of our armed forces, past and present.



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Lucy Williams  
Lawyer in Family Law at Slater and Gordon

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