

Federation to seek legal advice on new police pension scheme

WEST Yorkshire Police Federation will be seeking independent legal advice about the new pension scheme as soon as the Government releases the new regulations.

The new career average salary (CARE) scheme is scheduled to begin on 1 April, but the Government is yet to release details on exactly how it will work.

Nick Smart, Chairman of West Yorkshire Police Federation, said he would be seeking legal advice, possibly alongside other federations in the region, as soon as the letter comes through from the Home Office.

"We want to make sure that if there is any avenue of challenge to the pension changes then we will seize upon it," said Mr Smart. "The changes are detrimentally affecting officers' long-term future. They will be caught in the pension trap of working longer and getting far less. If there is any way that these changes can be challenged, then we will pursue that."

As soon as any new information is released, the Federation



New pension regulations will change the amount officers contribute.

will put it out on social media and pass it on to reps to circulate to members, said Mr Smart.

The Home Office released an update on New Year's Eve, which indicated that the majority of officers will pay slightly less than expected in pension contributions from April.

On the new career average salary scheme, those on Tier 2 (on a basic annual salary of more than £27,000 but less than £60,000) will be paying 13.44 per cent of their salaries into their pensions – lower than the

13.7 per cent that had been anticipated. However, the contribution is believed to be rising to 13.7 per cent after 2019.

Tier 1 officers (on a basic annual salary of below £27,000) will pay 12.44 per cent, while Tier 3 officers (who earn more than £60,000) will pay 13.78 per cent.

Officers under the protected final salary scheme or the tapered scheme are not affected by the update. The new CARE scheme will replace the final salary scheme and a new pension age of 60 will be introduced.

New terrorist threat review

CHIEF constables are reviewing how to strengthen the protection of police officers against the threat of terrorism.

In response to recent attacks in Paris and Belgium, national counter-terrorism lead Assistant Commissioner Mark Rowley increased the threat level to 'severe' for police officers.

It has emerged that terrorists in Belgium had been planning to kill police officers in the street and at police stations.

AC Mark Rowley said: "We are also considering what further measures we might put in place to enhance the security of police officers, given some of the deliberate targeting of the police we have seen in a number of countries across Europe and the world.

"Chief Constables across the country are reviewing how to strengthen the protection of their officers from such attacks.

"Our men and women on the front line are used to confronting risk and danger and are well-trained in how to protect the public and themselves."

Nick Smart, Chairman of West Yorkshire Police Federation, said: "We are in constant contact with ACPO regarding the terrorist threat.

"While there is no specific threat to West Yorkshire officers, we are constantly negotiating with the force to make sure that officers are as safe as possible."



Never forget

THE Government will give £1 million to help build a £5 million memorial to honour the UK's fallen police officers at the National Memorial Arboretum in Staffordshire. More than 4,000 officers have died on duty since 1829. Chancellor George Osborne and dignitaries are pictured at the launch.

Pension help

THE spouse's pension campaign – to allow widows of police officers to keep their spouse's pension if they remarry or cohabit – has reached a crucial stage, and the help of the police family is requested. All survivors, serving and retired police officers, and families are being encouraged to write to Police Minister Mike Penning explaining the risks of the job and how it affects family life.

New drug test

POLICE officers will be able to test motorists for illegal drugs from this spring, ministers have announced. Police Minister Mike Penning and Roads Minister Robert Goodwill told the national roads policing conference that a £25 kit needed for officers to test drivers for cannabis and cocaine has been approved. The one-time testing element of the test will cost just 25 pence.

Crime online

AN ALREADY stretched police service is seeing an increasing number of calls to crimes committed online, and more responsibility needs to be taken by social media giants, police officers have said. Police officers are being called with more frequency to abuse committed on websites such as Twitter and Facebook. Estimates suggest that around half of all calls to police originate from online crimes.

Shoplift strife

OFFICERS are struggling to crack down on shoplifting as police numbers plummet, the Police Federation of England and Wales has said. Paul Ford, secretary of the Police Federation National Detective Forum, said: "The police service is under tremendous pressure due to the last four years of Government cuts."

'Impracticable' police helmet to be replaced in West Yorkshire

PEAKED hats are to become "normal operational headware" for officers in West Yorkshire Police.

The traditional police officer's custodian helmet is now set to become a thing of the past – and will only to be used on ceremonial occasions.

Nick Smart, chairman of the West Yorkshire Police Federation, said: "We have been in consultation with the force for some time over the issue of headwear for officers. We are pleased the force has listened to us and our members, and acted on the feedback regarding the headwear issue.

"The helmet is a traditional and iconic part of our uniform, but it is completely impracticable for daily policing duties.

"We have moved away from white shirts to more modern and practicable wicking shirts in recent times. The change of headwear is another area where we are updating our uniform, making it fit for purpose and the challenges of modern policing faced by our officers."

Supt Keith Gilert, from the force, said: "What we have found



West Yorkshire officers will now wear a peaked cap while on duty.

increasingly is that as the duties carried out by officers and their uniforms have evolved, peaked caps have become more appropriate and more in keeping than the traditional helmets in many situations.

"A survey last year revealed the overwhelming majority of staff who responded wanted to use the operational cap as part of everyday uniform than the traditional helmet.

"As a consequence, the force took a decision in late 2014 to progress towards this position, with the caps being rolled out

during 2015. While this move recognises the operational reality of modern policing, West Yorkshire Police firmly recognises the iconic importance and ceremonial significance of the traditional police helmet.

"There will always be occasions when the use of a helmet will be preferable over a cap and in these circumstances a helmet will be available. Examples of such occasions might be funerals, Remembrance Day parades and similar ceremonial occasions where tradition will rightly take precedence over practicality."

Misconduct officers cannot resign

POLICE officers will no longer be able to resign or retire if they are subject to a misconduct allegation that might lead to dismissal.

The new Home Office regulations mean officers will have to wait until any case is concluded or until it has been decided that they will not face a dismissal hearing. Home Secretary Theresa May said the regulations reform is to ensure that police officers are "held to account for their actions".

She said new laws, which came into force on 12 January, would ensure that justice is provided for victims of police misconduct and that the police "learn the full lessons of each incident of serious misconduct".



Ned Liddimore, discipline lead.

According to the Home Office, 144 officers resigned or retired while subject to a gross misconduct investigation in the eight months between 1 December 2013 and 1 August 2014.

Ned Liddimore, West Yorkshire Police Federation discipline lead, said: "Resignation and retirement is no longer an option for officers under investigation.

"The Government have always had the opinion that officers who resigned under investigation were 'getting away with it' when it came to misconduct matters. As such they have taken steps to amend the current regulations to stop this happening. The only exception will be when the appropriate authority is satisfied that an officer is medically unfit to continue with proceedings or there are other exceptional circumstances."

The new rules apply to matters on or after 12 January.

Federation asks for maximum 1% rise

THE Police Federation of England and Wales has asked for the country's officers to receive a one per cent pay rise in 2015.

In their joint submission to the Police Pay Review Body, the Police Federation of England and Wales and the Superintendents' Association have asked for an "uplift of 1% for all". However they have also asked that more "appropriate adjustments" are made in future years.

This is "to ensure officers are not left behind others when the UK economy is more buoyant".

The remit for the new police pay review body was published by Home Secretary Theresa May in November last year. She made it clear that recommendations needed to "have regard to Government policy on public



Future pay rises should be better than this year's anticipated 1%.

sector pay for 2015/16 being an average of up to one per cent."

The Police Federation of England and Wales and Superintendents' Association document, published in January, states: "In this financial year we ask for an uplift of 1% for all, including officers who receive an increment:

to basic pay, existing regional allowances, and all allowances that are normally included in uplifts.

"This is based on our recognition of the Government's intent, and the need for public sector austerity; and our concern that there should be no further divisive

pay changes, such as increases for some but not others, without there being an evidence base modelling likely impact.

"However, over time, we also recommend that the economic data we have provided be considered in future pay uplifts, as demonstrating the need to make appropriate adjustments to ensure officers are not left behind others when the UK economy is more buoyant."

Issues over police officer pay in England and Wales will no longer be negotiated. Instead the Police Remuneration Review Body will consider evidence submitted by interested parties (ACPO, police and crime commissioners and staff associations) and advise the Home Secretary, who will make all final decisions on pay.

'We must be realistic on pay requests'

THE General Secretary of the Police Federation of England and Wales has said he "appreciates" why some officers might feel the organisation should have asked the Government for more than a one per cent 2015 pay rise.

In a message to members, Andy Fittes (pictured) said the organisation has "a responsibility to be realistic about what may be achieved", which has to be balanced against a responsibility to get police officers "the best possible deal".

A submission to the Police Remuneration Review Body was sent in on 9 January.

Mr Fittes told members: "Our submission [to the police pay body] takes a long-term approach. This is not just about the here and now, but about ensuring we are recognised as a credible organisation supplying strong evidence-based submissions.

"This submission is about planning for future pay uplifts as well as just for 2015/16. We have therefore asked for an uplift of the maximum of 1% for all officers.



Andy Fittes says the PFEW is taking a long-term view on pay deals.

"Not only does this take account of our recognition of the public sector austerity measures set by Government, but it addresses our primary concern that there should be no further divisive pay changes. Officers have had to endure much turbulence to their pay and allowances in recent years as a result of the Winsor reviews and we are asking that there be no further piecemeal change to pay and conditions without proper long-term

evidence of its impact."

Mr Fittes added: "We appreciate that there may be some officers who feel we should have asked for more, but we have a responsibility to be realistic about what may be achieved.

"We have a responsibility to get for them the best possible deal, taking into account the current economic climate and the requirements set out in the remit letter to the Police Remuneration Review Body."

Hope for better pay rises when austerity ends

THE Chairman of West Yorkshire Police Federation has said he is hopeful police officers will get a "significantly better than 1%" pay rise in years to come.

Nick Smart, Chairman of West Yorkshire Police Federation, said: "Irrespective of what we might have asked for, the Home Secretary made it quite clear privately and publicly that the maximum we were going to get was 1% this year.

"We would obviously want more, but this comes as part of a longer term pay submission strategy and next year we will be looking at getting something significantly better than 1%."

Responding to reports that UNISON had secured a 2.2% pay rise for police staff, Mr Smart said all was not as it seems. He added: "While it appears that police staff will be getting a 2.2% pay rise, when you look at the small print this is actually 1.2%, in line with the general austerity measures."

Bradford cop awarded MBE

A LONG-SERVING officer from Bradford has been given an MBE in the Queen's New Year's Honours.

Insp Jonathan Pickles is a partnerships officer for West Yorkshire Police and was awarded the MBE for services to policing in the community.

He began his career with the force in 1989 as a Special Constable and became a full-time officer a year later, working in the Dudley Hill area of Bradford. He has also worked as a community constable in south Bradford, a safer schools officer in Eccleshill and a projects officer at Toller Lane.

As part of his role, he is an advisor to the boards of three charities: The Bradford Youth Development Partnership, the



Insp Jonathan Pickles MBE.

Bradford City Centre Project and the Joint Activity and Motor Education Service (James) Project. He has also given evidence to Parliament on how to prevent young people from becoming radicalised by extremist groups.

He said: "I am thoroughly honoured to receive this award, which I would like to dedicate to my colleagues for all the work they do every day to help keep the communities of Bradford safe."

"It's nice to see an officer being rewarded for their hard work or number of years," said Nick Smart, Chairman of West Yorkshire Police Federation.

In total 51 police officers and staff were given awards.

Crime recording does not give full picture of all police duties

CRIME recording is a "blunt instrument" that fails to show the true picture of demand on the police service, the Chairman of West Yorkshire Police Federation has said.

Nick Smart was responding to comments from HM Chief Inspector of Constabulary Tom Winsor, who earlier this month suggested that demand on the police service had dropped.

"Mr Winsor is entitled to his opinion, but we would respectfully suggest that crime recording doesn't capture everything that officers do each day," said Mr Smart.

He described it as a "very blunt instrument" that is limited to showing how many crimes have been recorded.

Mr Smart added: "It does not measure the time spent working on 'missing from homes' or safeguarding issues, or counter-terrorist activities and investigations. It does not record traffic accidents and collisions, and it does not record public order situations and events. So you are missing a vast raft of police duties and time



Nick Smart described crime recording as a "very blunt instrument".

spent during the day."

He said to suggest demand on policing is down because recorded crime is down "shows a lack of understanding about how police officers spend their day".

Steve White, Chairman of the Police Federation of England and Wales, said: "By suggesting that forces merely need to 'work smarter' to deal with the most savage cuts to funding in living memory, Mr Winsor has demonstrated he is completely deluded about not only the nature of

crime but also about what the police service needs from the Government to keep the public safe.

"Many people don't report crime now because they feel nothing will be done – and they are right," he said.

Mr Winsor clarified that he said demand on the police had fallen in the context of falling measured crime, but said he had previously made clear that one of the most significant problems faced by police is unreported crime.



Secure whistleblowers

POLICE whistleblowers could be offered anonymity and immunity from prosecution if they uncover serious criminality, under new plans from the Home Secretary. Theresa May (pictured) has launched a consultation on suggestions to help protect officers who report misconduct. In November, she set out plans to protect whistleblowers from unfair disciplinary action and said reprisals against them would not be tolerated.

PC's Federation post

CONSTABLE Will Riches (pictured) has been elected as the new Vice-Chairman of the Police Federation of England and Wales. Steve White, chairman of the organisation, said: "I'd like to congratulate Will Riches who has been appointed Vice-Chair of PFEW and wish him good luck in his new role." Mr Riches lost out on the role of Chairman last year in a coin toss at the conclusion of the annual conference in Bournemouth.

