



Police Federation for Northern Ireland



Annual Report **2015** | welfare & efficiency





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Police Federation for Northern Ireland **Annual Report 2015**

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Foreword



The year under review was not without its challenges. Policing continued under intense scrutiny with unprecedented oversight and accountability.

Legacy issues are one thing, but it was issues of the recent past that continued to bedevil policing. In a familiar role of holding the line, Officers exhibited both professionalism and compassion. Images of policing in Northern Ireland came from the same scene in north Belfast, the familiar parading issues and the same ongoing conflict. Here was evidence of courage and compassion, transmitted to a global audience using every conceivable media 'platform' available.

At one stage, we had an Inspector felled by a missile to the side of his head. He sustained a severe ear injury which was bandaged before he returned to stand with his colleagues, only later to lose his ear. Then, with even more media exposure, we had Officers heaving a car onto its side to free a trapped young woman. In the midst of a volatile situation, they worked to ensure that she received treatment from medics, and that the twin task of investigating an alleged crime and averting an escalation in disorder were achieved.

Whilst they should never have happened, these two events graphically underlined the nature of the job in Northern Ireland. They didn't directly motivate the PFNI to embark on the #WeAreYou campaign – that predated the July incidents – but they certainly served to reinforce the message about policing and what our men and women have to face in order to protect wider society.

In the autumn, Central Committee backed the #WeAreYou proposal which would feature three, professionally made mini-movies, each one telling its own story and relating the work that an Officer undertakes to his and her home life.

In essence, we sought to show that Officers who are mothers, granddaughters and fathers are no different from their wider family circles or the community in general. They have to face similar personal challenges such as balancing the household budget and worrying about their children's education. More than that, they must at all times keep an eye on the ever-present threat from terrorists that continued in 2015 to be rated 'severe'.

Filming commenced in December with a cast and crew drawn from Northern Ireland. The strategy involved showing the mini-movies on social media outlets as well as in cinemas throughout Northern Ireland in our attempt to raise awareness that the Police are an integral part of the community and not isolated or separate from the public they serve.

Earlier in a busy year for the PFNI, we published the stark and worrying findings of our independently produced workforce survey. Thirty-seven percent of officers responded to the detailed survey. The findings didn't surprise full-time PFNI officials, but it landed with a thud at Brooklyn.

In this, the first major survey of its kind, 96% reported low morale. The IPR process was criticised with 83% saying they were dissatisfied. Changes to pensions, rest day payments, overtime and the removal of SPP were also highlighted as contributing to the low state of morale.

Against this rather bleak picture, we found that 55% of respondents said they were proud to be in the Police with 53% saying they were willing to go the extra mile for the service. In these two stark statistics, we saw the wonderful commitment that exists despite the many and varied challenges.

On the back of the survey findings, we called for an Action Plan to address the long list of glaring shortcomings. That remains a work-in-progress and should be seen as the initial move in addressing the issues raised

Away from people trying to harm Officers during violent street disturbances, we had dissident republicans planning and carrying out attempts to murder colleagues in different centres including Lurgan, Strabane, Londonderry and parts of Belfast. Thankfully, their efforts came to naught. Weapons and explosive devices were recovered, which may have impaired the operational capability of the terrorists for a time, but did not diminish the threat to Officers.

Across the Service, Officers continue to face enormous pressures. We remain heavily under-strength and for as long as that situation remains, we will have colleagues stretched to the limit, essentially plugging gaps in the Service.

We continued to make the case to politicians and opinion-formers for increased resources to do the job, and instead of a 'sticking plaster' solution, we sought a more structured medium-to-long term strategy. That continues to be our mantra, and will remain a work-in-progress until the Government acknowledges its responsibilities and moves to remedy the glaring shortcomings.



Marty Whittle
Federation Secretary

Federation Officials



Mark Lindsay, Chairman



Tony Arnold, Vice Chairman



Marty Whittle, Secretary



Keith Gregson, Assistant Secretary



Colin McCrum, Treasurer

Central Committee



Members of the Central Committee, PFNI from the 2015 AGM.

Central Committee

No. 1 Region	Sergeant Damien Walsh Constable Seamus O'Hare Constable Trevor Purcell
No. 2 Region	Inspector Martin Trainor Sergeant Gwyneth Buchanan Constable Colin Jamieson D/Constable Paul Downie POPT Constable Paul Taggart
No. 3 Region	Inspector Ivor Morton Sergeant Charlie Eames Constable Louise Colton-Brown Constable Paul Robinson
No. 4 Region	Sergeant Paul Meredith Constable Andy Stevenson Constable Diarmuid Sands
No. 5 Region	Inspector Liam Kelly Sergeant Michael Moore D/Constable Denis Burns D/Constable Tony Arnold
Chairman	Sergeant Mark Lindsay
Secretary	Constable Martin Whittle
Assistant Secretary	Constable Keith Gregson
Treasurer	Constable Colin McCrum

Policy Statement of Intent

The Police Federation for Northern Ireland commits itself to the eradication within the Service of any religious, political, racial, disability or age discrimination or sexist behaviour and any acts or practices which are discriminatory on the grounds of politics, religion, sex, race, disability or age.

We will support the principles of Equal Opportunity, and give assistance where appropriate, to our members.

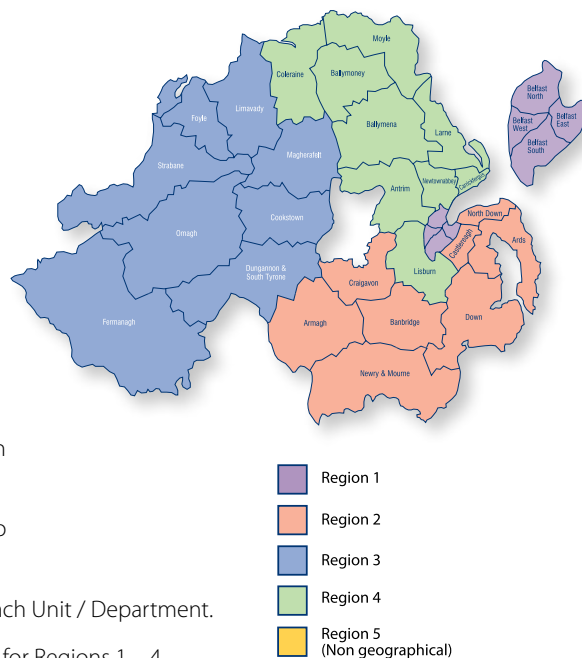
We support the training of all police officers to achieve the elimination of all unfair discrimination and support a Service which offers full equality of opportunity.

We believe that the implementation of these principles will guarantee fairness and equality in our service to the public.

Regional Boards

The Regional Boards are elected on a pro rata basis in each DCU as follows:

- A minimum of 1 Constables** Representative for every 125 Constables in each Area Command Unit for Regions 1 to 4, and each Department / Specialism for Region 5.
- 2 Sergeants' Representatives per District equates to 4 per Board for each of Regions 1 – 4.
- 5 Sergeants' Representatives for Region 5 i.e. for each Unit / Department.
- 1 Inspectors** Representative per District equates to 2 per Board for each of Regions 1 – 4.
- 5 Inspectors Representatives for Region 5 i.e. 1 for each Unit / Department.
- 1 Police Officer Part Time Representative per Region for Regions 1 – 4.



Regional Boards are constructed as follows:

Region 1	Districts A & B
Region 2	Districts C & E
Region 3	Districts F & G
Region 4	Districts D & H

Region 5 Non-geographical and represents the specialisms of:

Training Branch
 Road Policing
 Urban Region TSG
 Headquarters
 Crime Operations

The Regional Boards meet on six statutory occasions throughout the year and on others with the approval of the appropriate ACC. The Boards appoint the Central Committee Representatives who represent their views and bring forward their resolutions.

An effective Regional Board is essential to ensure that the concerns of our members are properly represented. The following reports demonstrate the amount of work put in by our Representatives at Regional Board level.

* Constable means a Constable in the PSNI or a Constable in the PSNI Reserve (Full Time)

** Inspector means an Inspector or Chief Inspector in the PSNI

RUCGC-PSNI Benevolent Fund

The RUCGC-PSNI Benevolent Fund continues through 2015/2016 to provide assistance in cases of need within the wider police family in Northern Ireland.

The main role of the Fund is to support ex-members of the RUCGC/PSNI, Police Widows, dependants, injured and disabled officers, as well as members of the PSNI, who find themselves experiencing financial hardship or difficulty. In all instances a case of need must be identified.

We continue to pride ourselves on being able to deliver a wide spectrum of benefits and assistance to our Widows and Dependants, Retired Colleagues, Serving Members and Student Officers.

The Fund, a Charitable Company Limited by Guarantee, is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2004. 2016 has seen the Fund progress through the registration process with the Northern Ireland Charity Commission, which in turn has required a review of the constitutional arrangements with those groups which receive regular financial support from the Fund. The full Board of Trustees continue to meet every six months at the charitable company offices, and are mainly concerned with policy matters from the agreed broad strategic areas of activities for the charitable company.

The Trustees/Directors are drawn from representatives of the police family, both serving and retired comprising of:

The Chief Constable
President, SANI
Chairman, NIRPOA
PFNI Permanent Officials

More detailed trust management is dealt with through the Management Committee which meets on a monthly basis to review applications and manage the general running of the Fund. The Committee is made up of representatives from the PFNI Regional Boards, the Superintendents Association, ACPO, NIRPOA Representative, Part Time Reserve Representative, Occupational Health Unit (Ex Officio) and Office Bearers of the Police Federation for Northern Ireland. The Management Committee welcomes Chief Superintendent George Clarke, SANI and Constable Tracy McCauley, No. 5 Regional Representative, who have replaced Superintendent Gary Morton and Constable Hugh Ferguson respectively.

Throughout the year the Benevolent Fund Representatives visit those in need and submit necessary papers to the Committee for consideration. This important work is coupled with the representatives dealing with the National Police Dependants Trust applications for Northern Ireland. The effort and amount of work completed by these individuals, much of it on their own time, should never be taken for granted and we extend our sincere thanks on behalf of those in need of assistance.

The Fund is supported primarily by our serving membership and we are indebted for their continued generosity. This is supplemented by voluntary donations from retired officers and individual donations from members of the public.

The Fund will cover the cost of both serving and retired officers attending the Police Treatment Centres (PTC) at Harrogate and Auchterarder. This includes the cost of travel to/from the centres. Following the decision of

the PTC in August 2015 to levy an admission fee upon retired officers, it was agreed at the December meeting of the Benevolent Fund that the Fund make an annual grant to the PTC which would thereby pay for the costs of treatment for all RUC/PSNI Retired Officers who applied for admission to the PTC through the RUCGC-PSNI Benevolent Fund.

This year has also seen the re-introduction of the Rowland Betty Charitable Foundation educational grants, first awarded in 1985. Application forms can be obtained from the Federation Offices at Garnerville.

The RUCGC-PSNI Benevolent Fund would like to place on record its appreciation and thanks to all individuals and organizations that have assisted by contributing to its cause and in particular:

Police Dependants Trust
Local Voluntary Welfare Groups
RUC George Cross Foundation
RUC George Cross Associations (Province Wide)

The administration of the Fund is conducted within the Police Federation offices in Garnerville and the services provided include facilitating visits to the Convalescent Centres, holiday homes for widows and retired members, the processing of grants, loans and awards to our Widows and Dependants, Retired Colleagues, Serving Members and Student Officers.

Keith Gregson

Secretary
RUCGC-PSNI Benevolent Fund

Website address: www.policebenevolentfund.com

Email Address: Benevolentfund@policefedni.com

Conference Update 2015 – DELIVERING A STRONG VOICE

Essential Users Allowance, Number 5 Region

This Conference demands that the Chief Constable ensures that the criteria for the Essential Users Allowance are compliant with PPSD Circular 10/2014.

Conference Accepted the Motion

The Federation progressed the motion with the Chief Constable, and we continue to monitor the application of the PSD Circular 10/2014.

PONI Malicious Complaints, Central Committee

This Conference requests the Police Ombudsman prosecutes all identified malicious and vexatious complaints.

Conference Accepted the Motion

The Federation progressed the motion with the Office of the Police Ombudsman and despite a refusal to adopt a Memorandum of Understanding we will continue to press for equitable treatment of Police Officers.

Risk Assessment Training, Number 3 Region

This Conference requests that the Chief Constable ensures that there are sufficient numbers trained in Risk Assessments, including all Supervisors, to ensure that the Health & Safety of our Members are fully protected.

Conference Accepted the Motion

The Welfare, Health, Safety & Security Sub-Committee continue to monitor and identify organisational needs as and when they arise.

Taser, Number 3 Region

This Conference requests that the Chief Constable takes steps to increase the number of Officers trained in the use of Taser. To increase availability to frontline Officers, with the ultimate aim of having every frontline Officer in a position to use this less lethal option.

Conference Accepted the Motion

The matter continues to receive attention within the PSNI Firearms Command Working Group, and will be progressed following a proper demand and use analysis.

Locate, Number 5 Region

This Conference requests that the Chief Constable reviews the application of the LOCATE Project, in relation to speed.

Conference Accepted the Motion.

The Federation progressed the motion with the PSNI Transport Users Group and the LOCATE Project Board.

Bullying & Harassment, Central Committee

This Conference requests that the Chief Constable introduces a Bullying & Harassment Policy which is fit for purpose.

Conference Accepted the Motion.

The Constitution, Regulations, Training & Personnel Sub-Committee have progressed the motion with work remaining ongoing.

Central Committee Commissions Ground-breaking Mini-Movie Series

In the autumn, we signed up to an ambitious project designed to illustrate the plain and simple fact that Police Officers are no different from the people they serve.

We called it *WeAreYou*, and the campaign took the form of three mini-movies designed to be uploaded and shown on social media platforms and in cinemas. The job of producing the series went to a Birmingham-based company called TINKER TAYLOR. This followed a unanimous decision taken by Central Committee to earmark the required funding for the unprecedented initiative.

TINKER TAYLOR Executive Producer, Sam Taylor, took to the project with gusto and purpose. Her company has a proven track record in producing high-quality video for sister Police organisations including the SPF and the PFEW.

Even though Sam knew more than most about policing in Great Britain, when it came to Northern Ireland, she had to re-learn a few things. She quickly came to the conclusion that policing here is unlike policing anywhere else with the result that her admiration for our Officers increased as she learned more about the challenges they have to confront on a day and daily basis.

Each movie would be short, dramatic and to the point. Dialogue would take a back seat to powerful images. Scripts were finally approved and, in the background, TINKER TAYLOR, set about pulling together a top team of movie-makers for a 'shoot' in the depths of December.

Sam Taylor was fortunate insofar as she was able to recruit some big 'names' who had just finished one *Game of Thrones* series and were waiting to commence work on other movie projects. At peak, a local cast and crew of fifty were involved.

The three mini-movies would be titled *WeAreMothers*, *WeAreGranddaughters* and *WeAreFathers*. The series would seek to show the everyday pressures faced by Officers, and how experiences they encounter, as Officers, impact on normal daily life. Three days were set aside to complete the filming.

Locations were scouted and it was decided that Antrim fitted the bill. The series would be directed by Jon Beer with Mark Garret as Director of Photography. Fermanagh-born and award-winning Producer, Brian J. Falconer, steered the enterprise, aided by individual members of Central Committee, and others, who worked and, it has to be said, relished their roles as advisers.

In *WeAreMothers*, Police Officer part-time, Frank Cannon, graced the screen. Frank is an actor as well as an Officer – an actor with an impressive CV. He completed a role as a DI in 'The Secret' alongside James Nesbitt, and before that had parts in 'The Fall' and 'Lost City of Z'.

For Central Committee reps who were on hand to assist, the experience was new and very worthwhile. PFNI Treasurer, Colin McCrum, summed it up best of all: "We weren't sure what to expect. I thought it would be a bit like an ordinary news camera crew, but I couldn't have been much more mistaken."

"Every shot, every sequence, every bit of dialogue had to be planned and coordinated. They couldn't afford to leave anything to chance. Walk throughs and dry runs were the order of the day. Everything was painstakingly constructed before a sequence was 'shot'."

The Special Effects Team earned particular admiration. For *WeAreFathers*, they re-created a dimly-lit, grungy drug den with filth everywhere. It was a cold shocking house scene but, sadly, one that was entirely realistic for some Officers.

Everything, as they say, was 'in the can' by the 17th December with editing in January and February and a completion and hand-over in time for a launch at Parliament Buildings, Stormont, in early March.

This project was to make people think about the job Officers do on their behalf. They attend traumatic incidents; deal with tragedy; see things that they then relate to their own families. There is no other job quite like it.

All the time, they have to worry about the same issues that their neighbours and friends have to contend with on the domestic front: school uniforms, the mortgage, bills, car repayments. In return, they ask for a little understanding of the fact that they are the same as you.

WeAreYou was ground-breaking for the PFNI. If it serves to create deeper understanding and, yes, a little more respect for Officers on the frontline, then it will have been worthwhile.



Actor and Officer part-time, Frank Cannon, on location with Tony Arnold, PFNI Vice Chairman, Sergeant Charlie Eames and Colin McCrum, PFNI Treasurer.

PFNI Remembers Fallen Colleagues at National Police Memorial Day

A large number of relatives and retired Officers from Northern Ireland attended the National Police Memorial Day which this year was held in Edinburgh.

The poignant ceremony in the City's International Conference Centre began with a procession led by The Pipes and Drums of Police Scotland which was followed by words of welcome by Scottish First Minister, Nicola Sturgeon MSP.

The Home Secretary, Theresa May MP, gave the Bible reading and the very moving address was given by the Very Rev John Chalmers, Past Moderator of the General Assembly of the Church of Scotland.

The PFNI Chairman, Mark Lindsay, was one of three who delivered a prayer while one of the candles was lit by Alwyn Baird, widow of RUC Constable Allen Baird (28), who was murdered in a terrorist bomb attack in 1979. Four candles, depicting the four nations of the United Kingdom, served to remind the congregation of the devotion and commitment of those who were being remembered during the Act of Remembrance.

Afterwards, the Home Secretary spent time chatting to relatives from Northern Ireland who lost loved ones in the line of duty.

A quote from Robert Peel from 1829, when he set out the principles of policing a democracy, was used during the Service and remained with many as they left the Edinburgh venue. Those words were: "The Police are the Public and the Public are the Police."

Next year, the National Police Memorial Day will be held in St Paul's Cathedral, London.



Mark Lindsay, PFNI Chairman with Ken Marsh, Chairman of the Metropolitan Police Federation, and his predecessor John Tully.

PFNI Chairman Mark Lindsay, reading a prayer on behalf of the Police Service of Northern Ireland, to the assembled congregation.

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Edwards and Co has served the Police Federation for over 40 years.

We are proud to have acted on your behalf in some of the most important issues facing officers here and across the UK, establishing legal precedent in areas as diverse as Widows' Pension, Misconduct Regulations and Injury Awards.

Over the years, we have developed a wealth of knowledge and skills that enable us to offer the Federation and its members the very best legal advice.

2015 proved no exception. Instructed by the Federation, Edwards and Company Solicitors successfully pursued a number of cases in specialisms ranging from Misconduct, Injury Awards, and Pension Tribunals to Personal Injury Claims, covering areas such as Medical Negligence, Hearing Loss and Road Traffic Collisions.

This what one member said about our service:

"When your policing career is cut short by an injury on duty, it is a very traumatic and uncertain time for you and your family. I have found Edwards and Company Solicitors to be the crucial point of contact for offering their practical common sense and procedural advice, as well as possible legal solutions to all aspects of my case".

Edwards and Co look forward to continuing their service to the Police Family in the year ahead.

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