



Newsletter

June '09 Edition

VISIT YOUR NEW WEBSITE AT WWW.SUSSEXPOLFED.ORG

OVER TO YOU

From Monday 8th June for most of the month, those working on our Response Teams on the Force shift pattern, together with our student officers (an addition we had to robustly represent for) will have an opportunity to vote for a new shift pattern. Unusually we as a Joint Branch Board are fully supportive of the proposed pattern and are encouraging you to vote for it.

We were not unanimous but the majority of the Board feel this pattern – on which we were fully consulted upon and even amended – goes a long way to answer all of the concerns we have been collating for over a year. We also know through contact with many of you how bad an effect the current pattern has had.

We are involved in scrutinising that the vote is conducted properly.

The important thing is to vote – if only three officers voted and two officers agreed, they would carry the day. Not voting means nothing except that you are apathetic.

We also urge you not to vote with negativity by way of a protest, but honestly on the pattern itself. We know there are still many who are unhappy that the Force did not respond earlier to your concerns, nor listen to your elected Reps. However we never gave up on your behalf and the good thing from the Command Team insisting on its own review team is that the work of your elected representatives has been validated and verified, not least by your own honest responses.

That can only be a good thing and may improve how the Force receives our representations in the future.

.....and another thing !!

We have been making representations with regard to the complete failure of the Force to address retention of experienced officers as a deterrent to aggressive recruiting from others (particularly the Met !).

Experienced officers, particularly specialists, are highly sought after in the South East and this will be even more the case as we approach the Olympics in 2012.

(We know the Met could lose up to 46% of their Specialist Operations staff by then).

It is therefore not acceptable that some senior officers in Force are relying on our ability to recruit as acceptable so that we become a training force for others.

That is not offering the quality of service to the people of Sussex they either pay for or deserve, nor does it help our own officers who deserve to have experienced colleagues they can rely upon for leadership and direction.

In that context the dismissal of a proposal for free rail travel for officers both on and off duty (who in using that facility would be putting themselves on offer to assist a hard-pressed BTP) seems nonsensical.

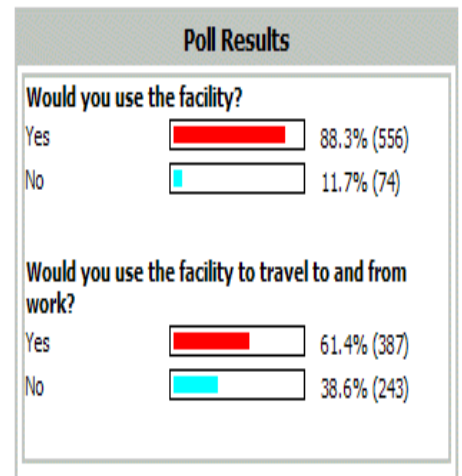
The refusal to implement the scheme was mainly founded on the likely public perception of officers receiving a “perk” in the midst of the current economic climate. However, it was also put forward by some senior officers that their officers would not use the scheme. **This is worrying because their comments are contradicted by our own localised surveys which found that those senior officers were simply wrong.**

A survey, only last month, on our own website provides further evidence of that.

WE ASKED YOU

If as part of a Retention initiative for Sussex Police there were the opportunity to travel free on the rail network, available to Police Officers whether on or off duty, including a reduced rate for accompanying family members, on the understanding that should you be required to make your presence known to rail staff and act in your capacity as a Police Officer.

YOU TOLD US



This is a subject we will continue to lobby on. We fully understand that in these harsh economic times it is not an easy sell, but it is not 'something for nothing' and the retention of just one officer, or more capable of counting, the return of just one officer currently travelling free from Sussex to the Met would be an immediate return of matching financial impact to the people of Sussex.

This is mindful that the average of those who have transferred out is 9.2 years and the investment of Sussex Police in a non-specialised officer of that service amounts to £392k, a figure confirmed by both our Police Authority and former Finance Director.

TRIBUTE

We would wish to pay our own tribute on the tragic loss of Inspector Andy Parr, who was much respected and liked Officer. We send our condolences to his family. It has been a salutary experience to see in the local press, letters of tribute from protesters whom Andy had policed, yet they have still offered him absolute respect after his sad early departure. That is truly the evidence of great coppership, and a mark of the man!

Conference News Tame and toothless?!

Many who attended this year's Federation Conference in Bournemouth may have been disappointed. There was nowhere near the fire in the inputs like last year's, when that main motivator of pay was to the fore.

However we were confronted with a government which seems to have run out of ideas on law and order, many of their initiatives having been acknowledged to have floundered and/or failed. We also met with a Home Secretary who must at least be applauded for managing to attend two conferences, but clearly she was disabled as walking dead and meeting us when even we were shocked from the expenses scandal that the term 'Right Honourable Members of Parliament' had become oxymoronic!

Underneath that feeling of malaise there were some valuable items within the agenda. We are by no means warm to the notion of having an elected official in control of local policing, albeit it was accepted that the current tripartite relationship between Home Office, ACPO and Police Authorities has failed to a degree. Many of us will blame politicians for undermining that process and senior officers who have been too closely linked to politics.

Modernisation was also a central feature. Your Board is strongly involved in the protection of the role of detectives and hopefully there has been some progress in protecting that specialism and career path for officers, though why does it take ever starker warnings to make people wake up to the reality that we will have no detectives to investigate murder in 20 years if we continue as we are going? Those left to investigate will be nowhere near the quality on experience and knowledge as is currently founded. Defective detection rates should be enough evidence of under-investment.

Undoubtedly the best session was that focused on Essex Police who in a few years by a process of stringent financial management will have 600 extra officers through the will and drive of their Command Team and Police Authority. We were minded with the success of our own Challenge 2010 programme a few years ago and the increases we have enjoyed in recent years from a supportive Police Authority that the people in Sussex we serve could also benefit to the same extent if the same path were followed. Clearly from their results Police Officer increases in vast numbers can make an appreciable and appreciated difference – but then we have been saying for years that the much vaunted 'broken windows' policy in New York was just the headline. They improved significantly because under the command of Mr Bratton and a mayor such as Giuliani they also invested heavily in officers, increasing their numbers on the street by 50%.

APOLOGY

We must apologise for the delay since our last newsletter. Those closely linked to their Federation Reps will know we have had increasingly higher workloads. Thanks to the Force for recognising that, we now have permission for an additional BCU Support Officer and we are pleased that temporarily Martyn Hale-Smith, the Sergeants Branch Board Secretary, is filling that role. Already we are noticing a difference and hopefully so will you.

New Conduct Regulations 2008

The thrust of the new Regulations is to:

- Concentrate on learning & improvement, rather than blame & punishment and,
- To focus on performance, not discipline

The Code of Conduct has been replaced by:

The Standards of Professional Behaviour

- Honesty and Integrity
- Authority, Respect and Courtesy
- Equality and Diversity
- Use of Force
- Orders and Instructions
- Duties and Responsibilities
- Confidentiality
- Fitness for Duty
- Discreditable Conduct
- Challenging and reporting Improper Conduct

The New Conduct Regulations have been in force since 1st December and so far are doing what they say on the tin. We, in the Federation Office, are already aware of several instances where a common sense approach has been taken and officers have been dealt with fairly and expeditiously. Long may this remain?

The notices of complaint are now a Regulation 14a, if made by the public, or a Regulation 15 notice if raised internally.

The only slight gripe we have is with regard to a new concept of the regulations where an officer, under Regulation 16, may provide representations in response to the notice of complaint. This officer's initial response must be made within 10 working days (not including Saturday or Sunday).

Officers are finding that when they are served with a notice of complaint, (Reg 14a or Reg 15 notices) a blank statement form is being attached for the officer to complete with their initial response. This is a little **misleading** for some officers who are then, possibly incorrectly, providing a full account of their actions at this early stage.

There is no mention that this representation or response has to be in the form of a statement. If in doubt, seek advice from the Federation.

The purpose of the Regulation 16 response, as explained in the Home Office Guidance is for officers to *“suggest at an early stage any line of enquiry that would assist the investigation and to pass to the investigator any material they consider relevant to the enquiry”*.

This may include details of witnesses, CCTV to be seized or anything the officer may later wish to rely on. In some circumstances, it may be necessary and prudent to provide a full account at the earliest opportunity.

In the spirit of the new Regulations, it is envisaged that if an officer were to admit that their conduct fell below the required standard, at an early stage, this would be taken into consideration when deciding on the outcome.

In any event, it would be sensible to speak with a trained Federation Friend who would be able to advise you.

NB:

Any breaches of Conduct reported prior to 1st December 2008, will be dealt with and investigated under the old Reg. 9 notice and procedures.

Stuart Harvey



Forces Financial is a trading name of Stuart Harvey Insurance Brokers Limited

Members of the Forces Financial Sussex Police Federation group insurance scheme, who need to access documentation, listed below, should note that these can also now be found at:

<http://www.forcesfinancial.com/insurance/police-sussex.asp>

- Master Travel Certificate April 2009 to March 2010
- Summary of Cover for Serving Officers
- Travel registration form for Serving Officers
- Sickness claim form
- Court Award Compensation claim form
- Police Officers Legal Assistance
- Personal Accident and Hospitalisation claim form
- Summary of Cover for Retired Officers
- Travel registration form for Retired Officer

If you have any questions or would like to discuss anything further please call Forces Financial on 01256 769 966

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"I'm okay, I won't need the Group Insurance Scheme. Will I?"

In 2008 alone, Sussex Police officers utilised the above scheme as follows:-

Life & Critical Illness Claims:-	Accident and Sickness Claims:-	Travel Insurance Claims:-
Death - £190,000	Accident - £22,516.00	Travel - £35,753.79
Critical Illness - £35,000	Sickness - £40,128.19	

Tell me. Do you still feel lucky??

We do not believe you can find better cover on the High Street.

Free Travel Insurance for Officers

Sickness Cover - in case of half/no Pay situations,

Court Compensation cover - in case offender does not pay Officer any compensation court order

Legal Assistance – which is extra on motor or home insurances – includes contract, tenancy or neighbour disputes cover.

Why not have a look at

www.forcesfinancial.com/insurance/police-sussex.asp

and see what cover is provided by Forces Financial

Contact with Bodily Fluid.

Force Policy Document 212/2001 refers to the possible risks from contact with bodily fluids. However it has been highlighted to us in the Federation recently that this policy concentrates on the risks from blood contact rather than by other means.

A number of officers having come into contact with possible contaminated fluids say that they, their colleagues and supervisors are unaware of this policy or more importantly, those who are, state that it does not mention what to do if spat at and the risks associated with this form of bodily fluid contact, particularly if in contact with eyes or cuts.

The incidents of officers being spat at/on are rising. Policy dictates that "**Medical advice must be sought immediately from the nearest Hospital A&E Dept "**

Shortly, the force will roll out disposable spit hoods to officers for use when confronted by a spitting or potentially spitting detained person. As a result of our approach to the force, a card is also to be produced at the same time highlighting the procedure for dealing with a possible contact with a contagious source.

Spitting can be, at times, be the worse kind of assault an officer can receive.

Treatment for a suspected contagious disease can affect the family too. The course of treatment can last 6 months before, hopefully, the medical results may prove negative.

Remember: Being spat on is an assault and must be reported.

Assaults on Police.

Some years ago, the Sussex Police Federation obtained an undertaking by the force that any offence with a police officer as the victim, would be dealt with positively. Offenders should therefore still be expected to be pursued and subject to some sanction, which may be charging.

This seems to have been forgotten over time. This is not right and needs to be reiterated once more.

Legislation is there to protect **all** staff of the emergency services. Assaults, or any offence against Police Officers, Police staff, their agents or emergency service colleagues is an assault against society itself.

Such instances of assault are not a hazard of the job and must be dealt with positively.

Please ensure your supervisors, CPS and Custody are informed at the earliest of opportunities when such instances occur but also that they are reminded of their responsibilities so that the proper procedures are adhered to.

If you receive an injury, your supervisor MUST record it.

ACCIDENT & INJURY REPORTING –

If you are unfortunate to be injured due to an incident or assault whilst at work, it must be reported to a supervisor. The supervisor must record it as either a major or minor injury report. Additionally, you should be informed by your local HR Officer or person responsible for handling sickness and injury notifications that you may wish to register your injury with the Department of Works and Pension (DWP) to protect your interests in the future.

If you are not provided with the necessary form (BI100A) you can download it at:

www.direct.gov.uk/en/DioI1/DoltOnline/DG_4017784

The DWP will decide whether your injury counts as an industrial accident and if so will send you an accident declaration. The DWP will also keep a record of the decision in case you ever need to claim benefit because of your industrial accident. You should, obviously, keep the accident declaration in a safe place as should you need to claim under the CICA scheme this documentation will be required.

Acting or Temporary Duties.

The Police Negotiating Board (PNB) has agreed to amend the current qualifying periods for the federated and superintending ranks. Therefore with effect from 30th June 2008 all officers (federated ranks and superintending ranks) will have to perform the duties normally performed by a member of the force of a higher rank than his own for 10 complete days cumulative (in the case of a part-time officer 80 complete hours and an officer with variable shift arrangements qualifying shifts amounting in total to 80 hours) in a 12 month period before they can receive a temporary salary. A period of 12 months begins on 1 April.

Acting duties should be for short periods of time to cover for shortages within higher ranks.

In accordance with this principle the PNB has agreed to introduce a 56 day maximum period (2 calendar months) for all federated and superintending rank officers performing 'acting duties'. The 56 day maximum period should not be exceeded unless the individual is not qualified for promotion and/or during a rare occasion a chief constable is required to respond to an overwhelming operational emergency that requires an immediate application. **Therefore, after 56 days they should be moved from acting duties to temporary promotion.** Forces should not artificially curtail a period of acting duties in order to avoid temporarily promoting an officer.

Temporary promotion should be used when a shortfall has been identified in a particular rank which is likely to be for a lengthy period of time. e.g. maternity leave cover, ill health absence, new projects / work-streams etc.

Cancelled Annual Leave – Changes!

In April 2007 Regulations changed regarding annual leave although officers are still unaware.

Previously, officers were only compensated if they were recalled from leave which had already started. However, the change means that if an officer has a period of absence booked which forms 3 or more days and at least one of which is an annual leave day, then if the leave is cancelled in advance of it being taken, then this attracts compensation as well. This compensation is:

For each of the first 2 days of cancelled annual leave	2 days leave in lieu or 1 day leave in lieu plus 1 day pay at double time.
For 3rd and subsequent days of cancelled annual leave	1.5 days leave in lieu or 1-day leave plus a 1/2 days pay at double time.

Why should I subscribe to the Federation ?

In 2008, the Sussex Police Federation supported and assisted **311** officers where Notices of Complaint (Regulation 9, 14/15a) had been served. This does not include complaints raised locally.

At the same time we helped members obtain settlements for varying claim to the values of:

Legal Claims (compensation)	£241,504.35	Total Legal Claims settled since 1992	£6,510,127.56
CICA Settlements	£112,573.93	Total CICA Claims settled since 1990	£1,622,611.95

Legal fees paid by the Sussex Police Federation to assist officers can be over £10,000. One case cost £37,000.

If **you** do not subscribe to the Sussex Police Federation, these fees might be **your** responsibility to pay!

You can also use the FREE PF Claimline for personal injury claims to you or your family.

NOW – Can you afford not to subscribe?

Injured on or off duty?

Do you need make a personal injury claim ?
Then the Police Federation Claimline could help.

This is FREE to subscribing Federation members and their families.

In the last two years £42 million in compensation has been recovered for police officers.

If you or a family member have suffered a personal injury you are covered by Federation funds to pursue a claim for compensation.

Contact Claimline on
0800 9171 999

Personal details update

It is vital that detail held by us is accurate and up to date. We work from our own database records, which are private to the Police Federation, confidential, in that they are not available outside of our offices and importantly, not linked in any way to Sussex Police systems.

It is for the last of these reasons that we rely on you to update us with any changes that occur in your personal circumstances, whether it be due to a change of address, change in next of kin, beneficiaries for your Insurance Scheme, postings or anything else.

[Do it now - don't delay - we need accurate information.](#)

[Access the form via our website!](#)

Thanks.

A huge thank you to all of you who took the time to participate in the national Shift Working and Pay Survey. The survey was conducted throughout the whole of Great Britain and Northern Ireland and thanks to your efforts, there was a greater response from Sussex officers than from any other force. Nationally, the average response was 18.65% but in Sussex, it was a massive 45.1%.

Although we await the actual data, we mentioned to the Chief Constable that the number of Sussex responses is a "significant statement" by officers in relation to our current shift pattern and the point was also made to the Shift Pattern Review team.

Licensing Reminder: - We are aware that a number of police officers, quite legitimately, hold Personal Licenses under the 2003 Licensing Act. This is not a problem providing the officers are not actively using the license.

However, officers are reminded that under the act, they must notify the Licensing Authority if they change their address. This is a condition of holding the license and could land the holder in trouble if the address which the authority has on record is incorrect.

Extended Leave or Absence:- Maternity; Sickness; Career Break; **LET US KNOW!**

At some point most of us will take an extended absence, whether by design or not. Whilst line managers and HR may well be involved, the information is generally not shared. The Federation has asked to be notified in such cases but we are informed that The Data Protection Act prevents such blanket disclosure, despite our role. - It would therefore be helpful and beneficial to officers if they inform us.

We can ensure that insurance cover and Federation subscriptions are correctly managed, as some will need to be cancelled and others extended; assist with insurance or compensation claims and ensure the correct entitlements are considered, most of which are time limited.

We can assist in the circumstances when officers are approaching the 6 month sick pay review, being dealt with for poor Attendance or Performance, with return to work plans following maternity or injury/sickness absence.

Quids in! Forces Financial announces £43,000 saving for Sussex Officers & Staff.

Since the introduction of Forces Financial's free to use ATM cash machine in January 2007, Officers, staff and visitors to the Force HQ at Lewes have saved over £43,000 in transaction charges. The ATM is located in the corridor between Training Reception and the Gym.

If you believe that your workplace could benefit from access to a free to use ATM please speak to your Divisional Commander/Dept Head and HR Manager and encourage them to contact Colin Moules, our Office Manager at the Sussex Police Federation Office, ext 44434.



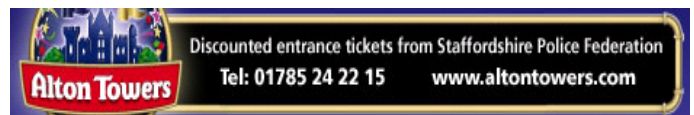
Special Discounts
 available from **Sussex Police Federation**,
 Check out www.sussexpolfed.org



VAUXHALL



www.policedivorce.co.uk



For further discounts from The Police Federation of England & Wales. go to:-

forcesdiscounts-police.co.uk

Save money on:

- Computers, TV's, Cameras, Games etc
- Holidays and Days Out
- Bryant Homes
- Motoring, Car Hire & Breakdown Cover
- British Gas
- Allied Carpets
- Electrical Appliances
- Health & Fitness
- Insurances.....and so much more....

Police Federation Vacancies.

Can you REPRESENT, SUPPORT, INFLUENCE AND NEGOTIATE?

Do you have an interest in MISCONDUCT, EQUALITY or HEALTH & SAFETY?

If you answered YES to either question then why not join us and help us to make a difference.

A number of vacancies currently exist across the county. If any one has in interest in filling this vital role for the area or workplace in which they work, please contact the Federation Office at Headquarters to obtain a nomination form

DEPUTY REP VACANCIES

Area	Rank	Area	Rank
NORTHDOWNNS	Inspector or Ch Insp	ROADS POLICING	Sergeant & Insp/Ch Insp
GATWICK	Inspector or Ch Insp	WOMEN'S RESERVE	Inspector or Ch Insp

WORKPLACE REPRESENTATIVES - MAY BE EITHER CONSTABLE OR SERGEANT

The local Workplace Rep is important for effective communication and representation within your station. However being one is of a lower impact than as the substantive Representative so, if you are interested in the work of the Federation, this is a great place to start.

WORKPLACE REP VACANCIES

BOGNOR BRIGHTON CRAWLEY EAST GRINSTEAD EASTBOURNE – HAMMONDS DRIVE GATWICK HAILSHAM	HEATHFIELD & POLEGATE HOVE LITTLEHAMPTON & ARUNDEL MIDHURST & PETWORTH NEWHAVEN, PEACEHAVEN & SEAFORD NEWHAVEN PORTS STEYNING, PULBOROUGH & STORRINGTON
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For more detail on the Roles and Responsibilities and the day to day work that a Representative may be required to undertake, please contact the Joint Branch Board Secretary, Mark White on – Internal 44434 or External 01273 404211.

FINANCIAL, DIVORCE AND MORTGAGE ADVICE CLINICS

ALL APPOINTMENTS MUST BE BOOKED THROUGH THE FEDERATION OFFICE

2009	IFA Paul Remnant 10.00 am – 3.00 pm (hourly)	Hanson Wealth Management Greg Poole 9.00 am – 4.00 pm (hourly)	Gorvins Roger Weller 10.00 am – 4.00 pm (hourly)	PF Mortgages Tony Phillips 10.00 am – 3.30 pm (1/2 hourly appts)
June	-	Tuesday 30		Thursday 23
July	-	-	Weds 1 st and Tues 28	Thursday 22
August	-	-	Wednesday - 26	-
September	-	-	Tuesday - 29	Thursday 24
October	-	-	Tuesday - 27	Thursday 22
November	-	-	Tuesday - 24	Wednesday 25
December	-	-	Tuesday - 22	-

Contact Us

Sussex Police Federation, Federation Office, Police HQ, Church Lane, Lewes, BN7 2DZ

Tel Ext: 44434 - DDI: 01273 404 211 - Fax: 01273 480 068

Email internal: Police Federation

Email external: admin@sussex.polfed.org