



Norfolk Police Federation PCC Briefing

Chris Hobbs Branch Secretary

Andy Symonds Branch Chair





Norfolk Police Federation



About PFEW - The Police Federation of England and Wales is a staff association for all Police Constables, Sergeants, and Inspectors (including Chief Inspectors). The Police Federation of England and Wales has a statutory obligation to ensure that the views of the members are accurately relayed to government, opinion formers and key stakeholders. To ensure this we measure the work we do and what we seek to achieve against our organisational aims and objectives. PFEW agrees that in fulfilling its statutory responsibilities for the welfare and efficiency of its members the Federation at all levels will:



- Ensure that its members are fully informed and that there is the highest degree of transparency in decision-making and use of resources
- Maintain exemplary standards of conduct, integrity and professionalism
 - Act in the interests of the members and the public, seeking to build public confidence in the police service and accepting public accountability for its use of public money
- Work together within the Federation and in partnership with others in the policing world to achieve its goals

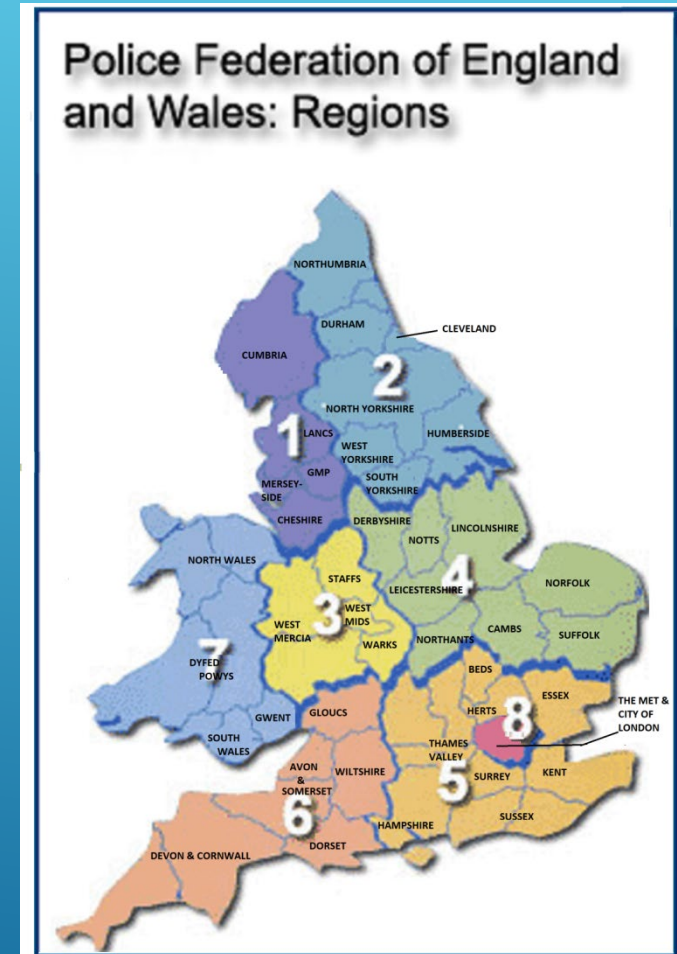


A bit about the Police Federation

- Established in 1919
- Staff association for police constables, sergeants and inspectors (including chief inspectors)
- We represent over 145,000 rank and file officers
- The only organisation which represents officers, to negotiate on their behalf, supported by professionally trained reps across the country

A VAST SUPPORT NETWORK

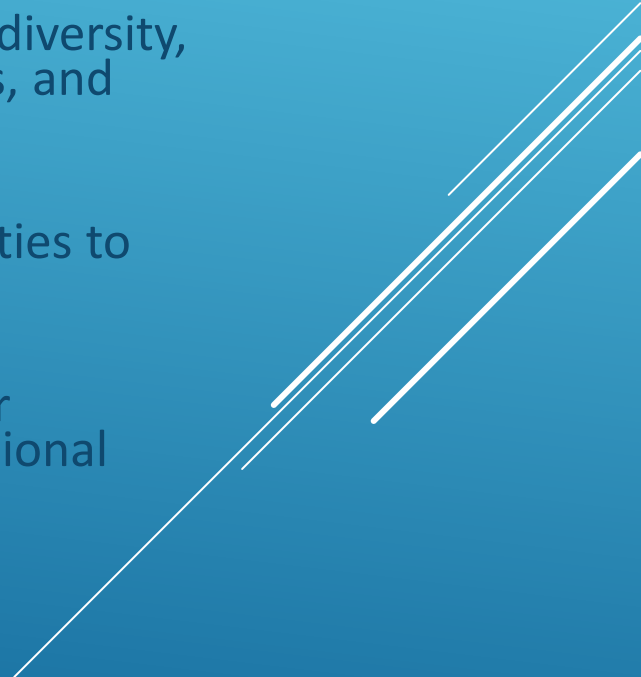
- ▶ Local workplace reps - 24
- ▶ 43 Branch Boards (BB) across the country - each force area in England & Wales
- ▶ Split into eight regions
- ▶ Each Board has a Chair & Secretary
- ▶ Chair Norfolk – Andy Symonds
- ▶ Secretary Norfolk – Chris Hobbs
- ▶ Equality Lead – Sherry Locke
- ▶ 24 workplace reps located across the county



WE NEGOTIATE

- ▶ To maintain and improve the conditions of service and pay of our members. We do this by:
 - ▶ actively participating in national, force and local negotiations;
 - ▶ negotiating collectively and on behalf of individual members;
 - ▶ using evidence-based information in our business practices; and
 - ▶ liaising with government and influential stakeholders to fight your corner.
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WE REPRESENT

- ▶ We represent and promote the interests and welfare of our members, and support colleagues to achieve the required professional standards. We do this by:
 - ▶ meeting our statutory responsibilities;
 - ▶ representing our members' interests in matters of discipline, diversity, health and safety, welfare, pensions, claims, member services, and many other issues;
 - ▶ ensuring that our 1,500 reps have the required skills and abilities to fulfil their role and meet their statutory responsibilities; and
 - ▶ providing national and local representation to ensure that our members receive the appropriate training to deliver a professional police service.
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WE INFLUENCE

- ▶ We influence internal and external decision-makers at local and national levels on matters affecting our members and the police service. We do this by:
 - ▶ providing clear leadership locally and nationally on issues affecting you;
 - ▶ listening to and reflecting issues that concern you;
 - ▶ maintaining an effective communications strategy;
 - ▶ engaging with all internal and external stakeholders and decision-makers; and
 - ▶ putting evidence-based information in the hands of decision makers.
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Norfolk Police Federation Structure



24 Workplace Reps
24 reps on Branch
Council
10 reps on Branch
Board



Branch Secretary
Branch Chair
Branch Equality
Lead





Norfolk Police Federation Office – Case Manager







National Council

The National Council (NC) comprises the Chair and Secretary from each of the 43 local Police Federation Branches as well as 12 representatives with protected characteristics.

The role of the NC is to hold the National Board (NB) to account for how it runs and leads the organisation and the NB consult the NC on major policy and budget issues. The NC also receive and approve the annual report and accounts.

The NC became official from their first meeting on 19 and 20 September 2018 and replaces the Interim National Council (INC) which was established after all recommendations of the Independent Review were accepted at Annual Conference in 2014.





National Board



The role of the National Board (NB) is to lead and run the Federation, and to make policy decisions. It is the strategic driver of the organisation, formulating strategy and putting it to the National Council.



The NB is made up of 24 representatives from across our eight regions:

- The National Chair - elected by members
- 22 individuals (elected by the National Council)
- The National Secretary - appointed by members of the Board



The new National Board officially came into effect from 1 June 2022 following a series of elections.



There are eight Principal Officers also referred to as the Executive Team within the NB, of which the Chair and National Secretary are two. The remaining roles are National Treasurer, Deputy National Chair, Deputy National Secretary, Deputy Treasurer, Head of Civil Claims and Head of Criminal Claims.



The National Board also includes an Observer which is a post held by the Welsh Lead. In this position the Welsh Lead remains a member of the



National Council but not in a voting position.





National Board



“All too often our members face lengthy investigations. This must stop, so making the conduct and performance system fit for purpose for our members is the backbone of our work.”

- Tiff Lynch, Conduct and Performance Secretary





Conduct and Performance



Federation Role to Support the member throughout the Investigation





Conduct and Performance



Informal Action Plan



UPP – UAP



ASM's





Student Officers -

Reg 13



Discharge and misconduct of a probationer Under Regulation 13 of Police Regulations 2003, a probationer's services may be dispensed with at any time (at a month's notice or with payment in lieu) if the chief officer considers that the member is not fitted, physically or mentally, to perform the duties of the Office of constable or is not likely to become an efficient or well conducted constable.

The chief officer cannot delegate this decision. Where misconduct is alleged in relation to a probationer, if the probationer does not admit to the misconduct in question then the misconduct procedures should generally be used. If the Regulation 13 procedure is used, the probationer should still be provided with any reports relied on in reaching a decision and given an opportunity to comment and present mitigation, as per the Home Office Guidance on Professional Standards, Performance and Integrity in Policing dated 5 February 2020.

Officers who are discharged under police Regulation 13 must not be placed on the Police Barred List – see section 3C below. In any case where misconduct is alleged against a probationer or there is a suggestion that Regulation 13 may be invoked, the Branch Board should be contacted.





Pensions Advice



ILL Health Retirement





Equality



Flexible Working



ELOs Sherry Locke Chris Hobbs





Police Regulations – QRG





PFNDF



DG 6 CAMPAIGN





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**NORFOLK POLICE 20
FEDERATION 27**

**RECOGNITION
AWARDS**