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New campaign films show the harsh reality of policing

[Police officers, a paramedic and a prison officer speak about the harrowing assaults they have experienced on duty](#) in two powerful film trailers released as part of our [Protect the Protectors campaign](#) - which calls for tougher sentences for those who assault emergency service workers. Testimonies include officers who have been bitten, choked, attacked with deadly weapons, slammed against the ground and kicked in the face, as well as an ambulance paramedic who was sexually assaulted by her patient, and a prison officer who nearly died when he was slashed across his head and face with a razor blade.

Being assaulted is not 'part of the job' and nor should it ever be. A ['watered down' version of the Assaults on Emergency Services \(Offences\) Bill](#) navigated the parliamentary Report Stage and Third Reading at the end of last month on its way to the House of Lords, where it passed through its First Reading unopposed. However, the Bill does give police added protection when it comes to sexual assault, and assurances were given by the government that the degrading act of spitting, which is already considered a common assault, will be made clearer to the authorities.

A longer Protect the Protectors film will be launched at our Annual Conference in Birmingham on 22-23 May - [see the full agenda](#). During the event, visit www.polfed.org or follow us on [Twitter](#) to find out how to submit questions to speakers, read the latest news and updates, or watch the event live.



Your voice matters - have



Two officers finally cleared



Violent offences at an all-

your say in our pay and morale survey

This is the only annual survey to provide a national picture of your views on pay and conditions, and it is an essential way for us to stay in touch with your opinions in order to represent these to government. The Police Remuneration Review Body (PRRB) takes members views seriously. Last year, persuaded by findings from this survey, it broke with government policy in recommending a 2% pay uplift. Help us gather strong evidence for your 2019 pay review by [taking the survey now](#).



following a six-year investigation

[Two Nottinghamshire police officers were left in limbo for nearly six years](#) before they were finally cleared last month by the new Independent Office for Police Conduct (IOPC). The Federation made two complaints about the handling of the investigation. The IOPC admitted that its performance was not acceptable on a variety of grounds: two staff members were given management action and an internal investigation also resulted in 10 recommendations for changes to the way the organisation functions moving forward.



time high as police numbers plummet

The Crime Survey of England and Wales (CSEW) and Police Recorded Crime [show that 'high harm' violent offences have dramatically increased across the majority of forces over the last two years](#). Since 2009, the police service has lost over 21,000 officers - the majority of which come from neighbourhood and frontline policing. Your national Chair Calum Macleod said: "Cuts have consequences and these statistics are undeniable proof of this. What is it going to take for the government realise that the service is in crisis."



Officer rest days are 'vital' for police welfare

[It is vital that you are able take the time off that you are owed in order to help safeguard your welfare](#) and provide a quality service to the public. Figures have been released which show officers are owed almost 250,000 rest days. The data obtained by the Press Association reveals that in some forces the average number of rest days owed per officer is more than 12, with only one force showing that no days at all are owed.

Pay gap audits - gender pay inequality still persists

[All public sector organisations with over 250 employees now have a statutory duty to publish the results of gender pay gap audits](#), and failure to comply could lead to criminal sanction. Andy Fittes, your national General Secretary, welcomed the fact that forces will be required to publish their audits of pay equality, and believes it is a very positive step towards examining - and then addressing - the issues of pay inequalities that we know still exist.

Elections - vote for your Federation Branch Chair

If there are [contested elections for Branch Chair in your force](#), you will be invited to vote for the candidate you want. Your Branch Chair plays a key role in your force, acting as spokesperson and helping to drive the strategic direction of the Branch to ensure that your welfare is at the heart of the services provided. If there is an opportunity for you to vote, you will receive an invitation to your PNN email address from 14 May.

Register to attend National Police Memorial Day in Belfast

The event honours police officers killed in the line of duty and is open to all who wish to attend. This year's event will be held on Sunday 30 September at The Waterfront Hall, Belfast. To register to attend or to find out more about the day, visit www.nationalpolicememorialday.org.

Laura Wiggins, daughter of PC Douglas Wiggins who passed away in May 2016, said: "In attending the National Police Memorial Day, I personally feel it unites families to honour the sacrifices of their loved ones, while ensuring that they are never forgotten."