



Federation in Focus

View from the Chair

Sussex Police Federation Newsletter November 2011

You will all be aware that there was a failure to agree at PNB on the recommendations contained within Winsor 1. The matters have been referred to the Police Arbitration Tribunal (PAT). The PAT hearing is due to conclude on 22/11/11, and we will get a result some time during December. I can assure you all that as soon as we get the result it will be sent out to all members along with any notes of explanation as to how the decision/s affect individuals.

I would also like to remind all officers that if they are involved in any incident which results in death OR serious injury to a member of the public following contact with the police then that officer/s should always seek advice from the duty Federation Officer (Ops 1 has call out details) before they make any comment to a supervisor or investigating officer. This is not to be awkward, but it protects your interests.

SUSSEX POLICE WELLBEING SERVICES

Following the HR review, the new HR structure was implemented on 1st July 2011. Within the new department there is no health and wellbeing unit. However, a new team has been formed called HR Services Resourcing and Wellbeing. The unit is headed up by Chris Wellings HR Services Manager and part of its remit is to manage health and wellbeing services. Some of the key services Sussex Police provide are as follows:

The Employee Assistance Programme (EAP) is provided by Workplace Options. *It is a confidential and independent counselling and information service.* The EAP offers around the clock confidential support with work, personal or family issues for all officers and staff and their immediate families including 6 sessions of face to face counselling if required. The EAP is staffed by a team of professionals who are experts in their fields. The service is accessible by phone, email, through their website (access either by the internet or Sussex Police's intranet site) and via instant messaging. Available 24/7 365 days a year, there is no limit to the number of issues you can gain support on. There is no cost to individuals who use the service.

Freephone: 0800 243 458 **Website:** www.workplaceoptions.com
Email: assistance@workplaceoptions.com

Health Management Limited now provide an outsourced Occupational Health service for Sussex Police, and deal with management referrals to clinical practitioners (Occ. health nurses or a FMA), health surveillance for officers and staff in vulnerable roles, wellbeing checks for officers and staff in specialist roles, Physiotherapy, vaccination programmes, support on ill health retirements and recruitment medicals for officers, specials PCSO's and staff. **All supervisors and managers should note that under the health and wellbeing section of HR online there is a detailed process and form to make referrals to see a nurse or doctor DIRECT to Health Management Limited.**

Post Incident Trauma Support. HR online also provides a detailed process for managers and supervisors to follow in the event of officers/staff who have experienced a traumatic incident. Following initial debriefing by line managers, the organisation has a number of officers and staff trained as a 'defuse' who can be called upon to give quick time face to face support.

Have your personal circumstances changed?

[Click here to update your details](#)

[Click here to update your beneficiaries under the Life Accident Scheme](#)

TAX ALLOWANCES

Flat Rate Expense Allowance Uniformed Police Officers are entitled to claim an allowance of £140. Generally, this should be shown in the PAYE notice of coding (form P2) issued by the Inland Revenue each year. This allowance is meant to cover the costs of renewals and repairs of footwear conforming to Police regulations and also the cost of dry cleaning and laundry of uniforms. In theory, should the actual costs exceed £140 in a tax year, then a Police officer can write to the Inland Revenue to claim a further allowance. However, in such circumstances, the Inland Revenue does inevitably require receipts so as to fully support the expenditure claimed.

Did you know that you can claim tax relief on your Federation Subscriptions?

[To view your taxable benefits click here.](#)

HOLIDAY LEAVE FOR POLICE OFFICERS' SCHOOL CHILDREN 2012 - As a result of the potential restrictions on officers taking holidays during the summer of 2012 due to the operational requirements of the Olympics, the ACPO Demand and Resources unit has raised the issue of police officers' children being taken out of school for holidays during term time.

For more information [JBB CIRCULAR NO: 024/2011](#)

PROTECT POLICE PENSIONS CAMPAIGN

I am the Suffolk Sergeant who has been behind the Protect Police Pensions campaign, which so many of you and your members have been supporting throughout 2011, for which I have been so grateful.

You may already be aware that on 11th November, I tried to further invigorate the campaign by launching an online e-petition on the government's website <http://bit.ly/PPPnow>

I have (hopefully) tried to justify the reasons for the petition in my latest blog <http://bit.ly/myPPPblog>

I am trying every way possible to widen the audience in order that we may reach the goal of 100,000 signatures to try and get the matter debated on the floor of the Commons.

If you would like to support this campaign then please click on the above link, if appropriate, add your details and make others aware of the petition.

With your help, I am positive we can quickly reach our goal and further highlight the importance of this issue. Many thanks

PS 424 Nigel Tompsett, Suffolk Constabulary

Visit our website at www.sussexpolfed.org

Telephone: 01273 404 211 – ext. 44434 E-mail: admin@sussex.polfed.org