



# UNISON Insight

THE NEWSLETTER OF THE EAST MIDLANDS UNISON POLICE AND JUSTICE BRANCHES

## Police staff need five per cent pay rise – says UNISON

**Police staff should receive a five per cent increase in their pay this year, according to UNISON.**

The union has, in a joint submission with GMB and Unite, called for a one-year pay claim on behalf of police staff members in England and Wales. The rise, if agreed, would take effect from 1 September this year.

"This claim seeks to address a number of issues on behalf of the three unions' members, not least the fact that police staff pay rises over the last 10 years of Government austerity measures have been completely outstripped by the cost of living," says Rachel Hancorn, regional organiser for East Midlands UNISON Police and Justice.

"It is time that police staff were given an appropriate pay rise to reflect the invaluable role they play in delivering police and justice services. We also need to ensure that the lowest police staff pay points remain ahead of the real living wage of £9 an hour."

The submission also seeks to tackle the disparity between police staff annual leave entitlement in different forces.

In summary, it calls for:

- **A five per cent increase on all pay points**
- **A five per cent increase on standby allowance**
- **The deletion of Pay Points 7 and 8**
- **An extra two days on the minimum annual leave entitlement in the Police Staff**

**Council Handbook to provide 25 days' annual leave on appointment and 30 days' leave after five years' service**

- **Support and encouragement from the Police Staff Council (PSC) for police forces to sign up to the TUC's Dying to Work Charter, which sets out a compassionate approach to staff diagnosed with a terminal illness.**

The claim was made at the latest meeting of the PSC, the negotiating body that decides the pay and conditions for police staff across England and Wales.

The unions have submitted a full written claim to the PSC. The police employers will consult on the claim and it is hoped negotiations can open as soon as possible.

## 2018 pay deal settled

Members of UNISON, Unite and the GMB have voted overwhelmingly to accept the employers' 2018 pay offer for police staff in England and Wales.

The vote in each of the three unions was:

- **UNISON: 73 per cent to accept**
- **Unite: 70 per cent to accept**
- **GMB: 83 per cent to accept.**

The pay offer will now be implemented, backdated to 1 September 2018.

It includes:

- **An increase of two per cent on all pay points from 1 September 2018**
- **A two per cent increase in the standby allowance from £29.46 to £30.05, backdated to 1 September 2018**
- **The removal of Pay Point 6 (£16,479) from 1 September 2018**
- **An agreement to discuss both police staff annual leave entitlement and police staff apprenticeships in the Police Staff Council pay and reward working party, without prejudice.**

### Use your vote

Elections are taking place for members of UNISON's National Executive Council. Nominations for the posts closed in mid-February and voting opened on 15 April.

Voting papers and an elections booklet giving details of candidates will be sent to all members eligible to vote.

Voting closes on 15 May.



Derbyshire UNISON's Deborah Bowlzer with Buddy Bear. See Page 2 for story.

## 'Police staff need to be valued'

**Derbyshire Police UNISON secretary Marie Davey has called on the Government to recognise the valuable role police staff play in policing after a cut in numbers within the Force was revealed in the latest Home Office figures.**

The Government's new Police Workforce Statistics showed that Derbyshire saw the number of police staff drop by 2.7 per cent in the six months between March and September 2018. The number dropped from 1,144 to 1,113.

The Force saw a 1.2 per cent drop over the 12-month period to September 2018. This represented the biggest percentage drop in staff numbers in the East Midlands, which also includes Leicestershire, Lincolnshire,

Northamptonshire and Nottinghamshire.

It is also out of step with the national picture, where there has been a 2.4 per cent increase in staff numbers across the 43 forces in England and Wales.

"These are hugely disappointing figures for Derbyshire," Marie said. "The work of staff members is vitally important to support our police officers out in the communities. At a time when our officer numbers are under strain, so too are our police staff numbers, putting even more pressure on an already stretched service."

"The Government is failing to recognise the valuable role that they play and, as a result, is putting all aspects of the police service under immense strain."

## Branch helps put Buddy Bear on duty

**The Force and Derbyshire Fire & Rescue Service have a new recruit to help police officers and staff, and firefighters when dealing with traumatic incidents involving young children.**

Buddy Bear will help provide comfort to distressed children and will give officers and firefighters the opportunity to start a conversation with children who perhaps wouldn't otherwise engage with uniformed officials.

And thanks to a £500 donation from the Force's UNISON branch £500 has been donated to the project so it can focus on children who have been involved in domestic violence or child sexual exploitation with the bears being sent for duty at public protection units across Derbyshire.

A number of local trauma bear initiatives have been in place across the country and Buddy Bear aims to build on the success of these in the first collaborative project of its kind.

The bears have already been on duty in the county with them being successfully used in Matlock and Derby.

They have been kept in police cars and on fire appliances, so that they are readily available when police officers and staff, and firefighters encounter young children at distressing and traumatic incidents.



*Derbyshire UNISON's Deborah Bowlzer with Buddy Bear.*

## Fancy a FREE day out?

**Members of Derbyshire Police UNISON can once again enjoy a FREE family day out this summer.**

The branch has bought corporate tickets to some of the area's leading attractions and is offering them to members on a first-come, first-served basis.

"We have offered these tickets to members for a number of years now and they have proved extremely popular," says Marie Davey, branch secretary.

"A family day out can be an expensive affair so we provide these tickets to allow members to spend time with their families without having to worry too much about the cost."

The offer is available for the following attractions:

**Twycross Zoo** which is near the Leicestershire – Warwickshire border. Open 364 days a year, award-winning Twycross Zoo offers fun for all the family. It houses more than 500 animals, from 125 different species.

**Chatsworth House**, near Bakewell. Home to the Duke and Duchess of Devonshire, the ever-popular stately home has passed through 16 generations of the Cavendish family. Tickets give access to the house and the 105-acre garden famous for its historic and modern waterworks, sculptures, Victorian rock garden and maze.

There is also a working farmyard where visitors can watch animal handling and milking demonstrations while a woodland playground with a rope park, trampoline, slides, water and sand play will give younger visitors plenty to keep them occupied.

### Officials elected at AGM

**Members elected officials for the coming year at the Derbyshire Police UNISON AGM.**

<b>Chair</b>	Richard Butler
<b>Vice-chair</b>	Andrea Spurling
<b>Branch secretary</b>	Marie Davey
<b>Assistant branch secretary</b>	Susan Guest
<b>Branch treasurer</b>	Alison McKenzie
<b>Communications officer</b>	Christine Gdula
<b>Disabled members' officer</b>	Sue Guest
<b>Education co-ordinator and life-long learning co-ordinator</b>	Christine Gdula
<b>Black members' officer</b>	Sonia Dawkins
<b>Health &amp; safety officer</b>	Deborah Bowlzer
<b>LGBT officer</b>	Kerry Wallington-Waite
<b>Membership officer</b>	Sue Guest
<b>Welfare officer</b>	Paula Painter
<b>Women members' officer</b>	Emma Jones

# Probation

## Probation services need to be back in the public sector

**UNISON is calling on the justice secretary to bring all probation services back into the public sector in a re-unified and locally-run service.**

The move comes as the union says reports from the National Audit Office and Her Majesty's Chief Inspector of Probation put the final nail in the coffin of the Transforming Rehabilitation (TR) programme.

UNISON wants David Gauke MP, who took over as justice secretary at the start of last year, to act on the reports and re-unify probation into locally run services and scrap any plans to re-let the Community Rehabilitation Company (CRC) contracts.

Phil Leech, who represents probation on the East Midlands UNISON Police and Justice Service Group, says: "These reports should show the Government that there is no life at all left in the TR model and that it is time to bring all probation services back within the public sector.

"The Chief Inspector of Probation has gone as far as saying that the probation model delivered by TR is 'irredeemably flawed' and also highlighted that a national shortage of probation officers had brought staffing levels down to a critical level.

"What more does the justice secretary need to be told before he acts to halt this crisis?"

The inspectorate published its annual report on probation at the end of March with Chief Inspector Dame Glenys Stacey saying: "The probation model delivered by Transforming Rehabilitation is irredeemably flawed. Above all, it has proved well-nigh impossible to reduce probation to a set of contractual requirements.

"Professional probation work is so much more than simply a series of transactions, and when treated in that way is distorted and diminished."

She continued: "The usual public sector governance, accountability and transparency expectations do not apply in full to the probation service. I argue that they should, to meet public expectations. Without them, public confidence is undermined."

Dame Glenys also found:

- **The profession of probation has been downgraded**
- **Learning and development arrangements for probation are not working**
- **High workloads and performance targets have led to professional standards being compromised**
- **Probation has lost its professional leadership**
- **Probation premises are dated, shabby and, in some cases, not secure**
- **There is no national strategy for providing local specialist services, and**
- **There is no coherent national workforce not estates strategies.**

UNISON says the chief inspector makes it clear that the problems of TR are not just limited to the CRCs but are systemic.

Ministers have yet to respond to last year's consultation on proposals to re-let the CRC contracts in 2020.

"There is still time for them to reflect on the devastating criticisms in these two reports," says Phil.

UNISON is working with a group of probation stakeholders to agree a set of common principles for the reconstruction of probation.

### **White Post Farm** in Farnsfield, Newark.

Open every day other than Christmas Day and Boxing Day, the farm allows visitors to meet a wide range of animals from chicks to reptiles and llamas. But there is also the chance to zoom around on go-karts and explore the indoor and outdoor play areas.

**Haddon Hall**, near Bakewell. Host to three filmed versions of Jane Eyre and with screen credits for Elizabeth, Pride and Prejudice, The Other Boleyn Girl and The Princess Bride, Haddon Hall has been described as the 'most perfect house to survive the middle ages' with parts of the house dating from the 12th century. Wonderful Elizabethan terraced gardens and a view of the River Wye make Haddon Hall a great place to visit.

**The Tropical Butterfly House** in North Anston, Sheffield. The butterfly centre celebrates its 25th anniversary this year. It offers encounters with mini beasts and meerkats, butterflies, birds and amazing wildlife from around the world.

**Crich Tramway Village** – home to the National Tramway Museum. Take a trip back in time with unlimited rides on the trams with various stops along the way. You can also enjoy the sculpture trail and the views or visit the indoor exhibition and period village complete with a pub.

**Midland Railway Butterley** in Ripley. Billed as a great day out for all the family, the railway offers Heritage train rides transport you to a bygone era while visitors can also explore two railway museums, see a demonstration signal box, a Victorian railwayman's church and much more. The site boasts narrow gauge, miniature and model railways, shops, buffets, a children's playground and country park.

Some of the tickets are for a family of six but please check with the office for full details.

### **Young members' officer** Chloe Fearn **Branch stewards**

Elaine Porter  
Andrea Spurling  
Marie Davey  
Susan Guest  
Andrew Hart-Goodman  
Andrew McNeill  
Darren Roberts  
Sally Kenny  
Helen Raine-Ellerker  
Simon Childs

### **Health & safety reps**

Marie Davey  
Craig McNeil  
Patricia Fury  
Claire Philbin

### **Police and Justice Committee delegates**

Marie Davey  
Susan Guest  
Alison McKenzie.

# Let's fix

# PROBATION REUNIFICATION

## BACK PUBLIC — BACK LOCAL

## We need more investment in police staff

Leicestershire Police UNISON secretary Chris Hanrahan says the Government needs to go further to meet the Force area's needs after the release of new police staff figures.

The Home Office's Police Workforce Statistics show that the number of police staff in the Leicestershire Force area rose by 52 in the 12 months between September 2017 and September 2018. It represents an increase of 4.2 per cent.

The latest figures, which run from March 2018 to September 2018, showed a two per cent increase from 1,279 to 1,305.

Chris cautiously welcomed the increase in police staff numbers, but said there was still a long way to go to meet the needs of the Force and the public following devastating long-term cuts.

"We should be grateful for any increase after years of declining police staff numbers,"

he said. "However, this is not anywhere near enough to ease the pressure on our members and to provide the service that our communities need and deserve.

"Our members do a vitally important job and the Government has, for a long time, failed to recognise the valuable role they play. Cuts to all aspects of our police service have been putting us all at risk, and we need much more investment from the Government into police staff, into police numbers, into our police service, to bring us back up to a point where we can truly meet the needs of our communities."

The new statistics showed that police staff numbers in the East Midlands rose by 2.5 per cent in the 12 months to September 2018. Nationally, there was a 2.4 per cent increase across the 43 forces in England and Wales.

## Fighting discrimination

Nadeem (Nad) Ikram represented Leicestershire Police UNISON at the union's Black Members' Conference at the Venue Cymru in Llandudno, Wales.

Many of this year's conference motions discussed how UNISON members were having to deal with discriminative and racist practices, as well as supporting others who had suffered as a result. Some of the key topics discussed were the Windrush scandal, knife crime and challenging race discrimination.

The guest speaker was UNISON vice-president Carol Sewell who told delegates: "You can do it if you all put your mind to it."

Nad commented: "This was an important message as UNISON depends on members who are active and able to drive its agenda forward. It must remain a priority for all UNISON members that we organise, recruit and listen."

Equally inspiring was Mo Mohammed of North Yorkshire Police, winner of this year's UNISON Nelson Mandela Award, who stood up to discrimination and supported the launch of his force's Black Police Association. His work has helped the number of black police officers within North Yorkshire Police increase from 17 to 36 per cent.

"Mo's commitment has shown that change can be achieved, this is done by making sure all of us within UNISON are united because: 'Together we are stronger,'" says Nad.



Nad's selfies with fellow black members who are all making a difference.

## Budget will fund more staff

An increase in the policing budget has been welcomed by Leicestershire Police UNISON.

The budget put forward by Lord Willy Bach, Leicestershire's Police and Crime Commissioner (PCC), was unanimously supported by the Police and Crime Panel and included plans for an increase in council tax to fund his plans.

It will mean the Force gains an extra 107 officers, maintains its PCSO numbers at 181 and recruits a number of police staff.

"This budget is good news for the Force but also for our communities," says Chris Hanrahan, branch secretary of Leicestershire Police UNISON.

"The Government's cuts programmes have had a huge impact on all forces and it has become increasingly difficult to match demand and capacity. The PCC has done his utmost to ensure that the Chief Constable has the resources he needs to provide an effective policing service for the people of Leicester, Leicestershire and Rutland."

## Members enjoy crafting sessions

Leicestershire UNISON members were given the opportunity to get crafty in a series of Lunch and Learn events organised by the branch office.

Branch chair Paul Gurney enlisted the help of his Mum, Judith, a multi-skilled crafter, to hold informal beaded wire craft classes.

The first session – on 12 March – was quickly fully booked with a further two sessions later in the month also proving so popular that a further date has now been planned for May.

"The aim of Lunch and Learn is to allow members to come together, have a chat, learn a new skill and just take a breather from their hectic working day," says Paul.

"In the past, we have perhaps looked at less creative sessions but it seems that this idea has really taken off and I am really pleased that my Mum, who has tried her hand at many crafts, has been able to hold these classes for our members."

# Well attended AGM

Police staff are now under immense scrutiny, both at work and in their home lives, Chris Hanrahan reminded members in his secretary's report to the Leicestershire Police UNISON annual general meeting.

And, he highlighted how this scrutiny had led to a number of members facing conduct proceedings, and in some cases, criminal charges during the year.

"Police staff are now a well-established part of the police family providing essential services to the public of Leicestershire and Rutland," Chris reported.

"As our roles have changed, so has the world of policing. Police staff are now under immense scrutiny, both within their work and home lives. There is now very little difference in how police officers and staff are dealt with. There are, however, key legal differences which are sometimes forgotten or ignored, and part of UNISON's responsibility is to remind the employer of these differences."

The branch is working with the Force to raise awareness about the dangers of browsing and misusing police systems and has welcomed the fact that users can now register the reason they are accessing certain systems.

There have also been a significant number of misconduct cases that have arisen from incidents outside the workplace.

"Many employers would not even consider these matters and this is a clear example of how different the employment relationship is within policing," Chris explained.

Despite these issues, Chris said it had been a busy and successful year for the branch which had grown considerably since it was first set up in October 1988 while the nature of work undertaken by police staff had evolved well beyond what could have been imagined 30 years ago.

The branch now has a healthy membership density of around 70 to 75 per cent of Leicestershire Police staff, sufficient to give it large branch status and bring fringe benefits in terms of representational entitlements. But recruitment needs to continue for it to remain effective.

Other topics covered in the secretary's report included job evaluation, policies, Christmas pay, the pay and reward review and the branch's role within the regional UNISON set-up.

## Ensure you have a policing purpose for using Force systems

Leicestershire Police UNISON is urging all members of police staff to ensure they do not put themselves at risk of criminal prosecution by misusing Force computers and IT systems.

The guidance is simple:

**Only access police information when you have a policing purpose for doing so.**

And, if you don't understand the meaning of policing purpose, UNISON is urging all members to look it up before even using a police computer again.

There is very limited legitimate access to police computer systems and, if this is not in relation to the investigation, detection or prevention of crime then it may well be seen as being for an unauthorised purpose.

Care must particularly be taken when accessing any system in a matter relating to you personally, without getting approval from a line manager first. So, for example, beware of checking on a car registered to a neighbour or an estranged spouse's new partner, or opening a crime report that relates to a friend who has been the victim of a burglary or other offence.

It is easy to see how any of these checks could be viewed being for personal reasons rather than a policing purpose,

So, as a simple rule of thumb, before accessing any Force systems, ask yourself:

- **Is this something I need to know to do my job or is it something that would**

just be nice to know? If the answer is the latter, then clearly you don't need to know!

- **If you do decide you 'need' to know then ask yourself if you would be happy for your colleagues to see you access the information and if you were questioned about it could you really explain and justify why you had done so?**

Leicestershire Police UNISON secretary Chris Hanrahan suggests, however, that you should never access information, if:

- **It relates to you, your family, your friends or your neighbours**
- **It relates to people you know socially or may have known in the past.**

Chris adds: "If you are in any doubt at all, speak to your line manager or supervisor and let them make the final decision but, all the same, if they approve the access, I would make a note of who you spoke to, the date and time of the conversation and the reason for their decision and ask them to sign that record.

"Equally, if you accessed a record for a legitimate policing purpose but then found out that you did know the subject or someone mentioned within the information, please speak to your supervisor immediately to explain that you had opened the record in good faith and were unaware of the link."

## Beware on social media

**All police personnel are expected to maintain the highest standards of behaviour.**

But, while most people are aware of the need to be mindful of their behaviour on and off-duty in the real world, it would seem this doesn't always transfer to the realms of social media.

"Once something is posted on social media, we lose control of that information and it can put you in a difficult position," says Chris Hanrahan, secretary of Leicestershire Police UNISON.

"I would advise all police staff to make every effort not to identify themselves as Force employees on their social media accounts but also to ensure they consider how their conversations could be viewed by the public. It should go without saying that you shouldn't comment on any investigations, reveal sensitive or official information or post anything that could harm the reputation of Leicestershire Police.

"You also have a responsibility not to



make comments which someone could find offensive and consider who you have as your online 'friends'."

Staff are advised to:

- **Use social media responsibly and safely**
- **Ensure that nothing you publish online can reasonably be perceived by the public or your policing colleagues to be discriminatory, abusive, oppressive, harassing, bullying, victimising, offensive or otherwise incompatible with policing principles**
- **Not publish online or elsewhere, or offer for publication, any material that might undermine your own reputation or that of the policing profession or might run the risk of damaging public confidence in the police service.**

## Branch supporting staff facing redundancy

Members facing the risk of being made redundant are being offered the full support of the UNISON branch.

Debbie Parker, secretary of Lincolnshire Police UNISON, says the branch is involved in the consultation process as the Force seeks to make up to 30 staff redundant as part of cost-cutting measures.

"All those affected have had a Stage 1 meeting and Stage 2 meetings will be held up until the start of May," says Debbie, "As a branch, we are doing our best to support staff as they go through this difficult process. We appreciate members' concerns and would urge anyone in need of advice or information to get in touch with their union workplace representative or the office. We will do all we can to help."

Some staff will face compulsory redundancy but the Force is trying to re-deploy as many as possible and has left a number of posts vacant for this purpose.

Departments affected include Strategic Development, the Executive Department – which includes the PAs to the chief officer group – the engagement team within Corporate Communications, Crime Reduction and IMU Vetting.

PCSO numbers are also being reduced by 35. Twenty PCSOs took the option to join the police and, having all passed the assessment centre, will start their training in the summer. This student course is solely for PCSOs who could have been at risk of redundancy.

"We are still waiting for the Force to decide the way forward for the remaining 15 PCSOs who face being made redundant to achieve the savings required," Debbie explains.

The redundancies should achieve savings of £3.2 million but the Force needs to trim a further £6 million from its budget in 2020/21 leaving UNISON concerned about the risk of further staffing cuts down the line.

"Staff are living on a bit of a knife edge right now," says Debbie, "Many people are just waiting for the axe to fall and that has a serious impact on their health and wellbeing."

"We appreciate that the Force is having to make tough decisions due to the Government's under-investment in policing in the last 10 years but we are getting to the point where enough is enough."

“AS A BRANCH, WE ARE DOING OUR BEST TO SUPPORT STAFF AS THEY GO THROUGH THIS DIFFICULT PROCESS.

## ACC talks about her policing career at AGM

Assistant Chief Constable Kerrin Wilson talked about her career in policing when she was guest speaker at the Lincolnshire Police UNISON branch annual general meeting.

The ACC explained she had started her policing career with Northumbria Police more than 25 years ago. She worked for three North East forces before joining Lincolnshire Police last year, coming to the Force from Durham where she was a superintendent for five years.

Kerrin touched on her time as director of training for the Iraqi Police during a Foreign and Commonwealth Office secondment to Baghdad and also spoke about her values using her own mnemonic of the word 'service' which includes words, such as integrity, crucial to the heart of policing and help us in providing the best service we can

to the public.

The ACC touched upon current topics of conversation including funding which was discussed in more depth during a question and answer session at the end of her speech.

During the AGM, the branch paid a fond farewell to much-loved and hard-working chair Paul Diggins who has retired having been a truly valued member of the team.

The night was finished off by drawing the raffle which included prizes of a Google Home Mini, air fryer and dash cam. Everyone who attended was given a free raffle ticket so was in the running for a prize and there were some big smiles following the draw.

All members attending were also given a free goody bag full of useful things including a power bank for mobile phones, a torch and a lunch bag.

## Staff numbers up

Lincolnshire has seen a rise in the numbers of police staff working at the Force over the past year, according to new Home Office figures.

The Government's new Police Workforce Statistics showed that Lincolnshire saw police staff numbers rose by 37, from 281 in September 2017 to 318 in September 2018.

However, they did fall back by one member of staff in the latest period covered in the report, between March and September 2018, falling from 319 to 318.

"I am really not sure where these figures have come from," says Debbie Parker, secretary of Lincolnshire Police UNISON, "I am not convinced that there has actually been any significant increase in police staff numbers in our Force in recent years and, with more redundancies on the table right now, we can only see more police staff losing their jobs."

The new statistics showed that police staff numbers in the East Midlands rose by 2.5 per cent in the 12 months to September 2018. Nationally, there was a 2.4 per cent increase across the 43 forces in England and Wales.

However, between September 2006 and September 2018, police staff numbers across England and Wales fell from 74,610 to 63,702.

## New officials

Officials elected for the year ahead during the Lincolnshire Police branch's annual general meeting were:

**Secretary** – Debbie Parker

**Chair** – Nigel Wass

**Treasurer** – Wendy Brown

**Women's officer and custody representative** – Clare Heyes-Bowden  
**Communications officer and East representative** – Stephanie Chambers

**Health and safety officer and HQ representative** – Stuart Topliss

**LGBT representative** – Zoe Watts

**Crime management bureau and HQ representative** – Carol Atkinson

**Crime management bureau and HQ representative and branch and regional health and safety representative** – Guy Taylor

**PCSO and West Lindsey representatives** – Tracey Burnett and Denise Carter  
**HQ and health and safety representative** – Sandra Taylor.

# Nottinghamshire

## Staff numbers released

The numbers of police staff in Nottinghamshire has risen over the last year, according to new Government data.

But that is tempered by a sizeable drop in police staff numbers in the most recent figures, which have been revealed in the Home Office's Police Workforce Statistics.

The report shows that the police staff serving the Nottinghamshire Force area rose by 35 in the 12 months between September 2017 and September 2018, from 1,055 to 1,090.

However, that figure dropped by 16 members of staff from March to September 2018, meaning numbers actually fell by 1.4

per cent in that period.

That is compared to a 1.4 per cent increase in the same six-month period across the 43 forces of England and Wales. In the East Midlands numbers fell by 0.9 per cent in that timeframe.

Chris Berry, Nottinghamshire Police UNISON secretary, said: "While we welcome more members of police staff to the Force, it is disappointing to see a significant downward trend over the last six months. We need more staff members to support the work of our officers and ease the pressure on them. Police staff carry out critical roles within the police service."

## Congratulations...



Two long-serving members of police staff who between them have clocked up almost 100 years' service to the Force have been presented with retirement gifts by Nottinghamshire Police UNISON.

At the end of March, the branch said its farewells to Polly Jarvis who had worked for the Force for 49 years been a member of UNISON for the last 10. She was presented with flowers and an engraved vase.

"We would like to take this opportunity to thank Polly for her many years of service and wish her every happiness in her retirement," says Vicki Booth, branch chair.

Just a few weeks earlier, Paul Stokes from



the Radford Road Financial Investigations Unit retired. Paul has spent the last 45 years serving the public of Nottinghamshire and will be missed by all his team.

Paul was presented with an engraved glass tumbler, a bottle of Jura single malt whiskey and life-time retired membership of UNISON as a thank you gift from the branch.

Congratulations also go to Sue Gregorick, witness care officer from Phoenix House, who left the Force at the end of March. Sue was encouraged by her father to join a union and has been a member with Nottinghamshire Police since 1996.

## We are going to the zoo... how about you?

The branch has booked two luxury coaches to take members to either Chester or Chester Zoo in September.

Members can book two seats – one for themselves and one for a partner or friend – and any spare seats will cost £12 each.

There are a limited number of seats so please book early to avoid disappointment.

The trip takes place on Saturday 7 September. Coaches will leave Force Headquarters at 8am and Mansfield Holmes House Entrance at 8.15am returning home at 5pm.

To book your seats, please email branch secretary Chris Berry.

## Your UNISON branch

The following officers were elected at the Nottinghamshire Police UNISON branch annual general meeting.

### Branch chair and women's officer

Vicki Booth ERA, H & S and PIM officer, UNISON coach

### Branch secretary and membership officer

Chris Berry ERA and PIM officer

### Vice-chair and treasurer

Tony Lewis ERA and PIM officer

### Vice-secretary David Barsby ERA accredited

Education co-ordinator and black members' officer Mustafa Rajabali

Life-long learning co-ordinator and learning representative Joanne Dernie

Equalities co-ordinator Joanne Ratchford

### Young members and LGBT officer

Melissa Starmer

Branch Labour Link officer Donna Gilbert

Welfare officer Fay Mansfield

### Workplace reps

Tony Lewis ERA  
Romek Kordecki ERA  
Kev Roberts ERA  
David Barsby ERA

### Health & safety officer

Louise Kopyrko

### Health and safety reps

Greg Davies  
Antonio Ciacci  
Sean Towriess

Retired members' secretary John Taylor

Communications officer James Dodd.

The branch is still looking to recruit an international officer, disability officer and increase our numbers of learning and health & safety reps, however, these roles are area specific.

If you would further information contact the branch.

## Newly accredited PIM officer

Branch representative Tony Lewis is now fully accredited to support members involved in Post-Incident Procedures (PIP).

Tony, who is based at Mansfield Police Station, attended a training course provided by the Police Firearms Officers' Association and held in Bournemouth.

Tony's successful completion of the course brings the branch's fully-accredited PIP officers to four in total and will allow it to form an on-call function 24/7, 365 days a year.

The branch is now able to fully support and guide any member involved in a PIP following an incident in which a member of the public is seriously injured or dies following police contact.

## Police staff numbers fall

**Northamptonshire Police has received 'another kick in the teeth' after new Government police staff figures showed it was falling behind the rest of the country.**

The Force saw the number of police staff drop by 2.7 per cent between March and September 2018 from 745 to 725.

That is out of step with the rest of the country, which saw police staff numbers increase across the 43 forces of England and Wales by 1.4 per cent in the same period. In the East Midlands numbers fell by 0.9 per cent.

The figures are included in the Home Office's new Police Workforce Statistics.

Lyndsay Smith, Northamptonshire Police UNISON secretary, said: "These figures feel like another kick in the teeth

for Northamptonshire, which has seen a significant fall in police staff figures in the last six months.

"Police staff play a valuable role in policing in the Force area but cuts to staff numbers, as with cuts to officer numbers, are having a huge effect on the service and putting us all at risk."

The new statistics show that Northamptonshire's police staff workforce remained steady across the 12 months to September 2018, losing one member of staff in that period.

But again the Force's figures were not replicated regionally or nationally. There was a 2.5 per cent rise in the East Midlands and 2.4 per cent increase in England and Wales.

## Branch plans for busy year

**Branch secretary Lyndsay Smith set out plans for developing the branch when she addressed the annual general meeting.**

Lyndsay, who has been branch secretary for four years and was assistant branch secretary for six years before that, told members that effective representation of members remains a priority and that investment in training the branch's representatives would continue.

The branch, she added, was also developing a case feedback form which members who have received help and support from representatives would be asked to complete.

It was also setting an ambitious but achievable target for recruitment and that had been included in the branch plan for 2019 along with an increased welfare budget to

allow for promotion of wellbeing events and activities during the year.

A large amount of the branch budget had been set aside for sending delegates to union conferences. All branches have to send delegates to the national UNISON conference and it is important that they also attend the police and justice conferences as important policy decisions are made.

In previous years, only one delegate attended national conference but two delegates have been sent in recent years which allows a new representative to go with a more experienced colleague and therefore better understand proceedings. The branch does not always manage to send representatives to the equality themed conferences.

## PIP training

**Five Northamptonshire Police UNISON representatives are now trained to offer support to members involved in Post-Incident Procedures (PIP).**

And, it is hoped one further member of the UNISON team will also undertake the training course in the year ahead.

## Leading the branch

**The two key officials of the Northamptonshire Police branch of UNISON have been re-elected for the year ahead.**

Arlene Thompson remains as chair and Lyndsay Smith as secretary.

The election results were announced at the branch annual general meeting which was held at the Trading Standards Building on Wootton Hall Park on 6 March.

Colin Carr was elected as assistant branch secretary.

## Thanks, Abi

Branch chair Arlene Thompson has thanked Abi Harris for her service as assistant branch secretary over the last few years.

## Are you covered?

**The Northampton Police Federation Group Insurance Scheme is now open to police staff members.**

There are two different schemes offering comprehensive insurance cover.

One offers travel insurance, motor breakdown cover and legal cover only while the full scheme also includes life and critical illness insurance.

Contact the Federation branch office for more details.

## Cashback deals and offers – download our App

**UNISON members can earn cashback on their online shopping with the new UNISON Rewards App.**

All you have to do is download the App to qualify for a £10 welcome bonus and gain access to the cashback deals, offers and giveaways.

Simply search for UNISON Rewards in your App or Google Play stores.

## Reasons to join UNISON

EVERY member receives our full range of benefits and services, including



**Legal help**  
for you at work and  
your family at home



**Financial assistance**  
and debt advice in  
times of need



**Helpline**  
open until midnight  
on weekdays and  
4pm on Saturday



**Accident and injury compensation**  
for you and your  
family



**Exclusive member discounts**  
including money off  
cars and holidays