

Government drop proposal to increase the minimum pension age

Officers in the new 2015 police pension scheme will still be able to retire from the service aged 55 after the government dropped proposals to increase the minimum pension age, which would have seen them unable to claim their pension until they hit 57.

In a response to a consultation on pensions proposals published this week called *Freedom and choice in pensions*, HM Treasury acknowledged the unique nature of policing. It added: 'The government received some strong responses against this [proposal], in particular from public service representatives such as the Fire Brigades Union and Police Federation. These respondents argued that the change should not apply to public service schemes, and should take account of schemes which do not link to State Pension age, such as for Firefighters, Police and Armed Forces.'

Details of which officers will join the 2015 pension scheme have been made available by the Home Office and further information on this has been issued by PFEW in two FAQ documents:

- 1. Long term reform - police pensions**
- 2. Home Office Circular 14/2013**
- 3. Police Pension Scheme: Reform Design Framework**

We will update local federations and members once more information about the new scheme becomes available.

Andy Fittes, general secretary of the Police Federation of England and Wales, said: "I am extremely pleased that the government has listened to reason and will not be putting the minimum pension age for officers in the 2015 scheme up two years to 57. The Staff Side of the Police Negotiating Board put together a strong, well-reasoned case as to why this would not be in the interests of officers or the public and it is gratifying to see all that hard work pay off. Policing cannot be viewed in the same way as other professions, officers must be properly rewarded and recognised for the difficult and dangerous work they do."

NB The normal pension age for the CARE 2015 scheme will be 60, but officers will still be able to retire at age 55 with actuarial reduction if they wish. There was a danger that officers would not be able to retire from the CARE scheme until age 57, rather than at age 55. (Either would have involved actuarial reduction). For further information please contact your branch board.



Have your say on police integrity and corruption and crime data integrity



Her Majesty's Inspectorate of Constabulary (HMIC) is conducting a survey into police integrity and corruption as well as crime data integrity.

The survey provides an opportunity for police staff and officers to have a say on issues which HMIC is considering as part of their inspections, providing views and experiences essential to producing a fully informed overview of these issues.

The survey should take no more than ten minutes to complete and will help make a positive change and increase confidence in the police service.

Have your say here: www.smartsurvey.co.uk/s/HMICsurvey

Hillsborough inquest update

The new inquests into the Hillsborough Disaster began on Monday, March 31. The Federation is working to ensure that police witnesses receive the appropriate support and assistance necessary to attend or where they are unable to otherwise give evidence via video link at the inquests.

There are 22 Interested Persons (IPs) to the inquests including family groups who have lost loved ones and organisations otherwise involved in the disaster. These 22 are recognised by the Coroner Lord Justice Goldring to have a proper interest to the outcome of the inquests and are authorised to pose questions to witnesses and be involved in making submissions to the Coroner on given topics.

The Coroner is assisted in asking questions of witnesses by Counsel to the inquests and a group of Barristers lead by Christina Lambert QC and Jonathon Hough.

The pen pictures of the deceased carried much media interest and made difficult listening for the jury. The logistics of dealing with circa

half a million documents, thousands of still images and hundreds of hours of footage has also proved somewhat challenging.

The Federation has the unique challenge of dealing with many hundreds of witnesses, the majority of which are retired. The time tabling of witnesses is also proving difficult, not least because of the number of Barristers who put questions to the witnesses on behalf of the IPs and resultant slippage is as inevitable as it is unwelcome. As a result, the court is now sitting with some exceptions from 10am to 4.30pm Monday to Friday.

Because the inquests are

phased, witnesses will inevitably be called on more than one occasion.

The 'Stadium safety' phase saw many witnesses from the Council, Fire and Sheffield Wednesday Football Club and their engineering consultants, as well as an expert witness on engineering Mr John Cutlack, relevant to the safety of the structure, capacities and the safety certification of the stadium.

On Monday, July 28, the inquest moved on to the phase 'Events of the Day-Police', which has started to call contemporaneous police witnesses to the stand.

The inquests have been organised according to the following phases:

- Swearing in/opening by the Coroner
- Overview of the deceased
- Overview by operation resolve senior investigating officer and jury visit
- Stadium Safety
- Preparation and Planning of Semi-final
- Events of the Day-Police
- Events of the Day-Non Police
- Experts on Pre Hospital Care and Policing
- Consideration of 96 Deceased
- Pathology
- Summing up and Jury Deliberations

NATO

The 65th NATO Summit will be held in Newport, Wales on 4 and 5 September this year, with an estimated 9,000 officers to be deployed from across England and Wales to assist with policing the event.

This event will see the largest ever deployment of officers to Wales with the policing footprint for the summit expected to spread from the Gwent Police area across south east Wales and into south west England.

The Police Federation is working to make sure deployed officers are well represented and being considered throughout the entire planning process negotiating on a

number of key issues for officers including personal safety, security, welfare, meals, accommodation, vehicles and healthcare. The PFEW is currently in the process of finalising terms and conditions for the deployment.

The dates of deployment will be the 26 August to 6 September.

For more information on the NATO summit please email mutualaid@polfed.org.

We will be issuing a NATO specific update in the next week.



Code of Ethics Update

The Code of Ethics was launched last month by the College of Policing and will apply to more than 220,000 officers, police staff, contractors and volunteers working in policing.

It sets out the standards of behaviour that the public can expect from officers and staff at every role and at every level and will help guide decision making.

PFEW Vice Chair Steve Evans:

"We support the introduction of the code of ethics principally as a guide to assist in difficult decision making scenarios."

"It should be a tool to assist officers – not a stick to beat them with. As long as it's used in that way it will have our full support."

The Code comes after the College of Policing was granted new powers under the Anti-Social Behaviour, Crime and Policing Act 2014 to set codes of practice for police.

In law Chief Constables must have regard to codes of practice.

General Secretary Andy Fittes said: "Police officers across the country work tirelessly and to a very high standard every day protecting the public and keeping the community safe."

"We support the Code of Ethics as it highlights the standards and principles expected of police officers and provides a clear guideline for officers to follow as they continue to work to these high ethical standards into the future."

The main components of the Code are nine policing principles and ten standards of professional behaviour:

Policing principles

1. Accountability
2. Fairness
3. Honesty
4. Integrity
5. Leadership
6. Objectivity
7. Openness
8. Respect
9. Selflessness

Standards of professional behaviour

1. Honesty and integrity
2. Authority, respect and courtesy
3. Equality and diversity
4. Use of force
5. Orders and instructions
6. Duties and responsibilities
7. Confidentiality
8. Fitness for work
9. Conduct
10. Challenging and reporting improper conduct



Police Remuneration Review Body

The arrangements for setting police pay and conditions are changing. From September 2014, a new, independent Pay Review Body will be responsible for making recommendations to the Home Secretary on all police ranks up to and including chief superintendent. This puts the police pay review mechanism on a similar footing to other major public sector groups including the armed forces, prison officers, teachers and NHS employees, who have had Pay Review Bodies for many years.

The Pay Review Body replaces the Police Negotiating Board which has been in existence for over 30 years. Its approach will be different from previous negotiations, with a remit letter from the Home Secretary outlining the matters to review, and employers and staff associations asked to submit written and oral evidence for the Review Body to assess. Following consideration of that evidence, it will arrive at independent judgements on pay recommendations for that year to be submitted to the Home Secretary. It will cover England, Wales and Northern Ireland but Scotland will be establishing its own negotiating mechanism. Arrangements for police staff will continue under the Police Staff Council.

The Review Body covers police officer pay, allowances, hours of work and leave. Its terms of reference make clear it should take into account the Government's prevailing public sector pay policy but also a range of factors including police roles, the prohibition on trade union

membership and withdrawing labour, recruitment, retention, motivation and affordability. Other areas, such as pensions, will be considered by the Police Advisory Board.

Those providing evidence will be Government departments, organisations managing the police service (including ACPO, the Association of Police and Crime Commissioners, and the Northern Ireland Policing Board), and staff associations (the Police Federation and the Police Superintendents' Association). In addition, the Review Body will be regularly briefed and form its own conclusions on the wider environment such as the economy, labour market and pay settlements. It has an independent secretariat to support its work.

Importantly, the Review Body will be required to consider the frontline role of officers and the operating environments of different forces. It will therefore supplement the evidence submissions with visits to police forces to meet officers and discuss their concerns over pay and conditions. The combination of evidence and visits will also provide an essential insight into the significant challenges facing the police, for instance, the effect of financial constraints and workforce reductions.

Since January 2013, the Pay Review Body has been in operation covering National Crime Agency officers designated with operational powers. Its first report was accepted in full by the Government in July 2014. It will continue to consider NCA officers

when its role is extended to cover police officers.

The Review Body's timetable for 2014/15 has already included introductory sessions with the main parties and will continue with autumn visits to police forces, receipt of written evidence by mid-December and oral evidence sessions in March 2015. Following consideration, the Review Body's first set of recommendations and conclusions will be submitted to the Home Secretary in June 2015 for the September 2015 pay settlement.

Independence is the cornerstone of how the Review Body operates. Membership is drawn from a range of backgrounds with experienced, senior professionals from employment relations, HR, labour market economics and two former police officers.

Two further members will join in autumn 2014, one with specific Northern Ireland experience. The Review Body can therefore call on a wealth of relevant experience in arriving at objective and independent conclusions on police remuneration.

The Review Body has been established as part of the Government's wider reform of the police service. The Home Secretary has asked it to take a strategic and holistic approach, examining reward over the long term to arrive at a remuneration package which supports a modern workforce and enables officers and forces meet the future challenges in policing.

Further information on the Review Body and its membership can be found [here](#):

Chief Secretary to the Treasury's recent letter to the chair of the Review Body.

This letter sets the overall scene for public sector pay and will be followed by more detailed remit letters from the Home Secretary and Minister of Justice in Northern Ireland. These letters should be available in September.

Click [here](#) for more information.

Changing the face of the Federation?

Issues impacting on equality and diversity in policing and representation in the Federation both locally and nationally have been discussed at a meeting of women's representatives from around the country.

Last month the Police Federation's women's reserve seat meeting was held at the Federation's headquarters in Leatherhead.

Speakers and delegates included Professor Jennifer Brown, who has carried out research on gender in policing, Professor Dame Shirley Pearce, chair of the College of Policing, Franstine Jones, President of the National Black

Police Association, Janet Hills, from the Met Black Police Association, Sgt Steve Butler South Yorkshire Police, highlighting issues specifically on the menopause and Superintendent Claire Johnston from the Met.

General secretary Andy Fittes stated how the Federation needed to become more 'family-friendly' and the Interim National Council has since agreed the women's reserve chairs and secretaries should be invited to ensure their voice is heard. He is also looking into how training can be done in a way that caters for all groups, for example, regional training.

A number of discussions focused

on the recommendations made in the Independent Review of the Police Federation, instigated by the organisation and carried out by Sir David Normington. This included appointing a director of equality and diversity and ensuring they have the right background, knowledge and skills as well as instigating support networks for those from diverse backgrounds with 'protected characteristics'.

Binder Bansel, a solicitor with Pattinson and Brewer who advises on equality issues, said the Federation will need to provide robust evidence in future on how reflective they are of forces and communities.

New core purpose to enshrine the interests of members

At the inaugural meeting of the Interim National Board (INB) and Interim National Council (INC) in June, a new core purpose was agreed putting both police officers and the public interest at the heart of the Federation.

The historic move marks the first change to our core purpose since business began in 1919 and is one of several changes to be implemented since annual conference, including the transformation of the Joint Central

Committee and the Joint Branch Board Chairs and Secretaries into the INB and INC respectively. Chair of the Federation and the INC Steve White said the new core purpose would be implemented across the entire organisation.

"It is crucial we ensure we are working to put members at the heart of what we do across the board," he said.

"As we move forward into this new phase of the Federation, we must be transparent and act in the

interests of both officers and the public at all times.

"The new core purpose will be embedded throughout everything we do and will be central to the change process."

The revision of the organisation's core purpose to include the public interest element and provide a credible and trusted voice for officers was outlined in recommendation 1 of the Independent Review.

The newly implemented core purpose reads:

That PFEW agrees that in fulfilling its statutory responsibilities for the welfare and efficiency of its members the Federation at all levels will:

- ensure that its members are fully informed and that there is the highest degree of transparency in decision-making and use of resources;
- maintain exemplary standards of conduct, integrity and professionalism;
- act in the interests of the members and the public, seeking to build public confidence in the police service and accepting public accountability for its use of public money;
- work together within the Federation and in partnership with others in the policing world to achieve its goals.

Update from the Police Federation Change Board

21st May 2014

- Conference accepted the 36 recommendations of the Independent Review.

18th June 2014

- Interim National Board and Council first meeting post conference. 4 Nominations each from INC and INB to for the Change Implementation Team.

30th June 2014

- First meeting of the Change Implementation Team to work on procurement approach for the appointment of the Programme Director.

9th July 2014

- Procurement Approach has been agreed "Programme Management Specialist to provide a framework and oversight of projects. Projects resourced either from main contractor or other companies to gain best value".
- Initial Documentation produced on Invitation to Tender (ITT). Continued work taking place on the Evaluation of the Model.

- Agreed the Change Implementation Team is now the Ratified Police Federation Change Board.

14th July 2014

- Police Federation Change Board (PFCB) met to finalise tender documentation and evaluation model.

21st July 2014

- Invitations to Tender (ITT) released to 15 Interested Parties.

Remaining Process & Timeline

18th August 2014

- Deadline for Submissions

27th & 28th August 2014

- Evaluation of Bids by PFCB

3rd September 2014

- Final Shortlisted Supplier Presentations

12th September 2014

- Awarded

Federation Diary

Joint consultative meeting with ACPO & Supers	13 August, 2014
Custody Seminar, Stoke-on-Trent	23-24 August 2014
Interim National Board Meeting	2-4 September 2014
NARPO Conference, Leatherhead	5 September 2014
NATO Summit, Cardiff	4-5 September 2014
Supers' Conference, Warwickshire	8-10 September 2014
National Interim Council Meeting	17 September 2014
Professional Dev Seminar Leatherhead,	22-24 September 2014
National Police Memorial Day, Belfast	28 September 2014
Labour Party - Conference, Manchester	23 September 2014
Conservative - Party Conference, Birmingham	30 September 2014
Liberal Democrats – Party Conference, Glasgow	6 October 2014
Joint consultative meeting with ACPO & Supers	13 October, 2014
Police Bravery Awards, London	16 October 2014
PFNDF Seminar, Brighton	23-24 October 2014
Interim National Board Meeting	28-30 October 2014
National Interim Council Meeting	5 November 2014
PFEW joint meeting with Scotland & Northern Ireland	10-12 November 2014
Reserve seat meeting, Leatherhead	13-14 November 2014
ELO Seminar, Leatherhead	17-19 November 2014
DLO Seminar, Leatherhead	19-21 November 2014

The Queen's Birthday Honours 2014

Some of our most exceptional police officers and staff have been recognised in the Queen's Birthday Honours list for 2014. Police officers from across England and Wales have been recognised by the Queen's Police Medal and ten officers and staff from across the UK have been awarded 'Higher Awards' for their contribution to policing and their communities. Responding to the awards, PFEW chairman, Steve White, said, "It is truly humbling to see so many of this country's police officers and staff awarded such prestigious recognition for their contribution to policing.

The Queen's Birthday Honours recognise the finest and most distinguished service given to the British public.

"Policing remains a great institution and I am extremely proud to work with so many inspiring and dedicated men and women. "Those honoured are a credit to the service and to the communities they serve(d). Congratulations to each and every one of them."

For more details on all those recognised please click [here](#).

Queen's Birthday Honours List 2014 - The Queen's Police Medal

MacDonald, Karen
Openshaw, Keith
Shipperlee, David
Kenneth Stewart
Barton, Michael
Benson, Derek
Heywood, Steven Anthony
Mulligan, Kevin
Farrar, Jeffery John
Roome-Gifford, Alison
Cooke, Andrew James
Hewitt, Martin James
Brown, Robert
Keen, John
Grout, Gaynor
O'Dowda, Brendan
Rowe, Sharon
Bowman, Robert

Police Constable
Police Constable
Detective Chief Inspector
Lately, Detective Chief Superintendent
Chief Constable
Deputy Chief Constable
Assistant Chief Constable
Lately, Chief Superintendent
Chief Constable
Assistant Chief Constable
Assistant Chief Constable
Deputy Assistant Commissioner
Police Constable
Police Constable
Police Constable
Detective Chief Superintendent
Assistant Chief Constable
Police Constable

Avon and Somerset Constabulary
Avon and Somerset Constabulary
British Transport Police
City of London Police
Durham Constabulary
Essex Police
Greater Manchester Police
Greater Manchester Police
Gwent Police
Hertfordshire Constabulary
Merseyside Police
Metropolitan Police Service
Metropolitan Police Service
Metropolitan Police Service
Surrey Police
Thames Valley Police
West Midlands Police
West Yorkshire Police

Higher Awards

CC John Murphy QPM was awarded the Knight Bachelor
Mrs Judith Kyle Gillespie OBE was awarded the Commander of the Order of the British Empire
Ms Beryl Clark was awarded a Member of the Order of the British Empire
PC Amanda Carroll Dickens was awarded a Member of the Order of the British Empire
Mr Paul Brent Newman was awarded a Member of the Order of the British Empire
Mr Philip James Sheldon was awarded a Member of the Order of the British Empire
Special Constable John Giles was awarded a Medallist of the Order of the British Empire
Special Constable Kevin Derrick Lee was awarded a Medallist of the Order of the British Empire
Mrs Alice Elizabeth Palmer was awarded a Medallist of the Order of the British Empire
PC Yasvender Singh Rehill was awarded a Medallist of the Order of the British Empire