



KENT POLICE FEDERATION

ANNUAL PUBLIC VALUE REPORT 2016



*By Ian Pointon
Chairman
Kent Police Federation*

What has the Federation ever done for me? It's a common question. In fairness, it's a reasonable question for an organisation that collects voluntary subscriptions from its members.

Kent Police Federation currently has 3,164 members with 3,129 who subscribe to the voluntary fund. There are those who do not subscribe as they are on career breaks or away from the force for another reason while others have simply chosen not to subscribe.

I have been a Police Federation representative since 1992 and have been privileged to be your Chairman since 2002. Over the

last 24 years, I have seen policing change beyond all recognition. So what does the Federation do for you?

To those who work part-time or flexibly, it was Police Federation of England and Wales (PFEW) pressure that resulted in the introduction of these rights.

When you put on your PPE, remember it was PFEW that lobbied on your behalf for that equipment when the government had abandoned trials of different batons after the Rodney King incident in LA.

When untrained Kent Police drivers were being prosecuted for their actions while on



VALUE FOR MONEY: Kent Police Federation advises officers on a wide variety of professional issues

“blues and twos”, it was your local Federation that persuaded the then Chief Constable that only properly trained officers in appropriate vehicles should drive on “blues & twos”.

In 2012, it was your local Federation that went public about the use of pointless, numeric targets and the dysfunctional behaviour these produced. As a consequence of our working together with the Chief Constable, those targets disappeared and the force’s culture changed for the better. Officers’ discretion and professional judgement were restored.

VALUABLE SERVICE

Over the last financial year, Federation reps – both full time and in the workplace - have represented and/or advised numerous police officers and Special constables over a variety of issues.

These have included gross misconduct or misconduct inves-

tigations; informal and formal unsatisfactory performance or unsatisfactory attendance procedures; officers’ regulatory entitlements; criminal investigations; pension matters; grievances; general advice and advocacy; discrimination matters with a potential for employment tribunals; attendance at a plethora of meetings to give a voice to the membership and advice and representation on return to work following sickness. This list is by no means exhaustive but it does provide members with a valuable service which we hope enables officers to get quick answers to their questions and issues.

So what is a public value statement and best to assess the Federation’s value?

While it is difficult to give a monetary value to the contribution Kent Police Federation makes to policing in our country, we do add value for both the



membership and the public. We prefer not to quickly pursue cases to employment tribunals but to put our effort into righting any wrongs without resorting to the law. Experience tells us that nobody wins at employment tribunals; it is much better to resolve issues quickly on a negotiated basis.

EMPLOYMENT TRIBUNALS

This reduces the risk of protracted sickness and enables all parties to reach an agreed outcome in a more open way, allowing individuals to move on with their careers. We fully understand that is not always possible but the route of an employment tribunal should be an absolute last resort. To put this into context, we have supported just two cases out of hundreds to a full ET in the past five years. This has been welcomed by the force, the public but also those officers involved.

Across all 43 forces in England and Wales, the approach to misconduct hearings has changed recently so that officers facing gross misconduct allegations cannot resign.

That is a great shame as we as a Federation used to be able to have sensible, grown-up conversations with officers; if it was clear they would be sacked, they were advised to offer their resignation.

Clearly, there were some the force wanted to be seen to sack but mostly resignations were accepted as an expedient and pragmatic way of arriving at the same destination.

EMPTY CHAIR JUSTICE

The officer didn’t “dodge justice” - they lost their job, the same outcome as the most serious sanction in the discipline process. Now taxpayers fund lawyers to be present at misconduct hearings where we all know what the outcome is going to be. Consequently, officers who would have resigned in the past now don’t attend and the only justice administered is to an empty chair. We believe this is a waste of public money and will continue to lobby to have it changed.

While members of the Special Constabulary are not currently members of the Police Federation, we hope regulations will be changed to allow them to become members if they so wish. Despite this, we have decided to represent members of the Special Constabulary on the basis that they are an intrinsic part of the police family supporting their regular colleagues on a daily basis.

NUMERIC TARGETS

As mentioned above, due to pressure by Kent Police Federation,



CULTURE CHANGE: Reps pressured Kent Police on target chasing

Kent Police has changed its culture from one of chasing pointless, numeric targets that skewed activity, to one of providing a quality service with victims and witnesses at the heart of everything we do. This recently led to Kent Police being the only force out of the 43 in England and Wales to be graded by the independent HM Inspectorate of Constabulary as ‘outstanding’ for legitimacy, ie

in its approach to treating people fairly and ethically within the law. While it is impossible to place a monetary value on this change, the impact for police officers, staff and the public is priceless. In reality, we have an excellent working relationship with the very senior managers in Kent Police who value and actively seek our views, views that bring a very different dimension to the debate.



Chairman: Ian Pointon



General Secretary: Mike Roberts



Treasurer: Tim Packham

Why have we produced this document?

In 2013 Sir David Normington, was engaged to produce a review of the Police Federation of England & Wales. The 36 recommendations contained within that report were accepted in principle at Conference 2014.

One of Sir David’s recommendations was for PFEW to produce a public annual value report to include updates from each of the 43 local branches in England & Wales.

While we have three full-time officials based at force headquarters, I would like to thank and pay tribute to the network of local representatives (Kent Joint Branch Board) who perform Federation duties on top of their already busy day jobs. I know that much of their Federation work is done when they are off duty; done when they should be spending time with their families and loved ones.

Who works in the Federation office?

Three full-time officials

- **Ian Pointon** - Chairman. Principle spokesman, leading on misconduct and the media (including social media).

- **Mike Roberts** - General Secretary. Principle negotiator with responsibility for the day-to-day running of the office and the Branch Board.
- **Tim Packham** - Deputy General Secretary/Treasurer and regional representative on the national committee of the Police Federation of England & Wales. Tim also deputises for the General Secretary and oversees the financial activities of the Branch Board.

Two members of staff

- **Peter Harman – Office Administrator**

Peter has represented police officers through the ill-health retirement process and at the appeal stage. On a number of occasions he has successfully secured officers’ financial futures through access to their pension. Peter has also represented officers in a variety of civil claims and has secured compensation both civilly and through criminal injuries compensation.

In addition, Peter administers the group life insurance scheme ensuring members have access to affordable life cover securing future financial security for an officer’s loved ones.

As the former General Secretary of Kent Police Federation, Peter is on hand to answer all those regulatory questions posed by members.

- **Melanie Lewis – General Administrator**

Melanie ensures members who have their pay cut due to sickness access the insurance scheme so they don’t suffer financially; as long as they subscribe to the scheme. Melanie also deals with the travel insurance and RAC cover for those who subscribe to them.

Most importantly, she’s the glue that holds the rest of us together making sure we’re in the right place at the right time. That’s a priceless contribution.

We hope this gives you a flavour of the value that Kent Police Federation adds not only to its members but to the public too.

You won’t see this value embodied by our team expressed as a cashable amount, a reduction in the policing precept, but rest assured we strive every day to look after the welfare of our members and provide an efficient police service to the public.

- If you have any questions you can contact us on 01622 652250. Follow us on Twitter @KentPolFed