



**West Yorkshire
Police Federation**

**Annual Report
2014-2015**

Chairman: Tough

WELCOME to West Yorkshire Police Federation's second Annual Report. The second half 2014 onwards has continued to be another difficult and challenging year for the police service.

The austerity agenda – with severe budget cuts, reduced officer numbers and increased demand for service – means that we face a very uncertain future.

#CutsHaveConsequences

In February, we launched our #CutsHaveConsequences campaign. This highlighted to the public and local politicians the overt budget and demand for service crisis faced by West Yorkshire Police.

The idea that "crime is falling so let's cut the police" is a naïve and crude justification for the reduction in police officer numbers. Crime numbers are open to dispute, as not all offences are recorded. However, add in service demand and you get a more holistic picture of what forces and officers face each day.

The College of Policing has produced a generic but compressive demand profile that more accurately reflects and records the true nature of our daily business. The College highlighted that 83% of police forces' daily work relates to public safety and welfare (PSW) calls.

West Yorkshire Police had a 43% increase in these type of calls from 2009 to 2013. This includes public demand (traditional calls for service) and protective demand (safeguarding work – including child sexual exploita-



Demand for police services is outstripping resources, says Nick Smart.

tion, counter-terrorism, cyber-crime, human trafficking, mental health, missing persons and managing sex offenders).

Neighbourhood policing – that bedrock of the British policing model lauded by politicians on all sides – has slowly been eroded to the point that it exists in name only in many areas across the force. Officers no longer have the time or capacity to problem solve and proactively engage with communities.

This vital link of engagement and keeping the public safe is being dismantled due to the cuts. West Yorkshire Police is reluctantly being driven back to the 1980s in terms of numbers, but has to deal with the demand of 2015. The service is under severe pressure and buckling.

We have stopped being proactive.

We are effectively operating a 1980s style of fire brigade reactive policing. To put it simply, demand for service has increased exponentially, and outstrips resources.

What is certain and will happen over the next few years is that the number of officers within West Yorkshire Police will continue to shrink. From a position of nearly 6,000 officers in 2010, we are looking at approximately 4,300 by 2017, and realistically we could fall to under the 4,000 mark by 2020. The thin blue line is no longer thin, it is the anorexic blue line.

More of the same?

Following the general election, Theresa May has returned as Home Secretary. Certainly she has been no friend to the British Police Service

over the past five years.

We have been accused of scare-mongering and crying wolf. We have been accurately reporting increasing crime figures, reporting the exploding demand for service, and talking about 20-30% cuts in staff.

Officers are policing a service that is on its knees in terms of performance and morale. It is a message that some may want to ignore, but it cannot be ignored. No one is crying wolf: cuts do and have had consequences.

"Work with me," Mrs May said. Was this an olive branch? The track record shows that there has been little in the way of listening and negotiation opportunities with the Home Secretary.

Reform of pay, pensions, and conditions has been done to police officers not with them. But if this offer from the Home Secretary is genuine, then we cautiously welcome it and will do our utmost to secure the best deal for police officers.

What is definite is that there are more cuts to follow. We have argued long and hard that the police service should be ringfenced, as is the NHS. If we fail, everything will fail. So far, our words have fallen on deaf ears.

Less of a budget and fewer officers does not mean more efficiency – it means less of everything, less of a service and less of an ability to keep the public safe.

In terms of job security, the Home Secretary did not rule out compulsory severance. Rather, it was put on hold. With Mrs May having a second term of five years, will we see this

6,000 officers in 2010

4,300 officers by 2017

Under 4,000 officers by 2020?



year ahead for us



West Yorkshire Police is facing a difficult future, warns Nick Smart. (Inset) A screenshot from the #CutsHaveConsequences campaign website.

back on the policing agenda? We very much fear so.

Financially, many officers are still struggling and are significantly worse off than they were five years ago.

The introduction of the Police Remuneration Review Body (PRRB) means that we are no longer able to negotiate on national pay awards. The changes imposed now mean it is down to the PRRB to review pay based on evidenced submissions, from which they then make recommendations to the Home Secretary. Given the MPs' recent 10% pay rise, we hope in future years that we will see police officers' pay claims remunerated in a similar ethical manner.

Pensions

In April 2015, the new pension scheme, CARE, came into existence. We have instructed an eminent pensions QC based in London to review the whole pensions situation, from reform to implementation, to see if we have any scope to mount a legal challenge. As soon as we have the advice we will review it and see what options are open to us.

We have also arranged a number

of pension seminars, where independent financial advisers can give officers information and guidance about the new pension arrangements.

Officers want to know how it will affect their finances personally, so in addition to the seminars we will be offering and publishing dates in the near future for one-to-one appointments with the advisers.

'Less of a budget and fewer officers does not mean more efficiency – it means less of a service and less of an ability to keep the public safe'

Internal affairs

We are continuing to consult and negotiate as part of the shift review. From the start we have been quite clear and stated that officers wanted a shift pattern that gives them sufficient rest periods after the demands and stresses of the working week. A survey we ran highlighted that more than 80% of officers who responded wanted Force Standard Duty Roster (FSDR). Moving forward, we will continue to negotiate for the best result for officers.

Chief Constable Mark Gilmore's suspension has been lifted but he will not return to the force until an independent investigation has been carried out. I know many officers will watch with great interest to see what the decision is from the Lancashire investigation. A year on, we hope that a decision is made as soon as possible so that we can all move for-

ward and face the difficult challenges ahead without this distraction.

Technology has been highlighted as the saviour of forces by reducing bureaucracy. We have electronic pocket notebooks, aimed at making us more efficient and more visible. However a form is a form, no matter if it's on paper, a computer or a hand-held device. And most importantly, you still need a police officer to make it work it.

Looking at the horizon, we see the advent of body-worn cameras.

There are many positives from this, including increasing officer safety, capturing best evidence, more appropriate CPS charges and guilty pleas, a reduction in malicious complaints and enhanced public confidence. If it helps to reduced officer assaults and bring offenders to justice, then we fully support this.

Finally, we know that we have some tough times ahead. We have a network of highly trained reps who are there to support and guide you when you need that help. These officers are your colleagues who perform this role voluntarily on top of their own jobs. We are here to protect the protectors.

Despite all of the issues we all face, I and the rest of the West Yorkshire Police Federation are proud to represent a body of men and women who go out every single day and do their utmost to deliver the best service they can, keep the public safe. Often putting themselves in harm's way to do the right thing.

Nick Smart
Chairman
West Yorkshire Police Federation



Your voice heard

THE last year has passed quickly and continues to be a difficult period in policing. You, our members, have faced the difficulties of the unfair changes to our police pensions. Many of you have suffered a detriment as a result of this change and we continue to explore all possibilities of a legal challenge, both nationally and regionally.

During 2014-15, we have continued to strengthen our working relationship with the West Yorkshire Police Chief Officer Team. Temporary Chief Constable Dee Collins and her team have engaged with us on all matters affecting our members in these difficult times of cuts to policing. We continue to be a voice for our members on all strategic decisions affecting the policing of West Yorkshire and constantly highlight that our members are in a period of unprecedented cuts, which is leading to an increase in the pressure on those at the front line of policing.

Working for you

The programme of change continues to drive efficiency savings while trying to protect frontline services, and this is again heavily involving the federation at local and force level. The biggest project is the current shift review. Your Chairman, Nick Smart, and I have been involved in the informal



We are here to represent your views, says Secretary Gary Maloney.

discussions and consultation, and we will shortly move into formal consultation. We will continue to engage with you on this important matter and all your representatives are sent regular updates to keep you informed.

This year, we have negotiated a new Group Insurance scheme to run until 2017. It maintains the excellent cover of the previous scheme while adding important cover such as home emergency, mobile phones, and protection of unsocial allowances while on sick leave (see page 12).

We are working with the force as they implement more of the Winsor Reforms. We have to produce new policies for these legislative changes, but will always consult from a position of protecting those rights of police officers that haven't been eroded by the Winsor Reports. The Police

Federation continues in its evolution to the model proposed and accepted by the 2014 conference based around the Normington Report. West Yorkshire Police Federation believe that the Normington Report should be accepted in full as voted for in conference, and we strive to make representations to see that happen.

The new executive within West Yorkshire Police Federation has become a highly effective unit that is engaged in providing the best service possible to our members.

Preparing for cuts

The cuts coming to policing now that we have a Conservative Government for the next five years are likely to be breathtaking. What those cuts will be we are yet to know, but we will be seeking your engagement more

through your representatives and social media. We know that all you get for less is less but have been accused of crying wolf. Time will tell, but I am proud to represent a body of officers that have continued to excel in these trying times, doing what they joined to do: serve the residents of West Yorkshire.

We as a Federation are here to represent your views. We can only do that if you engage with us on matters that affect you. Please contact your local Federation representative (details on our website www.wypf.polfed.org) and let them know what your issues are. If you are not receiving regular updates from your representatives, ask them why. There are many issues in today's policing world but our driver is that you are kept informed of all that is going on.

Never forget

We had the honour of hosting the families of officers who have paid the ultimate sacrifice to the people of West Yorkshire at the National Police Memorial Day in Belfast. We as a Federation owe these families a debt of gratitude that can never be repaid and they will never be forgotten.

Gary Maloney
Secretary
West Yorkshire Police Federation

Money matters



West Yorkshire Police Federation currently has 35 representatives and five full-time officials, serving the 4,900 federated ranks of West Yorkshire Police. We employ three full-time and two part-time members of staff, who help us provide our services to you.

Craig Grandison
Treasurer
West Yorkshire Police
Federation

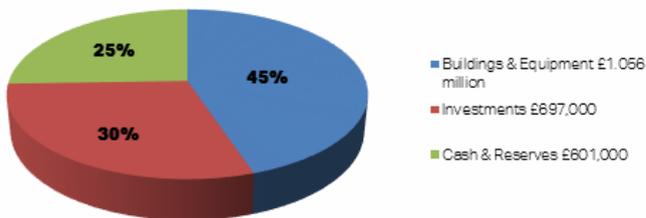
Summary of income and expenditure		
	2014	2013
	£'000	£'000
Income	632	752
Administration Expenses	482	487
Operating Surplus	150	265

Balance Sheet

The balance sheet has been built up over a number of years and remains strong, despite ongoing financial pressures. Maintaining strong finances is essential to enable West Yorkshire Police Federation to represent its members effectively, both locally and nationally.

All our investments are held by professional fund managers, which are overseen by an independent financial adviser and regularly monitored against market performance.

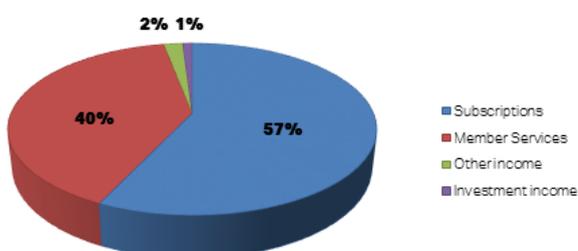
Assets 2014



2014 Income Sources

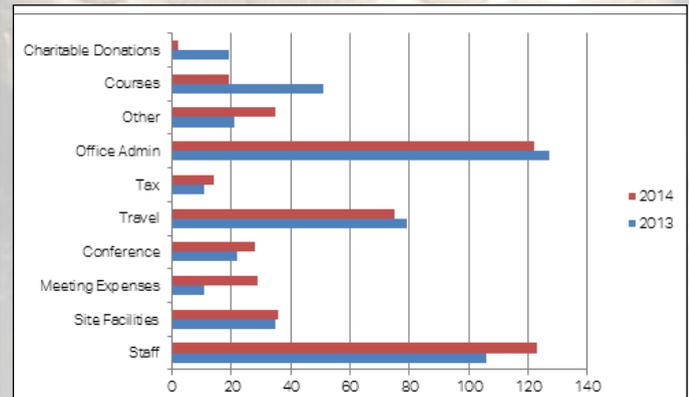
Income from subscriptions has reduced over the past year, in line with the reducing membership. Member services income has also reduced slightly for the same reason and renegotiated contracts for services provided to members.

2014 income sources



Expenditure

Admin Expenses £'000



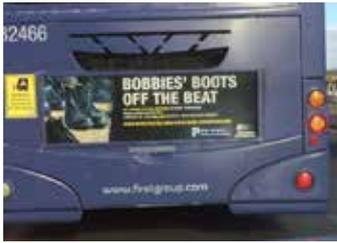
The above expenditure is the total for all full-time officials, part-time reps, Federation staff and our estate. Course expenses were significantly less in 2014 as West Yorkshire Police Federation reduced the number of courses it ran in comparison to 2013. Meeting expenses increased, as we have run more seminars for members. Conference expenses increased, due to the event been wholly funded by West Yorkshire Police Federation.



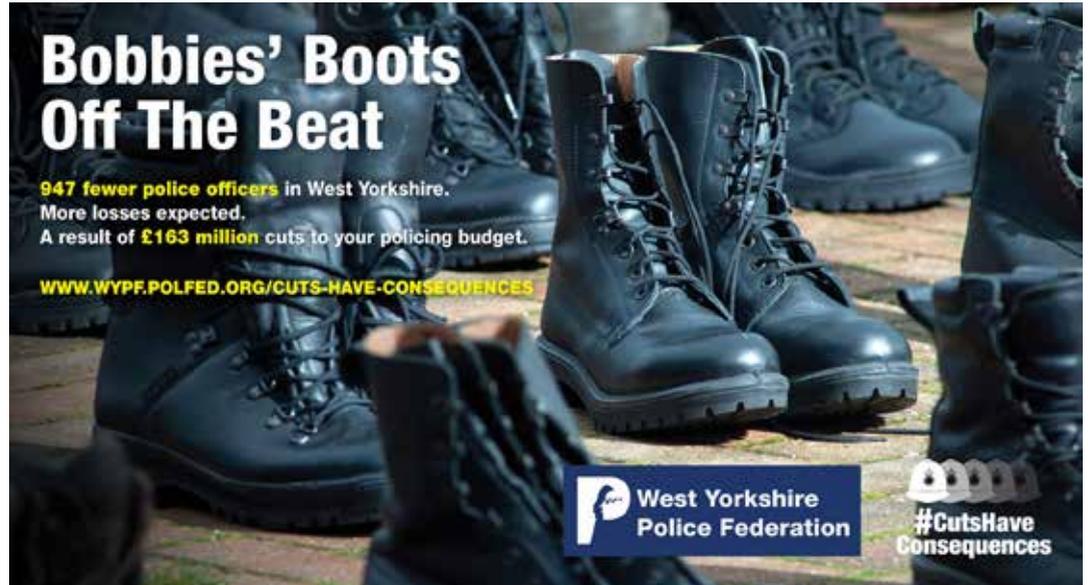
A year in photos



(Clockwise from top) Deputy Secretary Nick Mosey, Secretary Gary Maloney, Chairman Nick Smart and Treasurer Craig Grandison travelled to Parliament to talk to politicians about budget cuts. Nick Smart with Yvette Cooper MP at that meeting. Sir David Normington speaks about his Independent Review of the Police Federation at the 2014 Annual Conference. Wreaths laid at the COPS weekend in July 2014. Nick Mosey, Craig Grandison, Discipline Lead Ned Liddemore, Executive PA Natalie Webster, Nick Smart and Gary Maloney.



(Above and right) West Yorkshire Police Federation launched its #CutsHaveConsequences campaign this year to highlight the effect of austerity on policing. The Federation launched a website and advertised on billboards and buses to get its message across to the public and local politicians.



(Clockwise from above) Last year's National Police Memorial Day took place in Belfast. West Yorkshire Police Federation donated £1,000 to the charity. Nick Smart and Gary Maloney at National Police Memorial Day. Plaques commemorating West Yorkshire officers who have died on duty.



A safe force first



43%

Increase in public safety and welfare calls since 2009

We have reps from across the force who are specifically trained in Health and Safety matters.

We have trained representatives covering each of the districts, as well as within the operations and training area.

The role of these reps is to highlight any areas of concern that fall under Health and Safety, which members bring to their attention.

Those concerns are either raised locally with District Commanders, Department Heads or the Force Command Team directly.

The reps also investigate any breaches of Health and Safety legislation and make appropriate recommendations.

During the past year we have:

- Continued to advise and represent members' views on Custody and the reduction in the number of Custody Suites.

- Advised and represented views on Shift Patterns.
- Advised on major public order and public safety deployments.
- Made recommendations on new equipment and uniform.
- Represented the views of members on the vehicle fleet.
- Advised members on civil claims where appropriate.
- Made suggestions and recommendations in areas of wellbeing.

We will continue to:

- Up-skill our reps in Health and Safety, training more reps and to a higher standard.
- Ensure that all Health and Safety breaches are reported and brought to the attention of Senior Leadership Teams.
- Improve our working relationship with the Force in Health, Safety and Welfare matters.

A fair cop for you



West Yorkshire Federation's Equality Team is dealing with more officers suffering from stress and depression at work, says Nick Mosey (right).

As the Equality Lead for West Yorkshire Police Federation, I have responsibility for a number of matters. These include: fairness at work, grievances and resolutions, unsatisfactory performance or attendance, part-time or flexible working, maternity and paternity leave, reasonable adjustments for officers who are disabled or who are in need of adjustments to remain in their role, harassment and bullying, and discrimination.

Although many police officers will go through their career without encountering any of these issues, as we know from the job we do, the unexpected can come along at any time, often without any warning or you doing anything wrong.

We are working hard with the force to eradicate bullying, harassment and discrimination. There have been far too many cases of this in the past 12 months.

Together with the force, we have helped develop a resolution strategy that is still evolving but has helped to bring workplace disputes and grievances to a suitable and swift conclusion, reducing the stress and worry for all involved.

Illness can strike at any time, and we have represented hundreds of officers in the past 12 months who have had short-term or long-term illnesses, and helped them in areas such as case conferences, half

pay/no pay appeals and ill-health retirement.

There are occasionally matters that we are unable to resolve with the force. Some of these cases will end up at an employment tribunal, which unfortunately happens more often than I would like. Our aim is to try to resolve issues that arise as soon as we can, to try to prevent this as. In my opinion, there are no winners at an employment tribunal.

We will always be there for you to

'As our workforce inevitably shrinks, workloads are increasing, while the public's expectation of us rises'

give advice and guidance, make representations on your behalf, and if the need arises provide gold standard legal representation from our panel of expert solicitors.

More than misconduct

The Federation is not just there to deal with misconduct issues. We deal with far more HR issues than anything else. Day in, day out, your local representatives are dealing with issues as they arise and trying to bring an early resolution where possible. We have invested in training our reps over the past 12 months and a further 15 are now trained on equality matters. This training will continue in the coming

year so we can keep pace with ever-changing legislation.

Changing times

The next 12 months will have more challenges as the organisation continues to re-structure and shrink to deal with the budget cuts.

We have a shift review on the horizon, which will mean a number of officers having to renegotiate part-time or flexible working hours. This causes a great deal of stress and

anxiety as in the majority of cases, the need for this is childcare, which sits at the top of a parent's priority list. Be assured that we have made these representations already to the force and we will be involved every step of the way. When you need assistance with negotiating your working hours, we will be there to provide this for you.

The new Limited Duties regulation that has come in will cause anxiety for some of our colleagues. This latest regulation, which is as a result of the Winsor Reviews, has the potential to discriminate unlawfully against our disabled colleagues if it is not administered correctly.

The Federation has been against

this piece of legislation since it was first discussed. Our position remains that if any of our colleagues are subject to unlawful discrimination, we will be unwavering in our support. I am currently working with the force on a policy to ensure officers will be treated fairly and within the law.

Excess stress

We are now dealing with more officers who are suffering with stress and depression, and I do not expect this to change in the coming year.

As our workforce inevitably shrinks, workloads are increasing while the public's expectation of us rises. This, of course, is not the only source of stress and anxiety. We recognise that pressures at home with finances and relationships are also increasing. Left unchecked, this can lead to poor performance in the workplace and in some cases lost days through sickness. We are working closely with the force on the Wellbeing initiative and hope to put some things in place in the coming months to help.

We all have a vital part to play in recognising the signs of this in ourselves and our colleagues, no matter what rank, and for us to be able to get help when we most need it.

Nick Mosey
Equality Lead
West Yorkshire Police Federation

Helping when you



THE past 12 months have undoubtedly been extremely busy in the criminal and misconduct arena. As a result, I must thank the discipline team that works tirelessly to support, assist and represent our colleagues who find themselves in the very unfortunate position of being subject to a misconduct investigation.

This team, made up of representatives of varying ranks, are totally committed to helping you, their colleagues, in your time of need. They are all highly trained in the misconduct field and most cover weeks of on-call, which considerably restricts their home life. All this is done in and among their actual police officer role.

Suspensions

I am pleased that in the past 12 months there has been a substantial drop in suspensions of our officers.

Anyone who has been suspended, or knows someone who has been, will know that this can have a devastating effect on the officer and their family. Once you have

been suspended, regardless of the outcome of the investigation, it will follow you around; you will always be "the cop who got suspended for theft" or whatever the allegation may have been.

This is why I became very alarmed at the sudden increase in suspensions around 18 months or so ago: had we suddenly become such a bad workforce? No we had not.

Suspensions should be a last resort when all other avenues around redeployment and restrictions have been duly considered. Wherever possible, officers should be kept at work and kept busy. It benefits no-one to have

officers sat at home mulling things over and worrying.

IPCC

I have been very keen to engage with the Independent Police Complaints Commission and work with them rather than against them. We won't always see eye to eye and we won't agree on everything, but that does not stop us from working professionally together.

To date we have had no horror stories in West Yorkshire, as in other parts of the country. The IPCC has a role to play and it is our job to provide the very best representation, both legally and from the Federation, to our colleagues when they find themselves under investigation when they have probably "just been doing their job".

I meet on a regular basis with the



40%

Chance of West Yorkshire Police officers being the subject of a complaint

need us the most

IPCC commissioner here in West Yorkshire, where we can speak about current issues and investigations both locally and nationally. We have invited the IPCC to speak at our next awareness day, which they have accepted. They also attend the training days we hold for our discipline reps.

Complaints

Should you find yourself the subject of any allegations and are served with Regulation 15 papers, you must contact your local rep as soon as possible. It is vitally important that we are involved as early as possible to best represent you.

Moving on from that, make no comment when you are served the papers, just sign them and nothing more.

If you can't help yourself from saying something then just say: "I reserve my position until I have sought advice from the Federation and/or a legal representative." You are not being obstructive; you are just doing what you are entitled to do.

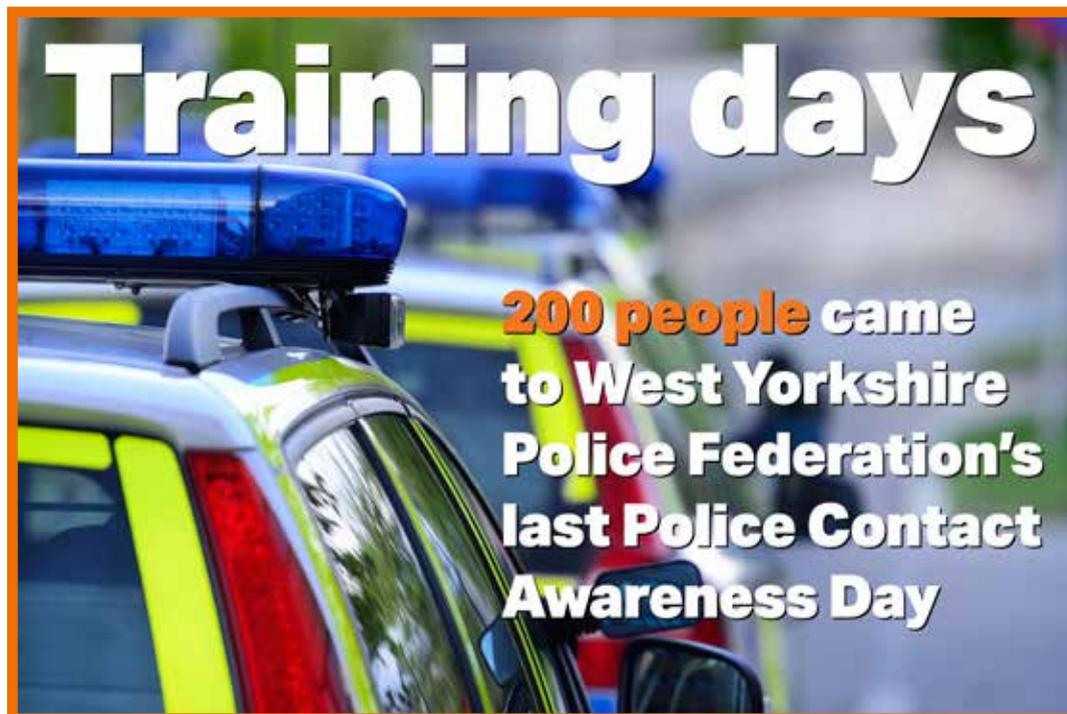
Likewise, do not feel intimidated in anyway should you be asked for an account by a supervisor or high-ranking officer; just be polite and say the words quoted above.

Moving on to the statistics, can I just say that you do not have to do anything wrong to have a complaint made against you. We had 1,837 complaint allegations between 1 April 2014 and 31 March 2015. We only have 4,800 officers, so that's almost a 40% chance of you, at some point, being the subject of some kind of complaint.

In the same time period, we had 1,257 complaint cases; 199 reports via anonymous messenger; 21 misconduct meetings; 13 misconduct hearings (of which four were fast tracked); and 11 officers were dismissed. We had 336 local resolutions – this equates to 31% of the overall number of complaint cases and is mainly due to the work of the Service Recovery Team.

Local Resolution Team

A team of two officers from the



Professional Standards Department (PSD), known as the Service Recovery Team, are working very hard to resolve as many complaints at the lowest level.

Local resolutions are still the best way to resolve complaints, if at all possible. It is vital that if you are being dealt with by way of local resolution, that you put your version of events on the forms before signing them. I would always recommend that you speak to your Federation rep if you are contacted by PSD.

We are working closely with PSD where possible and, although again we will not always see eye to eye, we can work professionally together. Education is the big thing going forward rather than a big stick approach. This is evident by the work being done on local resolutions.

Training

We want to train as many people as possible in all matters: for example, what do do if you are the subject of a complaint; driving allegations; anything that you may fall foul of.

If you want us to do a presentation to your shift or team then please just get in touch with me or the Federation office and we will do our best to accommodate it. It may be



West Yorkshire Police officers could be subject to a complaint even if they have done nothing wrong, warns Discipline Lead Ned Liddemore.

ten minutes at the start of a shift or full input with a legal rep on training days, just ask.

Police Contact Awareness Days

These training days are a great success and I would encourage everyone to get on one if at all possible. You will hear from the very best speakers in the country about post-incident procedures and what to do. Due to the availability of the

speakers it is only possible to run two a year. The last one was in March and was attended by 200 people; the feedback for the day was the best I have ever seen. We are looking to run another day in November 2015, so as soon as the details are confirmed we will let you know.

Ned Liddemore
Discipline Lead
West Yorkshire Police Federation

Group Insurance Scheme

Effective from 1st November 2014

Specifically designed for those working in law enforcement

COVER	TYPICAL ANNUAL HIGH STREET PRICE	GROUP INSURANCE SCHEME
Life Insurance £120,000	£240	Included
Critical Illness £15,000	£204	Included
Legal Insurance and Identity Theft	£40	Included
Worldwide Family Travel Insurance	£144	Included
Motor Breakdown Cover (Europe) including home start and relay	£198	Included
Mobile Phone Cover	£132	Included
Home Emergency Assistance	£96	Included
Income Protection/Half pay Cover	£420	Included
24 Hour Emergency Dental Cover	£36	Included
Accident Benefits	Not available	Included
Hospitalisation Benefit	Not available	Included
Temporary Total Disablement	Not Available	Included
Permanent Disabling Injuries	Not Available	Included
Red Arc Independent Care Advisory Service	Not available	Included
Child Critical Illness	Not available	Included
Child Death Grant	Not available	Included
Unsocial Hours Benefit	Not available	Included
TOTAL ANNUAL COST	£1510	£265.80

This is a bespoke Insurance Scheme designed specifically to offer our members the best, most comprehensive cover at the most competitive rates available. As you can see, even disregarding the many extra covers not available on the High Street, your scheme gives you tremendous value for money!

THAT'S AN ANNUAL SAVING OF £1244.20

NOW AVAILABLE TO POLICE STAFF

If you're not already in the scheme, contact the Federation Office to join on 01924 295493

