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# federation focus

AUGUST 2011



## Show of unity as police service fights cuts



South Wales Police Federation  
Member services and Federation views  
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# federation focus

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# Chair's foreword

By *Gary Bohun, South Wales Police Federation*

**I'm very proud to report on the success of two of our officers in the National Police Bravery Awards, where they won the Welsh regional award.**

PS Kevin Brooks and PC Gregg Parry showed outstanding bravery when a 4x4 vehicle being pursued by Gregg reversed into his patrol car with such force that it mounted his bonnet and came to rest on the roof.

Despite fearing for his life, Gregg chased the passenger from the offending vehicle on foot. Kevin then arrived and chased the offending driver, also on foot. Both occupants of the vehicle were arrested following violent struggles and the driver was eventually imprisoned. You can read more about this incident later in this edition.

This is a real good news story for the South Wales Police but it is sadly undermined by the decision to forcibly retire Kevin under the Regulation A19 process currently affecting so many of our officers.

I appreciate that the Force has been placed in a difficult position with the Government's requirement to make £47 million of savings over the next four years but I genuinely lament the loss of such highly skilled, incredibly motivated and hugely experienced officers as Kevin at a time when we appear to need those qualities more than ever.

I'm sadly pessimistic that the Government's determination to make short-term savings will inevitably result in long-term damage to what politicians on all sides of the House refer to as 'the best police force in the world'.

On that note, as part of our ongoing campaign to raise the profile of the impact

that these cuts will have on the service, together with the impact of the ill-conceived Winsor and Hutton reports on individual police officers' pay, conditions and pensions, the Police Federation of England and Wales held an open meeting at the Methodist Central Hall, Westminster on 13 July. This hall was the scene of the historic first Federation meeting back in 1919.

Around 2,500 officers attended the meeting, including 37 from South Wales who were transported up and back and generally looked after by the SWP Federation. Among those addressing the meeting were politicians David T. C. Davies (Cons), Elfyn Llwyd (Plaid Cymru), Keith Vaz (Lab, Chair Home Affairs Select Committee) and Yvette Cooper (Lab, shadow home secretary) together with speakers such as Sir Hugh Orde (ACPO), Derek Barnett (Superintendents' Association) and Brendan Barber (TUC).

The meeting was very successful and it offered a strong message to those in Government who are seeking to discredit the British police service and to undermine the morale and efficiency of the working cop or, in other words, causing disaffection as defined by Section 91 of the Police Act 1996.

Federation secretary Richie Jones and I followed up this meeting by speaking to a number of our MPs and we now have further meetings arranged for the coming months. We hope to press home the need for a more considered approach to the issues mentioned and, in the more strategic sense, the need for a Royal Commission into policing to establish what it is that is expected of the modern police service and how that should be achieved. We will, as always, keep you updated on our progress.

■ If you have any comments on this article, please email [focus@swpf.org](mailto:focus@swpf.org)

## STOP PRESS:

**The Police Negotiating Board (PNB) has failed to reach an agreement over pay and the recommendations in Part 1 of the Winsor report, much to the anger and disappointment of representatives of police officers.**

The matter will now be referred to the independent Police Arbitration Tribunal (PAT) which will look at evidence from both sides and make its recommendations. In 2007 when Labour Home Secretary Jacqui Smith failed to honour the PAT findings police marched in protest through London. Now leaders of the Staff Side - representing all officers from constable to chief inspector - have called on Home Secretary Theresa May to honour the negotiating process. For more information visit our website.

# 'Service will suffer, crime will rise'



**The public will not receive the same level of service it is currently getting if the 20 per cent cuts to policing go ahead - according to the chairman of the Police Federation of England and Wales (PFEW), Paul McKeever.**

And the cuts will also lead to an increase in crime.

Paul McKeever made the comments as part of a 'Day of Action' on 13 July at the Central Methodist Hall in Westminster organised by the Police Federation.

Around 2,500 off duty police officers from across England and Wales attended the event to show their concern about the proposed cuts and to ask the Home Secretary to treat them fairly and to honour the police pay negotiation process.

Thirty seven officers from South Wales attended the open meeting.

Paul said: "We have no doubt that a 20 per cent cut to overall police budgets will

lead to more crime. It simply won't be possible to provide the same level of service to the public that we do now if we are losing officers, support staff, vehicles and stations.

"We accept that cuts have to be made but we ask that the Government acknowledges our unique status; police officers do not have industrial rights, so it is vital that the Home Secretary honours the police pay negotiation process.

"We are calling for a fair negotiation process and honesty about the implications of cuts to policing. The public has a right to know what the likely impact will be if 20 per cent cuts are imposed."

A number of high profile speakers showed their support for police officers on the day including shadow home secretary Yvette Cooper MP, chair of the Home Affairs Select Committee Keith Vaz MP, ACPO president Sir Hugh Orde and Brendan Barber, general secretary of the TUC.

The 'Day of Action' was part of an on-going campaign by the Federation to raise awareness of the likely impact of the proposed 20 per cent cuts and the risk to public safety if the most experienced officers leave or are forced out.

■ If you have any comments on this article, please email [focus@swpf.org](mailto:focus@swpf.org)

## Tory MP questions need to increase foreign aid

**The police service and armed forces would not be his priorities if Tory MP David T. C. Davies (pictured) was looking to make cuts, he told the meeting.**

He did not believe the cuts had to be made across the board and there were plenty of other places where they could be made.

And, to applause from his audience, he added: "I question the need to increase the budget for foreign aid."

The Monmouth MP also questioned the need for environmental schemes and measures and, while saying he was in no way critical of the armed forces, also queried the need to get involved in the internal difficulties of other nations.



The first priority of any Government, he concluded, should be to defend the realm and the rule of law and he would remind anyone in Government of that.

An MP for six years, he also serves as a Special with British Transport Police and said he had felt the fear, understood the difficulties of

dealing with public misbehaviour and appreciated the frustration when people stood in Parliament speaking about policing but without the knowledge to back them up.

He explained, however, that there was a problem with the country's finances, not due entirely to the debt but the fact that £520 billion was received in taxes but £680 billion was being spent.

## 'Tell them why we are different'

**Police officers from up and down the country who have been killed in the line of duty were featured in a film to highlight the dangers of being an officer.**

The poignant film featured 15 police officers and was intended to highlight 'who police officers are and what they do'.

Chairman of the Police Federation of England and Wales, Paul McKeever, said: "So when you hear those in Government and elsewhere saying we are just part of the public sector tell them about our fallen colleagues, tell them why it is that we are different."

# Federation should be shaping the future of policing, says general secretary



General secretary  
Ian Rennie.

## 'Society as a whole' would lose out if the planned cuts are put into place, general secretary Ian Rennie told the meeting.

He said Winsor has the potential to put policing back years and that he believed the Government had singled out the police service because of its 'weak bargaining position'.

He called for officers to be treated fairly, saying: "We have already seen the widespread anger at some of the cuts being made across other parts of the public sector. We have seen strikes and demonstrations across the country and we have, as always, policed those demonstrations and protests.

"Just like other workers across the public sector, we face a proposed two-year pay freeze while inflation runs at five per cent. We also face the prospect of a major hike in our pension contributions.

"But unlike other workers, police officers face actual cuts in pay as well as an expectation that we will be available and work additional hours for no extra money."

With Winsor's final report due out in January 2012, Ian touched on some of the possible proposals.

He raised questions over what would happen to the criminal justice system if performance related pay was introduced and how the service's progress on diversity could continue when candidates from the poorest families, predominantly from BME backgrounds, have to fund their studies to join the police service.

He continued: "The service has been an employer of choice for those with life experiences wanting a second career in the

police and the service and the public we serve have benefitted from that.

"How will this attempt to drive down police pay and conditions of service affect the sort of people we attract and retain?"

"I have heard Winsor say that nobody should expect to have a job for 30 years. Mr Winsor, I've got news for you, this is not a job, which is something else you have clearly failed to understand. We are professionals and serving the public is a vocation.

"In other professions people may change their employer, but they rarely change their occupation.

"If I was a lawyer like Winsor, I could have a 40-year legal career, and I could move from one law firm to another. I could do the same if I was a nurse or a teacher by moving to a different hospital or school.

"But we are police officers and in each part of the country there is usually only one employer of choice for us and that is the police force that we join."

Ian concluded: "We are where we are today because of history. We have evolved as a police service because of the expectations and service demands which the public has rightly placed upon us.

"Far from 'modernising' the service, Winsor has the potential to put policing back years.

"Be under no illusion, we are engaged in a fight for the very future of policing itself. If we lose this fight it won't just be police officers who lose, but society as a whole.

"We are the professionals that know policing. We should be the ones shaping the future of the service."

# TUC pledges its support to police officers

**The unique standing of the police service and the fact that officers do not have the same industrial rights as the vast majority of other workers are the key reasons why the Government has to honour its obligations to police in pay negotiation procedures, according to the leader of the TUC.**

Brendan Barber said that if the Winsor recommendations were railroaded through it would be a "devastating blow" to the police service and would also affect recruitment and retention.



Brendan Barber, leader of the TUC.

"The Government must observe all stages of your pay negotiation procedures up to and including independent arbitration if necessary because any attempt to impose change by diktat would be a shameful and cynical abuse of power," he said.

The TUC general secretary pointed out that the organisation's six million members were supporting the police.

"What you do makes a huge difference to the lives of every man, woman and child in Britain," he said, adding that the police service was now facing one of the most critical moments in its history.

"Police cuts will mean fewer officers dealing with more problems - problems made by politicians who will then blame you for them. And what's worse is that they will then say that this proves their prejudices against the public sector and its staff," he told the meeting.

"It will be a thin blue line expected to put a policing sticking plaster on a society divided by cuts, bearing down on those who did least to cause the crash."

■ If you have any comments on this article, please email [focus@swpf.org](mailto:focus@swpf.org)

# Shadow home secretary repeats support for Royal Commission

**Shadow home secretary Yvette Cooper repeated her support for a Royal Commission or independent review to look at all aspects of policing.**

"If they (the Government) don't, we will because we think it's so important to the future of policing," she said.

The Federation campaign should focus on the sheer scale and pace of cuts and, citing other u-turns in the NHS, BSKyB and forests – she said it was time the Government changed its stance on changes in policing.

"If policing across the country goes wrong it's communities across the country

that will pay the price," she said.

Ms Cooper said that she supported reform of policing but not because policing is broken. "It isn't," she told officers, "The Government should not say it is. It's not fair."

And the shadow home secretary was particularly critical of the use of Regulation A19 to force officers to retire, drawing attention to South Wales officer Kevin Brooks who won a Police Bravery Award at this year's awards ceremony and was then forced to stand down.

She said it was not just the loss of his experience and bravery but also not good value for money since NI, pension and tax



*Yvette Cooper, shadow home secretary.*

contributions meant it would end up costing the taxpayer more.

And, she added that it was a "crazy way" to approach reform to policing.

## Home Secretary, are you listening?

**If officers needed any kind of reminder of why they are feeling so let down by the Government, then a short film showing soundbites from the Home Secretary's speeches to the Federation's national conference in 2010 and earlier this year provided just what they needed.**

One particularly pertinent statement was played twice: "I will always back you; I will always support you and I will always fight for you."

It was a comment Theresa May made in her 2010 speech to conference and it was read back to her this year by Sarah Adams, deputy chairman of Derbyshire Police Federation, who then asked – in a clip also replayed during the meeting – how police officers or communities could trust her or her Government.

Paul McKeever explained that he would have preferred the Home Secretary to have attended the meeting but she was "otherwise engaged".

She did send a letter which the national chairman read out. The letter explained that the country had an unprecedented financial deficit and the public sector had to have a fair share of the burden. A "tough but fair" settlement had been achieved for the police.

## "I will do my best", says ACPO president

**ACPO president Sir Hugh Orde has pledged to do his best to ensure officers get a fair deal.**

Sir Hugh, who asked to address the meeting, said that despite the difficult times ahead and the increasing challenges faced by officers, he had every confidence in them continuing to do their job.

"My job is to make sure you get the fairest deal possible in what are very challenging times," he explained, "I give you my absolute guarantee I will do my best."

During his speech, he also said that, whatever officers thought, the Home Secretary did fight to try to protect police budgets, claiming that the service had been facing 25 per cent cuts.

The ACPO leader repeated the comments he had made at the organisation's conference earlier in the month when he drew attention to the huge scale of planned reform, the biggest in living memory.

He mentioned Winsor, Hutton, Neyroud, the demise of the NPIA, the possible formation of a national crime agency, changes to accountability mechanisms in place since 1962 and the 20 per cent cuts saying that ACPO understood why officers felt they were being singled out.



*ACPO president Sir Hugh Orde.*

## Plaid Cymru leader calls for u-turn on police cuts

**The Government should hear the resistance to the proposed changes and act upon it, according to Elyfn Llwyd, leader of Plaid Cymru.**

He told the meeting that it was not too late to change the plans for policing and that the Government had made u-turns on other issues.

He was applauded when he argued that the fact that officers could not withdraw their labour was no



*Elyfn Llwyd.*

justification for the way the Government was treating the police.

"I sincerely hope that those who are making these insane decisions lend an ear to what is being said," he told officers.

A Royal Commission would be a better way forward than the "ill thought-out and mad efficiency savings" programme.



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# Police service will play fair, Government must do the same



*Derek Barnett, president of the Superintendents' Association.*

**The police service will play fair, abide by any decision at the Police Negotiating Board (PNB) or any future Police Arbitration Tribunal and will ask the Home Secretary to do nothing more than give a commitment to do the same, says Derek Barnett, president of the Superintendents' Association.**

Derek told the meeting that officers must trust their negotiators, putting forward professional and persuasive arguments, and continue with their job of serving the public.

The service, he said, understood the difficult financial times and could accept the two-year pay freeze and the review of public sector pensions but no-one understood why police were being expected to take a disproportionate burden of the pain.

"It cannot be right or fair at the same time as these financial burdens on our members that police officers of all ranks should see legitimately agreed pay and incremental pay arrangements simply disregarded at a stroke by the recommendations of Tom Winsor," he explained.

He continued: "Let me be absolutely clear, the Police Federation and the Superintendents' Association will stand side by side speaking up for the interests of 99 per cent of the police service and the police officers in England and Wales that we represent," he explained.

The Government, he said, was treating the most professional, flexible, dedicated and loyal workforce "shabbily".

But the police service needed to retain the moral high ground and do nothing to reduce the public's trust.

# You are worth every penny

**Officers are worth every single penny of pay, pensions and over-time they earn, Andy Gilbert, chairman of West Midlands Police Federation, told officers at the meeting.**

Andy was introduced to the audience by national chairman Paul McKeever who praised him for the superb campaign for a Royal Commission he had driven forward.

And, at the end of his speech, Andy was greeted by a standing ovation, the only speaker to earn such support.

"As a police officer, you will be assaulted, spat on and insulted. Threats will be made to you and your family. You will deal with death in many forms, violent, tragic, unnatural and unexplained," Andy began.

"These memories, however disturbing and unpleasant, will come back when you least expect or want them. You will deal with violent, evil people, feel real fear and face real danger on many occasions.

"You will miss parents' nights, family birthdays and sports days because of shifts or because you are detained on duty."

And he continued: "You will go to court on your day off because CPS don't care or can't be bothered to check your availability.

"And there will be plenty of times when you wonder if it's all worthwhile, in particular when the bricks and bottles are being thrown in your direction.

"And it's for these reasons and many more that you are worth every single penny of pay, pensions and over-time that you earn."

Police staff were being treated

appallingly and the public were being conned with promises of more for less and the protection of the front-line when nothing was further from the truth.

He argued that when the Government took office, crime had fallen by 40 per cent over 10 years, fear of crime had also fallen

and prisons were full; performance worthy of a pay rise, not a pay cut.

It was not the police service that needed urgent reform since it had never stopped reforming but the Government's "chaotic approach" to policing which would end in disaster, he said.

There were too many different reports, too many think-tanks and an obsession with all things American.

"They should stop listening to think-tanks and just think again," he urged the Government, "Real life is not an American cop drama. Start listening to the people who are here today and who actually do the job."

He claimed the once party of law and order was now the party of crime and disorder.

But he told officers something could be done. They could write to their MP or make an appointment to see them.

"Tell them what is happening in your force. Tell them how the public are being let down. And then look them in the eye and ask if they are proud of the shameful way this Government is treating the finest police officers in the world."

And he concluded: "I will finish the same way I started. You are worth every penny. Don't let anyone ever tell you otherwise."

■ If you have any comments on this article, please email [focus@swpf.org](mailto:focus@swpf.org)



*Andy Gilbert, chairman of West Midlands Police Federation.*

## Is what you are doing fair?

**The Prime Minister, the chancellor, the Home Secretary and the police minister did not need to ask what police officers do for the country but should ask themselves whether what the Government is doing to police officers is fair, says Peter Smyth, chairman of the Metropolitan Police Federation.**

He argued that Winsor's claims that 60 per cent of officers would be better off under his recommendations meant that 40 per cent would be £11,000 worse off.

And he called the freeze on

incremental pay scales "wicked" with constables with fewer than two years' service losing £26,000 over the eight years it took them to rise through the scales.

"It's not about fairness, it's about saving money," said Peter.

He argued that people accepted that policing had to take its share of the pain, but they did not understand why police had been singled out for a heavier burden.

They needed to get behind the Federation, lobby MPs and demand their support for fair treatment.

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## Step up lobbying

**Praising the efforts of the Federation in his home county of Leicestershire, Keith Vaz, chairman of the Home Affairs Select Committee, urged officers to go to see their MPs, saying it was absolutely vital that they got their argument across.**

He also added his support to calls for a Royal Commission, referring to the Policing in the 21st Century report produced two years ago.

"The last recommendation we made was that you cannot deal with the challenges of the 21st century until you have a Royal Commission and that is exactly the



Keith Vaz.

position of the Police Federation," said Mr Vaz, "You cannot change the rules without sitting down with the people who have to implement those rules; that means all of you. So I hope very much that we can prosecute this campaign to have a Royal Commission and to have a Royal Commission now."

He referred to joining officers marching in London four years ago when the then Home Secretary failed to backdate a pay deal contrary to a Police Arbitration Tribunal ruling saying: "I told the Prime Minister and the Home Secretary as chairman of the Home Affairs Select Committee we had taken the position that once you do a deal through arbitration you honour that deal, you don't break it."

## An absolute disgrace

**The Government is taking risks with the safety of communities and treating the police service unfairly, Paul McKeever, chairman of the Police Federation, claimed in his summing up.**

"It's an absolute disgrace what they are doing to us as police officers," he said, but added that there was still time for officers to "get out there and influence and change things over the next two, three and four years".

"We are different to the private sector," Paul argued, "If your car fails, you buy a car from a different company but if the police service fails people die. That's how serious it is."

# Managing sickness absence

**The issue of sickness absence management is a tricky one but one that needs to be managed both effectively and empathetically, Jerry Taylor, the occupational health liaison manager for South Wales Police Federation, writes.**

No-one likes to see a malingerer but the majority of officers who report sick are genuinely ill and should be suitably supported by the organisation. We've therefore attempted to put some information together which you, whether as a line manager or an affected officer, can refer to. If we work together we can make a difference.

This first element deals simply with the informal stages but we'll follow this up in future editions with information on the formal stages.

The emphasis here is placed on the line manager as it is that person who holds full responsibility for the process. Line managers should understand that, as long as they provide a reasonable rationale for their decision, most senior commanders will now support them. Following a diktat without recourse to the legal obligations outlined could render a process invalid.

Unsatisfactory attendance is governed by The Police (Performance) Regulations 2008 (PPR) and associated Home Office Guidance (HOG). Where such attendance is not improved within a Specified Period (SP) or maintained during the remaining validity period, the ultimate sanction open to a Panel (at Formal Stage 3) is dismissal with 28 days' notice.

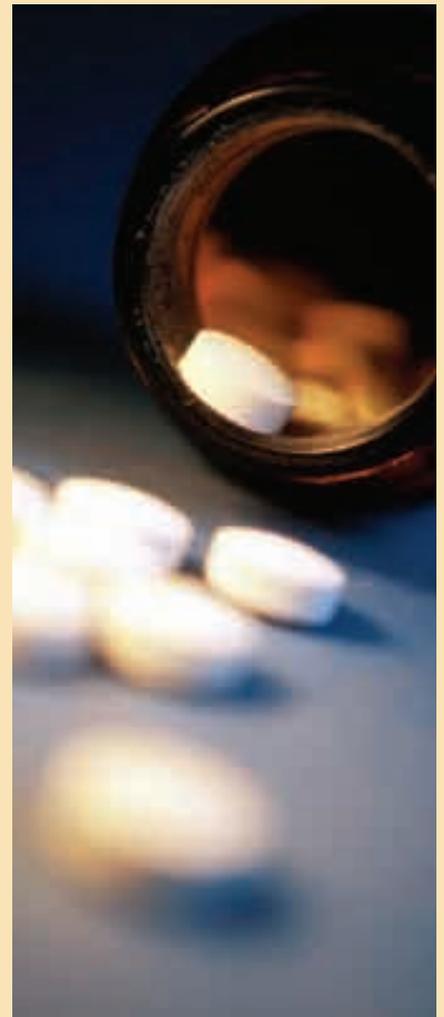
Initially, sickness absence should be dealt with informally.

### Management Intervention (Informal Stage)

#### Trigger points

Bradford Score of 200 or more (using previous 365 days)

Three or more absences in previous 365 days



28 days' protracted absences  
Pattern of absences

Where one or more of the trigger points is/are hit, the **line manager** should meet the officer, discuss his/her attendance and **consider** preparing a **supportive** Management Intervention Plan to achieve a return to work, step up and maintain improvement and detail the support offered, provided and requested.

There is no entitlement to Federation representation at this stage although accepted best practice suggests an officer should be given the opportunity to be so represented and our advice is that they are.

The Force generic Management Intervention Plan normally includes:-

- 1 Return to work by ..... (if not already returned)

**Continued on Page 10**

## Managing sickness absence

*Continued from Page 9*

- 2 Improve attendance for a period of three months (six in exceptional circumstances) so as to reduce the Bradford Score (this is the specified period)
- 3 Maintain improvement for a period of 12 months so as not to hit another Trigger Point.

There may be and have been other criteria **considered** depending on the individual's circumstances.

However, an alternative approach to, and outcome of, the meeting that may appear more **supportive** is as follows:-

A Trigger Point is hit, the meeting is held and all the circumstances are discussed and considered. The **Line Manager** may feel the most reasonable, appropriate and proportionate course of action is to defer the meeting until a later date before any plan is set. This may be, for example, to allow sufficient time for recovery from surgery.

Thereafter or alternatively, they

may consider preparing a Management Intervention Plan with the following criteria:-

- 1 Improve attendance within the next three months (Specified Period) (six in exceptional circumstances)
- 2 Maintain that improvement for the **remaining** Validity Period

Again there may be other criteria set and evidence of **support** offered depending on the individual's circumstances bearing in mind the process is not simply a target setting exercise.

**N.B.** The Validity Period is a total of 12 months, three months being the Specified Period (six in exceptional circumstances) and nine months being the remaining Validity Period (six in exceptional circumstances).

Where the **Line Manager** is satisfied attendance has improved during the Specified Period, they should inform the officer in writing and remind them of the need to maintain that improvement during the **remaining** Validity Period.

The Force's approach is that, if a Trigger Point is hit during the **remaining** Validity Period counting the previous 365

days from a further absence within it, the Management Intervention Plan is breached.

However, the PPR and HOG in respect of the formal Stages state the improvement must be maintained within the **remaining** Validity Period.

The Federation therefore argues that any Bradford Score or additional absence should be calculated from the start date of the remaining Validity Period onwards and **not** the 365 days prior to any absence. We have yet to reach agreement with the force on this issue.

Where the **Line Manager** is satisfied attendance has improved within the Specified Period and that improvement is maintained during the **remaining** Validity Period, they should inform the Officer in writing.

Where the **Line Manager** is not so satisfied with the improvement or maintenance, they should consider holding a First Stage meeting.

The First Stage meeting will be dealt with in the next edition.

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# Brave Kevin wins award – and then has to retire!



*Sergeant Kevin Brooks (centre) chats to Prime Minister David Cameron as PC Gregg Parry looks on.*

**Two South Wales police officers who arrested two men following a violent incident in which a 4x4 vehicle was reversed onto the bonnet and roof of a police patrol car have won the a regional award at the National Police Bravery Awards in London.**

Each year, acts of outstanding bravery by police officers from across the country are recognised and celebrated at the awards which are organised by the Police Federation and sponsored by The Sun newspaper. This year was the awards' 16th anniversary.

The eight regions of the Police Federation of England and Wales compete for the regional awards before an overall national winner is chosen. PC Gregg Parry and PS Kevin Brooks won the Wales region award at the ceremony which was held on 7 July at The Savoy Hotel in London. But Kevin was then forced to retire the next day under Regulation A19.

Gary Bohun, chair of the South Wales Police Federation, said: "I'm very proud of these officers. They put their lives on the line in order to protect the communities in South Wales and to bring these violent criminals to justice. It's a real honour for

them to be chosen as the regional winners of the National Police Bravery Awards and is a just recognition of their excellent commitment to their role as British police officers.

"Sadly, as a direct result of the government cut-backs, PS Brooks has been ordered to retire as he has now completed 30 years' service. I know this has greatly disappointed him as he loves his job and wanted to remain in work as a police officer. We're losing a skilled and hugely experienced supervisor at a time when our need for those skills is higher than it has been for many years. PS Brooks is one of many officers being forcibly retired this year and it tarnishes what should be a real celebration of the best and bravest traditions of the police service in England and Wales."

PC Parry and PS Brooks were nominated for their outstanding bravery in the face of life-threatening danger. Despite being rammed several times, PC Parry continued to pursue a 4x4 vehicle up a steep residential hill.

As they approached a school entrance towards the top of the hill, PC Parry was put in fear for his life when the 4x4

reversed at speed into the front of his patrol car, mounted the bonnet of the car and then actually reversed onto the roof. This caused severe damage to the police vehicle and could easily have resulted in the roof collapsing.

PC Parry managed to clamber from the patrol car through the front passenger door and, on seeing the occupants run from the 4x4, he gave chase on foot. Following a violent altercation, PC Parry managed to arrest the passenger.

Meanwhile PS Kevin Brooks arrived to see his colleague's car crushed. He saw the driver get out of the 4x4 and run towards him. The driver was very well-known to police as a violent offender and he ran at PS Brooks with great force. PS Brooks rugby tackled him to the ground and a violent struggle ensued but the officer managed to restrain and arrest him.

Both officers required hospital treatment after the terrifying ordeal. The offender was later sentenced to six years' imprisonment.

■ This year, to date, more than 50 South Wales officers have been ordered to retire under the auspices of Regulation A19 of the Police Pension Regulations 1987 (as amended) and approximately another 76 will be required to retire during the remainder of this year. The South Wales Police management team are blaming the Governmental cut-backs for this requirement but, ultimately, the communities of South Wales are losing a huge wealth of experience, skills and commitment to the role that many of these officers will be taking with them.

The South Wales Police Federation would like to emphasise that, despite the fact that it does not support, and never has supported, the use of A19 as a mass redundancy tool, it recognises - and appreciates - the supportive measures put in place by the South Wales Police to ease the plight of those officers directly affected by its implementation.

"We will continue to promote our partnership working ethos to ensure the best possible care for our members. This situation is a direct result of the cuts and the requirement for South Wales Police to save £47 million over the next four years," says Gary Bohun.

■ If you have any comments on this article, please email [focus@swpf.org](mailto:focus@swpf.org)

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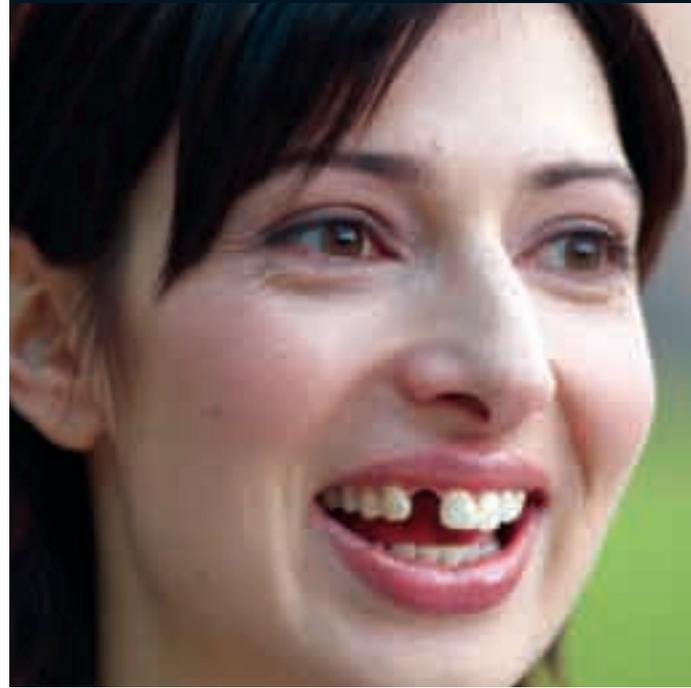
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