

# Conference Programme 2024



# BRITISH TRANSPORT POLICE FEDERATION

Annual Conference | 24-25 September 2024

Hilton at The Utilita Bowl, Southampton



**“Closer working relationships with other departments and increased training for Fed Reps are having a positive impact”**

# Delivering The Best For You

**W**e return to Southampton for the 2024 British Transport Police Federation Conference, which is aimed at **setting our priorities for the year** and ensuring we all have the skills and knowledge to deliver the best possible service for our members.

As you will see from the reports provided by our Area Secretaries, it has been a challenging time for many of our members, and for policing more widely. There are some common themes affecting those we represent, including issues that impact their work-life balance. This is concerning at a time when demand on officers remains high.

We remain uneasy with some aspects of workforce planning, including rest day cancellations. Similarly, **the length of time some officers are spending under investigation is worrying**, but it is in the face of challenges that we explore solutions, and there are many positives to report on. Closer working relationships with the professional standards department (PSD) and force resource planning unit (FRPU) are having a positive impact. Increased training for Reps is enabling more issues to be resolved locally. There is always more work to do, but improvements are being made.

You will hear about some of the positives and the challenges during the always informative BTP/BTPA question and answer session. We're also pleased to welcome some of the team from law firm Penningtons Manches Cooper, who will lead a session on employment law, criminal negligence and personal injury.

**This year we are hosting a 'speed networking' session with our various member service companies** so that Reps can better understand how each can assist our members and feel more confident in promoting the work they do.

**Conference is about improving our knowledge and awareness of the issues our members face and how best we can address them.** My thanks to our sponsors and supporters for helping to make this annual information sharing event possible.

**Stuart Cowan, Chair, BTP Federation**





# Conference Agenda

**Conference will begin at 9am on Wednesday 25 September.  
Delegates are requested to be seated in the Conference Hall in good time.**

- 09.00** Conference Opens
- 09.15** Chair's Conference Address
- 09.45** Minister's Response
- 10.15** Q&A with Chief Constable and BTPA
- 11.30** Coffee Break
- 11.45** Member Services 'Speed Networking'
- 13.00** Lunch
- 13:45** Closed Session: Internal Business  
(Rules & Motions)
- 15.30** Coffee Break
- 15.45** Guest Speakers: Penningtons Manches Cooper
- 16:45** Conference Closes

# Facing Testing Times

## D Division

**Sergeant John Paul O'Kane (Area Secretary)**  
**PC Gordon Wason (Chair)**  
**Inspector Bryan O'Neill**  
**PC Michael O'Brien**  
**PC Liam Ward**

This is my second report to Conference and I am pleased to say that after a few personnel changes over the past couple of years, the Scotland Committee has achieved stability with the same entire Committee returning this year; long may it continue.

### Op Overhand

The first big test of the year came in the shape of Op Overhand (the force response to the Israel-Hamas conflict). There wasn't a police post in the entire force that wasn't affected by rest day cancellations (RDC).

While the main focus was on London, officers the length and breadth of Scotland were facing blanket RDC in response to the demonstrations taking place following the terrible events in the Middle East in early October.

frontline colleagues, mirroring Police Scotland who, by the time you read this, will have been carrying Naloxone for just over two years.

For those who do not know, Naloxone is a medication administered either by injection or nasal spray that can reverse the effects of an overdose from opioids, if given in time. **This is an issue that has divided opinion – are police officers the correct people to be administering prescribed medication?**

While nobody can doubt that saving a life is a good thing, we are here to ensure that our members' rights and welfare are protected.

Until all due diligence has been carried out and we receive guarantees from the Police Investigation & Review Commissioner that officers will not be punished or subject to extremely lengthy investigative processes for trying to do the right thing, we should tread very carefully.

### Learning And Development

We continue to support our members on a daily basis with business-as-usual enquiries: entitlements, expenses, annual leave, etc.

We don't and can't be expected to know all the answers, and this is perhaps a timely reminder of how difficult the policy portal on the force

OPM has in store for them.

While the Inverness post, for example, has a comparatively low crime count, it covers a massive geographic area with minimal officers.

This creates an anomaly that we believe is unique to Inverness, where officers can at times be called out from home to attend calls. Hopefully the OPM will take issues such as this into consideration.

### Notting Hill Carnival

I am pleased to report that in the spirit of One BTP, D Division will be sending a full Police Support Unit to assist our B and C Division colleagues in the policing of the Notting Hill Carnival.

This will hopefully alleviate some of the pressure felt by our members, particularly in B Division, who are subject to leave restrictions when the rest of their families and friends are enjoying a bank holiday weekend in the sunshine.

### Police Treatment Centres

Finally, it would be remiss of me not to mention my recent experience of attending the Police Treatment Centre in Castlebrae. The Police Treatment Centres (PTC) is a registered charity that provides treatment and support, including

**“In the proposed roll-out of Naloxone to frontline officers, we are here to ensure that our members' rights and welfare are protected”**

While we as a Committee enjoy a reasonably positive relationship with the divisional senior leadership team (SLT), we encountered some issues with management at a more local level around Op Overhand RDC.

**At times it felt like common sense had evaporated, when colleagues who were due to go on family holidays or attend other important events were unable to do so**, due to first- and second-line management being unwilling to deviate and look at the bigger picture. Hardly an example of the #WeCare line that we so often hear.

By the time these concerns were brought to the attention of the SLT and common sense was applied, it was unfortunately too late, but we learn from issues such as these and any problems that arose over the following weekends were quickly addressed and rectified.

### Proposed Roll-Out Of Naloxone

The current political hot potato affecting BTP in Scotland is the proposed roll-out of Naloxone to

intranet can be to navigate. **Hopefully the new intranet, when it's launched, will be far more user- and Fed Rep-friendly.**

We also continue to learn and develop. This year, all of our Reps will have attended menopause training, peer support training and Survivors Trust training. We will also have qualified or refreshed in misconduct and advanced misconduct, to best serve our members in their time of need.

### Optimised Policing Model

The upcoming Optimised Policing Model (OPM) will look at how the force best deploys the finite number of officers it has, to deal with protecting the travelling public.

While this is of course a sound principle, each division and area of the force has its own unique challenges, and Scotland is no different.

With around 200 officers, mostly based in the West of Scotland, it will likely be the police posts in the North Sector who will wonder what the

intensive, police-specific physiotherapy and rehabilitation, for injured and ill police officers, retired officers and police staff.

**The PTC is an amazing place staffed by wonderful people who perform miracles.** They were there for me when I needed them, and I would urge you all to encourage as many of your colleagues to sign up to the PTC as possible. An account of my own experiences of the PTC can be found on the British Transport Police Federation website.

### Looking Out For You

I wish you all the very best for the coming year, on behalf of the entire D Division committee, Gordon Wason, Bryan O'Neill, Michael O'Brien, Liam Ward and myself.

As always, please stay safe, take care and look out for each other.

**John Paul O'Kane**  
**Area Secretary**





# Progress Is Being Made

## Midlands, Wales & Western

**PC Jamie Baker (Area Secretary)**

**Inspector Mike Jones (Chair)**

**PC Richard Cartwright**

**Sergeant Gary John Warren**

**DC Stephen Found**

**PC Lisa Scott-Savage**

**PC Leighton Rivers**

I would like to start my report for this year's Conference by thanking the Midlands, Wales & Western Committee for their dedication and commitment to their duties as Federation Reps, looking after the welfare and needs of our colleagues.

### Rest Day Cancellations

The past 12 months have been challenging for BTP officers. Op Overhand saw a large number of rest day cancellations to police protests and demonstrations at key locations across our jurisdiction. I was pleased to see officers carrying out their duties



**“Reps have worked hard this year to assist members through the misconduct process, which can be immensely stressful”**

to a very high standard throughout the operation.

We supported a number of officers who required their rest days back due to pre-planned and family commitments. We understand that demands such as Op Overhand need policing, but officers are allowed to have a life outside of policing and to be able to plan events without the pressure of their days off being cancelled.

**Last year I reported that officers were having their rest days cancelled for football duties, but this has changed in recent months**, thanks to a new football policy brought in by ACC O'Callaghan. I fully support this policy, but we are still seeing a small number of cancellations for risk fixtures. And officers on some areas are being paid, while others are RDC. How is this fair?

### Op Hampshire

In my report last year, I highlighted that **officers are still being assaulted at an alarming rate, ranging from pushes and bites to officers being hospitalised**. It is not acceptable.

Senior officers should be attending court with officers who have been assaulted. I believe this

would improve morale.

We are also accepting low-level charges from the Crown Prosecution Service. Senior officers need to assist investigating officers and make contact with the CPS over sentencing guidelines.

### Misconduct: More To Be Done

Reps have worked hard this year to assist members through the misconduct process, which can be an immensely stressful time for those involved.

It is encouraging that the force's professional standards department (PSD) is making good use of the reflective practice review process (RPRP) to deal with minor infringements, and not dealing with everyone under the Regulations.

There have been many good examples of when this has been used to allow a complaint to be resolved quickly and officers to reflect and move on in a timely way.

Reps have done excellent work supporting officers, and seeing those officers being able to return to work after suspension and investigations make the job worthwhile. However, the timeliness of investigations leaves a lot to be desired.

**Officers are waiting months, even years, for what appear to be simple investigations to be conducted and adjudicated.** Officers often remain suspended and under restriction during this period, placing additional strain on their colleagues to backfill the work they are unable to do.

On a positive note, I recently read in the PSD newsletter that 97% of the complaints it received in 2023/24 did not require investigation.

### IT Issues

Mobile devices need replacing, as officers report that the battery life is very poor on the current devices. iPatrol is the most-used tool that officers need to carry out their duties, but it can be very hit and miss. I implore the force to invest in new mobile devices.

We were also promised personal-issue laptops for all officers by the spring, however at the time of writing this has yet to materialise.

Many thanks and keep safe.

**Jamie Baker**  
**Area Secretary**



# Pushing For Change

## Pennine East

**PC Ryan Griffiths (Area Secretary)**  
**DCI Michael Jackson (Chair)**  
**DC David Bentley**  
**PC Anthony Sutcliffe**  
**PC Michelle Pidgen (retired)**  
**Sgt Paul Woods**



It is with great privilege, as Area Secretary, that I present the Annual Report for 2023/24, for the Pennine East Committee of C Division.

I would first like to thank the committee, who have provided support and advice to many officers, assisting them in difficult circumstances and in their times of need this year.

I am acutely aware of the amount of time spent by Reps both on my committee and nationally to support members. Especially now, as investigations and welfare support are often complex, prolonged and time consuming, which can inevitably lead to significant emotional investment. Please remember to check up on one another.

### Fighting Violence Against Woman And Girls

There has been some outstanding individual and teamwork displayed in the Pennine East Area, and members are working hard to achieve the force's goals and visions.

I'm extremely proud of the progress members are making in fighting Violence Against Women and

A number of organisational reviews are running in the background to all this, which can cause uncertainty and, in some instances, unwanted stress.

I do hope the current Optimised Policing Model review will be balanced and consider the hard work that is carried out by officers that sometimes cannot be captured on dashboards but still contributes massively to deterring and disrupting crime.

The Dog Review was instigated at the beginning of the year, which included some areas of concern. We submitted counter-proposals, and these led to some aspects not being pursued, in particular tenure, and handlers having more opportunity to be dual handlers. This will have a positive impact both locally and nationally for members. This shows the importance of Federation involvement in any

and more precise updates will only be a good thing for the officer's welfare.

The Federation is always evolving and has provided Reps with great opportunities to develop their skills. The offer of peer support training is welcomed and will enhance the support we can provide to members. This should always be in addition to the force's responsibility to look after its staff.

### Assaults Against Officers

It is upsetting that a number of officers have been assaulted while carrying out their duties. I was hoping the integration of body-worn cameras would assist the courts when sentencing to send out a firm message. The toughest possible sentences should be considered for those convicted of assaulting a police officer; something that does not

**“I'm extremely proud of the progress members are making in fighting Violence Against Women and Girls across the Pennine East Area ”**

Girls (VAWG) across the Pennine East Area, promoting 61016 and the Railway Guardian App. It is clearly having an impact in encouraging those affected to report any matter, however small, to the police.

**Officers have been involved in media presentations in conjunction with train operating companies, promoting the message of not being a bystander and reporting matters to the police.**

There has been innovation and proactive engagement with universities and colleges in the North East, with officers delivering presentations to students that have caught the attention of the force nationally. This will help BTP become a frontrunner in the continued fight against violence against women and girls, which we should all be proud of.

### OPM And Dog Reviews

review that may affect members.

### Conduct Investigation Timescales

An area that needs improvement is the unacceptable and debilitating timescales for misconduct and gross misconduct investigations. These routinely go beyond 12 months and I have seen first-hand the mental stress and trauma this causes the officer and their family to suffer.

**There must be improvement in the timescales for the completion of investigations and for officers to receive more structured, detailed updates.**

It's also vital that any officer who faces a misconduct hearing should – at least on the final day of the hearing – have the support of their line manager to provide that additional wrap-around support, something which is unfortunately lacking now.

Any reduction in the timescale of investigations

appear to happen consistently.

Something needs to change. **The latest annual figures saw 1,132 BTP officers assaulted, 249 of those with injury.** It always amazes me how quickly those officers assaulted bounce back and carry on as normal. I just hope this isn't something officers have now come to expect as part of their job, which would be extremely sad.

To finish, I would like to reiterate my thanks to all the members of my committee. Thanks to Stu, Mark and Pete for their continued hard work, for organising a number of training events throughout the year, and their continued vision to hold the force to account on behalf of our members.

**Ryan Griffiths**  
**Area Secretary**



# Standing Up For Fairness

## Pennine West

**Sergeant Carol Peters (Area Secretary)**  
**PC Phil Agate (Chair)**  
**PC Paul Quest**  
**PC Garry Beardall**  
**Inspector Alex Amos**  
**DCI Steve Lewis (retired)**

**A**s Area Secretary of Pennine West, it is my privilege to present the annual report for 2023-2024. I would like to acknowledge the hard work, dedication and support our Pennine West Committee has given to officers over the past year, dealing with misconduct, post-incident procedures, vetting failures, everyday general enquiries, and offering advice.

### Major Events

I want to highlight the excellent work that our officers have been doing over the past year. As well as business-as-usual, football, Christmas operations/markets and AO Arena concerts, Liverpool hosted two major events: the Eurovision Song Contest and Aintree Races.

Footfall in Liverpool was at an all-time high for Eurovision, with the majority of officers rostered 12-hour shifts to assist with the sheer volume of passengers. Our committee was involved throughout the planning stages. During the events, we

finish between 23:00 and 00:00 and the problem arose when officers needed to return to their respective home stations to book off. At 21:30 only one officer remained, leaving a request for a depleted BAU to assist. This is unacceptable and was fed back accordingly. I have been assured it will not happen next year.

### Roster Problems On Origin

There are still occasions where officers are being rostered on courses, leaving the shift below minimum staffing levels. This requires a local overview of the roster, highlighting any gaps and emailing any amendments to the force resource planning unit (FRPU) – but there is still a delay in showing the amendments on Origin. I have highlighted this to the Chief Constable and had several meetings with the head of FRPU, but unfortunately the issue is still unresolved. We will keep raising this.

### Resource And Retention Issues

Most police posts are under-resourced, and this problem is not going away. This is due to a range of reasons such as sickness, annual leave, training courses and PSD suspension. **On occasion, we are falling well below minimum staffing levels.** Officers' shifts are being changed at short notice, 12-hour shifts are rostered to ensure minimum cover is provided, and supervision is sometimes covered remotely due to financial restrictions

gated criminally. The CPS decision was 'no further action' and PSD then started discipline proceedings. Twelve months later, the officer attended an accelerated panel only to be dismissed.

Another officer was arrested facing three criminal charges that were no further actioned. They were then investigated for gross misconduct, which was downgraded to misconduct, with the officer eventually receiving a written warning. PSD must ensure officers in charge of police stations carry out their own due diligence before referring their staff to PSD or Home Office forces for investigation, often resulting in them being suspended for months at a time.

**PSD timescales for interviews/decisions is leaving officers suspended for far too long, causing them undue stress and anxiety;** this is unacceptable and needs addressing.

In line with the positive engagement the Federation is having with the force at a national level, here in the North West we are building relationships with PSD (mainly in York) to try to streamline the process, understand the investigative system, and thereby accurately advise and represent our officers.

### New Warrant Cards

Officers received their long-awaited warrant cards in September 2023. You will have seen the SLT arranging personal briefings to share the key

**“The majority of officers were rostered 12-hour shifts for Eurovision, and we ensured that their welfare needs were met”**

ensured officers' welfare needs were met and reviewed resource levels on a regular basis with Bronze Commanders, allowing some officers to be stood down early.

### Planning Ahead

**We continue to have Federation representation at all major planned events. Officer welfare is paramount,** and we try to ensure that rest facilities are available as well as snacks and hot and cold drinks. The prospect of a Federation welfare vehicle will, I'm sure, benefit our officers throughout the force.

Sometimes our feedback after events is not always listened to. An example of this is Aintree Races on Grand National Day, where resources were allocated to a location that is known to have night-time economy issues, due to refused travel through intoxication. Officers were rostered to

on rest-day working. This is having a detrimental effect on officers' morale; several officers are looking at leaving BTP and some are planning to apply to Home Office forces.

### OPM Concerns

Concerns have been raised by officers regarding the Optimised Policing Model (OPM); it is possible there may be a need to reduce resources in some posts and to create a single line of command. There may be a reduction in dedicated neighbourhood policing teams. We will engage with the senior leadership team on this, to ensure the views of our officers are represented.

### Unacceptable Timescales For PSD Investigations

Reps have assisted officers who have either been arrested, served Regulation 17 notices, or failed their vetting. One officer was arrested and investi-

gated criminally. The Federation supports the reinforcing of standards and behaviour and will carry on delivering this message to ensure that colleagues fully understand their responsibilities.

### Wigan Police Station

Wigan Police Station has closed due to a damaged roof; officers are now working out of Preston, but must travel to Wigan to access vehicles. There is no confirmed date for the office to reopen or even if it will open. We will continue liaising with SLT and pass on any updates. It seems to be an issue with basic maintenance and repairs at BTP properties, meaning some have to close down completely before basic work is undertaken.

### Challenging HR Policy

We assisted an officer who returned to work





ahead of schedule following a serious injury sustained while being assaulted on duty. The injury required an operation that kept him off work for nearly six months. Within seven days of returning to work, the officer had to book sick with the flu. This took him to over six months of sickness absence, but HR refused to accept that Op Hampshire should prevent the officer going onto half pay. Representations were made, the result being that the policy is to be rewritten for clarification. **All Op Hampshire sickness will not count towards any cumulative time off that would trigger the half pay threshold.** This result will have a wider positive impact.

#### **Upskilling For Federation Reps**

A big thank you to the executive committee for arranging training that will assist Reps to build on their skillsets. The training includes post-incident procedures, pension, menopause, peer support, neurodiversity, diversity and inclusion training and, last but not least, misconduct training, which is excellently delivered by Nigel Goodband.

This training is enabling Reps to support officers who have the misfortune of facing misconduct or gross misconduct proceedings and vetting failure. The committee recognises that being under investigation can be a very lonely and isolated place for an officer.

#### **Loss Of A Colleague**

Sadly, our Diversity and Inclusion Lead, Karen Wiesenekker, died earlier this year. Karen was a valued colleague and ambassador for BTP, having previously served in Merseyside Police and with strong connections to the North West. Her funeral was held in Merseyside in March 2024, and our Chief Constable represented BTP to honour Karen.

#### **New Inspectors Rep**

Lastly, I would like to thank DCI Steve Lewis for his exemplary service and dedication to the Federation over several years. Steve's insight and attention to detail are forensic and he was a strong advocate for fairness and ensuring that colleagues were represented to the highest standards. We wish him the very best for his retirement and offer a warm welcome to the new Inspectors Rep, Insp Alex Amos.

**Carol Peters**  
*Area Secretary*



# Advocates For Equality

## **B Division East/A Division**

**DC Paul Miller (Area Secretary)**

**PC Rodney Forsyth (Chair)**

**Inspector Stephen Morrison**

**PC Tom Jepson**

**Sgt Nicholas Brown**

**PC Mark Perryman**

**F**irst, I would like to welcome our new Sergeant Representative, Nick Brown. Nick is highly experienced as a Sergeant and has hit the ground running, coming along to a couple of misconduct interviews and addressing many issues in his department. Welcome, Nick.

### **Resource Planning**

The planning meetings have started early again, with the Federation sitting in Bronze Group meetings. It was good to see the force involving the Federation in early consultation.

Last year saw officers being released back to rest days early, compared to years gone by when the force left this decision quite late.

As I draft this report, officers have already been reverted to rest days for Notting Hill Carnival. Apart from PSD matters, rest days being cancelled is what



sheet identifying officers who have had their rest day cancelled repeatedly and are now rectifying these.

### **Committee Work**

This year my committee has been involved in Op Hampshire. Our Reps have been working with the ACC and DCC to tighten and enhance the policy, so officers get more protection and welfare when they

There is still more to be done, especially around neurodivergent officers, flexi-workers and reasonable adjustments when getting promoted. I am an advocate for equality across the board, and I will be addressing this matter and hope to provide an update in my next report.

### **Optimised Policing Model And CID Review**

Those who know me know I'm passionate about of-

**“There is still more to be done on inclusivity, especially around neurodivergent officers, flexi-workers and reasonable adjustments”**

has filled my inbox the most.

**It gets to a point where officers haven't had a weekend off in months, especially around March and May.** That is not right, and my committee and I will continue to challenge this at every opportunity. Some of these events are known about a year in advance, so why isn't there sufficient planning ahead to avoid rest day cancellation?

We have also had Op Overhand and many demonstrations around the country, not to mention multiple stabbings over the Easter weekend. And of course there have been many large football fixtures. This is just a snapshot of what B Division officers were committed to police and, as usual, the majority of these events subjected officers to rest day cancellation.

Thank you to Tom Jepson who, along with the Ops Planning department, has begun to identify officers who are disproportionately affected by RDC, and has pushed to have some of them overturned.

Events Planning has now implemented a spread-

are assaulted.

Meanwhile **I successfully got the policy changed on unsatisfactory performance & attendance procedures (UPP).** Now officers whose probation is being extended will have a formal meeting to discuss it, rather than an informal meeting as it was before.

I have also had a busy year with PSD and misconduct interviews and hearings, while my committee has been supporting officers involved in an IOPC investigation, for which we await the outcome. As a committee we have also been successful in appealing a vetting decision where officers have had their vetting revoked.

As I take up my new role as the B Division full-time Rep and the Federation's Diversity and Equality officer, I intend to work closely with all the Employee Support Associations and agree Memorandums of Understanding, where **we encourage and promote diversity and inclusivity, and ensure that BTP policies align with the Equality Act.**

Officers' welfare and work-life balance and there are two changes happening to the way officers work: the CID review and the Optimised Policing Model. I have been consulted on the OPM, but I can't say I have been impressed with the way the CID review has taken place. I have made my views known.

I would like to thank my committee, who are so dedicated and hardworking. I couldn't ask for a better set of people to work with.

And last but not least, I would like to thank our officers who have put their trust in us to represent them. These officers tell us about their personal and most intimate details at times, and they can trust us with these disclosures. My committee and I will make a pledge to all those officers that we will continue to represent you, stand by you, and fight every breach of policy and injustice that we come across. But we will also be honest with you.

**Paul Miller**  
**Area Secretary**



# Officers Under Pressure

## B Division South

PC Brian Williams (Area Secretary)

Inspector Mark Stook (Chair)

PC Naomi DeCastro

PC Steve Forrest (retired)

Sgt James Musgrove

Sir Joseph Simpson, Commissioner of the Metropolitan Police from 1958 to 1968, used to tell a tale about two pigeons flying over the head of a police officer standing in Trafalgar Square and the Constable saying: "Go on, you might as well, everybody else does."

As I look back at the past 12 months, it is clear to me that as far as the policing landscape is concerned, that story rings as true now as it did then. We have seen police officers criticised for being too forceful, for not being forceful enough, for being bigoted, for being 'woke'.

To many members on B Division South, it feels like police officers are no longer viewed by society



several high-profile incidents in London over the Easter bank holiday that led to B Division South members being called from rest days with all the disruption that means for home and family life.

### The Importance Of Work-Life Balance

Cancellation of rest days and restrictions on annual leave continue to impact our members. It is clear that many members do not believe that the force's event planning procedures are fit for purpose, and that rest days are being cancelled to cover for failures to plan.

Members expect to be able to enjoy a work-life balance, to take annual leave, to enjoy weekends spent with loved ones, family and friends.

The cancellation of rest days impacts that precious time.

**I regret to say that unreasonable encroachment into work-life balance is pushing officers towards resignation.** I ask that the Chief Constable reviews the situation.

### Barriers To Performance

Members have regularly complained that there are internal obstacles to better performance. Overwhelmingly it is the need to balance calls to service with investigative workloads.

## "Officers are criticised by supervisors for spending too much time on patrol; and then for spending too long working on casefiles"

as human beings – let alone citizens in uniform.

### Professional Standards

That brings me to the issue of professional standards and misconduct. Over the past year, the B Division South Committee has visited posts across the area to talk to officers about the common issues we are seeing and how to avoid getting embroiled in them. Officers were adamant that they wanted to see those whose conduct has brought disgrace to the uniform removed.

However, many stated their concern that the current system of investigation by the professional standards department, the Independent Office for Police Conduct and the subsequent process of gross misconduct hearings, is draconian, lacking in fairness, proportionality and due process, and with little distinction made between human error, faulty judgement and deliberate wrongdoing.

From the discussions, it was clear that **the force's chief officer group is widely viewed as remote and disconnected from operational realities.** I ask that the Chief Constable take steps to urgently remedy the situation.

### Use Of Police Powers

Knife crime is a major cause of public concern, with

Stop and search – so long a political football – is now back in fashion. Yet on B Division South we hear officers saying that they are avoiding the use of their powers unless it is unavoidable, not just due to the fear of becoming the next viral media clip, but also because of onerous internal scrutiny and bureaucracy.

The force has managed the feat of creating an internal system that works against the effective use of stop and search to reduce offending on the railways and to keep passengers and staff safe. I ask that the Chief Constable reviews this situation.

### Op Hampshire And Use Of Force

Too often, B Division South Committee members have had to contact officers in the aftermath of incidents where they have sustained horrendous injury and abuse.

The current training and equipment available to members should be reviewed.

I believe it is equally as important that the internal scrutiny of use of force should be looked at dispassionately, to ensure it is not so onerous that it stops officers using force in circumstances where it is entirely legitimate.

Force is not a dirty word. It is often what stands between a police officer and injury.

On one hand, members are criticised by supervisors for spending too much time on patrol and supposedly neglecting casefiles and inquiries, while on the other hand criticised for spending too long in the office making those very same inquiries and working on casefiles!

I ask that the Chief Constable conducts a review of the criminal justice unit and the casefile quality unit, in order to reduce the pressure on officers.

### Mental Health Crises

Every day, B Division South members continue to navigate the complexities of responding to people in mental health crisis, with minimal training and support.

**It is still all too common for officers to spend their entire shift in an A&E department due to a lack of beds in a mental health unit,** or on a constant watch in custody because of a lack of staff. I ask the Chief Constable to review what can be done by the force to reduce this demand.

As always, I am in awe of the professionalism, courage and compassion of B Division South officers as they navigate the minefield of modern policing.

**Brian Williams**  
Area Secretary



## TfL Central

- PC Michael Natavio (Area Secretary)**
- PC John McCrae (Chair)**
- Temp/Sgt Ian Neville**
- PC Chirag Patel**
- DC Alan Spillett**
- PC Andrew Sawyers**

It is with mixed emotions that I write my first area report on behalf of the TfL Central Committee. I joined BTP Federation after seeking help from the two previous Area Secretaries with events that happened in my policing career, and

and I have learnt so much from both of them.

### The Importance Of Federation Training

The TfL Central Committee is currently running just under full strength, but we are working as hard as ever for our members. Our Reps are all misconduct-trained, and two thirds of the committee are post-incident procedure (PIP) trained, with plans afoot to train everyone in this important skill. At the time of writing, we have just had a refresher on misconduct training.

In addition, we have all had menopause training and neurodiversity training. There is Survivors Trust training and advanced misconduct training pencilled in for later this year. It is these

these skills will enable us to offer the best service to our members.

### Cross-Committee Work

I cannot write about the many skills that our committee has without referencing the amount of cross-committee work that has happened in the past year. There are 3,345 police officers and Special Constables across the country (25 of them substantive Superintendents and above) and only 40 BTP Federation Reps nationally.

**It is with great pride that I can say that we as a Federation have supported our members with a holistic and overarching approach.** We use shared experiences and knowledge to help mem-

**“While we recognise that rest days must sometimes be cancelled in times of need, there should also be a notice and appeal process”**

it is their professionalism and knowledge that inspired me to be a Federation Rep. Jim Carty and Dean Percival have had a profound impact on me

tools that help us do what we do as efficiently and professionally as possible. After all, we are all here to support those who need our help, and

bers through difficult and challenging situations. These lessons will be taken forward so that we can offer the same bespoke service to everyone



# Making Difficult Decisions

who needs it. This is another reason why the TFL committee welcomes the full time B-Division role, so that standards and approach are consistent and effective.

## A Year In Review

In what has been a very busy year for BTP, officers have as always gone above and beyond what both society and the organisation have asked.

Notting Hill Carnival and New Year's Eve were both once again resource-intensive. Along with the pro-Palestinian demonstrations, it has truly stretched and tested the capability of the BTP. The professionalism that officers have shown in maintaining impartiality, while providing a high level of protection to people's right to protest, have shown BTP in the greatest possible light.

**This year has also brought the most spontaneous (not pre-planned) cancelled rest days in a financial year.** While we recognise that rest days must sometimes be cancelled in times of need, there should also be a notice and appeal process. I am pleased that after the initial Op Overhand deployments (BTP's response to the Israel-Hamas conflict), a process was put in place.

The committee has provided figures to BTP about the number of days that officers have found themselves working. Our representatives have advised numerous people on how they can claim back money spent on weekend plans away through the Group Insurance Scheme.

We managed to get some officers a much-needed rest day back, but work is still to be done on making this the norm and having a fully integrated system that compensates officers fairly if they go over the WTA (Working Time Agreement) through no fault of their own.

## Social Media Challenges

In the past year there has been an increase of investigations into people's social media posts (including WhatsApp and other social media messaging services). Since the creation of our role in society, police officers have had to deal with some of the most stressful and horrendous situations imaginable.

The average person experiences three to four traumatic events in their lifetime, whereas each police officer is likely to experience between 400 to 600 in their policing career (source: A&S Police Federation, 2021).

They must act professionally, courteously, and not neglect their duty while facing situations that are akin to some of the most terrifying crime novels. How officers deal with these stresses has

been the subject of much debate over the years.

There have been studies written by people smarter than I that show dark humour is a coping mechanism for officers who have witnessed horrific events. **But where is the line drawn between dark humour and unacceptable behaviour? This is a question that must be answered by all of us.**

I know there are some 'Old Sweats' who would say: 'It was different in my day, when you could say this and that', but to them I say: how do we expect to progress as a society if attitudes do not change? And how are we able to police society if we are part of the issue rather than being above it?

There was a time when certain sectors of the public were merely referred to by their IC (identity code). This was acceptable at that period in history until it was not. Language is ever-evolving and words have many connotations. Which is why it is important to watch the language you use and make sure the sentence/gif/picture you send is seen how you mean it to be, and not how the other person derives it to mean. By monitoring language, a lot of these investigations would be nipped in the bud.

In the past, the professional standards department has run 'ethical dilemma' seminars to warn officers of what is right and what is wrong. **The introduction of reflective practice has gone a long way to making officers look inward at their own behaviour.**

We, as officers and as a profession, should know what is right and wrong. And we must learn from our mistakes. Benchmarks on what is deemed inappropriate and troublesome have been set (both professionally and socially), and we should be keeping as far away from these as possible.

## Professionalism And Dedication

There are other issues our committee has faced this year, but no matter what adversities have arisen, the TFL committee has always faced these head-on.

I would like to thank the committee for their hard work. Without the predecessors who set the path, Federation Representatives such as Ian Neville, Chirag Patel, Alan Spillett and Andrew Sawyers would not be as good as they are now. Both John McCrae and I would like to thank them for their professionalism and dedication to helping our members in their time of need.

*Michael Natavio*  
Area Secretary





# Motions For Conference

## Motion 1

### Adoption of the audited accounts

That Conference adopts the audited accounts of the Federation, dated 31 March 2024.

**Submitted by:** BTP Federation Executive

**Proposed by:** P Kingham

**Seconded by:** M Marshallsay

## Motion 2

### Self-referral allowed to occupational health

Currently, the force does not allow an individual to self-refer to occupational health; there is a requirement for them to approach their line manager to record and submit their concerns on their behalf. This procedure is outdated and management-driven.

There should be a shift towards officers having the option to self-refer. This will empower and encourage officers to take a proactive approach towards their health, remove any stigma by allowing them to seek help without feeling judged, and could lead to earlier intervention in the management of any health issues.

**Submitted by:** Pennine East

**Proposed by:** R Griffiths

**Seconded by:** M Jackson

## Motion 3

### Canvas officers on death-in-service benefit

That the force should canvas officers on whether they would opt in to a voluntary death-in-service benefit payable to their nominated beneficiary.

**Submitted by:** Tfl. Committee

**Proposed by:** I Neville

**Seconded by:** C Patel

## Motion 4

### Mobile phone for Federation business

That all Reps (if they wish) should be issued with a mobile phone or additional SIM card to provide a specific point of contact for their Federation business.

**Submitted by:** Midlands, Wales & Western

**Proposed by:** R Cartwright

**Seconded by:** L Scott-Savage

## Motion 5

### Payment made for call-outs when not on duty

That the force implements a payment for any officer who is called out to attend a job when not on duty.

**Submitted by:** Scotland

**Proposed by:** L Ward

**Seconded by:** JP O'Kane

# Rule Changes

## Rule Change 1

### Amendment to Rule 6.9

That Conference agrees to compensate the newly confirmed full-time B Division role with an appropriate annual honorarium.

**Submitted by:** BTP Federation Executive

**Proposed by:** M Marshallsay

**Seconded by:** P Kingham

## Rule Change 2

### Amendment to Rule 8.0

That Conference updates the constitution allowing for the removal of members from the Federation who seek to be a nuisance or cause reputational damage to the Federation or any of its representatives.

**Submitted by:** BTP Federation Executive

**Proposed by:** M Marshallsay

**Seconded by:** P Kingham

## Rule Change 3

### Amendment to Rule 12.0

That Reps have a discretionary amount (up to £50) to spend in support of the membership on operational deployments (light refreshments etc), without needing to seek prior authorisation of the Executive.

**Submitted by:** Midlands, Wales & Western

**Proposed by:** R Cartwright

**Seconded by:** J Baker




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