

FEDLINE

The magazine of Cambridgeshire Police Federation

SPRING 2023



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Cover photo courtesy of Matt Smart.



Fedline is published by Cambridge Police Federation, Yaxley Police Station, 1 Queen Street, Yaxley, Peterborough, Cambridgeshire PE7 3JE.

www.cambridgeshire.polfed.org

Produced by XPR (UK) Ltd

www.xpruk.com

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VIEW FROM THE CHAIR

POLICE OFFICERS DESERVE TO BE TREATED WITH RESPECT

By **Liz Groom**, chair of Cambridgeshire Police Federation

Public sector pay disputes and industrial action continue on a scale we've not seen for many years.

Nurses, doctors, paramedics, teachers, train drivers, and many others in public service roles have taken strike action over poor pay, lack of investment and challenging working conditions.

The Police Federation of England and Wales has long warned that cuts have consequences and it's now reached the point where many professions have decided that enough is enough.

It will all sound very familiar to us in the police service with one exception. As Crown servants, police officers aren't able to take industrial action.

The service we provide is deemed too important to be allowed to go on strike – but it seems that police officers are not deemed important enough to receive a wage that allows them to thrive rather than just survive.

We've seen our pay decline in real terms over the past 13 years while our workload has increased through cuts to policing, increased population and the need to investigate new and more complex types of crime.

Indeed, new research by the think tank Social Market Foundation revealed that pay for UK police officers declined by 17 per cent in real terms between 2000 and 2022.

The report shows that our pay has slumped compared to other workers in the public and private sectors – and that a factor in that is likely to be the restrictions on our rights to strike.

The irony won't be lost on our members that they may be asked to police strikes or step in when other emergency services personnel walk out, but we don't have those rights no matter how badly treated we feel.

And it's clear from the results of our latest pay and morale survey that remuneration is one of the main issues affecting our members.

More than eight out of every 10 members (84 per cent) said they were dissatisfied or very dissatisfied with their overall remuneration, including basic pay and allowances.

And it's affecting spirits too, with more than 9 out of 10 members (92 per cent) saying morale in the Force is low or very low.

Police officers put their lives on the line every day. They work in very challenging environments and are often exposed to traumatic events.

More than eight out of every 10 members (84 per cent) said they were dissatisfied or very dissatisfied with their overall remuneration, including basic pay and allowances

They deserve to be treated with respect and dignity, and to have the support of the Government.

And that begins with better pay that not only claws back the amount we've seen our wages slashed in real terms in the past 23 years, but that compensates officers for the dangers they face every day as part of their job.

Which is why I've added my voice to those across the country who have been calling for a minimum 17 per cent pay rise for officers.

After years of cuts to pay, numbers, and resources and increased demand it's the very least we deserve.

If we're too important to society to take industrial action, then the Government needs to reward officers with a fair pay increase that reflects the vital and often complex work they do and continue to do to keep us safe.

FEDERATION CALLS FOR 17 PER CENT PAY RISE FOR OFFICERS

Cambridgeshire Police Federation chair Liz Groom spoke of her anger at the treatment of rank and file officers after new research revealed they've had a 17 per cent pay cut since 2000.

Liz joined the Federation national chair Steve Hartshorn and Federation representatives across the country in calling for a substantial pay offer to reflect the decline in officers' real-terms wages.

Her comments came after figures from think tank Social Market Foundation (SMF) revealed that pay for UK police officers declined by 17 per cent in real terms between 2000 and 2022.

According to the report, police pay has slumped compared to other workers in the public and private sectors.

It said that all these groups saw their pay rise in real terms over this period – by a total of one per cent, 14 per cent, and five per cent respectively. The research showed MPs' salaries saw a four per cent rise in total over the period.

Liz said: "We've known for a number of years that austerity and Government cuts have hammered our hard-working members in the pocket – and this report lays it all out in black and white.

"It's an absolute disgrace that brave police officers are potentially putting their lives on the line every single day while the Government chooses to impose, in effect, a

17 per cent pay cut on them – all while MPs are getting a pay rise over and above the cost of living.

"It makes me so angry, and I'm sure the public will feel the same, that the officers we rely on to serve and protect our communities are treated in this way.

"It's got to the point now where many police officers can't afford to pay for their everyday essentials and that can't be right.

"It has to change, which is why we're calling for a minimum of 17 per cent increase for officers which, let's not forget, will only take them to real-term pay levels they had at the turn of the millennium."

The SMF report said officers' decline in pay was likely to be linked to the restrictions on their right to strike compared to all other workers, including other emergency service personnel.

It also found that police constable starting salaries have lagged behind earnings as a whole across the economy.

SMF has calculated that if these trends continued over the next five years, police pay would see a further real-terms decline of four per cent by 2027 compared to private and public sector worker pay, which is expected to rise over the same period.

A key factor in police pay discussions is the P-factor which SMF has suggested should be offered in addition to its findings.

The P-factor is part of police pay that

reflects the unique responsibilities officers experience relative to other comparable roles.

This includes their risk of exposure to physical and psychological harm, alongside the restrictions that are placed upon their private lives.

The P-factor payment does not feature in SMF's report, highlighting that the actual figure of degradation of police pay is even greater.

The national Federation chair labelled the research a "wake-up call for policy-makers".

Steve said: "Police officers put their lives on the line every day to serve and protect their communities.

"That's why our National Council has taken the decision to call for a minimum 17 per cent increase in pay for our officers.

"The Government can no longer sit by and ignore our members' basic needs and must recognise the impact of this independent research.

"In the context of ongoing inflation, indications of a police retention crisis, and reports of officers being forced to turn to food banks, the issue of police pay must be addressed now after more than a decade of being ignored.

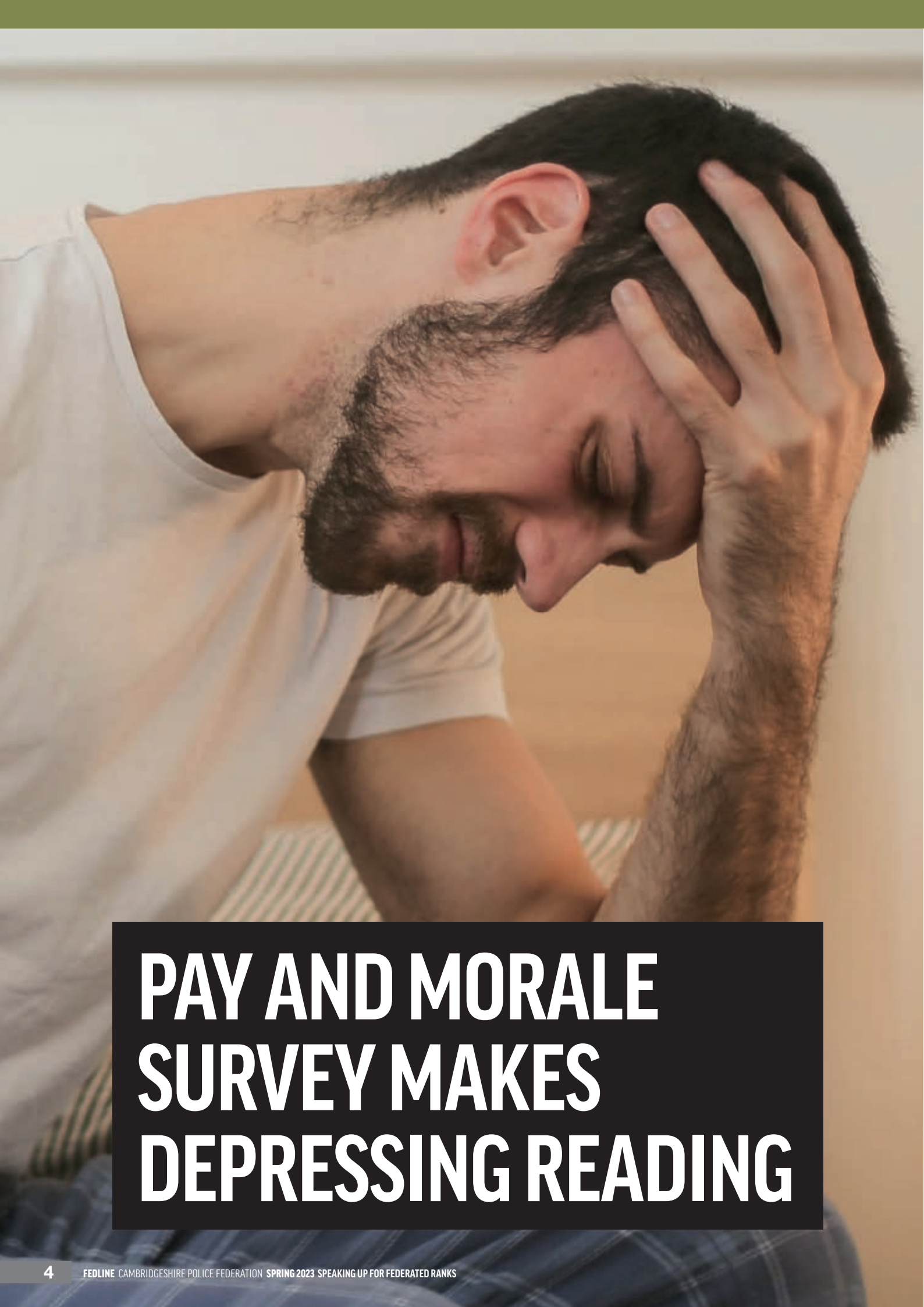
"Police officers deserve to be treated with respect and dignity, and that begins with better pay.

"Pay that not only reflects the cost-of-living crisis that many of us face but puts right the 17 per cent decline since 2000 and compensates officers for the dangers they're exposed to as part of the job.

"They must be compensated fairly for doing a job that's so important and unique that they do not have access to industrial rights."

“ IT'S AN ABSOLUTE DISGRACE THAT BRAVE POLICE OFFICERS ARE POTENTIALLY PUTTING THEIR LIVES ON THE LINE EVERY SINGLE DAY WHILE THE GOVERNMENT CHOOSES TO IMPOSE, IN EFFECT, A 17 PER CENT PAY CUT ON THEM - ALL WHILE MPS ARE GETTING A PAY RISE OVER AND ABOVE THE COST OF LIVING. ”





PAY AND MORALE SURVEY MAKES DEPRESSING READING

PAY & MORALE SURVEY 2022

The vast majority of Cambridgeshire Police Federation members believe morale in the Force has decreased significantly, according to a new report.

The Federation's pay and morale survey once again makes for depressing reading with 92 per cent of respondents saying morale among Cambridgeshire officers was currently either low or very low.

More than half (57 per cent) said their own morale was currently low or very low while 84 per cent indicated they had experienced feelings of stress, low mood, anxiety, or other difficulties with their health and wellbeing over the last 12 months.

Most respondents (93 per cent) said they did not feel respected by the Government, while 73 per cent said that they did not feel valued within the police and 69 per cent said they would not recommend policing as a career.

The survey revealed pay remained the major factor driving dissatisfaction among officers with 84 per cent of respondents saying they were dissatisfied or very dissatisfied with their overall remuneration including basic pay and allowances.

92 per cent of respondents said moral among Cambridgeshire officers was currently low or very low

Almost all (99 per cent) reported that their cost of living had increased in the last month, with an increase in the price of their food shop the most cited reason, and 83 per cent felt that they were worse off financially than they were five years ago.

Nearly one in five members (19 per cent) said they never or almost never had enough money to cover their essentials.

A total of 855 (52 per cent - double the national average) of Cambridgeshire branch members took part in the online survey, the findings of which are used by the Police Federation to press for better pay and conditions for its members.

Branch chair Liz Groom said: "I'd

FACTORS NEGATIVELY IMPACTING MORALE

	Cambridgeshire Constabulary %	England and Wales %
Pay	88	87
Workload and responsibilities	67	64
How the police are treated by the Government	95	95
How the police are treated by the public	79	81
Your pension	58	68
Opportunities for development and promotion	38	39

ATTITUDES TOWARDS WORKING IN THE POLICE

	2022 %	2021 %
I would not recommend joining the police to others	69	58
I do not feel valued in the police	73	63

OFFICERS' TREATMENT IN THE POLICE

	2022		2021	
	'Agree' or 'Strongly agree' %	'Disagree' or 'Strongly disagree' %	'Agree' or 'Strongly agree' %	'Disagree' or 'Strongly disagree' %
I am respected by the Government	1	93	1	90
I am respected by the public	7	77	8	73
I am treated fairly	27	45	32	38

like to thank everyone who took the time to complete the survey. I think the high completion rate shows we have a really engaged membership who feel passionately about having their say and shows the strength of feeling currently in policing.

"It is incredibly important because the data gleaned from the survey is then presented to chief constables, ministers and other stakeholders as part of our case for improved conditions and so the more members who take part, the more powerful our voice.

"The survey results will come as no surprise to anyone involved in policing but are nevertheless the cause of huge concern.

"We have never known morale with the Force sink so low and this is bound to have an impact on the service Cambridgeshire Police delivers to members of the public.

"All officers want is to be properly paid for the risks they face and the hard work they do every day and also provide the service the public deserve.

"The reasons behind the low morale are

not complicated and, as usual, boil down to pay and conditions and apparent lack of respect shown to police officers by the Government.

"Our members feel they have been taken for granted for far too long - under-paid, under-resourced, under-staffed and under more pressure than ever before with delays and issues in other areas of the public sector. It's time our force is properly funded by the government.

"Our members should also be awarded the South East Allowance due to the cost of living in the county and to enable the Force to retain our officers and not lose them to the forces paying it that we work alongside.

"There is no magic wand to solve this crisis in policing but urgent action is required to stop the rot so our members can get on with their jobs safe in the knowledge they will be fairly rewarded, properly recognised for the work they do and treated with the respect they deserve."

You can read the full report at <https://tinyurl.com/2p8zsf5t>

“ ALL OFFICERS WANT IS TO BE PROPERLY PAID FOR THE RISKS THEY FACE AND THE HARD WORK THEY DO EVERY DAY AND ALSO PROVIDE THE SERVICE THE PUBLIC DESERVE. ”

CELEBRATING INTERNATIONAL WOMEN'S DAY: INSPIRING CHIEF INSPECTOR SHARES HER STORY

Cambridgeshire Police Federation caught up with Chief Inspector Keren Pope for International Women's Day.

The mum-of-three discussed how she has managed to juggle motherhood with climbing the career ladder while overcoming a cancer diagnosis.

Rewind to 1995, the now 49-year-old had left the Royal Air Force and decided to join the police. Having spent the first three years with Nottinghamshire Police, she then relocated to Cambridgeshire Constabulary.

From joining the response team to policing traffic, the first 13 years of Keren's time in the Force were spent multi-tasking between motherhood and work on the frontline, having not only passed her sergeant's exams in 2006 but welcomed three children into the world by 2008.

"Having three children, and my oldest having severe learning difficulties, meant I was constantly juggling life as a parent and police officer," explained Keren, who was promoted to part-time sergeant in 2007.

"It was difficult – and while I loved my job, there was definitely a sense of injustice as to how women were treated back then. I had to really fight for flexible working hours because it was almost unheard of. At one point, I was the only female on the traffic team – and while there had been women before me, I believe I was the only one with children.

"I actually knew of colleagues who left the Force after having children, because the job wouldn't work around their new family.

"I look back now and honestly wonder how I did it. I remember coming in from a shift at 3am and getting up at 7am to do the school run. I think I put it down to having a well-organised calendar.

"Fortunately, I have a very supportive husband, who took care of bedtime, dinners and bath-time, when I worked shifts. Of course, being a working mum-of-three did come at a sacrifice, and that was me and my husband spending quality time just the two of us."

In 2009, Keren returned from maternity leave as a neighbourhood sergeant, alongside graduating with a degree in management and change at the Open University in 2012.

Keren continued: "I like to think that I've shown women – and anyone for that matter – that if you work hard, you can get



to where you want to be.

"You should never expect your dream job to come overnight, you need to work for it. I worked lates and weekends, I worked really hard."

In 2015, Keren was given the devastating news that she had breast cancer, and it had spread to her lymph nodes.

Just a year later, and after a double mastectomy, along with chemotherapy and radiotherapy, Keren was back on her feet and taking part in the national event, Moonwalk, which raises money for breast cancer charity Walk the Walk.

"My goal was to take part in the Moonwalk and I did it – and I helped raise more than £10,000," recalled Keren, who

explained how the diagnosis completely changed her attitude to life.

"My entire breast was full of this awful disease and I remember feeling like I had this horrible gremlin on my shoulder telling me that I shouldn't enjoy life too much, because it could take my life away from me at any moment.

"Having cancer really made me re-evaluate everything. My focus became my family – and although it always has been, you sometimes lose sight of things when you're trying to do well at work. But now, home is home – and work is work.

“ I LIKE TO THINK THAT I’VE SHOWN WOMEN - AND ANYONE FOR THAT MATTER - THAT IF YOU WORK HARD, YOU CAN GET TO WHERE YOU WANT TO BE. ”

"It's little things like I used to hate having my photo being taken and I realised that if I was no longer here, my children would have no photos with me – so now, I make sure I have plenty of photos with the kids.

"It made me realise that there is so much more to life than money."

Keren said that despite the diagnosis being a "horrendous time", it also opened up a number of doors for her.

"Because of what I'd experienced and because I didn't have my lymph nodes, I was no longer able to be operational, which led me into a role I probably wouldn't have done before," said Keren, who returned to work in a temporary inspector role, working on the OSARA problem-solving model.

During this time, Keren helped to secure essential funding for training, which helped ensure consistent problem-solving policies were being followed across the Force, with sharing between the agencies involved.

"I feel very proud of the problem-solving work I did, especially because it's still being used by the Force today," continued Keren, who completed the chief inspector promotion process in 2021.

Now working as the regional prevent lead in counter-terrorism, Keren engages with young people who are vulnerable to being radicalised.

"I'm lucky that I've enjoyed my job so much," said Keren, as she looks forward to retiring next month.

"But I'm now looking forward to trying a new career - and one in the private sector. There's a big, exciting world out there and I'm ready to explore it."

Keren's first adventure will be this summer, making memories with her family,



Keren and her family.

as they travel the west coast of America for five weeks.

She ended: "What advice would I give to new recruits? Always be honest and hold the values of policing in your heart at

all times, as you maximise any opportunity thrown your way.

"And remember, life is too short to be whinging and moaning. Make the most of your time on this planet."

TIFF DISCUSSES CANCER FIGHT



National Federation deputy chair Tiff Lynch.

Tiff Lynch, the first female deputy chair of the Police Federation of England and Wales, shared her inspiring story for International Women's Day.

She joined Leicestershire Police as an 18-year-old at a time when the Force didn't usually admit anyone under 21 – and it was clear from that day in 1995 she would have an exciting career ahead of her.

Her roles in the Force have included beat officer, response driver, tactical support group, informant handling and firearms.

Tiff first sought help from the Police

Federation when she needed them most, progressed to chair of the Leicestershire branch and has since become deputy chair of the national Federation.

But Tiff's biggest challenge came after she was flicking through Twitter one night and found a tweet from Sky Sports News presenter Jacquie Baltrao encouraging women to self-check for cancerous lumps.

Tiff immediately found two of them and began a battle which put her career firmly on the backburner.

Hear Tiff's story at <https://tinyurl.com/2cxdnnhr>



'SPECIALS PROVIDE VITAL LINK'

Cambridgeshire Police Federation chair Liz Groom says Special Constables provide an important link between communities and the police.

Liz said the Force benefits from the skills and experience Specials bring from their life and work outside of policing.

She said: "Our Special Constables do a fantastic job. They come from all backgrounds, which allows Specials to be a vital link with the people and communities we serve and protect.

"They also bring a wealth of skills and experience that we almost certainly wouldn't have on the Force if it wasn't for our Specials.

"They play a really important role that helps to make a difference, and I know that many of our Specials will say the role has made a real difference to them as well.

"So it's great that, as a Federation, we're able to welcome them as members and can offer the same levels of help and support that we do for regular officers."

Liz's comments echo those of Federation national Specials lead Nicky Ryan, who described them as an "amazing asset" to policing and said the key roles they play should be properly acknowledged.

Speaking on TalkTV as part of the channel's Police Week, Nicky, who is also the Federation's Welsh lead, said she did not feel the value of Specials was always fully appreciated.

“ WE NEED TO ACKNOWLEDGE THAT DAY IN, DAY OUT THERE ARE SPECIAL CONSTABLES UP AND DOWN THE COUNTRY WHO ARE CARRYING OUT FRONTLINE DUTIES, DETECTIVE ROLES, FIGHTING CYBERCRIME, ROADS POLICING - THEY COVER THE WHOLE RANGE OF DUTIES. ”

Nicky said: "We need to acknowledge that day in, day out there are Special Constables up and down the country who are carrying out frontline duties, detective roles, fighting cybercrime, roads policing - they cover the whole range of duties.

"The skills that policing gets from them can't be quantified. They are an amazing asset. We have career Specials with 25 or 30 years' service and they have so much knowledge and experience."

Nicky said some people joined the Special Constabulary as a route into a career in policing while others chose to sign up because they wanted to serve their community.

She said several current chief constables and senior officers had begun their policing careers as Specials.

"We have 7,401 Special Constables in England and Wales and last year they volunteered more than 2.5 million hours to policing which equates to just over £61.5 million," Nicky explained.

"Special Constables can, and do, perform most of the same duties as their paid colleagues.

"They wear the same uniform, they have the same policing powers and they are expected to perform to the same high standards - performance wise and ethics wise - as paid officers. The only difference is they are volunteers."

Nicky said Specials were not paid but were reimbursed for any expenses and often volunteered through a strong sense of community and commitment.

"We have all sorts of people, airline pilots, young mums, students - we have a whole range of people from different backgrounds," she said.

"People do it for a variety of different reasons and we get to utilize their skills and they learn new skills from policing.

"There are all sorts of areas of policing that are opening up



*National Federation Specials lead
Nicky Ryan.*

to Specials because we now acknowledge the skills and depth of experience that they have.

"We have people from the banking sector, people from the cyber world with a range of skills that far surpasses what we have in policing."

The Special Constabulary dates as far back as 1831 but Specials were only allowed to join the Police Federation in July last year.

“ SPECIAL CONSTABLES CAN, AND DO, PERFORM MOST OF THE SAME DUTIES AS THEIR PAID COLLEAGUES. THEY WEAR THE SAME UNIFORM, THEY HAVE THE SAME POLICING POWERS AND THEY ARE EXPECTED TO PERFORM TO THE SAME HIGH STANDARDS - PERFORMANCE WISE AND ETHICS WISE - AS PAID OFFICERS. THE ONLY DIFFERENCE IS THEY ARE VOLUNTEERS. ”

FEDERATION DEPUTY CHAIR MAKES PLEA FOR RETURN TO COMMUNITY POLICING

“ WE NEED TO BRING BACK NEIGHBOURHOOD POLICING. IT’S THE BEDROCK OF POLICING AND THE ROOT OF ALL POLICING BECAUSE WE ARE THERE IN THE COMMUNITIES WE SERVE. ”



National Federation deputy chair Tiff Lynch.

Federation national deputy chair Tiff Lynch has made a passionate plea for an urgent return to community policing.

“Police officers are not out there doing what they are employed to do and what they want to do in terms of helping society,” says Tiff.

“What we have not got is officers out there on the street, mixing with the community and talking to the community. We need them listening to the community and finding out the root problems that are happening. This would enable them to be better equipped to both solve and deter crime.

“We need to bring back neighbourhood policing. It’s the bedrock of policing and the root of all policing because we are there in the communities we serve.

“From there, it will help us support all other areas of crime.”

Liz Groom, chair of Cambridgeshire Police Federation, has welcomed Tiff’s comments and said measures were already being taken by the Force.

She said: “Cambridgeshire Police has actually invested quite a lot recently into

neighbourhood policing but we still need more centrally-funded officers to make it work.

“I think police officers want to see this return to community policing but, just as importantly, I think it’s what the public wants to see too,” she explains.

“The cuts to police budgets meant that officers were in effect withdrawn from communities, police stations closed and that visible policing presence was lost. We need to see the links into our communities restored.”

The role of the police in the community has been heavily featured in the media agenda of late and was again highlighted when shadow home secretary Yvette Cooper said Labour would recruit 13,000 more neighbourhood police, with a named officer for each community, if the party wins the next election.

The plans would be supported by new legislation which would guarantee more community patrols to tackle anti-social behaviour and crime.

Ms Cooper told the BBC: “Too often neighbourhood policing has been seen as a Cinderella service in many forces - always the one that gets squeezed or cut back if there

are budget cuts or if there are pressures elsewhere.”

Tiff says that a dereliction of community policing over the past few years has led to a distrust of the service, in certain areas, that needs to be built up again as soon as possible.

“It’s fair to say that policing is through the floor in terms of public trust in the whole service. That doesn’t, however, mean that every single police officer should not be trusted,” added Tiff.

“With ever-increasing levels of cyber-crime and other specialist crime departments needed, our chief constables need to move people around. Every single department will say they are more important than the next, but one thing that doesn’t change is our neighbourhoods, because that is where people live and congregate and that’s where people talk.

“We need to know who the criminals are and we need to know the people that are having the crimes committed against them. We can only do that by being active in the communities in which they live.”

You can watch Tiff’s interview at <https://tinyurl.com/4edubw3v>



HELP ON HAND FOR INJURED OFFICERS THROUGH NEW INITIATIVE



Plans to create a new service offering support, help and advice to injured police officers have taken another step forward after a successful second virtual focus group meeting.

Wounded Blue Line will be a one-stop shop which provides injured frontline workers with vital information and guidance on issues such as benefit entitlement, what they can claim while off work, what help is available to them and how it can be accessed.

CHAIR HOPEFUL COVENANT WILL DRIVE CHANGE WITHIN POLICING

The chair of Cambridgeshire Police Federation hopes the Government will start to listen after the national body called for the Police Covenant to prioritise the mental health of officers and their families.

Liz Groom says the covenant offers 'a glimmer of hope' after it was revealed the Police Federation of England and Wales (PFEW) had made a number of asks to be included.

The suggestions cover reviewing the current demands on officers, looking at the impact of trauma, as well as managing consistency across all force policies and procedures nationwide.

Liz said: "The whole idea of the covenant was to not only ensure the physical and mental health of our officers

is looked after but to hold somebody to account if changes are not made. Surely, having a lawful document like this created gives us hope that our voices will be finally listened to.

"The mental health and wellbeing of our officers need to be taken seriously - especially in the current climate. The pressures and demands surrounding policing are only increasing and the cost of living crisis is not helping.

"Without a doubt, better procedures need to be put in place on a national level and then fed down consistently to forces, to ensure the wellbeing of our officers and their families is prioritised.

"I'm hopeful that the covenant will drive some of the changes we so desperately want to see."



National Federation wellbeing lead Belinda Goodwin.

The project is being spearheaded by Police Federation national wellbeing lead Belinda Goodwin and her Staffordshire branch colleague Claire Bond who hosted last week's online event.

They want the network to become a safe environment for injured officers and their families to talk openly about their own experiences, setbacks and goals so invited guest speakers to share their stories.

Belinda said: "We want Wounded Blue Line to fill that gap with local champions taking up a sort of family liaison officer role to offer help and support to the loved ones of members involved in accidents."

“ THE MENTAL HEALTH AND WELLBEING OF OUR OFFICERS NEED TO BE TAKEN SERIOUSLY - ESPECIALLY IN THE CURRENT CLIMATE. THE PRESSURES AND DEMANDS SURROUNDING POLICING ARE ONLY INCREASING AND THE COST OF LIVING CRISIS IS NOT HELPING. ”



**HOME OFFICE
BID TO REDUCE
TIME OFFICERS
SPEND DEALING
WITH MENTAL
HEALTH CASES**

Home Secretary Suella Braverman has written to Cambridgeshire's Chief Constable and Police and Crime Commissioner outlining Government plans to reduce the time officers spend on mental health cases and vulnerable people.

Ms Braverman said she and Prime Minister Rishi Sunak wanted to see more bobbies on the beat but accepted that officers dealing with non-police demands had less time to investigate and prevent crime.

She said the Department of Health and Social Care (DHSC) was investing £150 million to improve its mental health crisis care response and shift the burden away from the police service.

This includes £7 million on specialised mental health ambulances, with the remaining £143 million for new, or to improve existing, mental health crisis response infrastructure.

The funding will provide more than 30 schemes for crisis cafes, crisis houses and other similar safe spaces as well as more than 20 new or improved health-based places of safety.

Ms Braverman said: "In many situations it is important that police have swift access to refer individuals into professional mental health care.

"I am aware of different models, such as street triage and co-location of professionals, that are in place across the country and can support this.

"I therefore welcome the commitment by DHSC to develop the right triage methods that will help remove police involvement earlier in the process of responding to mental health incidents.

"People in mental health crisis need to be seen by healthcare professionals to get the appropriate assessment or treatment in the right environment."

The Home Secretary said the DHSC, Home Office, National Health Service England and the National Police Chiefs' Council were developing a National Partnership Agreement based on the 'Right Care, Right Person' model which operates in Humberside and hoped to deliver it by the



Home Secretary Suella Braverman.

end of next month.

She said they were also working on a toolkit containing a range of products to help police forces implement the 'Right Care, Right Person' approach, which they anticipate being ready by June 2023.

"Once the National Partnership Agreement has been finalised, I encourage

forces to work closely with local health partners to identify how to implement the model safely and effectively in your area," said Ms Braverman.

Cambridgeshire Police Federation chair Liz Groom welcomed the Government's intervention.

She said: "The situation has been building for several years now and has clearly reached breaking point.

"A police officer sitting with a vulnerable patient in a hospital is a very poor use of limited resources and has an inevitable knock-on effect throughout the whole organisation, with a backlog of work building up and priorities needing to be re-assessed.

"Our members are already overstretched but are still expected to take on more and more responsibilities from other agencies, particularly when it comes to mental health and vulnerable people.

"We hope things are about to change now that this issue has been recognised at Government level."

“ A POLICE OFFICER SITTING WITH A VULNERABLE PATIENT IN A HOSPITAL IS A VERY POOR USE OF LIMITED RESOURCES AND HAS AN INEVITABLE KNOCK-ON EFFECT THROUGHOUT THE WHOLE ORGANISATION, WITH A BACKLOG OF WORK BUILDING UP AND PRIORITIES NEEDING TO BE RE-ASSESSED.

OUR MEMBERS ARE ALREADY OVERSTRETCHED BUT ARE STILL EXPECTED TO TAKE ON MORE AND MORE RESPONSIBILITIES FROM OTHER AGENCIES, PARTICULARLY WHEN IT COMES TO MENTAL HEALTH AND VULNERABLE PEOPLE. ”



It is like asbestos of the mind

Here's how our serious injury solicitor, Matthew Tomlinson, helped PolFed member, John Cahill, with his PTSD case.

John, a former detective, now suffers from PTSD as a direct result from his work on child abuse cases, which included analysing photographic and video evidence. But with no psychological training and risk assessments, has experienced years of unprocessed and untreated trauma, affecting his personality, wellbeing and family life.

Our experts are here to help you take the next steps when it comes to making a personal injury claim, for both physical and mental issues, including PTSD claims. Our expert personal injury solicitors at Slater and Gordon offer a number of legal services and support to those injured whilst on duty through the **Police Federation**, who we have worked with for over six decades.

Timeline of John's case

- 2014 – 2016** John was involved in reviewing, investigating and categorising child abuse images.
- 2016** John started showing symptoms of PTSD after a family gathering, which continues to affect his personal life.
- 2018** John got asked to review a further 12 files of child abuse images.
- August 2018** John contacted Slater and Gordon through the Police Federation.
- May 2019** John retired from the police force after 20 years of service.
- August 2019** John was seen by a consultant psychiatrist, who carried out a psychiatric report.
- October 2022** John's case went to a five day trial after liability was denied.
- October 2022** John was awarded compensation for his PTSD.

John Cahill says:

"I can't tell you how much I appreciate the amazing legal work you did on my behalf. Thanks for prioritizing me as a client and doing everything in your power to help me win my case."



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PTSD AND ITS EFFECT ON LAW ENFORCEMENT



PTSD can widely affect those who work in law enforcement and our expert personal injury lawyers can help those in need

Post-traumatic stress disorder (PTSD) is a delayed and often devastating response to trauma that can provoke behavioural change, suicidal tendencies and recurring distressing memories, nightmares and flashbacks.

Common sounds such as children shouting in the street and sirens blaring can cause terrifying repercussions to those suffering with the disorder.

Once commonly used to describe a condition soldiers developed after being at war, the disorder can affect anybody who has been exposed to trauma, and that includes those who work in law enforcement. Though dealing with traumatic scenes is somewhat part of the job role, daily views of traumatic scenes with little time to process them can have a lasting impact on the officers.

Close to one in five police officers and staff in the UK have symptoms consistent with PTSD, and with so many officers reporting feelings of stress, fatigue and anxiety, it's up to the police force to ensure that there are support, risk assessments, psychological training and other resources in place to ensure the mental and emotional wellbeing of those in law enforcement are looked after.

However, that isn't always the case, and many officers can be left dealing with PTSD, which can lead to a harrowing effect on their day-to-day lives.

Did you know that Slater and Gordon handle PTSD cases? Under our personal injury services for Police Federation members, our experts are here to help you take the next steps when it comes to making a personal injury claim, for both physical and mental issues, which includes PTSD claims.

Recently, our head of serious injury, Matthew Tomlinson, handled a landmark case for retired detective, John Cahill, who suffers from PTSD, a result from prolonged exposure to child abuse images.

With no psychological training and risk assessments in place, John has experienced years of unprocessed and untreated trauma, affecting his personality, wellbeing and family life.

After working closely with medical professionals to produce a comprehensive psychiatric report, and a subsequent five-day trial, it was concluded that John should have been screened throughout his time working on the child abuse cases, which would have identified measures to mitigate stress, trauma and harm

caused to John's mental wellbeing.

How can Slater and Gordon help?

Your personal injury claim will be covered by the Police Federation, and you won't be required to have legal expense insurance. Your claim will not cost you or the Police Federation anything, even if the claim isn't successful; we take all the risk. If your claim is successful, you will retain 100 per cent of the damage we recover on your behalf.

Most lawyers will charge up to 25 per cent of a client's damages if they bring a claim for injuries caused by other people's negligence.

We're specialists in personal injury and ensuring the right amount of compensation for police officers injured on and off duty is awarded.

To speak to one of our experts in personal injury lawyers, please call 0330 107 6484.



WAR AVIATION FAN ENJOYS HISTORIC MUSEUM EXHIBITION



A Cambridgeshire police officer has told how 'great' it was to recently represent the Federation at a corporate event at the Imperial War Museum in Duxford which saw seven Hurricane aircraft brought together under one roof for the first time.

Matthew Smart, a self-proclaimed 'military aviation fan', was invited by the chair of Cambridgeshire Police Federation, Liz Groom, to attend the historic event which was held in celebration of the Hawker Hurricane.

The invitation came as part of a partnership between Cambridgeshire Police Federation and the Duxford-based Imperial War Museum, which gives members and up to three loved ones the chance to visit for free.

"I have a great love of military aviation, both past and present, so when I was asked by Liz if I'd like to attend the event, I couldn't turn the invitation down," said Matt.

The event took place as part of a six-week exhibition which ended on 19 February and included a private tour of the seven aircraft, of

which there are only 14 airworthy left in the world.

"We were educated about the design of the Hurricane, and talked about how they have a wooden and metal framework, covered in fabric," added Matt, who explained that the aircraft - often referred to as the 'unsung hero of war' due to being overlooked by the Spitfire - was stable, rugged and could be maintained or repaired easily.

"It was great to get up close with these historic aircraft while representing the Cambridgeshire Police Federation at such an event. And each of the seven aircraft had their own story to tell from the Second World War."

Matt added that he is very grateful to Liz for the opportunity, and is now encouraging fellow members to visit the museum.

He ended: "It really is such a great day out, for all the family."

Admission to the museum is free for Cambridgeshire Police Federation members - who can take up to three loved ones with them. Find out more and book your visit at

www.iwm.org.uk/events/Hurricane-unsung-hero

NEW MATERNITY GUIDE LAUNCHED

The Police Federation of England and Wales has produced a free guide and pay calculator for members planning to take maternity leave.

The Maternity Guide aims to give members accurate information about their pay and entitlements.

Cambridgeshire Police Federation chair Liz Groom said: "Becoming a parent can be one of the happiest times of your life and it's important members are able to enjoy that time without worrying about their pay and entitlements.

"Police officers' pay can get complicated if they go on maternity leave early in the event of a pregnancy-related illness or premature labour - and some forces can get it wrong.

"We want to take the stress and the worry out of it with our guide and calculator and help our members feel in control of their maternity pay and what they're entitled to."

Read the Maternity Guide and use the maternity calculator at www.polfed.org/support/maternity/