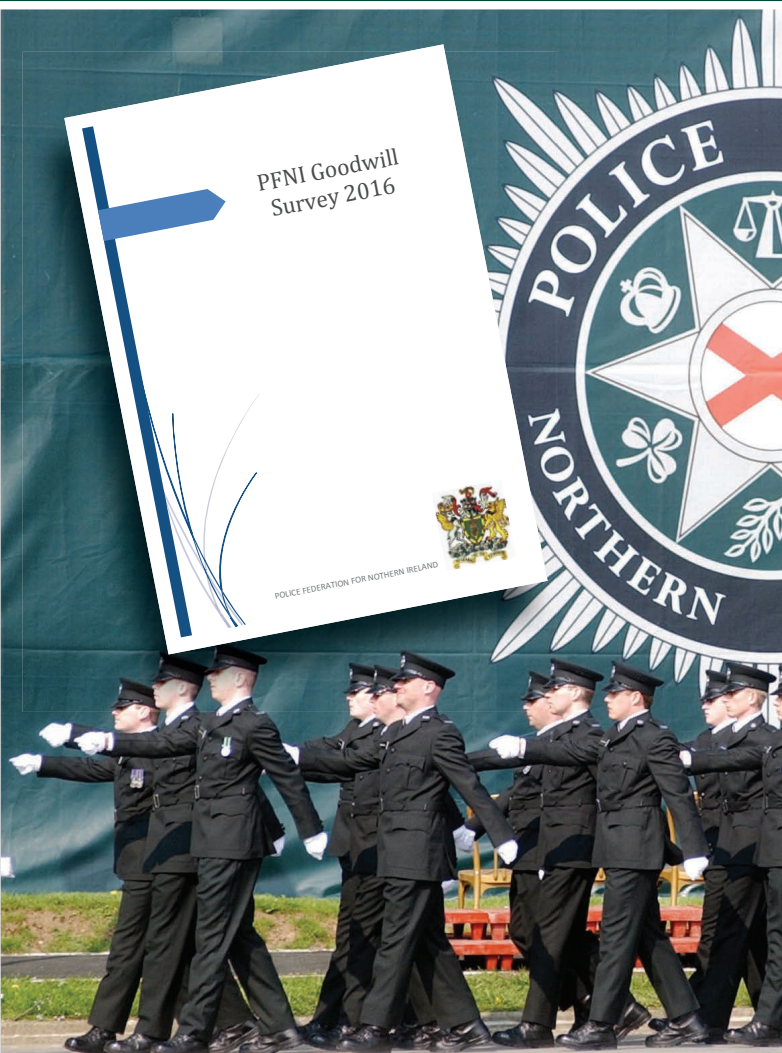




Police Federation for Northern Ireland



Annual Report **2016** | welfare & efficiency



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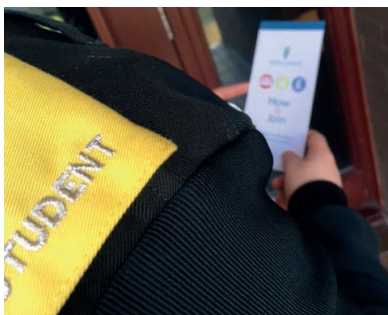
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Police Federation for Northern Ireland **Annual Report 2016**

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Foreword



In this, my final report as Secretary, we have decided to move the reporting period to a calendar year basis, which means that this report will cover eighteen months up to the end of 2016.

The challenges facing an under strength PSNI were set out in graphic detail at our 2015 Annual Conference. We revealed how Officers in a stretched and morale-sapped organisation were owed more than 33,000 'Modified Rest Days'.

This very stark figure represents a level of goodwill unequalled anywhere in the Public Sector. It exposes a Service extended to the limit and in need of help, and of men and women who have an undeniable commitment to the job.

In a further assessment - one that is as valid today as it was then - we said that budget cuts would have dire consequences on levels of service including longer waiting times for Police intervention; reduced visibility and fewer pro-active operations.

Workforce Surveys

For the first time in its history, the PFNI undertook an exhaustive survey of federated ranks; we conducted an academically rigorous piece of research to quantify the issues that most affected Officers, gauging the real depth of feeling across a wide range of concerns.

Our Survey showed morale at an all time low. Ninety-six percent reported morale as low- influenced by detrimental pension reform, minimal pay raises, constant organisational change, cuts and weighty bureaucracy.

Despite this depressing picture, 55% said they were proud to be in the Police with 53% willing to go the extra mile. Once again, there was no doubting the commitment and professionalism, but it was clear action was required to ease their burden.

Later last year, we decided to build on the earlier Workforce Survey by taking the temperature again, this time with an on-line Goodwill Survey. For those who deliver policing in our communities, the feedback came as no great surprise.

Officers routinely worked paid or unpaid overtime. Six out of ten had to rearrange childcare as a result of working overtime and overall, Officers worked one day of paid or unpaid overtime each month. Eight out of ten missed appointments or a family or social event. Two-fifths worked most, if not all, of their daily rest breaks.

On the back of these findings, we engaged with the Chief Constable and his senior colleagues in an effort secure what we felt were essential and cost-neutral changes to work arrangements. Under the broad heading of 'Organisational Fairness', we made the case for movement on issues such as flexible working, Individual Performance Reviews (IPR), overtime, sick pay for Officers injured on duty and rest day protection.

For us, the re-calibration of work-life balance was essential in order to deliver certainty and clarity for men and women who, at little or no notice, were being asked to shore up gaps in the Service.

Progress has been slow, but we have made some headway. What is important is that Police Officers, and their families, will benefit from the changes that have been implemented or are to be introduced. From our perspective, this will remain a work-in-progress, and we will want to see that the measures are sustainable.

We Are You

Our remit of 'Welfare and Efficiency' was at the heart of our 'WeAreYou' campaign. The short but impactful videos featured three Officers – a mother, granddaughter and father.

They were shown on YouTube, the search engine Google, Facebook, Twitter and cinemas. In total a recorded 1,175,298 views. The 'WeAreYou' campaign was run over several months and provided us with the theme for our 2016 Annual Conference. The production succeeded in reinforcing the fact that Officers are no different from the people they serve and have wider family considerations whenever they are performing their Police duties.

Against a backdrop of 37,674 days lost -a jump of 60% since 2013 - We the Federation said the issue had to be addressed, and became the first staff association within the United Kingdom to allocate a substantial sum of our members money to a ground breaking fund to help those suffering from a range of work-related psychological illnesses such as PTSD, stress, anxiety and depression.

The idea behind the three-year fund was to accelerate rapid access to those who need urgent professional help by providing additional therapists and psychologists in conjunction with partner agencies.

There would also be considerable emphasis on education and prevention. We said the fund was a start, a breathing space to allow the statutory bodies to catch up with adequate funding to deal with the problem.

Pay

Pay, and the efforts we made for a fair and equitable award (2015/2016) with a claim for 2.4%, were met with the now familiar refrain of austerity from the pay review body.

PRRB recommended a paltry 1% increase to pay uplift and the NI Transitional Allowance, which was accepted by our Minister for Justice. We said the derisory sum would do little to restore pay scales, which had declined by 15% in real terms in the past six years.

No sooner had one round of pay discussions ended than another one began (2016/2017). This time, the claim was for 2.8% (details available on the PFNI website). It's based on the need to halt the decline in real terms and better reflect what's happening in the real world with rising cost of living and increasing inflation. Although a robust case is being made for a realistic settlement, we know the uphill nature of the task we face.

Alongside pay, there were the ongoing legal battles over pensions. It is right that Officers are exercised by pension erosion and changes that disadvantage many. This issue, too, was to the fore of our workload during the period under review, and will remain so until there is a resolution. Rest assured, we will continue to monitor any developments and if there is advantage to be gained, this Federation will ensure that we extract the greatest benefit for all our members.

Cuts

The Service continues to face drastic cuts in its budget. Reduced allocations have had an inevitable knock-on effect on resilience, Officer numbers and levels of service, which the public have a right to expect. Throughout the period, we lobbied politicians, policy and decision-makers both at Stormont and Westminster, warning them of the consequences of the cuts, currently standing at £250 million, and the appalling impact that would have on the PSNI.

Officer numbers leaving the Service outstrip those being recruited, all of which means that the Service isn't even managing to stand still, but in real terms going into reverse.

Cuts will continue to be a significant theme for the Federation as significant decreasing Departmental budgets are implemented with little regard for frontline policing all at a time when communities are desperate to see professional policing delivered by the PSNI.

Threat Level & Personal Security

Apart from the unacceptably high numbers of Officers who sustain injuries patrolling our streets, we also have to contend with a pernicious terrorist threat from dissident republicans. On a weekly basis, we witnessed a relentless and determined effort to murder or maim Officers with little or no regard for their families or neighbours.

Patrols and individual Officers were shot at and there were scores of bombing incidents. Thankfully, many attacks were thwarted and there was no loss of life. The threat level remains classed at the upper end of 'severe', and our officers must exercise maximum vigilance and caution.

On a positive note there were many security force successes against these would-be killers with major terrorist hides uncovered, firearms, explosives and other paraphernalia recovered and several offenders given prison sentences.

In closing, I wish to highlight the dangers of unguarded comment or conduct Police-related discussions on open social media. If there is a debate to be had, a grievance to be aired, then please take it to your Federation Representative and Regional Board in the first instance.

EuroCOP and ICPRA

Policing cannot be looked at in isolation; there is an international policing community that supports us in our efforts in Northern Ireland and which, in turn, we can contribute to drawing on our considerable expertise and experience. We re-joined EuroCOP, the umbrella organisation for thirty-five Police Unions and Staff Associations in twenty-seven European countries. On a personal note I was honoured to have been elected to the executive of the International Council of Police Representatives Association (ICPRA); again, engagement and information-sharing can only be to the advantage of the PFNI as we go forward

into an uncertain future where policing, and how it's delivered, will come under the microscope as never before.

Awards

Finally, as your Secretary, I want to make mention of the many distinguished men and women of the RUC GC and the PSNI who received awards for their bravery and outstanding contributions to policing.

In the final, noteworthy event of the period under review, at the end of December, 2016, three QPM's and one MBE were awarded in the Queen's New Year's Honours List, and I wish to acknowledge their achievements. The tradition of service and courage lives on, and I know that will continue long after the curtain has fallen on the small contribution I have made as Secretary of an organisation that represents one of the most professional Police Services in the world.



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 2016 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 D/Constable Paul Downie Constable Richard Thompson POPT Constable Paul Taggart
No. 3 Region	Inspector Ivor Morton Sergeant Charlie Eames Constable Louise Colton-Brown Constable Stevie Houston
No. 4 Region	Sergeant Paul Meredith Constable Diarmuid Sands Constable Andy Stevenson
No. 5 Region	Inspector Liam Kelly Sergeant Mike Moore D/Constable Tony Arnold D/Constable Denis Burns
Permanent Officials	Sergeant Mark Lindsay Constable Marty Whittle (Secretary) Constable Keith Gregson (Assistant Secretary) Constable Colin McCrum (Treasurer)

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.

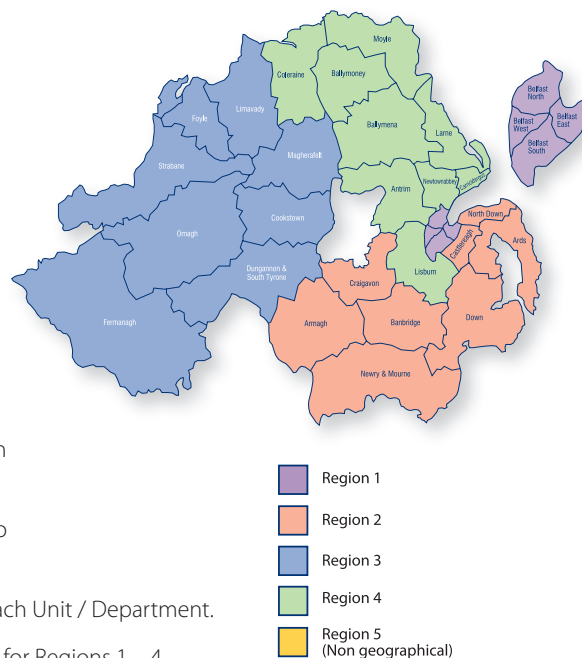
We support the training of all police officers to achieve the elimination of all unfair discrimination and support a Service which offers full equality of opportunity.

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 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 RUC GC/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
Chairman, NIRPOA
President, SANI
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.

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.

A review of the relationship between the Fund and the Local Voluntary Welfare Groups has taken place throughout 2016. This has been in response to Northern Ireland Charity Commission Registration requirements. It is anticipated that this review will have been completed in early 2017 providing a comprehensive reference document for all Groups.

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, the Fund has made a further grant to the PTC, continuing to 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.

The Committee welcome the additional Psychological Wellbeing Treatment Programme introduced at the Treatment Centres, complementing the existing Physiotherapy Programmes.

Additional funding has been made available for Year 2, following the re-introduction of the Rowland Betty Charitable Foundation, Educational Grants. This will complement the six grants issued to eligible students in 2016.

The RUCGC-PSNI Benevolent Fund would like to place on record its appreciation and thanks to all individuals and organisations 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.

Finally, I would like to acknowledge the contribution to the Fund and the Management Committee by Mr Ken McFarland, who retired in 2016, following 12 years representing the NI Retired Police Officers Association. I also welcome his successor Mr William Moore to the Committee.

Keith Gregson

Secretary
RUCGC-PSNI Benevolent Fund

Website address: www.policebenevolentfund.com
Email Address: Benevolentfund@policefedni.com

Workforce Survey - 2015

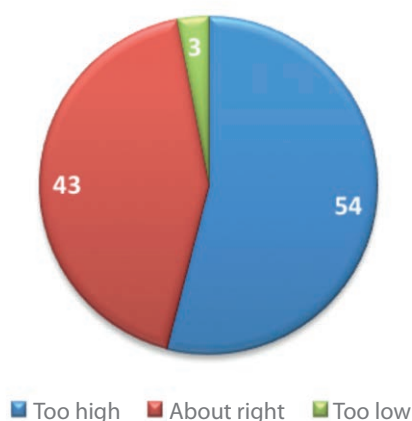
In May and June 2015 we undertook a survey of all federated officers in the PSNI. This survey informed a significant element of our 2016/17 submission to the Police Remuneration Review Body (PRRB) providing first-hand evidence on a range of issues including pay, conditions, workload and morale.

Over 2,500 officers submitted a response to this survey, giving a response rate of 37%. The outcomes from the survey were not a surprise to us, we are all too aware of the strain under which officers' work, however they did provide important evidence which informed other stakeholders of current working conditions.

Workload

With declining budgets, declining workforce strength and increasing levels of crime it is unsurprising that 54% of survey respondents indicated that their workload over the previous 12 months was too high.

Figure 1: Level of workload in the last 12 months, %



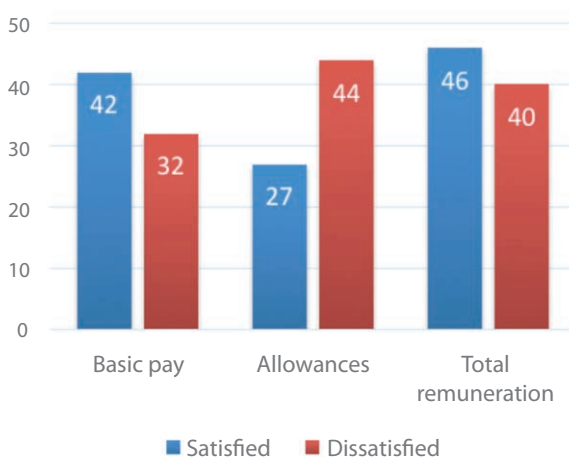
"Workload in the past twelve months seems to have increased as the number of constables per section has decreased significantly"
(Constable, 6-10 years' service)

62% of respondents reported that their workload had increased over the previous 12 months, whilst 31% reported that it had stayed the same.

Satisfaction with pay

Factors influencing job satisfaction are related to a range of workplace outcomes including absenteeism, strain and burnout, organisational performance and withdrawal behaviours. Survey respondents were most likely to be dissatisfied with the Individual Performance Review (IPR) process (83%), their pension (61%) and training opportunities (60%).

Figure 2: Satisfaction with areas of remuneration, %



"While the police service is seen as a well-paid job, for the effort put in and the sacrifices made to family and private life, not to mention the threat, it is not well compensated"
(Sergeant, 11-15 years' service)

Figure 3: Fairness of pay, %

Eight out of ten survey respondents disagreed that their pay was fair given the stresses and strains of their job, compared to five out of ten who reported feeling that their pay was fair given their level of experience and training.

76% of respondents disagreed that their pay fairly reflects the hazards they face whilst 63% disagreed that it reflects the effort they put into their job.

Morale

Low levels of organisational and personal morale have also been shown to reflect a number of workplace outcomes including; turnover intention, motivation, productivity and job performance.

A majority of respondents identified low levels of morale across policing in NI, including 73% reporting low personal morale, 83% low team morale and 96% low service morale over the 12 months to May 2015. The reasons cited for reduced morale include:

- Pension age increases – 85%
- Changes to rest day payments – 82%
- Introduction of CARE pension scheme – 78%

Increased morale was attributed to:

- Introduction of on-call allowance – 26%
- Introduction of fitness testing – 16%
- Reduction in pay spine points – 15%

It has been almost two years since we launched the first PFNI Workforce Survey and the information gathered has been invaluable in enabling us to produce evidence based arguments on behalf of officers. We would like to take this opportunity to thank every participant for taking the time to engage with us during this important process.

"There are many de-moralising features – less officers with ever increasing workload and responsibilities, the saga surrounding pensions, it seems more likely to win the lottery than get moved to a different station for family reasons, virtually no training opportunities..."
(Constable, 3-5 years' service)

Figure 4: Respondents reporting low morale over previous 12 months, %

Police Remuneration Review Body

Who are the PRRB?

The PRRB was set up in 2014 to replace the Police Negotiating Board (PNB). It covers England, Wales and Northern Ireland and provides independent advice to the government on pay, terms and conditions for Police Officers at or below the rank of Chief Superintendent.

How does the process work?

The NI Justice Minister begins the process by sending a remit letter to the Chair of the PRRB outlining which aspects of pay and conditions are to be considered within the coming pay review round. All key stakeholders then provide a written submission to the PRRB outlining their position on each element and put forward their recommendations for the coming year. This is an evidence based under-taking. In NI the key stakeholders include: Police Federation for Northern Ireland, Police Service Northern Ireland, Northern Ireland Policing Board, Department of Justice/ Department of Finance and Personnel and the Superintendents' Association.

Each party also has the opportunity to make an oral submission to the PRRB. This is a chance for the PRRB to ask questions and seek clarification; *it is not a negotiation*.

The PRRB consider the evidence presented and compile a report of their findings and their key recommendations. This is submitted to the UK government for consideration. The government is not bound by the review bodies' recommendations; the final decisions on pay, terms and conditions rests with the Prime Minister and the relevant Secretaries of State.

How do we decide upon our recommendations?

We draw upon a wide range of information to inform our decision making and to provide evidence to the PRRB. This includes:

- A detailed economic analysis of NI and the UK, including pay increases and the impact of inflation;
- Workforce data, including workforce strength, trends in officer recruitment and cessation and sickness absence;
- Policing demand as derived by PSNI recorded crime statistics and the NI Crime Survey;
- Details of the security situation in NI;
- We also collate primary data through workforce surveys to provide first-hand evidence of current working conditions, including goodwill working, well-being and morale.

The submission of this robust evidence base is made by the Federation on behalf of officers with the aim of securing a fair, reasonable and warranted pay award for Police Officers in NI.

What recommendations have we made?

We have engaged with the PRRB each year since its inception, producing two detailed submissions in 2016, the first providing evidence for our recommendations for the 2016/17 review and the second for the 2017/18 round. Each of these reports is available on the members' area of our website. Our recommendations are as follows:

	2016/17	2017/18
<i>Pay uplift</i>	Uplift of 2.4% - reflects 3 year median of CPI & RPI	Uplift of 2.8% - reflects a 4 year median of both CPI & RPI forecasts
<i>On-call</i>	Increase to £23 for evenings / weekends. Increase to £30 for public holidays	Increase to £23 for evenings / weekends. Increase to £30 for public holidays
<i>NITA</i>	NITA to become a pensionable payment and to be uplifted in line with annual increases	NITA to be uplifted in line with pay increase
<i>CRTP</i>	Remains as is, working towards a review in 2018, implementation in 2019. Uplifted in line with annual pay increase	CRTP to remain open to new applicants, as per current PNB agreement. Value to be uplifted in line with pay increase
<i>Dog handlers allowance</i>	Remains and is uplifted in line with annual pay increase	Allowance to remain and to be uplifted in line with pay increase
<i>Annual leave</i>		An increase in annual leave provision by 1 day
<i>Weekly working hours</i>		A decrease in the standard number of hours in a working week from 40 to 37.5
<i>Increments</i>	Incremental payments to remain and to be honoured in line with legitimate expectations of rank scales	Incremental payments to remain, in line with the legitimate expectations of officers on rank scales
<i>Pay targeting</i>	To be considered only when based upon evidence and reliable data. Proposals to be subject to modelling in advance	Targeted pay awards to be excluded as a feature of the 2017/18 pay review round
<i>Parity</i>	Parity to remain on core spines with other UK forces	Parity on main core pay spines is maintained with other UK forces

Why have officers only been awarded a 1% pay increase?

The PRRB has a remit to take into account a number of issues when considering pay. These include the unique role of policing, the fact that officers cannot join a union or strike and the governments wider public sector pay policy. In the 2015 summer budget the Chancellor announced the continuation of a 1% public sector pay cap for 4 years following 2016/17. It is our view that the inability of the PRRB to operate outside of this parameter calls into question the independence of the body. This is an issue we have raised with the PRRB and one which we will continue to monitor over the coming review rounds.

However, we feel that it is important to continue to engage with the PRRB to ensure that we have a credible voice and have influence now and to develop this moving forward. Public sector pay restraint will not last forever and so the development of a robust evidence base now can only serve to strengthen our case in future pay review rounds.

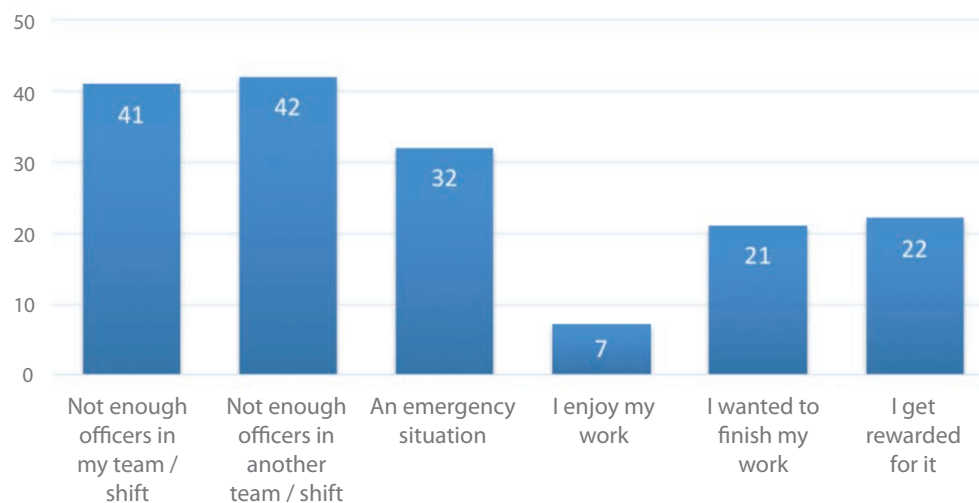
The Goodwill Survey – 2016

In preparation for our 2017/18 submission to the Police Remuneration Review Body (PRRB) we conducted a short survey with the aim of providing additional evidence on the 'factors that negatively affect morale' as requested by the PRRB in their Second Report on Northern Ireland. The Goodwill Survey focused on the level and type of discretionary effort applied by officers to their work and the impact of this on individuals, their social lives and their family units. This survey received a response rate of 40.4%.

The findings indicate that an exceptionally large proportion of PSNI Officers work additional hours, with 94.3% of respondents reporting working either paid or unpaid additional hours between July and September 2016.

The analysis identified that on average officers work the equivalent of almost *one extra working week* per month, with almost one day of this unpaid.

Figure 1: Main reasons for working additional hours, July-September 2016, %



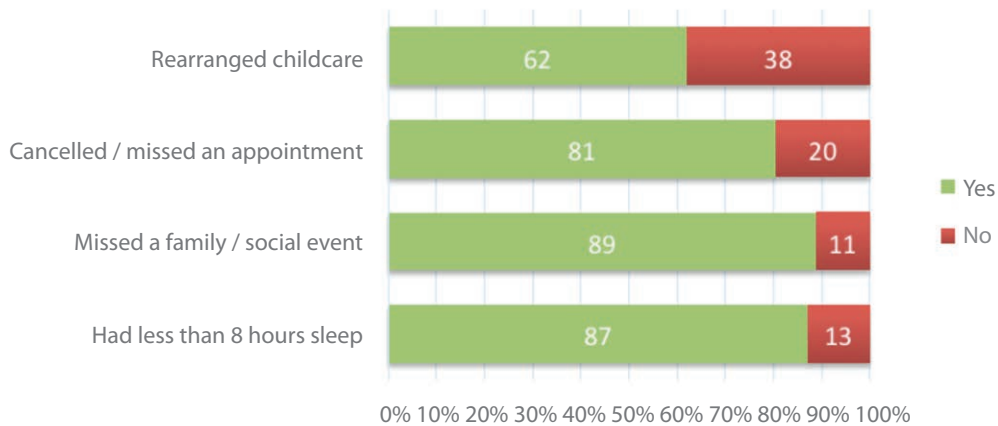
A lack of operational capacity was identified as the top two reasons why respondents worked additional hours between July-September 2016.

32% of respondents cited an emergency situation (not unexpected given the time-frame under consideration i.e. July - September) whilst 22% identified the importance of the reward they receive and 21% the desire to finish their work.

Just 7% of respondents reported working additional hours because they enjoy their work.

"The demand in terms of volume of work does not match the number of resources in the office. This causes stress and places pressure on people to have an unhealthy work/life balance"

(Female, 35-44, Sergeant)

Figure 2: Impact of working additional hours, %

This survey identified the widespread nature of the impact of goodwill working within the PSNI. A significant majority of respondents (over 60%) reported that they experienced each of these impacts at least once during the three months under investigation.

Having to rearrange childcare as a direct result of overtime working was experienced by 62% of respondents, with 18% of these reporting this occurring more than 11 times. Cancelling / missing an appointment was reported by 81% of respondents, whilst 89% reported missing a family or social event.

Getting less than 8 hours sleep per night was experienced by 87% of respondents with 38% reporting this more than 11 times.

Rest Days and Rest Breaks

72% of all respondents indicated that they had at least one rest day cancelled or reallocated in the three months between July and September 2016. Analysis indicated that on average respondents had 5.8 rest days cancelled or reallocated in just three months.

"My husband and I are both police officers with 3 young children. There is very little understanding of how much the additional hours we are expected to work is impacting our children and our family life"

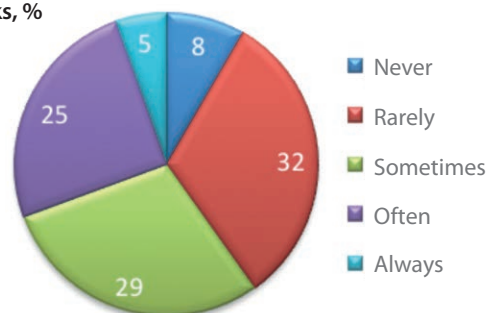
(Female, 35-44, Constable)

"Rarely have time off to see my children and some shifts have had a fast turnaround resulting in little or no sleep, then expected to drive in a 14 hour shift which presents a danger..."

(Male, 35-44, Constable)

Figure 3: Frequency respondents take rest-breaks, %

Only 5% of respondents reported always being able to take their full rest break, compared to 8% who reported never having done so over the three month period. A further 32% reported rarely taking their daily rest-break.



Annual Conference Motions Update Conference 2016 – We Are You

NUMBER 2 REGIONAL BOARD

SECTION 1 – PAY AND ALLOWANCES

This Conference requests the Chief Constable extend the provision of an excess mileage allowance to Part-Time Reserve Officers.

Conference Supported the Motion

The Federation progressed the motion with the Chief Constable who advised that there was no authority under the Police Service of Northern Ireland Reserve (Part Time) Regulations 2004 Part IV Allowances and other Emoluments to approve such payments.

In consequence of the above the issue has been tabled at the Police Advisory Group Northern Ireland to progress with changes to the Regulations.

NUMBER 3 REGIONAL BOARD

SECTION 3 – COMPLAINTS AND DISCIPLINE

This Conference requests that the Chief Constable review (Service Procedure 9/2012) and implement time lines for Local Misconduct Meetings and for appeals against Superintendents Written Warnings.

Conference Supported the Motion

A new Service Instruction has been issued incorporating the changes to Police Officer Misconduct Regulations.

NUMBER 3 REGIONAL BOARD

SECTION 3 – COMPLAINTS AND DISCIPLINE

This Conference requests that the Chief Constable ensure that Misconduct Investigations are brought to a conclusion in a timely manner.

Conference Accepted the Motion

The Federation progressed the motion with the Chief Constable and PSNI Discipline Branch, with outstanding issues to be addressed via the PFNI Secretary.

NUMBER 5 REGIONAL BOARD

SECTION 4 – HEALTH, SAFETY AND WELFARE

This Conference requests that the Chief Constable produces a clear, transparent and holistic policy relevant to pregnancy and adoption entitlements.

Conference Accepted the Motion

The Federation progressed the motion in conjunction with proposed amendments to the Determinations associated with the PSNI Regulations 2005.

NUMBER 5 REGIONAL BOARD**SECTION 4 – HEALTH, SAFETY AND WELFARE**

This Conference requests that the Chief Constable ensures that Police Officers detailed to perform level 2 public order duties are physically fit, competent and have completed annual public order training.

Conference Accepted the Motion

The Federation progressed the motions via the PFNI Welfare, Health, Safety & Security (WHSS) Sub-Committee, in conjunction with the PSNI Public Order Working Group, where continued monitoring will ensure the narrative of the motion is secured.

NUMBER 5 REGIONAL BOARD**SECTION 6 – FEDERATION ACTIVITIES**

This Conference requests an additional rule inserted at Part II, "By-elections to vacancies on Boards". Rule 9 (3) (c)

(c) "A vacancy still exists at completion of the tri-annual elections."

Current Rules

3. By-elections shall be held in accordance with the provisions of Schedule 3 –
 - a) in the event of a vacancy arising as provided by paragraph (1), within four weeks; or
 - b) in the event of a new Area Command Unit being established, within eight weeks of the date of establishment.

New Rules

3. By-elections shall be held in accordance with the provisions of Schedule 3 –
 - a) in the event of a vacancy arising as provided by paragraph (1), within four weeks; or
 - b) in the event of a new Area Command Unit being established, within eight weeks of the date of establishment.
 - c) a vacancy still exists at completion of the tri-annual elections.

Conference Accepted the Motion

The Federation progressed the motion and the rule change received consent from the Justice Minister and now amended accordingly.

National Police Memorial Day

The occasion was filled with poignancy, as relatives of Officers who died in the line of duty – many from Northern Ireland – filed into the historic place of worship and took their seats behind the His Royal Highness the Prince of Wales, who is Patron of the Charity.

In a foreword in the Order of Service, Prince Charles said: “For many of us, the security challenges of today further underscore the importance of the Police and their ongoing commitment to protecting us all, despite the inevitable risks that they face on a daily basis.

“I know that this afternoon, we will all acknowledge the immense debt of gratitude that our Nation owes to those who have given their lives in guarding our liberties. Our Nation remains eternally grateful for those whom we mourn and to whom we pay tribute today.”

Founder of the NPMD, Inspector Joe Holness QPM, announced that the London Remembrance event would be his last with his retirement looming.

Joe explained: “Today will be particularly poignant for me for a number of reasons – we are returning to the iconic Cathedral where our inaugural Service was conducted on 3rd October 2004 and, with a heavy heart, I have to announce that this will be my last Service. My retirement looms in the not too distant future and reluctantly, I will be hanging up my handcuffs.

“Both my wife, Sharon, and I are so proud of what the day means to the policing family and their loved ones.

“Whilst I am sad, I am also proud and content, that having started this great day from scratch, I leave it riding high, in a powerful and successful way – regarded by Government and Royalty as one of the Nation’s primary police charities.”

The afternoon ceremony was the biggest ever NPMD event. Prince Charles was joined by the new Home Secretary, Amber Rudd MP, her colleague, the Secretary of State for Northern Ireland, James Brokenshire MP, and forty Chief Constables.

During the Act of Remembrance, four candles, denoting the four nations of the United Kingdom, were lit by relatives who have lost loved ones in the line of duty.



Standard Bearer Sergeant Cameron (centre) with Officers from Dallas, Texas.



RUC GC widows with Conor Moore and Gwyneth Buchanan.

From Northern Ireland, the honour went to Andrea Irvine, who's the widow of part-time Constable Kenneth Thomas Irvine, aged thirty, who was one of four Officers killed in a car crash in November, 2008.

Andrea was accompanied by her son, Callum, and her mother and father, Ethel and Sandy McConnell. Kenny, as he was better known, lived and worked in Kilkeel and had been in the PSNI for just two years. He and his colleagues, Declan Greene, James Magee and Kevin Gorman, were responding to an emergency call when their patrol car skidded into a wall outside Warrenpoint.

For Alice Fisher, reading one of the Prayers during the Service, was her own personal tribute to her grandfather. RUC Reserve Constable William Wallace Allen was abducted and shot dead by the IRA in Newtownhamilton in 1980. He was just forty-nine years of age.

After the Service, the Home Secretary said: "The Police show extraordinary bravery day in, day out, tackling dangerous situations in order to keep our families, communities and country safe. It is tragic when a Police Officer loses their life, protecting their community, and we must never forget their sacrifice.

"It is my honour to take part in National Police Memorial Day and pay tribute to the courageous police officers who have fallen in the line of duty and the families that are left behind."

Mr Brokenshire, who mingled and chatted with relatives after the Service, said: "As Secretary of State for Northern Ireland, I would also like to remember the profound sacrifice of Officers in Northern Ireland who have lost their lives and acknowledge the loss suffered by their families and loved ones. It is a privilege to be able to pay tribute to them today."

Watched by relatives on the steps of St Paul's, the National Police Air Service (NPAS) and The Police Service of Northern Ireland together conducted a formation flypast using three of the helicopters from the National Police Air Service fleet and an Islander aircraft from the Police Service of Northern Ireland.

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Edwards and Company has provided legal services to the Police Federation for more than 45 years.

We are proud to have acted on your behalf in some of the most important issues facing officers here and across the UK. 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, often relying on legal precedent established in cases we have conducted.

2016 proved no exception. Instructed by the Police Federation, Edwards and Co. successfully pursued a number of cases in specialisms ranging from Misconduct, Injury Awards and Pension Tribunals to Personal Injury Claims, Employment Law and Human Rights issues.

Our Partner Michael May, has particular expertise in Misconduct Regulations and has successfully conducted both disciplinary and Criminal cases for Federation members. Ranked in Chambers UK 2017 as a 'Leader in their Field', he is described by clients as *"a fearless and effective adviser, with unrivalled experience."*

Edwards and Co look forward to continuing their service to the Police family in the year ahead by offering high-quality legal advice, free to the individual when supported by the Federation. We also offer the full range of legal services for off-duty matters at a discounted rate to members, including Family Law, where our unequalled knowledge of the Police Pension schemes has proven particularly beneficial.

Edwards & Co. Solicitors, 28 Hill Street, Belfast, BT1 2LA. Tel: (028) 9032 1863
Email: info@edwardsandcompany.co.uk Web: edwardsandcompany.co.uk





Police Federation for Northern Ireland, 77-79 Garnerville Road, Belfast BT4 2NX

Tel: 028 9076 4200/1 **Fax:** 028 9076 1367/1549

Email: office@policefedni.com **Web:** www.policefed-ni.org.uk

This publication and other information about the work of the Police Federation for Northern Ireland are also available on the Internet at: www.policefed-ni.org.uk