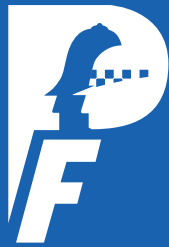


NORTH WALES POLICE FEDERATION



ANNUAL REPORT 2021



REPRESENTING, INFLUENCING, NEGOTIATING

CONTENTS

Foreword	1.
A word from the Chair	2.
2021 Roundup	3.
Conduct and Performance	7.
Professional Development	8.
Equality Update	9.
Finance	10.
Health and Safety	11.
Custody Report	12.
Welfare Van	13.

FOREWORD



Welcome to the North Wales Police Federation Annual Report for 2021. In a year where the world started reopening after the confines of the pandemic, it was so good to start seeing people again in person as opposed to via a laptop screen.

North Wales Police Federation supports officers up to the rank of Chief Inspector. Our role is to negotiate and influence on your behalf across the various roles in policing. We influence and negotiate on a number of issues and our involvement in these meetings makes sure you have a voice. We obtain outcomes that support and underpin the core values of your policing.

This global pandemic saw a fundamental change in the way the Federation Office operates. Following the Government guidelines staff within the office continue to work from home. I want to thank the staff in the Federation Office for everything they have done to ensure that we continue to provide a service to our members and the force.

Even with the challenges of COVID, 2021 saw another busy year for the Federation. More and more officers are requiring our assistance which has left a very steady and rising demand on the team. This saw a mixture of dealing with misconduct investigations, both internally and with the Independent Office for Police Conduct (IOPC). These investigations can often take a significant amount of time to investigate and throughout, the Federation 'Friend' will be there to arrange the necessary legal and welfare support.

As you read this Annual Report I hope you will see the commitment the Federation makes to ensuring your voice is heard internally and externally. We attend countless meetings which, at times, can be an onerous task, but are all necessary to ensure we put forward the best interests of our members. We also feed in to the national policing picture to make sure north Wales police officer's views are heard loud and clear.

I want to thank our team of Federation workplace representatives. Our Fed reps really are the backbone of the organisation and do this role on top of their 'day job'. Being a Fed rep can be challenging at times (or most the time!) but our approach is always one to seek resolution not retribution so it is always key that both parties come to the 'table' with an open mind. Sometimes this is easier said than done on some peoples parts!

Looking ahead, our commitment to our members, here in north Wales, will be to continue to work constructively with the Chief Officers and the force. Never afraid to challenge and speak out when necessary but striving for harmony to make North Wales Police the very best it can be for our brave, hardworking and dedicated police officers who we are proud to represent.

Diolch yn fawr.

Mark Jones
General Secretary
North Wales Police Federation

A WORD FROM THE CHAIR



Welcome to the North Wales Police Federation annual report for 2021.

I am extremely proud to present this report as your North Wales Police Federation Chair having been elected into the position in December 2021 by you, the members. The report provides an overview of the work undertaken locally by your branch in 2021, and highlights how your Federation serves the members, provides welfare support, helps the Force work effectively, which in turn provides value to the communities that we serve.

Our primary aim is to ensure that we represent members in discipline matters, ensuring that the very best level of representation is provided to our members in their hour of need. With this in mind we also need to ensure that discipline matters are handled efficiently, which is beneficial not only to our members, but also to the Force and to the public.

The last couple of years have been exceptionally difficult and challenging. Policing this pandemic has brought new challenges, new legislation and new demands both for operational policing and the administration behind the scenes that often gets forgotten about.

The Police Federation's work, whether local or national covers a multitude of topics and hopefully this report will highlight the diverse range of subjects we cover for the benefit of our members.

I hope you find it informative and interesting and who knows it could inspire you to become a future Federation representative.

Vinny Jones,
North Wales Police Federation Branch Chair



2021 ROUNDUP

Well, what a year 2021 was! After the events of 2020, we'd perhaps hoped for a more settled year, but it couldn't have been any less so. It certainly didn't pan out as expected, and the way that we work has seen a continued, and probably permanent, change, as it has for the whole Force. In many ways, 2021 was no different to usual years in that it was another busy year for your local Federation, representing, influencing and negotiating on the behalf of all our members, from those who are new in service, right through to those who are retiring. In others it was, of course, very different, with several lockdowns, seemingly constant changes in Covid legislation to navigate, the Police Bravery Awards (2020 and 2021) held late in the year, a hybrid version of National Police Memorial Day, allowing many more people to view it online, and Conference again cancelled in its traditional format and held online instead.

Recruitment continued apace in 2021, with Operation Uplift, and we spoke to six new intakes of student officers; advising new officers what the Federation does for officers, highlighting the special nature of student constables and Regulation 13, raising awareness of the Group Insurance Scheme, highlighting the features for all members, and providing details and benefits of the Police Treatment Centres. All of these new officers undertook their initial training from home, a difficult ask (particularly as everyone's home learning environment is different), and we congratulate them all for their dedication and tenacity undertaking learning in challenging circumstances. We also visited the first PEQF intake as they began the second year of their qualification, to allow us to find out first hand how the programme is running, what the issues are for the officers, and what the realities of studying for a degree alongside being a full time police officer are. It was eye opening, and allowed us to understand the huge amount of work that we are asking our

new officers to undertake. It's certainly not an easy ride, or an easy way to obtain a degree. The main message that we came away with that it's an incredibly difficult juggling task, combining a full-time job with a full-time degree programme. We also spoke to three groups of new PCSO's and Police Staff, to let them know about the benefits of the Group Insurance.

The Force, including its most senior management, has continued to recognise the importance of having the Federation involved and consulted on major policy and procedural changes, particularly during the continually changing landscape of Covid-19. This important relationship with the Force ensures that decisions taken by the organisation are subject to intense scrutiny to safeguard officer's wellbeing and welfare. Last year the Federation 'attended' (Teams!) meetings both at a National and Force strategic level. These included (not an exhaustive list!): Promotions Board; Leadership and Culture; Wellbeing; Screening Panels; Force Executive Board; Financial Savings; Misconduct; Grievance; Welsh; Tactical Citizens in Policing; PSD meetings; Employment Tribunals; Member Services; Redeployment and Recruitments Board. More so than ever, it's vital that your voice is represented to the organisation.

Due to Covid we've been unable to schedule the usual surgeries for the police family, but we've still been pushing to achieve the best deal for you - from equipment to member services. We've continued our relationship with Perkjam, an exclusive customer perks platform which offers hundreds of discounts and offers to the North Wales Police family. Our member services also include equipment, cars, holidays, days out, shopping, legal and financial services, welfare and health services. Visit www.nwpolfed.org/memberservices/ and see what you can save, and make sure you sign up to the 'MSG Federation' email group to keep up to date with the latest offers.



In February we took delivery of our Welfare Van, and it's already proved to be a well used and popular addition to our welfare offering. The van, which has a toilet, wash area, seating, hot water, sink, microwave etc., supports officers predominantly deployed to incidents where there are no facilities, such as scene preservation, major incidents etc., to allow officers to take a break somewhere dry and warm, have a hot drink and to have bathroom facilities.

2021 was a big year for Mutual Aid, with large deployments being sent to G7 in Cornwall and COP26 in Glasgow, and our Welfare Van was deployed to both events, as part of a national Federation response, to support officers from all forces. We were a welcome sight during the heat of June in Cornwall, where in addition to handing out drinks and snacks, we supplied well needed shade under the awning, sunscreen and insect repellent. Glasgow was a bit different, and much colder, and we found ourselves in much more remote locations and extremes, providing hot porridge to officers at 5 a.m. outside Edinburgh; hot drinks, snacks, bathroom facilities and welcome respite to around 80 officers at Grangemouth at 11 p.m.; and some well deserved treats to some officers after they rescued a member of the public who had fallen into the canal by the Falkirk Kelpies. We continued to issue our popular Welfare Bags to all officers on Mutual Aid deployments. The idea behind

the bags is to provide officers with a drink, snack and a few home comforts, along with answers to some frequently asked questions and contact numbers in case they needed the Fed whilst they are away on deployment. The bags continue to be really well received by officers. If you've got any suggestions about what you'd like to see in the bags, please get in touch.



With welfare in mind, we continued to support the valuable PSA testing events. The PSA test is a blood test that measures the amount of prostate specific antigen (PSA) in your blood. PSA is a protein produced by normal cells in the prostate and also by prostate cancer cells. It's normal to have a small amount of PSA in blood, and the amount rises slightly as men get older and the prostate gets bigger. A raised PSA level may suggest the person has a problem with their prostate, but not necessarily cancer. Since 2019 the events have seen a total of 907 men tested. So far we are aware that there have been 23 Red and 56 Amber results which flags concern over their prostate health.

National Police Memorial Day, held in Lincoln Cathedral, was also streamed online allowing a much larger congregation for the service than would otherwise have been possible due to the Covid restrictions in place at the time. The service was held in the presence of HRH the Prince of Wales, and despite the unusual format of being online, it was a successful, uplifting and very moving service.

Despite Covid restrictions, 38 North Wales Police officers/PCSO's were able to attend the Police Treatment Centres in 2021, 68% accessing the muscular-skeletal programme and 32% the psychological wellbeing programme. Bearing in mind the length of time that the PTC was closed due to Covid-19 restrictions, it's a significant number of attendees. 63% of North Wales officers donated to the PTC in 2021, and it's worth pointing out that this number does not include the 2020/21 police officer and PCSO new recruits, who were eligible to have 12 months free, nor does it include any officer, PCSO or CDO who joined up during the amnesty. It highlights just how valuable the officers of North Wales Police view the services offered by the PTC.

The PTC is an amazing facility, ensuring injured officers have the best possible chance of recovery from injuries sustained both on and off duty. In 2021 they opened a state of the art extension to substantially enhance their psychological wellbeing provision at the Harrogate site. It's an impressive and valuable facility, that increases their treatment capacity, and has already been well used.

In June, North Wales Police officers became eligible to join The Ben Fund. Created in 1974, when Cheshire Constabulary, Greater Manchester and Merseyside Police brought together their independent welfare Funds, it's now also available to officers in Lancashire Constabulary, Cumbria Constabulary, the National Crime Officers Association and North Wales Police. The Ben Fund is an independent charity dedicated to supporting and caring for the police from recruitment into retirement. From their centre in the Ribble Valley, the Ben Fund is dedicated to supporting your physical and mental health and wellbeing, and with its financial hardship assistance, via grants and interest free loans, and the death in Service

grant of £5,000, it provides a unique care package that compliments the PTC.

Attendance at the PTC and The Ben Fund is classed as duty time, and if you don't currently donate to the PTC or The Ben Fund, please get in touch with the Federation Office for more details.

Our Group Insurance Scheme has again seen an increase in membership numbers, with 1914 police officer and police staff members as at December 2021. If you're not currently a member why not take a look at the scheme benefits on our website? It's much more than just a life insurance policy. To give you an idea of how our members benefitted from the scheme, in 2021 members called out the motor breakdown service over 200 times, there were claims for life insurance, critical illness, court compensation and 15 members claimed convalescent benefit (for assistance with travel to and from the Police Treatment Centres). GP24 was a new aspect of the Group Insurance in 2019, and 23 members utilised this service between January and the end of the November 2021. Membership of the Group Insurance is open to all police officers and police staff, and if you'd like to join please contact the Federation office.

As you may know, the Force stopped providing pre-retirement courses a few years ago, and the Federation took over the responsibility to provide this important service for officers who were approaching a massive milestone in their working lives. We held four courses in 2021, rising to the challenge and adapting the courses from online to socially distanced, and using new locations - depending on the restrictions in place at the time of each course. These courses, with guest speakers, ensured that officers and staff approaching retirement had the best possible advice for when that last shift had finished.

PFEW take the training of your reps very seriously, so to allow training to continue, many courses were moved online when restrictions prevented face to face meetings. Whilst many missed the immersive experience and networking benefits of training with fellow reps from other parts of the country, the new approach ensured that reps (and particularly new reps) were fully prepared for their roles. It also allowed those reps who previously found the commitment of 3 days in Leatherhead difficult to receive full training. It's been a steep learning curve, and the lessons learnt will help shape future training.

Looking towards 2022, we're looking forward to another busy year representing, negotiating and influencing on your behalf.



 **@NWalesPoliceFed**

 **@NWalesPoliceFed**

 **www.nwpolfed.org**

CONDUCT AND PERFORMANCE

North Wales Police Federation Misconduct leads are the Secretary Mark Jones and the Deputy Secretary Mel Jones.

The Branch have a number of misconduct trained workplace representatives who can support members facing misconduct allegations or performance related issues.

Branch officials work closely with both the force based Professional Standards Department and the Wales and West region IOPC to ensure that cases are dealt with in a fair and proportionate manner.

The Police Conduct and Performance Regulations 2020 prescribe that if an officer has committed a minor misdemeanour or it is evident from an early stage that their action was a mistake they can work with their line manager to reflect on what could have been done differently. They can take learning points and grow as an Officer. This process, known as Reflective Practise, can also draw out possible learning points for the Force.

DURING 2021 INVESTIGATIONS WERE CONCLUDED AS FOLLOWS:

No Case to answer = 613

Reflective Practice = 28

Management Action = 153

Conduct Meeting = 2

Conduct Hearings = 1

Accelerated Conduct Hearing = 1



PROFESSIONAL DEVELOPMENT

We've continued to sit on promotion boards, and to attend meetings locally, regionally and nationally to ensure that we are involved in the consultation and development of recruitment, training, development and assessment and promotion of our members.

Inevitably, the Covid-19 pandemic has continued to have a major impact on the provision of training, both in Force and for Federation reps, with only essential training taking place. A large part of the training that has taken place has been on-line - still a strange experience for most, and one that has had its successes and failures, has moved on and changed apace and has highlighted the adaptability of both trainers and learners.

Last year the way in which officers are recruited and are trained changed dramatically in North Wales in September, with a move to the College of Policing PEQF requirements. North Wales Police is working with Bangor University, and the first cohort of students began their second year in September 2021. We have been liaising with this cohort to identify and challenge issues that have arisen for them in this new programme. All new recruits have undertaken some or all of their initial training online. It's been a huge challenge for all involved, but is particularly challenging for the student officers, who all have different learning environments, family structures and internet reliability. We have supported those students and congratulate them on their continued dedication and tenacity undertaking learning in challenging circumstances, and we are following their development closely.

We have also been closely involved in the provision of essential training within Force during the pandemic and will continue to do so closely when restrictions begin to ease and decisions are made as to which training will be rolled out and when.



EQUALITY UPDATE

By Inspector Ceri Hawe



It's been another busy year representing members. Generally, a rise in welfare related matters which is to be expected due to COVID and the challenges that has brought.

As Equality Lead, I have been working jointly with the force on ensuring that members have been afforded appropriate workplace adjustments under the Equality Act 2010. The area of Disability has been more prominent in my work over the last 12 months, we have had some very positive outcomes for members I have represented, working jointly with our Human Resources colleagues.

A Deputy Equality Lead has also recently been appointed who is PC Rae Ellis.

I am working with the force to ensure our Disability Passport is fully utilised and implemented. There is a working group currently set up in force to ensure that we are meeting our Level 2 Disability Confident Employer status with a view to attaining Level 3 in the future which can only benefit members.

I have also continued to be involved in working groups for the Job Related Fitness Test to see what can be done to accommodate the needs of members when undertaking this. I was successful in ensuring that females returning from maternity leave are contacted in advance of their return and supported in preparing for their fitness tests.

We have also made more progress in making our Branch Board more representative with PC Amit Patel being successful in recent Federation elections.



FINANCE

Financial control of the finances of NWP Federation is managed in its entirety by PFEW at Leatherhead. The total monthly subscription of members is forwarded to Leatherhead.

All invoices from suppliers are forwarded direct to the Finance Department at Leatherhead. Expenses claims from our representatives are forwarded direct to the Finance Department at Leatherhead via a Contina IT App and are reimbursed direct to the Representative Management Information is provided to the Branch Council from the Finance Department at Leatherhead.

Annual audited accounts are provided by KPMG and when available are posted on the National and local PFEW Websites.



HEALTH AND SAFETY

By PC Tony Edwards



Well another year of covid lockdowns and working from home resulting in a business continuity plan surrounding agile working being developed. This has unfortunately resulted in a lack of first aiders and fire stewards within the workplace coupled with the fact that there have been no training courses available. This is a matter of concern because until we know what the level of agility will be in our estates, it is difficult to plan ahead and to get the right balance in terms of the number of staff that need to be trained and their location.

We are seeing an increase in Airwave outages which is putting officers at risk. The matter has been raised at previous Health and Safety Management Meetings and at SMT (LPS). The Health and Safety Manager produced guidance and a risk assessment in 2021 for OSS and the Force Control room during the past 2 months incidents have been sporadic, affecting all areas of the Force and will continued to be monitored.

The pattern in engine failures in some vehicles suggest that the recall work undertaken initially in 2019 was not robust, and may have increased the likelihood of engine failures across the UK. The recent failures are indicating that engines are failing at approximately 35,000 miles after the engine recall work. We know that vehicles with high mileage are considered a higher risk with operational constraints now in place around the use of the vehicles. An alternative is now being looked at either to replace or run alongside our remaining fleet of vehicles. This situation is affecting NWP due to driving constraints placed on drivers

of these vehicles. This is a national issue and is being closely monitored by the various fleet managers and NPCC leads.

Further funding has been agreed in relation to supplying all force gyms that don't already have one, a defibrillator either in the gym itself or within immediate reach.

As a force we have suffered and fallen short in relation to our legal responsibility in the reporting of RIDDOR reportable occurrences to the Health and Safety Executive (HSE) within the permitted time frame.

The main reason for this failure is that A879 forms are not being completed or updated in a timely manner by the injured person's supervisor. This has been a force wide problem which with some intervention and education is improving.

Opportunities have been identified to further improve our reporting forms, capture key information that will assist us with RIDDOR reporting and submissions to HSE. Essentially, key amendments to the injury and near miss reports will help the Health and Safety Administrator identify information at the outset (rather than go chasing for it) from officers, staff and Line Managers so that we are in a better position to escalate reports to HSE quickly within statutory time lines.

CUSTODY UPDATE

By Sergeant Steve Prince



I joined the federation 3 years ago, my initial course was online so I've yet to see the rumoured benefits of being a fed rep.

Last October though, as the custody lead, I got my invitation through to the national federation custody conference. This is it! I thought as I rubbed my hands with glee.

I wondered where I'd be going London (I could take in a show)? Brighton (always wanted to go there)? Torquay (I could visit friends in the English Riviera)?

WREXHAM, it was in Wrexham! 25 miles from home.

It was a pretty laid back affair, no speeches or lecterns. It became quite apparent from speaking to colleagues from around the country how lucky we are to have such newish custody suites in north Wales. A guided tour of Llay (thanks to Sgt Paul Hughes for that) left many of the delegates literally open mouthed at the facilities. GMP I was told have only one drug capture cell for the entire force, and technically that's in Cheshire (Manchester Airport).

On the horizon we have 'calming cells' for custody; currently being trialled in other forces. These are cells painted wall to ceiling in day glo pink, lime green or lemon and the colour is supposed to sooth our more violent guests. We'll see!



WELFARE VAN



In February we took delivery of our new Welfare Van. Delayed, due to Covid, it felt a long time coming, but it was worth the wait and has become a fabulous welfare facility for officers.

One of our purposes, as a Federation, is to 'Represent and Support' by promoting the interests and welfare of our members, and to support colleagues to achieve the required professional standards. Rightly so, the health, welfare and wellbeing of police officers is top of the agenda at the moment. Our members bravely deal with demanding situations every single day, and do so with upmost professionalism, and have continued to do so throughout the Covid pandemic.

There are various ways 'welfare' can be provided. We'd noticed that one such area that a handful of other Police Federation branches have committed to is the purchase and introduction of bespoke 'welfare vehicles'. These are, generally, vans which have been internally converted to provide a rest area for workers. Facilities include a toilet, wash area, seating, hot water, sink, microwave etc. When we contacted these Federations the overwhelming response was that they were well used, but perhaps more importantly, were REALLY appreciated by and popular with officers, and that in all cases usage had far outstripped expected demand.

Our van has been used across the Force area, predominantly to support officers deployed to incidents where there are no facilities, such as scene preservation, major incidents etc., to allow officers to take a break somewhere dry and warm, have a hot drink and a snack, and to have bathroom facilities.

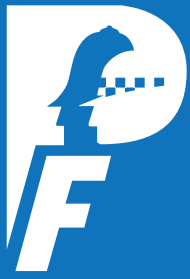
We were invited to take it to the two major mutual aid deployments in 2021, to G7 in Cornwall and COP26 in Glasgow, as part of the national Federation response. The van was deployed, alongside other Welfare Vans and Federation reps to ensure that officers

had what they needed to get the job done, dealing with countless Regulations and other procedural enquiries; providing sun lotion and insect repellent (in Cornwall); and handing out hundreds of cups of good quality coffee, tea and snacks. The hot weather in Cornwall, and the rain in Scotland put extra emphasis on officer welfare throughout the events, and the sheltered area under the NWP Fed awning provided welcome respite during officer breaks in all weathers.

It's also been used during remote training, during the PSA testing, and at Rhewl when the Firearms Range lost all electricity following Storm Arwen. In total, the van was deployed for 99 days in 2021, and as awareness of it grows, we hope that number continues to rise.

Mark Jones, North Wales Police Federation General Secretary said "The introduction of the welfare van has been a very encouraging and positive step taken to ensure the welfare and wellbeing of our colleagues is always number one priority. At one time or another we have all been there, at the scene of a crime, incident, deployment, where the weather has not been in our favour and there is not been anywhere to take a break. The welfare van covers that in affording our colleagues safe space to get a hot drink, sit down and have bathroom facilities.

"The welfare van is available for proactive, pre-planned events around the force and available out of hours for spontaneous incident deployments. We were able to fund the project without using any member subscription funds. It's been a joint effort between the force and Federation and I am grateful to North Wales Police Fleet Manager, Huw Jones, for his support and hard work to take this from concept to delivery."



365 DAYS OF

NORTH WALES POLICE
FEDERATION GROUP
INSURANCE SCHEME

2021 AT A GLANCE...



23 GP24 callouts were made

Over **202** breakdowns were attended



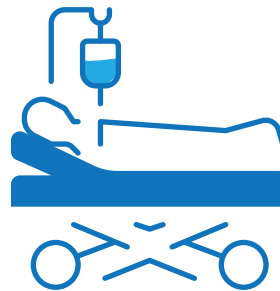
15 NWP officers attended the Treatment Centres



4 unsocial hour claims were awarded



There were **3** Critical Illness claims



1 person claimed Hospital benefit



11 Support24 calls were made



3 cases of Court award compensation claims were awarded



Total number of Group Insurance Scheme members as of Dec 2021
1914 members
(plus 588 partner members)



3 Travel claims have been settled



2 Life claims



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REPRESENTING, INFLUENCING, NEGOTIATING