



DEFENCE POLICE FEDERATION

Established by Act of Parliament

DPF Newsletter January 2020

DPF Awards Night

We're very much looking forward to the Defence Police Federation's first ever Annual Awards ceremony which will take place in June 2020 at our Annual Conference.

It's a chance for us to celebrate some of the fantastic work carried out by members of the DPF over the past year and we'd like your help in finding deserving nominees.

We are all aware of the commitment shown by our members every day and it will be amazing to be able to celebrate those achievements which go beyond the norm.

Do you know someone in the Ministry of Defence Police worthy of an award in the **Bravery, Investigation of the Year, Excellence, Lifetime Achievement, or Inspiration** categories?

Do not forget that the **Inspiration** category covers all those who do amazing charity work,

If so, the attached document (ANNEX A) provides more details on each award category together with a nomination form.

The awards cover work carried out **from 01st March 2019 to 01st March 2020** and completed nomination forms should be emailed to annualawards@dpf.org.uk

We're looking forward to seeing your nominations and celebrating all your great work with nominees and winners on the evening of our Annual Conference in June next year.

Loughborough University Study

The study which the DPF have commissioned, looking at whether data supports our assumption that maintaining physical fitness as you age is more difficult. The initial findings seem to support this, but more work is needed.

At present we still need more input from two specific groups, namely males between the ages of 30 and 40 and females of all ages.

The DPF are confident that once we have enough from each of the groups outstanding, we will have the necessary evidence to take to Government. Therefore, if you are a male between 30 and 40 or a female and are willing to take part, please contact DPF HQ, so that we can look to run further testing in the very near future.

Your Help is vital in ensuring the evidence is of value and cannot be challenged. So please consider helping us to secure an earlier retirement age for you.

A short film about the Defence Police Federation and Loughborough University fitness study can be found here: <https://www.youtube.com/watch?v=qLeo-bZuWeA>

DPF Training

We have over the last few months engaged on training our Representatives in areas that our members believe is essential.

In conjunction with the PFOA, we have trained a large number of officers to be mental health first aiders. We will have some further courses running over the next few months, so you can get involved if you wish.

We have also increased our DPF Friends qualifications by qualifying many of them to represent officers in Post Incident Procedures (PIP). This was again supported by the PFOA. These friends will attend and assist any member who becomes involved in any major incident, whereby the IPOC or PERC could be involved and help liaise between our members and their legal representatives.

It is essential to remember that if you are involved in a major incident, like a police contact death or a firearms incident, that the only group that will assist you with legal representation is the Federation. This is the same across all policing. If you are not a member you will not receive legal representation and you will need to source and fund it yourself.

The DPF would like to thank all those who took part in these courses and congratulate all those who gained certificates. Well done.

Pension

For the 1000 members of the DPF who lodged an Employment Tribunal Discrimination Claim, which as you are aware was successful, we recently distributed as circular which stated:

PENSION AGE DISCRIMINATION CLAIMS

This letter is being sent to all members who are registered with us, for a group claim on the pension issues.

The purpose of this letter is to ascertain whether or not we have any members with significant claims for damages. By this we mean evidenced loss or medical issues attributable to this process.

We will be lodging a group claim for damages to the courts, so if you do not have anything specific and evidenced there is no need to respond to this letter, as your claim will be processed alongside everyone else's.

Only respond if you are sure you have evidence and you have a specific claim above that of the group claim we will submit.

The following is from our legal team and explains the process:

As you know, the primary remedy we have sought for members such as you, who were required to transfer to alpha pension scheme when older colleagues were not, has been to secure your return to your previous pension scheme. That has been achieved. The Employment Tribunal has made a formal Declaration saying that you are entitled to be treated as if you had not been required to transfer, and you are therefore entitled to the benefits provided for in your previous section of the Principal Civil Service Pension Scheme, at the same age that would have applied if you had not been required to transfer.

It will take a little time to make formal changes to the pension scheme rules to take effect, but that delay should not affect you. The Tribunal's Declaration overrides the rules and is effective now.

That is not the end of the matter, however. We have also made a claim on your behalf for reimbursement of any out-of-pocket losses you may have suffered as a result of the changes made in 2015. We have also made a claim to compensate you for the distress, upset and anger – described by lawyers as “injury to feelings” – that you may have been caused. I am writing now to ask if there are any particular circumstances in your case that we need to put forward on your behalf.

1. Financial losses

This refers to expenditure you have incurred which you would not have incurred if the 2015 changes had not been made, or payments that you would have received that you have not received as a result of your transfer. In other words, this concerns losses that you have suffered that are capable of being calculated in monetary terms.

We anticipate that few members will have incurred additional expenditure but there may be exceptions. You may, for example, have sought and paid for independent financial advice to assist you with your pension planning.

Most members will not yet have lost any pension benefits as a consequence of transferring to alpha. There may be exceptions again: you might have retired or left the service as a consequence of the transfer, with the result that your pension has been smaller than it would have been if you had stayed in the Principal Civil Service Pension Scheme.

If you believe that you have suffered such a financial loss, please complete the attached form and return it to us. You should send it to:

admin2@dpf.org.uk or

DPF, Unit 131, China Works, Black Prince Road, London, SE1 7SJ

We are aware that there may be tax consequences for members because they have been transferred to alpha and are now being transferred back to the Principal Civil Service Pension Scheme. You do not have to tell us about that. We will take this issue up on behalf of all members.

2. Distress, upset and anger – “injury to feelings”

All members will have experienced a degree of injury to feelings because of what has happened. We will put forward a claim on that basis for everyone.

Some members may have been more upset or angry about what has happened than others. For instance, some may have had to change their retirement plans or other financial arrangements which, whilst it has not caused a financial loss (see above), it has caused more mental suffering than is common to all of the members who had to transfer to alpha. Some members may have become depressed to the point that they sought medical help.

If you believe that this applies to you then please complete the attached form and return it to us. You should send it to

admin2@dpf.org.uk or

DPF, Unit 131, China Works, Black Prince Road, London, SE1 7SJ

Please note that any information that you send to us will be kept in the strictest confidence. We will send it to our lawyers so that they can evaluate your claim. We will not circulate anything you say more widely (even to the Employment Tribunal) without your permission.

If you want to make a claim for your specific financial losses or injury to feelings, please be sure to keep any evidence such as receipts or medical reports safe. We are not asking you to send it to us at this stage, but if an additional claim is to be made on your behalf it will be important to be able to produce this evidence at a later stage.

An electronic version of this form is available at <http://www.dpf.org.uk/latest-news/pension-damages-claim>

We will require a response to this, to process your claim, by the 28th February 2020.

Fitness Alignment

We and the Force are continuing engagement on the fitness alignment. Whilst the Force is still looking to move to a fitness standard of 7:6 by March 2021, no agreement has yet been reached on any changes to the current Terms and Conditions of our members.

Fitness has become a much talked about issue throughout policing and is being discussed elsewhere in the Home Office, National Police Chiefs Council and College of Policing. Although not directly engaged in many of these discussions, we have seen documentation with regards the ongoing considerations and are aware the Force has sought further scientific data.

We will endeavour to keep you informed of any future developments on this subject.

Follow the DPF on twitter @DefencePolFed for all news and articles concerning the MDP and wider police family.