

DEFENCE POLICE FEDERATION



PAY PARITY: CONTINUING THE WORK FOR FAIRNESS

Pay parity remains one of the Federation's key priorities. We have continued to raise this issue in our regular meetings with the Chief Officer Group and the Department, making the case for MDP officers to be fairly recognised for the unique policing role we perform.

The current review is focused specifically on MDP basic salary and how this compares with Home Office police pay and the Windsor pay structure.

The matter has now been raised at a senior level within the Department as well as ministerial level, alongside our ongoing engagement with the relevant Pay and Recognition team. While there is no further movement or outcome to report at this stage, discussions remain constructive, and we continue to press the case and seek progress.

Alongside representing members views, we continue to build the evidence needed to support future change, including the impact on officers and the challenges this creates for recruitment and retention.

The Federation remains committed to making the case for pay parity and ensuring this issue remains firmly on the agenda.

PROMOTION PROCESS UPDATE

DPF continues to engage with the Force on the promotion process, recognising the importance of clear, fair and timely opportunities for career progression.

The arrangements agreed for 2026 are a one-off process and went live on 28 September. This process has been introduced to address issues with the current framework, including differences affecting officers trained in Scots law.

We recognise that the current position is not ideal and may be frustrating for some members. However, it follows concerns raised through the DPF about Scottish law-trained officers being required to sit an examination based on English and Welsh law. DPF made representations on this issue and secured changes to the process.

We also recognise the uncertainty this has caused for members who are waiting for promotion or seeking clarity about their career development. It is important that the agreed 2026 process now moves forward, providing opportunities for progression and allowing vacancies to be identified so that further recruitment can take place.

DPF representatives continue to contribute to the Force Promotion Working Group, ensuring that members' experiences and feedback are taken into account as future arrangements are developed. Our focus remains on achieving a promotion process that is fair, consistent and transparent.

The full promotion framework will be rewritten and subject to full consultation ahead of the 2027 promotion process.

THIS EDITION

Keeping members informed is an important part of our work. Following a review by the General Secretary of how the Federation communicates with members, we have introduced an in-house Communications Manager to provide clearer, more timely information and help you stay better connected with your Federation.

After more than 10 years at DPF Head Office, Joanna Hudson steps into her new role with a wealth of experience and a strong understanding of our members and representatives. Having spent her time supporting member enquiries and working closely with our representatives, Joanna is excited to bring that experience to her new role and continue supporting the DPF team and our members.

In this edition, you'll find updates on key areas of work, meet some of the people representing you and discover more about the support and services available through your Federation.

Pension Administration: Capita Delays

We remain concerned about delays some members have experienced with the administration of their Civil Service Pension Scheme benefits through Capita, particularly those approaching retirement or waiting for pension payments and lump sums.

While the administration of the scheme sits outside the Federation's direct control, we have raised members' concerns with the relevant organisations, challenged delays and sought clarity on recovery plans, service standards and timescales.

We continue to monitor individual cases to identify recurring issues and support our representations. We also explored providing financial assistance to members affected by delays, but FCA requirements around lending meant this was not viable.

We recognise the uncertainty these delays can create at retirement and continue to press for more timely case handling, improved communication and clearer information for members. Although there is no immediate resolution, this remains an active area of work and we will provide further updates as information becomes available.

INSIDE YOUR FEDERATION

GETTING TO KNOW THE PEOPLE WHO REPRESENT YOU



ONE YEAR AS NATIONAL VICE CHAIR: IN CONVERSATION WITH INSP PAUL COSSEY

September marked one year since Paul was elected National Vice Chair of the DPF. Alongside his Federation responsibilities, Paul remains operational, serving as an Inspector SPO within the Territorial Operations Group.

We spoke to him about his first year as NVC, the work taking place on behalf of members and why he would encourage others to get involved.

Why would you encourage other members to get involved?

It is important that issues affecting members are brought to the Federation's attention. Emerging issues can be raised with the Chief Officer Group and the wider Department, while longer-term issues can be worked through using positive engagement and, where appropriate, legal and policy mechanisms.

I have really enjoyed my three years on the NEC, two representing Inspecting and Superintending Ranks and now my first year as National Vice Chair. I would recommend that anyone interested in making a difference and becoming involved in matters affecting their station and the wider Force considers becoming a Branch Representative.

What was your involvement with the DPF before becoming NVC, and why did you put yourself forward?

Before becoming NVC, I spent two years as the NEC Representative for Inspector and Superintending Ranks, supporting members on matters including discipline, policy, pay, pensions and welfare.

I brought wider concerns to the NEC, with some becoming motions at DPF Annual Conference, and introduced online forums to give ISR members another way to raise issues and hear about the Federation's work.

I put myself forward for NVC because I wanted to make a difference and influence positive change. Even a small change can be a positive step. The role has also given me greater insight into work at a strategic level with the Chief Officer Group and NEC.

What does the role of National Vice Chair involve?

I support the National Chair and General Secretary with problem-solving matters, help drive forward motions from Annual Conference and attend meetings including the regular Joint Consultative Committee (JCC).

As NVC I am also Chair of the Member Assistance Support Scheme (MASS) Committee, which considers financial assistance for members facing difficult circumstances, and am involved in reviewing the scheme and process.

I continue to raise matters with the NEC, including pay parity, pensions, discipline and additional working hours for Inspectors. I also assist with on-call disciplinary and welfare matters, as well as being involved in the rewards and recognition review process for the Annual DPF Awards event in November, all alongside my operational role.

What has stood out about the Federation's work that members may not always see?

Seeing the amount of work taking place, and the challenges and barriers that sometimes have to be overcome to support our members, has really stood out to me.

The Federation team and representatives consistently look for ways to address issues of concern and improve matters for members. Much of this work is carried out by representatives alongside their full-time policing roles.

We also have a positive working relationship with the Force, which is key to working together to find the best outcomes for members while recognising the needs of the organisation.

Looking ahead, what issues and opportunities do you see for the MDP and our members?

There are a number of areas I believe require continued attention, including pension administration problems, a fair and transparent promotion process and ensuring officers affected by station closures receive the right support.

I would also like to see progress on pay, pensions and travel, particularly pay parity with Home Office colleagues and parity on rail concessions for MDP officers commuting to London.

Looking further ahead, building on the work the Federation has already undertaken, I believe we should continue to push for a review of the current retirement age for a workforce predominantly made up of firearms officers. We should also consider opportunities to reintroduce international policing roles for all MDP officers.

I wanted to make a difference and influence positive change.

COULD YOU GET INVOLVED

The DPF is member led. Branch Reps raise local issues, provide a voice for colleagues and feed members' concerns into the wider work of the Federation.

With experience, there are opportunities to take on wider responsibilities and represent members at a national level.

Paul's journey from ISR Representative on the NEC to National Vice Chair shows where getting involved can lead and how members can help influence positive change.



Interested?

Find out more about DPF roles and eligibility on our website or speak to your Area Secretary about how you can get involved.

REPRESENTATION PATHWAY



**DPF
MEMBER**



**BRANCH
REP**



**NATIONAL
EXECUTIVE
COMMITTEE**



**NATIONAL
ROLES**

GET INVOLVED.

**REPRESENT COLLEAGUES.
HELP SHAPE CHANGE.**



INVESTING IN OUR REPRESENTATIVES

Our Branch Representatives play a vital role in supporting members, providing advice, guidance and representation across the Force. To ensure they are equipped to deliver the best possible service, we are enhancing the way we train and support our representatives.

We are introducing a clearer training pathway, including an improved induction programme for newly elected reps, core learning modules and regular refresher training.

Delivered through a blend of face to face and online learning, the programme is designed to build knowledge, confidence and consistency, ensuring representatives have the skills they need to support members effectively.

A newly established Training Working Group will help shape the programme as it develops, with external training partners brought in to add value and reflect best practice.

Representatives will also have opportunities to undertake specialist development, including IOSH health and safety management training, helping to strengthen knowledge in key areas that support members.

**By investing in our
representatives, we are
investing in our members.**

Well-trained, well-supported representatives are better placed to provide informed advice, effective representation and the high standard of support our members expect from their Federation.

WORTH KNOWING

SUPPORT AND SERVICES FOR MEMBERS

Supporting recovery: Paul's experience of The Police Treatment Centres

Following surgery on his foot earlier this year, DPF Southern Area Secretary Paul Hunter spent two weeks at the Police Treatment Centres (PTC) in Harrogate as part of his rehabilitation.

We spoke to him about his experience, the difference the treatment made to his recovery and what he learned from using the service first-hand.

What led you to The Police Treatment Centres following your foot operation?

I had been suffering worsening pain in my left foot for some time and was diagnosed with a torn tendon and a ganglion, which required surgery.

Before the operation, I mentioned to my surgeon that I was a member of the PTC and he felt that intensive physiotherapy afterwards would be beneficial. Following surgery in January, both my surgeon and local physiotherapist recommended that I apply.

The application process was straightforward and, a couple of weeks after applying, I was offered a two-week residential period of treatment at Harrogate.

What was your first impression when you arrived?

I was greeted by very friendly and cheerful staff and quickly made to feel welcome.

I was shown around the centre, including the gym, hydrotherapy and swimming pools and treatment areas, and it quickly became clear just how much was available to support my rehabilitation.

How did your stay help your recovery?

After an initial assessment, I met the physiotherapist who would oversee my treatment. They took the time to understand my injury, surgery and recovery before developing an individual



pogramme, including physiotherapy, hydrotherapy and exercises to improve my foot, balance and general fitness.

My progress was regularly reviewed and the programme adapted as I improved. By the end of the first week, my mobility had noticeably improved and going downstairs was becoming easier. By the end of the second week, I no longer needed my ankle support brace and felt confident walking without it – a significant milestone in my recovery.

What surprised you most about the experience?

The speed of the improvement. Having intensive treatment that was individually tailored and continually reviewed made a significant difference to my rehabilitation.

Having experienced it yourself, what would you say to other MDP officers who haven't yet joined the monthly donation scheme?

At follow-up appointments after my stay, both my surgeon and local physiotherapist commented that my recovery had further advanced than they had expected and attributed this to the two weeks of personalised, intensive treatment I received at the PTC.



DID YOU KNOW?

For £9.99 a month, MDP officers can access the Police Treatment Centres, providing specialist physical and psychological rehabilitation for serving and retired police officers.

From specialist physiotherapy and psychological wellbeing programmes to online support, the PTC offers a range of services designed specifically for the policing community, with Centres in Harrogate and Perthshire.

The Force supports attendance with Special Paid Leave, plus travel for your first and last journeys.

Your monthly donation helps support this specialist service and keep it available when you need it.

I have contributed to the PTC for many years and never needed to call upon its services. I viewed it as an insurance policy – you don't need it until you need it – and I was very pleased it was there when I did.

Given the physical nature of the MDP and the weight of equipment officers can carry day in, day out, injuries can often occur. For me, having access to this level of specialist treatment when I needed it made a significant difference to my recovery.

MEMBERSHIP REMINDERS



Check Your Beneficiary Details

Eligible members have access to the DPF Death Benefit Scheme, providing a £4,000 payment to a nominated beneficiary in the event of death in service. A further £1,000 Death Benefit is available through the PFOA. The Death Benefit for members who pass away within 12 months of retirement is £2,500.

Please take a couple of minutes to check that your beneficiary details, address and contact information are up to date. This helps ensure any benefit can reach your chosen beneficiary without unnecessary delay.

You can update your details through your online DPF account at www.dpf.org.uk. Not registered yet? [Register for your DPF account](#).



Your Enhanced Group Insurance Scheme

The DPF Group Insurance Scheme has now transferred to Gallagher following a competitive tender process. The cost to members will remain unchanged, with existing cover maintained and a range of enhanced benefits introduced.

For serving members, key enhancements include Life Assurance increasing from £120,000 to £130,000, Permanent Total Disablement increasing to £120,000, an additional eight weeks of sickness support, enhanced Personal Accident benefits, and new Mobile & Gadget Cover, Best Doctors 2nd Opinion and Blue Light Lifestyle Hub access.

Further information, including the new Scheme Booklet, policy details, application and claim forms, guidance and contact details, are available on the [DPF website](#).



Dates for your diary

October

10th	World Mental Health Day
12-16th	National Work Life Week
18th	World Menopause Day

November

08th	Remembrance Sunday
11th	Armistice Day
18-20th	DPF Annual Conference & Awards
25th	White Ribbon Day



Scan the QR code to view your new Group Insurance Scheme Booklet